SUSTAINABILITY REPORT

2025

Ferbasa

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MESSAGE FROM THE ADMINISTRATION

GRI 2-22

The true solidity of an organization is revealed in its ability to innovate and adapt, without ever losing its essence and culture. If in previous years we sailed through turbulent seas and proved our resilience in the face of the global market, 2025 required an additional dose of effort, flexibility and caution.

Thus, we ended the year with 301.7 thousand tons of ferroalloys produced, 286.8 thousand tons sold and net income of R$ 188.7 million. In parallel to financial indicators, we made progress on important points:

- in the ESG agenda, we adopted, for the first time, the concept of double materiality in our reporting cycle, increasing the severity in the measurement of socio-environmental impacts and their financial influence;
- we won the 15th Award from the Federation of Industries of the State of Bahia (Fieb), in the Sustainable Bahian Industry category with the Gas Burner project, a technology that avoided the emission of 1,105 tons of CO_2;
- we evolved towards the energy transition through equity interest in the Ventos de São Ciro and Ventos de São Bernardo wind complexes;
- and we launched the 360° Safety Program, consolidating the prevention of critical risks as the main theme of our journey of prioritizing people's health and safety.

At 65 years old, we keep our eyes on the future, aware of our role in the development of the State, and we remain committed to the quality of our products, the social contribution to the surrounding communities and respect for society.

We thank the commitment and dedication of all Ferbaseiros (Ferbaseans), the Company's driving force. Together, we honor the irrevocable purpose of generating shared wealth and the humanist legacy of our founder, the engineer and educator José Carvalho.

Enjoy your reading!



Dr. José Carvalho
- Founder

"… I used to think, what would happen if our industrial toil aimed, in addition to material benefits, at education? I've imagined dozens, hundreds of poor boys studying: lights opening up in a multitude of minds. The desirable association of administrators, teachers, technicians, workers, on a sublime journey."

José Carvalho

50th Anniversary of the José Carvalho Foundation

In 2025, the José Carvalho Foundation reaches the historic milestone of its 50th anniversary, consolidating itself as one of the greatest educational references in Bahia and the materialization of José Carvalho's humanistic ideals.

As a result of a singular vision in which corporate prosperity is directly aligned with social impact, FERBASA's majority shareholder annually applies its dividends in the provision of free and excellent education to about four thousand children and young people in the countryside of Bahia. This altruistic model of transformation has already redefined the trajectory of thousands of lives, giving broader and more dignified perspectives to families in economically disadvantaged regions.

By celebrating five decades of operation, the Foundation reaffirms the purpose of promoting edifying and definitive changes in Bahia. More than celebrating the achievements of the past and the significant investments that benefit thousands of citizens of the state of Bahia, this event renews the determination to expand the reach of its educational programs, based on the unshakable conviction that only education is capable of building a prosperous future.

ABOUT THE REPORT

GRI 2-2, 2-3

Companhia de Ferro Ligas da Bahia (FERBASA) presents to the market and society the 2025 Sustainability Report, an annual document that consolidates the performance, evolutions and challenges in the management of environmental, social and governance (ESG) topics, in line with its new materiality matrix.

The information presented herein is in line with the consolidated Financial Statements and comprises the relevant events that occurred in the period between January 1 and December 31, 2025. The integration of this data reinforces commitment to transparency and accountability, evidencing the inseparability between economic soundness, socio-environmental responsibility and commitment to the continuity of the business.

The preparation of the report followed the international standards of the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB), methodologies that ensure the comparability of indicators and compliance with the best reporting practices in force in the capital market.

Questions, suggestions and/or criticisms about this document can be sent to FERBASA's Communication area by e-mail (comunicacao@ferbasa.com.br) or phone: +55 71 3645 8958 / +55 71 3404 3121

Materiality

GRI 3-1, 3-2

FERBASA continuously seeks clarity in communications with several stakeholders. Thus, the periodic update of the materiality matrix, conducted with the support of an external consultancy, is essential to ensure the quality of the Sustainability Report and its convergence with the Company's strategic positioning. The 2025 cycle marks progress: the adoption, for the first time, of double materiality. The financial perspective of ESG topics, as well as the actual and potential correlated impacts, were analyzed in light of their influence on cash generation, cost of capital and market value of the Company, in the short (one year), medium (two to five years) and long (over five years) terms perspective.

The study followed the same pattern used in 2023.

1 Sector and regulatory diagnosis
Benchmarking with market peers and technical analysis of the requirements for ratings and global reporting standards.

2 Stakeholder consultation
Consultative engagement with strategic stakeholders — including Senior Management, Risk Management, shareholders, investors, customers, communities and creditors — using a weighting system to define relevance.

3 Analysis of internal risks
Cross-evaluation between the identified themes and the indicators of corporate risks.

The result is a list of 12 material topics, of which five are new and have been incorporated into this issue.



Although it does not appear in isolation in the new matrix, the topic of Human Rights is addressed transversally in the Company's *compliance* guidelines and ethics policies.

2025 OVERVIEW

301.7 thousand
total tons of ferroalloys produced.

286.8 thousand
tons of ferroalloys sold. [1]

[1] Total domestic and foreign markets.

Gas Burner Project – UPB Araticum
wins the 15th FIEB Award and avoids 1,105 tons of CO_2.[2]

[2] Accumulated volume from January to August 2025.

4,951 employees

owned	third parties
3,375	1,576

Payout of 127%, totaling R$ 240 million in Interest on Equity (JCP).[3]

[3]Of the total deliberated in October 2025, the second installment (R$ 140 million) was paid in June 2026.

67 thousand
hours of training.

74 thousand
people benefited by the FERBASA Is Here Program.

R$ 188.7 million
in net income.

R$19.8 million
in social investments.

25%
of women on the Board of Directors.

10%
of the Executive Board are women.

300 innovative ideas
presented in the FerbaInnovative Program.

3 initiatives
selected for the implementation phase.



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Interactive summary

PROFILE

GRI 2-1, 2-2, 2-6

In 2025, FERBASA remained among the ten largest industries in Bahia, according to the annual ranking of Valor 1000.

FERBASA, a publicly traded Brazilian organization listed on B3, is a national leader in the production of ferroalloys. Founded in 1961 by engineer José Corgosinho de Carvalho Filho, the Company is among the ten largest industries in activity in Bahia, according to the Valor 1000 ranking of 2025.

Recognized in the market for the high quality of its products and the longevity of the commercial relationships signed, the Company bases its operations on the rational use of natural resources and the promotion of the development of the surrounding communities.

Corporate management is characterized by austerity, strict compliance with the commitments made, as well as a strategic focus on the generation of value and shared wealth. This set of guidelines honors and perpetuates the founder's legacy, consolidating itself as a reference of innovation, philanthropic behavior and social responsibility.

Participation in other companies

NK 232 Empreendimentos e Participações S.A.: the company signed to operate the Ventos de São Ciro (in the Brazilian state of Piauí) and Ventos de São Bernardo (Paraíba) wind farms, will enable the Company to consume, under the self-production by equivalence (APE, in Portuguese, *autoprodução por equiparação*) regime, electricity generated in these farms.

Bahia Minas Bioenergia Ltda.: aim to acquire rural properties to be used in the exploitation of eucalyptus and other forest species.

FERBASA is headquartered in the municipality of Pojuca (Bahia) and has a corporate office located in Salvador (Bahia).

Products

The portfolio includes chromium and silicon alloys (**see page 19 in detail**), products sold predominantly to the steel sector and to manufacturers of stainless and special steels, in the domestic market, the European Union and countries such as Japan, China and the United States.

The Company's portfolio includes chromium and silicon alloys, as well as products sold to the steel, stainless steel, and specialty steel industries in Brazil, the European Union, Japan, and China.

Subsidiary companies

- **FERBASA & Co.**
- **BW Guirapá S.A.**
- **Damacal Minerals Industry Ltd.**
- **Mineração Vale do Jacurici S.A.**
- **Reflora Reflorestadora e Agrícola S.A.**
- **Silício de Alta Pureza da Bahia S.A. (Silbasa)**



Mission

Serve the ferroalloys, chromium ore and renewable energy market, ensuring the satisfaction of customers, shareholders and employees, developing and operating an integrated business model for mining, forestry, energy and metallurgy, in a sustainable and competitive manner.

Vision

To be a globally competitive company in ferroalloys and chromium ore, generator of renewable energy, consolidating itself as a reference in sustainability.

Values

- **Ethics and respect for commitments;**
- **Opportunity for personal and professional growth;**
- **Quality, safety and solidity;**
- **Simplicity and humility;**
- **Sustainability and appreciation of life.**

INTEGRATED PRODUCTION CYCLE

GRI 2-6

With a fully verticalized operation, FERBASA integrates four strategic fronts: Mining, Metallurgy, Forest Resources and Renewable Energy. This structure ensures the safe supply of essential inputs — such as chromite from its own deposits and bioreducer from cultivated forests — creating a synergy that optimizes internal logistics and maximizes operational efficiency.

Segments of operation

Mining

Extraction of ores mainly destined for the metallurgical plant.

The Mining activities include the extraction of chromium ore – an underground mine and an open-pit mine – in addition to the operation of two quartz mines, a limestone mine and the operation of a quicklime plant. The products are directed, almost entirely, to Metallurgy.

Metallurgy

Core of the activities of production of metal alloys.

The production of metal alloys takes place in the industrial park composed of 14 electric furnaces, of which eight are dedicated to the manufacture of ferrochrome and six of ferrosilicon.

Learn more on our **website**.

High Carbon Ferrochrome	HCFeCr
Low Carbon Ferrochrome	LCFeCr
Ferrosilicon Chromium	FeSiCr
Ferrosilicon 75	FeSi 75
Ferrosilicon 75 High Purity	FeSi HP

In strict alignment with sustainability guidelines, all furnaces are equipped with baghouse filters. This environmental control technology is essential to mitigate the impacts of the operation, by retaining the particulate matter generated in the processes.

Forest resources

Supplies bioreducer (charcoal of vegetable origin) for the furnaces of Metallurgy in the production of ferrosilicon.

The Forest Resources unit occupies 64 thousand hectares (around 158 thousand acres), most of which is made up of legal reserves, firebreaks, native forests, Private Natural Heritage Reserve (RPPN, in Portuguese, it stands for *Reserva Particular do Patrimômio Natural*), among other characterizations. Of this total, about 25 thousand hectares (around 61 thousand acres) are destined to eucalyptus plantations, a species later converted into bioreducer – an essential product for the sustainable manufacture of ferrosilicon.

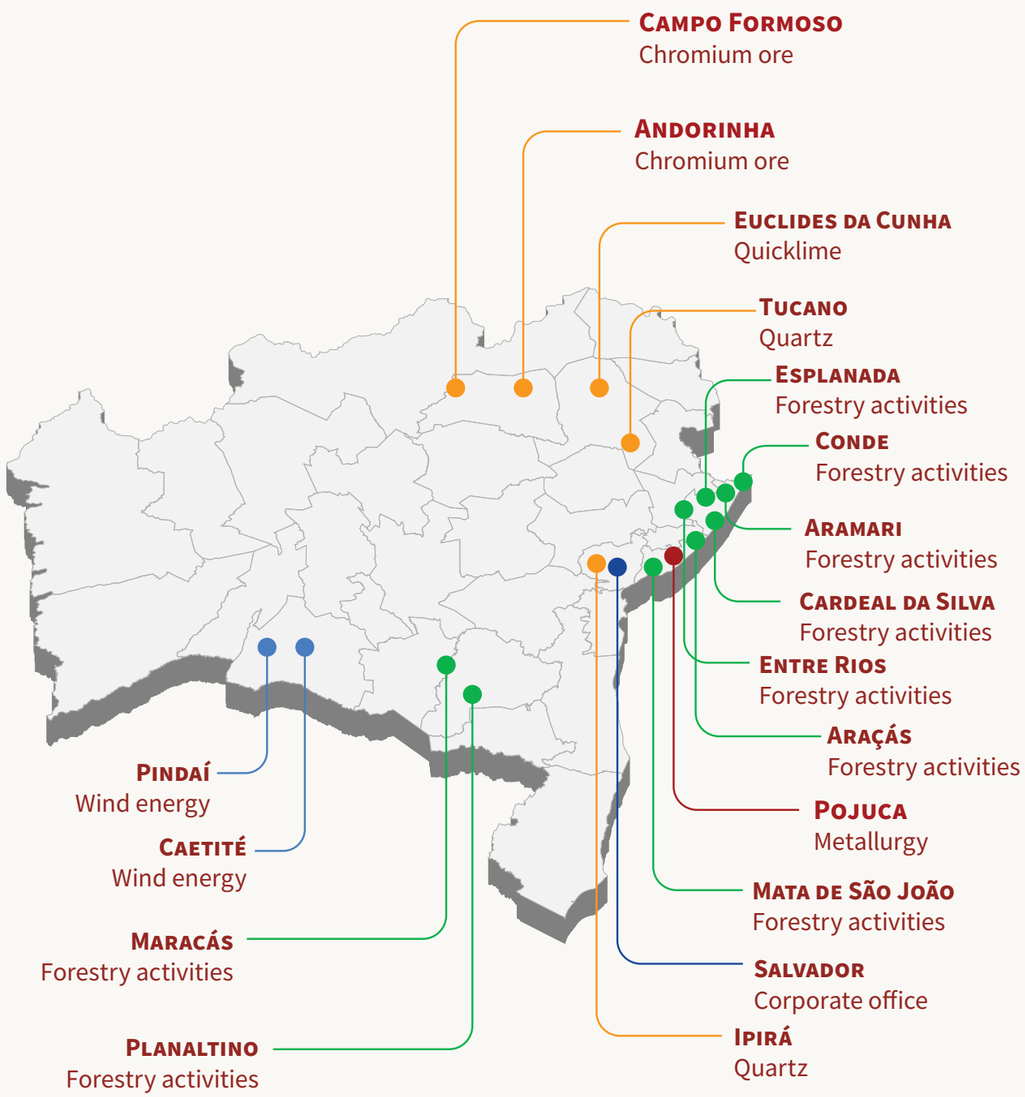
Renewable energy

Composed of seven wind farms with an installed capacity of 170 MW.

BW Guirapá's seven wind farms are installed in the Southwest region of Bahia, in the municipalities of Caetité and Pindaí.

The total generation of the 92 wind turbines that are part of the project will meet, by 2036, the contract signed in a reserve energy auction with the federal government. After this date, FERBASA will be able to strategically choose between consuming or selling the energy from the complex.

PERFORMANCE MAP



Integrated Management System

FERBASA's processes follow the policies and standards defined by the Integrated Management System (SGI, *Sistema de Gestão Integrada*, in Portuguese), covering quality, environment, health and safety guidelines. The management model is supported by ISO 9001, ISO 14001 and ISO 45001 certifications, which establish the requirements for product quality, environmental indicators, safety of operations and compliance with legislation.

The SGI Policy reflects the commitment of Senior Management with the expectations of stakeholders and is broken down into actions that ensure the continuous improvement of processes. Annually, the SGI undergoes internal and external audits that demonstrate the compliance of controls.



Business Model

Inflows of our capital

Financial capital

- Own resources;.
- Operating cash flow.
  - Raising of R$ 200 million from the Sovereign Brazil Plan;
- Financing lines.
- Investment capacity.
  - Consolidated financial reserve of R$1.085 billion
- Strategic equity interests.

Manufactured capital

- 1 industrial park.
- 5 mining units.
- 25 thousand hectares (around 61 thousand acres) of planted eucalyptus forests.
- 7 wind farms.
- Corporate office.

Intellectual capital

- Culture of innovation and sustainability.
- FerbaInnovative Program to capture innovative solutions.
- FerbaLean program to increase operational efficiency.

Social and relationship capital

- National and international customers.
- Shareholders.
- Communities surrounding the operations.
- +2,000 suppliers.
- Partnerships with universities for research and development.
- Social responsibility program FERBASA Is Here in 25 municipalities and 140 localities.
- Licensing bodies.
- Sectoral forums.

Natural capital

- Mineral resources.
- Water resources.
  - 2,147.3 ML of water abstraction for operational purposes.
- Renewable energy resources.
- 90% of the energy consumed comes from renewable sources.
- Planted forests.
  - 64 thousand hectares of forest areas.
- Biodiversity.
- Protected areas (RPPN).

Human capital

- 3,375 own employees.
- 1,576 third parties.
- Internship program.
- Young Apprentice Program.
- Member of the B3 IDIVERSA index.

Integrated production model

- Mineral extraction.
- Ore processing.
- Renewable charcoal production.
- Ferroalloy production.
- Renewable energy generation.
- Commercialization in the national and international market.

Products

- High Carbon Ferrochrome (HCFeCr).
- Low Carbon Ferrochrome (LCFeCr).
- Ferrosilicon Chromium (FeSiCr).
- Ferrosilicon 75 (FeSi 75).
- Ferrosilicon 75 High Purity (FeSi HP).
- Inoculants.

Shared value

Financial capital

- R$ 188.7 million in net income.
- Net revenue: R$ 2.3 billion, an increase of 4.4% compared to 2024.
- R$ 3.7 million in financial return through operational efficiency projects.
- Consolidated debt of R$ 366.9 million.
- R$ 126.8 thousand paid in taxes, fees and contributions.

Manufactured capital

- 517 thousand tons of ore extracted, an increase of 4.9% compared to 2024.
- 286.8 thousand tons of metal alloys sold, an increase of 6.8% compared to 2024.
- 127 thousand tons of bioreducer produced.
- 58 MW of wind power generated.

Intellectual capital

- Genetic Improvement Program: eucalyptus clones.
- Innovation: retail selling of silica fume.
- GHG emissions reduction program.
- 67 thousand hours of training.

Social and relationship capital

- Community development.
  - 245 families benefited by the Sertão Forte project.
- Strengthening of the local chain.
  - 50% of commercial transactions are carried out with local suppliers.
- Institutional partnerships.
- Generation of shared value.
- 74 thousand people benefited by the social responsibility program FERBASA Is Here.

Natural capital

- In effluents, a reduction of 57.9% compared to 2024.
- 17.7% reduction in Scope 2 emissions.
- 15.3% increase in Scope 3 emissions.
- Sustainable forest management.
- Waste generation in operations.
  - 96,863.7 tons of waste generated, an increase of 4.8% compared to 2024.
- Reuse of 14.7 tons of tailings.

Human capital

- Consolidated training and qualification programs.
- Continuing Education Program.
- Technical Improvement Program.
- Management by Competence Program.
- 4 work accidents with serious consequences, a decrease of 33% compared to 2024 and 0 fatalities.

ENGAGING AND COMMUNICATION

GRI 2-29

Target audience	Forms of engaging and communication
Employees	■ Meetings, corporate events, meetings with leaders, Daily Safety Dialogues (DDS stands for Diálogos Diários de Segurança); ■ internal communication channels; ■ Structured feedback tools; ■ Employee commissions (per unit).
Customers	■ Technical visits; ■ Dissemination of results and reports; ■ Institutional and IR website.
Suppliers	■ Negotiation meetings; ■ Supplier portal; ■ Technical visits and satisfaction survey.
Governments and regulatory bodies	■ Public hearings, meetings, inspections and inspections; ■ Formal communications; ■ Institutional and IR website and reports.
Industry associations	■ Meetings and sectoral meetings; ■ Participation in governance bodies, federations and agencies.
Investors	■ Virtual meetings; institutional and IR websites; ■ Annual and extraordinary general meetings; ■ Capital market events and conference calls; ■ Earnings press releases and Management Report; ■ Sustainability Report.
Communities	■ Technical visits; participation in meetings and events of associations; ■ Updating of social risk map; ■ Socio-environmental programs and volunteer actions; ■ Receipt and analysis of requests for support/sponsorship.
Press	■ Disclosure of notes and releases.



IR Channel

The Investor Relations area provides a direct channel for market agents to address criticisms, suggestions and feedback related to governance actions, which are received and directed for internal evaluations.

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Presence in entities and associations

GRI 2-28, 2-29

Participation in class associations and representative entities is a strategic aspect for monitoring trends, risks and opportunities inherent to the sectors in which it operates. This engagement allows for the technical monitoring of regulatory developments and the exchange of best practices.

Check here the full list of industry forums that the Company participates.

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CORPORATE GOVERNANCE

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CORPORATE GOVERNANCE

FERBASA's Governance acts as the foundation of the business model, ensuring an agile, transparent decision-making process aimed at generating value in the long term. In strict accordance with the requirements of **Level 1 of B3**, the Company bases its guidelines on global standards of excellence, such as:

Transparency and objectivity

Ethics and ESG commitment

Integrated monitoring of exhibitions

Organizational culture and legacy

Thus, the Company ensures that its activities advance efficiently, safeguards the interests of the market and ratifies its role in the development of Bahia.

FERBASA's governance guidelines are based on global standards of excellence.

SHAREHOLDING STRUCTURE

GRI 2-1, 2-2

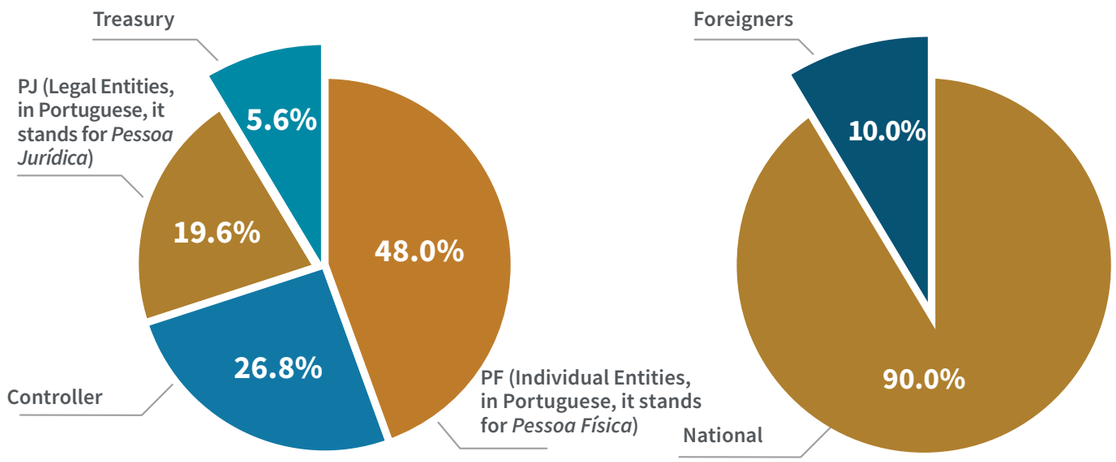
A corporation (S.A.) with a shareholding structure formed by a parent company and minority shareholders, FERBASA's capital stock (R$ 1.470 billion) remained unchanged compared to 2024, as well as the division of shares:

353,175,000
total shares with no par value, of which:

117,725,000
common shares (FESA3)

235,450,000
preferred shares(FESA4)

INVESTOR PROFILE (FESA4 PREFERRED SHARES)
(EM PORCENTAGEM)



The corporate structure ended 2025 as follows:

Shareholder Composition[2]

Shareholders	Number of common shares	%	Number of preferred shares	%	Total	%
José Carvalho Foundation	116,347,784	98.83	62,298,900	26.46	178,646,684	50.58
Trígono Capital (8)[1]	12,000	0.01	9,089,800	3.86	9,101,800	2.58
Vanguard Group (10)[1]	–	–	6,356,044	2.70	6.356.044	1.80
Black Rock ETFs (9)[1]	–	–	4,538,148	1.93	4.538.148	1.28
Dimensional Fund (21)[1]	–	–	3,213,946	1.37	3.213.946	0.91
JP MORGAN (4) 1	–	–	1,285,933	0.55	1,285,933	0.36
Viroflay – END – Previdenciário	–	–	1,200,000	0.51	1,200,000	0.34
Itaú Unibanco (6[1]	–	–	735,002	0.31	735,002	0.21
CACHAÇA TRADING LLC	–	–	705,648	0.30	705,648	0.20
Goldman Sachs (2)[1]	–	–	509,335	0.22	509,335	0.14
Other shareholders	1,240,216	1.05	131,334,844	55.78	132,575,060	37.54
Treasury shares	125,000	0.11	14,182,400	6.02	14,307,400	4.05
Share capital	**117,725,000**	**100.00**	**235,450,000**	**100.00**	**353,175,000**	**100.00**

[1]Number of funds under management.

[2]Shareholder base as of December 31, 2025.

ORGANIZATIONAL STRUCTURE

GRI 2-9, 2-10, 2-12, 2-14, 2-17

Led by Senior Management, the governance structure is composed of the following bodies:

- **Board of Directors**
- **Fiscal Council**
- **Advisory Committees[1]**
- **Executive Board**

In an integrated manner, these bodies are responsible for the formulation, approval and application of the set of internal policies and rules aimed at **compliance**, transparency and Risk Assessment. To ensure unrestricted alignment with market reference practices, this regulatory framework is subject to periodic reviews by the Company.

[1] In the 2024 edition of the Sustainability Report, the advisory committees were treated as “governance mechanisms”.



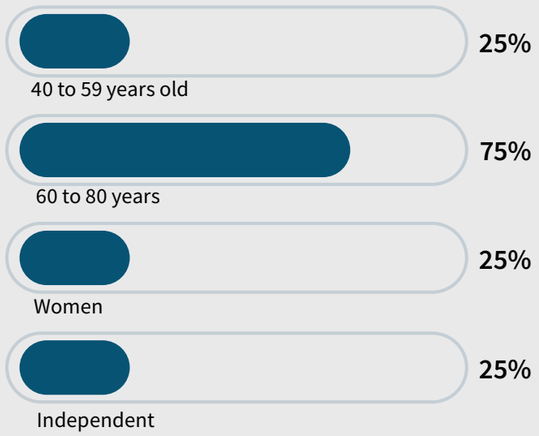
Board of Directors

The Board of Directors (in Portuguese, CAD stands for *Conselho de Administração*) acts as the guardian of the principles and the governance system, looking after FERBASA's interests in all time horizons. As the nucleus that supervises and approves strategic planning, the body establishes the mission, values and objectives for sustainable development. Its activities include guiding the Executive Board in expansion plans, supervising management and monitoring economic and financial performance. In addition, it approves corporate policies and uses continuous risk assessment as a critical input for decision-making.

Elected annually during the Annual General Meeting (in Portuguese, AGO stands for Assembleia Geral Ordinária), the CAD had eight members in 2025, ensuring the prerogative of appointing an effective member by minority shareholders. The board's formation process values independence and strictly follows internal regulations, complying with the requirement of CVM (Securities and Exchange Comission of Brazil) Resolution 168/2022 to have at least 20% of independent directors — a proportion met in the period with the presence of two members in this category. The composition also reflects the commitment to plurality, bringing together professionals aged between 40 and 70 years, and gender diversity, with two seats occupied by women (25%).

The complete details of all the competencies of the board can be consulted in the Company's Bylaws and Internal Regulations (**https://www.ferbasa.com.br/en/corporate-governance/policies-and-by-laws/**).

COMPOSITION OF THE BOARD OF DIRECTORS
(IN PERCENTAGE)



The combination of gender, age and race factors, in a single indicator, attests to the presence of underrepresented groups, situation that contributed to the Company's inclusion in B3's IDIVERSA index.

Advisory committees

To ensure rigor and efficiency in the evaluation of the processes under its responsibility, the Board of Directors has five non-statutory committees directly linked to it. Formed by the directors themselves, these groups meet previously defined technical-strategic competencies that are essential for the full exercise of their functions.

Audit Committee: advises on the validation and recommendation of financial statements, the review of press releases and opinions of external audits, such as monitors risk management, and the resolutions of the Conduct Committee.

Institutional Management Committee: acts on relevant issues of operations and protection of organizational culture, ensuring the preservation and promotion of values, principles and ethical standards; focuses on defining strategies and visioning the future.

People Development Committee: guides the integration of HR guidelines with business objectives. Its duties include proposing parameters and guidelines for the compensation policy and for the development of succession plans, focusing those for executive positions.

Innovation Committee: evaluates and proposes new initiatives aligned with the Company's strategies, in addition to stimulating a culture of innovation and creativity.

Advisory Committee for Strategic Issues: subsidizes the BOD on highly complex issues with relevant repercussions on business.

Fiscal Council

An independent body responsible for supervising the acts of the managers and analyzing the financial statements, the Fiscal Council contributes to the security of investors. It is composed of three sitting members, of which one is appointed by the minority shareholders, and three alternates, with an annual term of office.

Executive Board

Responsible for the direct leadership of operations and strategic conduct of the business, the Executive Board supervises the control systems and ensures strict compliance with corporate policies. The board is responsible for preparing the financial planning, the production and sales plans and the investment projects, in addition to consolidating the financial statements and performance reports, submitting them to the Board of Directors for deliberation.

In fiscal year 2025, the board brought together ten professionals — with annual mandates and 10% female representation. To streamline decision-making, management counts on multidisciplinary groups dedicated to critical topics, such as ESG practices, energy efficiency, waste management, and data privacy.

Conflicts of interest

GRI 2-15

It is incumbent upon the Board of Directors to diligently approve and supervise the effectiveness of compliance policies, aiming to prevent and mitigate any conflicts of interest. From a preventive perspective, the board ensures the mapping and systematic monitoring of risk exposures. To support this process, the Company adopts as its main normative guidelines its Code of Conduct **(see more on page 37)** and the Reference Form updated annually.

On December 31, 2025, the Policy on Transactions with Related Parties and Conflicts of Interest was approved. The document establishes that, as of the 2026 cycle, the competence for the analysis and approval of transactions of this nature will be exclusively of the Board of Directors, raising the level of strategic supervision to the topic.

On December 31, 2025, the Policy on Transactions with Related Parties and Conflicts of Interest was approved.

Remuneration of Senior Management

GRI 2-19, 2-20

The remuneration guidelines are based on technical criteria, such as level of competence, professional experience, degree of responsibility, time dedicated to activities and career progression.

The composition of the remuneration is divided into:

- Fixed: distributed in 13 annual installments, a modality applicable to both the Executive Board and the members of the Board of Directors.
- Short-term variable: linked to individual performance and the achievement of global corporate goals. This amount is limited to 10% of net income, in strict accordance with the Bylaws and the Brazilian Corporation Law (Law 6,404/76).
- Benefits (market standard): medical and dental care, private pension, life insurance, severance package, among others.

The members of the Fiscal Council, on the other hand, receive at least 10% of the average amount paid annually to the executive officers, in accordance with the Brazilian Corporation Law.



ETHICS, INTEGRITY AND COMPLIANCE

GRI 3-3 on the topic Ethics, transparency and compliance, 2-16, 2-23

Based on non-negotiable ethical principles, FERBASA strives for respect for human rights, through legal compliance and through the responsible conduct of its operations with all its stakeholders.

Ethics and compliance management is integrated with the Risk Management System and follows the model of the three lines of defense. Thus, the business areas, control instances and Internal Audit act in synergy to map, assess and monitor risks. This approach increases the security of internal processes and ensures the alignment of all activitiesto the Company's corporate strategy.

Code of Conduct

GRI 2-24, 2-26

FERBASA's Code of Conduct consolidates its pillars of integrity by establishing clear guidelines for conducting business and engaging with all stakeholders. Applicable to 100% of employees and extended to the value chain, including through contractual requirements, the document is guided by legal compliance, transparency and the promotion of human rights, which includes the prohibition of practices of harassment, discrimination, child labor and in conditions analogous to slavery (**access the Code of Conduct here**).

The effectiveness of the directives is supported by solid management structures and the constant qualification of professionals, who undergo training upon joining the Company and throughout their professional journey, in close synergy with the **Integrity Program.** The reception of manifestations and the investigation of any deviations occur through official channels (website, e-mail and telephone), under the responsibility of **the Ethical Conduct Committee.**

Ethical Conduct Committee

Integrated into the corporate governance structure and composed of five permanent members, the Ethical Conduct Committee is responsible for the confidential and impartial investigation of complaints, guidance on behavioral standards and recommendations for appropriate measures.

This instance conducts the assessment of the reports with the support of specialized internal areas and, when applicable, counts on the participation of the Board of Directors. Forwarded occurrences, as well as those addressed to HR, even if not characterized as formal complaints, are analyzed and treated in the light of human rights principles.

Whistleblowing Channel

GRI 2-25, 2-26

Available to any interested party, the Whistleblowing Channel ensures the confidentiality of information and the protection of the whistleblower, allowing the registration of occurrences related to misconduct, which are forwarded for investigation by the Ethical Conduct Committee.

Episodes can be reported by written correspondence delivered to the units, by e-mail comiteconduta@ferbasa.com.br or by phone +55 (71) 3404-3199.

The Company provides also a space on its institutional website for registering complaints, accessible to the public: www.ferbasa.com.br/reclamacoes/.

Occurrences recorded in 2025

GRI 2-25

22 investigative procedures
resulting from complaints made in the channels and received by the Ethical Conduct Committee (18% less than those registered in 2024).

16 investigations closed.

6 in the process of investigation.

Anti-harassment program

GRI 2-25

FERBASA does not tolerate any form of harassment, discrimination or conduct that compromises the integrity of employees, suppliers and customers, promoting a work environment based on respect, dignity and safety. To strengthen this conduct, HR carries out continuous awareness and training actions in partnership with the Conduct Committee and the Internal Commissions for the Prevention of Accidents and Harassment (Cipaa, in Portuguese it stands for *Comissões Internas de Prevenção de Acidentes e de Assédio*), with emphasis on institutional campaigns that reinforce the prevention and appropriate treatment of situations related to the topic.

RISK MANAGEMENT

Essential for the Company's continuity, risk management adopts a structured and preventive approach, which includes the identification, measurement and systematic monitoring of vulnerabilities in the strategic, financial, operational, regulatory and socio-environmental spheres. Based on the concept of Lines of Defense and in accordance with the methodology of the Committee of Sponsoring Organizations of the Treadway Commission (COSO), the process establishes necessary requirements for the protection of lives, continuity and safety of operations, business resilience, achievement of goals, preservation of assets, and indemnity of institutional reputation.

The reconciliation between the level of exposure to risks and the parameters established by the Board of Directors and the Risk Management Policy allows for the timely identification of the need to adapt operational procedures based on the severity, scope and potential impacts on the business, including the review of the global risk assessment matrices on an electronic platform for internal use.

Advances in the digital risk management system

In 2025, the official launch of the digital risk management system was carried out, accompanied by:

- **Redefinition of impact metrics:** adoption of worst-case analysis.
- **Vulnerability measurement:** implementation of a weighted average methodology.
- **Financial rigor:** revision of the economic impact ruler for greater accuracy in diagnoses.

These developments have strengthened analytical capacity and increased the consistency of the information used in the decision-making process.

For the 2026 cycle, the approval and disclosure of the Risk Management Policy, the updating of the Risk and Controls Standard, and the formalization of the Executive Risk Committee were established as priorities. These initiatives aim to expand the capacity to anticipate scenarios and ensure that control mechanisms evolve continuously.

Main attributions in risk management

GRI 2-13

- **Managers of the business areas:** identify, evaluate and monitor risks associated with the operations under their responsibility;
- **Executive Board:** monitor performance indicators and receive reports on relevant topics, according to their criticality;
- **Audit Committee:** monitors risk management structure, conducts independent evaluation of financial statements, and provides assurance to the Board on the effectiveness of internal control system and *compliance*;
- **Board of Directors:** exercises senior oversight of risk management through the monitoring and analysis of process results and strategic guidelines.



ESG AGENDA

In 2025, the priority was to rigorously evaluate internal practices. This analytical look allowed us to refine the diagnosis of impacts and raise the quality of deliveries. The following are the main advances in the period:

Organizational evolution and impact assessment

- **Maturation and measurement:** consolidation of new work dynamics and improvement of the control of ESG indicators. The deepening of evaluations boosted the double materiality approach and proactive adaptation to new regulatory requirements.

Human development and social impact

- **Appreciation and safety:** investments were directed to the evolution of the organizational climate, training and well-being of employees. Care for people and the appreciation of life were reinforced with the launch of the 360º Security Program (see more on page 57).
- **Communities:** social action was oriented towards the development of the surrounding communities, prioritizing education projects, income generation and promotion of local autonomy.

Environmental management and assessment

- **Efficiency and monitoring:** the permanent evaluation of practices optimized impact management, with emphasis on the operational adjustments in the gas burner at the Araticum Farm during the first half of the year (see more on page 77).
- **Strategy and mitigation:** from the perspective of risk management, the control of emissions, the intelligent use of natural resources and the improvement of the data that make up the inventory of Greenhouse Gases (GHG) were reassessed.

Corporate governance and value chain

- **Systems and transparency:** the structuring of systems and processes has improved risk management and the monitoring of ESG indicators. At the same time, the use of tools such as the EcoVadis platform (see more on page 71) has contributed to strengthening transparency in the relationship with the market and the value chain, reducing possible information asymmetries.

This set of initiatives reflects FERBASA's commitment to the ESG agenda, connecting operational performance, socio-environmental responsibility and governance to the construction of long-term value.

Commitments

Among the commitments made in the field of sustainability are:

- To promote a dignified, safe, diverse and inclusive work environment, in line with the principles of the Universal Declaration of Human Rights, ensuring opportunities for personal and professional development for employees.
- Boost the development of communities, with actions aimed at promoting autonomy, encouraging regional vocations, expanding access to quality education and strengthening transparent and ethical dialogue.
- Adopt safe, efficient and responsible practices in the use of natural resources, contributing to the mitigation of the impacts of climate change and the continuous improvement of environmental performance.
- To act with transparency, equity and *compliance* in relations with *stakeholders*, striving for *compliance* with current legislation and for the generation of value.

ESG Committee

Composed of five leaders, the ESG Committee works in synergy with the Executive Board to align issues related to the topic and business decisions. The group closely follows strategic agendas ranging from climate governance and energy efficiency to eco-efficiency in waste and water resources, occupational safety, territorial development and transparency.

The ESG Committee works in synergy with the Executive Board to ensure alignment between ESG-related issues and business decisions.



INNOVATION AND CONTINUOUS IMPROVEMENT

GRI 3-3 on the topic of Innovation and technology

The Ferbalnova program fosters a culture of innovation by aligning employee initiative with the priority opportunities identified by senior management, with a focus on circularity, efficiency, emissions reduction, and employee health and safety.

As a result, three initiatives stand out that are aligned with the priority challenges: emissions reduction and safety in the Metallurgy segment, value creation through new products in the Quartz Mining segment, and sustainable waste management in the Chromium Mining segment.

Areas of focus:

Digital Trail
focused on voluntary ideas.

Territories Trail
focused on intrapreneurship.

FERBAINOVA HIGHLIGHTS

74 ideas generated in the Digital Trail.

300 iniciatives presented in the Territories Trail.

6 innovation teams formed.

+ de 100 hours of training.

Applications of the Lean methodology

At the same time, the Company deepened the studies on the eight opportunities for improvement identified, via the Lean methodology, aimed at gaining quality, reducing losses and increasing productivity. Conducted by interdisciplinary teams, the initiatives covered:

- **Optimizations:** MRO CTE registration flow; mechanized cabling operations; quicklime quality control (Damacal unit); running area for greater use of hot metal in refined alloys (13 and 14 furnaces); and input control flow.
- **Reductions:** load drop in Factory II; logistical movement of cores in the drilling; and excess load in the transport of bioreducer.

With an investment of R$ 980 thousand, the projects generated an estimated annual return of R$ 3.7 million.

Other initiatives:

Genetic improvement and productivity: since 2022, 30% of the area planted by FERBASA uses high-performance clones in its commercial plantations. The Genetic Improvement Program aims to reduce drying time, fines generation and fixed capital, enhancing carbonization and metallurgical efficiency.

With three new experimental materials created in 2025, the Program operates with a long-term maturation horizon and the expectation of gradual expansion on a commercial scale starting in 2028.

Silica Fume: in line with the principles of circular economy and eco-efficiency, FERBASA converts one of the co-products of its industrial process into a solution for civil construction. FERBASA Silica Fume — an extremely reactive pozzolanic additive — is obtained after filtering the gases generated in the manufacture of silicon alloys. Historically intended for large infrastructure works and concrete plants, the product had its access expanded, by direct acquisition by small contractors and end consumers through e-commerce.

Interactive summary

4

RELATIONSHIP WITH STAKEHOLDERS

Employees 47

Communities 63

Clients 75

Suppliers 76

EMPLOYEES

GRI 3-3 on the topic Employee attraction, retention and development, 2-8, 2-30, 402-1

Human capital is the lifeblood that connects FERBASA's operational excellence to its ability to innovate.

At the heart of our long-term strategy, talent management is based on comprehensive care for people, technical rigor, safety, and the strengthening of human relationships in the workplace. In this sense, the sustainable expansion of business must be in perfect harmony with the evolution of professionals — a harmonious cadence that institutional growth and individual development are mutually propelled.

It is under this watchful eye that human resources initiatives preserve the pillars of the organizational culture. By mapping and development essential competencies, The Company prepare its employees to overcome the challenges of the present and acts in favor of the its continuity and sustainability.

FERBASA's talent management is a central part of its long-term strategy, with a focus on comprehensive employee care, technical development, safety, and strengthening interpersonal relationships in the workplace.



Our people

The staff ended the 2025 fiscal year with a total of 4,951 professionals, of which 3,375 were direct employees and 1,576 were indirect employees, a growth of 3.8% compared to the previous year. This increase was motivated by the primarization of some industrial maintenance activities at the Metallurgical unit (Pojuca); by the intensification of drilling campaigns to convert resources from the Jacurici Mining Group and geological research in the *Aba Oeste Rasa (*Shallow West Limb), at the Ipueira Mine (Andorinha). There was also reinforcement in the teams of the Lime Production (Euclides da Cunha) and Mineral Processing (Campo Formoso) units.

There was also an increase of 4.5% in the number of outsourced workers, with a greater concentration of this group in the following activities: civil construction and maintenance (31.0%), organization and cleaning (18.2%), cultivation of eucalyptus forests and forest harvesting (16.0%) and production support (13.0%).

The Company ensures equal treatment among employees, with 97% of the staff covered by collective bargaining agreements and equivalent coverage guaranteed to units that do not have signed agreements.

The total workforce numbered 4,951

employees in 2025, a 3.8% increase from the previous year, with 3,375 direct employees and 1,576 indirect employees.



Employee information by type of employment contract and gender | GRI 2-7

Type of employment contract	2023			2024			2025		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	2,814	240	3,054	2,864	258	3,122	2,956	280	3,236
Temporary employees	81	63	144	70	74	144	76	63	139
Total	**3,198**			**3,266**			**3,375**		

Employee information by type of work and gender[1] | GRI 2-7

Type of work	2023			2024			2025		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Full-time employees	2,811	238	3,049	2,860	256	3,116	2,952	278	3,230
Part-time employees	84	65	149	74	76	150	80	65	145

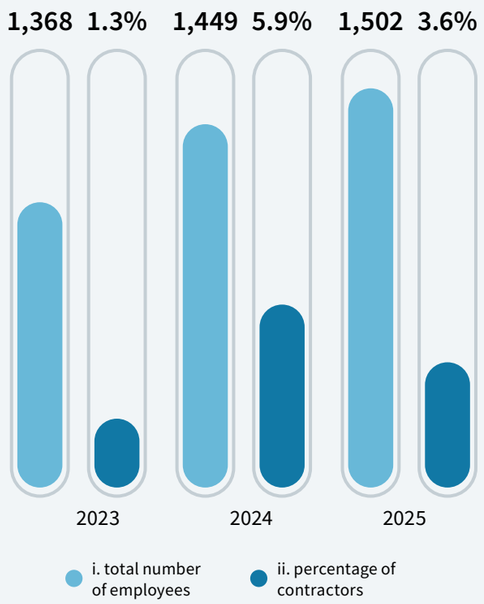
[1] There were no employees without guaranteed hours.

[2] The individual count of the number of workers, permanent and temporary, full-time and part-time, active and on leave in the last period of the year, was considered.

Information on workers who are not employees | GRI 2-8

Type of workers	2024 (%)	2025 (%)
Personal transportation	3.5	3.5
Construction and maintenance	27.7	31.0
Forest planting and harvesting	19	16.0
Production support	15.8	13.0
Organization and cleaning of environments	14.6	18.2
Property security	8.8	8.2
Industrial cafeteria	3.8	3.6
Other	6.8	6.5

MINING EMPLOYEES[1] | SASB EM-MM-000.B
(AS A PERCENTAGE AND TOTAL NUMBER)



Competency Management (GPC)

In 2025, the current version of GPC Program (In Portuguese, *Gestão por Competências*) completed ten years of existence, consolidating itself as the main gear that connects human potential to the Company strategic objectives. Structured under a top-down methodology, the set of activities supports career development, strengthens behavioral skills, and offers managers technical support for conducting periodic evaluation and feedback cycles. This architecture provides greater objectivity to the identification of training gaps and subsequent direction of individual development paths.

The GPC is supported by eight core competencies:

- Strengthen and disseminate values and culture;
- To be market-oriented;
- Commit to results;
- Promote and disseminate the Integrated Management System;
- Act in an integrated manner with the other areas;
- Develop solutions with a focus on efficiency;
- Act as an agent of change;
- Inspire, engage, develop people.

Attraction and retention

In the field of recruitment and retention of talent, FERBASA prioritizes the valorization of local labor and encourages internal ascension in an equitable way.

As a result of this policy, internal mobility accounted for 49% of job openings in 2025, which created a positive ripple effect, since as professionals advance in their careers and take on positions of greater complexity, their previous roles become available for new hires. As a result of this growth flow, external recruitment (51%) was mostly concentrated in entry positions, promoting the renewal of the operational base and providing new business development cycles.

Recruitment and selection;

Training and development;

Management by competencies;

Valuing internal ascension;

Succession.

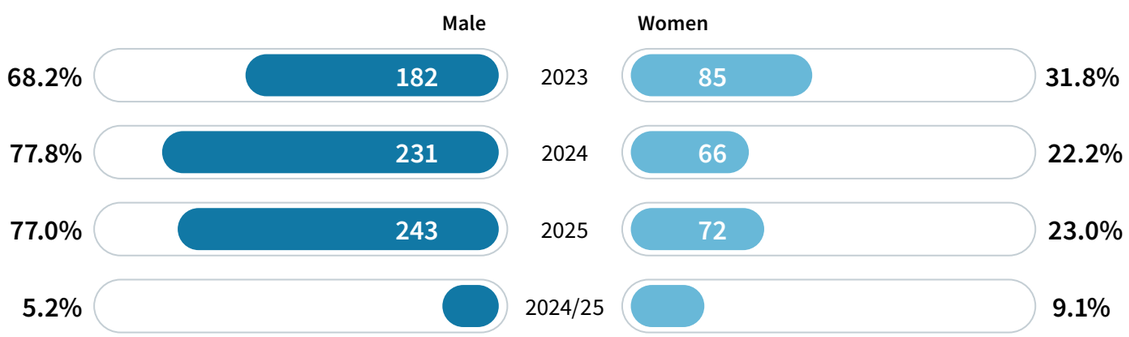
New hires[1] | GRI 401-1

Age group	2023		2024		2025		Δ 2025/2024 (%)
	Amount	%	Amount	%	Amount	%	
By age group							
Under 30 years old	201	75.3	173	58.2	186	59.0	7.5
From 30 to 50 years old	65	24.3	117	39.4	128	41.0	9.4
Over 50 years old	1	0.4	7	2.4	1	0.3	-85.7

[1] All new hires and dismissals occurred in the Northeast.

NEW HIRES[1] | GRI 401-1

(AS A PERCENTAGE AND TOTAL NUMBERS)



[1] All new hires and dismissals occurred in the Northeast.

Compensation and benefits

GRI 401-2

The comprehensive package of benefits includes extensive medical and dental assistance to direct dependents, daycare assistance, transportation and food assistance, scholarships, partnership with the Total Pass physical activity platform, private pension plan, vacation premium, restaurants in the operating units, personal accident insurance and group life insurance, in addition to a medical structure (Novamed clinic) exclusively for employees and family members of the metallurgy and forestry units.

In addition, partner companies offer exclusive discounts on products and services, such as language courses, vehicle insurance, leisure, culture and entertainment options.

Maternity/paternity leave | GRI 401-3

Total number of employees	2025	
	Male	Female
Entitled to take maternity/paternity leave	3,032	343
Who took maternity/paternity leave	90	14
Who returned to work after taking maternity/paternity leave	90	14
Who returned to work after maternity/paternity leave and remained employed twelve months after their return to work	90	14
Return rate (%)	**100**	**100**
Retention rate (%)	**100**	**100**



Profit Sharing Program (PSP)

With the objective of engaging teams in maximizing corporate results, the PSP includes the entire staff. The definition of annual goals follows a clear flow of governance and union negotiation, ensuring that the focus on operational excellence is converted, in a transparent way, into gains for employees and the generation of solid value for the Organization.

Variable Compensation Program

The variable compensation model is conditioned to the economic and financial performance of the year. In the reporting period, the Program covered 109 managers, with their eligibility and results linked to corporate indicators, such as profit, net revenue and Adjusted Ebitda.

In addition to global metrics, the system establishes specific annual goals — both collective and individual. These objectives are carefully linked to annual challenges, covering fronts such as safety, operational and financial efficiency, sustainability, and strategic projects. The final composition of the evaluation also includes the individual performance of the professional, as measured by the GPC.



Training and capacity building

GRI 404-2

During the year 2025, two fronts stood out:

- **Succession mapping:** mappings were consolidated for all levels of executive leadership.
- **Safety academy:** integral mobilization of the management line to transform prevention into an intrinsic pillar of culture.

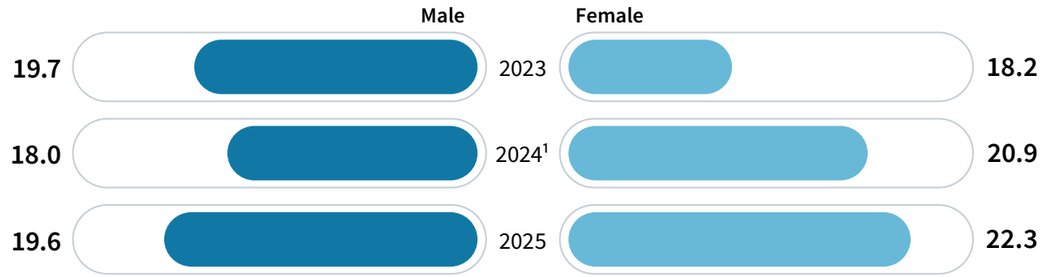
Annual Training Plan (ATP)

The Annual Training Plan (ATP) directs training actions, with the objective of evolving technical and behavioral skills based on the gaps and opportunities mapped in performance evaluations. Constant learning is fostered through educational incentives, which include support for language courses, technical training and postgraduate studies.

To ensure the effectiveness of these actions, the results are periodically measured and used to feed back into the ATP itself, improving development strategies.

AVERAGE HOURS OF TRAINING PER EMPLOYEE, BY GENDER | GRI 404-1

(AVERAGE NUMBER OF HOURS)



[1]The average number of training hours per gender for 2024 has been corrected; as a result, the total for males rose from 17.9 to 18.0, and for females, it rose from 20.8 to 20.9.

Average number of hours of training per employee, by functional category | GRI 404-1

Functional category	2023	2024	2025	Δ 2025/2024(%)
Management	47.1	52.1	60.1	15.4
Leadership/coordination	51.7	52.0	46.5	-10.6
Technical/supervision	43.2	32.5	27.7	-14.9
Administrative	17.5	12.5	8.3	-33.4
Operational	16.0	16.1	19.6	22.0

Timaço

The main behavioral development initiative of the year, ***Timaço*** reaffirmed the importance of collaboration and interpersonal synergy as catalysts for a good organizational climate. With an optimized scope and directed to the group of leaders, the project brought together modern training methodologies and integration dynamics.



Talentos em Dia

The ***Talentos em Dia*** Program identifies and develops professionals for strategic positions by monitoring the technical and behavioral profile of employees. With an integrated view of the teams, managers obtain a greater basis to map and prepare successors for key functions.

Internship Program

Held on a regular basis, the **Internship Program** offers young talents from different areas the opportunity to develop skills and apply in practice the knowledge acquired throughout their academic training. In 2025 students from the capital of Bahia and from the municipalities of Catu and Pojuca were selected.

FerbaLean Program

In the second cycle of activities, the **FerbaLean** Program, aimed at the continuous improvement of processes and the elimination of waste, trained 47 employees in Lean tools, strengthening the culture of excellence (**see more on page 42**).



Health and safety

GRI 3-3 on the topic of Occupational health and safety, 403-1, 403-3, 403-4, 403-5, 403-7



The launch of the **360° Safety Program** was consolidated as a relevant milestone in the evolution of FERBASA's safety culture, based, among other initiatives, on the training and engagement of leaders on the subject.

Expanding the preventive approach, the Program focuses on identifying and prioritizing risks with greater potential, guiding decision-making and directing investments in operations.

Among the main advances, the following stand out:

- Greater assertiveness in prioritizing actions;
- Support for the definition of investments (Capex) based on operational risks;
- Evolution of safety maturity of leaders and teams;
- Greater ability to identify and act on high-potential events.

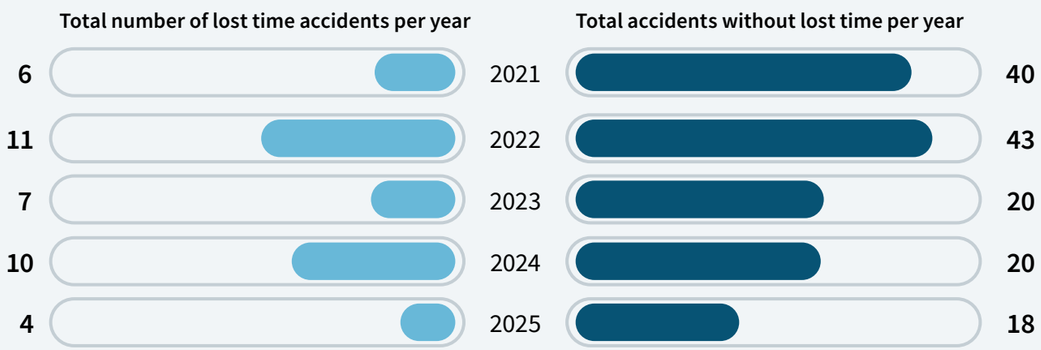
At the same time, the Company intensified control actions aimed at identifying and mitigating critical operational risks, in addition to investing in devices and technologies, such as detection and protection systems.

During the year, adjustments to the Regulatory Standards and revisions of procedures were carried out, ensuring the updating of operational practices. In the period, 2,041 procedural compliance checks were carried out, with 272 procedures audited and 85 reviewed.

It is important to note that the occupational health and safety management system covers 100% of its own and third-party employees. The model is guided by the identification, assessment and control of risks, using tools such as AIPD, PT, APR, ACS, LVCC and VCP.

The governance of the topic also involves CIPAs, SESMT, emergency brigades and multisectoral committees. The system is certified in the ISO 9001, ISO 14001 and ISO 45001 standards. In the year, four accidents with lost time and 18 without lost time were recorded.

TOTAL ACCIDENTS
(IN TOTAL NUMBERS)



Security Academy

The Safety Academy is an initiative aimed at all levels of management, from the board of directors to operational leaders.

It is a journey built with the support of five specialized consultancies focusing on risk management, decision-making and safety culture.

77% adherence.

231 participants.

312 hours of training.

Strategic Security Plan

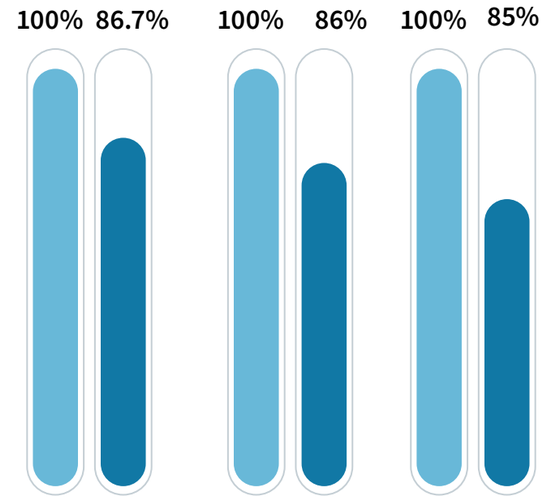
It guides the evolution of the maturity of the topic and the strengthening of the organizational culture, with the objective of preserving the physical integrity and health of employees. The approach prioritizes prevention, continuous evaluation of processes, investments in technology, planned communication and the engagement of leaders through the Safety Academy.

The Plan's main aspirations are:

- Elimination of risks and fatalities;
- Reduction in the severity/frequency of accidents and occupational diseases;
- Raising health and safety standards in operations.

In that year, 95% of the actions foreseen in the strategic safety planning were executed, evidencing the high level of commitment of the teams and alignment with the established guidelines.

EMPLOYEES COVERED BY THE OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM [1] [2]
GRI 403-8
(IN PERCENTAGE)



[1] The Pedrinhas, Damacal, Jacaré, Londrina and BW units are not considered.

[2] The percentage of employees covered by the system with internal and external audit for the year 2023 was corrected, from 90% to 86.7%, due to correction of the percentage calculation.

[3] In 2025, the number of employees covered by the system is 4,855. And the number of employees covered by the system who undergo both internal and external audits is 4,130.

Occupational Health and Safety Metrics | SASB EM-MM-320A

	2025
Total incidence rate	1.7
Fatality rate	–
Near-miss frequency rate	1.1
Average hours of health, safety, and emergency response training for (a) full-time employees	19,600

Health and safety indicators

Work accidents[1] | GRI 403-9

	2023		2024		2025	
	Amount	Table of contents	Amount	Table of contents	Amount	Table of contents
Employees						
Accidents at work with serious consequences (except deaths)	7	0.9	6	0.8	4	0.3
Work accidents that must be reported	18	2.4	22	3.7	22	1.9
Number of hours worked	7,498,691		7,588,991		11,342,859.9	
Workers who are not employees[2]						
Accidents at work with serious consequences (except deaths)	-	-	4	1.05	-	-
Work accidents that must be reported	9	2.2	8	2.1	-	-
Number of hours worked	4,115,005		3,816,756		3,559,997	

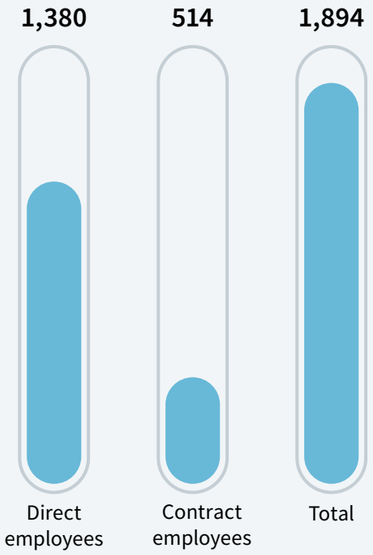
[1] There were no deaths resulting from a work accident.

[2] The Company's frequency and severity rates are calculated on a consolidated basis (own + third parties).

OCCUPATIONAL HEALTH AND SAFETY[1]

SASB EM-IS-320A.1

(BY EMPLOYEE CATEGORY)



[1] The mortality rate and near miss frequency rate in all of the above categories of employees was zero.



Occupational risk management

GRI 403-2

FERBASA identifies, evaluates and controls occupational risks related to the performance of its own and third-party employees through a system based on tools such as AIHD (Aspects, Impacts, Hazards and Damages), APR-HO (occupational hygiene assessments carried out by specialized companies), Preliminary Risk Analysis (in Portuguese, APR stands for *Análise Preliminar de Risco*), Work Permit (in Portuguese, PT stands for *Permissão de Trabalho*) and critical control checklists (in Portuguese, LVCC stands for *listas de verificação de controles críticos*), based on the Bowtie methodology. With this data, it is possible to reassess or identify new hazards and implement new control barriers.

The control of occurrences is carried out with the use of a system for recording, reporting and investigating accidents and near-accidents, in which responsibilities are specified, monitoring deadlines and defining action plans to avoid recurrences

Occupational risk management is reinforced by a preventive and participatory attitude, with mechanisms to encourage the communication of deviations without reprisals, including the right to refuse in situations of serious and imminent risk, according to internal rules. The employee engagement occurs through the CIPAs, in the Daily Safety Dialogues (DSD), through participation in safety committees, as well as through involvement in the preparation of the risk inventory and review of procedures.

Regarding prevention, programs such as Active Participation in Safety (in Portuguese, PAS stands for Participação Ativa em Segurança), projects to eliminate or replace dangerous conditions and ergonomic initiatives (Proergo) are carried out, aimed at improving working conditions. The Company also invests in various training and mandatory training associated on Regulatory Standards.

In 2025, the governance of critical risks was strengthened by the systematic monitoring of preventive controls for high-potential events, in addition to the consolidation of the Security Academy (**see more on page 56**).

FERBASA maintains programs such as PAS and Proergo, which are aimed at improving working conditions, in addition to providing mandatory training and education based on regulatory standards.

Health and wellbeing programs and services

GRI 403-6

A set of initiatives aimed at promoting health and quality of life are aimed at employees, who also have the support of an internal multidisciplinary team and programs that go beyond legal requirements, as follows.

Viva+

It offers vaccination, events, workplace gymnastics, psychological support, nutritional guidance, and monitoring of chronic cases. In 2025, preventive care was reinforced through actions integrated into the annual health calendar, with emphasis on Pink October. The partnership with the José Silveira Foundation enabled a mobile unit (equipped truck) for consultations and exams dedicated exclusively to women's health.

Mother's Love

Gestational monitoring, from prenatal care to baby care, aimed at the internal public and their dependents. During the period, 74 pregnant women were assisted (16.21% employees and 83.7% family members). The Program also promoted two face-to-face courses.

74 pregnant women
were assisted.

Mother's Love program
held two in-person courses for internal staff and their dependents.



Viva+ José Silveira Foundation
The partnership enabled a mobile unit (equipped truck) for consultations and exams dedicated exclusively to women's health.

My Doctor Novamed

Medical center located in Pojuca, exclusively for employees of FERBASA, José Carvalho Foundation and their dependents. It offers specialized consultations, laboratory and imaging tests, as well as low-complexity procedures. Throughout the year, 10,999 consultations were performed, an increase of 19.9% compared to the 9,171 registered in 2024.

10,999
appointments
performed throughout the year at the My doctor Novamed clinic.

OrienteMe

Emotional support application used by employees and family members, acting in a complementary way to the services of Novamed and the accredited network of the health plan.

Total Pass

Wellness platform that encourages physical activity and expands the access of employees and dependents to gyms, pilates studios, yoga, running groups. The app also enables access to nutrition, meditation, and therapy programs. In December 2025, the base had 1016 active registrations. The employees who work as Emergency Response Team (ERT) members in the production units are exempt from selected plans; in all, 545 professionals and 471 dependents were part of the benefit.

1,016 active users
on the wellness platform Total Pass.

Nice Week

"Information that connects you": this was the motto of the 2025 edition of the annual event focused on professional updating and well-being. With daily activities in each unit, the action offered guidance on useful digital tools for workers, lectures on mental health, nutritional consultations, blood pressure measurement and care at the Odontomóvel.

Nice Week
of the 2025 offered guidance on useful digital tools for workers, lectures on mental health, nutritional consultations, blood pressure measurement and care at the Odontomóvel.

COMMUNITIES

GRI 3-3 of the topic Local communities, 203-1, 203-2, 413-1, 413-2

Driven by the premise that growth is only full when shared, FERBASA seeks to generate a positive and lasting impact on the communities surrounding its operations. The social responsibility program FERBASA Is Here brings together initiatives aimed at territorial development, operating in six lines: Education, Rural and Community Development, Environment, Art and Culture, Sports and Health. The actions carried out during the year had an investment of around R$ 20 million and reached around 74 thousand people, in the 25 municipalities of Bahia that make up the Company's social coverage area.

More than a set of projects, FERBASA Is Here works as a platform for transformation, income generation, accountability and engagement, translating the Company's presence into tangible benefits for the regions where it operates.

The relationship with the communities is based on active listening, transparency, respect for cultural identity, frequent presence and strengthening of local vocations. Dialogue takes place through forums, consultations with vulnerable groups and permanent channels.

The targeting of social investments is based on a careful mapping of local demands, in line with the Company's ESG guidelines. This strategy reflects in a portfolio of structuring projects, capable of promoting synergy and development in the beneficiary areas.



Throughout 2025, 11 macro projects, 26 subprojects, and 44 emergency or one-off actions were carried out, giving assertiveness to the interventions

Education and expansion of consciousness

The legacy of knowledge and preparation for the future.

Academic background:

883

beneficiaries (educational agreement, FERBASA Educates and A-grade student).

Professional qualification:

223

people (training and Talent Profession).

Innovation and the future:

1,350

young people in Planning and Designing the Future.

Transparency:

218

visitors in the Open Doors Program.

Rural and community development

Promotion of income generation and food security (1,846 families).

Productive groups supported:

22

associations.

Food security:

218

families (poultry, fish farming, vegetable gardens and milk).

Reverse logistics:

400

integrated tip collectors.

Vocations:

426

families (licuri palm, Sertão Forte and handicrafts).

Beekeeping:

700

families (largest production chain).



Culture, environment, sport and health

Well-being, health and democratization of access.

Cultural democratization:

19,124

people (Sings Luiz, Cine FERBASA and *Boa Leitura*).

Health and solidarity:

36,000

beneficiaries (OSID Linear Accelerator and Martagão Gesteira's Colored Race).

Sport and inclusion:

3,821

participants (sports initiation, Capoeirando, sports courts and schools).

Environmental education:

4,835

children from 73 communities served by the Green Santa Claus.



Highlights of FERBASA Is Here in 2025:

R$ 19.8 million
in social investments.

74 thousand
people benefited.

140
communities reached.

25
municipalities covered.

100%
of the resources are allocated to projects in Bahia.

R$ 15 million
invested in Education.

Connection that empowers

The community engagement cycle comprises the following phases:

01 Identification and characterization of stakeholders;

02 Implementation of engagement plans;

03 Receiving and handling manifestations;

04 Biannual definition of social investments;

05 Conflict management, when they exist.



Education

Education is the main pillar of the FERBASA Is Here Program and the main strategic instrument for social development and citizenship training. In 2025, educational and training activities also included programs aimed at innovation and sustainability (**see more on page 42**), reaching 1,350 young people and the qualification of 223 people in professional training projects.

Ferbasa *Educa*

With the objective of raising schooling level, **FERBASA Educates** enables access to formal education with the adoption of the Youth and Adult Education (in Portuguese, *Educação de Jovens e Adultos* - EJA) methodology, serving employees (own and outsourced) and their families, as well as the parents of students of the José Carvalho Foundation. This initiative goes beyond individual progress: it enriches the trajectory of each student and extends the benefits of learning to the whole family.

228
people enrolled.

726
graduates since the creation of the Program.

63
graduates in the year.

Profession Talent

With a focus on training and local development, in 2025 Profession Talent trained 29 technicians in Mining in the municipality of Andorinha. Held in partnership with Senai since 2023, the course had a workload of 1,200 hours/class and qualified both FERBASA employees and local residents, acting directly in retaining talent and strengthening the labor market in the Center-North region of Bahia. The investment totaled around R$ 600 thousand.



A-grade Student

Carried out in partnership with the Municipal School of Medrado, in the municipality of Andorinha, the A-grade Student Program supports students in the subjects of Portuguese Language and Mathematics, through reinforcement workshops held at the Community Center of Medrado. The young people also receive psychopedagogical support.

During the year, the Project served 57 children and adolescents, aged between 8 and 18 years, enrolled in Elementary School I and II.



Our Citizen

Created to strengthen cooperativism and the management of small businesses, **Our Citizen** boosts economic autonomy and sustainable local development. The initiative gains strength through partnerships with Senar, Sebrae and Iagro, which enable technical training and the opening of new markets. By covering everything from the organization of production to the professionalization of sales, it contributes directly to the generation of income and to the long-term strengthening of rural activities.

The training covered topics such as associativism, cooperativism and rural property management, as well as production techniques aimed at coffee growing, organic production, cassava, strawberries and agroforestry systems. Activities related to poultry, goat farming and fish farming were also contemplated.

In 2025, FERBASA Is Here held 16 courses, training 194 farmers and producers in different regions where it operates.

Sertão Forte

In the heart of the semi-arid region of Bahia, where resilience draws the horizon, ***Sertão Forte*** acts as a vector of prosperity and socioeconomic growth for communities in the municipalities of Andorinha, Monte Santo and Uauá. With a commitment to generating shared value, the project connects local traditions to innovation through specialized technical and veterinary support, training and access to new technologies and inputs. The initiative strengthens production chains and expands income generation, making the regional vocation of goat farming, poultry farming, beekeeping, family farming and handicrafts flourish.

In 2025, *Sertão Forte* reached 245 families, distributed in 15 communities. The drilling of 5 artesian wells in operation stands out. FERBASA also provided the participation of production groups in events to expand commercialization, promote relationships with other producers and increase the visibility of products to the general public.



Licuri Palm

The processing of licuri palm aims to transform a challenge into an opportunity by reversing the loss of quality of the almond harvested in the soil, as know as the goat licuri, into a profitable economic activity. The waste is collected and later reused in the form of biomass to be used as an energy input in drying furnaces in the region.

The investments made in this production chain contribute to the generation of income for 92 families, who work in the commercialization of biomass.

Thanks to the donation of machinery and restructuring of the processing plant in the community of São João (Andorinha), the licuri almond (cluster licuri) is also sold to cooperatives in the region, being used for the manufacture of oil and other derivatives. The straw of the licuri tree becomes a source of income through handicrafts, with the manufacture of hats and mats.

Approximately 50 metric tons of ground-growing licuri biomass were produced in 2025, representing a sustainable economic opportunity.

92 families

rely on investments in the biomass production chain to generate their income.



Development of coffee production

In Limoeiro, in Campo Formoso, coffee production gained a significant boost with the training of 15 producers who received specialized technical assistance, the donation of 5,000 certified seeds from the Pró-Café Institute for the production of seedlings, the construction of 16 suspended terraces for drying the beans and the donation of machines for coffee processing that resulted in a gourmet product, Café Formoso.

Café Formoso received a score of 8.4 in the evaluation of a specialized jury during the meeting of coffee growers in Serra do Morgado, North of Bahia, classifying itself as a gourmet coffee of excellence.



Sustainable Forests

The Project, focused on the shared use of resources, provides the optimization of land and forestry by-products to benefit more than 1,200 families. By ceding forest areas for beekeeping management, FERBASA streamlines the use of space and encourages the evolution of essential local practices, without deforestation or territorial expansion.

The Company also fosters the circular economy and the reuse of waste by donating eucalyptus tips, a by-product of forest management that would otherwise be discarded. This material gains new commercial use, becoming an important source of increased family income for the benefited families.

Sustainable Forests operates based on environmental and social sustainability, transforming available resources into economic opportunities, contributing to the establishment of families in the countryside.

Coastal Fish

In the Conde and Esplanada municipalities, the incentive to the fish farming chain associates environmental management and income generation for 29 families. This model covers the complete production cycle – from genetic support to technical assistance – enhancing the preservation of ecosystems and the excellence of tilapia.

The differential is in the full use of fish, which converts waste into high-value by-products and minimizes disposal. By supporting female entrepreneurship and the fixation of workers in the field, the strategy consolidates itself as a strong vector of regional development.

For 29 families in Conde and Esplanada, income generation has been bolstered by incentives for the fish farming industry, which also contributes to environmental management.



Playing on the court

FERBASA delivered to the village of Santo Antônio, in Campo Formoso, a multi-sports court to be used by about 500 children and adolescents in the region. With the support of athletes, basketball, futsal, volleyball and handball classes were taught. At the end of the activities, which lasted one year, all the materials used, such as balls, uniforms and equipment, were donated to the schools, aiming at the continuity of sports practice. The initiative contributes to the health and well-being of young people, in addition to promoting values such as discipline, teamwork and respect.

About 500 children and teenagers from Santo Antônio, in Campo Formoso, benefited from the new multi-sport court that FERBASA donated to the community.



Transparency and engagement

The engagement of the 140 communities served in 2025 is essential for the initiatives implemented to be aligned with local needs and contribute to social transformations in the territories. This process is conducted through active listening, analysis of perceptions collected in surveys, and continuous interaction with community leaders, whose inputs support the definition of specific strategies.

Communication is carried out through different channels, with emphasis on messaging apps and approximately 1,163 technical visits conducted throughout the year by internal teams and consultants. This approach favors the prevention and agile management of any conflicts, prioritizing dialogue, coherent and respectful solutions.

Demands for social support are formalized via a form available on the institutional website ensuring the evaluation of requests is structured and equitable.

Socio-environmental impacts

FERBASA's performance generates relevant and interdependent socio-environmental impacts, resulting from its industrial operations and its private social investment strategy. These impacts are concentrated in four main dimensions.

Economic: income generation, support for production chains and encouragement of entrepreneurship stand out, which directly benefited 1,846 families, with activities such as beekeeping, family farming, fish farming and handicrafts, promoting productive diversification, food security and greater economic autonomy.

Social: expansion of access to education, culture, sports and health, strengthening human capital, employability and social inclusion, especially among vulnerable audiences.

Territorial: the performance contributes to community engagement and cooperativism, with a permanent and active presence in the territories and continuous relationship with the various audiences, favoring solutions adapted to local realities and greater socioeconomic resilience.

Environmental: conservation of natural resources and the adoption of circular economy practices, with initiatives such as reforestation, reuse of waste and use of clean technologies, including renewable energy, in addition to the donation of more than 6,300 native seedlings, 110 waste collectors and the execution of projects for the reuse of materials and bioinputs.

In an integrated way, these impacts are materialized in the initiatives implemented throughout 2025 that combine scale, territorial capillarity, and focus on priority audiences.

CUSTOMERS

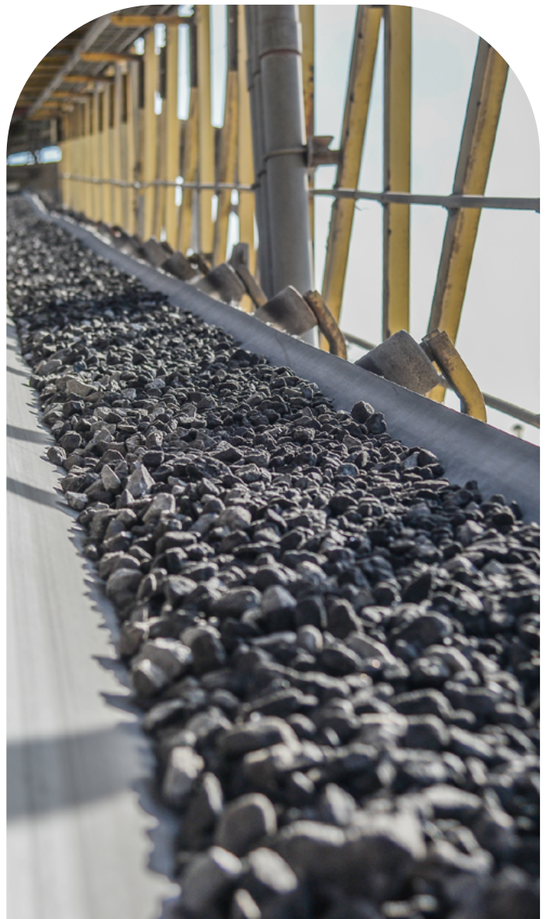
FERBASA's competitiveness is anchored in the search for operational excellence and the strengthening of its value chain. Investments in modernization and process optimization continued to be directed to ensure the agility and reliability required by the market, consolidating the Company as a relevant strategic partner in the segments in which it operates.

The relationship with customers is monitored through annual satisfaction surveys on products and services. The results support performance indicators that evaluate essential aspects for the business, such as the quality of service, agility in responding to demands, regulatory compliance and the technical standard of deliveries.

The treatment flow for customer manifestations follows a strict rite, in line with the Integrated Management System (in Portuguese, *Sistema de Gestão Integrada*). During 2025, three valid complaints were registered, which were fully addressed, with the effectiveness of corrective actions duly proven. In the same period, there was only one record classified as unfounded, an indicator that confirms the high level of assertiveness of the operations.

By participating for another year in the evaluation of the EcoVadis platform, the Company reinforces its commitment to transparency in the supply chain. This external analysis is essential to monitor and improve sustainable practices, maintaining convergence with the most demanding global demands.

Regarding market integrity, FERBASA reiterates its ethical conduct and strict respect for free competition. During the year, no lawsuits related to anticompetitive behavior, antitrust practices or monopoly formation were registered.



SUPPLIERS

GRI 3-3 on the topic Supplier management, 204-1, 407-1

FERBASA manages a broad and diversified supply chain, whose acquisitions range from highly complex industrial assets to operational services essential to its units. To attest to the quality of this ecosystem, the Company adopts evaluation and selection criteria that ensure the full alignment of partners with its standards of operational excellence and corporate integrity.

In 2025, approximately 50% of the procurement budget was directed to local suppliers (an increase of 6% compared to 2024), defined as those located in the same state. Although there is no specific formal policy for local purchases, this practice contributes to the evolution and diversification of regional economies in the territories where the Company operates.

50%
of the procurement
budget was allocated to local suppliers.

6%
increase
compared to 2024, contributing to the growth and diversification of the regional economies where the Company operates.

The relationship with suppliers is guided by compliance with the Code of Conduct and adherence to legal compliance standards.

5

ENVIRONMENT

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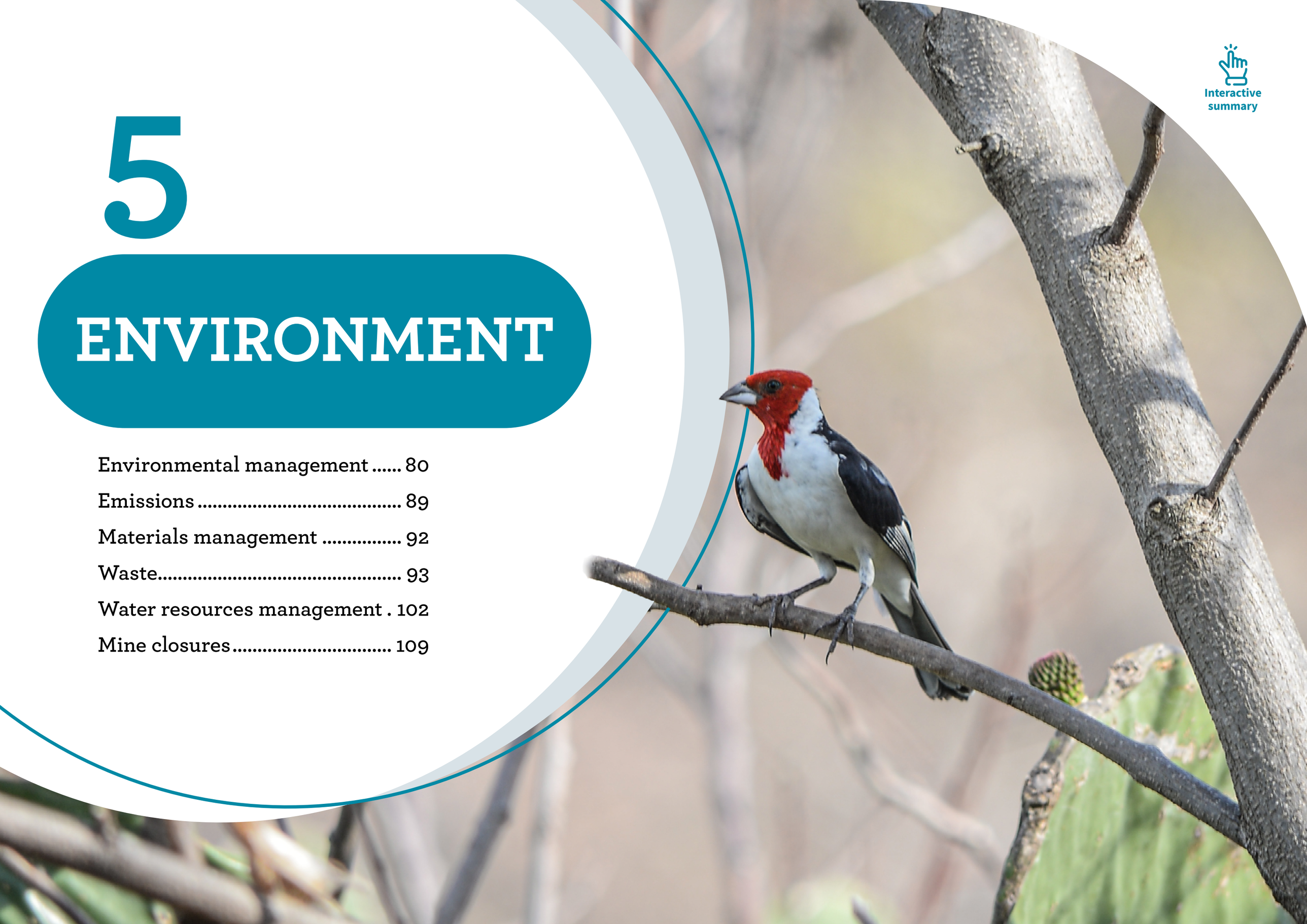


ENVIRONMENTAL MANAGEMENT

FERBASA's environmental management is based on the tripod: prevention, impact reduction and building a prosperous future for the next generations.

Attentive to the present and future challenges caused by climate change, FERBASA maps the physical and regulatory risks in its matrix, crossing global emissions projections with operational reality to support decision-making and investments in short, medium and long-term horizons.

Given the location of its units in Bahia, regional climate variability is constantly monitored, especially regarding water availability and the possibility of fires. In the forestry segment, for example, research and innovation are allies of productivity: the work of developing genetic materials that are more resistant to adversity and the adjustments in the planning of forest management for eucalyptus production contribute to supporting periods of scarcity.

At the same time, the regulatory environment is diligently monitored, especially issues related to the advancement of discussions and definitions of the carbon market in Brazil and Europe – with the CBAM – which may trigger additional costs associated with emissions. On the other hand, the climate tax can generate opportunities, since forest assets are no longer just inputs to act as carbon sequestration mechanisms. In this way, the ESG rating is strengthened, new possibilities for economic valuation are opened up, and competitiveness is expanded.

Positioning

The Brazilian commitments assumed under the Paris Agreement drive a growing demand for products with a smaller environmental footprint. In this context, FERBASA positions itself competitively by adopting practices and technologies that contribute to the reduction of carbon emissions and the increase of its eco-efficiency.

Social and environmental responsibility is also reflected in: prioritization of the circular economy, maximum recirculation of treated water, combating waste, maximizing the use of waste and investments in energy efficiency.



Risks and opportunities presented by climate change with the potential to generate substantial changes in operations, revenues or expenses | GRI 201-2

Type	Description of the risk/ opportunity	Linked impact(s)	Financial implications before action is taken
Transition risk	Exposure to regulations related to GHG emissions - Regulated carbon market.	Need for technological investments to reduce GHG emissions.	Low cost increase.
Physical risk	Increased frequency of heavy rains, floods, windstorms and landslides.	Disruption of the logistics transport chain.	Significant increase in costs.
		Occupational accidents with workers.	Significant increase in costs.
Physical risk	Water scarcity.	Interruption of Mining operations due to water scarcity.	Significant increase in costs.
		Increased cost of energy acquisition.	Significant increase in costs.
		Loss of planted areas due to forest fires.	Significant cost savings.
Physical risk	Rising temperatures.	Loss of planted areas due to forest fires.	Significant cost savings.
		Loss of biological assets due to the greater presence and resistance of pests and other forest diseases.	Significant cost savings.
		Occupational accidents with workers.	Significant increase in costs.
		Increased cost of energy acquisition.	Significant increase in costs.
Opportunity	Greater efficiency in the use/ reduction of dependence on natural resources.	Reduction of water consumption per ton of ore, metals and biomass extracted.	Significant cost savings.
		Reduction of energy consumption per ton of ore, metals and biomass extracted.	Significant cost savings.
		Increased competitiveness in the international market with other carbon-intensive products.	It does not impact on costs.
		Less need to purchase carbon credits.	Significant cost savings.
Opportunity	Increased use of biofuels and other alternative energy sources.	Less need to purchase carbon credits.	Low cost reduction.
		Increased access to sustainable credit lines.	Low cost reduction.
Opportunity	Increased reuse of waste in operations.	Reduction of costs with the acquisition of inputs in Mining.	Low cost reduction.
		Sales of co-products/by-products of Metallurgy, Mining and Forestry to other companies.	Low cost reduction.
		Need for technological investment to increase the circularity of waste.	Low cost increase.
		Increased access to sustainable credit lines.	Low cost reduction.

CAPTION:

Transition risk | Physical risk | Opportunity

Significant increase in costs. | Low cost increase. | Significant cost savings. | Low cost reduction. | It does not impact on costs.

Risks and opportunities presented by climate change with the potential to generate substantial changes in operations, revenues or expenses | GRI 201-2

Type	Description of the risk/ opportunity	Linked impact(s)	Financial implications before action is taken
Opportunity	Expansion of wind production.	Less need to purchase carbon credits in Metallurgy from 2036 due to self-production.	↓
		Increased access to sustainable credit lines.	↓
		Reduction of the cost of energy acquisition in Metallurgy from 2036 by the self-production of energy from wind sources.	↓
	Trading carbon credits and I-REC.	Diversification of its revenues and generation of new sources of income.	=
		Increased access to sustainable credit lines.	↓
	Increasing customer demand for renewable energy.	Increased sales of wind energy.	=
		Need for investment to increase production.	↑

CAPTION:

Transition risk | Physical risk | Opportunity

↑ Significant increase in costs. | ↑ Low cost increase. | ↓ Significant cost savings. | ↓ Low cost reduction. | = It does not impact on costs.

Gas burner

The gas burner installed at the Bioreducer Production Unit of the Araticum Farm, in the municipality of Entre Rios (BA), has been consolidated as a solution for the control and mitigation of gas emissions from the carbonization of wood used in the production of charcoal, an essential raw material (bioreducer) for industrial operations. In 2025, 1,603 tons of CO_2 equivalent (tCO_2e) were no longer released into the atmosphere.

In addition to emissions control, the system enables a modern and integrated approach, allowing the use of carbonization by-products, such as vegetable tar and pyroligneous liquid, which aligns the operation with the principles of resource efficiency and circular economy.



Biodiversity

GRI 101-2, 101-4, 101-5, SASB RR-FM-160a.2, RR-FM-160a.3, RR-FM-160a.4, RR-FM-450a.1

To mitigate potential risks related to biodiversity in the different production units, environmental controls are carried out aimed at managing direct and indirect impacts:

In the Forestry segment, soil management, preservation of native vegetation and continuous monitoring to prevent fires, predatory hunting and fishing stand out.

In Mining, actions include the responsible use of territory and the recovery of mined areas, integrated with environmental programs and mine closure plans. In addition, there is surveillance in the vicinity of operations in order to prevent illegal activities and invasions.

The practices also include maintenance of APPs, Legal Reserves (maintained in extensions greater than the legal requirements) and RPPNs, execution of Environmental Regularization Programs and recovery of degraded areas, totaling 41.8 hectares in restoration and rehabilitation.

In Metallurgy, the focus is on controlling emissions, reusing water, and properly managing waste, which reduces pressures on ecosystems, with attention to the integrity of adjacent areas.

Permanent dialogue

FERBASA works together with communities, public agencies and local institutions to carry out socio-environmental actions, such as the distribution of seedlings, the release of rehabilitated wild animals (see more on page 80) and environmental education initiatives aimed at raising awareness in the neighborhood about the responsible use of natural resources.

All performance is consolidated in the Technical Report on Environmental Assurance (in Portuguese, RTGA stands for *Relatório Técnico de Garantia Ambiental*), sent periodically to the competent agencies. The document highlights transparency, traceability and compliance with laws.

FERBASA's territories of operation with potential impact

Forest segment

Maracás region - Semi-arid (Caatinga – the Brazilian Outback)
Aproximate total: **7,831 ha**
(around 19,350 acres)

North Coast (BA) - (Atlantic Forest)
Aproximate total: **30,755 ha**
(around 75,997 acres)

Metallurgy segment

Pojuca (BA) - (Atlantic Forest)
Approximate total: **57 ha** (around 140 acres)

Mining segment

Semi-arid (BA) - (Caatinga)
Areas under recovery (PRAD): **41.8 ha**
(around 103 acres)

Wind segment

Malange Farm
Location: Municipality of Caetité (BA)

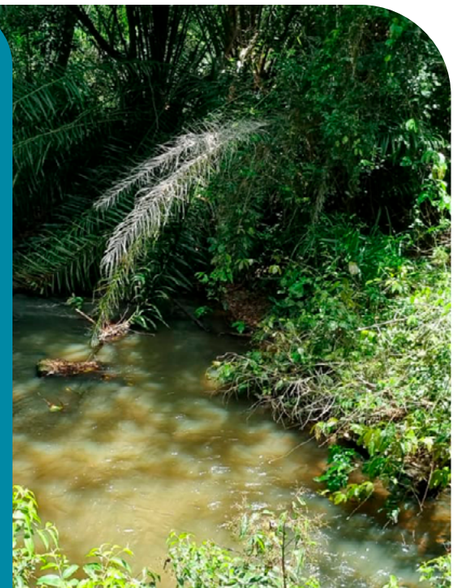
Recovery

The Degraded Areas Recovery Program (in Portuguese, PRAD stands for *Programa de Recuperação De Áreas Degradadas*) focuses on restoring the landscape and preserving the original characteristics of the territory. In this regard, the mining extensions used for the storage of ore and waste piles are treated as one of the stages of the Mine Closure Plan (PFM).

ReVegeta

Aimed at restoring vegetation cover and recovering riparian forests in areas of influence of the operations, the Program includes maintenance of previously recovered areas, environmental monitoring, donation of seedlings to surrounding communities — more than 8.2 thousand seedlings of native trees delivered in 2025 — as well as the development and strengthening of partnerships with local institutions.

Conservation efforts resulted in the maintenance of 5.6 hectares (around 13 acres) of Permanent Preservation Areas (in Portuguese, APP stands for *Áreas de Preservação Permanente*) in the recovery stage, a project conducted in direct collaboration with the communities.



Releasing of animals

After undergoing reception, treatment and rehabilitation at the State Center for the Screening of Wild Animals (Cetas), species rescued by Inema in several municipalities in Bahia are returned to nature. FERBASA voluntarily cedes 1,821.12 hectares of area classified as a Wild Animal Release Area (Asas), so that the institute can return these animals to their native spaces.

In 2025, 475 animals were released, including:

***Avifauna* (birds)**
267 individuals of 26 species;

***Herpetofauna* (anphibians and reptiles)**
131 individuals of 17 species;

***Mastofauna* (mammals)**
77 individuals of 5 species.



ENERGY

GRI 3-3 on the topic Energy resources, SASB EM-IS-130a.1

Energy management aims at operational efficiency and consumption reduction, with the identification of structural opportunities and the implementation of projects that positively impact costs and performance. The main energy matrices used are electricity and fuels.

As it is an electro-intensive company, a specialized area monitors the topic, performing risk and opportunity analysis, as well as scenario assessment.

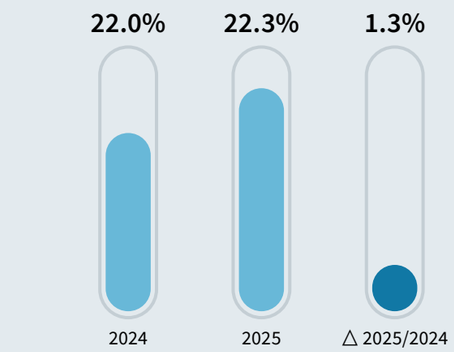
Energy consumption within the organization (GJ) | GRI 302-1

	2023	2024[4]	2025	Δ2025/2024 (%)
Non-renewable fuels	**251,995.8**	**275,851.3**	**275,747.0**	**-0.04**
Gasoline (automotive)	11,118.4	12,520.4	11,571.0	-7.6
Diesel oil	239,195.0	261,583.1	262,599.0	0.4
LPG	1,682.4	1,747.8	1,577.0	-9.8
Renewable fuels	**207.4**	**290.2**	**378.0**	**30.3**
Hydrous ethanol	207.4	290.2	378.0	30.3
Electricity consumption[1]	**6,196,355.6**	**6,357,800.8**	**6,367,304.8**	**0.1**
Utility electricity	6,360,943.1	6,540,994.7	6,436,753.1	-1.6
Electricity sales[2,3]	164,587.5	183,193.9	69,448.3	-62.1
Total power consumption	**6,448,558.9**	**6,633,942.3**	**6,643,429.8**	**0.1**

[1] No electricity generated by solar panels, free market electricity associated with I-RECs (free market contracts have the average GRID emission), nor is there any cooling, heating or steam consumption.
[2] Heating, cooling and steam are not sold.
[3] FERBASA uses its energy assets (ACL contracts) strategically: under favorable market conditions, the Company intensifies production and, consequently, energy consumption. On the other hand, in the face of unfavorable scenarios, the strategy may prioritize the reduction of production and consumption, resulting in a greater assignment of surpluses. Under this logic, 2024 presented a more favorable scenario for the assignment of energy compared to 2025.
[4] The energy consumption data for 2024 has been reformulated, due to the correction of a calculation error. The values have been rectified to: Non-renewable fuels (from 255,728.5 to 275,851.3 GJ) and Total energy consumption (from 6,613,659.5 to 6,633,942.3 GJ). | GRI 2-4



ENERGY INTENSITY (GJ/TONNES)
GRI 302-3



Energy intensity index[1]

[1] Index = Total energy consumed (GJ)/tons of alloys produced. Total energy consumed = considers the consumption of electricity and fuels within the Organization.

Energy Management: Metallurgy | SASB EM-IS-130a.1

2025

Total energy consumed: **6,228,177.8**

Percentage of electricity from the grid (%): **100**

Renewable percentage (%): **90.1**

Energy Management: Metallurgy[2] | SASB EM-IS-130a.2

2025

Total fuel consumed (GJ): **47,421.6**

Share of renewable energy[1] (%): **0.01**

[1] The remaining consumption corresponded mainly to diesel oil: 92.46%, gasoline: 5.4%, LPG: 2.12%, ethanol: 0.01%.
[2] There was no consumption of coal and natural gas by Metallurgy.

Power Management: Mining[1] | SASB EM-MM-130a.1

Consolidated

Total energy consumed (GJ): **206,835.1**

Percentage of electricity from the network[3] (%): **100.0**

Percentage of renewable energy[2] (%): **98.8**

[1] Conversion factor: 1 MWh = 3.6 GJ.
[2] The energy from the free market contracts is from an incentivized source (wind and solar).
[3] The amount of energy from the concessionaire is 2,490.05 (GJ) and is equivalent to 1.2% of the Mining consumption.

Increased competitiveness

In 2025, FERBASA began to take advantage of the energy obtained through the partnership signed in 2023 with Auren. This cooperation is strategic for the supply of 35 average MW for 20 years, adopting the model of self-production by equivalence through a partnership in the Ventos de São Ciro and Ventos de São Bernardo wind complexes. By becoming a co-investor in the assets, the Company integrates its supply chain into the business strategy, which drives its sustainable pillars.

E) From an Environmental perspective, it guarantees the supply of 100% renewable energy and reduces Scope 2 emissions.

S)From a Social perspective, area, it stimulates regional development and job creation in the Northeast.

G) From a Governance perspective, it mitigates regulatory risks and ensures predictability of long-term costs against market volatility.

Energy Efficiency Committee

The Energy Efficiency Committee aims to research and evaluate initiatives that result in the reduction of electricity consumption, as well as in the increase of equipment efficiency and the reduction of losses.

Energy flexibility

In view of the importance of the cooperation of large companies for the stability of the national electricity system, the metallurgical unit joined the Demand Response Program for Availability, an initiative of the National Electric System Operator (in Portuguese, ONS stands for *Operador Nacional do Sistema Elétrico*). With intelligent load management and real-time monitoring, energy consumption was reduced during the times of greatest stress on the grid. This resolution optimizes operating costs while reducing the use of more polluting energy sources. The result is the direct mitigation of Scope 2 emissions and increased resilience in the local energy infrastructure.



Initiative

Adherence to the Demand Response Program (Aneel Normative Resolution 1,040/2022), contributing to the stability of the National Interconnected System (SIN).

Operational impact

Voluntary reduction of 100 MW per event (duration of 4 hours). Between September and December 2025, a total of 24 load relief activations were carried out at times of greatest grid stress.

Climate performance

The emission of 601.68 tCO_2e is avoided. The shift of consumption to periods of lower demand reduces the need to activate fossil thermal plants, making the matrix cleaner.

Financial efficiency

Operational flexibility generated revenue of R$ 6.5 million in 2025.

Month	Energy reduction (MWh)	Average monthly factor GRID emission (tCO_2/MWh)	Emission reduction (tCO_2e)
September	2,400.0	0.0563	135.1
October	2,400.0	0.068	163.2
November	2,400.0	0.0778	186.7
December	2,400.0	0.0486	116.6

EMISSIONS

GRI 3-3 ON THE TOPIC CLIMATE CHANGE, 3-3 ON THE TOPIC AIR QUALITY AND AIR POLLUTANTS, 305-5, SASB EM-IS-110A.2, EM-MM-110A.2

Emissions management is guided by two complementary aspects: air quality monitoring, in strict compliance with environmental legislation, and Greenhouse Gas (GHG) control, with a view to reducing climate impacts.

The GHG inventory, which uses 2020 as the base year, includes emissions of carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O) and hydrofluorocarbons (HFCs), and the calculation factors are referenced by the Brazilian GHG Protocol Program and the ISO 14064 standard. For ferroalloy industrial processes, the measurement is refined by carbon mass balances, using the global warming potential defined by the IPCC (AR5) under the operational control approach.

The decarbonization plan materializes FERBASA's commitment to the global climate agenda, defining the guidelines for mitigating emissions. The document includes initiatives such as the carbonization gas burner, pilot projects to reduce the carbon footprint in LC FeCr and the improvement of the indoor air quality system, which aim to reduce energy consumption and HFC gases.

Cetesb standards are applied to the monitoring of GHG emissions and other atmospheric pollutants, as well as the standards defined in regulations, such as Conama resolutions applicable to the control of atmospheric emissions and other guidelines established by competent environmental agencies.

In 2025, there was a 4.92% increase in total emissions, a result mainly influenced by the increase in Scope 1 emissions. This increase is mainly associated with production growth, in addition to the inclusion of emissions associated with chromium ore, which were not accounted for until 2024 due to the absence of information in previous inventories. Comparing the results of 2025 with the base year (2020), there is a reduction of 7.89% in scope 1 and 2 emissions. Despite the increase in emissions associated with the logistics chain, the Company maintains its total emissions close to the level of the base year.



Tons of CO_2e per year[1 2] | GRI 305-1, 305-2, 305-3

Type of emissions	2023	2024	2025	△ 2025/2024 (%)
Scope 1 (direct emissions)	350,421.0	317,324.0	344,344.0	8.5
Biogenic Scope 1 CO_2 emissions	-	-	731.2	-
Scope 2 (indirect emissions) calculated based on location	68,005.0	98,903.0	81,408.0	-17.7
Scope 3 (other indirect emissions)	99,251.0	105,581.0	121,704.0	15.3
Biogenic Scope 3 CO_2 emissions[3]	-	-	10,966.0	-

[1] FERBASA adopted the year 2020 as the base year for calculating its emissions: Scope 2 (2020): 105,790, tCO_2e. To carry out the inventory calculations, FERBASA used "ferramenta_ghg_protocol_v2026.0.1. The consolidation approach adopted for emissions was through operational control.
[2] FERBASA includes the following gases in its inventory data: CO_2, CH_4, N_2O, HFCs, HFC-134a, R-410A, R-404A.
[3] Categories included in the calculation: transportation of inputs; outbound; operational vehicles (upstream); concrete production; employee displacement; indirect waste.

Gross Scope 1 emissions: Mining (tCO_2e)[1 2] | SASB EM-MM-110a.1

	2025[3]
Carbon dioxide (CO_2)	40.2
Methane (CH_4)	430.9
Nitrous oxide (N_2O)	397.9
Hydrofluorocarbons (HFCs)	931.6

[1] There was no emission of perfluorocarbons (PFCs), sulfur hexafluoride (SF_6) and nitrogen trifluoride (NF_3).
[2] The emissions inventory is prepared based on the GHG Protocol guidelines. Emissions are quantified mainly through methodologies based on emission factors, using activity data, such as fuel and input consumption. For specific sources, equations from the Intergovernmental Panel on Climate Change (IPCC) are applied and, when applicable, mass balance approaches in industrial processes.
[3] In 2025, Scope 1 emissions from mining increased by 14.4% compared to the previous period. This variation was mainly influenced by the increase in lime production (+23%), which resulted in an increase of 5,001 tCO_2e in emissions. The behavior of emissions reflects the variation in operational activities in the period, especially in industrial processes.

TONS OF OTHER SIGNIFICANT AIR EMISSIONS[1] | GRI 305-7



[1] The sampling and analysis procedures follow the methods established by Cetesb standards L9.221:1990 and L9.210:1990, in addition to the standards of the Brazilian Association of Technical Standards, specifically ABNT NBR 11966:1989, NBR 11967:1989, ABNT NBR – 12021:2017 and NBR 12019:1990. This normative adherence ensures the accuracy of the reported data and compliance with environmental control requirements.

Main sources of GHG emissions

i) Industrial processes **(57.3%)**, due to the use of reducing agents in the production of ferroalloys.

ii) Purchase of energy **(14.9%)**.

iii) Product logistics (outbound) **(10.4%)**.

iv) Transportation of inputs **(9.6%)**.

These four sources account for **82.6%** of total emissions in the year 2025.

Biogenic removal in 2025

16,647,473 tCO_2e
biogenic carbon stock accumulated by the areas conserved by the Company (Permanent Preservation Areas, Private Natural Heritage Reserve, Legal Reserve and Native Vegetation).

126,292 tCO_2e
biogenic removal generated by reforestation areas.

Carbon stock

3,580,458 tCO_2e
accumulated carbon.

20,227,932 tCO_2e
total carbon.

Green assets

With a relevant environmental benefit, the forest resources unit operates in carbon capture and in the supply of bioreducers to the production chain. The use of this input to replace coal favors the transition to a cleaner matrix, reducing the consumption of non-renewable resources and GHG emissions.

In the period, the planting plan resulted in the formation of 2,821 hectares (around 6970 acres) of forests (a decrease of 19% compared to 2024). As for the supply of demand, the annual production of bioreducer supplied 92.77% of the ferrosilicon factory.



MATERIALS MANAGEMENT

GRI 301-2

The use of raw materials from recycling is prioritized in operations, a definition conditioned to market viability, the required quality standards and the availability of supply. The management and oversight of inputs such as electrical pulp, cement, explosives and fuels, and their monitoring are carried out in accordance with the ISO 14001 standard and other current legal requirements. The objective is to ensure the origin and environmental adequacy at all stages, from extraction and processing to transportation.

The efficiency in the use of resources is evidenced by the reuse of almost all metallurgy waste and by-products: FeSi 75 and FeSiCr slag, as well as ferrochrome and ferrosilicon dedusting fines (the latter in sintering refinery). Regarding LC FeCr slag, however, there are still technical limitations.

Materials used to produce and package products and services (tonnes) | GRI 301-1

Materials[3]	2023	2024	2025	Δ 2025/2024(%)
Non-renewable				
Carepa	33,229.0	35,417.1	35,674.5	0.7
Reducers (metallurgical coke)	78,801.0	75,702.4	83,232.5	10.0
Waste generated in the dedusting of FeSi and FeCr[3] processes	8,072.5	9,300.5	9,510.8	2.3
Renewables				
Reducers (Bioreducer)[1]	172,651.4	178,862.3	160,183.0	-10.4
Reducers (Bioreducer)[2]	130,117.4	136,885.5	117,768.5	-14.0

[1] Gearboxes supplied to FERBASA.
[2] Reducers consumed in the industrial process.
[3] Reducers supplied to FERBASA – 80% of the material consumed was supplied directly by FERBASA and 20% of the material consumed was supplied by third parties; wasteconsumed by Carepa – 100% of the material consumed was supplied by third parties; waste consumed from Reducers (metallurgical coke) – 100% of the material consumed was supplied by third parties; waste consumed from dedusting in the FeSi and FeCr processes – 9,510.8295t (100% of the material consumed was generated internally).

Ore production (T) | SASB EM-MM-000.a

2025

1,543,547.0
Metal ores

528,408.8
Finished metal products

WASTE

GRI 3-3 ON THE TOPIC WASTE MANAGEMENT, 306-1, 306-2, SASB EM-MM-150A.7

FERBASA converts environmental challenges into long-term sustainability through efficient waste management based on the circular economy. This work covers the entire production flow — ensuring proper disposal of industrial waste, scrap and maintenance materials — with priorities such as reduction at source, internal reuse, maintenance of low inventories and less pressure on landfills.

The potential impacts associated with handling, storage, and transportation are mitigated by segregation, traceability, and operational control protocols. The governance structure is supported by the Integrated Management System (SGI) Policy, the Waste Policy and the Code of Conduct, in addition to being operationalized by the Solid Waste Management Plan (in Portuguese, PGRS stands for *Plano de Gerenciamento de Resíduos Sólidos)*, which meets the specificities of each business unit, providing legal *compliance* and *compliance* with positive environmental practices throughout the life cycle of products.

In 2025, one of the key highlights was the replacement of hazardous liquid waste incineration with chemical treatment that reuses water.

In the value chain, FERBASA requires environmental *compliance* when hiring partners. The waste generated in the upstream and downstream stages remained within the limits, not exceeding the volume generated in the Company's direct operations.

At FERBASA, waste management combines the reduction of generation at the source, maximization of internal reuse, the use of technologies that minimize the impact on the environment and the maintenance of low inventories.

Monitoring and performance

In line with ISO 14001 and the National Solid Waste Policy (in Portuguese, PNRS stands for *Política Nacional de Resíduos Sólidos)*, the By-Products and Waste Committee continuously monitors projects and indicators. During the period, no real negative impacts were identified (only potential ones, already controlled) and there was no record of significant spills.

The results are reported in Waste Inventory (RTGA) and in management critical analysis meetings, in addition to undergoing constant audits and benchmarking processes.

Waste generated (in metric tons) | GRI 306-3

Tipe of waste	2023	2024	2025	△ 2025/2024 (%)
Hazardous waste (Class I)	4,221.7	4,556.6	5,070.9	10.3
Non-hazardous waste (Class II)	61,816.1	87,871.7	91,792.8	4.5
Total[1]	**66,037.8**	**92,428.3**	**96,863.7**	**4.8**

[1]Increase in waste from the Metallurgy production process, due to the increase in the production of chromium alloys and the inclusion of waste generated from the Pedrinhas, Damacal, Ipirá and Tucano mines; increase in construction and demolition waste (CDW), with the implementation of the 3rd BC slag cell.

Upstream waste
16,126.22 t.

Downstream waste
80,737.5 t.

Mining waste
858.6 t.

Waste management: Metallurgy[1] | SASB EM-IS-150a.1

	Quantity (metric tons)	Percentage of total (%)
Hazardous waste generated	4,824.1	5.0
Recycled waste	14,728.0	15.4
Total waste generated	**95,753.0**	**100.0**

[1] For waste classification, the following standards were used:
i) Total waste: National Solid Waste Policy (PNRS), Conama 313/02, Solid Waste Management Plan (PGRS), waste management monitoring worksheet, Waste Classification - NBR 10004.
ii) Hazardous waste: Solid Waste Management Plan (PGRS).
iii) Recycled waste: Conama Resolution 275/01, National Solid Waste Policy (PNRS); Solid Waste Management Plan (PGRS).
vi) Indicators of the Integrated Management System (SGI).



Under the guidelines of the Integrated Management System (SGI) and the Solid Waste Management Plan (SWMP), the entire waste cycle — hazardous, non-hazardous, upstream and downstream — is accurately monitored. The systematic collection, classification and consolidation of this information ensures traceability and integrity of operational data.

In order to comply with the National Solid Waste Policy (NSWP), documentary control is carried out with Sinir through:

- **Waste Transport Manifest (in Portuguese, MTR stands for *Manifesto de Transporte de Resíduos*):** waste transport control;
- **Final Destination Certificates (in Portuguese, CDF stands for *Certificados de Destinação Final*):** issued by companies licensed for external destinations;
- **Waste Movement Declaration (in Portuguese, DMR stands for *Declaração de Movimentação de Resíduos*):** comprehensive record of flows, including internal consumption.

Technological advancement - The implementation of an electronic platform in 2025 allowed real-time monitoring, from the origin of the waste to its final disposal, in addition to optimizing the analysis of process indicators.

Hazardous waste: tiles and other asbestos objects; dust from the baghouse filter of the FeCr plant; solid material contaminated with various chemicals; used lubricating oil (ULO); batteries, batteries and accumulators; fluorescent lamps; solid contaminated with hydrocarbons; scrap from paint cans; and liquid contaminated with various chemicals (effluent and chemicals).

Non-hazardous major wastes: HC FeCr Non-Conforming Slag; FeCr Furnaces Dedusting System Pretreatment Fines; LC FeCr Slag; FeSi 75 Non-Conforming Slag; Demolition and Construction Waste (RDC).



Waste destined for disposal by composition and recovery operations (in tons) | GRI 306-5

	2023				2024			2025	
	Disposition within the Organization	Disposition outside the Organization	Total		Disposition within the Organization	Disposition outside the Organization	Total	Disposition outside the Organization[1]	Total
Hazardous waste (Class I)	**0**	**113.1**	**113.1**		**0**	**5.6**	**5.6**	**4.7**	**4.7**
Incineration (without energy recovery)	0	29.4	29.4		0	4.4	4.4	4.7	4.7
Landfill confinement	0	15.3	15.3		0	1.2	1.2	0	0
Other disposition operations	0	68.4	68.4		0	0	0	0	0
Non-hazardous waste (Class II)	**644.5**	**211.9**	**856.4**		**2,603.3**	**335.3**	**2,938.6**	**236.8**	**236.8**
Landfill confinement	0	211.9	211.9		0	335.3	335.3	236.8	236.8
Other disposition operations[2]	644.5	0	644.5		2,603.3	0	0	0	0
Total	**644.5**	**325**	**969.5**		**2,603.3**	**340.9**	**2,944.2**	**241.5**	**241.5**

[1] The compilation of waste data destined for final disposal was carried out through collection, classification and consolidation, ensuring the traceability and accuracy of the information reported in the support tools (Vertown Platform - Waste Management/PGRS Worksheet) for waste management contemplated in the unit's Solid Waste Management Plan (PGRS).
[2] As of 2024, there was a reassessment of the disposal of waste, considering that the CDW waste accounted for is destined internally for the regularization of areas and not as a landfill.



Impact assessment

The principal adverse impact identified in the Company's operations relates to the allocation of land for the storage of waste from production processes, especially in the Mining areas and in the metallurgical plant. The management of this risk encompasses ongoing evaluation, monitoring, mitigation, and remediation through the following measures:

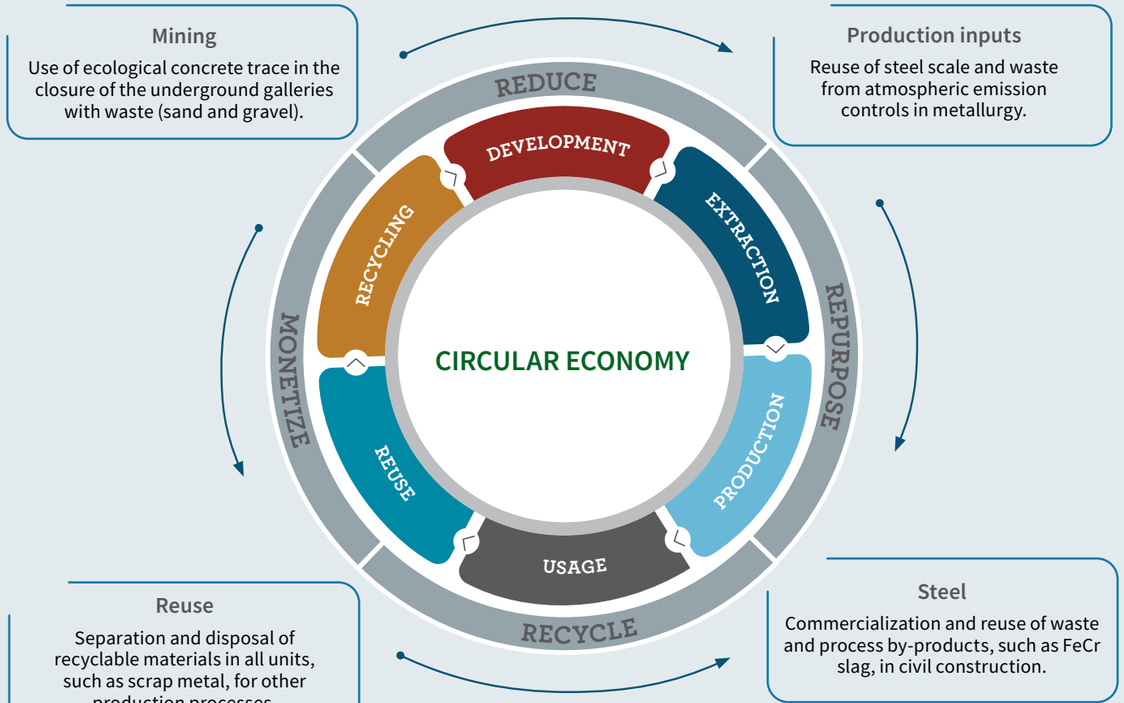
- Mapping and control of risks and opportunities using ISO 14001 management tools;
- Monitoring of the indicators of the Environmental Management System, audited by ISO 14001;
- Internal reuse;
- Destination, as raw materials, for other production chains;
- Commercialization;
- Continuous monitoring by the By-Products and Waste Committee, of projects and actions, aiming to identify and implement innovative solutions to optimize the use and promote the circular economy.

Circular economy

The circular economy strategy is consolidated in the balance between financial efficiency and responsability for the environment, minimizing waste and extending the life cycle of materials. With this direction and through its Integrated Solid Waste Management Program, the Company promotes the integration of production processes with external chains, adapting technical solutions to the specific needs of each operation to foster the sustainable growth and circularity of its assets.



Circular environmental action - units



Conscious practices - by-products:

Metallurgy: reuse of high carbon ferrochrome slag in civil construction.

Mining: tailings and waste rock are stored and monitored in storage piles and dams, an activity that is part of the Degraded Areas Recovery Program (in Portuguese, Prad stands for *Programa de Recuperação de Áreas Degradadas*).

Forestry: donation of organic waste from vegetation (tips and branches) to neighboring communities. Eucalyptus bark is also reused internally to restore areas for the extraction of sandy-clay material or for road maintenance.

Contaminant inorganic waste

Despite the complexity of production activities, the generation of contaminating inorganic waste is almost non-existent. The small amount generated is destined for companies licensed for proper treatment.

Reverse logistics

Reverse logistics is applied in internal processes and in the acquisition of materials (batteries, tires, metal drums, plastic packaging), adopting as a premise the priority return of inputsto suppliers or its final environmentally appropriate destination.

Waste not destined for disposal by composition and recovery operations (in tons) | GRI 306-4

	2023				2024			2025		
	Recovery within the Organization	Recovery outside the Organization	Total		Recovery within the Organization	Recovery outside the Organization	Total	Recovery within the Organization	Recovery outside the Organization	Total
Hazardous waste (Class I)	**4,009.0**	**19.0**	**4,028.0**		**4,609.3**	**204,1**	**4,813.4**	**5,042.9**	**382.5**	**5,425.4**
Preparation for reuse	–	–	–		137.6	17.8	155.4	0	47.7	47.7
Recycling	4,009.0	19.0	4,028.0		4,471.7	169.3	4,641.0	5,042.9	223.5	5,266.5
Other recovery operations[1]	–	–	–		–	17.0	17.0	-	0	0
Miscellaneous treatments	–	83.8	83.8		–	0.3	0.3	-	111.2	111.2
Non-hazardous waste (Class II)	**59,135.0**	**1,966.6**	**61,101.6**		**82,685.2**	**3,676.7**	**86,361.9**	**84,127.7**	**7,726.7**	**91,914.8**
Preparation for reuse	45,303.0	-	45,303.0		75,882.0	91.9	75,973.9	74,893.3	43.5	74,936.8
Recycling	7,349.0	1,966.6	9,315.6		6,802.4	3,333.1	10,135.5	8,030.5	2,803.1	10,833.6
Reuse in areas of environmental regularization[2]	6,483.0	-	6,483.0		0.8	251.7	252.5	1,096.6	1,241.0	2,337.6
Energy recovery[3]	91.2	611.5	702.7		107.9	870.8	978.7	107.37	3,463.5	3,570.9
Embasa Treatment[4]	-	317.0	317.0		-	593.4	593.4	-	235.9	235.9
Grand total	**63,144.0**	**1,985.6**	**65,129.6**		**87,294.5**	**3,880.8**	**91,175.3**	**89,170.7**	**8,109.2**	**97,340.3**

[1] 2024: incineration of solid materials contaminated by various chemicals in metallurgy; destination changed for recycling (co-processing).
[2] In 2023, CDW generated in the paving, in the scale and shipping area; in 2025, material generated in the renovation of furnace 1 and in the construction of the LC Slag Deposit cell, the latter partially destined for the City Hall;
[3] Output of Non-Conforming Bioreducer (Tiço) previously stored;
[4] Highlight of the reduction due to the implementation of the sanitary WWTP in Ipueira.



WATER RESOURCES MANAGEMENT

GRI 3-3 ON THE TOPIC WATER AND WASTEWATER MANAGEMENT, 303-1, 303-2

A primordial resource for life, water is essential for FERBASA's production chain. The abstraction, which comes mainly from surface and underground sources, is conducted under careful operational control to preserve the watersheds as much as possible. After use in the production processes and before disposal, when it occurs, the input is subjected to treatment systems within strict regulatory standards. Continuous monitoring contributes to environmental compliance and protection of ecosystems.

The commitments to sustainable water management are structured in the SGI Policy and attest to the incessant search for better use, increased recirculation and the fight against waste.

To optimize consumption, prevent impacts of surface runoff and ensure the quality of water bodies in their areas of influence, effluent treatment, water reuse and rainwater drainage control systems are adopted. The measurement of the withdrawal is restricted to its own sources — surface and underground — and is measured by direct measurements, consumption records, operational control and, in specific cases, technical estimates. In turn, the volumes acquired from third parties are reported individually. Additionally, according to the geographic location of the operating units, the report segregates the areas with and without water stress.



The identification of water-related impacts is based on the Integrated Management System (SGI), certified in ISO 14001, and is carried out corporately through a survey of environmental aspects and impacts (AIPD) in a corporate manner.

Also based on the SGI, the objectives and goals related to water and effluent management are established, based on the applicable legal requirements and the conditions of environmental licensing.

Water risk management programs assess scenarios of scarcity, climate variability, and regional vulnerability, with special attention to semi-arid areas. The analysis covers actual and potential impacts, under normal, abnormal, and emergency conditions.

The relationship with environmental and regulatory agencies is carried out by complying with the conditions of licensing, water use permits and in the monitoring stages. The Company also promotes environmental education actions to strengthen relations with the surrounding communities. In 2025, there was no direct interference from this stakeholder.

Regarding the value chain, environmental compliance guidelines are used for contracting services and acquiring inputs.

The discharge of effluents, in addition to meeting quality standards established by current legislation, conditions related to environmental licensing and the specific characteristics of receiving water bodies, prioritizes an integrated control and monitoring approach with a focus on minimum release. Release limits strictly comply with applicable standards. In the absence of specific additional requirements, legal standards are adopted as the minimum reference.

Drones and other technologies

Progressive investments are made in the use of more efficient technologies, such as drones for the application of pesticides in forest areas, a measure that allows for greater precision and a significant reduction in the volume allocated. In addition, the Company adopts measures aimed at the protection of springs, watercourses and Permanent Preservation Areas (in Portuguese, APPs stands for *Áreas de Preservação Permanente*), as well as sediment control, adequate drainage and water quality supervision.

Criteria used to track the effectiveness of actions

- Biannual audits of ISO 14001 systems;
- Technical Reports on Environmental Assurance (RTGA);
- Annual Reports on Potentially Polluting Activities and Users of Environmental Resources (in Portuguese, RAPP stands for *Relatórios Anuais de Atividades Potencialmente Poluidoras e Utilizadoras de Recursos Ambientais*);
- Audit of legal regularity, through the SOGI System;
- Stakeholder records, including investigation, when classified as actual;
- Environmental risk assessment;
- Audit of stakeholders - customers and suppliers;
- Inspection of environmental agencies, especially licensees;
- Dialogue with the surrounding communities during meetings with leaders and regulatory bodies.

Water abstraction

Water consumption is monitored daily. As a positive highlight in 2025, the increase in the accumulated volume in the Andorinha II Dam, boosted by heavier rainfall, allowed the release of withdrawal, as stipulated in the reservoir's Allocation Term. Even without withdrawals in the period, such conditions are valid for subsequent years.

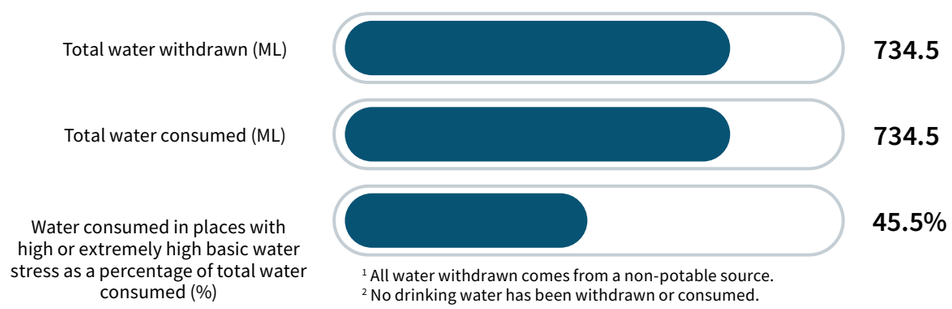
Water abstraction (ML) | GRI 303-3

	2023	2024	2025	Δ 2025/2024 (%)
Total water abstraction[1]	**1,709.7**	**2,184.8**	**2,147.7**	**-1.7**
Surface water - Metallurgy	1,353.8	1,410.2	1,334.3	-5.4
Surface and groundwater – Forestry	77.6	69.1	68.9	-0.3
Surface and groundwater – Mining	277.5	704.8	734.5	4.2
Third-party water (public supply)	0.8	0.7	9.6	1,271.4
Water abstraction in water-stressed areas[2]	**277.5**	**355.4**	**334.4**	**-5.9**
Surface and groundwater - Mining	277.5	355.4	334.4	-5.9

[1] Capture with total dissolved solids ≤1,000 mg/L (megaliters). No capture with total dissolved solids >1,000 mg/L (megaliters) was performed.
[2] For the segregation between areas with and without water stress, an approach based on the geographic location of the operational units was adopted.



WATER CONSUMPTION: MINING[1] [2]
SASB EM-MM-140A.1



[1] All water withdrawn comes from a non-potable source.
[2] No drinking water has been withdrawn or consumed.

CLASSIFICATION OF WATER STRESS

According to the Water Risk Atlas, the areas granted for abstraction are classified as follows:

	Water stress level		
Mining:	Low	Medium	High
Metallurgy:	Low	Medium	
Forestry:	Low	Medium	

Consumption

The water that supplies the metallurgical operations comes from the Catu River, a tributary of the Pojuca River, and undergoes treatment in Water Treatment Plant (WTP) and Wastewater Treatment Plant (WWTP). Due to the high level of internal circularity, the withdrawal, kept below the grant limit, is intended only to replace losses in the system, resulting in a positive internal balance between withdrawal and consumption.

In mining operations, water consumption across all areas operates in a closed-loop system, with makeup water restricted strictly to the volume lost through evaporation, seepage, or product moisture. In the Forestry unit, the water is used for human supply, bioreducer production, building maintenance, road construction and repair, civil construction, pesticide application and firefighting.

Water consumption (ML)[1] | GRI 303-5

	2023	2024	2025	△ 2025/2024 (%)
Forestry Unit	77.5	69.1	69.1	-
Metallurgy Unit	1,353.8	1,410.2	1,334.3	-5.4
Mining Unit	277.5	705.5	734.5	4.1
Wind Farm	-	-	9.8	-
Total	**1,708.8**	**2,184.8**	**2,147.7**	**-1.7**

[1] No significant changes in water management were identified over the period. The information was obtained, primarily, through measurements carried out at collection and distribution points, using control instruments. In the absence of direct monitoring, technical estimates based on the Company's historical data and operational parameters are adopted, avoiding the use of generic market indices.

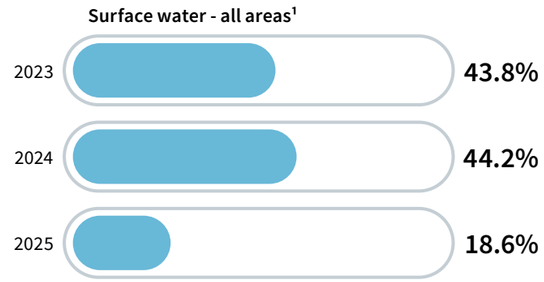
2,147.7 ML
Total water consumption of all areas in megaliters.

334.4 ML
Total water consumption of all water-stressed areas in megaliters.

Water disposal

The discharge of sanitary effluents follows the standards granted by Inema, the state's licensing agency.

WATER DISCHARGE (ML)[2 3] | GRI 303-4
(In percentage)



[1] There was a reduction in the generation of effluents in relation to previous periods, associated with the improvement in the processes of water use and recirculation, contributing to a considerable reduction in the volume discharged.
[2] There was no disposal of groundwater, seawater or sending of effluents to third parties in the period analyzed.
[3] The total water discharged is of the freshwater type (≤1000 mg/l of total dissolved solids). There was no discharge in areas with water stress.



DAM MANAGEMENT

GRI 3-3 on the topic Dam safety

The safety and integrity of dams go beyond regulatory *compliance*, being coordinated under strict criteria aimed at operational stability, sustainability, and resilience. In this way, the current legislation is fully complied with, covering both tailings containment structures, regulated by the National Mining Agency (in Portuguese, ANM stands for *Agência Nacional de Mineração*), and water dams, inspected by the Institute of Environment and Water Resources (Inema stands for *Instituto de Meio Ambiente e Recursos Hídricos*).

The progress of projects and programs linked to the theme is periodically monitored by top management. The monitoring of stability conditions, operational requirements, and legal *compliance* is conducted with the support of consultancies and engineers of record. In incident scenarios, immediate actions are handled according to the Emergency Response Plan (PAE) protocols, whereas lower-impact occurrences are submitted to the criteria of the AIPD.

During the reporting period, the Company updated the hydrological and hypothetical rupture studies of the tailings and water dams at the Mineração Pedrinhas unit, located in the municipality of Campo Formoso. Updates to the Mineração Ipueira unit in Andorinha are in progress.



PAEBM

During the year 2025, FERBASA evolved with its Emergency Action Plan for Mining Dams (in Portuguese, PAEMB stands for Plano de Ação de Emergência para Barragens de Mineração): community relations actions were planned, with the aim of maintaining clear and effective communication about safety procedures, as provided for by the ANM and Inema. Activities include:

- Internal training of the dam safety team;
- Constitution of a multidisciplinary commission;
- Field research to get to know the local population;
- Evaluation of the regional historical and cultural context;
- Construction of promotional materials for various platforms;
- Preparation of a mobilization plan for the execution of the work in 2026.

Deposition

The deposition of tailings from the Mining units occurs by pulp conduction, with discharge into the dam's reservoir, followed by water reuse, in a closed circuit, which results in the recovery of about 90% of all water used in processing. The portion of the tailings directed to the dam comes from granulometric segregation by hydrocyclone, where the fine fraction is decanted in the dam's reservoir and the sandy fraction is codisposed with the waste from the mining operation in piles, which increases the useful life of the dam.

Pile deposition is the engineering solution used throughout mining to accommodate mining waste and most of the processing tailings. In line with the normative regulations, the Ipueira group had its structures subjected to a detailed review.

The best practices are adopted for the disposal of waste and tailings from the Mining units, aiming at safety and increasing operational and environmental quality standards.

MINE CLOSURES

The Mining units have plans for the closure of activities, which determine the description of preliminary data about the areas, the planning for total deactivation and the guidelines for the socio-environmental interventions to be carried out until their complete decommissioning, considering the impact on stakeholders.

Annually, the Financial Provision for Mine Closure is updated and reports are issued that list the activities defined for each stage. In the 2025 fiscal year, the amount reserved for this purpose was R$ 19.6 million.

Interactive summary

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PERFORMANCE

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OPERATING RESULTS

In the face of global market volatility in 2025, FERBASA demonstrated resilience by reconciling operational efficiency and delivery of solid results. This performance reflects discipline in cost management and the permanent improvement of processes, which are key factors for competitiveness and compliance with commitments even in adverse scenarios.

Performance overview in 2025

301.7
thousand tons of ferroalloys.[1]

+0.2%
compared to 2024.

Net income:

R$ 188.7 million

Commercialization:

286.8
thousand tons of metal alloys.

+ 6.8%
compared to 2024.

Net revenue:

R$ 2.33 billion

+ 4.4%
compared to 2024.

Financial result:

R$ 125.7 million

-15.0%
compared to 2024.



Metallurgy:

Production variations.

+3.3%
high purity ferrosilicon (FeSi HP).

+3.5%
chromium alloys.

-6.6%
silicon alloys.

Wind energy:

Average total generation:

58 MW
average.

4.5%
higher than the 2024 generation.

21.2%
lower than that contracted for the year with the Electric Energy Trading Chamber (in Portuguese, *Câmara de Comercialização de Energia Elétrica* - CCEE).

Forestry:

+1.1%
compared to 2024.

Total production of

127
thousand tons of bioreducer.

Mining:

Total production of

517
thousand tons.

+5.4%
increase in concentrate production.

FINANCIAL RESULTS

In 2025, austerity was the guiding principle for preserving cash. During the fourth quarter of 2025, the Company raised R$ 150 million from BNDES and R$ 50 million from Banco Itaú through financing agreements under the direct and indirect support modalities of the '*Plano Brasil Soberano*' (Sovereign Brazil Plan). This set of economic measures was established by the Brazilian Federal Government to support companies impacted by tariff actions imposed by the United States government on Brazilian products. The fiscal year consolidated the Company's financial soundness, which approved the distribution of R$ 240 million in dividends and interest on equity.

Direct economic value generated and distributed (R$ thousands) | GRI 201-1

	2023	2024	2025	Δ 2025/2024 (%)
Added value to be distributed	**1,005,869**	**949,698**	**880,390**	**-7.3**
Net revenue	2,435,135	2,236,704	2,334,454	4.4
Distributed economic value	**848,854**	**785,227**	**868,998**	**10.7**
Staff (compensation and benefits)	416,724	456,213	483,768	6.0
Remuneration of third-party capital	46,599	46,231	81,105	75.4
Taxes, fees and contributions	159,661	119,500	126,841	6.1
Interest on equity and dividends	225,870	163,283	177,284	8.6
Economic value retained	**157,015**	**164,471**	**11,392**	**-93.1**

Total monetary value of financial support received by the organization of governments[1] | GRI 201-4

Country	Type of financial support	2023	2024	2025	Δ 2025/2024 (%)
Brazil	Tax benefits and credits	1,104.0	1,105.0	-	-
	Grants for investment, research and development, and other relevant types of grants	36,983.0	26,131.0	1,983.0	-92.4
	Total	**38,087.0**	**27,236.0**	**1,983.0**	**-92.7**

[1] There is no financial support received by the Organization from governments in subsidies, premiums, royalties holidays, financial support from Export Credit Agencies and financial incentives.

Subsidies for investment, research and development and other relevant types of concessions reached the amount of R$ 1,983.00. In addition, there was no financial support related to tax benefits and credits, subsidies, awards, royalties, financial support from Export Credit Agencies, financial incentives.

Investments

In 2025, Capex totaled R$ 300.1 million, 3.9% higher than in 2024. The table below shows the values segregated by business unit.

Capex (R$ million)	Metallurgy	Mining	Forestry	Wind energy	2025	2024
Machinery and equipment	50.7	81.1	4.5	9.9	146.2	146.2
Biological active ingredient	-	-	68.3	-	68.3	72.7
Buildings	19.0	7.9	19.5	-	46.4	37.9
Mines	-	25.4	-	-	25.4	21.4
Lands	-	-	3.1	-	3.1	-
Vehicles and tractors	0.5	2.0	0.1	-	2.6	1.7
Furniture and fixtures	0.3	0.7	-	-	1.0	1.6
Others[1]	2.8	1.1	3.2	-	7.2	7.2
Total	**73.3**	**118.2**	**98.7**	**9.9**	**300.1**	**288.7**

[1] Includes: advances, information technology, intangibles and others.

The most significant investments were in the acquisition of machinery and equipment (48.7%), mostly for the Metallurgy and Mining units, as well as for the maintenance of biological assets (22.8%) for the forest resources area, and buildings (15.5%), in the three units mentioned. Such expenditures together represented 87.0% of the total Capex realized in the period.

Equity interests

In February 2025, the Company made a capital injection of R$ 16.3 million in the company Bahia Minas Bioenergia (affiliate), a company formed in partnership with Aperam Inox América do Sul S.A., aiming at the acquisition of rural properties to be used in the exploitation of eucalyptus and other forest species.

Interactive summary

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IMPACT STUDY

GRI 3-3

Material topics	GRI and SASB indicators	Impacts	Resources/ stakeholders affected
Climate change	GRI 3: 2021 Material topics GRI 201: 2016 Economic performance GRI 305: 2016 Emissions SASB EM-IS: Iron and steel producers SASB EM-MM: Metals & mining SASB RR-FM: Forest management	FERBASA identifies potential positive impacts associated with increased competitiveness in the international market with less carbon-intensive products, increased number of customers due to greater demand for materials with a lower carbon footprint, cost reduction through the reuse of mining waste, the sale of by-products and by-products from operations, the less need to purchase carbon credits with the self-production of renewable energy, the reduction of the cost of energy in metallurgy by own wind generation, the diversification of revenues with the commercialization of carbon credits and renewable energy, and the increase in the sale of wind energy due to the growing demand for clean sources. Among the real positive impacts, technological investments to reduce GHG emissions, reduce water and energy consumption per ton produced in mining, metallurgy and forestry operations, increase access to sustainable credit lines and the commercialization of metallurgy co-products, reflecting gains in operational efficiency, progress in decarbonization and strengthening of the Company's competitive position. On the other hand, there are potential negative impacts related to damage to infrastructure and critical equipment in operations due to extreme weather events, the interruption of operations and the logistics chain due to water scarcity, heavy rains and natural disasters, the reduction in bioreducer production, the increase in the costs of water, energy and fuel acquisition, the need for investments for technological adaptation, the use of biofuels and increased waste circularity, the loss of customers and reduction in the value of assets in the face of the transition to less carbon-intensive products, the greater difficulty in accessing credit without robust climate targets, the invasion of land associated with water scarcity, the increase in the frequency of maintenance of wind assets, damage to energy generation and transmission infrastructure, and the increased risk of operational accidents with workers due to extreme weather events. Among the actual negative impacts, the loss of planted areas due to forest fires, the loss of biological assets due to the increase in pests and diseases and the interruption of mining operations due to water scarcity stand out, with direct impacts on the Company's operational continuity, productivity and results.	Shareholders, customers, employees, suppliers, investors, the environment and its own operations.

Material topics	GRI and SASB indicators	Impacts	Resources/ stakeholders affected
Attraction, retention and development of employees	GRI 3: 2021 Material topics GRI 202: 2016 Market presence GRI 401: 2016 Employment GRI 402: 2016 Labor relations GRI 404: 2016 Training and education	The Company identifies potential positive impacts associated with the high retention of strategic leaders due to a structured succession plan, which can contribute to the continuity of management practices, preservation and evolution of organizational culture and business stability in the medium and long term. Among the real positive impacts, the strengthening and retention of intellectual capital, the formation of an engaged and trained team, the improvement in working conditions and the organizational environment, low turnover and the improvement of quality and agility in decision-making resulting from a well-defined succession plan stand out, reflecting advances in human development, strengthening of technical and behavioral skills, improvement of the organizational climate, increased productivity and reduction of operational and labor risks. However, there is a real negative impact associated with the aging of the workforce without adequate knowledge management, which can result in the loss of critical knowledge, increased costs of unplanned replacement of talent, limitation of generational renewal and the competitiveness of FERBASA. In addition, the opportunities to strengthen structured initiatives of expanded succession and development trails are highlighted, aiming to ensure the sustainability of human capital, organizational innovation and adaptation to transformations in the sector.	Employees, community, investors and own operations.

Material topics	GRI and SASB indicators	Impacts	Resources/ stakeholders affected
Local communities	GRI 3: 2021 Material topics GRI 203: 2016 Indirect economic impacts GRI 204: 2016 Purchasing practices GRI 413: 2016 Local communities GRI 411: 2016 Rights of indigenous peoples	The Company identifies potential positive impacts associated with prioritizing purchases and contracting with local suppliers, which can boost regional economic development, strengthen production chains and increase income generation in the territories. Among the real positive impacts, the socioeconomic development of communities, the valorization of local culture, the strengthening of regional socioeconomic vocations, the strengthening of public health structures, the development of rural communities, the employability of local labor, the social investments aimed at generating employment, occupation and income, investments in local infrastructure, investments in education for social transformation, strengthening trade and services, the development of children through support for education and sports, and the development of women by encouraging entrepreneurship, reflecting the Company's direct contribution to improving the quality of life and boosting the local economy. However, there are potential negative impacts related to the inconvenience to local residents resulting from the operation of wind turbines, which can affect the well-being and perception of the communities about the activities. Among the actual negative impacts, the following stand out: disturbances in the communities due to the traffic of large trucks, the stoppage of operations due to dissatisfaction or conflicts with the communities, and the demand or requirement for jobs by the surrounding communities, which can generate social pressures, relationship challenges and risks to the Company's operational continuity.	Community, government, environment and own operations.
Energy resources	GRI 3: 2021 Material topics GRI 302: 2016 Energy SASB EM-IS: Iron and steel producers SASB EM-MM: Metals & mining	Real positive impacts were identified associated with the reduction of greenhouse gas emissions by the use of renewable energy sources in the National Interconnected System (SIN in Portuguese), reflecting the adoption of a less carbon-intensive energy matrix and contributing to the mitigation of the climate impacts of operations. On the other hand, there are real negative impacts related to the high dependence on electricity as a critical input, especially in metallurgical processes, which can expose the Company to availability and cost risks, as well as the emission of greenhouse gases resulting from the use of fossil fuels in the fleet, also associated with the increase in operating costs, such as the need for robust exhaust systems in mining activities, with effects on operational efficiency and environmental performance.	Community, government, environment and own operations.

Material topics	GRI and SASB indicators	Impacts	Resources/ stakeholders affected
Water and wastewater management	GRI 3: Material topics 2021 GRI 303: 2018 Water and wastewater SASB EM-IS: Iron and steel producers SASB EM-MM: Metals & mining	The Company identifies real positive impacts associated with the reduction of water consumption through efficiency measures and the increase in water reuse and reuse, reflecting advances in the efficient management of water resources, with direct effects on the reduction of pressure on water sources, the reduction of operating costs and the improvement of environmental performance. On the other hand, there are potential negative impacts related to the worsening of the quality of water resources as a result of the discharge of non-standard effluents, the reduction in the volume of water available in water bodies with impacts on local communities, the occurrence of fines for non-compliance with the legislation applicable to the discharge standards, and the silting of water sources, which can compromise the availability and quality of water, in addition to generating regulatory and reputational risks. Among the real negative impacts, the high consumption of water in operations stands out, which can intensify the pressure on water resources, especially in regions of greater scarcity, with possible effects on operational continuity and the relationship with the surrounding communities.	Community, environment and own operations.
Waste management	GRI 3: Material topics 2021 GRI 306: 2020 Waste SASB EM-IS: Iron and steel producers SASB EM-MM: Metals & mining	Potential positive impacts are observed associated with the improvement of tailings disposal practices, with the adoption of drained and stacked methods, which can reduce environmental risks, increase operational safety and improve the environmental performance of operations. Among the real positive impacts, the reduction of waste disposal through reuse in Mining, Forestry and Metallurgy operations and the generation of co-products and by-products for external marketing stand out, reflecting advances in circularity, efficiency in the use of resources and generation of additional value for the business. On the other hand, the Company identifies potential negative impacts related to the contamination of soil and water resources by waste and tailings, which may occur in case of failures in management, storage or disposal, which may result in penalties for non-compliance with environmental legislation, in addition to environmental, social and reputational impacts for the Company.	Community, Customer, Government, medium own environment and operations.

Material topics	GRI and SASB indicators	Impacts	Resources/ stakeholders affected
Air quality and air pollutants	GRI 3: 2021 Material topics GRI 305: 2016 Emissions	The Company identifies real positive impacts associated with the implementation of technologies for the treatment of polluting gases, reflecting efforts to control atmospheric emissions, improve environmental performance and comply with regulatory requirements. However, potential negative impacts were observed related to the infraction for emission of gases above the legally established limits, the worsening of the health conditions of the surrounding communities and the increase in air pollution, which may result from operational failures, technological limitations or unplanned events, with possible environmental, social, regulatory and reputational repercussions for the Company.	Community, Government, medium own environment and operations.
Dam safety	GRI 3: 2021 Material topics GRI 306: 2016 Effluents and waste	FERBASA identifies potential positive impacts associated with compliance with the requirements of the Emergency Action Plan for Mining Dams (PAEBM in Portuguese), the decommissioning of tailings dams and the decharacterization of dams, initiatives that can reduce structural risks, increase the safety of operations and mitigate relevant socio-environmental impacts. Among the real positive impacts, the existence of continuous dam maintenance, monitoring and inspection services, the existence of pile maintenance and inspection services, the implementation of the Dam Safety Plan (PSB in Portuguese) and the non-use of upstream raised structures, reflecting consolidated practices of geotechnical risk management, regulatory compliance and accident prevention. On the other hand, there are potential negative impacts related to the failure of tailings dams, the failure of water dams, and the failure of tailings or waste rock piles—events that can lead to severe environmental, social, and economic consequences. Additionally, there are risks associated with dams operating at emergency levels and noncompliance with legal requirements applicable to tailings piles (NR-22), tailings dams (ANM), and water dams (Inema), which may result in penalties, operational disruptions, and reputational damage to the Company.	Community, government, environment and own operations.

Material topics	GRI and SASB indicators	Impacts	Resources/ stakeholders affected
Supplier management	GRI 3: 2021 Material topics GRI 308: 2016 Environmental assessment of suppliers GRI 407: 2016 Freedom of association and collective bargaining GRI 408: 2016 Child labor GRI 409: 2016 Forced or slave labor GRI 414: 2016 Social evaluation of suppliers SASB EM-IS: Iron and steel produc	The Company recognizes potential positive impacts associated with investments in guaranteeing electricity supply, which can increase operational security, reduce exposure to supply interruptions and strengthen the resilience of the supply chain. Among the real positive impacts, the verticalization of the chain for critical inputs, the competitive advantage resulting from the use of environmentally correct inputs, such as bioreducers and renewable energy, and the positive influence of the corporate image in negotiations with suppliers, reflecting greater control over strategic inputs, strengthening of reputation and better commercial conditions, stand out. In addition, there are potential negative impacts related to the scarcity of inputs and services resulting from the high dependence on specific suppliers and the risk of reputational impact due to association with irregular suppliers and partners in labor or environmental aspects, which may compromise the Company's operational continuity and credibility. Among the actual negative impacts, the low rating associated with the monitoring of suppliers in ESG aspects stands out, which can affect market perception, limit commercial opportunities and influence access to financing and strategic partnerships.	

Material topics	GRI and SASB indicators	Impacts	Resources/ stakeholders affected
Occupational health and safety	GRI 3: 2021 Material topics GRI 403: 2018 Occupational health and safety SASB EM-IS: Iron and steel producers SASB EM-MM: Metals & mining	The Company identifies potential positive impacts associated with increased internal engagement, which may result from strengthening the safety culture and involving employees in preventive practices. Among the real positive impacts, investments in safety programs, the implementation of occupational health and safety management programs, critical risk management, behavioral safety programs, campaigns to prevent chronic diseases and promote mental health and quality of life, the maintenance of ISO 45001 certification and structured emergency management stand out, reflecting the Company's commitment to the physical integrity and well-being of workers, in addition to the reduction of operational and legal risks. On the other hand, there are potential negative impacts related to compensation for work accidents, the development of occupational diseases and low employee satisfaction, which may result from failures in risk management, inadequate working conditions or gaps in prevention. Among the actual negative impacts, leaves resulting from work accidents and the occurrence of labor lawsuits stand out, with direct effects on the Company's operational continuity, costs and reputation.	Employees and own operations.

Material topics	GRI and SASB indicators	Impacts	Resources/ stakeholders affected
Innovation and technology	GRI 3: 2021 Material topics	Real positive impacts were identified in connection with the Company's pioneering use of technologies for chromite ore processing, investments in innovative solutions, and the implementation of innovation programs and initiatives aimed at optimizing processes and developing new markets, resulting in gains in operational efficiency, increased productivity, and expanded commercial opportunities. However, a potential negative impact has been observed related to market share and competitiveness losses resulting from outdated products and services, which could compromise the Company's position in the face of technological advances in the sector and demands for more efficient and sustainable solutions.	Shareholders, investors and own operations.
Ethics, transparency and compliance	GRI 3: Material topics 2021 GRI 205: 2016 Fighting corruption	FERBASA considers ethics, transparency and compliance to be fundamental pillars for business management and the relationship with its various stakeholders. The Company understands that acting with integrity and clarity strengthens its credibility in the market, in addition to generating and preserving value for shareholders. On the other hand, it recognizes the risks associated with the topic, such as conflicts of interest, bribery of public officials and cases of corruption. Possible impacts are also considered the breach or suspension of financing contracts and the effects on the share price, directly impacting the return of investors.	Shareholders, employees, suppliers, government and own operations.

SUMMARY OF GRI CONTENT

Statement of use	FERBASA reported in accordance with the GRI Standards for the period from January 1st, 2025, to December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 14: Mining sector 2024

GRI Standard	Disclosure		Location/answer	Requirements omitted	Reason	Explanation
General disclosures						
The organization and its reporting practices						
GRI 2: General disclosures 2021	2-1	Organizational details	15,30			
	2-2	Entities included in the organization's sustainability reporting	9, 15, 30 c) The Company has a shareholding structure comprising a controlling shareholder and minority shareholders, but it does not consolidate other entities within the scope of the Report.			
	2-3	Reporting period, frequency and contact point	9 c) Publication date: 21/10/2026.			
	2-4	Restatements of information	85 302-1: The energy consumption data for 2024 were restated due to the correction of a calculation error. The values were corrected to: Non-renewable fuels (from 255.728,5 to 275.851,3 GJ) and Total energy consumption (from 6.613.659,5 to 6.633.942,3 GJ).			
	2-5	External assurance	a) The Report was not externally assured.			
Activities and workers						
GRI 2: General disclosures 2021	2-6	Activities, value chain and other business relationships	15, 19			
	2-7	Employees	49			
	2-8	Workers who are not employees	47, 49			

GRI Standard	Disclosure		Location/answer	Omission		
				Requirement(s) omitted	Reason	Explanation
Governance						
GRI 2: General disclosures 2021	2-9	Governance structure and its composition	32			
	2-10	Nomination and selection of the highest governance body	32			
	2-11	Chair of the highest governance body	a) The chair of the Board of Directors does not hold a senior executive position in the Company.			
	2-12	Role of the highest governance body in overseeing the management of impacts	32			
	2-13	Delegation of responsibility for managing impacts	40 a.i) No senior executive has been appointed as responsible for managing impacts.			
	2-14	Role of the highest governance body in sustainability reporting	32 b) The Board of Directors is the final body responsible for assessing, validating, and approving the information formalized in the Sustainability Report.			
	2-15	Conflicts of interest	35			
	2-16	Communication of critical concerns	37	b)	Not applicable.	It is not possible to measure the total number and nature of critical concerns communicated to the highest governance body. The topics are brought to senior management monthly during meetings of the Executive Board and the Board of Directors.
	2-17	Collective knowledge of the highest governance body	32			

GRI Standard	Disclosure		Location/answer	Omission		
				Requirement(s) omitted	Reason	Explanation
Governance						
GRI 2: General disclosures 2021	2-18	Evaluation of the performance of the highest governance body	a) The Company has no established procedure for evaluating the performance of the members of the Board of Directors.			
	2-19	Remuneration policies	a.ii) There are no sign-on bonuses or recruitment incentive payments.			
	2-20	Process to determine remuneration	36			
	2-21	Annual total compensation ratio	a) The ratio between the annual total compensation of the organization's highest-paid individual and the average annual total compensation of all employees is 26%. b) The ratio between the percentage increase in the annual total compensation of the organization's highest-paid individual and the average percentage increase in the annual total compensation of all employees (excluding the highest-paid individual) is 1,01. c) The following were considered: base salary, profit sharing, and average indirect expenses.			
Strategy, policies and practices						
GRI 2: General disclosures 2021	2-22	Statement on sustainable development strategy	7			

GRI Standard	Disclosure		Location/answer	Omission		
				Requirement(s) omitted	Reason	Explanation
Strategy, policies and practices						
GRI 2: General disclosures 2021	2-23	Policy commitments	a.ii) The precautionary principle is applied indirectly in our policies, mainly those related to health, safety, and the environment.			
	2-24	Embedding policy commitments	37			
	2-25	Processes to remediate negative impacts	38			
	2-26	Mechanisms for seeking advice and raising concerns	37, 38			
	2-27	Compliance with laws and regulations	a, b, c) There were no significant cases of non-compliance with laws and regulations that resulted in fines or non-monetary sanctions imposed. d) Cases involving fines of R$ 500 thousand or more were considered significant.			
	2-28	Membership associations	26			
Stakeholder engagement						
GRI 2: General disclosures 2021	2-29	Approach to stakeholder engagement	25, 26			
	2-30	Collective bargaining agreements	47			
MATERIAL TOPICS						
GRI 3: Material topics 2021	3-1	Process to determine material topics	9			
	3-2	List of material topics	9			

GRI Standard	Disclosure		Location/answer	Omission		
				Requirement(s) omitted	Reason	Explanation
Local communities						
GRI 3: Material topics 2021	3-3	Management of material topics	63 a) There is no policy related to the Local communities topic. i.v) Lessons learned are continuously incorporated into the Organization's operational policies and procedures.			
GRI 203: Indirect economic impacts 2016	203-1		63			
	203-2	Significant indirect economic impacts	63			
GRI 204: Procurement practices 2016	204-1	Proportion of spending on local suppliers	76			
GRI 413: Local communities 2016	413-1		63			
	413-2	Operations with significant actual and potential negative impacts on local communities	63			
GRI 411: Rights of indigenous peoples 2016	411-1	Incidents of violations involving rights of Indigenous Peoples	FERBASA recorded no incidents of violations involving the rights of Indigenous Peoples in 2025.			
Ethics, transparency and compliance						
GRI 3: Material topics 2021	3-3	Management of material topics	37			

GRI Standard	Disclosure		Location/answer	Omission		
				Requirement(s) omitted	Reason	Explanation
Ethics, transparency and compliance						
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	b) The Company assesses corruption risks in an integrated manner within its business processes.	a)	Not applicable.	Measurement limitation (operations): due to the dispersed nature of effectiveness tests across the various selected processes, the current metric is consolidated by process rather than by the specific breakdown of the individual 'number of operations'.
	205-2	Communication and training about anti-corruption policies and procedures	a, b) In 2023, 2024, and 2025, all employees and members of the governance body were informed about anti-corruption through the Code of Conduct available on the Company's intranet (employee portal), on corporate TV screens and bulletin boards, and to the general public on the Company's website. c) In 2023, 2024, and 2025, all business partners were informed about anti-corruption. 100% (999,0) of business partners receive information about Ferbasa's Code of Conduct by agreeing to a contractual clause concerning the standard. d, e) There was no training in 2025 because the policy was under approval.			
	205-3	Confirmed incidents of corruption and actions taken	a) No incidents of corruption were confirmed during the reporting period.			

GRI Standard	Disclosure		Location/answer	Omission		
				Requirement(s) omitted	Reason	Explanation
Energy resources						
GRI 3: Material topics 2021	3-3	Management of material topics	a) There is no policy related to the Energy resources topic. i) Project updates are presented to the Executive Board, contributing to tracking effectiveness.			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	85			
	302-2	Energy consumption outside of the organization		a) b) c)	Not applicable.	We do not track energy consumption data outside the organization.
	302-3	Energy intensity	85			
	302-4	Reduction of energy consumption		a) b) c) d)	Not applicable.	During 2025, consumption reduction initiatives remained in the assessment and feasibility diagnosis phase. Therefore, no physical actions that generated reportable reductions were implemented in this cycle.
Energy management	EM-IS-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	85, 86			
	EM-IS-130a.2	(1) Total fuel consumed, (2) percentage coal, (3) percentage natural gas and (4) percentage renewable	86			

GRI Standard	Disclosure		Location/answer	Omission		
				Requirement(s) omitted	Reason	Explanation
Energy resources						
Energy management	EM-MM-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	86			
Water and wastewater management						
GRI 3: Material topics 2021	3-3	Management of material topics	101 e.iv) There were no relevant changes to the organization's policies and procedures as a result of lessons learned. f) There was no stakeholder engagement.			
GRI 303: Water and effluents 2018	303-1	Interactions with water as a shared resource	101			
	303-2	Management of water discharge-related impacts	101			
	303-3	Water withdrawal	103			
	303-4	Water discharge	106			
	303-5	Water consumption	105			
Water management	EM-IS-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	104			
	EM-MM-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	104			
	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	1) There were no incidents of non-compliance associated with water quality permits, standards, and regulations.			

GRI Standard	Disclosure		Location/answer	Omission		
				Requirement(s) omitted	Reason	Explanation
Waste management						
GRI 3: Material topics 2021	3-3	Management of material topics	92 d.ii) There are no actual negative impacts.			
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	92 a.ii) During the reporting period, no significant impacts related to waste generated upstream or downstream were identified that exceeded or were comparable to those generated directly by the organization's own operating activities.			
	306-2	Management of significant waste-related impacts	92			
	306-3	Waste generated	93			
	306-4	Waste diverted from disposal	93			
	306-5	Waste directed to disposal	95			
Waste management	EM-IS-150a.1	(1) Amount of waste generated, (2) percentage hazardous, (3) percentage recycled	93			
Waste & hazardous materials management	EM-MM-150a.7	Total weight of hazardous waste generated	95			
Attraction, retention and development of employees						
GRI 3: Material topics 2021	3-3	Management of material topics	47			

GRI Standard	Disclosure		Location/answer	Omission		
				Requirement(s) omitted	Reason	Explanation
Attraction, retention and development of employees						
GRI 202: Market Presence 2016	202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	a) b) c) The proportion of employees remunerated based on wages subject to minimum wage rules is not significant. No measures are taken to determine whether these workers are paid above the minimum wage. d) Ferbasa defines as 'significant locations of operation' all its plants and sites located in municipalities in Bahia that carry out its core activities and have direct interaction with the use of natural resources and biodiversity, as follows: Metallurgy: Industrial processing units (Pojuca plant); Mining: Mineral extraction areas (Chromium and Quartz); Reforestation: Areas intended for eucalyptus planting for the production of bioreducer (charcoal); Wind Energy: Renewable energy generation parks.			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	51			

GRI Standard	Disclosure		Location/answer	Omission		
				Requirement(s) omitted	Reason	Explanation
Attraction, retention and development of employees						
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	52			
	401-3	Parental leave	52			
GRI 402: Labor/ management relations 2016	402-1	Minimum notice periods regarding operational changes	47			
GRI 404: Training and education 2016	404-1	Average hours of training per year per employee	54			
	404-2	Programs for upgrading employee skills and transition assistance programs	54			
Occupational health and safety						
GRI 3: Material topics 2021	3-3	Management of material topics	56			
GRI 403: Occupational health and safety 2018	403-1	Occupational health and safety management system	56			
	403-2	Hazard identification, risk assessment, and incident investigation	60			
	403-3	Occupational health services	56			
	403-4	Worker participation, consultation, and communication on occupational health and safety	56			

GRI Standard	Disclosure		Location/answer	Omission		
				Requirement(s) omitted	Reason	Explanation
Occupational health and safety						
GRI 403: Occupational health and safety 2018	403-5	Worker training on occupational health and safety	56			
	403-6	Promotion of worker health	61			
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	56			
	403-8	Workers covered by an occupational health and safety management system	58			
	403-9	Work-related injuries	59			
	403-10	Work-related ill health	a) There were no cases of work-related ill health or fatalities resulting from work-related ill health among employees and workers who are not employees.			
Workforce health & safety	EM-IS-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	59			
Workforce health & 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) direct employees and (b) contract employees	58			

GRI Standard	Disclosure		Location/answer	Omission		
				Requirement(s) omitted	Reason	Explanation
Dam safety						
GRI 3: Material topics 2021	3-3	Management of material topics	107 a) There is no policy related to the Dam safety topic.			
GRI 306: Effluents and waste 2016	306-3	Significant spills	93			
Air quality and air pollutants						
GRI 3: Material topics 2021	3-3	Management of material topics	88 a) There is no policy related to the Air quality and air pollutants topic.			
GRI 305: Emissions 2016	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	89			
Supplier management						
GRI 3: Material topics 2021	3-3	Management of material topics	76 a) There is no policy related to the Supplier management topic.			
GRI 308: Supplier environmental assessment 2016	308-1	New suppliers that were screened using environmental criteria	a) During the reporting period, there was no formal supplier screening based on environmental criteria. The organization is still in the process of defining policies and processes to incorporate such criteria into its procurement.			
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	76			

GRI Standard	Disclosure		Location/answer	Omission		
				Requirement(s) omitted	Reason	Explanation
Supplier management						
GRI 408: Child labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	a) During the reporting period, no activities were carried out to formally identify operations or suppliers at significant risk for incidents of child labor or young workers exposed to hazardous work. b) There is no detailed survey of operations or suppliers in situations of risk. c) No action to contribute to the abolition of child labor was implemented during the reporting period.			
GRI 409: Forced or compulsory labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	a) During the reporting period, no activities were carried out to formally identify operations or suppliers at risk for incidents of forced or compulsory labor, and there are no data broken down by operation or location. b) No formal actions to contribute to the elimination of all forms of forced or compulsory labor were carried out during the reporting period.			
GRI 414: Supplier social assessment 2016	414-1	New suppliers that were screened using social criteria	a) During the reporting period, there were no suppliers selected based on social criteria. The Organization is in the process of defining policies and processes to incorporate such criteria into its procurement.			

GRI Standard	Disclosure		Location/answer	Omission		
				Requirement(s) omitted	Reason	Explanation
Supplier management						
GRI 414: Supplier social assessment 2016	414-2	Negative social impacts in the supply chain and actions taken	e) No business relationships were terminated due to social impacts.	a) b) c) d)	Information not available.	During the reporting period, no activities were carried out to formally identify suppliers in order to identify negative social impacts.
Climate change						
GRI 3: Material topics 2021	3-3	Management of material topics	88, 117 a) There is no specific policy for the Climate change topic.			
GRI 201: Economic performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	80, 81			
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	89			
	305-2	Energy indirect (Scope 2) GHG emissions	89			
	305-3	Other indirect (Scope 3) GHG emissions	89			
	305-4	GHG emissions intensity	a) FERBASA discloses total greenhouse gas (GHG) emissions data through the Sustainability Report, considering Scopes 1, 2, and 3. However, the GHG emissions intensity ratio, which relates emissions to an activity metric, is not presented in consolidated form in the public report for the period.			

GRI Standard	Disclosure		Location/answer	Omission		
				Requirement(s) omitted	Reason	Explanation
Climate change						
GRI 305: Emissions 2016	305-5	Reduction of GHG emissions	88			
Greenhouse gas emissions	EM-IS-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	89			
	EM-IS-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	88			
	EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	89			
	EM-MM-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	88			
Climate change adaptation	RR-FM-450a.1	Description of strategy to manage opportunities for and risks to forest management and timber production presented by climate change	82			
Innovation and technology						
GRI 3: Material topics 2021	3-3	Management of material topics	43 a) There is no specific policy for the Innovation and technology topic.			

GRI Standard	Disclosure		Location/answer	Omission		
				Requirement(s) omitted	Reason	Explanation
Extra disclosures						
GRI 201: Economic performance 2016	201-1	Direct economic value generated and distributed	113			
	201-4	Financial assistance received from government	113 c) There is no government participation in the Organization's shareholding structure.			
GRI 301: Materials 2016	301-1	Materials used by weight or volume	91			
	301-2	Raw materials or recycled materials used	91			
GRI 101: Biodiversity 2024	101-2	Management of biodiversity impacts	82			
	101-4	Identification of biodiversity impacts	82			
	101-5	Locations with biodiversity impacts	82	b)	Not applicable.	There is no quantitative information, only qualitative information, on locations with biodiversity impacts.
GRI 415: Public policy 2016	415-1	Political contributions	a) No contributions were made to political parties during 2025.			
Activity metrics	EM-IS-000.A	Raw steel production, percentage from: (1) basic oxygen furnace processes, (2) electric arc furnace processes	1) FERBASA does not use a basic oxygen furnace. 2) FERBASA uses electric arc furnaces to produce chromium and silicon ferroalloys. We do not produce steel.			

GRI Standard	Disclosure		Location/answer	Omission		
				Requirement(s) omitted	Reason	Explanation
Extra disclosures						
Activity metrics	EM-IS-000.B	Total iron ore production	1) The Company does not produce iron ore.			
	EM-IS-000.C	Total coking coal production	1) The Company does not produce coking coal.			
	EM-MM-000.A	Production of (1) metal ores and (2) finished metal products	91			
	EM-MM-000.B	Total number of employees, percentage contractors	49			
	RR-WT-000.A	Number of delivered wind turbines, by wind turbine class	There were no purchases, orders, or deliveries of wind turbines during the 2025 reporting period.			
	RR-WT-000.B	Aggregate capacity of delivered wind turbines, by wind turbine class	There were no purchases, orders, or deliveries of wind turbines during the 2025 reporting period.			
	RR-WT-000.C	Financial value of the turbine backlog (pending order portfolio), excluding service and maintenance contracts	There were no purchases, orders, or deliveries of wind turbines during the 2025 reporting period.			
	RR-WT-000.D	Aggregate capacity of turbine backlog	There were no purchases, orders, or deliveries of wind turbines during the 2025 reporting period.			

GRI Standard	Disclosure		Location/answer	Omission		
				Requirement(s) omitted	Reason	Explanation
Materials efficiency	RR-WT-440b.1	Top five materials consumed, by weight	There were no purchases, orders, or deliveries of wind turbines during the 2025 reporting period.			
	RR-WT-440b.2	Average top head mass per turbine capacity, by wind turbine class	There were no purchases, orders, or deliveries of wind turbines during the 2025 reporting period.			
	RR-WT-440b.3	Description of approach to optimise materials efficiency of wind turbine design	There were no purchases, orders, or deliveries of wind turbines during the 2025 reporting period.			
Ecosystem services & impacts	RR-FM-160a.2	Area of forestland with protected conservation status	82			
	RR-FM-160a.3	Area of forestland in endangered species habitat	1) Ferbasa does not have land owned, leased, or managed by the entity.			
Activity metrics	RR-FM-000.A	Area of forestland owned, leased, or managed by the entity	1) Ferbasa owns 64.366 ha of forests. FERBASA does not have leased or managed forestland.			
	RR-FM-000.B	Aggregate standing timber inventory	1) Standing timber inventory: 3.460.958 m^3. FERBASA does not have leased or managed forestland.			
	RR-FM-000.C	Timber harvest volume	1) Harvest volume: 736.160,1 m^3. FERBASA does not have leased or managed forestland.			

Topics in the applicable GRI Sector Standard determined as not material

TOPIC	EXPLANATION
Mining sector	
14.4 Biodiversity	Under the double materiality approach developed in 2025, the topic was not considered material.
14.8 Closure and rehabilitation	
14.12 Land and resource rights	
14.13 Artisanal and small-scale mining	
14.14 Security practices	
14.15 Critical incident management	
14.18 Child labor	
14.19 Forced labor and modern slavery	
14.20 Freedom of association and collective bargaining	
14.21 Non-discrimination and equal opportunity	
14.23 Payments to governments	
14.24 Public policy	
14.25 Conflict-affected and high-risk areas	

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We thank and dedicate this publication to the Ferbasers, whose contribution was fundamental to the production of this Report.

