

# 2024 Annual Report



*Letícia Oliveira Félix (Legado Verdes do Cerrado), Bruna Lino Bárbara (Poços de Caldas),  
Reinaldo Vitor da Silva (Alumínio plant), Caroline Marcelino (Alumínio plant) and  
Antônio Severino da Silva (Itapissuma plant)*





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# Leading the way for the **next** **transformations**

- Messages
- About this report
- CBA 70 Years
- Highlights

*Marco Túlio Xavier Lanza, employee at the  
Legado Verdes do Cerrado (GO)*

# Messages GRI 2-22

## Chairman of the Board of Directors

In 2025, CBA is celebrating an incredible milestone: seven decades of innovation and excellence in aluminum production and processing. Since its founding, the Company has built a legacy of resilience and pioneering, while placing people at the center of its journey and driving progress that extends beyond the aluminum industry. This report's overarching theme, "CBA 70 Years: people leading the way for the next transformations," captures this legacy and the Company's vision to make the next 70 years even more sustainable and innovative.

Guided by this vision, in 2024 CBA revisited its long-term strategy as part of its Strategic

Dialog, a triennial exercise to assess opportunities and ensure the Company's continued competitiveness over the medium and long term. Led by senior leadership, these discussions deep-dived into the Company's main challenges and strategic direction, ensuring it aligns with global trends and a triple bottom line of financial performance, sustainability, and innovation.

The Strategic Dialog review reaffirmed the Company's four strategic pillars: Growth, with balanced risk and return to maximize value; Competitiveness, enhancing strategic differentiators to ensure resilience; Transformation, through investments in

innovation, digitalization, and strategic partnerships; and Positive Impact, delivering on the Company's commitment to sustainable aluminum production and to building a more collaborative world. These pillars are more than just principles—they translate CBA's ambition to shape a more efficient, collaborative, and productive industry.

In 2024, the Company made continued progress toward a set of targets as part of its 2030 ESG Strategy. Investments in new process technologies, expanded digitalization, greater value chain engagement, and deeper connections with local communities continued to fuel strong, responsible growth—reaffirming CBA's

leadership in the transition to a more socially and environmentally responsible future.

For 70 years, CBA has led the Brazilian aluminum industry, while consistently upholding its mission to transform lives through aluminum solutions that create lasting, positive impact for society as a whole. With renewed purpose, we will continue our journey with bold ambition and determination, shaping the next 70 years with even greater efficiency, innovation, and responsibility—laying the groundwork for a future that balances progress, competitiveness, and sustainability.

**Luis Ermirio de Moraes**

Chairman of the Board of Directors

CBA has led the Brazilian aluminum industry, consistently reaffirming its **mission to transform lives through aluminum**





Luciano Alves, CEO



## CEO

CBA's seven decades of success have been built by its people. And their vision, dedication, and collaboration continue to drive the Company's ongoing transformation. With a commitment to always doing more and better, our people are the motive force behind our evolution—leading the way for the next transformations. They are the foundation on which we are building our future, with an ongoing focus on safety, environmental stewardship, and making a positive impact in the communities where we operate.

In 2024, we saw early signs of recovery in the global aluminum market, creating better prospects for the industry. Key indicators of improvement included easing inflation, a downward trend in interest rates, and a gradual rebound in consumer demand. Production and demand showed encouraging momentum, particularly as industrial activity rebounded in various regions. China continued to expand its energy infrastructure, while the European Union advanced efforts toward a low-carbon economy—developments that

are directly aligned with and beneficial to our industry. In Brazil, we maintained our strategic position within the value chain as a global leader in sustainable aluminum, while staying attuned to evolving opportunities and challenges in the domestic market.

In this environment, CBA delivered consistently strong results—reflecting operational stability and a more favorable business climate. We exceeded financial and operational expectations, supported by strategic cost reduction and process optimization initiatives. Our fully integrated value chain once again proved to be a key source of competitive advantage, providing greater resilience to market volatility and enabling sustainable growth.

At CBA, putting safety first is more than a commitment—it is a foundational value that guides every step in our journey. With this in mind, we strengthened our operational practices by implementing a robust Critical Risk Management (CRM) system with a focus on prevention and well-being.

On the sustainability front, we made important progress toward our 2030 ESG Strategy targets. CBA remains well positioned at the forefront of greenhouse gas (GHG) emissions reductions—maintaining levels that are approximately 3.5 times lower than the global industry average. In 2024, we further strengthened this commitment through our newly launched Alennium label, which certifies products made from CBA's low-carbon aluminum, produced entirely with renewable, traceable energy sources. The number of customers adopting the Alennium label also rose in 2024, further strengthening CBA's reputation as an industry leader for sustainability. We delivered two of the investments announced during our 2021 IPO: Dry Residue Disposal at our Palmital residue dam, and ReAl—a proprietary, patented process for recycling aluminum and plastic from multi-material packaging.

On the social front, we expanded our initiatives around Diversity, Equity, and Inclusion. We launched our first Apprentice Program for People with Disabilities, introduced a mentoring program for black women, and increased female representation in leadership positions to nearly 23%—bringing us closer to our target of 25% by 2025. We also built further on our commitment to holistic employee

well-being—spanning physical, mental, and financial health—as a core pillar of our people-centric culture.

In our relationship with local communities, CBA continued to foster positive impact in the regions where we operate. CBA's corporate social responsibility programs support long-term, sustainable development in the communities where we operate. A key social highlight from the year was CBA's *Empreende Mulher* initiative, which empowers women entrepreneurs and promotes gender equity in the job market. Businesses completing the 2023–2024 cycle saw revenue increases of more than 25%.

We also made further progress in digitalization through our DigitALL program, expanding tech capabilities while boosting operational safety and efficiency. Our cross-functional innovation initiatives—known as PODs—focused sharply on value creation, delivering approximately R\$ 9.35 million in value capture in the year. We also launched a dedicated Learning Community on artificial intelligence and data analytics, and introduced the *Ilumina CBA* research and development program.

2024 was a year of resilience and growth, powered by the engagement and leadership of every person who is part of our journey. As we prepare to celebrate

our 70<sup>th</sup> anniversary in 2025, we do so with the firm belief that it is our people who are leading the way for the next transformations. The future is made of aluminum—and at CBA, that future is here!

**Luciano Alves**

CEO

Alumínio plant (SP)



# About this Report

GRI 2-1, 2-2, 2-3, 2-5, CBA-13

Companhia Brasileira de Alumínio's (CBA) 2024 Annual Report embodies the Company's commitment to sustainability, innovation, and transparency in everything it does. This report provides an overview of CBA's strategies and initiatives in the year across the environmental, social, economic, and governance (ESG) dimensions, for all operational sites.

Covering the period from January 1 to December 31, 2024, the same as for CBA's audited financial statements, the report is prepared in accordance with globally recognized reporting standards and frameworks, including the:

- Global Reporting Initiative (GRI) **Standards**
- Sustainability Accounting Standards Board (SASB) Metals & Mining **Standard** (for Mining and Industrial operations) and Electric Utilities & Power Generators **Standard** (for the Energy Business)
- Brazilian Power Sector Regulator (ANEEL) reporting **requirements**
- Taskforce on Nature-related Financial Disclosures (TNFD) **recommendations**
- CBA internal management and **performance indicators**

- United Nations (UN) Sustainable Development **Goals** (SDGs)

Additional details are available in the Indicators Databook and the 2024 CBA Climate Agenda Report, the latter prepared in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. Both are available at <https://www.cba.com.br/en/sustainability-report/>.

The scope of this Report includes all entities under CBA's operational control, ensuring a consistent approach to reporting on the Company's impacts and practices. These entities account for 99% of CBA's total revenue and are covered by the consolidated financial statements:

- **Corporate office** (SP)
- **Aluminum Business:** mining operations (Poços de Caldas, Mirai, Itamarati de Minas — MG), Alumínio plant (SP), Itapissuma plant (PE), Metalex (SP), Alux (SP), Sorocaba facility (SP), Barão de Angra (RJ), Distribution Center (RS), and Solutions and Services Centers (SP and RS)

- **Energy Business:** 15 wholly-owned hydroelectric plants
- **Nickel Business:** Niquelândia mine (GO)
- **Environmental conservation reserves:** Legado das Águas (SP) and Legado Verdes do Cerrado (GO)



Nayara Gabrielli Borges de Alcantara and Saniel Claudio Romani, employees at the Alumínio plant (SP)



Milena Polini de Souza, employee at the Alumínio plant (SP)

CBA's reporting approach ensures that material topics are addressed consistently across all operations included in this Report. Operations not included are only covered by the consolidated financial statements, namely the following: Barro Alto (GO): operated by a third party; Rondon (PA): in the project development phase; Hydropower Plants Salto Pilão (SC), Canoas I (SP), Canoas II (PR), Machadinho (RS and SC), Campos Novos (SC), and Barra Grande (SC): jointly owned and not under CBA's operational management; Ventos do Piauí Wind Complex (PI): not under CBA's operational control. Any references to these entities within this Report will be clearly flagged in the text or in corresponding footnotes. Throughout the reporting period, there were no mergers, acquisitions, or divestments that would materially affect the scope or content of this Report.

The Board of Directors reviews and approves both the Annual Report and the material topics, based on recommendations from the Sustainability and Capital Projects Committee. The report is also reviewed by the Statutory Audit Committee. Review considerations include compliance with international reporting standards, alignment with CBA's targets and public commitments, and clarity and accuracy of information. The Board also conducts ongoing assessments of internal controls related to sustainability reporting processes and implements improvements based on annual feedback and internal reviews. **GRI 2-14**

### External assurance **GRI 2-5**

CBA's Annual Report undergoes independent external assurance. The assurance is conducted by independent auditors with no affiliations to CBA, in accordance with ISAE 3000.

The assurance process covers all reported disclosures and is performed under a limited assurance engagement. The assurance statement is available at the end of this Report.



#### ABOUT THIS REPORT:

For questions, suggestions, or concerns, please contact CBA at [comunicacaocorpcca@cba.com.br](mailto:comunicacaocorpcca@cba.com.br).

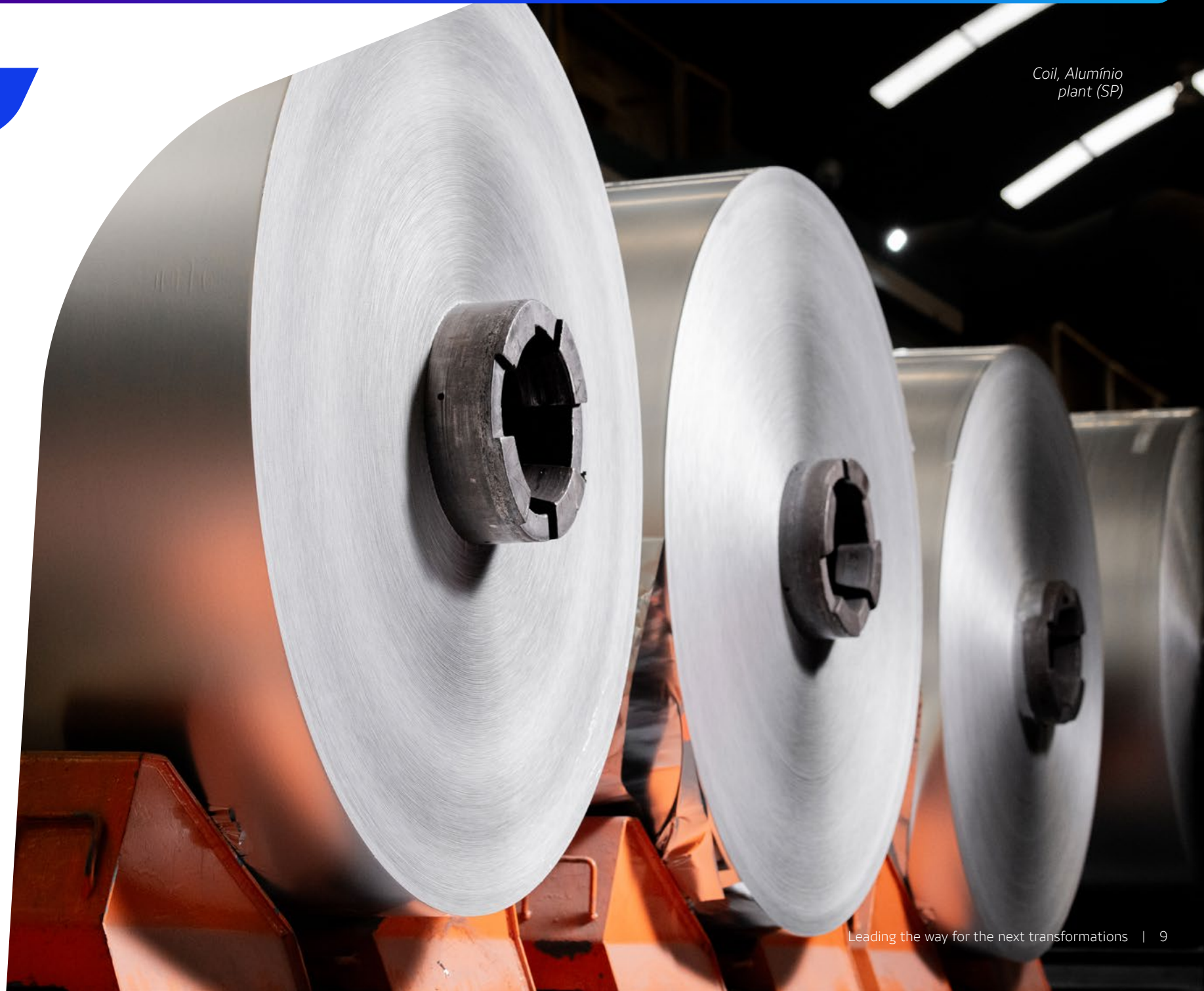
# CBA 70 Years

## About CBA GRI 2-1, 2-6

In 2025, CBA is celebrating 70 years of history built on innovation, ethics, integrity, and social and environmental responsibility. Operating across several regions of Brazil, CBA is recognized as the only fully integrated aluminum producer in the country, with operations spanning from responsible bauxite mining to the production of primary aluminum (ingots, slabs, billets and rod) and downstream products (caster rolls, sheet, foil, extruded profiles, roofing and siding, and parts and components).

CBA is a publicly traded company listed on B3's *Novo Mercado*, majority-owned by Votorantim S.A. The Company works to build valuable partnerships with stakeholders—including employees, customers, suppliers, communities, and investors. This ongoing collaboration enables CBA to deliver customized, sustainable solutions with a positive impact on the industry, environment, and society.

Coil, Alumínio plant (SP)



# CBA's key differentiators include



Vertically integrated aluminum production, with a well-established footprint in six Brazilian states and **a workforce of more than 7,000 people**



Production of low-carbon aluminum, with greenhouse gas (GHG) emissions nearly **3.9x lower** than the global industry average at the Electrolysis phase, as reported by the International Aluminium Institute (IAI)



**100% renewable and traceable electricity** powering all operations



Expanded recycling and circular economy capabilities, including two specialized facilities—Metalex and Alux—and CBA's **recently rolled out ReAI Technology**



Responsible management of natural resources and biodiversity supported by sustainable mining practices and the Legado das Águas and Legado Verdes do Cerrado reserves, together protecting over **60,000 hectares of conserved land**



**A corporate culture that respects and values employees**



**A commitment to sustainability,** anchored in CBA's 2030 ESG Strategy



**Research and development capabilities** through CBA's DigitALL program



**Social transformation** initiatives benefiting the communities where CBA operates



**LEARN MORE:**

Visit CBA's [corporate website](#).

# Value Creation

## Resources and assets across the capitals



### Financial

- Land, raw materials, inputs and services
- Cost management
- **R\$ 1.4 billion** in sustainability-linked loans
- Shares traded on B3



### Manufactured

- **11** transactions in the aluminum business
- **1.6 GW** of installed renewable energy capacity supplied by **21** hydroelectric plants and **2** wind complexes
- **1** Private Sustainable Development Reserve in the *Cerrado* and **1** in the Atlantic Forest



### Intellectual

- Ongoing research and development with a wide range of partners
- Digital culture
- Co-creation with customers



### Human

- **7,262** employees (**20.1%** women), and **3,399** fixed contractors



### Social and Relationship

- Relations with customers, communities, suppliers, investors, trade associations, government and other stakeholders
- **51** community development projects and initiatives aligned with our core business



### Natural

- Minimal use of minerals, bauxite, inputs, and materials
- Use of energy, fuels, and water resources
- Land use
- **131,800 metric** tons of scrap processed



## Key results in 2024



### Financial

- **R\$ 8.2 billion** in net revenue
- **R\$ 1.4 billion** in adjusted EBITDA



### Manufactured

- **2 million** metric tons of bauxite processed
- **364.500** metric tons of low-carbon molten aluminum produced
- **501.000** metric tons of primary and downstream products
- **7,942.6 GWh** of **100%** renewable electricity generated



### Intellectual

- Partnerships with universities as part of the Illumina program
- **10** PODs developed as part of the DigitALL Program
- **41** research projects to develop co-products from production residue
- **73** co-creation projects with customers



### Human

- Launched the Integrative Health Program
- More than **330** employees trained as part of the Leadership Journey
- **25** affirmative-action placements within the Apprenticeship Program



### Social and relationship

- **+1 million** people and 23 municipalities benefited by social programs
- Pilot projects supporting the Climate Action Initiative in Jquitiba (São Paulo) and Muriaé (Minas Gerais)
- Support and development of recycling cooperatives and promotion of women's entrepreneurship



### Natural

- Launch of ReAl aluminum recycling technology
- Dry Residue Disposal
- Mobile Beneficiation and Techno-soil
- REDD+ Cerrado carbon credits

## CBA 70 Years: people leading the way for the next transformations

To celebrate 70 years of mining and metals industry leadership, this edition of the Company's Annual Report is themed as: "CBA 70 Years: people leading the way for the next transformations." Since its founding, CBA has consistently shown resilience, innovation, sustainability leadership, and a pioneering spirit—while always putting people at the center of its journey. This anniversary edition is a tribute to everyone who has contributed to CBA's history, celebrating past achievements and those still to come.

Over the past seven decades, CBA has cemented its position as a leading producer of low-carbon aluminum, and strengthened its purpose of transforming lives through sustainable and innovative aluminum solutions. This year's 70<sup>th</sup>-anniversary campaign embodies CBA's transformational spirit, featuring initiatives that honor the Company's past, celebrate its present, and inspire its future. CBA remains committed to building a lasting legacy for future generations, as it continues to strengthen its culture while deepening its commitment to a more prosperous and responsible world.



*From left to right: Sandro Paiva, Rony Borges, Bruna Silva and Adilson Balduino, employees at the Alumínio plant (SP)*

## CBA Culture

### Aluminum solutions that transform people's lives.

This is the purpose that inspires the Company to produce better aluminum for a better world

### CULTURAL VALUES

These express the practices and values that people are expected to demonstrate within the Company

#### Teamwork

- #ValuablePartnerships
- #InThisTogether
- #WeAreAllCBA

#### Sense of Ownership

- #GetAhead
- #OurCBA
- #Trustworthy

#### Constructive Disagreement

- #DisagreeingWell
- #Transparency
- #AMoreDiverseCBA

#### Ambition for Competitiveness

- #InnovationHappensHere
- #CustomersCentered
- #ESGInOurBlood

### VOTORANTIM VALUES

The Votorantim Values express the Votorantim way of doing things—and are common across all portfolio companies, including CBA:

#### Integrity

- Doing what's right
- Valuing differences
- Respect and ethics

#### Collaboration

- Creating shared value
- Networking
- Valuing people

#### Courage

- Leadership
- Innovation
- Building the future



*Sulamita de Cássia Neves de Souza, employee at the Miraf mine (MG)*

# Operations

## Aluminum Business



- **Mines:**
  - Poços de Caldas (MG)
  - Miraf (MG)
  - Itamarati de Minas (MG)
  - Barro Alto (GO)
  - Rondon<sup>1</sup> (PA)

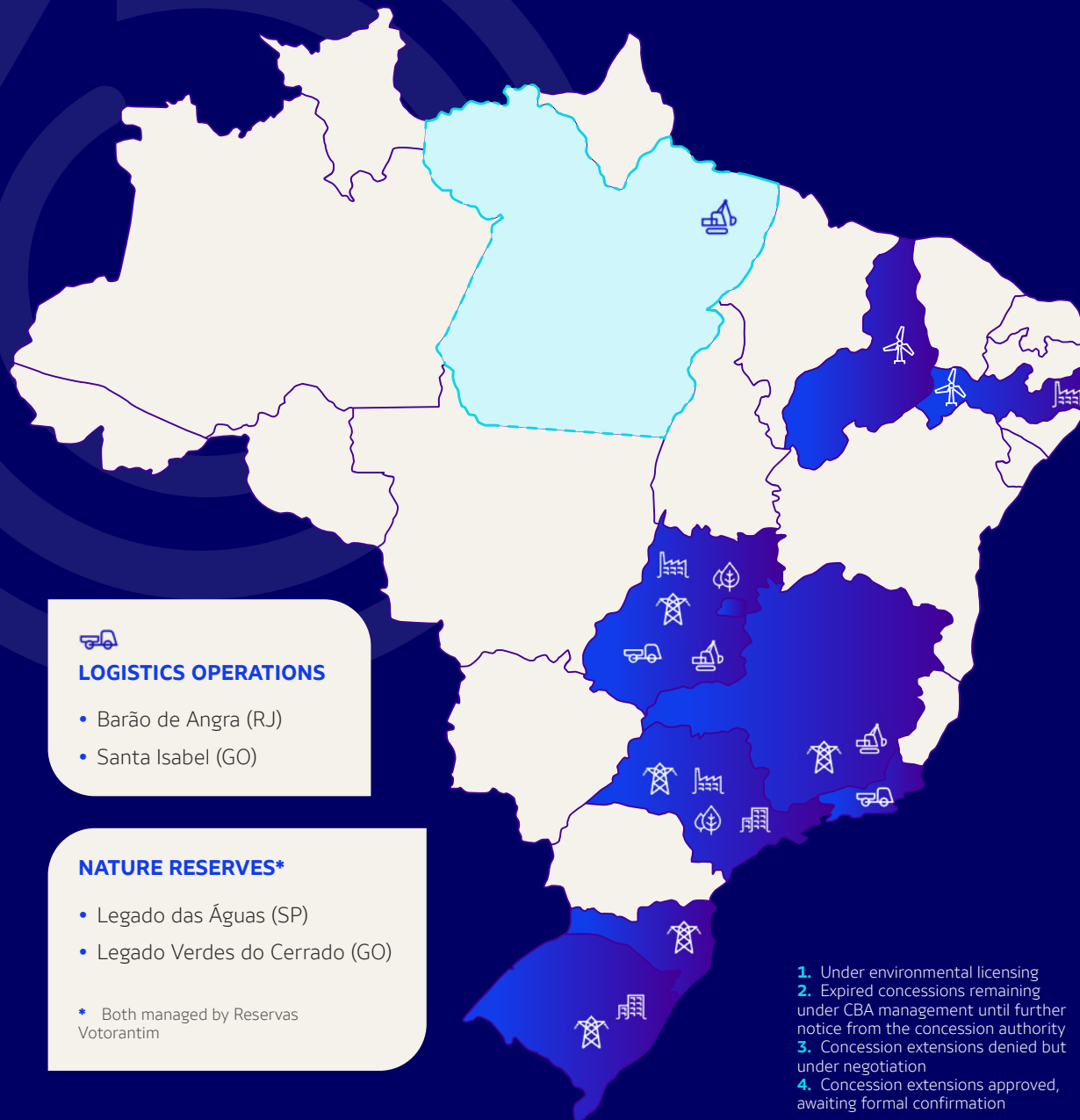


- Alumínio plant (SP)
- Itapissuma plant (PE)
- Metalex (SP)
- Alux (SP)
- Sorocaba facility (SP)
- Araçariguama Processing and Recycling Center (SP)
- São José do Rio Preto Processing and Recycling Center (SP)



- Distribution Center and Solutions & Services Center (RS)
- Solutions & Services Centers (SP)
- Corporate Office (SP)

Project under development



### LOGISTICS OPERATIONS

- Barão de Angra (RJ)
- Santa Isabel (GO)

### NATURE RESERVES\*

- Legado das Águas (SP)
- Legado Verdes do Cerrado (GO)

\* Both managed by Reservas Votorantim

1. Under environmental licensing
2. Expired concessions remaining under CBA management until further notice from the concession authority
3. Concession extensions denied but under negotiation
4. Concession extensions approved, awaiting formal confirmation

## Energy Business



### Wholly-owned hydroelectric power plants

- **Jurupará MHPP**  
Piedade (SP)
- **Santa Helena MHPP**  
Votorantim (SP)
- **Votorantim MHPP**  
Votorantim (SP)
- **Itupararanga HPP<sup>2</sup>**  
Votorantim (SP)
- **Alecrim HPP<sup>3</sup>**  
Miracatu (SP)
- **Barra HPP<sup>4</sup>**  
Tapiraí (SP)
- **Porto Raso HPP<sup>4</sup>**  
Tapiraí (SP)
- **França HPP<sup>4</sup>**  
Juquitiba (SP)
- **Fumaça HPP<sup>4</sup>**  
Ibiúna (SP)
- **Ourinhos HPP**  
Ourinhos (SP)
- **Piraju HPP**  
Piraju (SP)
- **Salto do Iporanga HPP<sup>2</sup>**  
Juquiá (SP)
- **Serraria HPP<sup>3</sup>**  
Juquiá (SP)
- **Salto do Rio Verdinho HPP**  
Itarumã (GO)
- **Sobragi HPP<sup>3</sup>**  
Simão Pereira and Belmiro Braga (MG)

### Jointly owned plants\*

- **Canoas I HPP**  
Cândido Mota (SP)
- **Canoas II HPP**  
Palmital (SP)
- **Salto Pilão HPP**  
Apiúna (SC)
- **Machadinho HPP**  
Piratuba (SC)
- **Barra Grande HPP**  
Pinhal da Serra (RS)
- **Campos Novos HPP**  
Campos Novos (SC)

\* Not under direct CBA operational management

### Wind Complexes\*



- **Ventos de Santo Anselmo**  
Betânia (PI), Araripina (PE)
- **Ventos de Santo Isidoro**  
Curral Novo (PI)

\* Not under direct CBA operational management

### Nickel Business



- Niquelândia (GO)\*

\* Curtailed operation

# CBA's production process

From Sustainable Mining to aluminum commercialization in an integrated value chain.

## 1 Mining

Bauxite is extracted sustainably and mined areas are fully reclaimed, restoring them to the same or better environmental and agricultural condition

## 2 Alumina Refinery

At the Alumínio plant (SP), aluminum oxide (alumina) is extracted from the bauxite through physical and chemical processes

## 3 Smelters

The alumina, along with other raw materials, is smelted into molten aluminum

## 4 Casthouse

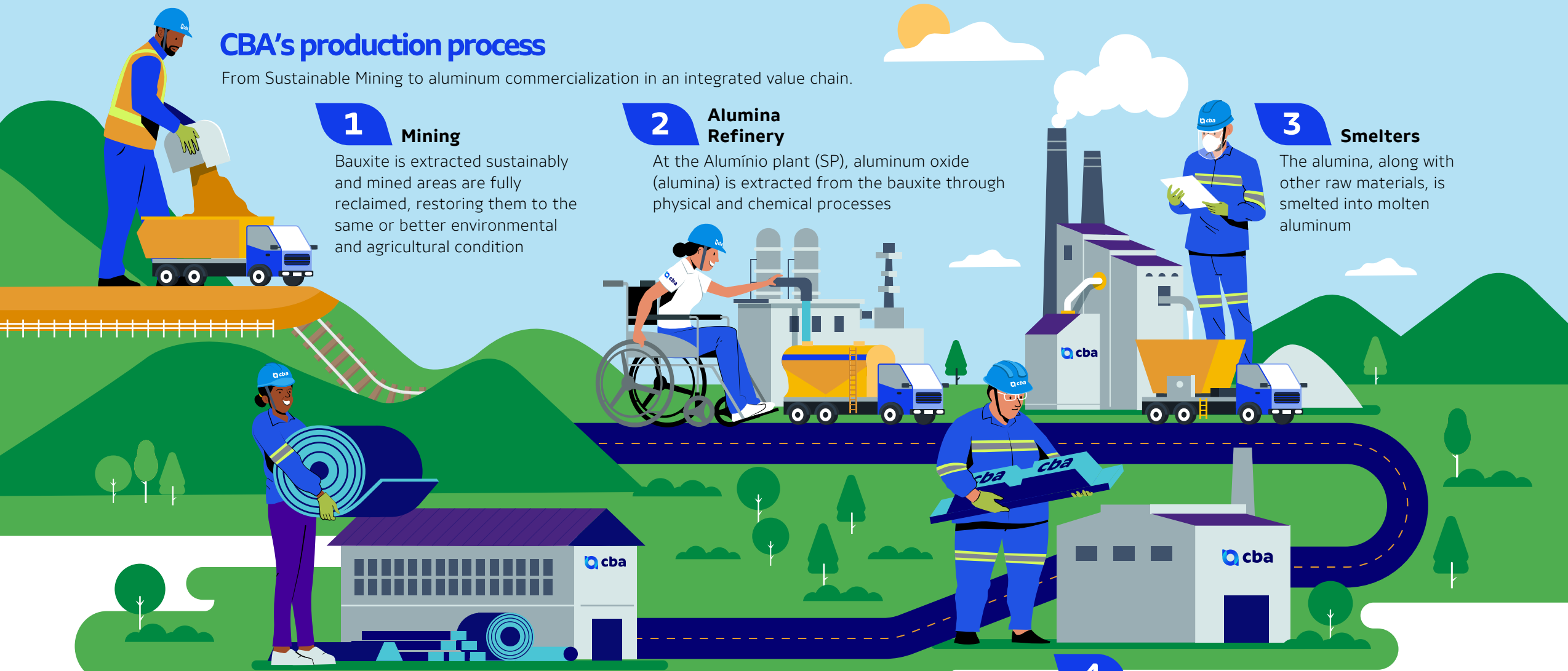
Molten aluminum is blended with master alloys and recycled scrap in furnaces. The primary aluminum is then cast into a variety of shapes. Also at the Casthouse stage, aluminum scrap and other inputs are recycled.

## 5 Downstream

Primary aluminum products are further processed through rolling, extrusion, and surface treatments to produce value-added finished products and tailor-made solutions co-created with customers



Read more about the production process in the 2023 Annual Report.





## Products and services

CBA's products and services are used in the automotive, building and construction, energy, agribusiness, consumer goods, packaging, transportation, and other

industries. CBA primarily serves customers located in Brazil, but also customers in wider South America, North America and Europe.



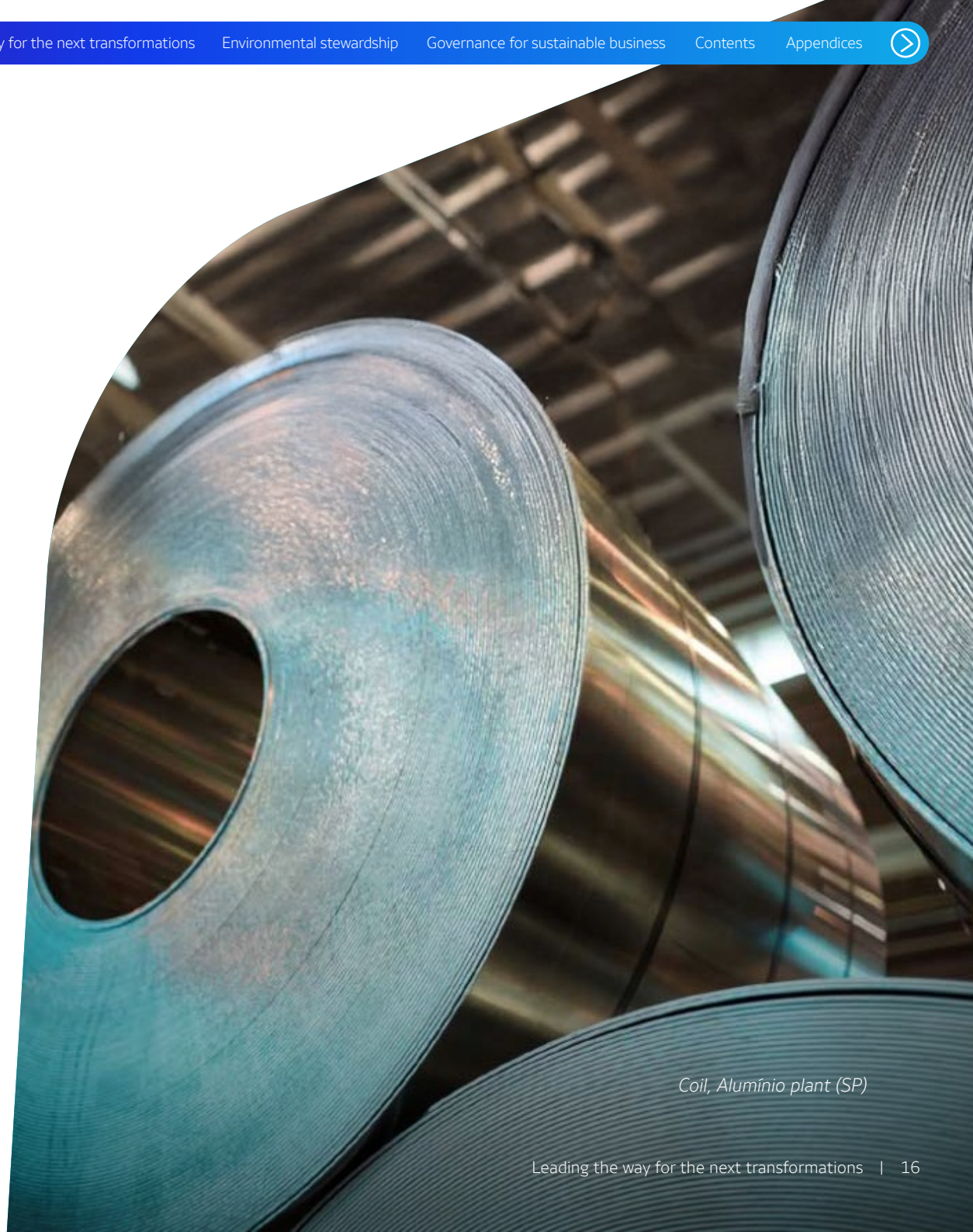
### Primary Products

- Bauxite
- Hydrate
- Alumina
- Molten aluminum
- Ingots
- Secondary ingots
- Slabs
- Billets
- Rod



### Downstream Products

- Caster rolls
- Caster sheet and coils (CC)
- Hot-rolled sheet and coils (DC)
- Roofing and siding
- Foil
- Coated foil
- Extruded profiles
- Surface treatment lines (coating, anodizing, grit blasting, and polishing)
- Custom parts, components and services via CBA's Solutions and Services Center

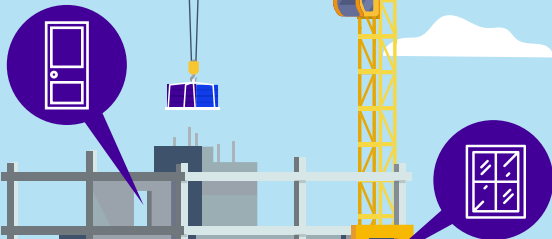


Coil, Alumínio plant (SP)

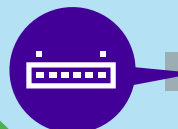


# Aluminum in everyday life

In **building and construction**, aluminum window, door and façade frames improve energy efficiency and help reduce overall energy consumption



In the **energy sector**, aluminum is used to make lightweight and durable photovoltaic panels, solar water heaters, and transmission lines



In **transportation**, aluminum can reduce the weight of cars and buses by up to 50%, supporting CO<sub>2</sub> emissions reductions of up to 30% over their lifecycle



In **consumer goods**—from cookware and furniture to computers and smartphones—manufacturers use aluminum to make lightweight, high-strength, sustainable products



## PHARMACY



## MARKET

In **packaging**—across food and beverage, personal care, beauty, and pharmaceutical products—aluminum provides a barrier against light, oxygen, and moisture, extending product shelf life

### Aluminum is



Lightweight (one-third the weight of steel)



An efficient electrical conductor



Infinitely recyclable



Durable, flexible and resistant

# Highlights

## Awards, ratings and certifications
















In 2024, CBA received multiple awards and performed strongly in sustainability ratings and certifications, reaffirming its leadership in sustainable business practices. These accolades reflect CBA's long-term commitment to responsible management aligned with global environmental, social, and governance (ESG) best practices.



Proteção Brasil Award 2024



## Awards and recognition

- 
**Reporting Matters Award** – CBA's 2023 Annual Report was recognized as one of the top 11 reports of the year
- 
 Great Workplace Certification from **Great Place to Work (GPTW)**
- 
**Great People Mental Health Certification (GPTW Health | Best Emotional Health Practices)**
- 
**Proteção Brasil** award – Risk Management Category
- 
**Partnership for Education**, by the Votorantim Institute – CBA support for the municipalities of Barro Alto (GO) and Itapissuma (PE)
- 
 Legado Verdes do Cerrado recognized as Goiás' **first Private Sustainable Development Reserve**
- 
**Inovativos** award – received for the third consecutive year
- 
**Agilidade Brasil 2024** award – winner in two categories
- 
**Three award-winning case studies** at the 9<sup>th</sup> International Aluminum Congress
- 
 GHG Protocol **Gold reporting status**, for the seventh consecutive year
- 
 First aluminum producer included in the **First Suppliers Hub** list
- 
 Highlight in the **EXAME Best in ESG Award** in the Mining, Smelting, and Steel Industry category
- 
**Mining and Metals Industry Excellence Award** from *Minérios & Minerales* magazine
- 
 Certification from the State Environmental Foundation (FEAM) confirming **full reclamation of mined areas** in Descoberto (MG) for agriculture use and environmental conservation
- 
 Customers recognition for sustainability

## Ratings and indices

- CBA progressed in S&P Global's **Corporate Sustainability Assessment (CSA)**, achieving a score of 72—an 11-point increase from 2023 and more than twice the industry average of 33. This secured CBA's inclusion in the [S&P Global Sustainability Yearbook 2025](#)
- For the third consecutive year, CBA remained a constituent of B3's **Corporate Sustainability Index (ISE)**
- Retained in the **B3 Diversity Index (IDIVERSA B3)**, which aims to recognise gender and racial diversity in publicly listed Brazilian companies
- Improved to AA in the **MSCI ESG rating (Morgan Stanley Capital International)**, achieving a Leadership position in the “Metals and Mining Non-Precious Metals” category

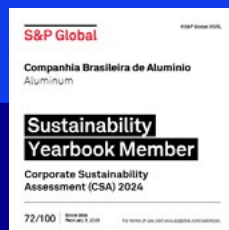
### Ratings and indices

Index/Rating	2022	2023	2024
<b>IDIVERSA B3</b>	NA	✓	✓
<b>MSCI ESG</b>	AA	A	AA
<b>CDP Climate Change</b>	A	A	A
<b>CDP Water Security</b>	B	B	B
<b>ISE B3 index</b>	✓	✓	✓
<b>CSA</b>	28 points	61 points	72 points

**Key:** NA: Not applicable. ✓: Participation confirmed

### Certifications

- ISO 45001:2018 for the Alumínio Plant (SP)
- ISO 14001:2015 – Environmental Management System
- ISO 9001: 2015 - Quality Management System
- ISO/IEC 17025-2017 - General requirements for the competence of testing and calibration laboratories, for CBA's Mirai mine (MG)
- Aluminium Stewardship Initiative (ASI) Performance and Chain of Custody Standard Certification for sustainable and responsible aluminum production and value chain
- International Automotive Task Force (IATF) 16949:2016 certification for the Alumínio plant (SP) and Caxias do Sul (RS) Shared Solutions Center (SSC)
- Resources & Reserves certification and audit for Barro Alto (GO) and Mirai (MG), in accordance with JORC (Joint Ore Reserves Committee) Code standards



CBA was listed in the S&P Global Sustainability Yearbook 2025 with two different distinctions: **Sustainability Yearbook Member** (which includes companies scoring at least 30 in the CSA and ranking in the top 15% of their sector) and **Industry Mover** (granted to companies that improve their score by at least 5% and demonstrate the highest progress in their industry)

## Primary Business

CBA's Primary Business spans the full aluminum value chain, from responsible bauxite mining through refining and smelting to primary aluminum production. In 2024, the Primary Business reported strong results, supported by the resolution of operational issues from the previous period and external factors that increased aluminum demand. CBA posted record-high production at 364,548 metric tons of primary aluminum.

Among the key drivers of this growth was strong domestic market demand, particularly in segments fueled by the energy transition: increased production of hybrid vehicles and solar panels; expansion in civil construction, supported by affordable housing programs; and a thriving automotive industry.

A milestone in the year supporting positive performance in the Primary Business was the construction of a new recycling facility at the Alumínio Plant (SP). This project has supported effective strategies to maximize consumption of scrap and solids, which reached the highest levels to date in July. Reflecting the success of these initiatives, scrap consumption increased by 32% year over year.

**2 mn**  
**metric tons**  
of bauxite processed

**1.2 mn**  
**metric tons**  
of hydrate produced

**721,900**  
**metric tons**  
of alumina produced

**364,500**  
**metric tons**  
of low-carbon molten aluminum produced

**252,600**  
**metric tons**  
of recycled aluminum scrap processed at Alux, Alumínio, Metalex, and Itapissuma



Wire rod, Alumínio plant (SP)



Dry Residue Disposal,  
Alumínio plant (SP)

Learn about some of CBA's key projects in the Primary Business:

### Dry Residue Disposal

Implemented in early 2024 at the Palmital dam in Alumínio (SP), this project employs advanced filter press systems to significantly lower moisture levels in bauxite residue. This enhances dam stability and supports circular economy practices by enabling residue to be repurposed as a co-product for applications such as construction materials. [Read more on page 112.](#)

### Mobile Beneficiation and Tecno-solo

This project has developed a compact, semi-mobile beneficiation plant that is deployed directly at the mine face. The clay-rich materials separated during bauxite processing are set aside as *Tecno-solo*—a high-quality, ready-to-use soil for mine reclamation. With promising applications for sustainable mining, mobile beneficiation has the potential to eliminate tailings generation and the need for tailings dams. The project is currently being piloted in the Zona da Mata region of Minas Gerais.

### Smelters and Paste Plant Upgrades

CBA is modernizing its smelting operations by implementing an advanced point feeder system for the electrolysis cells, improving efficiency and precision. The project is following a phased schedule starting in 2023. Concurrently, a Paste Plant upgrade is underway to increase production capacity and optimize paste quality, with commissioning scheduled for 2025.

### Alux export operations

Alux ramped up aluminum ingot exports in the last quarter of 2024, creating new market opportunities and supporting production growth.

### Repurposing Calcium Carbonate Residue in Bauxite Processing

CBA is repurposing calcium carbonate residue, a by-product from the Alumina Refinery's water treatment process, as a sustainable alternative to lime in bauxite beneficiation. This enhances washing efficiency and reduces reactive silica, while also optimizing resource use and minimizing raw material consumption.

### Sustaining Bauxite Mining Operations

CBA invests in ongoing geological, environmental, and engineering studies across its mining concessions and adjacent areas to ensure the long-term sustainability of its bauxite operations and meet future aluminum production demand.

### Metalex scrap treatment line

CBA's scrap treatment and cleaning line at Metalex, launched at yearend 2023, has achieved full stabilization, enhancing efficiency in aluminum recycling.

## Downstream Business

Part of CBA's primary aluminum is sent to the Downstream division, where it is either rolled or extruded into value-added products. These products then undergo further processing steps including surface treatment, anodization (which enhances corrosion resistance, increases durability, and enables aesthetic modifications, including color) and coating. In addition, aluminum components may be processed at CBA's Solutions & Services Centers, where they are assembled into finished parts meeting customer-specific or industry requirements.

The Downstream Business posted solid growth in 2024, sustaining a strong market position and the leading market share in aluminum foil production. The division's consistent performance reflects its high growth potential, adaptability, and robust innovation. Market demand surged in the second half of the year, and all Downstream product lines recorded year-over-year growth.

CBA also broadened its customer base and expanded into new geographies. The strongest demand was driven by the construction, packaging, transportation, and agribusiness industries.

Explore some of CBA's key projects in the Downstream Business:

### Innovation

In 2024, CBA launched 31 innovation projects, primarily developed through collaborative partnerships with customers, bringing its active pipeline to 75 projects. Notable initiatives include projects in electrification, urban mobility, and aluminum single-material packaging. [Read more on page 135.](#)

CBA also hosted an Innovation Week and is actively planning new partnerships with institutions and universities for the 2025 innovation cycle. [Read more on page 48.](#)

### ReAI Technology

Developed and patented by CBA, ReAI Technology is an innovative solution that separates aluminum from plastic in multi-material packaging, enabling both to be recycled. [Read more on page 117.](#)

### Itapissuma (PE)

CBA's Itapissuma plant increased its post-consumer scrap content from 10% to 13%, improving aluminum circularity and supporting CBA's strategy to boost recycling. Currently, 56% of the aluminum content in its products comes from recycled sources, including both external post-consumer scrap and material recovered on-site from the production process.

### DigitALL

[DigitALL](#), CBA's Digital Transformation Program, delivered approximately R\$ 9.35 million in value creation for the Company in 2024. Ten initiatives were successfully launched through PODs—cross-functional teams operating under agile methodologies to develop digital solutions.

**136.5  
metric tons**

of Downstream products  
manufactured at Alumínio  
(SP) and Itapissuma (PE)

Extruded aluminum profile, Alumínio plant (SP)



## Primora reports record sales growth

Primora, CBA's aluminum framing brand, achieved a record-breaking 70% increase in sales in 2024, fueled by new product launches, participation in large-scale projects, and expansion of its distribution network. Launched February 2022, Primora has built a strong market presence offering cutting-edge systems and innovative solutions tailored to the needs of construction firms and developers.

The brand has two flagship product lines:

- **Primora Systems** – developed for mid-range real estate developments, catering to fenestration fabricators and installers
- **Primora Building Systems** – designed for high-end construction, providing custom architectural solutions

Eyeing sustainability, Primora exclusively utilizes low-carbon aluminum carrying CBA's Alennium label. This supports LEED certification for sustainable real estate developments, and reinforces CBA's leadership in environmentally responsible solutions.

In 2025, Primora is set to sustain strong growth, further establishing itself as a leading aluminum framing brand for the construction industry.



# Energy Business

CBA sources 100% renewable and traceable electricity for its production process. The Company has a robust portfolio of generation assets, comprising 21 hydropower plants—15 wholly-owned and 6 jointly-owned—and two wind power complexes.

Given the high reliance on hydropower within its portfolio, CBA has also entered into power purchase agreements (PPAs) with third-party suppliers to maintain supply during drought periods. These contracts are accompanied by Renewable Energy Certificates (RECs), supporting CBA's commitment to sustainability.

As aluminum production is highly electricity-intensive, renewable energy is a key part of CBA's low-carbon aluminum strategy. Through this approach, the Energy Business ensures a secure, competitive, and sustainable supply of electricity.

**7,942.6 GWh**  
of renewable electricity generated in 2024

## Hydroelectric Power Plants

- **1,462.7 MW** total installed capacity, either wholly or jointly owned
- **21 hydropower plants** across six Brazilian states, including:
  - **15** wholly owned by CBA, with **609.3 MW** of installed capacity
  - **6** jointly owned by CBA, contributing **853.4 MW** of installed capacity

## Wind Complexes

- **Two** wind complexes in Piauí and Pernambuco
- **171.6 MW** installed wind capacity, with **168.2 MW** owned by CBA

Learn about some of CBA's key projects in the Energy Business:

### Integrated Intelligence Hub (C2I)

CBA has established its Integrated Intelligence Hub (C2I) to optimize the maintenance of power generation assets through data analytics and predictive failure detection. In 2024, CBA also streamlined its maintenance operations with a focus on in-house technical teams responsible for scheduled quality inspections. This has helped to improve reliability and reduce operational costs.

### Extreme weather risk assessment workshop

In 2024, CBA hosted workshops to evaluate the risk of extreme weather events affecting its power generation assets and plan ways to improve energy resilience. The discussions led to the creation of a Business Continuity Plan, currently under development, focusing on risk mitigation and climate adaptation.

### Innovation, digital transformation, and cybersecurity

The Energy Business has consistently invested in innovation and digitalization to optimize its operations. Examples include the integration of security systems with the Generation Operations Center (COG) to improve real-time monitoring; and the launch of an internal ride-sharing app designed by CBA employees to facilitate carpooling between operational sites, reducing fuel consumption and emissions, while improving plant accessibility.

CBA has also strengthened the cybersecurity capabilities protecting its IT and operational systems to meet regulatory standards and Information Security Management System requirements.

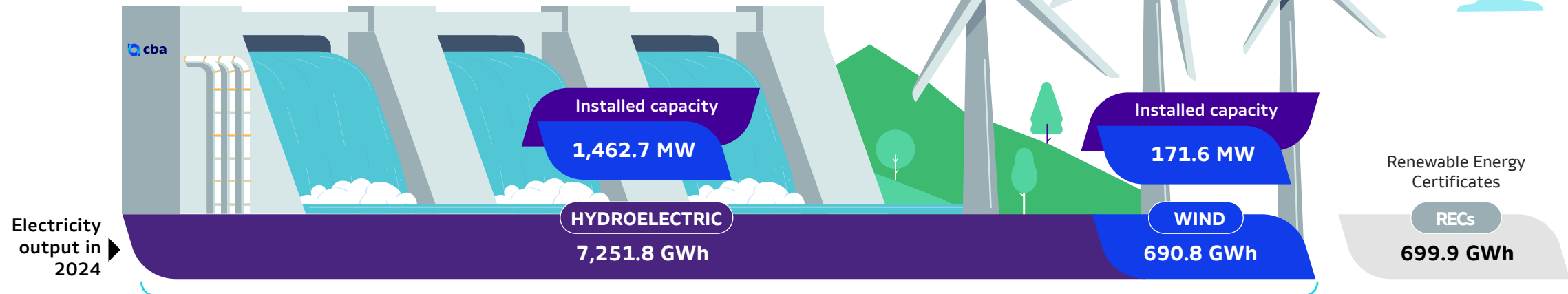
### Portfolio expansion

CBA is constantly exploring opportunities to expand and diversify its renewable energy portfolio, improving energy security.

# Renewable generation

SASB IF-EU-000.D

CBA supplies **100%** of the electricity requirement for its operations from renewable sources, supporting sustainable aluminum production

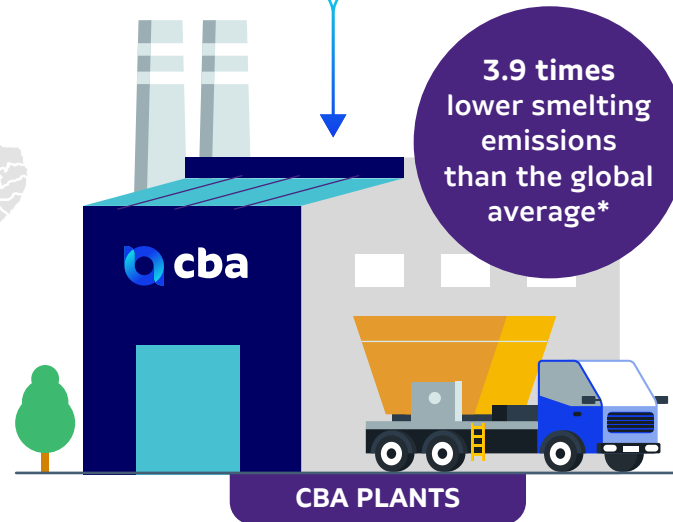
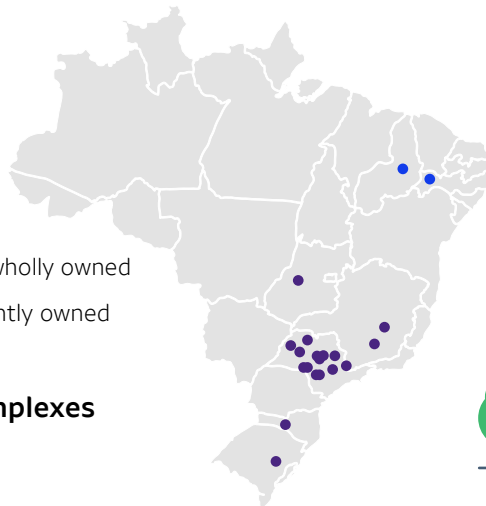


## CBA-owned power plants

**21** Hydroelectric Power Plants

- 15 wholly owned
- 6 jointly owned

**2** Wind Complexes



\* Smelting accounts for 76% of emissions in the aluminum production process

## Emissions intensity at the smelting stage - 2024



## CBA aluminum's carbon emissions at the smelting stage





# Creating **positive impact**

- Looking ahead
- Embedding sustainability in CBA's business model
- 2030 ESG Strategy
- Materiality assessment
- Sustainable Development Goals

# Looking ahead

Strategic planning is essential for organizations looking to remain competitive, innovative, and sustainable. Guided by a forward-looking vision, CBA anticipates challenges and opportunities for growth and positive impact to shape solutions that meet both current and future needs.

CBA uses a dual-cycle strategic planning approach:

- **Strategic Dialog:** conducted every three years to evaluate macroeconomic and market trends and design a robust and consistent roadmap with key growth levers to drive long-term success
- **Annual Strategic Planning:** conducted annually to break down long-term priorities into short-, medium-, and long-term initiatives

In 2024, CBA's most recent Strategic Dialog convened leaders and specialists to assess market conditions, set goals, and prepare to navigate emerging challenges. While the backbone of CBA's long-term strategy was maintained, investment priorities were refined to address emerging opportunities and challenges in the upcoming years—particularly the role of aluminum in the global energy transition. Strategic pillars were also revised, evolving the "ESG Leadership" pillar into a broader commitment to generate "Positive Impact". These strategic pillars are openly communicated to employees to ensure alignment and engagement. They were also shared with investors during CBA Day, as part of the Company's commitment to transparency and to stakeholders.

## Strategic pillars



ALUMINUM SOLUTIONS THAT  
**TRANSFORM PEOPLE'S LIVES**



### GROWTH

Maximize value through risk-return balanced growth



### COMPETITIVENESS

Strengthen competitive differentiators to ensure resilience and long-term success



### TRANSFORMATION

Innovation, digitalization and partnership-building to transform CBA



### POSITIVE IMPACT

Produce aluminum while delivering positive impacts, engaging the entire supply chain in building a more prosperous and sustainable future

# Embedding sustainability into the Businesses

Sustainability is at the core of CBA's business model, shaping strategic initiatives and decision-making to drive positive environmental, social, and economic impact. The Company's primary source of sustainability guidance is its [2030 ESG Strategy](#), which outlines clear, measurable commitments across environmental, social, and governance (ESG) topics. Furthermore, sustainability is integrated into CBA's corporate governance practices, employee compensation structures, and all strategic, operational, and management processes.



Fernando Peterson Balarin Meneguel,  
employee the Sorocaba facility (SP)



- **Integrated Governance:**

sustainability is integrated into every level of CBA's governance structure, including the Board of Directors, advisory committees, and Executive Board. Key priorities from the 2030 ESG Strategy—including climate change, biodiversity conservation, circular aluminum and diversity—are extensively discussed by internal and external experts within these bodies, ensuring strategic decisions support sustainable growth. Learn more about CBA's governance structure in [Governance for sustainable business](#).



- **Variable Compensation:**

sustainability performance is included in CBA's corporate targets for both the Profit-Sharing Program (PPR) for operational employees and the Variable Compensation (RV) program for professionals and executives. These targets are consistent with CBA's 2030 ESG Strategy and updated annually to ensure alignment between financial performance and sustainability goals. Performance is tracked monthly, with transparent reporting through management tools accessible to all employees. Learn more in [Employees](#).



- **Strategic, Management and Operational Processes:**

sustainability informs decision-making at every level of CBA's operations. The process begins with strategic planning cycles, as detailed in the chapter [Looking ahead](#). At the management and capital investment (CapEx) levels, projects are prioritized based on considerations such as GHG emissions reduction, resource efficiency, and environmental stewardship. The Competitiveness Management (GC), Market Development & Innovation (DMI), and DigitALL teams apply similar sustainability criteria to optimize business processes. Operational teams are tasked with managing sustainability impacts throughout project execution.

“In 2024, we made continued progress across different aspects of sustainability. One of our major focus areas was climate adaptation. In collaboration with our engineering team, we evaluated our assets’ preparedness for climate impacts, informing a more robust and integrated approach. We also made progress in engaging with customers. There was a noticeable increase in customer interest in and recognition of ESG initiatives, reaffirming the importance of staying ahead of sustainability-driven demands and furthering this agenda.”

**Leandro Campos de Faria**

Chief Sustainability, Safety and  
Environment Officer



## Commitments and engagement in trade associations around sustainability GRI 2-28

**CBA has undertaken public commitments and actively takes part in associations and groups focused on sustainability-related topics.**

### Brazilian Association of Wholesale and Free-Market Power Consumers (ABRACE)

ABRACE works to shape industrial energy policy in Brazil, representing large-scale energy consumers and addressing issues critical to the competitiveness and development of Brazilian industry. CBA actively contributes to industry discussions on green hydrogen, carbon markets, energy transition, and future fuels.

### Brazilian Aluminum Association (ABAL)

ABAL represents the aluminum sector in Brazil. CBA's CEO serves on the association's Board, and CBA's Chief Sustainability, Safety, and Environment Officer leads the Sustainability Technical Committee.

### Aluminium Stewardship Initiative (ASI)

ASI sets global sustainability standards for responsible aluminum production and sourcing. CBA holds certifications against both the Performance Standard and Chain of Custody Standard and actively engages in ASI's Working Groups.

### CDP

CDP mobilizes corporate action on sustainability, with a disclosure system covering climate change, water security, and deforestation. It also leads a Benchmark Club to advance environmental best practices.

### Brazilian Business Council for Sustainable Development (CEBDS)

CEBDS promotes sustainable development in the corporate world through technical chambers (CTs) and collaborative action platforms. CBA actively contributes to several Technical Chambers, including: Water, Climate, Energy, Sustainable Finance, and Biodiversity. CBA also took part in a pilot program launched by the Nature Action Platform to implement the Taskforce on Nature-related Financial Disclosures (TNFD) framework in the corporate setting.

*Wannder Cabral Gonçalves and Anna Paola de Castro Teixeira Bentini, employees at the Corporate Office (SP)*



Itapissuma plant (PE)



### **El Agua nos Une**

CBA is participating in the second phase of the *El Agua Nos Une* program, a joint initiative by the Center for Sustainability Studies at Fundação Getulio Vargas (FGVces) and the Swiss Agency for Development and Cooperation (COSUDE). In 2024, the program featured capacity-building workshops, presentations on program outcomes, and networking activities.

### **First Movers Coalition (FMC)**

A global initiative driving industrial decarbonization by building early market demand for low-carbon materials in critical industries. CBA is an active member of the aluminum initiative as well as a member of the First Suppliers Hub, a network of potential low-carbon product suppliers.

### **Brazilian Mining Institute (IBRAM)**

As the leading representative body for Brazil's mining industry, IBRAM has several Working Groups of which CBA is a member.

### **International Aluminium Institute (IAI)**

The IAI, a global association of primary aluminum producers, has several sustainability-focused working groups of which CBA is an active member.

### **Global Compact**

A UN-led corporate sustainability initiative aligned with the Sustainable Development Goals (SDGs). CBA actively engages in the Climate Action Platform, the Net Zero Ambition, and the 100% Transparency Movement, where it holds an ambassadorial role. Luciano Alves, CBA's CEO, represents SDG 13 – *Climate Action* in the Leadership with Impact Program, while Ricardo Carvalho, a member of the Board of Directors, the Sustainability & Capital Projects Committee and the Compensation & People Committee, is a spokesperson for SDG 17 – *Partnerships for the Goals*.

### **Science Based Targets initiative (SBTi)**

SBTi develops science-based frameworks which allow companies to set greenhouse gas (GHG) emissions reductions targets in line with what is needed to keep global heating below catastrophic levels and reach net-zero by 2050 at latest. CBA has validated science-based targets aligned with the 2°C and well below 2°C pathways.

# 2030 ESG Strategy

CBA's 2030 ESG Strategy embodies its commitment to embedding environmental, social and governance principles across its operations. Originally launched in 2020 and updated in 2022, this strategy is built on ten key levers covering each of CBA's material ESG topics, supplemented by a crosscutting communication lever. These levers are further broken down into 15 structured programs and 33 objectives spanning all Company levels.

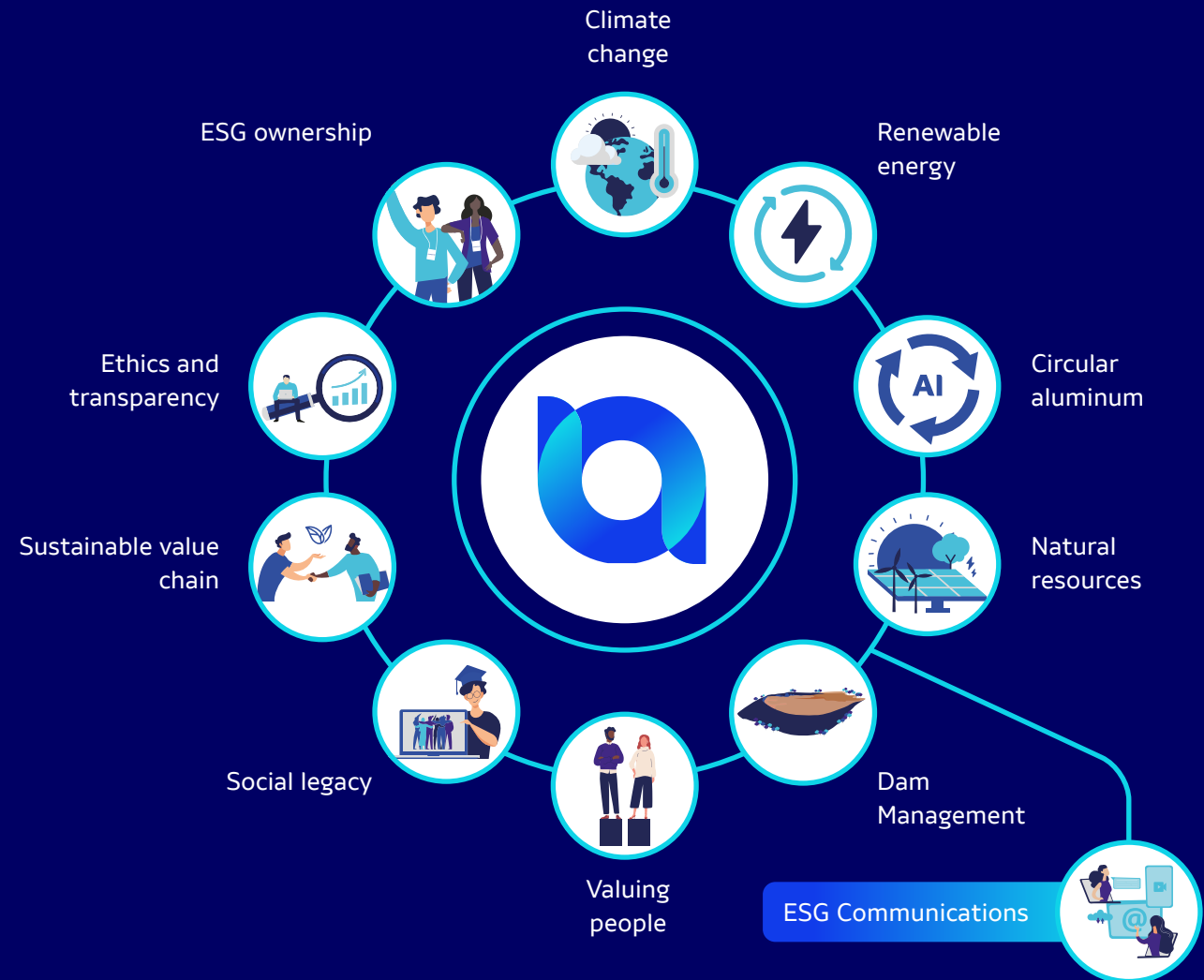
## Aspiration

CBA as a benchmark in sustainability

## Mandate

Delivering an offering of low-carbon aluminum products and sustainable solutions in partnership with stakeholders, while developing the communities where the Company operates and positively influencing the end-to-end aluminum value chain




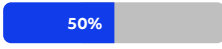





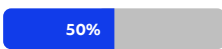

## 2030 ESG Strategy levers





## 2030 ESG Strategy and progress in 2024

### Levers, programs, and commitments of the 2030 ESG Strategy

Lever	Program	Commitment	Status in 2024	Progress	Related SDGs
<b>Environmental Dimension</b>					
 <b>Climate change</b>	<b>P1. Climate mitigation and adaptation</b>	1.1 Reduce emissions by 40% (on average for cast products, cradle-to-gate)	 <span>83%</span> 	<ul style="list-style-type: none"> <li>2.69 tCO<sub>2</sub>e/t Al, a 33% reduction in emissions from a 2019 baseline</li> <li>Smelter emissions at 2.87 tCO<sub>2</sub>e/t Al, placing CBA in the top quartile globally</li> <li>CBA's Alumina Refinery recorded the industry's lowest global emissions</li> <li>Key mitigation actions: biomass boiler, smelter upgrades, and increased recycled content</li> </ul>	<b>13</b>
		1.2 Offer customers a carbon-neutral product range	 <span>50%</span> 	<ul style="list-style-type: none"> <li>Issued CBA carbon credits (REDD+ <i>Cerrado</i>) in partnership with Reservas Votorantim</li> <li>Launched the <i>Reflora</i> program, with 200 hectares allocated for reforestation</li> </ul>	
		1.3 Create a roadmap to becoming emissions neutral by 2050	 <span>49%</span> 	<ul style="list-style-type: none"> <li>Expanded research activity, including on Carbon Capture, Utilization, and Storage (CCUS)</li> <li>Issued CBA carbon credits (REDD+ <i>Cerrado</i>) in partnership with Reservas Votorantim</li> </ul>	
		1.4 Develop a climate change adaptation plan	 <span>100%</span> 	<ul style="list-style-type: none"> <li>Improved climate scenario analysis and identified climate change adaptation strategies for key operational sites</li> <li>Modeled climate resilience scenarios for logistics infrastructure</li> </ul>	
		1.5 Public Management Support in mitigating and adapting to climate change	 <span>50%</span> 	<ul style="list-style-type: none"> <li>Launched a Public Management Support (AGP) Climate Action pilot in Jucitiba (SP) and Muriaé (MG)</li> </ul>	<b>13 17</b>

Key:



On track






























Lagging



Under development











## Levers, programs, and commitments of the 2030 ESG Strategy

Lever	Program	Commitment	Status in 2024	Progress	Related SDGs
 <b>Renewable energy</b>	P2. Renewable generation	2.1 Source 100% of plants' power requirement from renewable sources	 100% 	<ul style="list-style-type: none"> <li>Continue to source 100% of energy requirement from traceable, renewable sources</li> <li>Generated 7,942.6 GWh in 2024 from wholly- and jointly-owned facilities, including 21 hydropower plants and 2 wind farms</li> </ul>	
		2.2 Diversify renewables capacity beyond hydro	 100% 	<ul style="list-style-type: none"> <li>Continued operation of wind farms with an installed capacity of 171.6 MW (10.3% of CBA's total installed capacity)</li> <li>Generated 690.6 GWh of wind power in 2024</li> </ul>	 
	P3. Energy efficiency	3.1 Reduce energy intensity (electricity and fuels)		<ul style="list-style-type: none"> <li>Achieved 447 kW energy savings at the Aluminum Plant (SP) through compressed air system improvements</li> </ul>	 
 <b>Circular aluminum</b>	P4. Aluminum recycling	4.1 Increase the ratio of aluminum recycled from industrial and end-of-life scrap at Metalex to 80%	 84% 	<ul style="list-style-type: none"> <li>Optimized scrap treatment line</li> <li>67% recycled content in billets produced at Metalex (SP)</li> </ul>	  
		4.2 Increase the ratio of aluminum recycled from industrial and end-of-life scrap in billet production at the Alumínio (SP) plant to 50%	 46% 	<ul style="list-style-type: none"> <li>23% recycled content in billets produced at the Alumínio plant (SP)</li> <li>Implemented initiatives to increase scrap consumption and efficiency at the Alumínio plant, improving waste sorting by composition and reducing consumption of other raw materials, such as master alloys</li> </ul>	
	P5. Carton and flexible packaging recycling	4.3 Increase the ratio of scrap collected from external sources for recycling		<ul style="list-style-type: none"> <li>Commissioned two new Processing and Recycling Centers</li> <li>120,700 metric tons of externally sourced scrap processed in CBA's production chain</li> </ul>	  
		5.1 Recycle 40,000 metric tons of cartons and flexible packaging per year		<ul style="list-style-type: none"> <li>Started operation of CBA's ReAl-enabled plant, supporting 100% recyclability of aluminum-laminated flexible and carton packaging</li> <li>484.68 metric tons of PolyAl recovered, equivalent to 1,900 packaging units</li> </ul>	  

Key:  On track Lagging Under development

















## Levers, programs, and commitments of the 2030 ESG Strategy

Lever	Program	Commitment	Status in 2024	Progress	Related SDGs
 <b>Natural resources</b>	P6. Water stewardship	6.1 Reduce water withdrawals per metric ton of molten aluminum by 20%	<div style="width: 100%; background-color: #0070C0; color: white; text-align: center; padding: 2px;">100%</div> 	<ul style="list-style-type: none"> <li>39.2% reduction in water intensity (m<sup>3</sup> of freshwater per metric ton of molten aluminum) from a 2019 baseline</li> </ul>	<div style="display: flex; gap: 5px;"> <div style="background-color: #0070C0; color: white; padding: 2px 5px; border-radius: 3px;">6</div> <div style="background-color: #D9534F; color: white; padding: 2px 5px; border-radius: 3px;">12</div> <div style="background-color: #2E3192; color: white; padding: 2px 5px; border-radius: 3px;">17</div> </div>
		6.2 Implement water stewardship initiatives to improve water security in partnership with stakeholders		<ul style="list-style-type: none"> <li>Membership of watershed committees</li> <li>Launched initiatives via the Water Resilience Committee, which reports to the Executive Board</li> <li>Maintained a “B” rating for CBA’s CDP Water Security questionnaire for the third consecutive year</li> </ul>	
	P7. Biodiversity	7.1 Create/expand one hectare of wildlife corridors for every ten hectares of mined and reclaimed land		<ul style="list-style-type: none"> <li>Since 2017, 135,000 seedlings have been planted and, in 2024, 1,285 hectares were restored in the Zona da Mata region of Minas Gerais</li> <li>Continued progress in assessments of wildlife corridors within mining operations</li> </ul>	<div style="display: flex; gap: 5px;"> <div style="background-color: #D9534F; color: white; padding: 2px 5px; border-radius: 3px;">11</div> <div style="background-color: #709238; color: white; padding: 2px 5px; border-radius: 3px;">15</div> </div>
		7.2 Have 10% of key suppliers and customers co-investing in forest and biodiversity programs		<ul style="list-style-type: none"> <li>Developed a pipeline of projects in partnership with Reservas Votorantim</li> <li>Identified potential customers to work with in the coming years</li> </ul>	<div style="display: flex; gap: 5px;"> <div style="background-color: #D9534F; color: white; padding: 2px 5px; border-radius: 3px;">11</div> <div style="background-color: #709238; color: white; padding: 2px 5px; border-radius: 3px;">15</div> <div style="background-color: #2E3192; color: white; padding: 2px 5px; border-radius: 3px;">17</div> </div>
 <b>Dam management</b>	P8. Waste dams	8.1 Eliminate tailings disposal in dams		<ul style="list-style-type: none"> <li>Operational launch of Dry Tailings Disposal at the Palmital dam in Alumínio (SP)</li> <li>Successful Mobile Beneficiation Plant pilot at the Zona da Mata mining site</li> </ul>	<div style="display: flex; gap: 5px;"> <div style="background-color: #D9534F; color: white; padding: 2px 5px; border-radius: 3px;">11</div> <div style="background-color: #D9534F; color: white; padding: 2px 5px; border-radius: 3px;">12</div> </div>
		8.2 Repurpose 100% of dry residue for use in cement production and other applications		<ul style="list-style-type: none"> <li>Operational launch of Dry Tailings Disposal at the Palmital dam in Alumínio (SP)</li> <li>In the process of developing partnerships to repurpose residue</li> </ul>	<div style="display: flex; gap: 5px;"> <div style="background-color: #D9534F; color: white; padding: 2px 5px; border-radius: 3px;">9</div> <div style="background-color: #D9534F; color: white; padding: 2px 5px; border-radius: 3px;">12</div> </div>

Key:  On track Lagging Under development



## Levers, programs, and commitments of the 2030 ESG Strategy

Lever	Program	Commitment	Status in 2024	Progress	Related SDGs
<b>Social dimension</b>					
 <b>Valuing people</b>	<b>P9. Diversity, Equity and Inclusion</b>	9.1 Achieve 25% gender diversity in leadership positions (managers or above) by 2025	 	<ul style="list-style-type: none"> <li>22.1% of leadership roles now held by women, a 3.2% increase over 2023</li> <li>Launched structured awareness initiatives to build an inclusive workplace culture within the organization, including the Diversity Committee, affinity groups, and training sessions for different audiences</li> </ul>	
		<b>P10. Health and safety</b>	10.1 Zero fatalities or severe injuries <sup>1</sup> in operations		<ul style="list-style-type: none"> <li>Zero fatalities in the year</li> <li>Implemented a Critical Risk Management (CRM) Program</li> </ul>
	10.2 Achieve an injury frequency rate lower than 1 <sup>2</sup>			<ul style="list-style-type: none"> <li>Injury frequency rate (including lost-time and non-lost-time incidents) at 1.60, a 10% improvement from 2023, making it CBA's best safety performance in recent years</li> </ul>	
 <b>Social legacy</b>	<b>P11. Social legacy</b>	11.1 100% Service Level Agreement (SLA) conformity in social programs	 	<ul style="list-style-type: none"> <li>A Social SLA of 112.9%, with projects exceeding planned deliverables for 2024</li> <li>51 community initiatives implemented across 23 municipalities, in a total investment of R\$ 10.2 million</li> </ul>	
		11.2 Secure one-to-one match funding from co-investors for corporate social investment		<ul style="list-style-type: none"> <li>Identified potential partnerships for corporate social investments</li> <li>Initiated discussions on co-investment initiatives</li> </ul>	
		11.3 Contribute to strengthening recycling cooperatives in Brazil		<ul style="list-style-type: none"> <li>Launched institutional development programs for recycling cooperatives in Araçariçuama (SP)</li> <li>Strengthened partnerships with the Intermunicipal Consortium for Solid Waste Management (CONSIMARES) in Nova Odessa (SP)</li> </ul>	

1. Fatal injuries or injuries resulting in permanent disability (tiers I and VI).

2. Per 1 million MHW. Includes CBA employees and contractors












Key:  On track

 Lagging

 Under development










## Levers, programs, and commitments of the 2030 ESG Strategy




Lever	Program	Commitment	Status in 2024	Progress	Related SDGs
<b>Governance dimension</b>					
 Responsible Value Chain	P12. Sustainable Procurement	12.1 100% of suppliers compliant with CBA's Sustainable Procurement Policy	 100% 	<ul style="list-style-type: none"> <li>100% of CBA suppliers screened against ESG criteria</li> <li>100% of suppliers have formally agreed to CBA's Sustainable Procurement Policy</li> </ul>	12 17
		12.2 Increase local sourcing from SMEs by 10%	 100% 	<ul style="list-style-type: none"> <li>9% small and local suppliers, accounting for 16% of total procurement spend in 2024, a year-on-year increase of 102.5%</li> <li>Introduced a supplier development program in Zona da Mata Mineira, in collaboration with SEBRAE</li> </ul>	8 10 12 17
	P13. Sustainable solutions for customers	13.1 100% of billets produced at Metalex with greenhouse gas emissions lower than 1.4 tCO <sub>2</sub> e/t	 84% 	<ul style="list-style-type: none"> <li>2.25 tCO<sub>2</sub>e/t of billets at Metalex, an improvement of 65.9% compared to a 2019 baseline</li> <li>Optimized scrap treatment line operations</li> <li>Implemented initiatives to increase scrap consumption and efficiency, improving waste sorting by composition and reducing consumption of other raw materials, such as master alloys</li> </ul>	9 12 13
		13.2 Higher revenues from sustainable solutions for downstream customers		<ul style="list-style-type: none"> <li>Developed a portfolio of 36 projects with direct sustainability attributes, accounting for 53% of the current pipeline</li> <li>10.3% of total revenue is now derived from projects with ESG benefits</li> <li>11 customers with products featuring the Alenium low-carbon aluminum label, alongside CBA's Primora product line</li> </ul>	9 12 13 17
 Ethics and transparency	P14. Ethics and transparency	14.1 Achieve an average rating of 4 for CBA's third-party-audited Compliance Program	 95% 	<ul style="list-style-type: none"> <li>A score of 3.81 in 2024. Third-party audit conducted every three years</li> <li>CBA named an Ambassador in the UN Global Compact's 100% Transparency Movement, representing the industrial sector</li> <li>Compliance initiatives disseminated across the organization</li> </ul>	16

Key:  On track Lagging Under development

### Levers, programs, and commitments of the 2030 ESG Strategy

Lever	Program	Commitment	Status in 2024	Progress	Related SDGs
 <b>ESG ownership</b>	P15. ESG ownership	15.1 100% of eligible operations certified to the ASI Performance and Chain of Custody standards	 70% ●	<ul style="list-style-type: none"> <li>70% of eligible facilities certified under the Aluminium Stewardship Initiative (ASI)</li> <li>Efforts underway to expand certification to additional sites</li> </ul>	
		15.2 100% of employees with assigned ESG targets	 100% ●	<ul style="list-style-type: none"> <li>100% of CBA employees assigned ESG-linked variable compensation targets as part of the Company's Profit-Sharing Program</li> </ul>	
		15.3 Apply ESG criteria in 100% of funding and investment decisions	 100% ●	<ul style="list-style-type: none"> <li>100% of financial transactions assessed against ESG criteria. 45% of gross debt linked to projects with positive environmental impact or sustainability performance indicators</li> </ul>	

#### Cross-cutting dimension

 <b>ESG Communications</b>	ESG Communications	Achieve and maintain an "Excellent" reputation score	 100% ●	<ul style="list-style-type: none"> <li>A new external firm has been engaged to evaluate CBA's Reputation Index from 2025 onward</li> <li>The most recent assessment scored 75.9 (Excellent category) as of the first quarter of 2024</li> </ul>	
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Key: ● On track ● Lagging ● Under development



[Learn about the SDGs on the UN website](#)

# Materiality assessment GRI 2-29, 3-1, 3-2

In 2024, CBA partnered with a specialized consulting firm to conduct a comprehensive review of the material topics relevant to its business. The assessment followed the double materiality approach, considering the financial risks and impacts of sustainability topics on the business, the potential social and environmental impacts from operations, and the relevance of these topics to stakeholders. The materiality assessment comprised the following steps:

**1. Defining** the purpose, scope and tools to be used

**2. Identifying** the stakeholders to engage and refining the list of material topics. A detailed mapping exercise assessed stakeholders on interaction, dependence, influence, and their relationship with the business

**3. Prioritizing** the material topics based on inputs from executives, stakeholders, and experts

**4. Reviewing** survey results and developing a materiality matrix and recommendations for reporting and Company strategy

**5. Validating** the topics and recommendations with senior leadership

As part of the process, CBA consulted key stakeholders including investors, financial institutions, customers, suppliers, contractors, business partners, employees, media representatives, and local communities. The assessment incorporated online consultations and interviews to ensure collected data is representative and accurate. The consultation process is governed by CBA's [Stakeholder Engagement Policy](#), which

provides a set of guidelines on interactions with stakeholders.

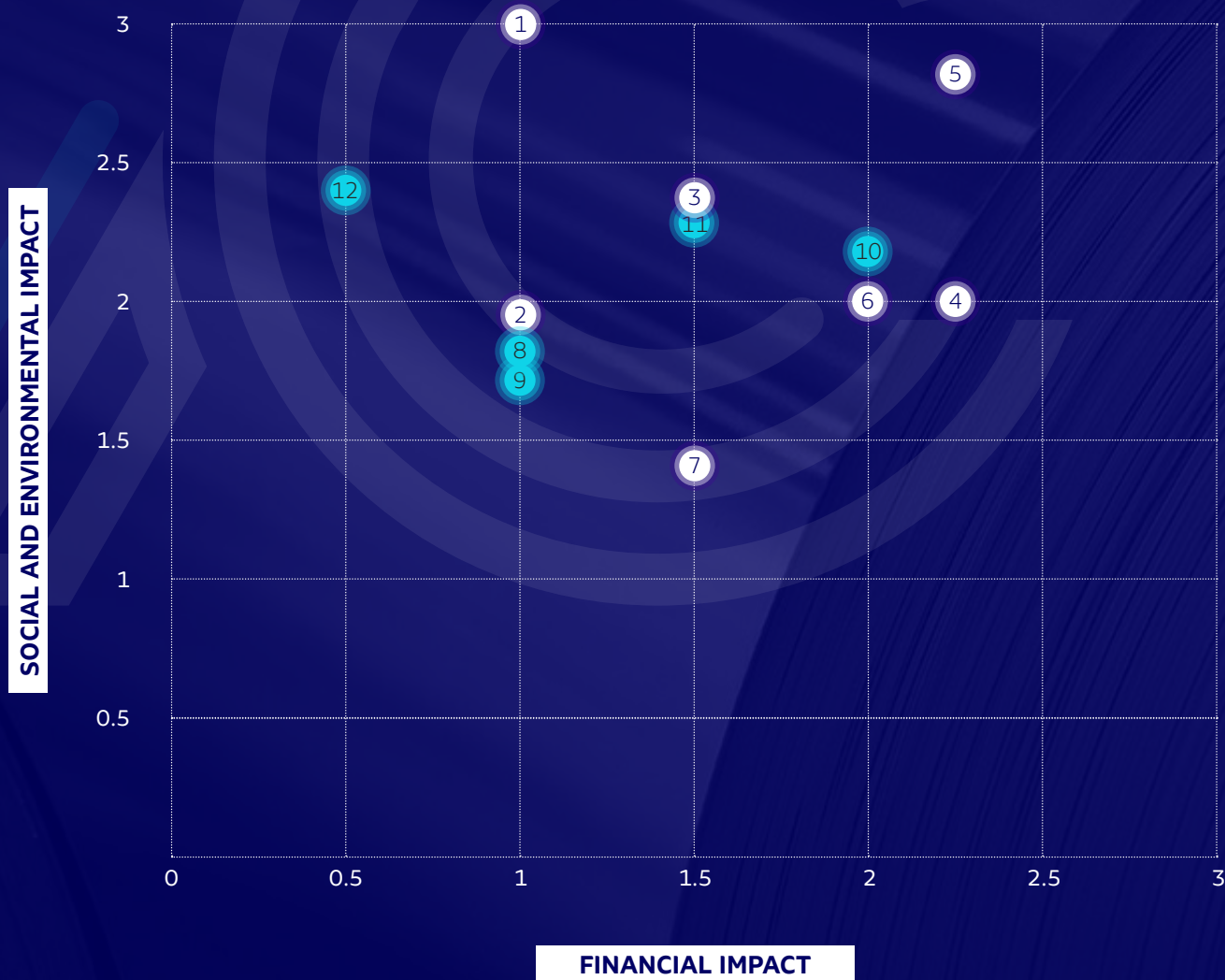
Material topics were prioritized based on the likelihood, severity, and relevance of potential impacts to key stakeholder groups. In total, 12 material topics were validated and mapped to the relevant 2030 ESG Strategy levers and Sustainable Development Goals.

The Board of Directors played a key role in approving the material topics, ensuring alignment between corporate governance and strategic priorities. CBA conducts its materiality assessment every two years, using the findings to refine its ESG Strategy and inform Strategic Planning.



*Mauro Henrique Massucatti Canal, Thiago de Lima Santos, and Meire Helen Claudini Silva Santiago, employees at the Alumínio plant (SP)*

# Materiality matrix



## 2025 material topics, aligned with the Strategic Dialog outcomes

- 1 Biodiversity and ecosystems
- 2 Circular aluminum
- 3 Renewable energy and energy efficiency
- 4 Innovation, technology, and digital
- 5 Climate change
- 6 Water
- 7 Waste and co-products

## Cross-cutting material topics

- 8 Dam management
- 9 Diversity, Equity and Inclusion
- 10 Supply chain management
- 11 Community engagement and local development
- 12 Health and safety

## Sustainable Development Goals

CBA recognizes the importance of the United Nations (UN) Sustainable Development Goals (SDGs) as a framework for building a fairer, more inclusive, and sustainable future. While the Company has not set specific targets directly tied to the SDGs, these goals are integrated into its 2030 ESG Strategy and material topics. Each strategic lever and program, along with every material topic, is assessed on alignment with the SDGs most relevant to the associated issues.

CBA regularly reviews and measures its contribution to the SDGs using the SDG Action Manager—an online tool developed by the UN Global Compact in collaboration with B Lab. This tool helps the Company identify opportunities for improvement and address gaps related to the SDGs. The most recent assessment was conducted in 2024, with some of the key identified improvements including: enhancements to CBA's Sustainable Procurement Program, new social responsibility initiatives, and progress in diversity, equity, and inclusion (DEI) programs.



*Flavia Maria do Nascimento Silva, employee at the Itapissuma plant (PE)*



## 2024 Results



**79.5%**

(-2%)

Industry average

19.3%



**67.4%**

(+7.1%)

Industry average

11.7%



**73.4%**

(unchanged)

Industry average

22%



**70.4%**

(-0.4%)

Industry average

17%



**69.8%**

(+10.5%)

Industry average

10.4%



**68.8%**

(-3.8%)

Industry average

13%

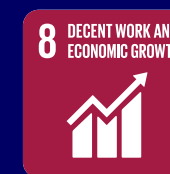


**78.4%**

(+14.8%)

Industry average

13.9%



**84.4%**

(+5.8%)

Industry average

19.1%



**66.5%**

(+7.8%)

Industry average

19.6%



**72.1%**

(-0.3%)

Industry average

12.8%



**67.1%**

(+2.5%)

Industry average

12.8%



**70.5%**

(+3.2%)

Industry average

22.3%



**84.2%**

(+7.4%)

Industry average

14.5%



**51.7%**

(+1.3%)

Industry average

12.2%



**72.2%**

(unchanged)

Industry average

12.1%



**94.2%**

(+3.2%)

Industry average

18.4%

**Source:** SDG Action Manager, an online assessment tool developed by the Global Compact in collaboration with B Lab—a non-profit network that administers B Corp Certification—to help businesses take action for the SDGs by 2030.

### Learn more:

Explore CBA's [2030 ESG Strategy](#) to understand how the Sustainable Development Goals (SDGs) align with CBA's key sustainability priorities.

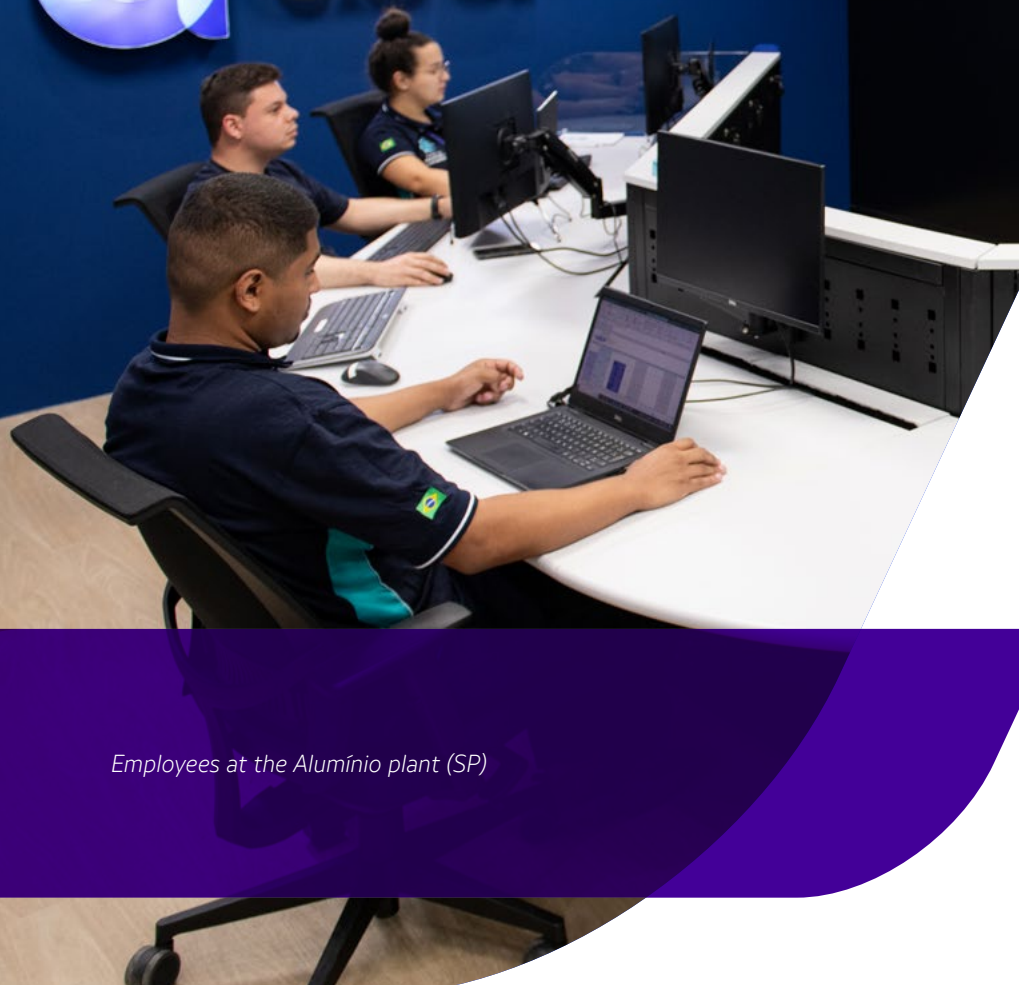


# Digital and innovative

- DigitALL
- Competitiveness Management



*Bruna Godoi Meirelles,  
employee at the Corporate Office (SP)*



Employees at the Alumínio plant (SP)

## DigitALL GRI 3-3

Innovation and digitalization are core drivers of CBA's sustainable and competitive growth, positioning the Company to respond effectively to the rapidly changing market landscape. Since 2017, CBA has been advancing a digital transformation program that is strengthening its ability to create value, enhance operational efficiency, and explore new market opportunities. In 2022, these efforts were boosted with the launch of DigitALL, a structured program to develop innovative business solutions at three strategic levels:

- **Inform and scope out:** building a high-level narrative aligned with CBA's commitment to innovation investment
- **Design and experiment:** providing a secure space to test hypotheses and explore new value theses
- **Scale and operate:** implementing solutions at scale with a focus on efficient execution and sustainable value creation

The Innovation & DigitALL Office manages the program, bringing together

a dedicated team and collaborating employees from multiple functions to identify digital opportunities and mobilize resources, in line with Company strategy. Organizational culture acts as a catalyst for digital transformation, driven by multidisciplinary teams, external partners, and agile methodologies. Each project undergoes a feasibility assessment with criteria including value creation, impact, and ESG contributions.

Strategic oversight is provided by the **Innovation Committee**, which ensures initiatives align with CBA's strategy, long-term vision, and market trends. The Committee is led by the People and Digital team, with contributions from senior leaders in finance, strategy, innovation, and sustainability. This collaborative model supports active progress across key areas such as Product, Technology, IT, Digitalization, and Sustainability, establishing CBA as an industry leader for digital transformation and value creation for the business and stakeholders.

## DigitALL highlights in 2024

Achieved  
**R\$ 9.35 million**  
in value capture

Won the  
**Inovativos award**  
for the third consecutive year, this time in the Digital Training category

Won the  
**Agilidade Brasil award**  
for the second year in a row in two categories: Squads (teams with up to 50 participants) and Transformation (for initiatives involving over 500 people)

**32 Explorations**  
conducted over three years

**~17,200 hours**  
of training through meetups, hands-on labs, and theoretical courses

**~1,300 people**  
trained

**Ten**  
implementations currently in progress

## Programs implemented during the year include

- Smart Asset Management leveraging AI for predictive maintenance to forecast failures, reduce operational costs, and increase asset availability
- An experiment in on-time productivity measurement in operational areas
- An assessment to identify key enablers for modernizing workplace safety systems, as a basis for future machine-learning applications to enhance reliability and reduce risk exposure
- A smart material movement program to improve real-time inventory control
- Further progress on a roadmap to integrate financial, strategic, and commercial planning for more agile decision-making and scenario modeling
- Operational efficiency projects leveraging automation, digitalization, and analytics to reduce CO<sub>2</sub> emissions

Up until 2023, CBA's focus was on PODs—small, agile teams **dedicated to experimentation to test and validate hypotheses**. In 2024, the company moved to implementation, transforming these experiments into tangible initiatives with measurable value capture

## AI & Data Community

In 2024, CBA introduced its first AI & Data Community, a collaborative learning environment offering diverse learning formats, including experimental labs, meetups, a Knowledge Library, and other resources. The Community shifted from traditional teaching methods to personalized, hands-on learning, fostering active participant engagement.

Over 2,000 people have participated in the AI & Data Community, attending a cumulative 24,000 training hours on AI and data-related topics. Key outcomes include:

- **700 knowledge-sharing publications** (compared to a 750-publication target)
- **560 participants** engaged in hands-on labs and **2,996 attendees** at meetups
- **19 business intelligence projects** prioritized and delivered by the Community
- **24 hours** of benchmarking with leading institutions, including Japan House and Cubo Itaú

### How CBA drives innovation

At CBA, innovation and sustainability go hand in hand—driving growth while creating value for customers and stakeholders. The Company uses a structured approach to transform industry trends into business opportunities, delivering solutions that meet today’s needs while anticipating future challenges:



**Market trend analysis:** CBA’s Market Intelligence team continuously monitors industry trends and identifies opportunities to innovate and develop new products, ensuring preparedness for future demands



**IdeAI Program:** this initiative encourages employees to submit ideas for new processes, products, and solutions—nurturing a Company-wide culture of innovation. Either individually or in groups, employees present suggestions across categories such as New Revenue Streams and Cost Reduction, Operational Excellence, Environment, and Product Development



**CoCreate Challenge:** an internal hackathon where cross-functional teams work together to design innovative solutions that address CBA’s strategic priorities.



**Benchmarking initiatives:** CBA conducts benchmarking assessments with other industries and institutions to stay at the forefront of innovation and best practices



**Collaborations with universities and research institutes:** innovation projects are conducted in collaboration with universities and research centers, combining academic insights with market expertise



**Solutions & Services Hub (SSH):** leveraging a multidisciplinary team and agile methodologies, the SSH is dedicated to co-developing innovative solutions for customers—accelerating the development of products and services that deliver positive impact across the value chain

## Innovation Drivers at CBA



Focus



Value



Customer-minded



Talents & Culture



Ambidexterity

### FUTURE-LOOKING STRATEGIC BELIEFS

**1.**

The future of the aluminum industry will be data- and technology-driven

**2.**

Sustainability will be one of the main drivers of innovation in the industry

**3.**

Science and material design play a critical role in accelerating potential applications for aluminum and new materials

**4.**

The aluminum industry will develop innovative new revenue streams

## Innovation Week

In 2024, CBA's Innovation Week provided an opportunity for continuous learning, idea-sharing, and fostering a culture of innovation and technology. The event featured a diverse lineup of meetups, lectures, workshops, and in-person experiences, with discussions spanning topics like artificial intelligence, additive manufacturing, digital innovation, energy efficiency, and Industry 4.0.

One of the highlights from the event was a CoCreate Challenge, which invited participants to develop solutions for

challenges in four categories: Smart Dashboards; Powerful Analytics; Digital Solutions; and Positive Impact Solutions. This initiative facilitated cross-department collaboration and hands-on innovation, offering a practical and innovative approach to address business challenges.

Innovation Week was held in-person at various CBA locations (Alumínio Plant, Metalex, Sorocaba facility, Corporate Office, Alux, and Poços de Caldas) while online experiences were accessible across all operations.

**45+**  
in person and online  
**experiences**

**3,800+**  
**participants**

**55**  
**hours**  
of programming

**8**  
**partners**  
engaged

### CoCreate Challenge

- **112** participants
- **24** teams
- **6+** hours of training
- **36+** hours of mentoring
- **Ten** departments collaborating
- **94%** satisfaction from participants

Winning teams and solutions by category:

#### Competitive Dashboards:

##### SmartMap

A digital solution for documenting irregularities in properties, featuring a real-time geolocation and visualization dashboard to improve incident communication

#### Powerful Analytics:

##### GAF – Fixed Asset Management

An AI-driven predictive analytics tool that monitors and anticipates failures in pumps used for alumina (aluminum oxide) production

#### Digital Services and Solutions:

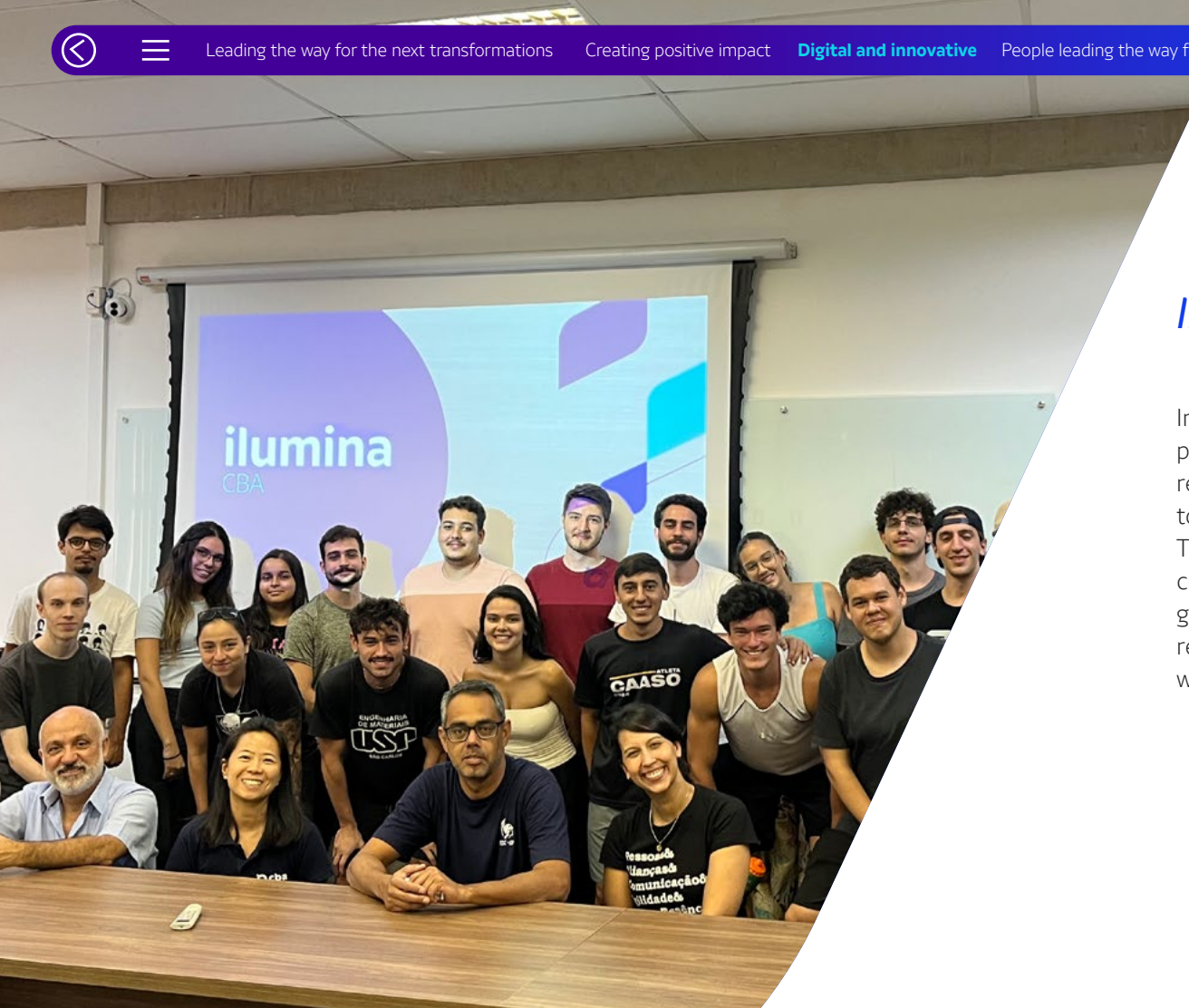
##### Alux

A platform for real-time monitoring of gas consumption in Alux's operations

#### Positive-Impact Solutions:

##### Minha Postura ("My Posture")

An AI-based app providing advanced analytics to predict and prevent ergonomic risks for employees



*Ilumina CBA participants*

## Ilumina CBA

In 2024, CBA launched *Ilumina CBA*, a program created to advance scientific research and develop applied solutions to optimize production processes. The program establishes strategic collaborations with undergraduate and graduate students, professors, and researchers to develop projects aligned with CBA's business priorities.

Participants can submit their work under two categories: Thematic Projects in areas such as Water, CCUS (Carbon Capture, Utilization, and Storage), Co-products, Energy Efficiency, Renewable Energy Sources, Advanced Materials, and Recycling; and Problem-Specific Projects: addressing challenges identified by CBA's operational teams throughout the year. Entered projects—ranging from scientific research and undergraduate capstone projects to master's theses and doctoral dissertations—undergo a rigorous selection process based on their relevance, impact, and practical application.

Projects are assessed on their **relevance, impact, and applicability**

Selected projects receive mentoring from CBA experts in mining, smelting, and innovation. Participants also benefit from direct interaction with CBA, including site visits to industrial operations and the opportunity to work on real-world challenges with implementation potential.

# Competitiveness Management

Competitiveness Management (GC) is a strategic framework designed to accelerate value capture and enhance CBA's competitive advantages in the market. This framework uses a systematic methodology that integrates multiple teams, including Sustainability, which participates in approving initiatives.

As a Company-wide program, one of the strengths of GC is its help chain—a collaborative approach where

cross-functional teams work together to streamline project execution and generate a continuous pipeline of new ideas. CBA uses a dedicated management software platform to approve and track initiatives. Since 2023, this platform includes a module to enhance tracking of sustainability outcomes and financial returns from projects. In 2024, the platform was upgraded to segregate and track greenhouse gas (GHG) emissions scopes in line with the GHG Protocol methodology.

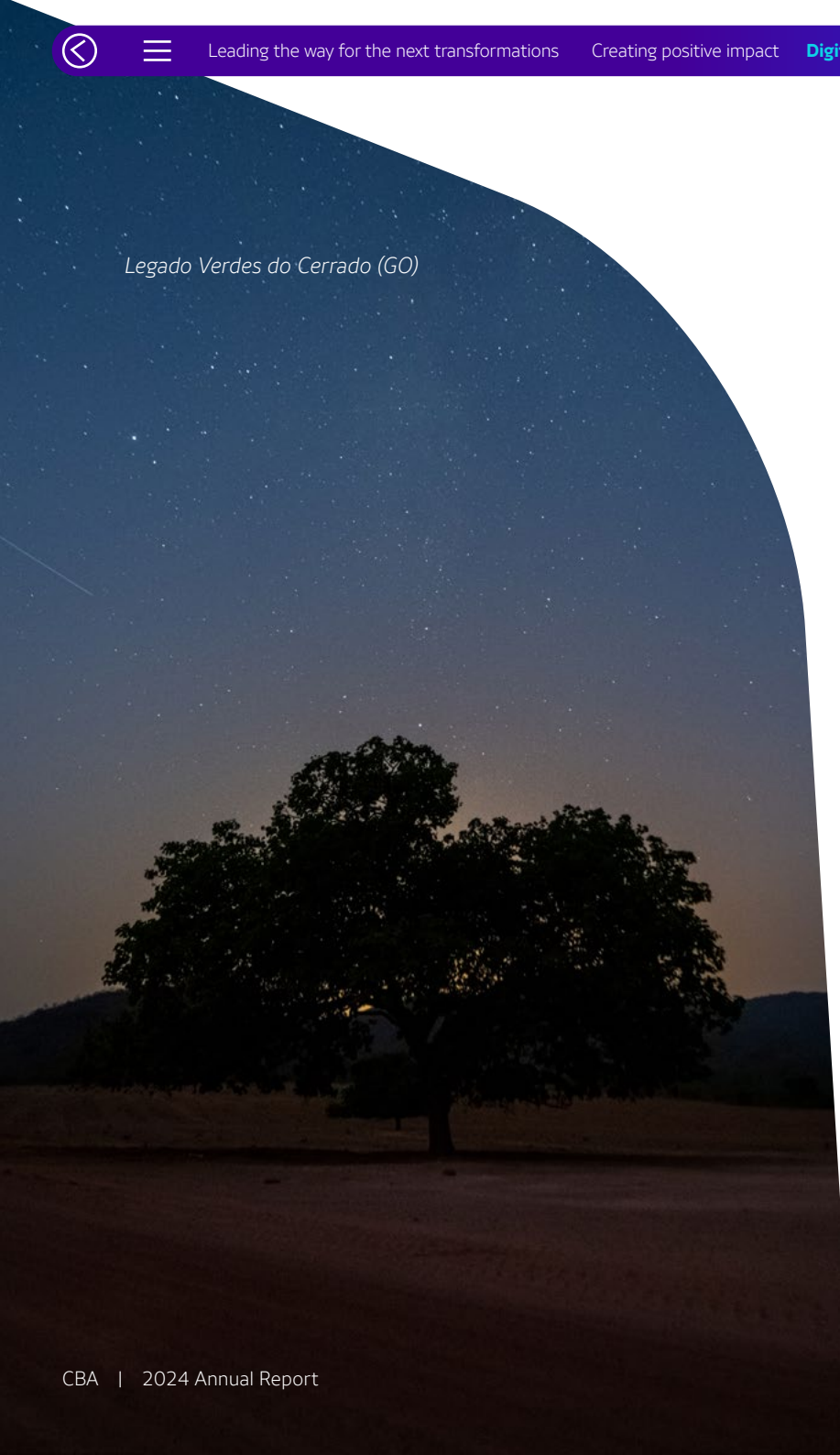
## Competitiveness Management Initiatives CBA-5

Year	GC initiatives evaluated	Initiatives with sustainability benefits	Completed initiatives assessed
2021	635	124	35
2022	522	71	59
2023	539	100	98
2024	517	134	117



Talita Antunes Jacob, Rodolfo Mantovani Guillard Maineri, and Andreza Carvalho de Souza, employees at the Alumínio plant (SP)

Legado Verdes do Cerrado (GO)



### Outcomes CBA-5

	2021	2022	2023	2024
Climate change	<b>108,932 tCO<sub>2</sub></b> in emissions reductions	• <b>27,339 tCO<sub>2</sub></b> in emissions reductions	• <b>110,621 tCO<sub>2</sub></b> in emissions reductions	• <b>215,357 tCO<sub>2</sub></b> in emissions reductions
Waste	• <b>557 metric tons</b> of wood waste materials avoided	• <b>8 metric tons</b> of filter media waste avoided	• <b>6,500 metric tons</b> of waste avoided, including slag, scrap metal and other materials	• <b>4,200 metric tons</b> of waste avoided
Natural resources	<ul style="list-style-type: none"> <li>• <b>35,000 m<sup>3</sup></b> of water returned from the Palmital dam to the Alumina production process</li> <li>• <b>2,500 MWh</b> of electricity savings</li> <li>• <b>944 metric tons</b> of savings on materials such as fluoride, caustic soda and flocculants</li> <li>• <b>27,000 liters</b> of savings on rolling oil</li> </ul>	<ul style="list-style-type: none"> <li>• <b>52,000 m<sup>3</sup></b> of water savings</li> <li>• <b>5,600 metric tons</b> of savings on materials such as fluoride, caustic soda and flocculants</li> <li>• <b>300,000 liters</b> of savings on rolling oil</li> <li>• <b>420,000 m<sup>3</sup></b> of savings on natural gas</li> </ul>	<ul style="list-style-type: none"> <li>• <b>64,000 m<sup>3</sup></b> of water savings</li> <li>• <b>3,400 metric tons</b> of savings on caustic soda</li> <li>• More than <b>26,000 liters</b> of savings on rolling oil</li> <li>• <b>709,000 m<sup>3</sup></b> of savings on natural gas</li> </ul>	<ul style="list-style-type: none"> <li>• <b>1.9 million m<sup>3</sup></b> of savings on natural gas</li> <li>• <b>368,000 liters</b> of savings on rolling oil</li> <li>• <b>502,000 metric tons</b> of savings on caustic soda</li> </ul>
Financial gains from sustainability-driven projects*	• <b>R\$ 40.5 million</b>	• <b>R\$ 51.8 million</b>	• <b>R\$ 79.4 million</b>	• <b>R\$ 85.8 million</b>

\* The figures on sustainability gains are annual and not cumulative.



# People leading the way for the **next transformations**

- Employees
- Social legacy

*Andrea Aparecida Leão Silva, Everson Souza de Lima and Jeferson de Camargo Dias, employees at the Alumínio plant (SP)*

Buscamos criar a liga ideal entre  
mundo do alumínio e o mundo das p

## Employees

For 70 years, CBA's history has been built by people as catalysts of transformation. With a sense of ownership, competitive ambition, constructive disagreement and strong collaboration, CBA's team has been instrumental in the Company's achievements across the environment, health and safety, and positive impacts in local communities. Dedicated people have made this journey possible and will continue to pave the way for the next transformations while sustaining CBA's purpose, culture, productivity and efficiency, sustainability, innovation, and commitments.

Employees provided inspiration for the theme of CBA's 70<sup>th</sup> anniversary campaign: **"People leading the way for the next transformations"**

Employees at the Itapissuma plant (PE)

## CBA's workforce

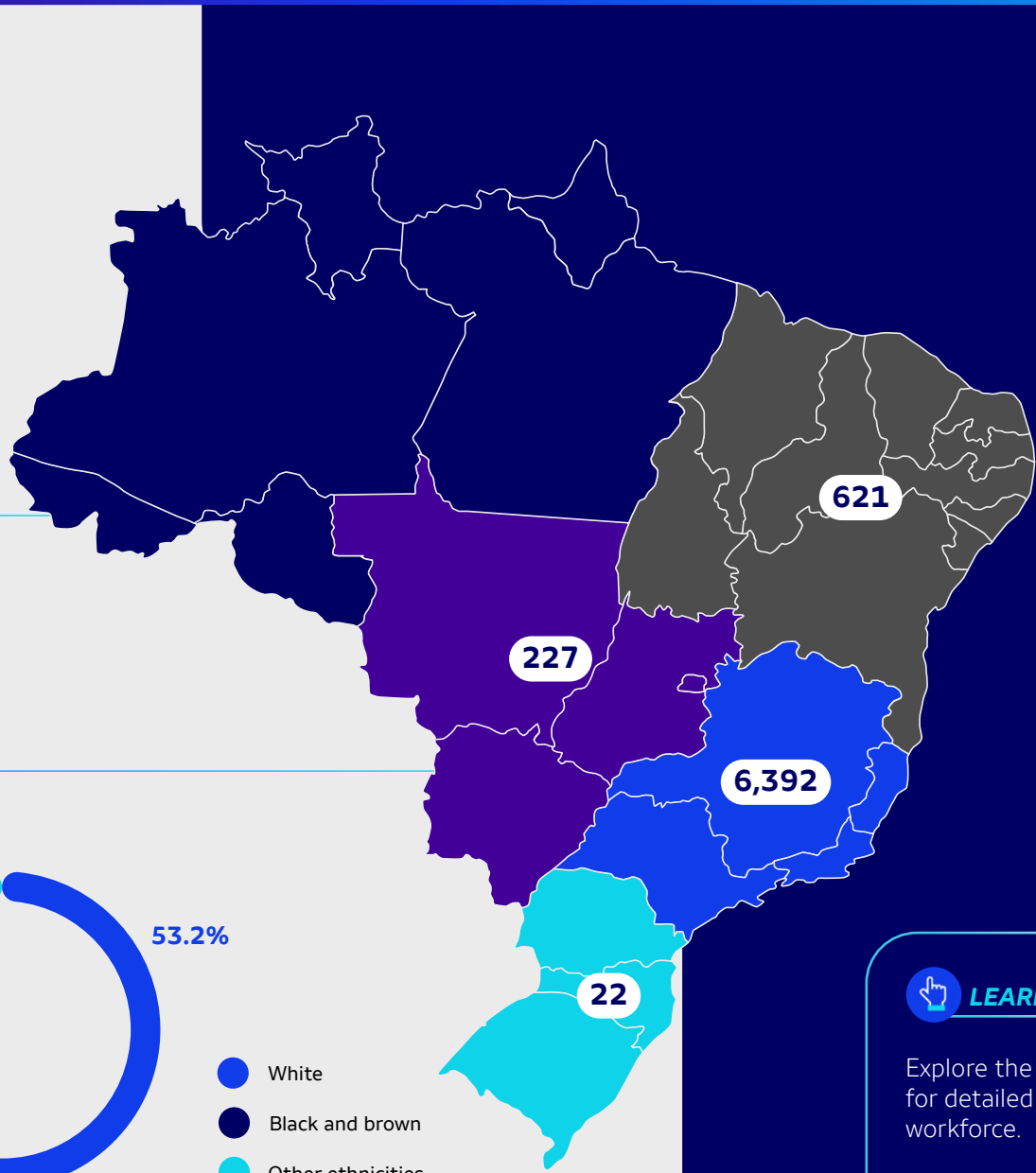
GRI 2-7, 2-8, 405-1, SASB EM-MM-000.B



**7,262** employees

**5,802**  
Men

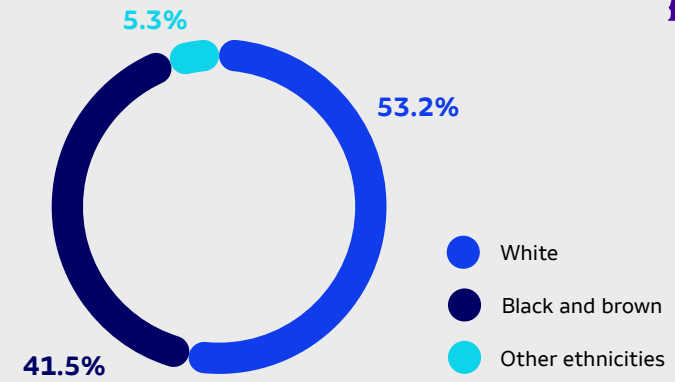
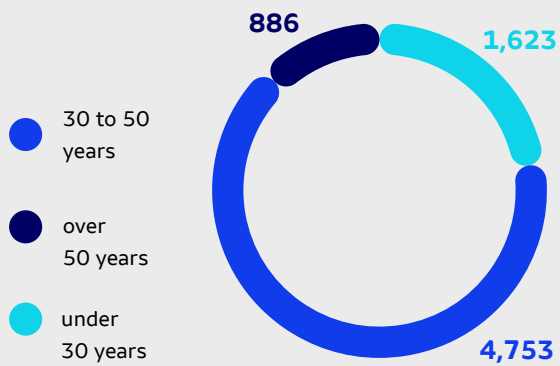
**1,460**  
Women



CBA additionally has

**3,399**  
contractors

- Southeast
- South
- Midwest
- Northeast



**LEARN MORE:**

Explore the **Indicators Databook** for detailed information on CBA's workforce.

## Diversity, Equity and Inclusion GRI 3-3

CBA's Diversity, Equity, and Inclusion (DEI) agenda is central to its 2030 ESG Strategy, reflecting the Company's commitment to building a respectful, safe, fair, and inclusive workplace. The #MoreDiverseCBA program guides these initiatives, supported by a set of key tools:

- **2030 Diversity, Equity, and Inclusion Agenda:** this agenda guides CBA's initiatives across six levers and related programs and commitments to foster the inclusion of underrepresented groups—as part of the Company's aspiration to become a fully diverse, equitable, and inclusive company by 2030
- **Diversity Committee:** this committee assists the Executive Board in assessing DEI progress and fostering an inclusive culture. The committee comprises employees from various functions, levels, and underrepresented groups
- **Diversity, Equity & Inclusion Policy:** outlines guidelines to promote equity, respect, and the elimination of workplace discrimination, in line with the Brazilian Constitution and the Universal Declaration of Human Rights

- **Diversity, Equity, and Inclusion (DEI) Guide:** provides a plain-language overview of DEI concepts, with a focus on gender, people with disabilities (PwD), LGBTQIAPN+, and racial equity
- **Affinity Groups:** established in 2021 and renewed annually, these groups focus on four identity markers—gender, race, people with disabilities (PwD), and LGBTQIAPN+—working to identify opportunities and promote respect and inclusion across all areas of the Company

## 2030 DEI Agenda

### ASPIRATION

**To be a diverse, equitable, and inclusive company with an open and safe environment where opportunities are available to all**

### LEVERS

**CORPORATE GOVERNANCE:** ensure CBA has a set of policies in place that are transparent and equitable to stakeholders and welcome diverse points of view in decision-making

**EDUCATION:** provide ongoing education to leaders, employees and other stakeholders on Diversity, Equity and Inclusion, and support the development of communities and minority groups

**TALENT ATTRACTION AND RETENTION:** to be recognized as an employer brand that attracts and retains diverse talents through employee development and affirmative action

**HIGH-IMPACT PROJECTS:** accelerate social impact/innovation partnerships to sustainably reduce inequalities

**VALUE CHAIN:** engage and influence business partners to promote a diverse, equitable and inclusive workplace environment

**COMMUNICATION & ENGAGEMENT** (crosscutting lever): provide audience-appropriate and inclusive communication that engages different stakeholders and strategically positions CBA's commitments to Diversity, Equity and Inclusion

In 2024, CBA made important progress across several key DEI areas, including:

### Gender equity

CBA opened new women’s locker rooms at its production facilities, improving infrastructure and providing a more comfortable environment for female employees in operational areas. The Company also launched its first SENAI-led welding training program for women at the Sorocaba facility, supporting female hiring for technical roles.

CBA also introduced a mentoring program for female employees in operational roles, with a particular focus on black women. This initiative aims to support career development and advance gender equity while addressing intersectional identities. The Company continued its mentoring program for women in executive roles (consultants and middle managers), with a goal to achieve 100% participation by 2025. Learn more about these initiatives in [Development programs](#).

### People with Disabilities

CBA strengthened its efforts to attract and develop people with disabilities by launching an apprenticeship program exclusively for this group, in collaboration with SENAI. Learn more in [Development programs](#).

The Company also provided training in Brazilian Sign Language (Libras) at the Downstream area of the Alumínio (SP) plant. This training is open to employees who work alongside people with disabilities, fostering more effective communication across teams.

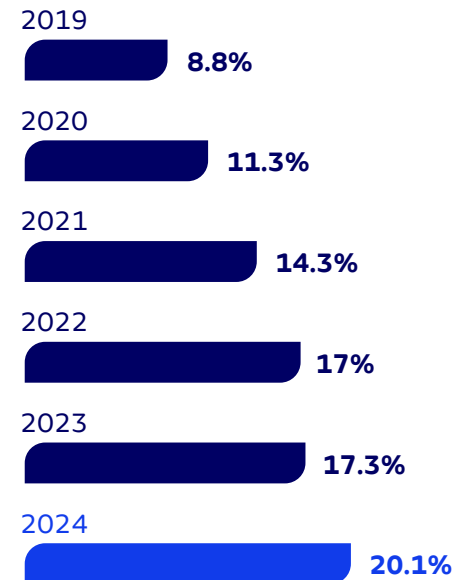
### Targets and monitoring

CBA has set specific DEI targets for managers and introduced a system to monitor key metrics—such as the representation of women and intersecting identities in the workforce—based on the Company’s demographic data and other key indicators. In 2024, the Company also held career development conversations focused on supporting women and black employees in advancing to leadership roles.

### Value chain engagement

To drive inclusion across the value chain, CBA delivered Diversity, Equity, and Inclusion (DEI) training to contractor firms. The Company has also developed a simplified guide to support small businesses in initiating DEI initiatives.

#### Female participation in the workforce GRI 405-1



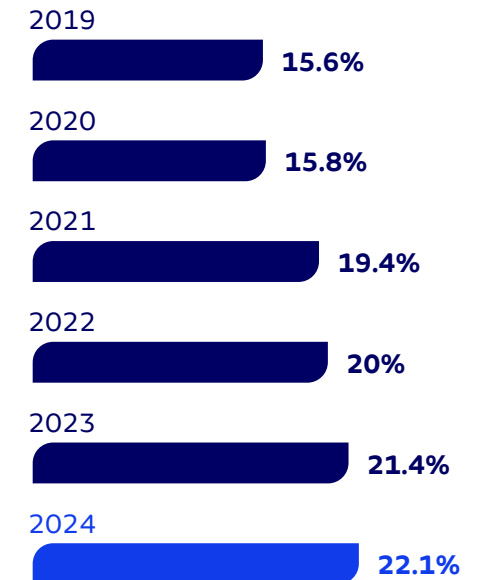
GOAL:

**25%**

**women**  
in leadership positions  
(manager and above) by 2025

#### Women in leadership GRI 405-1

(manager and above)



## Development programs

CBA believes that developing people is essential to driving progress and the Company's long-term success, competitiveness, and sustainability. Consistent with this belief, CBA invests in learning journeys that advance professional and personal growth, equipping employees to lead future transformations.

### Leadership Journey

CBA's Leadership Journey is a continuous development program launched in 2023 and refined in 2024, designed to prepare leaders to tackle people management challenges and strategic issues. The curriculum spans ten key topics—including diversity (inclusive leadership and unconscious bias), compensation, and workplace safety.

In 2024, the program was attended by 337 leaders, providing 4,200 hours of professional development experiences. New in 2024 were modules on holistic health, emotional intelligence, sustainability, human rights, and digital innovation and transformation. The program also included newly promoted Supervisors and Coordinators, inducting them through a structured onboarding process.

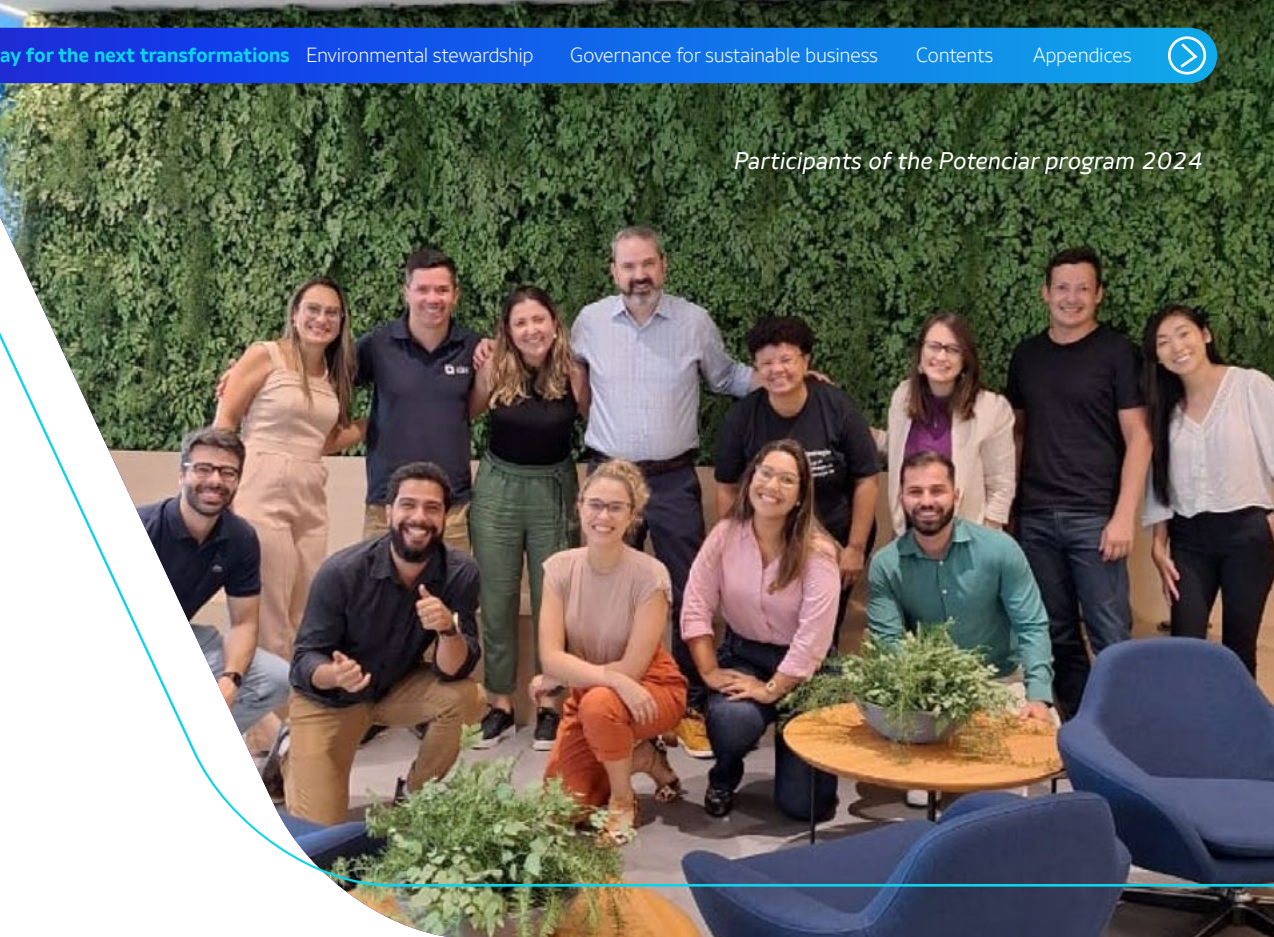
### Potenciar

*Potenciar* is a talent development program implemented across Votorantim's portfolio companies, blending theory and practice to equip professionals for strategic challenges. In the 2024 edition, participants worked on a challenge project, aimed at improving productivity, and a *Transformação* social project. Participants worked with women from a recycling cooperative in Alumínio (SP), helping to professionalize their operations and develop their market. The program, which continues through March 2025, reflects CBA's commitment to combining human development with positive social impact.

### Digital literacy

In 2024, CBA expanded its digital literacy initiatives, with a particular focus on artificial intelligence (AI) and data analytics training. With a four-module learning track, the goal was to boost efficiency, improve work quality, and automate processes, equipping teams for future challenges.

In addition to formal training, CBA created learning communities, organizing meetups to discuss emerging topics and develop solutions. Practice labs, led by volunteers, enabled teams to apply digital tools and



Participants of the Potenciar program 2024

concepts directly in operational processes. CBA also launched a mentoring system for digitalization applications—covering Power Apps, Power BI, Microsoft Excel, and other tools—accessible to all employees. Discover more about CBA's digital strategy in [Digital and innovative](#).



**337** leaders  
reached with 4,200  
hours of professional  
development  
experiences



*Bruna Orlandi Bicalho,  
employee at the  
Alumínio plant (SP)*

**71**



**employees**

**participated in the  
Academy in 2024**

### **Votorantim Academy**

The Votorantim Academy operates as a knowledge hub for Votorantim portfolio companies, supporting self-development and experience-sharing among employees. With a diverse range of courses, programs, webinars, and talks, the initiative encourages participants to explore emerging behavioral trends and technological innovations. In 2024, the Academy welcomed 71 CBA employees.

### **Mentoring for women**

In 2024, CBA introduced its first affirmative-action Mentoring Program for women, designed to promote the career advancement of female consultants and mid-level leaders. Launched in November 2024 and running through August 2025, the program supports CBA's commitment to developing women in strategic leadership roles and advancing gender equity.

CBA also introduced a specialized program for women in technical and operational roles, preparing them for entry-level leadership positions as supervisors. Implemented across CBA's business units, the program comprised four modules covering career development and organizational tools, concluding in December 2024.

### **Apprentice program**

In partnership with SENAI, CBA's Apprenticeship Program provides young people aged 18 to 22—with a high school diploma and residing near CBA's operations—the chance to receive technical training and professional orientation. Upon completing the program, participants are eligible for a selection process that may lead to permanent employment at CBA. In 2024, CBA launched its first affirmative-action Apprenticeship Program specifically designed for people with disabilities. The program enrolled 13 young participants who began training as Administrative Assistants.

### **Internship Program**

The CBA Internship Program is an annual initiative that provides university students across diverse fields with opportunities for hands-on learning and professional development. Beyond on-the-job experience, the Company organizes Development Workshops, where participants have an opportunity to share ideas and deepen their understanding of CBA's operations. In 2024, around 190 interns were selected for the program, which features two annual editions.

## Performance assessment

CBA's SELF Program is designed to support individual growth while enhancing employees' contributions to the business. The program includes a transparent, annual performance evaluation that measures employee alignment with CBA's Cultural Pillars and assesses their yearly performance. The 360° evaluation process gathers input from managers, teams, peers, internal clients, and includes a self-assessment component. Leadership committees calibrate the results, which are followed by ongoing feedback sessions to inform personalized development plans.

In 2024, the SELF Program was enhanced with several improvements:

- **Improved assessment system:** implemented new performance ratings, increasing from three to five levels; this not only aligns with market best practices but also enables more targeted feedback. The change will take effect for operational team members in 2025
- **Unified performance and potential evaluation:** managers now evaluate performance and potential concurrently, streamlining succession planning and talent development discussions

- **New quantitative succession index:** introduced an indicator for tracking succession gaps, pinpointing key roles lacking ready successors to inform strategic decision-making
- **Updated competencies:** skills such as inclusive leadership and digital literacy to align with digital transformation needs and organizational diversity goals

## Compensation and benefits GRI 2-19

CBA's compensation policies are aligned with market best practices for employees at all organizational levels. Fixed compensation is determined based on job responsibilities and employee experience. Variable compensation consists of profit sharing, bonuses, and long-term incentives (exclusive to the Executive Board), tied to the extent to which corporate and individual targets are achieved, including ESG-related targets. CBA's compensation structure is as follows:

Group	Compensation and Target Structure
Operational	<b>Profit-Sharing Program (PPR):</b> targets are set by employee-elected committees at each operational site and negotiated with the labor union. ESG targets represent at least 10% of the total performance criteria and are tracked on a regular basis
Professional (including analysts, engineers, consultants, etc.) and Leadership	<b>Variable Compensation (RV):</b> includes both corporate and role-specific targets. All eligible employees have 5% of their variable compensation linked to corporate ESG targets, which are aligned with departmental and annual business priorities  In addition to corporate ESG targets, employees may also be assigned individual sustainability targets linked to departmental challenges, driving positive sustainability outcomes
Executive Board	<b>Variable compensation based on aggregate targets:</b> the corporate ESG target is based on average performance across all targets. In 2024, this included performance in sustainability indices, customer and supplier engagement around climate topics, increased recycling, and process decarbonization  <b>Long-term incentive:</b> members of the Executive Board may participate in a long-term incentive program designed to align their interests with shareholders' and support sustained value creation, under guidance from the Board of Directors. Total Shareholder Return (TSR) is used as a measure of performance and the amount of the relevant incentive. This encourages executives to develop and deliver a robust strategic plan, as well as supporting talent attraction and retention

To attract and retain talent, CBA may offer bonuses and strategic incentives in accordance with applicable laws. Post-employment benefits, including life insurance, health insurance, and private retirement plans, may be offered under exceptional circumstances. Bonuses and incentives are non-refundable.

The benefits available to CBA employees include: health and dental insurance, daycare allowance and breast-feeding rooms, grocery packages or meal vouchers, Christmas hampers and toys, executive health check-ups, pharmacy support, gym allowance, extended parental leave, a pregnancy/parenting program, private pension plan, meal and travel reimbursement for business trips, on-site cafeterias or meal vouchers, group life insurance, and education and transportation allowances.\* [GRI 401-2](#)

**LEARN MORE:**

[Read CBA's Compensation Policy.](#)

**\*Note:** private pension plans and education allowances are not available to interns and apprentices. Pharmacy support, daycare allowance, and Christmas toys are not available to interns.

## Holistic health [GRI 3-3, 403-6](#)

CBA is alert to the evolving challenges of human capital management. The Company has strengthened initiatives aimed at improving the employee experience, with quality of life and well-being as a driver of engagement and a sense of belonging.

In 2024, the Health department consolidated all existing initiatives under a revamped *Por Você* (“For You”) program—CBA’s quality of life program—which now takes a holistic approach to employee health, structured around three pillars: emotional, physical, and financial health.



*Wellington de Pontes and Luisa Maria Nunes Gonçalves, employees at the Alumínio plant (SP)*



## Emotional Health

The Emotional Health pillar supports employees in managing emotions, adaptability, self-awareness, and social well-being. CBA offers the following support tools:

- *Plenamente*, a program providing 24/7 psychological and social support
- Individual support sessions
- *Café com Positividade* (small group discussions in a safe space to share emotions)
- [Volunteering Challenge](#)
- Awareness campaigns on mental health, such as White January (mental well-being) and Yellow September (suicide prevention)
- Mental health therapy coverage under CBA's health plan
- Well-being Platform
- Specialized care for employees or dependents facing alcohol and substance abuse challenges

## Financial Health

The Financial Health pillar supports financial education and finance management, helping employees plan for financial security and long-term stability—an essential aspect of a person's overall well-being. Available resources include:

- Financial and legal advisors through the *Plenamente* program
- Pension plan
- Life insurance
- Nursery allowance
- Training and awareness building
- Well-being Platform

## Physical Health

The Physical Health pillar promotes self-care and workplace safety, supporting improved physical capacity, energy levels, nutrition, and self-esteem. Available resources include:

- Health and dental insurance
- *Ser Família* parenthood program
- Well-being Platform
- *Espaço Saúde* ("Health Center") – A clinic for employees at the Alumínio plant (SP) and Corporate Office (SP), run in partnership with the Hospital Sírio-Libanês
- Sponsored participation in running events and gym subsidies through a partnership with Wellhub
- Nutritionists
- Medical check-ups, biological monitoring, and hearing & respiratory health conservation
- Awareness campaigns and vaccination drives, including prevention programs for sexually transmitted infections (STIs) and HIV

**Plenamente:** a key highlight of *Por Você*. The multidisciplinary **Plenamente** program provides psychological, social, financial, and legal support, as part of CBA's commitment to emotional and financial health. This program is also available to employees' legal dependents and offers guidance to managers in handling internal conflicts.

Within the Physical Health pillar, CBA's **Ser Família** parenthood program provides: extended parental leave, specialized medical support provided by a nurse throughout pregnancy and postpartum care, and a dedicated mobile app offering discounts on baby products and services. In addition to healthcare support, CBA offers extended parental leave: 180 days for primary caregivers and 30 days for secondary caregivers. Since its launch, the program has supported 387 expectant employees, with 178 enrolled in 2024. [GRI 401-3](#)

For CBA, *Por Você* is a strategic initiative, as overall employee health directly impacts quality of life, the workplace environment and, ultimately, business performance. This approach strengthens employee engagement while ensuring health-related investments effectively translate into reduced absenteeism and health plan costs.



“The pillars of Holistic Health are a core part of our employee-centric culture. Our focus is on care and recognition and we know that employees who practice self-care not only perform better but also enjoy a higher quality of life”

**Andressa Lamana**

People & Culture VP

## Recognition from GPTW

In 2024, CBA was awarded Great People Mental Health Certification for the first time by Great Place To Work. This certification recognizes companies that support employees' overall well-being, with a strong emphasis on mental health, and that have related initiatives in place. CBA's most recent organizational climate survey showed that 89% of participants recognize the Company's commitment to their well-being—outpacing the Top 500 companies' average of 81%—demonstrating the positive impact of these initiatives.

CBA also maintained its GPTW certification as a great workplace, awarded to organizations that cultivate a trust-building, healthy, and motivating workplace culture.

Conducted every two years, CBA's 2024 organizational climate survey revealed a stable favorability index, reflecting employees' sense of belonging and company pride. The findings also highlighted opportunities to enhance workplace engagement.

## Safety is key GRI 3-3, 403-1

At CBA, safety is non-negotiable, and the Company is continuously evolving its management practices to protect the health and well-being of employees, contractors, and surrounding communities. CBA operates a Occupational Health and Safety Management System (OHSMS) aligned with international standard ISO 45001, applicable across all business units. This system covers both direct employees and contractors, ensuring that corporate processes and protocols are consistently followed. Each position has a clearly defined role description, with work-related risks and conditions continuously monitored and managed.

In 2024, CBA took another important step with the implementation of **Critical Risk Management (CRM)**, which shifts the focus toward preventing fatalities and high consequence incidents.

The new program prioritizes the seven most common critical risks in CBA's operations, along with one additional specific risk for each department, strengthening the Company's safety culture and efforts to prevent serious and fatal injuries. All employees and contractors were trained to adopt the CRM methodology. CBA has also implemented a unified Preliminary Risk Analysis (APR) model across all business units, fully integrated with the CRM framework and focused on managing critical risks.

### Key safety initiatives in 2024 included:

- **Daily Safety Talks (DDS):** CBA adopted the High-Risk Task of the Day methodology in its DDS, which identifies the task with the highest error potential and facilitates discussions on task steps, risks, and controls
- **DigitALL:** CBA's Occupational Safety team advanced digitalization efforts by developing a centralized platform to track legal compliance, incident indicators, and preventive measures. The team also conducted a POD (a multidisciplinary problem-solving challenge) to explore the application of artificial intelligence to anticipate risks
- **Safety Marathon:** the contractor management process was reformulated with a focus on preventive metrics and field inspections, leading to a 22% decrease in workplace accidents compared to 2023
- **Engagement around safety culture:** a safety management committee was formed with representatives from the safety and management teams across all sites to ensure that safety initiatives are effectively communicated and implemented across all organizational levels. CBA's Mentoring Program has been revamped to provide structured support for new employees, helping them adapt to the Company's culture and safety procedures during their first months on the job
- **Incident Investigation Training:** all safety personnel, along with around 300 employees from different departments, underwent training in root cause analysis—a structured method to identify the underlying causes of workplace incidents—improving the quality of investigations
- **Hand Injury Prevention:** an initiative called *Transformados sem Marreta*, coupled with a dedicated safety protocol, resulted in a 30% decrease in hand-related injuries within a year in Downstream operations at the Alumínio plant (SP)

CBA's certifications underscore its ongoing commitment to the highest standards in occupational health and safety. In 2024, CBA's Alumínio plant (SP), its largest facility in terms of workforce, successfully retained its certification to ISO 45001, a globally recognized standard on occupational health and safety management.

Caio Cesar de Souza Duarte,  
employee at the Miraf mine  
(MG)



Segurança  
é inegociável

## Occupational Health and Safety Management System Framework



### PLANNING

Risk management systematically identifies, assesses, and applies the most effective control measures

#### Risk Management

Safety and occupational risks consistently reduced

#### Operations Management

Well-prepared people and predictable and safe processes

#### 2030 ESG Strategy Commitments

- Zero fatalities or severe injuries in operations
- Achieve an injury frequency rate lower than 1

#### Improvement Management

Continuous improvement of processes, culture and quality of life

#### Performance Management

Proven process efficiency, informing decisions



### IMPLEMENTATION

Controls are deployed and their implementation and effectiveness are assessed



### LEARNING

Ensures the system evolves in response to market trends and operational challenges. This stage includes benchmarking, best practice sharing, and innovation adoption



### VERIFICATION

Determines whether expected results have been achieved, and whether current performance should be maintained or improved. A review informs effective decisions to be applied within the system

## Reduction in injury frequency rates

In 2024, CBA achieved significant progress in workplace safety, reflecting its commitment to employee protection and improving safety management practices. The Company's injury frequency rate dropped to 1.60 per 1,000,000 man-hours worked—the best performance in eight years and the second-best to date. CBA continues to outperform industry benchmarks, maintaining an accident frequency rate that is nearly **43% lower** than the global average of 2.8 reported by the International Aluminium Institute (IAI) in 2023.

CBA's injury frequency rate is



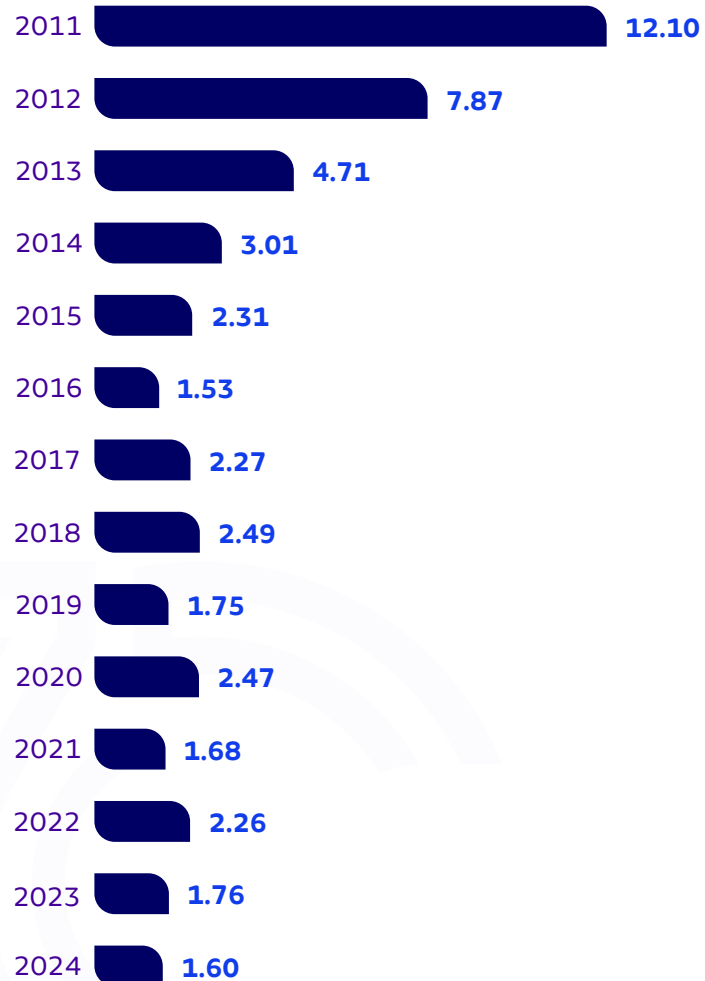
# 43%

lower

than the industry average

## Rate of lost-time and no-lost-time injuries per 1 million man-hours worked

GRI 403-9



Cintia Ribeiro da Silva Barros, employee at the Sorocaba facility (SP)

Karla Cristina Rodrigues da Silva, employee at Metalex (SP)



## Employee engagement in the Occupational Health and Safety System GRI 403-4

CBA encourages employees to actively participate in the development, implementation, and continuous improvement of the Company's Occupational Health and Safety Management System (OHSMS). The Company has an Internal Accident Prevention Committee (CIPA) responsible for managing risks, monitoring the workplace, developing preventive action plans, investigating incidents, and organizing the annual Internal Occupational Accident Prevention Week (SIPAT) event. At CBA's ISO 45001-certified Alumínio plant, consultation and participation committees have been structured in line with internal safety protocols.

Employees play a central role in hazard identification and risk reduction through Preliminary Risk Analyses (APR), and have a "Duty of Refusal" under which they must halt any activities they believe are unsafe. A dedicated multidisciplinary working group, comprising leaders and Health & Safety representatives, meets monthly to review safety performance indicators and recommend corrective and preventive actions. Safety communication is facilitated by channels such as *Fale Fácil*, daily safety talks, awareness campaigns, and regular training programs on safe practices.

CBA has dedicated OHS committees of Company and employee representatives responsible for developing workflows, programs, procedures and action plans to ensure the ongoing effectiveness of the OHSMS. CBA ensures that all eligible employees have a voice, with no known exclusions.

### CBA wins the 2024 *Proteção Brasil* Award

CBA's case study, "Reliability in corporate risk management: implementing the Hazard and Risk Manager," was the winner in the "Risk Management" category of the *Proteção Brasil* Award, one of the most prestigious recognitions in Occupational Health and Safety in Brazil. The award-winning project implemented a comprehensive risk identification and assessment system that mapped safety conditions across all departments and developed appropriate controls. The award reflects the importance CBA attaches to prevention in safety management.

# Social legacy

GRI 3-3, 413-1, CBA-10

CBA's purpose is to provide aluminum solutions that transform people's lives—both within and beyond its operations. Through collaborations with the Votorantim Institute, associations, cooperatives, public authorities, and local leaders, the Company drives initiatives that strengthen local communities and create lasting benefits. These initiatives, implemented as part of CBA's social and environmental commitment, deliver on the Company's strategic pillar of positive impact.

The Company's social responsibility efforts align with its 2030 ESG Strategy and the United Nations Sustainable Development Goals (SDGs). CBA's initiatives are strategically structured into five key topic areas: Education, Public Management Support, Economic Development, Community Development, and Rights Advocacy, with an ultimate goal of leaving a positive, long-term social legacy. These topics connect with current societal and business challenges.

CBA strives for transparent communication with stakeholders and implements engagement plans to communicate social and environmental performance and

identify new opportunities for action. Multisectoral consultation groups are formed to discuss key social issues in communities, encourage civil society engagement around significant issues, and monitor community-impacting developments. Through integrated and proactive initiatives, CBA cultivates trust and strong relationships with the municipalities where it operates.

CBA recognizes that the success of its social programs relies on its ability to listen and respond to community needs. The Company's social planning is driven by data and robust research, as well as active consultation and direct engagement with stakeholders. In decision-making on corporate investments, social factors are carefully considered to ensure that initiatives are aligned with local expectations and needs. This collaborative, data-driven approach ensures that CBA's programs are sustainable and build on each other over time, delivering outcomes that transcend immediate impacts to create a lasting, socially responsible legacy.



Votorantim Partnership for Education (PVE) initiative in Araçariçuama (SP)

**51**  
projects  
completed

**1,079,241**  
people  
benefited

**R\$ 10.2 mn**  
invested, including tax-deductible funds,  
Company funds, and contributions from  
external partners

**23**  
municipalities  
served



Environmental Education Program (PEA) initiative in the Zona da Mata region (MG)

## CBA fosters engagement with communities near its mining operations

The Company receives external communications from various stakeholders through multiple channels, including the Ethics Hotline, Contact Us (via website), or by email, mail, phone, or official letters. At Mining Sites, interactions with CBA employees or third parties, whether in person or via messages, are formally documented in External Communication Records (RCEs). These records cover topics such as:

- **Inquiries or complaints** about mining operations, including site rehabilitation, mined area reclamation, and ore haulage

- **Negotiations** with rural landowners
- **Human Rights**
- **Stakeholder requests**, including community or strategic stakeholder concerns that require more than just an informational response
- **Requests** for information
- **Suggestions and positive feedback**
- **Other**

In 2024, CBA's mining operations recorded 310 External Communication Records, an increase of 34 compared to 2023. Of these, 74.6% (231) were from the community while the remaining 25.4% came from landowners, suppliers, public and environmental agencies, academic partners, local governments, municipal councils, and employees.

Each communication record is carefully reviewed and addressed, in line with CBA's commitment to ethical, transparent, and constructive dialog to build high-quality engagement with stakeholders.



An increase of  
**10.67%**

in external communication reports in 2024

**74.6%**  
of communication records

come from neighboring communities

## CBA's Five Pillars of Social Impact

CBA's social responsibility efforts are based on five integrated pillars. In 2024, these efforts included **51** initiatives across **23** municipalities, with a total investment of **R\$ 10.2 million**.

**10** municipalities supported through Health initiatives, in areas such as infectious diseases and women's health, with **120 hours** of mentoring and **338,000** people benefited

Pilot projects as part of the Public Management Support – **Climate Action** program in Muriaé (MG) and Juquitiba (SP), featuring training, tools, and community engagement and communication

**Engaja Program** implemented in Mirai (MG) and Santa Isabel (GO) to manage and monitor community engagement

### Public Management Support (AGP)



### Community Development



### Education



### Rights Advocacy



### Economic Development



**Votorantim Partnership for Education (PVE) and the Environmental Education Program (PEA) active in schools** across **13** municipalities

Over **26,000** students reached in **145** schools

#### **Empreende Mulher:**

**30** women trained and mentored in Muriaé (MG), Mirai (MG), and São Sebastião da Vargem Alegre (MG), and **5** women-led businesses in Alumínio (SP) supported with seed funding

Partnerships with **4** recycling cooperatives in Araçariçuama (SP) and support for the *Recicla Junto* Consimares project (Intermunicipal Solid Waste Management Consortium) in Nova Odessa (SP)

**2** culture and sports initiatives supported: *Viva ao Esporte* in Divinolândia (SP) and *Laboratório Audiovisual Cocriativo* in Muriaé (MG)

**5** municipalities participating in the **Votorantim for Childhood and Adolescence (VIA)** program, with 2 municipalities also supported through the VIA Solidarity Campaign

## Key social initiatives GRI 3-3

### Public Management Support (AGP)

CBA works closely with municipalities where it operates, offering training and supporting the implementation of public policies through strategic partnerships with the Votorantim Institute. This work aims to strengthen local governance and address critical social, economic, and environmental challenges.

The AGP program provides capacity building for public administrators, establishes partnerships, and helps build lasting legacies in the communities where it is implemented. The primary focus is to assist municipalities in policy making and delivery. In recent years, CBA has placed a strong emphasis on key public administration challenges, including universal healthcare and climate change.

On the healthcare front, CBA launched **AGP Healthcare**, a program aimed at enhancing the effectiveness and accessibility of Primary Healthcare (APS) in partner municipalities: Alumínio (SP), Apiúna (SC), Ibirama (SC), Lontras (SC), Igarapu (PE), Itapissuma (PE), Jucituba (SP), Mirai (MG), and Rosário da Limeira (MG). AGP Healthcare assists in structuring and organizing healthcare services, improving epidemiological surveillance, and

ensuring ongoing patient follow-up. The program strategy supports disease prevention by strengthening primary care networks to deliver more efficient and accessible services.

A program impact assessment showed a 44% decrease in preventable deaths in municipalities that participated for two or more years, compared to similar municipalities that were not involved.

Another key focus area of AGP is building climate resilience in participating cities. In partnership with the Votorantim Institute and Instituto Itaúsa, CBA supports the **Climate Action Initiative**, which is structured around three pillars:

- **Climate Vulnerability Index:** a tool that helps identify priority municipalities by assessing risks such as floods, droughts, wildfires, and landslides, with special focus on vulnerable communities. Available for all Brazilian municipalities at the [initiative's website](#)
- **Climate Adaptation Checklist:** a framework that assists municipal officials in evaluating local climate challenges and planning both short- and long-term responses. Also available [here](#)

AGP Climate Action meeting in Muriaé (MG)



# 44% reduction

**in preventable deaths across AGP  
Healthcare participating municipalities**

- **Public Management Support (AGP) Climate Action:** a four-year program that provides mentoring and technical support for municipalities. Launched in 2024, the program is currently being implemented in Jucituba (SP) and Muriaé (MG)

AGP Climate Action offers a suite of tools to assist municipal governments, including training tracks and mentoring designed to build their governance and planning capabilities to mitigate human and financial impacts from extreme weather events. AGP Climate Action includes the following components:

- **Disaster risk management:** a continuous process that works to prevent and mitigate climate-related disasters, supported by institutional and community-based structures that address past, present, and future risks
- **Climate change adaptation and resilience:** a series of initiatives that enhance a community's capacity to withstand climate change impacts, while considering local realities and needs

Based on climate justice principles, the program starts by applying a Climate Adaptation Checklist to gauge each municipality's climate preparedness. Following this assessment, municipalities enter customized training cycles, receiving mentoring and tailored tools to address their specific climate challenges.



**LEARN MORE:**

Visit the [Climate Action Initiative website](#).

9

**municipalities**

supported by AGP Health

2

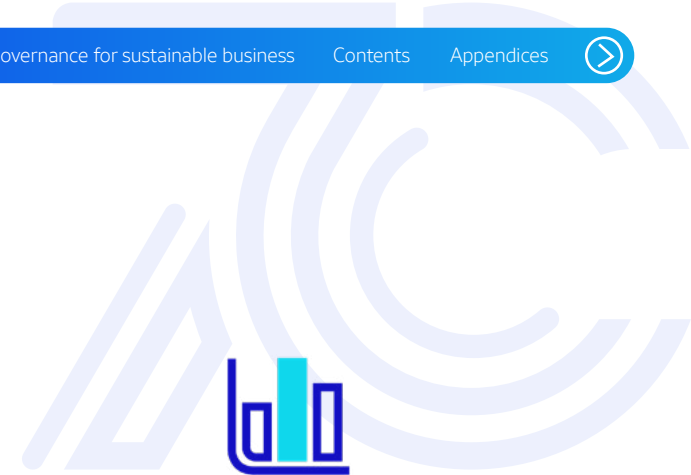
**municipalities**

received mentoring from the AGP Climate Action initiative

## Education

CBA sees education as a key driver of social change. Reflecting this belief, the Company runs projects that strengthen public education, expand access, reduce disparities, and accelerate learning recovery. One of the standout programs is **Votorantim Partnership for Education (PVE)**, a program benefiting public schools in Araçariçuama (SP), Barro Alto (GO), Belmiro Braga (MG), Itapissuma (PE), Pinhal da Serra (RS), Poços de Caldas (MG), Alumínio (SP), Caçu (GO), Ibiúna (SP), Juquitiba (SP), Matias Barbosa (MG), Niquelândia (GO), and São Sebastião da Vargem Alegre (MG).

Since its inception, PVE has contributed to significant improvements in the Basic Education Development Index (IDEB) among participating municipalities. Schools in these regions have improved their performance by 16.4% more than the national average, achieving educational targets nine months earlier than municipalities not included in the program. The initiative has also supported greater equity in education—the performance gap between the strongest and weakest performing schools within supported municipalities is 128.3% smaller than the national average. Although PVE does not directly train teachers, it actively supports continuous professional development. Municipalities involved in



128.3%

**reduction in students**

**below grade level in supported cities**

the program have 36% more educators participating in ongoing training compared to those outside the initiative.

A key milestone in 2024 was the integration of Diversity, Equity, and Inclusion (DEI) topics, with a special focus on inclusion for racial minorities and people with disabilities. The PVE Award celebrated these efforts, with Itapissuma (PE) winning its third consecutive award—this time for a project focused on disability inclusion—while Barro Alto (GO) was recognized for initiatives supporting quilombola culture.

In addition, CBA partnered with the Votorantim Institute to launch the **Educational Connections** pilot program. This initiative is designed to enhance learning through initiatives targeting teachers, schools, education departments, and students, promoting a holistic approach to educational challenges and opportunities.

In 2024, the pilot was introduced in a school in Divinolândia (SP). As part of the program, new learning assessment tools were developed for teachers, along with a school management app. The project tested the uptake and effectiveness of new tools for both teachers and school principals. Previously, all school activity records were kept manually on paper. Now, with the management app, educators and principals can generate and review reports, analyze student engagement, and implement targeted strategies to support less engaged students.

Another significant initiative is the **Environmental Education Program (PEA) in Schools**, a collaboration with the Votorantim Institute. PEA in Schools supports the mainstreaming of environmental education, addressing local socio-environmental challenges while enhancing teaching methodologies and engaging students and the broader community.

In 2024, the program was rolled out in Alumínio (SP), Araçariçuama (SP), Ibiúna (SP), and Caçu (GO). Students were encouraged to develop projects targeting their communities, while educators received specialized training in learning methodologies. PEA in Schools also strengthens school-community ties and encourages youth leadership in environmental discussions.

In Araçariçuama, the program engaged students in conducting a global climate impact assessment, starting with their local realities. They explored the guiding question: “How does the rainy season influence daily life in your neighborhood?” The success of the initiative prompted the municipal education department to draft a resolution, integrating this approach into formal educational practices across local schools.

**LEARN MORE:**

For more information about the award, visit the [PVE website](#).



**3**  
Programs  
delivered across  
**14** municipalities

Municipalities  
participating in PVE  
performed

**16.4%**  
above the national  
average on the IDEB

## Economic Development

This pillar comprises initiatives to foster economic inclusion and income opportunities in the communities where CBA operates. By encouraging entrepreneurship and strengthening local economies, the Company contributes to the sustainable development of these regions.

One standout initiative is **Empreende Mulher**, a program dedicated to empowering women entrepreneurs, increasing female representation, and advancing gender equity in the job market. Participants receive training and mentoring to enhance their skills and develop business plans during the first year, with selected participants receiving seed capital funding for the second year. The program was launched in Alumínio in 2023, training 30 women entrepreneurs. In 2024, five women who completed the program were awarded seed capital and continued receiving mentoring, successfully transforming their business ideas into reality.



An **Empreende Mulher** discussion group held in Alumínio (SP)

**5**  
businesses

received seed capital in Alumínio (SP)

**30**  
women

completed entrepreneurship training in Zona da Mata, Minas Gerais

In 2024, the **Empreende Mulher** program was expanded to Zona da Mata in Minas Gerais, reaching the municipalities of Mirai, Muriaé, and São Sebastião da Vargem Alegre (MG). With a focus on improving business strategies, the 30 participants had access to eight themed video lessons on entrepreneurship, three in-person collective workshops, and four mentoring cycles and individualized support.

Ten participants were selected to present their business plans to a panel of female representatives from the Brazilian Development Bank (BNDES), the Votorantim Institute, Instituto Meio, and CBA. Of these, five women received seed capital, which will be used to restructure and enhance their businesses in 2025.

## Business revenue growth\*

+27%

### Blend

Produces artisanal granola, sold both online and in brick-and-mortar stores. Used seed capital to purchase raw materials and an oven.

"The *Empreende Mulher* program provided a path forward for Blend. We received invaluable content on topics that make a huge difference in our day-to-day operations, from management to sales, combining theory with practice. We also shared experiences with amazing women and absorbed inspiring ideas."

**Brigitte Hosch Braz and Larissa Hosh Braz**  
Blend owners



268%

### Simone Lobo Studio de Beleza

Hairdresser and salon owner. Used seed capital to buy a chair, wash station, and other equipment.

"I'm 51 years old today, and I'm incredibly grateful to CBA and Instituto Meio for the opportunity to participate in the *Empreende Mulher* program. When I joined, all I had was the desire to start a business, and now I can proudly say that I am a successful business owner."

**Simone Angélica Lôbo**  
Owner of Simone Lobo Studio de Beleza



78%

### Restaurante Casarão

Serves homestyle meals. Used seed capital to buy an industrial oven, buffet equipment, and marketing materials.

"It was a great experience that opened my mind. I learned how to run my business and gained a lot of confidence in my abilities."

**Maria de Lourdes Marciliano**  
Owner of Restaurante Casarão



65%

### Max B Confeitaria

Creates custom cakes and decorated sweets on demand. Used seed capital to buy a new oven and additional equipment for production.

"*Empreende Mulher* was a turning point in my life. I didn't see what I was doing as a business; I thought of it as something to make some extra household income and have my own money. And suddenly, I found myself learning about business, management, finance—realizing that I truly do have a business."

**Bruna Aparecida Pereira Bueno**  
Max B. Confeitaria owner



137%

### Mumay

Provides administrative and financial services online. Used seed capital to purchase a computer, chair, and invest in advertising.

"I realized that I needed much more support, a strong network, and personal organization than I initially thought. I also discovered more about myself through self-awareness. There's still a long road ahead, but I understand that if I hadn't participated in the project, I wouldn't have had this awakening or be structuring my business the way I am now."

**Giselle dos Reis Bispo Moreira**  
Owner of Mumay



\* Revenue growth measured from April to October 2024, compared to the same period in 2023.

"*Empreende Mulher* is amazing and has significantly expanded my knowledge. Even those who didn't receive the seed capital took away invaluable insights across key areas for business strategy and continuity. I highly recommend it to fellow business owners and women in particular. It's incredible to see how CBA supports women and believes in what we do."

**Fabiana Xavier**

Owner of a craft atelier in Muriaé (MG)



"I am a midwife and yoga instructor, and I used to struggle with separating these two professions. The program helped me understand how crucial it is to distinguish them, especially when it comes to marketing. Now, I know how to showcase my work in humanized childbirth and reach more women."

**Janiele de Souza**

A business owner in the therapy sector in Pirapanema, Muriaé (MG)



"This funding will help me purchase food multiprocessor equipment for the association's kitchen. As manager of the organization, I deliver natural foods to local schools, grocery stores, and markets. I never imagined I would make it this far, but this has been an incredible achievement."

**Jucélia Maria da Costa**

Manager, AGRIFAM (Association of Family Farmers of São Sebastião da Vargem Alegre - MG)



**Projects in partnership with the recycling value chain**

As part of the Economic Development pillar, CBA has launched initiatives to integrate and **strengthen the end-to-end recycled aluminum value chain**. Within CBA's strategy to maximize social impact through recycling, the Company is expanding scrap sourcing from suppliers that generate positive social impact, while working to position CBA as an ethical and responsible destination for aluminum scrap. In 2023, the Company structured a dedicated program revolving around three key action areas: strengthening cooperatives; developing and implementing new business

models; and fostering innovation in the recycling ecosystem.

The first initiatives as part of the strategy were implemented in 2024, primarily aimed at strengthening cooperatives:

- In the **Araçariguama (SP)** region, CBA carried out a territorial assessment to identify cooperatives with the potential to supply aluminum scrap, and provided training to enhance their operations. This supported the establishment of commercial partnerships, provided deeper insights into the challenges faced by these suppliers, and enabled an assessment

of potential improvements in supply chain processes. The initiative addressed key aspects such as documentation and internal organization, workforce management and safety, and optimizing workflows to expand material collection and income streams

- Some cooperative members took part in a guided visit to the **Alumínio plant (SP)**, where they learned about the production process and how it integrates with recycling, helping them better understand which types of scrap are most valuable to CBA. The Company, in turn, expanded discussions on scrap collection and handling within the cooperatives to jointly develop solutions

- In **Nova Odessa (SP)**, CBA joined strategic partnerships with other companies and organizations to drive recycling efforts at the regional level. The Company supported the *Recicla Junto Consimares* initiative, led by the Intermunicipal Consortium for Solid Waste Management (CONSIMARES), which tackles the challenges of increasing recycling in Brazil and explores how collaborative networks can help address these obstacles. This initiative has yielded significant outcomes for the six participating municipalities, including the creation of five sorting centers with warehouses, new vehicles, employee training, and support for public policy development

By sourcing scrap directly from cooperatives, CBA secures a responsible supply of materials for production while supporting socioeconomic development and sources of income for cooperative members, strengthening social inclusion.

In addition to its work with cooperatives, CBA deepened its engagement with scrap suppliers to influence and support good practices in the sector. As part of CBA's [Sustainable Procurement Program](#), technical visits were carried out to assess current practices and identify opportunities for advancing sustainable development. These

assessments will inform initiatives to improve processes, ensure supplier alignment with best practices in sustainability, and drive positive impact across the value chain.

 **LEARN MORE:**

[Read more about recycling efforts in Circular aluminum.](#)

## Community Development

CBA recognizes that sustainable community development requires active participation, open social dialog, and collaborative networks. CBA actively promotes engagement with communities, nonprofit organizations, and community leaders, building partnerships that foster social and economic transformation in the areas where it operates.

Launched in 2023, the Muriaé Youth Parliament is a spinoff from CBA's **Civics Program**, which aims to raise civic awareness and encourage youth participation in society. The parliament consists of a diverse group of young representatives who were democratically elected from participating schools in 2023.

On concluding its term in 2024, the **Youth Parliament** had many positive things to celebrate: 17 young council members participated in educational activities covering municipal governance, democratic decision-making, the importance of science, and fighting misinformation. The young parliamentarians proposed 24 legislative bills (PLs) on various topics, including sports, protection for the homeless, incorporating Brazilian Sign Language (Libras) in City Council meetings, encouraging reading and writing, empowering women in politics

and education management, improving urban accessibility and public spaces, youth inclusion and participation in politics, animal protection, and healthcare. These bills were officially presented in a group session and are now awaiting further review and voting.

Another key initiative under the Community Development pillar is the **Engaja** program, launched in 2017 at CBA's Mining Sites in Zona da Mata, Minas Gerais. This program is focused on strengthening community engagement and assessing social and environmental risks and opportunities. It directly engages with farmers to foster strong, long-term relationships that support community development in CBA's operating regions.



**24**  
bills

were introduced by the  
**Youth Parliament**



Marco Tardelli Silva Damasceno,  
employee at the Alumínio plant (SP)

The program methodology includes home visits, where CBA experts from different departments, alongside a mediator, interact with local property owners to address concerns and clarify any misconceptions about CBA's operations. After this stage, participants are invited to visit a CBA site, including a former mine site that has been reclaimed and returned to the farmer. This visit offers them firsthand insight into the mined land rehabilitation process and how CBA collaborates with rural property owners.

A collaboration matrix is used throughout the program to evaluate stakeholders' perspectives on CBA's activities. The program has yielded positive results for over 150 participating farmers. In 2024, findings indicated that the program's engagement initiatives helped stakeholders develop a deeper understanding of CBA's activities.

Since 2023, the program has incorporated community engagement training for field teams from multiple departments. The first training module was on "Approach, Tone, and Attitudes." The second module, delivered in 2024, addressed "Content and Alignment on Message." The third module will be on "Planning, Process, and Tools."

In 2024, the *Engaja* program was also introduced in Santa Isabel (GO), alongside the construction of a bauxite transshipment and storage facility. The initiative built a strategy for engaging with residents of the Nova Aurora smallholder settlement, located near CBA's operations, based on stakeholder mapping, territorial analysis, and an assessment of impacts and other matters related to the Company's operations. The goal of the exercise was assess the relationship dynamics among local actors to identify opportunities for socio-environmental initiatives.

As part of the assessment process, CBA facilitated individual interviews and organized its first community discussion panel, bringing together rural landowners, local leaders, and Company representatives to address regional challenges and concerns. This initial phase has provided a basis for ongoing monitoring, proactive risk management, and creating the conditions for positive community-Company engagement and collaboration.

*Engaja Initiative in the Zona da Mata region, Minas Gerais*

## 34

### young participants

in the Youth Parliament (17 elected representatives and 17 alternates)

## 150

### farmers

participating in the *Engaja* program

## Volunteering Challenge marks ten years of impact

In 2024, the **Volunteering Challenge** celebrated a decade of driving social impact, engaging Votorantim portfolio companies in volunteer efforts throughout Brazil. Since 2015, CBA has been an active participant in the initiative—organized in partnership with the Votorantim Institute—encouraging employees and contractors to engage in volunteer work benefiting local communities. This initiative strengthens CBA’s connection with its surrounding communities while supporting nonprofit organizations and public schools, delivering on the Company’s commitment to positive social change.

The latest edition of the **Volunteering Challenge** introduced several new features, including a larger number of volunteers engaged, individual recognition of participants, and an expanded network of ambassadors at CBA sites. The first major volunteering drive in the year was a donation campaign to support recovery efforts in Rio Grande do Sul after a devastating flood, with CBA employees actively involved in the initiative. In addition to collecting donations of supplies, CBA participated in the Votorantim Institute’s matching donation campaign, doubling every cash amount donated.

In total, 737 donors contributed **R\$ 69,551.00** to the **Together for Rio Grande do Sul** campaign, with CBA matching the effort by donating an additional **R\$ 169,551.00**—further demonstrating its commitment to solidarity and social impact. In all, the Votorantim Institute allocated R\$ 1.4 million to the initiative. The funds were distributed between União BR, which provided meals, mattresses, tents, and shelter containers, and Comunitas, which helped establish Casa Violeta, a shelter, and used part of the funds toward school renovations.

The Volunteering Challenged by the numbers in 2024

# 430 volunteers

Nearly **20,000** beneficiaries supported across **77** charities

**20,000+** hours of volunteer work



Participants in the Volunteering Challenge

## Rights Advocacy

CBA recognizes the critical role it plays in protecting and fostering the development of children and adolescents in the communities where it operates. As part of this commitment, CBA actively participates in the **Votorantim for Childhood and Adolescence (VIA) program**, an initiative aimed at strengthening public governance and policies to safeguard children's rights. VIA offers technical training and support to Municipal Councils for the Rights of Children and Adolescents (CMDCA) and the Social Protection Network (RPS) in participating cities.

The program operates across two key fronts:

### Protection network

Designing comprehensive, equitable and multidisciplinary strategies to effectively prevent and address violence against children and adolescents, ensuring comprehensive support for affected individuals

### Strengthening CMDCAs

Supporting CMDCAs in improving governance practices and advocacy for child protection policies

In 2024, VIA expanded to Itapissuma (PE), increasing its reach to five cities, including Alumínio (SP), Araçariçuama (SP), Barro Alto (GO), and Muriaé (MG). The Votorantim Institute conducted its first impact assessment in the year, which captured key outcomes including a decline in teenage pregnancies, a reduction in violence-related first aid among children and adolescents, and lower infant mortality rates.



Alongside its technical advisory activities, VIA also runs **VIA Solidária**, an annual fundraising campaign first launched in 2017 to finance programs that protect and advance children's rights in partner communities. In 2024, VIA monitored how funds allocated in 2023 were implemented in Araçariçuama and Barro Alto, while also securing R\$ 149,000 in new donations for Alumínio and Barro Alto to fund upcoming

initiatives. The year highlight was the 64% increase in the number of donors (112 people). In total, the Votorantim Institute contributed R\$1,085,998 to VIA Solidária.

### LAC and *Viva ao Esporte*

In 2024, CBA launched and supported *Laboratório Audiovisual Cocriativo* (LAC) in Zona da Mata, Minas Gerais and *Viva ao Esporte* in Divinolândia (SP).

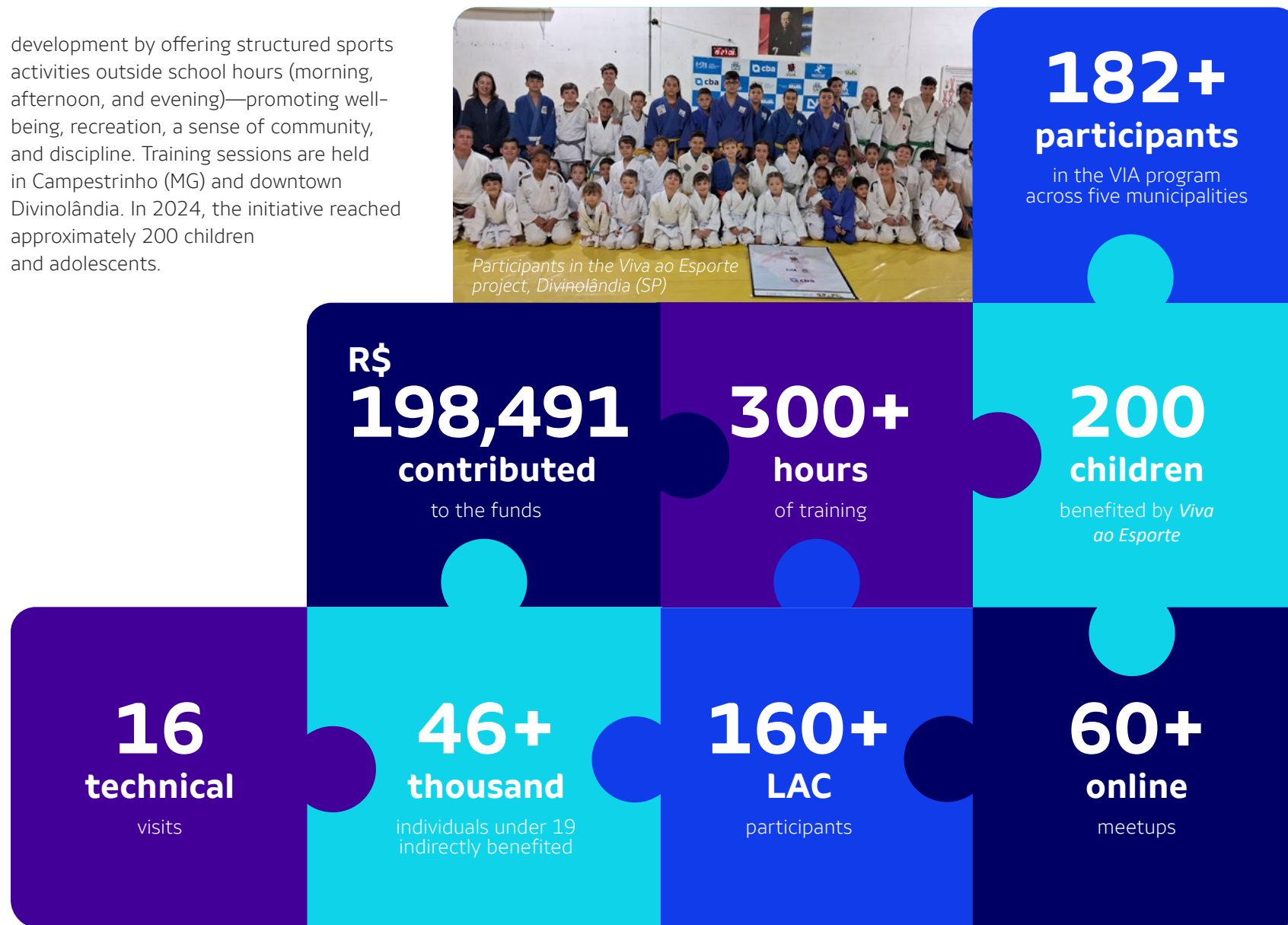
LAC produces multimedia campaigns through collaboration between artists and the community. It offers scholarships to aspiring creatives from diverse backgrounds, helping them gain entry into the creative industry. This year's co-creation drive, called "*Águas do Vermelho*," took shape through a series of immersive workshops at João Teixeira Siqueira State School in Vermelho, Muriaé (MG). These sessions combined music, poetry slams, and engaging creative activities. The workshops produced an official music video and a behind-the-scenes documentary, both available on the [project's official platform](#). A graffiti workshop was also organized at schools, with community members invited to participate.

Meanwhile, *Viva ao Esporte* in Divinolândia (SP) marked its third year of activities in partnership with the Judo Association. Sponsored by CBA and the Votorantim Institute under the Federal Sports Incentive Law, the program offers free judo and jiu-jitsu classes for children and adolescents aged 4 to 17, supporting physical, cognitive, emotional, and social development. The program supports holistic child

development by offering structured sports activities outside school hours (morning, afternoon, and evening)—promoting well-being, recreation, a sense of community, and discipline. Training sessions are held in Campestrinho (MG) and downtown Divinolândia. In 2024, the initiative reached approximately 200 children and adolescents.



Participants in the *Viva ao Esporte* project, Divinolândia (SP)





Jonatan dos Santos Silva and Nayara Rocha dos Santos, employees at the Alumínio plant (SP)

## Human Rights

Human rights are a cross-cutting theme at CBA, guided by its [Human Rights Policy](#). Launched in 2022, this policy aligns with internationally recognized treaties and standards and is fully compliant with applicable regulations.

Since 2019, CBA has conducted routine due diligence assessments, identifying potential risks and impacts across its operations, including contractors and neighboring communities. CBA continuously improves its human rights risk management framework by identifying and implementing needed prevention, detection and mitigation controls. Identified potential risks are addressed through improvement plans. Since the human rights due diligence process was first introduced, no human rights violations have been found in CBA's activities, including those involving indigenous and traditional communities. [GRI 411-1](#)

CBA also conducts human rights assessments as part of its supplier screening process. Supplier onboarding includes integrity checks covering aspects such as forced or slave labor, compliance with legal requirements, and human rights maturity. All suppliers are required to accept CBA's Sustainable Procurement Policy and Supplier Code of Conduct or submit their own codes for CBA approval. A comprehensive supplier reassessment is conducted every two years to detect emerging risks and implement corrective measures where necessary. Find out more about CBA's supplier management practices in [Sustainable value chain](#).

The Company's Human Rights Policy  
**guides CBA's related initiatives**



# Environmental **stewardship**

- ☞ Climate change
- ☞ Renewable energy and energy efficiency
- ☞ Biodiversity and ecosystem services
- ☞ Water
- ☞ Waste and co-products
- ☞ Dam management
- ☞ Circular aluminum

# Climate change GRI 3-3

CBA is at the forefront of the transition to a low-carbon economy, supplying aluminum recognized worldwide for its sustainable attributes. Powered by a 100% renewable and fully traceable electricity supply, CBA reported Scope 1 and 2 emissions in 2024 that were 3.9 times lower than the global average for primary aluminum production (smelting stage). Global commodities consultancy CRU has identified CBA's Alumina Refinery as having the lowest carbon intensity in the world. These differentiators position CBA's aluminum as a strategic and sustainable choice for key sectors driving the low-carbon transition, such as renewable electricity (solar and wind), sustainable mobility with applications in electric and hybrid vehicles, and the packaging industry.

CBA's [Climate Change Policy](#) provides a framework for managing greenhouse gas (GHG) emissions, while the [Risk Management Policy](#) governs climate risk management practices, applying the same stringent approach used for corporate risk management to ensure alignment with global best practices. CBA employs

an annually updated framework for identifying, assessing, managing, and monitoring climate-related risks. In 2024, CBA hosted internal workshops with key departments to identify emerging climate risks and develop adaptation strategies targeted to identified climate impacts on its operations. The Company details its climate-related risks and opportunities management in its [Climate Agenda Report](#).



## LEARN MORE:

See the chapter [Risk Management](#) to learn about CBA's risk management framework.

View CBA's climate risk map and additional details on climate management, including value chain engagement, in the [Climate Agenda Report](#).



*Legado Verdes do Cerrado (GO)*

Since 2022, CBA has published annual Climate Agenda Reports in line with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations

CBA is constantly investing in projects to reduce emissions across its operations. These initiatives combine cutting-edge technology with responsible practices to deliver positive environmental impact. To drive progress toward the decarbonization targets outlined in its 2030 ESG Strategy, CBA has prioritized investments on three key fronts:

- **Biomass Boiler:** since 2020, CBA has utilized steam from a biomass boiler at its Alumina Refinery, replacing natural gas and fuel oil, leading to a reduction of over 60% in emissions at this stage
- **Smelters Upgrade:** since 2018, CBA has been implementing a phased upgrade of its Smelters technology, transitioning to an automated spot feed technology. Once the full conversion of all pots is complete, the upgrade is expected to reduce GHG emissions by 20%
- **Increased scrap content:** a key pillar of CBA's recycling growth and climate strategy, reducing the need for emission-intensive stages in aluminum production. Key initiatives supporting CBA's recycling leadership include: Alux, a subsidiary specializing in recycled aluminum production; innovations at Metalex to enhance scrap consumption; and ReAl Technology, a proprietary, patented innovation that facilitates the

recycling of multi-material packaging containing aluminum. Learn more in [Circular Aluminum](#)

CBA annually publishes its emissions inventory via the [Public Emissions Registry \(RPE\)](#) platform, using the GHG Protocol methodology. Since 2018, CBA has consistently been awarded Gold reporting status, which recognizes emissions inventories that are complete and independently assured.

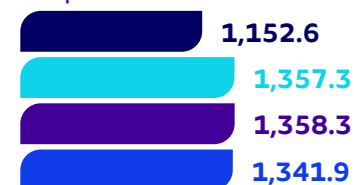
**LEARN MORE:**

See the [Indicators Databook](#) for detailed information on CBA's workforce.

### Direct and indirect emissions (in thousands of metric tons of CO<sub>2</sub>e)

GRI 305-1, 305-2, 305-3 | SASB EM-MM-110a.1, IF-EU-110a.1, IF-EU-110a.2

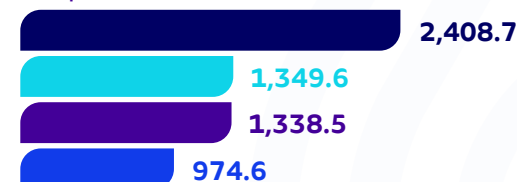
#### Scope 1



#### Scope 2 (market-based approach)



#### Scope 3



#### Total

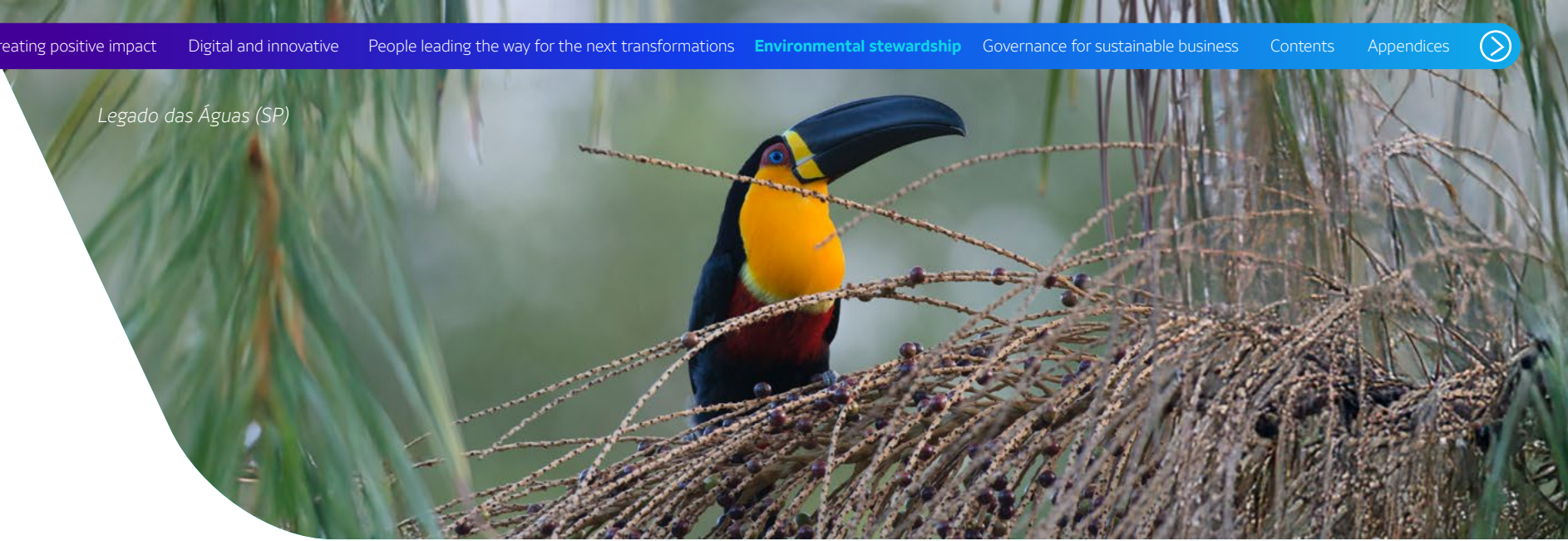


**Note 1:** all greenhouse gases are included in the calculation (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>).

**Note 2:** the consolidation approach for emissions was operational control.

**Note 3:** CBA's Sorocaba facility, Corporate Office, Caxias do Sul Distribution Center and Niquelândia Mine (curtailed since 2016) are not included in this disclosure as their emissions figures are negligible.

Legado das Águas (SP)

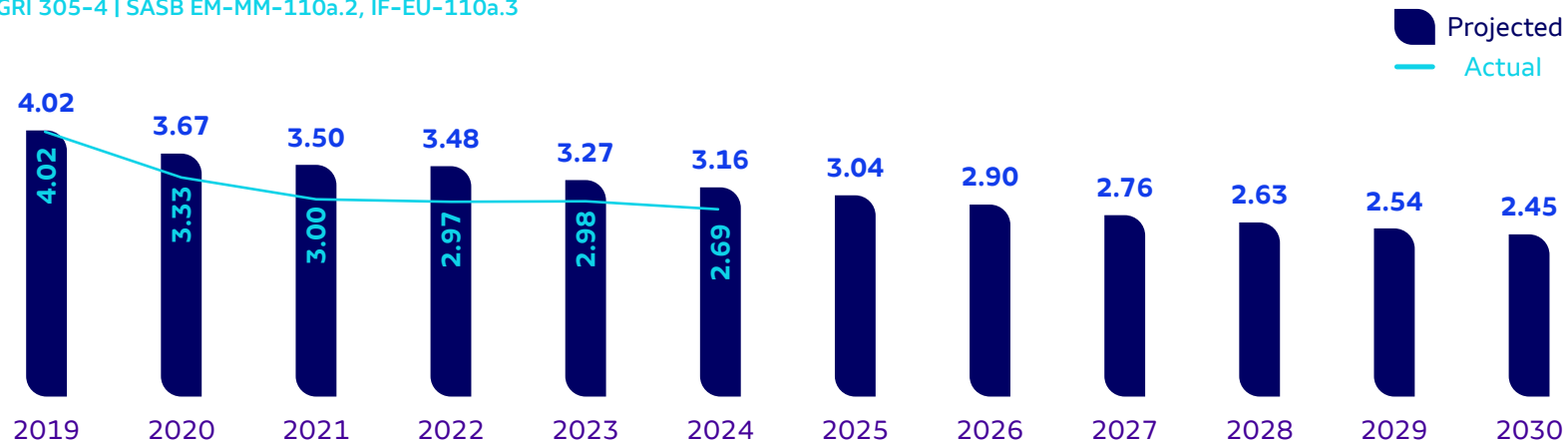


## Climate-related targets

CBA has established a set of measurable climate-related goals, including several targets as part of its 2030 ESG Strategy and mitigation and adaptation program.

### Emissions intensity for cast products (mining to casting - tCO<sub>2</sub>e/t Al)\*

GRI 305-4 | SASB EM-MM-110a.2, IF-EU-110a.3



\* Includes Scope 1 and 2 GHG emissions across the supply chain (Mine, Alumina, Smelters, Casting, and Supporting Areas) and Scope 3 emissions from purchased ingots consumed at Metalex and Alux.

**Reduce emissions by 40%**  
 (on average for cast products, cradle-to-gate)

**Trajectory to emissions reduction target**

Achieved: 33%      Goal: 40%



Billet, Metalex (SP)

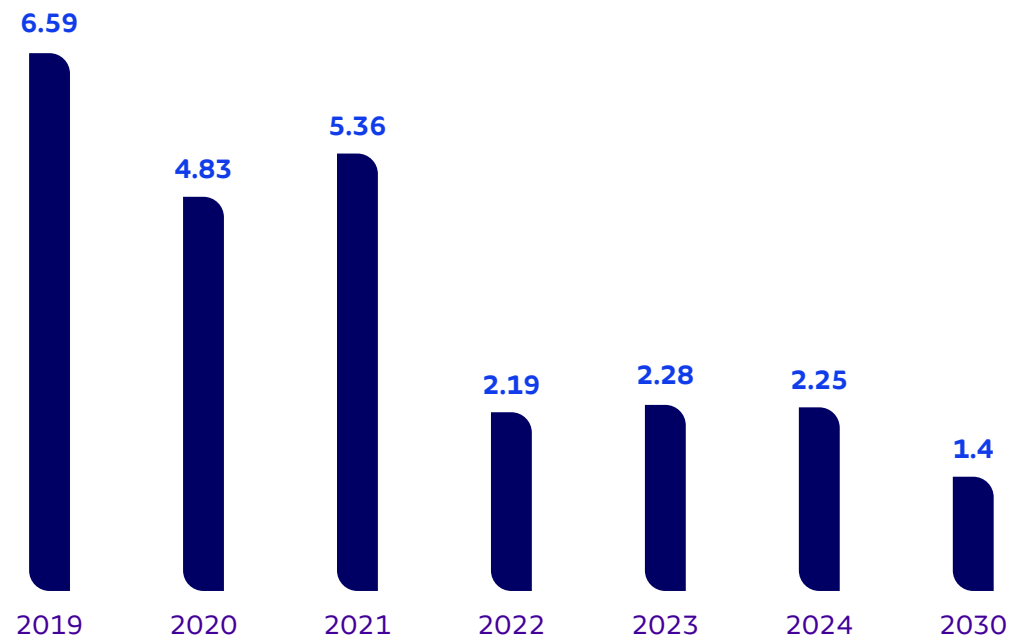
Produce  
**100%**  
 of **Metalex billets**  
 with GHG emissions lower  
 than 1.4 tCO<sub>2</sub>/t

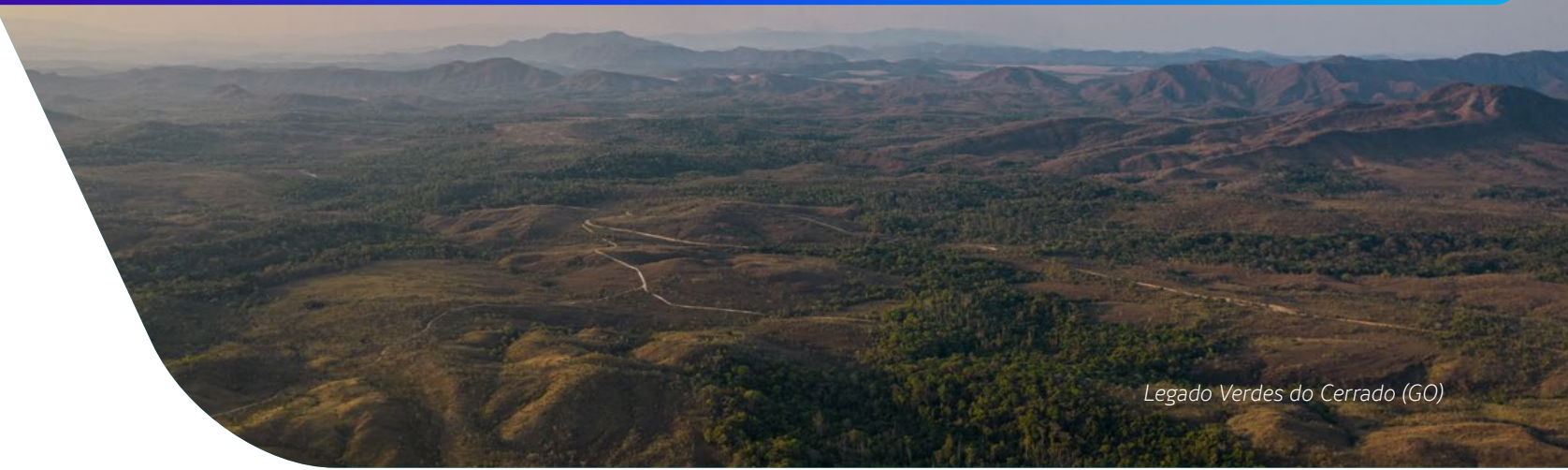
Trajectory to emissions reduction target



**Achieved:**  
84%

Metalex emissions per product (tCO<sub>2</sub>e/t billets)





Legado Verdes do Cerrado (GO)

### Offer customers a carbon-neutral product range

CBA actively engages its value chain in sustainability efforts. The Company's [Alennium label](#) certifies products containing CBA's low carbon aluminum. In addition, CBA generates carbon credits and can provide carbon-neutral products upon customer request.

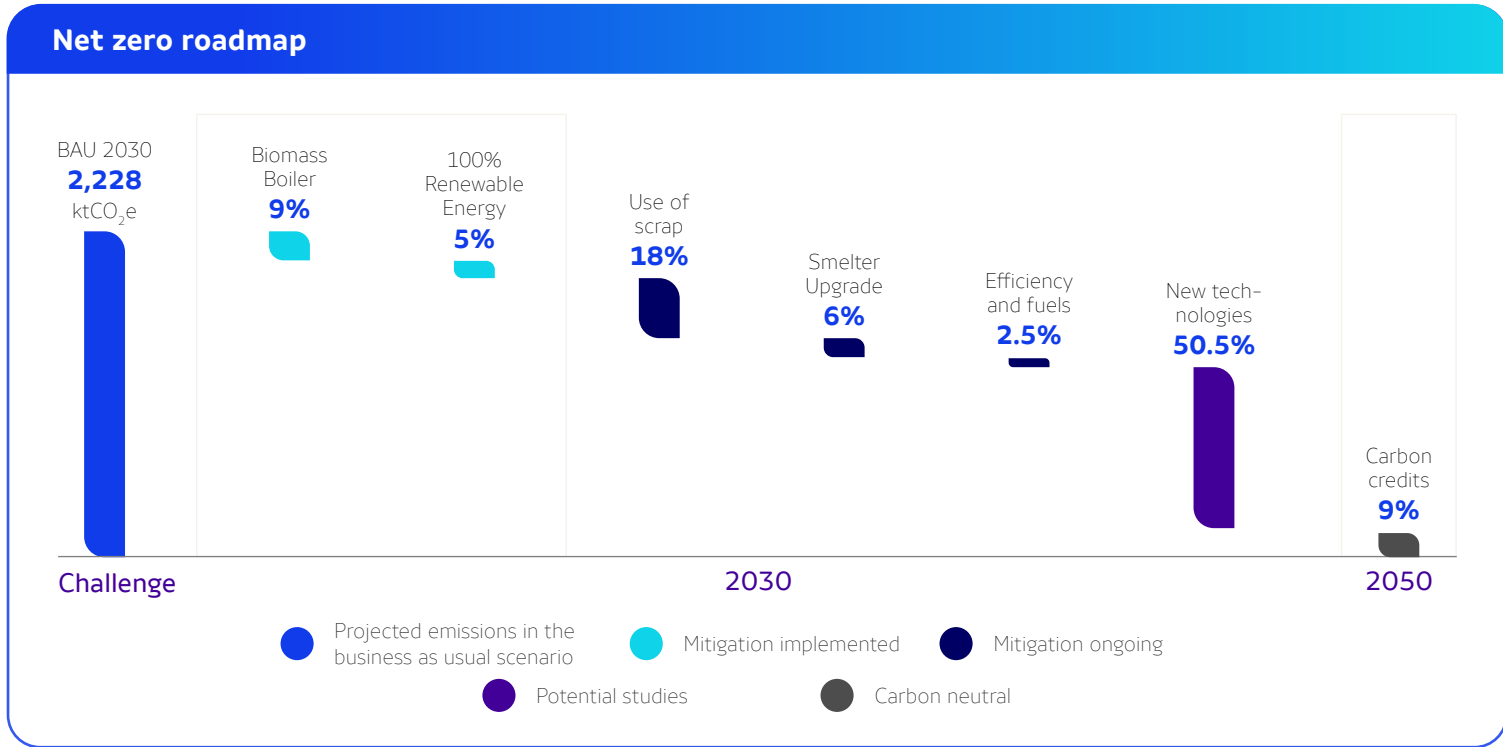
### Create a roadmap to becoming emissions neutral by 2050

CBA actively assesses future opportunities with a focus on building a path towards climate neutrality. In 2024, CBA updated its pipeline of emission reduction initiatives and continued to advance its carbon credit initiatives, including carbon capture studies.

The Company has furthered research into the use of zeolites—a mineral known for its high adsorption, catalytic properties, and water retention—to capture CO<sub>2</sub> generated during the smelting process. Existing studies from universities and research institutions suggest that CO<sub>2</sub>-infused zeolites could serve as a fertilizer, offering both environmental and economic benefits. CBA is also evaluating the feasibility of producing zeolites from waste, lowering costs and advancing a circular economy.

### Develop a climate change adaptation plan

In 2024, the Company updated climate projections across all its operations and held four climate adaptation workshops for key strategic areas. This led to an expanded inventory of climate-related risks and adaptation opportunities across CBA's production sites.



## Supporting public sector climate mitigation and adaptation

CBA actively disseminates best practices within the communities where it operates, particularly through its Climate Action Initiative—an effort to build climate resilience in small and mid-sized Brazilian municipalities. Launched in collaboration with the Votorantim Institute and Instituto Itaúsa, the initiative promotes practical climate action in municipalities across Brazil. Learn more in [Social legacy](#).

### CBA at COP29

CBA participated in the United Nations Climate Change Conference (COP29) recently held in Baku, Azerbaijan. CBA's CEO, Luciano Alves, and Chief Sustainability, Safety, and Environment Officer Leandro Faria attended in panels and workshops addressing energy transition, circular economy, and technological innovation. They also shared good practices at CBA with industry leaders in attendance.

## SBTi

CBA was the first company in the global primary aluminum sector to set climate targets approved by the Science Based Targets initiative (SBTi). The Company's targets aim to achieve:

- **a 40% reduction in emissions intensity** (Scopes 1 and 2) for the Refining and Smelting processes, from a 2018 baseline – 9.9% achieved
- **a 35% absolute reduction in Scopes 1 and 2 emissions** from other operations—including Mining, Casting, and Downstream—by 2030, from a 2018 baseline – 2.1% achieved
- **a 13.5% reduction in Scope 3 emissions** (categories 1, 3, 4, and 9) across all operations by 2030, from a 2019 baseline. Reductions exceeded the target at 45%



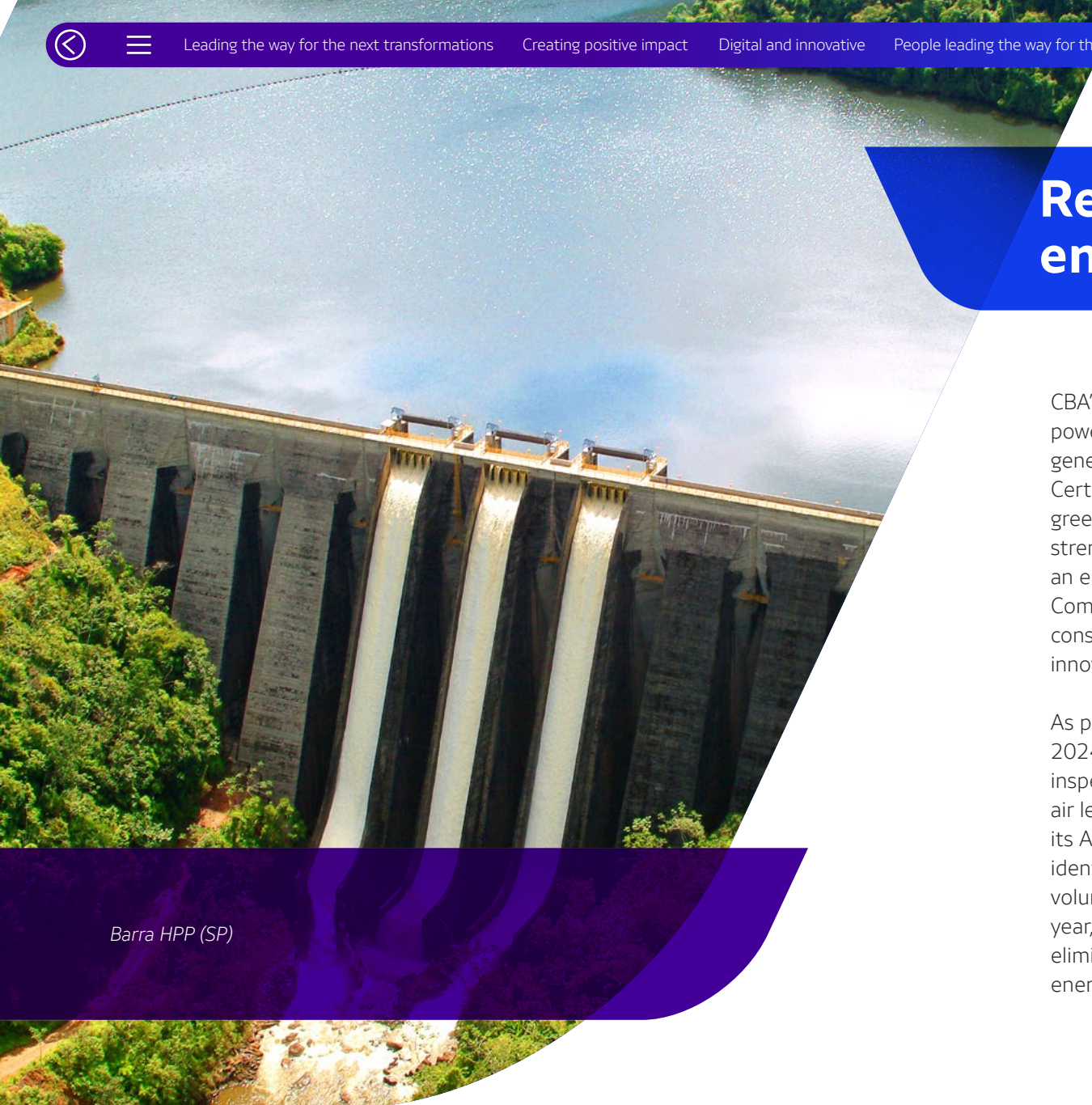
#### LEARN MORE:

Learn more about CBA's SBTi targets in the [Climate Agenda Report](#).

For an overview of CBA's strategic objectives and levers—including Renewable Energy and Circular Aluminum, which also relate to climate change—refer to the chapter [2030 ESG Strategy](#).



Leandro Faria and Luciano Alves at COP29



Barra HPP (SP)

# Renewable energy and energy efficiency GRI 3-3

CBA's energy mix is 100% renewable, with power supply either sourced from its own generation or backed by Renewable Energy Certificates (RECs). This not only reduces greenhouse gas (GHG) emissions but also strengthens CBA's competitive edge. With an energy efficiency target set for 2030, the Company aims to optimise electricity and fuel consumption across its operations through innovation and sustainable solutions.

As part of its energy efficiency initiatives, in 2024, CBA implemented an acoustic camera inspection program to detect compressed air leaks across the piping and systems at its Alumínio plant (SP). The inspections identified 630 leakage points, with a total volume loss of 4,274.4 m<sup>3</sup>/h. During the year, 86% of these leaks were repaired, eliminating 3,723.2 m<sup>3</sup>/h and resulting in energy savings of 447 kW.



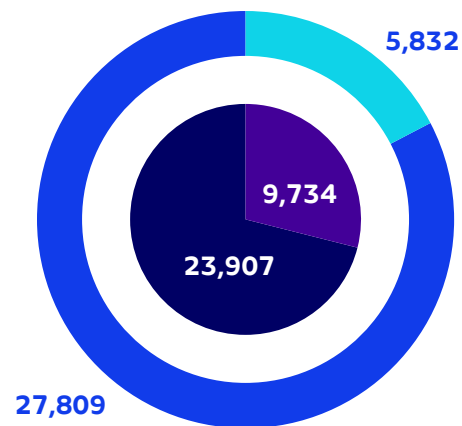
## 447 kW

savings

from energy efficiency measures



## Energy consumption (thousand GJ)



27,809

- Electricity
- Fuel combustion
- Renewable
- Non-renewable

Total energy consumption within the organization, by source (thousand GJ) [GRI 302-1, EM-MM-130a.1](#)

	2021			2022				2023			2024		
	Aluminum Business	Nickel Business	Total	Aluminum Business	Nickel Business	Energy Business	Total	Aluminum Business	Energy Business	Total	Aluminum Business	Energy Business	Total
Consumption of nonrenewable fuels	3,193	1	3,194	3,039	1	1	3,041	3,193	1	3,194	3,901	1	3,902
Consumption of 100% renewable electricity	22,026	30	22,056	22,746	21	145	22,912	22,387	202	22,589	23,690	216	23,907
Total consumption of renewable energy (fuel and electricity)	25,219	31	25,250	25,785	22	146	25,953	25,580	203	25,783	27,591	217	27,809
Consumption of nonrenewable fuels	5,146	11	5,157	5,844	15	3	5,862	5,694	4	5,698	5,827	5	5,832
Total energy consumption within the organization (renewable and nonrenewable)	30,365	42	30,407	31,629	37	149	31,815	30,974	207	31,481	33,418	222	33,641

**Note 1:** inputs are the same as used for calculating CO<sub>2</sub>e emissions using the GHG Protocol tool. The conversion factors available each year were used.

**Note 2:** 100% of the electricity CBA consumes is renewable and certified by self-declarations and renewable energy certificates (i-RECs).

**Note 3:** due to the temporary curtailment of the Nickel Business and its limited materiality, data for this business is not being reported in 2024.

**Note 4:** data on total energy consumption for the Aluminum Business has been restated for 2022 and 2023. [GRI 2-4](#)



## Energy consumption outside the organization (thousand GJ) [GRI 302-2](#)

	2024
<b>Fuel- and energy-related activities not included in Scope 1 or Scope 2</b>	NAv
<b>Transportation and distribution (upstream)</b>	1,008
<b>Business travel</b>	8
<b>Transportation and distribution (downstream)</b>	431
<b>Total consumption outside of the Organization</b>	<b>1,447</b>

**Note 1:** In 2024, the calculation basis was refined and will therefore be used as the baseline year for future comparability. As a result, previous years—based on a different methodology—are not presented.

**Note 2:** Fuel- and energy-related activities not included in Scope 1 or Scope 2 have already been reported under GRI 302-1; therefore, this disclosure has not been compiled for 2024.



**LEARN MORE:**

See the [Energy Business](#) highlights for more details on on-site-generated electricity.

## Energy intensity (GJ/t) [GRI 302-3](#)

Site	2021			2022			2023			2024		
	Electricity	Fuels	Total	Electricity	Fuels	Total	Electricity	Fuels	Total	Electricity	Fuels	Total
<b>Mines (processed bauxite)</b>	0.02	0.12	0.14	0.02	0.04	0.07	0.02	0.13	0.15	0.01	0.06	0.07
<b>Smelters (molten aluminum)</b>	55.76	0.21	55.97	57.32	0.28	57.60	59.69	0.34	60.03	57.56	0.33	57.89
<b>Alumínio plant (finished products)</b>	58.51	19.49	78.00	58.82	20.07	78.89	61.62	21.34	82.96	59.13	21.41	80.55
<b>Metalex (cast aluminum)</b>	0.24	4.56	4.80	0.27	5.08	5.35	0.31	5.62	5.94	0.46	6.27	6.74
<b>Alux (cast aluminum)</b>	NAv	NAv	NAv	0.35	6.20	6.55	0.28	5.46	5.74	0.23	5.03	5.26
<b>Itapissuma (semi-fabricated products)</b>	6.35	16.77	23.12	6.60	17.94	24.54	6.60	18.38	24.98	6.55	18.57	25.12

**Note 1:** Smelter energy consumption is accounted for within the total consumption of the Alumínio Plant but is also reported separately for greater transparency.

**Note 2:** The calculation for finished products includes the production of both Primary and Downstream goods, minus inter-business unit transfers.

**Note 3:** Alux's energy intensity has been reported since 2022, meaning historical data for previous years is not available.

# Biodiversity and ecosystem services GRI 3-3, 101-1

Protecting and conserving nature are central to CBA's commitment to ensuring the sustainable use of resources while integrating biodiversity into its operations. The Company employs a strategic approach to mitigate negative impacts on biodiversity, supported by robust operational procedures and management systems. Within CBA's [2030 ESG Strategy](#), biodiversity is addressed by a program under the Natural Resource pillar to establish and expand wildlife corridors to connect natural habitats. Other key initiatives include the rehabilitation of mined land, reforestation efforts, and environmental education programs for employees and neighboring communities.

CBA's approach to biodiversity and ecosystem services management is governed by its [Biodiversity Policy](#), [Integrated Management Policy](#), [Code of Conduct](#), and Biodiversity and Protected Areas Action Plan. A dedicated Management Standard, supported by an Environmental Aspects and Impacts Assessment Matrix, is in place to identify, classify, and mitigate environmental impacts—including those

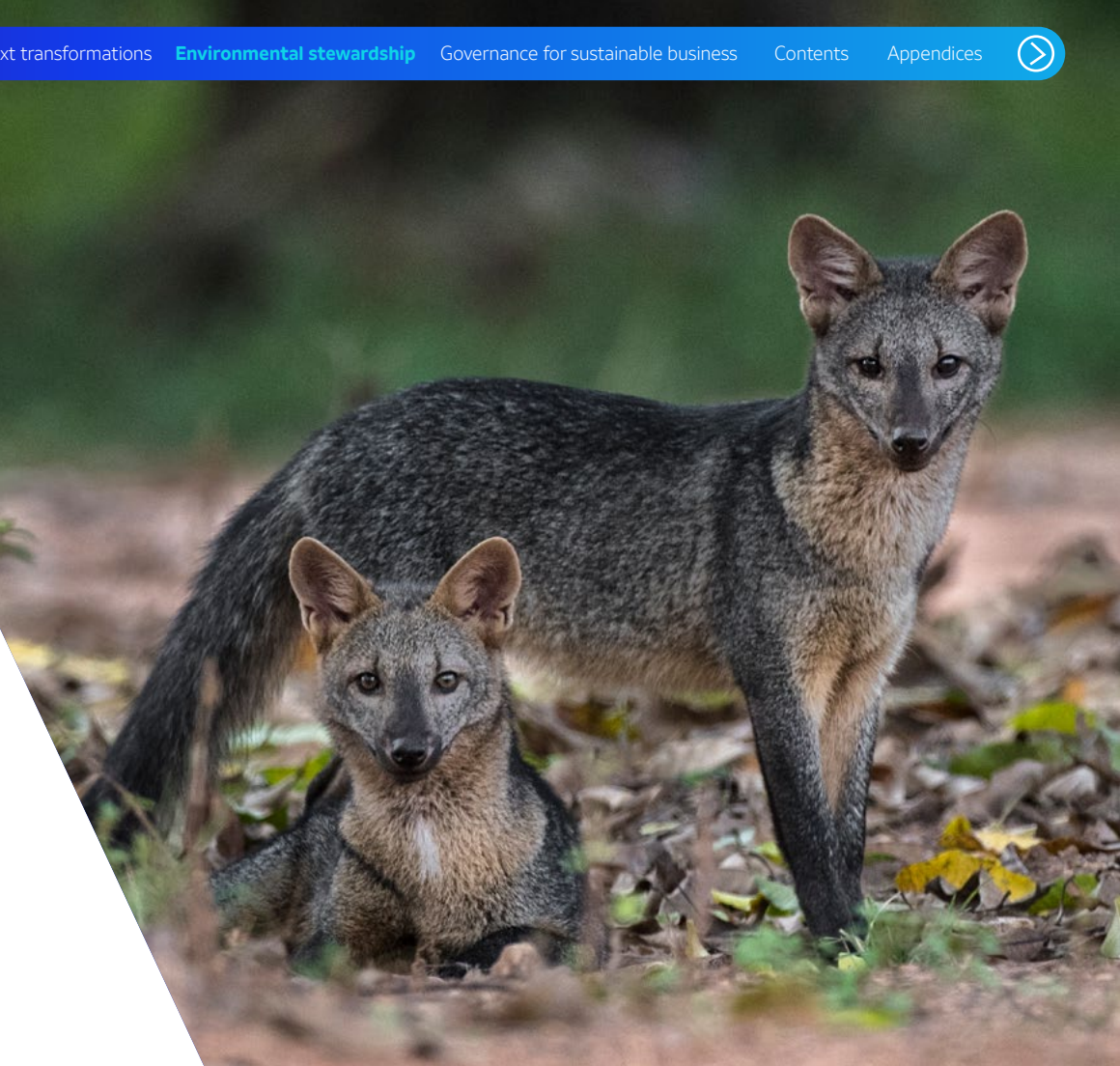
affecting biodiversity—ensuring preventive management and continuous improvement. This standard establishes minimum requirements across all CBA operations, including Alumínio (SP), Mirai (MG), Itamarati de Minas (MG), Poços de Caldas (MG), Barro Alto (GO), Itapissuma (PE), Metalex (SP), Alux (SP), and CBA's hydropower plants.

## CBA's biodiversity commitments

CBA strives to create positive environmental impact by:

**1. Advancing the sustainable use of biodiversity**

**2. Mitigating the effects of climate change** by producing low-carbon aluminum and implementing practices that strengthen ecosystem resilience



*Legado Verdes do Cerrado (GO)*

## CBA releases TNFD-aligned report

As part of its commitment to responsible and sustainable natural resource management, CBA has adopted the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD) in its Annual Report. The TNFD framework provides recommendations and guidance that encourage and enable businesses to identify and report on nature-related risks and dependencies in their operations.

An assessment found that many of TNFD's 14 recommended disclosures are already managed, tracked and measured under existing disclosure policies and practices, covering 100% of the Company's direct operations. CBA is committed to further aligning with TNFD guidelines to ensure that future reporting is increasingly comprehensive and robust.

In addition, CBA is an early adopter of the new Global Reporting Initiative (GRI) 101: Biodiversity 2024 Standard, which aligns with global best practices, including TNFD recommendations.

CBA's adoption of TNFD recommendations represents a natural progression from its implementation of the Task Force on Climate-related Financial Disclosures (TCFD) guidelines in 2022. This expanded approach enhances the Company's ability to identify, assess, and report on broader nature-related issues.



### LEARN MORE:

Explore CBA's **Indicators Databook** for complete TNFD disclosures.

Read CBA's **Climate Agenda Report**, prepared in accordance with the TCFD recommendations.

Legado Verdes do Cerrado (GO)



## Managing biodiversity impacts GRI 101-2, CBA-70

CBA employs a structured, preventive approach to managing biodiversity impacts, based on the mitigation hierarchy. The Company is committed to achieving no net loss of biodiversity and, whenever

possible, a net gain and continuous improvement across its operations and supply chain. CBA's biodiversity strategy is based on globally recognized tools for detailed assessment of ecosystem services

and the potential risks and opportunities linked to its operations.

### Avoid

**The first step to preventing biodiversity impact**

Most operational sites conduct preliminary environmental impact assessments and implement preventive measures from the planning phase through execution. Protective buffer zones are established around operations to safeguard local ecosystems and minimize disruptions to natural conditions. Conservation practices are factored in the selection of suppliers and business partners.

### Reduce

**When impacts cannot be avoided – minimize**

Where impacts cannot be fully avoided, such as at the Alumínio plant and Mining Sites in Miraf and Poços de Caldas, targeted mitigation strategies are applied. These include ongoing environmental monitoring and real-time operational adjustments to minimize environmental risks. CBA also provides specialized training for employees and partners to ensure they apply best practices in impact mitigation.

### Restore & regenerate

**Positive action – measurable gain**

Where impacts cannot be fully mitigated, restoration and offset initiatives are implemented. These include reforestation with native species, establishing protected areas, and setting long-term ecosystem recovery targets. Stakeholder engagement is fostered through partnerships with universities, local communities, and suppliers.

### Transform

**Driving change at a global scale**

This includes sharing transparent information and developing initiatives in collaboration with different stakeholders.



A rehabilitated area in Zona da Mata (MG)

### Flora and fauna monitoring

As part of its commitment to biodiversity conservation, CBA regularly monitors flora and fauna in and around its operational sites. This monitoring helps identify potential environmental impacts from operations and track ecosystem recovery over time. CBA also maintains protected areas around its operational sites to protect the rich species diversity in surrounding areas.

### Sustainable Mining

CBA uses Sustainable Mining practices across all stages of mining at Poços de Caldas (MG), Itamarati de Minas (MG), Mirai (MG), and Barro Alto (GO), tailoring its approach to the specific characteristics of each region. CBA has a long-standing commitment to social and environmental responsibility, reflected in its 16-year collaboration with the Federal University of Viçosa (UFV) for research on environmental rehabilitation, forest restoration, and water conservation.

CBA's bauxite mines in Minas Gerais use short-cycle, localized, open-cast operations that do not involve explosives or pit excavation. The process involves carefully removing the topsoil, which is naturally rich in organic material, microorganisms, and seed banks—essential components for successful post-mining reclamation. In the Zona da Mata region, CBA is piloting a Mobile Beneficiation project which may

CBA applies **sustainable practices** across all stages of the mining process

allow for on-site bauxite processing and the production of *Tecno-solo* for use in mine reclamation. Learn more in [Dam Management](#).

In Barro Alto (GO), bauxite extraction takes place in a single, large mineralized deposit with deeper ore layers compared to CBA's other mine sites. While this operation does involve pit formation, it is conducted without the use of explosives or groundwater drawdown. Due to its nature, this mine will require full-scale reclamation following closure.

Post-mining reclamation is a cornerstone of CBA's sustainability strategy. This restores mined land to the same or better-than-original condition, enabling landowners to resume agricultural activities. CBA's rehabilitation practices yield environmental, social, and economic benefits—providing biodiversity gains, increasing land value, and maintaining a sustainable balance between mining and nature.

CBA's mining developments also establish wildlife corridors that facilitate species migration and reduce habitat fragmentation. Notable conservation initiatives include the Boa Esperança Private Natural Heritage Reserve (RPPN) in Descoberto, the São Lourenço RPPN in Itamarati de Minas (Zona da Mata, MG), and the Morro Grande RPPN in Caldas, southern Minas Gerais.



Rehabilitated area in Zona da Mata (MG)

## CBA receives Environmental Recovery Certification for Mined Areas in Minas Gerais

CBA has become the first mining company in Minas Gerais to receive an Environmental Recovery Certification for Mined Areas, granted by the State Environmental Foundation (FEAM). The certification attests to the successful restoration of bauxite-mined land in Descoberto, Zona da Mata (MG), officially designated for "Agriculture, Livestock, and Environmental Preservation."

Since the introduction of Copam Normative Resolution 220 in 2018, this marks the first certification in Minas Gerais for an area restored with native Atlantic Forest species—as part of CBA's commitment to integrating agriculture with biodiversity preservation. CBA's land rehabilitation process includes planting native seedlings, providing soil protection, and facilitating the natural regeneration of local plant and animal species. Research in collaboration with the Federal University of Viçosa (UFV) has shown significant progress,

including the identification of 69 plant species in the seed bank and 53 bird species, many of which are primary seed dispersers that play a key role in ecological succession. Wildlife monitoring via camera traps has documented important ecological species such as the ocelot, tayra, and paca, underscoring the success of CBA's restoration initiatives in fostering biodiversity and restoring essential fauna-flora interactions. These initiatives reinforce CBA's commitment to sustainability and demonstrate how responsible mining can contribute to ecosystem resilience and environmental balance.

**Environmental rehabilitation efforts included planting native seedlings, supporting the regeneration of local flora and fauna**

## Reserves

CBA owns the Legado Verdes do Cerrado nature reserve and is a co-founder of the Legado das Águas reserve. These private reserves, managed by Reservas Votorantim, protect 32,000 hectares of *Cerrado* biome in Goiás and 31,000 hectares of Atlantic Forest in São Paulo, respectively.



*Legado Verdes do Cerrado (GO)*

## In 2024, the Goiás state government recognized Legado Verdes do Cerrado as the first Private Sustainable Development Reserve (RPDS) in the state

### Legado Verdes do Cerrado GRI 101-1

Legado Verdes do Cerrado (LVC), located in Niquelândia, northern Goiás, is a nature reserve managed by Reservas Votorantim that supports scientific research, innovation, and biodiversity protection while generating shared value for the region and linking the conventional economy to the new economy. In 2024, LVC became the first officially recognized Private Sustainable Development Reserve (RPDS) in Goiás—confirming its importance in protecting and restoring the *Cerrado* biome.

Covering 32,000 hectares—equivalent to the size of Belo Horizonte (MG)—LVC operates under an innovative model that combines large-scale conservation

with social and economic development. Approximately 80% of the land remains in a pristine state, while the remaining 20% is used for conventional agricultural and livestock practices that follow regenerative land management techniques. Highlights from 2024 include:

- **Participatory wildlife monitoring:** motion-activated camera traps have been used to capture images of rare and endangered species such as the bush dog, jaguarundi, and the elusive black jaguar, a species rarely seen in the wild. Employees also take an active role in wildlife monitoring by documenting animal tracks and sightings on a dedicated

dashboard displaying the reserve's map in the cafeteria. LVC has established strategic partnerships aimed at protecting endangered species and enhancing biodiversity conservation

- **Scientific research:** LVC collaborates with the Goiás State Research Support Foundation (FAPEG) to advance conservation research. In 2024, three new research projects— graphene nanocomposites for water treatment, cave ecosystems and biodiversity, and vertebrate species identification through invertebrate iDNA analysis—were initiated through the second FAPEG call for research projects

- **Ecotourism:** in 2024, LVC hosted ecotourism events, including guided jogging, educational tourism, and environmental education visits for public schools as it prepares to gradually open to the public in 2025
- **Integrated crop-livestock-forestry systems:** this approach is designed to optimize land use, boost productivity, diversify production, and generate high-quality crops. A 50-hectare model area has been established within the 3,000 hectares designated for grain and livestock production. This system will facilitate knowledge sharing with other farmers in the region
- **Biodiversity Center:** LVC has also invested in cultivating native *Cerrado* plant species, such as the baru nut, which has significant

commercial potential. The reserve has also partnered with a nursery in Goiânia to develop native plants for landscaping purposes

- **Ecological restoration:** the Biodiversity Center runs projects to rehabilitate degraded land. Currently, LVC holds restoration agreements in Minas Gerais and Goiás, including a three-year agreement for restoring private and public lands. The reserve also maintains a germplasm bank containing more than 1.9 million native seeds. In 2024, LVC contributed to the restoration and maintenance of 123 hectares of native *Cerrado* habitat

Visit the [Legado Verdes do Cerrado website](#).



### REDD+ *Cerrado* program

The REDD+ *Cerrado* project, launched at Legado Verdes do Cerrado (LVC), is an innovative initiative designed to generate carbon credits by preserving the biodiversity of the Brazilian *Cerrado*—a vital biome that supports key ecosystem services and harbors exceptional species diversity. Spanning 11,500 hectares, the project holds the distinction of being the first in the *Cerrado* biome to receive REDD+ carbon credit certification.

The carbon credits generated by the REDD+ *Cerrado* initiative are independently audited and registered with Verra, a globally recognized certification body for voluntary carbon offsets, enhancing their credibility and traceability. REDD+ *Cerrado* credits are also certified for high integrity under the Social Carbon standard. In 2024, the project sold 100% of the 374,700 carbon credits issued for the period 2017–2023. The next round of credit issuance is currently under review by Verra.

The sheer scale of the Legado Verdes do Cerrado landmass ensures the project’s high environmental integrity—both in terms of the biodiversity it harbors and preserves and of its land management approach. The reserve serves as a wildlife corridor for the jaguar, an endangered species, and is also home to another threatened species, the bush dog. In addition, LVC harbors 1,500 documented plant species—equivalent to 12.5% of the entire *Cerrado* flora—and protects critical water sources that replenish the Traíras River, the primary source of water supply for the municipality of Niquelândia.

### Legado das Águas GRI 101-1

Legado das Águas (LA), Brazil's largest private Atlantic Forest reserve, is a model of environmental conservation and sustainable development. Covering 31,000 hectares across the municipalities of Juquiá, Miracatu, and Tapiraí in São Paulo, LA plays an important role in preserving biodiversity, ensuring the survival of one of Brazil's most species-rich ecosystems.

Established by CBA, Nexa, Auren, and Votorantim Cimentos, and managed by Reservas Votorantim, LA hosts green economy initiatives and research programs run by Votorantim companies or in collaboration with universities and research institutions, serving as a natural research hub. As a signatory of the UN Global Compact through Reservas Votorantim, LA supports biodiversity conservation initiatives. The reserve's long-term conservation is further supported by a Memorandum of Understanding with the São Paulo State Environmental Department.



Legado das Águas (SP)



Legado das Águas (SP)

Beyond conservation, LA stimulates local socio-economic growth by creating jobs and income opportunities through ecotourism, native plant production, and environmental education programs. Highlights from 2024 include:

- **Ecotourism development:** Legado das Águas, along with the five neighboring municipalities (Tapiraí, Juquitiba, Miracatu, Juquiá, and Piedade), was officially

recognized as Brazil's first ecological tourism district by the São Paulo State Government, positioning the reserve as an anchor to attract economic and environmental opportunities. A dedicated Management Committee has been established, bringing together local municipalities to discuss investments in ecotourism development. This initiative supports jobs and livelihoods in the Vale do Ribeira region

- **Carbon credit sales:** Legado das Águas successfully sold carbon credits generated using the PSA Carbonflor methodology, developed by Reservas Votorantim, the reserve manager, in collaboration with ECCON Soluções Ambientais. These credits will be registered on B3's primary carbon registry platform, which is currently in development. The carbon credit sale and the platform's official launch were announced at the Brazil Climate Summit in New York
- **Scientific research:** Legado das Águas actively supports research projects focused on endangered species. It has expanded its institutional collaborations and joined the National Atlantic Forest Bird Conservation Plan (PAN Mata Atlântica - ICMBio Cemave). In 2024, LA launched research grants for projects focused on biodiversity conservation, ecosystem services, territorial development, and bioeconomy. As part of its science outreach efforts, LA also hosts scientific tourism—offering programs in collaboration with researchers that give visitors the opportunity to engage with science
- **Bioproduct development:** Reservas Votorantim has partnered with the National Center for Research in Energy and Materials (CNPEN) to bioprospect

for enzymes derived from Atlantic Forest herbivore feces and microorganisms—such as bacteria, yeast, and fungi—through research conducted at Legado das Águas

- **Ecosystem restoration:** at Legado das Águas, environmental impact mitigation is integrated into a business model centered on nature-based solutions. The reserve actively provides ecological restoration services to external partners. In 2024, LA contributed to the restoration of 281.7 hectares of Atlantic Forest in São Paulo State

## Wildfire prevention in the reserves

Reservas Votorantim takes a preventive and responsive approach to fire management across its forested conservation areas, including Legado Verdes do Cerrado (LVC) and Legado das Águas (LA), which CBA respectively owns and co-founded. In the *Cerrado* biome, where dry conditions increase wildfire risk, LVC has implemented a comprehensive Integrated Fire Management Plan, covering prevention, early detection, response, and community engagement. In 2024, LVC strengthened its fire response capabilities by acquiring new firefighting equipment, conducting continuous training with local fire responders, and utilizing

satellite surveillance to detect and respond to fire outbreaks swiftly.

In the Atlantic Forest, where wildfire risk has traditionally been low, Legado das Águas has taken proactive measures in response to growing climate-related threats. This includes establishing a specialized fire response team and intensifying surveillance—particularly during dry periods. Similar to LVC, satellite-based fire monitoring has been implemented at Legado das Águas, ensuring efficient detection of fire outbreaks.

Visit the [Legado das Águas website](#).

## The Reserves initiatives support the following Global Biodiversity Framework targets:

### By 2030

- **Conserve 30%** of land, waters and seas
- **Restore 30%** of all degraded ecosystems
- **Reduce the introduction** of invasive alien species by 50% and minimize their impact

### By 2050

- **Halt species extinction**
- **Promote the sustainable use** of biodiversity
- **Ensure the fair and equitable sharing** of biodiversity benefits

# Water GRI 3-3

Water is a critical resource for aluminum production and essential for sustaining life on the planet. Beyond ensuring the efficient and sustainable use of water in its processes, CBA works to mitigate water stress and safeguard water availability in its operational regions.

Water Resources Management is one of the programs under the 2030 ESG Strategy. Among its established targets, a key focus is to reduce new water consumption by 20% per tonne of molten aluminum produced at the Alumínio plant — which accounts for 91% of CBA's total water withdrawal — by 2030, using 2019 as the baseline year. To meet this target, CBA is implementing closed-loop water optimization projects, smelter upgrades, and advanced water recovery systems. Progress is monitored monthly, supporting decision-making.

Another major focus of CBA's 2030 ESG Strategy is strengthening water security through collaborations with stakeholders. CBA is an active participant in the Watershed Committees of the regions hosting its hydropower plants and mines.

Topics related to CBA's activities discussed in these forums are addressed by the Company's Water Resilience Committee, reinforcing knowledge-sharing and the pursuit of joint solutions.

Other water management initiatives include:

- **Employee training:** CBA has awareness-raising programs to promote responsible water use among employees and water savings in production processes
- **Water Security Index:** CBA's Energy Business developed a Water Security Matrix to assess the stability and resilience of its reservoirs, factoring in water volume, protected areas, and risk mitigation strategies. These reservoirs play a strategic role in climate resilience, ensuring water availability in droughts and flood control during heavy rainfall, ultimately protecting local communities
- **Leveraging technology to optimize production efficiency & safety:** the Palmital dam (Alumínio, SP) has started operation of a [Dry Residue Disposal](#)



Serraria HPP (SP)

system that enables the water content to be reused before the residue is disposed of. The Smelter Upgrade will also eliminate the need for wet gas scrubbing systems, leading to a significant reduction in water usage at this stage of the process

### Total water consumption in areas with and without water stress (in megaliters) [GRI 303-3, 303-4, 303-5](#)

	2024							
	Aluminum Business		Energy Business		Nickel Business		Total CBA	
	Regular areas	Areas with water stress	Regular areas	Areas with water stress	Regular areas	Areas with water stress	Regular areas	Areas with water stress
<b>Water withdrawal (in megaliters)</b>	1,914.9	225.8	19.2	0	108.9	0	2,043.0	225.8
<b>Water discharge (in megaliters)</b>	4,215.1	101.8	17.3	0	0	0	4,232.4	101.8
<b>Water consumption (in megaliters)</b>	-2,300.2	124.0	1.9	0	108.9	0	-2,189.5	124.0

**Note 1:** historical data can be found in the [Indicators Databook](#).

**Note 2:** water consumption is calculated as water withdrawal less water discharge. At some sites, water discharge exceeds water withdrawals due to rainfall inputs into reservoirs and impoundments, which explains the negative total water consumption figures for the Aluminum Business.

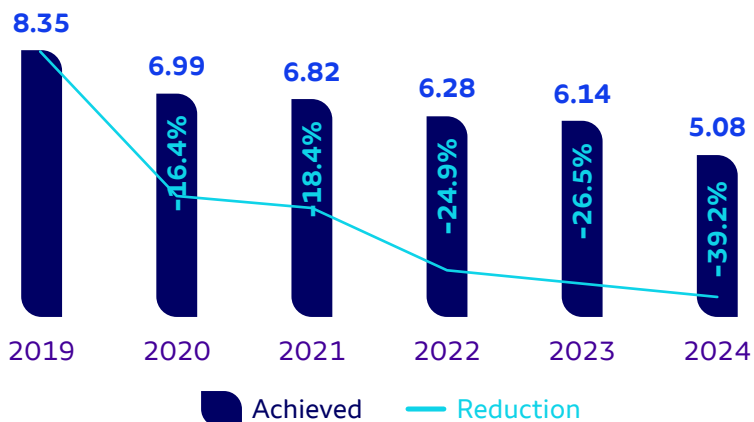
**Note 3:** in the Nickel Business, water withdrawals are sourced from the Mosquito Dam. Because the Niquelândia site has been curtailed since 2016, water withdrawal is minimal, used solely for human consumption and plant maintenance—thus, all treated water is consumed.

### Water intensity by product (in m<sup>3</sup>/t) [CBA-11](#)

	2021	2022	2023	2024
<b>Mines (processed bauxite)</b>	0.06	0.05	0.05	0.02
<b>Alumínio plant (finished products*)</b>	6.33	5.72	5.64	4.68
<b>Metalex (billets)</b>	0.84	0.63	0.69	0.69
<b>Alux do Brasil (cast aluminum)</b>	NAv	0.36	0.43	0.38
<b>Itapissuma (semi-fabricated products)</b>	5.44	5.97	5.13	5.05

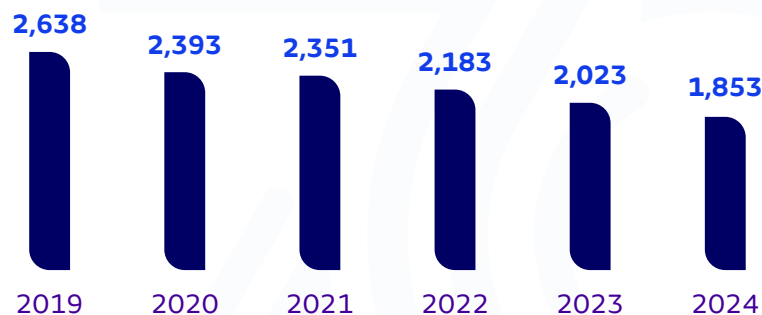
**Note:** Alux was acquired in 2022 and therefore no data is available for 2021.

### Water intensity (m<sup>3</sup>/t molten aluminum)



**Note:** the baseline year for the reduction in water consumption is 2019, as established in the 2030 ESG Strategy. This disclosure includes water withdrawal data from the Alumínio plant (SP) and the production of molten aluminum (Smelters).

### Consumption at the Alumínio plant (megaliters)



**Note:** this disclosure accounts for water withdrawal from the Alumínio plant (SP).

## Waste and co-products GRI 3-3, 306-1, 306-2

Responsible waste management is a key priority for CBA. The Company conducts detailed assessments of waste impacts across its operations in order to minimize environmental impacts and optimize resource efficiency. By implementing best practices and safe disposal solutions, CBA is delivering on its commitment to environmental preservation and regulatory compliance.

Drawing guidance from Brazil's National Waste Policy and internal standards, the Company's waste management policies establish minimum safety and efficiency criteria. A Waste Management Plan (PGRS) governs the end-to-end

waste lifecycle—from generation to final disposal—through well-defined operational procedures, ensuring a preventive approach and continuous improvement.

CBA's waste streams are regularly audited and tracked through a Waste Waybill System (MTR), which is integrated into platforms that ensure transparent monitoring through to disposal. Waste management by contractors is closely monitored through environmental audits, document reviews, and on-site inspections, ensuring compliance with contractual and legal obligations. CBA also uses advanced digital tools for document control and compiling metrics.

Waste compliance reports are generated at different intervals in accordance with legal requirements, providing a comprehensive overview of waste movements. Continuous improvement in platform integration ensures more efficient and transparent reporting.

CBA conducts **ongoing monitoring** and **applies best practices in waste management**



### Total weight of waste generated in metric tons, by composition GRI 306-3, EM-MM 150a.7

Total weight of waste generated, by composition (in metric tons)	2021			2022			2023			2024		
	Aluminum Business	Nickel Business	Total CBA	Aluminum Business	Nickel Business	Total CBA	Aluminum Business	Energy Business	Total CBA	Aluminum Business	Energy Business	Total CBA
Hazardous waste (Class I)	8,909.0	588.9	9,497.9	10,307.9	10.3	10,318.2	7,417.3	12.1	7,429.4	7,522.7	524.7	8,047.4
Non-hazardous waste (Class II)	1,443,052.6	165.4	1,443,218.1	1,658,828.9	30.0	1,658,858.9	1,395,455.1	474.1	1,395,929.2	1,551,726.3	206.3	1,551,932.6
Non-inert (Class II A)	NAv	NAv	NAv	NAv	NAv	NAv	1,382,729.5	444.7	1,383,174.2	1,539,550.7	65.3	1,539,616.0
Inert (Class II B)	NAv	NAv	NAv	NAv	NAv	NAv	12,725.6	29.4	12,755.1	12,175.6	141.0	12,316.6
<b>Total</b>	<b>1,451,961.6</b>	<b>754.3</b>	<b>1,452,716.0</b>	<b>1,669,136.8</b>	<b>40.3</b>	<b>1,669,177.1</b>	<b>1,402,872.4</b>	<b>486.2</b>	<b>1,403,358.6</b>	<b>1,559,249.0</b>	<b>731.0</b>	<b>1,559,980.0</b>

### Waste generated by type SASB EM-MM 150a.4, EM-MM 150a.5, EM-MM 150a.6

Total weight of non-mineral waste, tailings and waste rock (thousand metric tons)	2021			2022			2023			2024		
	Alumínio plant	Mines	Total	Alumínio plant	Mines	Total	Alumínio plant	Mines	Total	Alumínio plant	Mines	Total
Tailings	106	0	106	106	0	106	78	0	78	0	779	779
Non-mineral waste	525	727	1,252	511	941	1,452	499	699	1,198	625	0	625
<b>Total</b>	<b>631</b>	<b>727</b>	<b>1,358</b>	<b>617</b>	<b>941</b>	<b>1,558</b>	<b>577</b>	<b>699</b>	<b>1,276</b>	<b>625</b>	<b>779</b>	<b>1,404</b>



Scraping sludge (Co-product),  
Alumínio plant (SP)

## Co-products GRI 306-2

CBA is making significant strides in transforming waste materials into valuable co-products, as part of its commitment to advancing the circular economy. A multidisciplinary team—comprising experts from the Environment, Special Sales, Engineering, and Technology teams—collaborates to add value to the Company's co-products through internal reuse and commercial applications.

CBA generates 85 types of waste in its processes, with 41 already classified as marketable co-products. Materials once classified as waste are being repurposed as inputs and raw materials for other industries—supporting environmental

conservation, strengthening supply chain sustainability, and creating additional revenue streams for CBA.

In 2024, CBA's Co-products Division conducted a comprehensive strategic review, establishing a five-year roadmap for expansion. This effort included a revamp of financial indicators to improve transparency, operational efficiency, and data-driven decision-making, all aligned with CBA's long-term sustainability strategy. Concurrently, research and development (R&D) around repurposing co-products have become a key focus area.

### Types of disposal (%)

	2024
Co-processing	1%
Other	90%
Recovery	1%
Reuse/recycling	7%
Agricultural use	1%

### Black dross

CBA is investing in innovative technology to process black dross, a co-product of secondary aluminum production. The goal is to extract valuable compounds, such as ammonia and urea, which have potential applications in agriculture

### White dross

CBA is also exploring ways to repurpose white dross, another aluminum co-product, especially through aluminum recovery back into the production process



**LEARN MORE:**

Explore CBA's new [co-product portfolio](#).  
(available in Portuguese only)

### Dry Residue Disposal

Dry residue has potential applications in cement manufacturing



“CBA is conducting extensive research to repurpose waste materials as co-products that can generate new revenue streams while ensuring compliant disposal.”

**Albino Mercado Júnior**  
Engineering and Technology VP



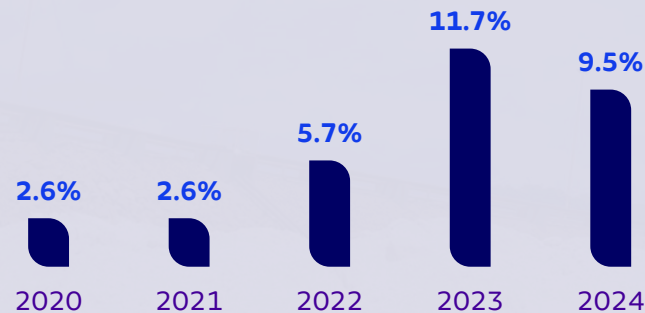


Around  
**48% of CBA's waste**  
is classified as co-products



In 2024, revenue from  
co-product sales increased  
**by 30.7%**  
compared to 2023

### Revenue from co-products



**Note:** this disclosure is calculated as revenue from co-products in the year divided by total costs incurred by the residue department. The decline in co-product sales in 2024 was due to operational instability issues in smelting operations.

## Co-products Management mission statement

Optimize co-product utilization, value and positive impact in industry through both internal initiatives and strategic partnerships

### Pillars

**1. Management of roles and responsibilities**  
Ensures clear and effective communication across all departments involved

**2. Decision-making governance**  
Plays a key role in decision-making and project scoping

**3. Customer/supplier assessments**  
Helps expand the commercial reach of the division strategically

**4. Internal management**  
Uses digital monitoring and performance tracking

**5. Development**  
Converts waste into marketable co-products

**6. Trading**  
Leverages new business models and partnerships to drive sales

# Dam Management GRI 3-3

CBA manages different types of dams, including bauxite residue, mine tailings and water impoundment dams as well as hydroelectric dams within the Energy Business (both large-scale (HPP) and micro (MHPP) hydroelectric power plants).

The Company's dam management strategy is built upon a robust safety system aligned with national and international best practices and fully compliant with all state and regulatory requirements. Key dam management activities include real-time monitoring, instrumentation readings, scheduled inspections, and routine safety reviews. All dams within CBA's Aluminum and Energy Businesses operations are managed via a system that includes Periodic Safety Reviews (RPS), Dam Safety Plans (PSB), and Emergency Response Plans (PAE).

Each waste, water impoundment and hydroelectric dam has a dedicated Emergency Response Plan which is regularly updated for compliance with legal requirements. The plan provides guidance on identifying and classifying risks to dam integrity and outlines procedures to minimize risks to human life, protect the environment, and preserve cultural heritage.

To enhance safety, CBA regularly commissions audits carried out by independent third-party firms to ensure that dam conditions align with internal monitoring protocols. Regular reports are issued in accordance with legal requirements, providing a comprehensive and ongoing assessment of dam conditions. In 2018, the Company created a Dam Safety Committee which meets regularly to review dam safety protocols, promote continuous improvement, and ensure the effectiveness of dam safety practices. Dams are also periodically inspected by the appropriate government agencies and have valid dam safety certificates as required by law.



## LEARN MORE:

The most recent Emergency Response Plans (PAEs) are publicly available on CBA's [website](#) for full transparency.



Itupararanga HHP (SP)

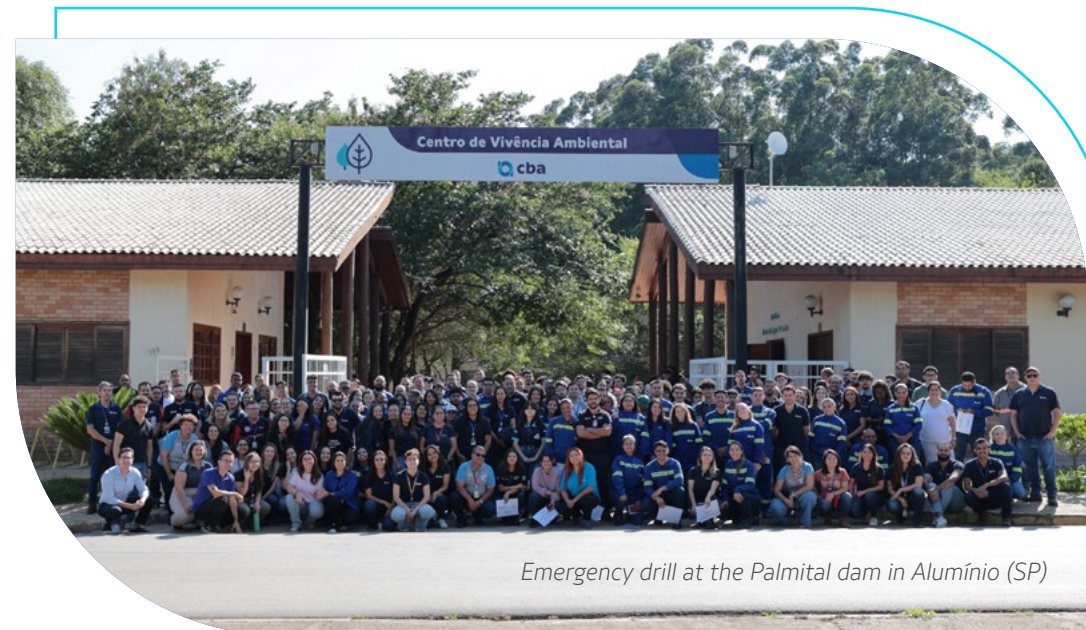
## Emergency drills

CBA conducts regular emergency drills to test the effectiveness of its Emergency Response Plans (PAEs) and ensure the safety of communities downstream of its dams. These exercises play an important role in fostering a culture of safety and ensuring community preparedness to respond in an emergency. One of the highlights from 2024 was the emergency drill at the Palmital dam in Alumínio (SP), which engaged nearly 2,800 participants. In addition, drills were conducted at the Itamarati de Minas (MG) and Mirai (MG) mines, in Niquelândia (GO), and at seven hydropower plants within the Energy Business. The highly level of participation underscored growing community engagement and the effectiveness of CBA's awareness-raising initiatives.

CBA has also introduced monthly system checks across all operational sites to ensure the reliability of emergency alarm systems. At the Palmital dam (SP), for instance, a scheduled siren test takes place on the third Friday of each month, helping to ensure emergency preparedness, particularly in local schools. Over time, schools have independently incorporated these drills, practicing evacuation procedures and actively seeking practical safety guidance. These activities have helped to change

community mindsets, with residents now better prepared to respond in the event of an emergency.

In addition to drills, CBA provides transparency around its dam management practices by sharing detailed safety information through sustainability reports and other communication channels. This helps to build public trust and to demonstrate the Company's commitment to community safety and well-being in the regions where it operates.



Emergency drill at the Palmital dam in Alumínio (SP)

### Participants in emergency drills by site CBA-3

	2021	2022	2023	2024
<b>Alumínio plant</b>	364	1,157	2,569	2,795
<b>Mines</b>	25	154	156	144
<b>Niquelândia</b>	28	57	55	52
<b>Energy Business</b>	NA	474	221	149
<b>Total</b>	<b>417</b>	<b>1,842</b>	<b>3,001</b>	<b>3,140</b>

**Note 1:** The Energy Business was merged into CBA in 2022. Prior-year data are therefore not applicable (NA).

**Note 2:** Data for this disclosure were compiled from forms completed directly by participants during the drills.

**Note 3:** in the Energy Business, emergency drills are conducted on a staggered basis across the 15 dams every three years, which explains the varying number of participants.



“Emergency Response Plans are a regulatory requirement that CBA takes seriously as part of its commitment to safety and sustainability. We actively involve communities in developing these plans and regularly test them to ensure effectiveness. We know that maintaining these plans requires significant effort, but we believe they exemplify the prudent and responsible approach we take to protecting people and the environment.”

**Rogério Jorge**

Energy Business VP

## Innovation in dam management

CBA has been among the leading industry players in developing solutions to improve the management and safety of its waste storage facilities. The Company is currently developing a world-first bauxite concentration process that produces a ready-to-use soil for reclamation, eliminating tailings production and, hence, the need for tailings dams. The process revolves around a mobile beneficiation plant—a portable processing unit that moves along with mining operations—and the production of *Tecno-solo*, which repurposes separated clay minerals into a usable rehabilitation material.

The innovative system tackles critical industry challenges, such as water

conservation and enhanced recovery, paving the way for new, sustainable mining models. CBA is developing the project in collaboration with the Federal University of Viçosa (UFV) and a leading multinational mining equipment manufacturer.

Another key initiative is the Dry Residue Disposal project, which uses filter press technology at the Palmital dam in Alumínio (SP) to dewater tailings before storage. The extracted water is recycled back into the Refinery process, maximizing water efficiency. The dry residue disposal method not only makes the dam safer but can also be repurposed as a valuable co-product.

CBA's **Dry Residue Disposal** project optimizes resource use and has the potential to generate co-products

Dry Residue Disposal,  
Alumínio plant (SP)



# Dry Residue Disposal

This process turns wet bauxite residue into a dry, solid material, improving safety and sustainability

1

Bauxite reacts with caustic soda to extract alumina (aluminum oxide)

4

The soda-rich **liquid** is recycled back to the start of the alumina production process

5

The **dry residue** is sent to a designated disposal area at the Palmital dam (Alumínio/SP)

Co-products

Ongoing research shows promising results for using the residue in cement manufacturing

Dam

Filter Press

3

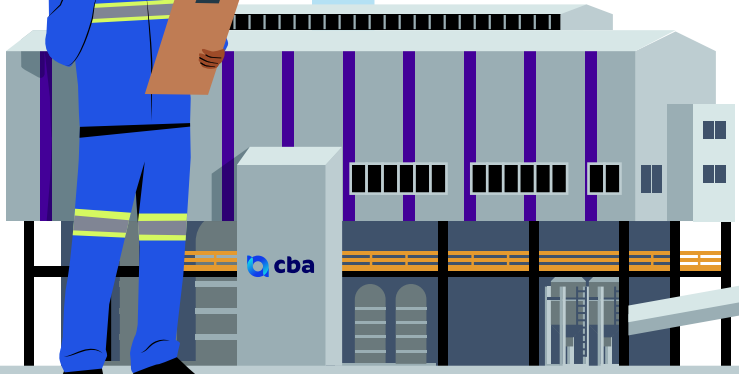
Residue is filtered and pressed to remove excess liquid, resulting in a dry solid material

Benefits

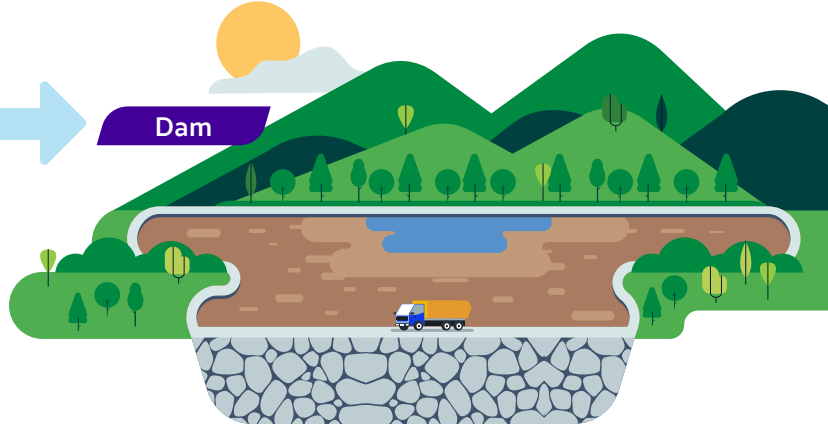
- Reuse of water and soda (which represents a high cost for the Refinery)
- Safer dam
- The residue dam can potentially be eliminated altogether by waste turning into valuable co-products



Refinery



Filter Press



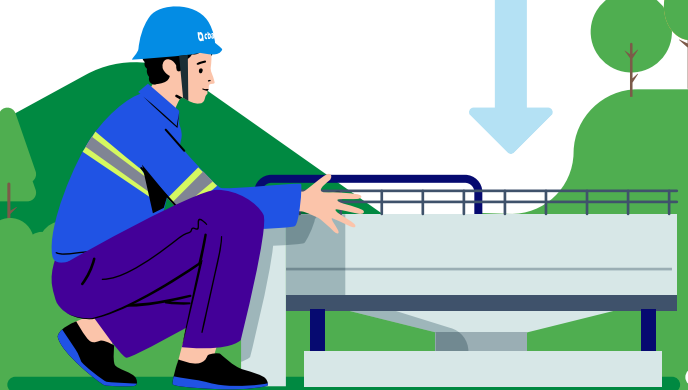
Dam



Co-products

2

Caustic soda remaining in the residue is recovered using decanters



Decanter



“Using filter press technology to reduce moisture content in bauxite residue provides a number of important benefits for CBA’s operations. This project has not only improved operational efficiency but has also been a major technological milestone for the Company, with positive impacts on safety, resource optimization, and sustainability.”



**Alexandre Vianna**

Primary Products VP



Scrap, Metalex (SP)

## Circular aluminum GRI 3-3

Aluminum recycling and the circular economy are core to CBA's sustainability strategy. Because aluminum is infinitely recyclable, it is among the best suited materials for the circular economy. The benefits of aluminum recycling include 95% energy savings compared to primary aluminum production, as well as lower emissions and consumption of raw materials.

Aluminum circularity is among the levers of CBA's 2030 ESG Strategy. This roadmap sets a number of related targets, which include increasing industrial scrap content to 80% at Metalex and 50% at the Alumínio plant,

further expanding external scrap sourcing, and recycling 40,000 metric tons of carton and flexible packaging waste annually. Recycling practices at CBA are governed by its [Sustainability Policy](#) and [Integrated Management Policy](#).

Recycling also provides financial benefits, such as reduced operational costs and greater resilience to economic fluctuations. By optimizing processes and maximizing material reuse, CBA is building a more efficient and resilient value chain.

### Scrap utilization can lead to emissions reductions of between:

**0.2 and 5.0**  
metric tons

of CO<sub>2</sub> equivalent in primary aluminum production

**1.1 and 5.7**  
metric tons

of CO<sub>2</sub> equivalent in Downstream production



## Learn more about CBA's recycling initiatives:

### Metalex (Araçariçuama, SP)

In 2024, CBA further optimized its treatment and cleaning line, installed the year before. Key operational challenges—such as scrap pricing, availability, and quality—were successfully addressed. Metalex has a processing capacity of 100,000 metric tons per year and features advanced separation and cleaning systems that remove impurities like iron, plastic, and rubber, ensuring higher-quality recycled aluminum. As a result, the share of scrap in Metalex billets can be increased from 60% to as high as 80%, reducing raw material consumption and carbon emissions.

**67%**

scrap content in 2024

### Alumínio plant (Alumínio, SP)

CBA's largest production facility, the Alumínio plant, uses scrap as a primary input in its casting operations, improving process efficiency and sustainability. In 2024, after implementing process optimization measures, the plant achieved a 32% increase in scrap utilization compared to 2023.

**23%**

scrap content in 2024

### Alux (Nova Odessa, SP)

Alux is a key enabler of CBA's circularity strategy, producing ingots and molten aluminum from both externally sourced scrap and internal scrap from Metalex and the Alumínio plant. With a capacity of 46,000 metric tons per year, Alux supplies aluminum primarily to the automotive industry, while contributing to CBA's recycling commitments.

**94%**

scrap content in 2024

### Itapissuma plant (Itapissuma, PE)

The Itapissuma plant incorporates both internal and external scrap as a raw material for producing aluminum sheet and coil, primarily serving the packaging and transportation industries.

**56%**

scrap content in 2024

### Processing & Recycling Centers

In 2023, CBA launched its first Processing & Recycling Center in Araçariçuama (SP), co-located with Metalex, with the capacity to process over 6,000 metric tons of scrap per year. The recycled material is used in all production sites, increasing circular integration across sites. In 2024, CBA built a second Processing & Recycling Center in São José do Rio Preto (SP), with a processing capacity of 5,000 metric tons per year. The center is set to launch in 2025.

**2,400 metric tons**

of scrap processed in Araçariçuama (SP)

### A sustainable recycling chain

CBA is working to integrate and strengthen its entire aluminum recycling value chain. By sourcing scrap directly from cooperatives, CBA secures a responsible supply of materials for production while supporting socioeconomic development and sources of income for cooperative members, strengthening social inclusion.



**LEARN MORE:**

Learn more in [Social legacy](#).



## Recycled input materials used by business unit GRI 301-1, 301-2, CBA-8

Operation	2021				2022				2023				2024						
	Alumínio	Metalex	Itapissuma	Total	Alux	Alumínio	Metalex	Itapissuma	Total	Alux	Alumínio	Metalex	Itapissuma	Total	Alux	Alumínio	Metalex	Itapissuma	Total
Internal scrap consumed (t)	77,432	8,198	34,322	119,952	0	80,715	7,803	32,228	120,746	975	55,955	7,582	29,903	94,415	815	58,629	4,176	30,005	93,625
External scrap consumed (t)	13,314	45,164	948	59,426	26,908	9,864	45,598	764	83,133	25,836	24,461	36,987	7,726	95,010	27,018	39,938	38,657	8,303	113,915
Total raw materials consumed (t)	444,470	85,068	77,899	607,437	29,595	437,989	82,069	71,036	620,688	28,713	424,833	66,612	68,390	588,548	30,122	494,911	62,163	68,684	655,880
Percentage internally sourced scrap (%)	17%	10%	44%	20%	0%	18%	10%	45%	19%	3%	13%	11%	44%	16%	3%	12%	7%	44%	20%
Percentage externally sourced scrap (%)	3%	53%	1%	10%	91%	2%	56%	1%	13%	90%	6%	56%	11%	16%	90%	8%	62%	12%	17%
Total recycling percentage (%)	20%	63%	45%	30%	91%	21%	65%	46%	33%	93%	19%	67%	55%	32%	92%	20%	69%	56%	37%

**Note 1:** In compiling material disclosures in 2024, only raw materials used in the production of main products were included. These raw materials include: molten aluminum, ingots, and scrap (t). Variations in Alumínio plant figures are due to the global macroeconomic landscape.

**Note 2:** Alux was acquired in 2022 and therefore no data was reported for prior years.

## CBA develops groundbreaking technology for multi-material packaging recycling

CBA's proprietary ReAl technology is a proprietary, patented process that enables the separation of plastic and aluminum from flexible and carton-based packaging used in food, beverages, cosmetics, and other consumer goods. This cutting-edge solution delivers full circularity, enabling materials to be repurposed into new packaging. The initiative will support increased post-consumer packaging recycling rates in Brazil, creating environmental, economic and social benefits.

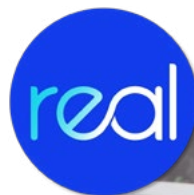
Hosted at CBA's Alumínio plant (SP), the ReAl plant can recycle up to 1.3 billion packages annually, with scalable capacity to expand as collection rates grow. Since its launch ceremony in 2024, which was attended by customers, industry associations, and partners, the plant has been under commissioning. Throughout 2025, operations will ramp up to full industrial scale. The ReAl pilot project was developed in collaboration with the National Center for Energy and Materials Research (CNPq) and received funding from the Brazilian Innovation Agency (FINEP) for the first module.

ReAl technology utilizes an alkaline solution to separate the aluminum from the plastic, enabling both materials to be fully recycled while retaining their properties. The recovered aluminum is reintroduced into the production cycle for new aluminum products, while the cleaned plastic is re-utilized in high-value applications, including premium packaging and plastic films. An additional benefit of the ReAl process is that it produces green hydrogen, a clean fuel that CBA can use to replace other energy sources, reducing CO<sub>2</sub> emissions. Beyond the technical breakthrough itself, a secondary goal of the project was to integrate into Brazil's existing recycling and collection systems, creating social value by increasing income for waste collectors.



**LEARN MORE:**

Watch the [ReAl technology launch video](#). (in Portuguese only)



From left to right: Luis Ermirio de Moraes, Luciano Alves and Ricardo Carvalho



PoliAlu - a composite plastic and aluminum material

# ReAl: innovation in multi-material packaging recycling

A world-first, ReAl technology is capable of recycling 100% of the materials in flexible and carton packaging containing aluminum



1

Flexible multi-material packaging is commonly used for products such as milk, juice, chocolate, toothpaste, ground coffee, and many others



2

Discarded packaging is collected by recycling companies or cooperatives. CBA supports social programs that help develop these cooperatives, improve earnings across the recycling chain, and reduce social vulnerability for workers

3

If the packaging contains paper, it is separated by a partner company. The separated material is a mixture of aluminum and plastic (PoliAlu), which is sent to CBA



6

The recovered **aluminum** is sent to CBA's Refinery, where it reenters the production process and is transformed into new products such as ingots, billets, sheet, foil, etc.

4

The PoliAlu material is cleaned and shredded to the appropriate size for the chemical reaction stage at the ReAl plant



5

An alkaline solution reactor separates aluminum from plastic. This process also generates green hydrogen, which will be utilized in CBA's operations in the future



7

Recovered **plastic** is repurposed for industrial use, including new packaging for cosmetics and cleaning products



# Governance for **sustainable business**

- Governance structure
- Ethics, integrity and compliance
- Risk management
- Sustainable value chain
- Financial management

*Cinthia de Pinho Miranda and Ricardo Augusto Magalhães, employees at the Corporate Office (SP)*

# Governance structure GRI 2-9, 2-10, 2-13

At CBA, corporate governance is more than just a management framework; it is a commitment to ethics, transparency, equity, and respect for stakeholders. Guided by policies and standards that are regularly reviewed and updated, CBA's governance bodies seek to balance economic performance and social and environmental responsibility, consistently pursuing sustainable value.

## General Shareholders' Meeting

CBA's highest governing body, responsible for approving financial statements, electing Board members, and proposing changes to the corporate bylaws.

## Board of Directors (BoD)

The Board of Directors is responsible for setting and validating Company strategy. Comprising eight members, three of whom are independent, the Board convenes regularly to set business strategy and define

corporate policies, including sustainability-related ones. It is also responsible for appointing the Executive Board members of CBA and its subsidiaries. To ensure effective governance, the Board of Directors is supported by several specialized committees, including a Sustainability and Capital Projects

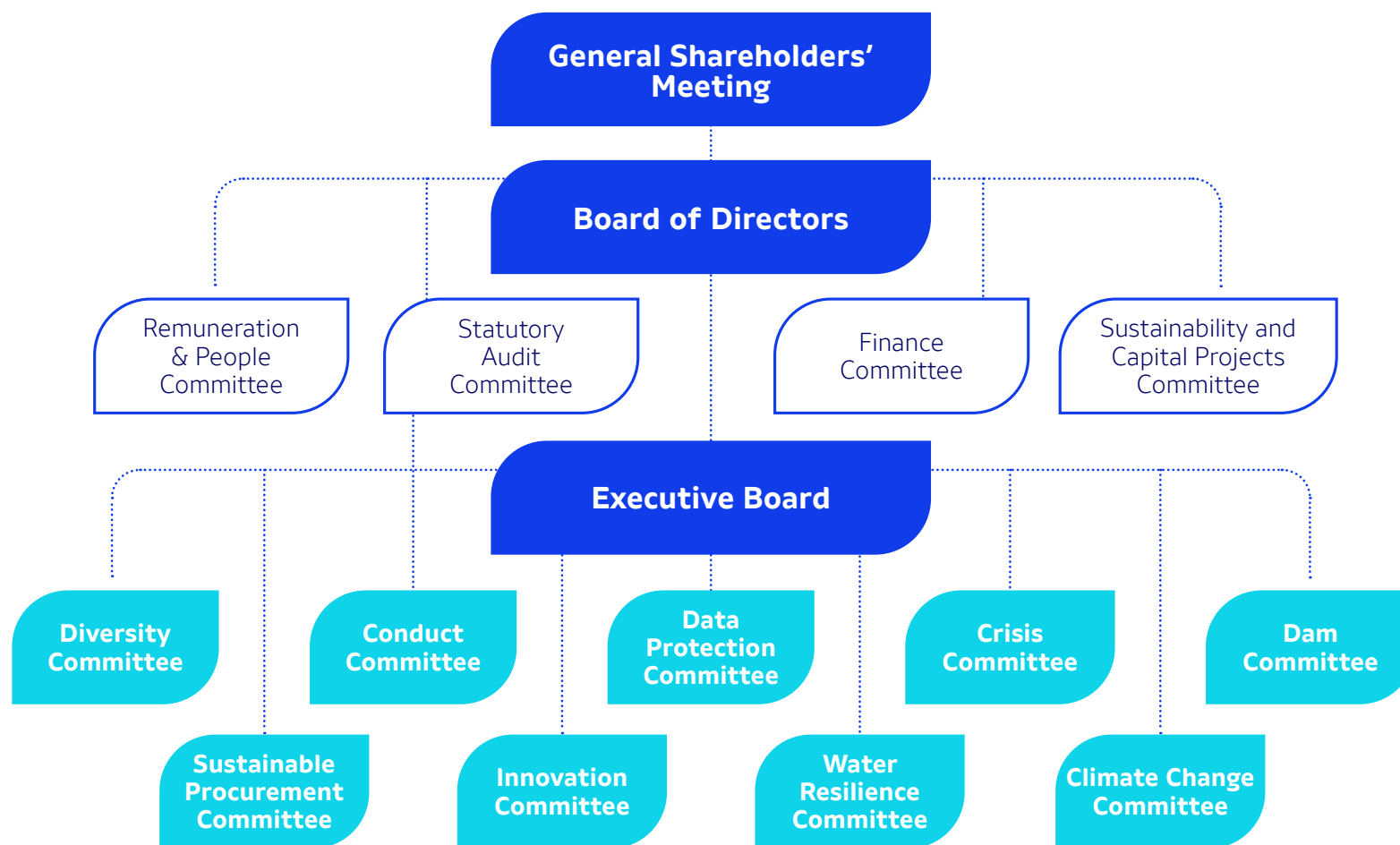
Committee, a Statutory Audit Committee, a Remuneration & People Committee, and a Finance Committee. The CEO provides overall oversight, while Executive Directors and the Chief Sustainability, Safety, and Environment Officer are responsible for execution in line with corporate policies.

CBA's governance structure balances financial performance with **social and environmental responsibility**



CBA Executive Board

## Governance structure



**LEARN MORE:**

Detailed information on the Board of Directors, Executive Board, and advisory committees can be found in the [Indicators Databook](#) and on CBA's Investor Relations [website](#).

### Nominating members to the Board of Directors

Board members are appointed at the General Shareholders' Meeting in accordance with the [Board, Committee, and Executive Nomination Policy](#) (available in Portuguese only), which is based on the following principles:

- **Diversity:** of knowledge, experience, behaviors, culture, age group, and gender
- **Independence:** members must not have relationships that could compromise their objectivity
- **Competence and experience:** candidates must possess an appropriate academic background, industry experience, and essential technical expertise. Sustainability expertise is considered a plus

Additional considerations include alignment with CBA's values and culture, personal integrity, strong professional reputation, and commitment to the role. In addition, members may not have held elective Executive or Legislative office in the past three years. The Chairman of the Board, Luis Ermirio de Moraes, holds no executive position within the Company, ensuring the separation of governance roles and preventing potential conflicts of interest. Similarly, the CEO does not hold a seat on the Board of Directors, in line with best governance practices and *Novo Mercado* listing requirements. [GRI 2-11](#)

### Sustainability and Capital Projects Committee

This four-member committee, which one of whom is independent, meets quarterly to advise the Board on matters related to CBA's 2030 ESG Strategy. Discussions include climate change, biodiversity, energy transition, aluminum circularity, social impact, and sustainable supply chain. In 2024, the Committee's mandate expanded to include capital project oversight, and was renamed accordingly. It is also responsible for oversight of environmental impacts.

Insights from the Committee's discussions are presented to the Board of Directors, fostering alignment and cross-functional collaboration in sustainability governance. To inform decision-making, the Committee regularly engages internal and external experts in its discussions. [GRI 2-17](#)

### Statutory Audit Committee

The Statutory Audit Committee consists of three independent members, one of whom also serves on the Board of Directors, ensuring autonomy in oversight. The Committee's key responsibilities include reviewing the financial statements, providing opinions on the engagement and performance of independent auditors, monitoring internal controls and CBA's Compliance Program, assisting in risk and crisis management, and

overseeing internal audits and the Ethics Hotline. This Committee also reviews the Annual Report and ensures the integrity of the financial statements.

### Finance Committee

Composed of three members, including one independent member and two Board members, the Finance Committee meets at least nine times per year. It is responsible for analyzing the economic landscape, monitoring budgets, assessing financial risks and investment plans, evaluating investment and divestment decisions, planning fundraising strategies, and overseeing the Company's capital structure.

### Remuneration & People Committee

Composed of five members—including three Board members and two independent members—this Committee advises the Board of Directors on executive compensation, appointments for management positions, and talent management. It also monitors employee development and recruitment policies, sets performance targets for executives, and oversees Diversity, Equity, and Inclusion (DEI) matters.



*Paula Cidale and Mariana Godoy, employees at the Corporate Office (SP)*

### Executive Board

The Executive Board consists of nine executives, including the CEO, who meet weekly and are supported by nine Executive Committees dedicated to key areas such as dams, ethics & conduct, diversity, and climate change. Executive Board members are responsible for managing daily operations, representing the Company to stakeholders, recommending strategic direction, and implementing Board of Directors decisions.

### Conflicts of interest [GRI 2-15](#)

CBA has processes in place to prevent and mitigate potential conflicts of interest, including clear internal policies and procedures. Potential conflicts of interest are first reviewed by the Legal & Compliance team and then periodically submitted to and

assessed by the Conduct Committee to inform decision-making.

Other measures to prevent and mitigate conflicts of interest include the following: CBA mandates periodic conflict-of-interest declarations from all members of the Board of Directors and other governance bodies; the Conduct Committee actively monitors potential conflicts and recommends necessary actions; and the Board of Directors upholds independent and transparent decision-making processes. The Company has an internal platform to manage annual Conflict of Interest Declarations.

## The Sustainability Committee now oversees capital projects

CBA's Sustainability Committee has broadened its role to include oversight of the execution of strategic capital projects. This led to its renaming as the Sustainability & Capital Projects Committee, denoting the integration of CBA's ESG agenda with its investment strategies. This change reflects CBA's commitment to embedding sustainability into its strategic priorities to deliver positive impact and balance economic growth with social and environmental responsibility.

"Being part of this committee allows me to witness firsthand the long-term impact of our strategic decisions. At the Sustainability & Capital Projects Committee, we actively consider the legacy we are bequeathing for future generations, making sure that every investment decision reflects our commitment to social and environmental responsibility and that every project delivers sustainable benefits over time."

### Luis Ermirio de Moraes

Chairman of the Board of Directors and member of the Sustainability & Capital Projects and Remuneration & People Committees



"CBA is completing a cycle of capital investments and preparing for its next wave of growth. The Committee is set to play a key role in this by incorporating discussions on financial and technological aspects that drive sustainability."

### Franklin Feder

Independent member of the Board of Directors and of the Sustainability & Capital Projects Committee



"The expansion of the Sustainability & Capital Projects Committee's mandate demonstrates its growing influence within the Company. It is a very robust forum that fosters meaningful discussion with the Board. As an independent member, I have a clear view of how CBA's sustainability agenda is progressing. The Committee advises, the Board approves, the Executive Team delivers, and ESG becomes increasingly embedded within the Company."

### Sonia Consiglio

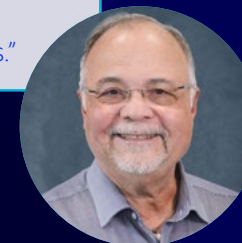
Independent member of the Sustainability & Capital Projects Committee



"CBA's governance framework plays a very important role in integrating sustainability across all levels, from the Board of Directors to employees. The Sustainability & Capital Projects Committee acts as an umbrella forum for sustainability topics such as diversity, tailings management, and emissions reduction. We discuss major initiatives and provide strategic support to the Board. The Committee is not a decision-making body but an advisory one, and it plays a highly valuable role. CBA's commitment to the future is enduring, never overshadowed by short-term challenges."

### Ricardo Carvalho

Board Member and Member of the Sustainability & Capital Projects and Remuneration & People Committees



# Ethics, integrity and compliance

GRI 2-12, 205-1, SASB EM-MM-510a.1

CBA has built an ethical legacy based on robust principles and responsible business practices. The Company seeks to develop safe, transparent, and sustainable business ventures, strengthening its reputation as a leader in ethical conduct within the sector. The Board of Directors is responsible for disseminating an ethical culture and the Organization's values, principles, and strategic commitments. The Compliance team, in turn, is responsible for championing the Company's ethical culture among employees and the wider value chain, leveraging resources such as:

- **Policies and standards:** documents like the [CBA Code of Conduct](#), [Supplier Code of Conduct](#), and various policies—covering [Human Rights](#), [Antitrust](#), [Diversity, Equity & Inclusion](#), [Sustainability](#), [Dealings with Government Officials](#) and [Anti-corruption](#)—set clear guidelines on integrity best practices. In 2024, a number of key governance policies were reviewed and updated, including CBA's Recycling Manual, Donations and Sponsorship Policy, and Operational Training Procedure. The Company also implemented a new Know Your Client workflow and an Operating Procedure on Gifts, Hospitality, and Entertainment. As per Company policy, all governance policies require approval from the Board of Directors or Executive Board.

- **Due diligence procedures:** Integrity Due Diligence (IDD) is conducted on stakeholders such as suppliers, customers, financial institutions, insurers, and other business partners to ensure that business relationships align with CBA's corporate values. In 2024, CBA enhanced its integrity screening processes for customers and introduced a new procedure in collaboration with the Commercial department to streamline customer IDD
- **Monitoring and internal controls:** these controls are designed to mitigate integrity risks, ensure operational transparency, and strengthen the effectiveness of the Compliance Program, upholding ethical and accountable business practices
- **Donations and sponsorship approval process:** designed to ensure transparency, prevent integrity risks, and mitigate potential conflicts of interest in sponsorship and donation activities
- **Integrity Risk Assessments and Compliance Program Maturity assessments:** conducted every three years to assess Compliance Program maturity at CBA and its subsidiaries, identifying opportunities for improvement and mitigating risks that could impact reputation and business operations. The most recent risk assessment, completed in 2024, evaluated the effectiveness of compliance action plans implemented over the previous three years. The assessment confirmed the robustness of CBA's Compliance

Program, with identified initiatives delivering strong results. An independent consulting firm assigned CBA a score of 3.81 out of 5, surpassing the market average of 3.27. The assessment also identified emerging risks to be tracked, particularly risks related to CBA's expanding role in the recycling sector. In response, 54 recommendations were developed, which CBA is implementing to strengthen its ethics practices, involving multiple departments.

In 2024, 100% of CBA's operations were evaluated for corruption-related risks. CBA takes a systematic approach to corruption risk monitoring and mitigation, utilizing assessment sheets completed by the Compliance team. These are reviewed on a quarterly basis and submitted to the Statutory Audit Committee and Board of Directors.

In 2024, CBA recorded zero incidents of corruption involving the company or its employees. Furthermore, CBA faced no legal proceedings—pending or concluded—related to unfair competition, antitrust or monopoly practices. These results reflect CBA's commitment to the highest ethical standards in line with its Anti-Corruption Policy, Antitrust Compliance Policy, and legal and regulatory requirements. [GRI 205-3, 206-1](#)

“CBA’s Compliance Program is dynamic, continuously evolving to stay aligned with market trends and societal expectations. In 2024, we conducted a risk assessment to evaluate the effectiveness of measures implemented in recent years. The results were very positive: our program was recognized as one of the most robust in the industry, achieving the highest score ever awarded by the consulting firm conducting the assessment. This underscores the importance that CBA attaches to ethical business practices, with well-structured processes and a solid track record of compliance.”

**Renato Maia**

Legal, Governance and  
Compliance VP



## CBA leads the way in the 100% Transparency Movement

CBA has been named an ambassador for the 100% Transparency Movement, representing industry. Launched by the UN Global Compact's Brazil Network, this initiative promotes corporate transparency and integrity through five strategic goals to be met by 2030:



### Goal 1

100% transparency in dealings with government officials



### Goal 2

100% integrity in senior management compensation



### Goal 3

100% of the high-risk value chain trained on integrity



### Goal 4

100% transparent compliance and governance structure



### Goal 5

100% transparent whistleblowing channels

Since becoming a member, CBA has led the industry with significant progress on three of the five goals, while fully achieving Goal 4.

## 2021

- CBA officially joins the 100% Transparency Movement

## 2022

- CBA achieves significant progress on three key goals and is named ambassador for industry

## 2023

- CBA's Ethics Hotline is recognized at the inaugural Good Practices Awards for outstanding performance in Goal 5

## 2024

- CBA achieves full compliance with Goal 4



### LEARN MORE:

Visit CBA's [landing page](#) to track progress and milestones.



Henrique Leoni Bassan, employee at Alux (SP)

Employees at the Alumínio plant (SP)



## Privacy and Information Security

CBA's Compliance Program develops policies and best practices to ensure compliance with the Brazilian General Data Protection Regulation (BR GDPR). Data protection governance is provided by the Privacy Committee, which includes strategic representatives from across the Company—among them the Data Protection Officer (DPO), Compliance, Information Security, People and Culture, and Risk Management. Renovated in 2023, the Committee meets regularly to address personal data protection, cybersecurity, employee training, industry best practices, and reporting to senior leadership.

In 2024, CBA appointed a Chief Information Security Officer (CISO) to lead the Company's data protection and cyber resilience efforts. A cross-functional working group—comprising representatives from Privacy, Information Security, and Risk Management—has also been created to address key matters and support the development of resources for the Privacy and Personal Data Protection Program.

The Program underwent a formal audit in 2024 with positive findings. CBA also continued the development of a

multidisciplinary artificial intelligence project in collaboration between the Data & Analytics, Compliance, and Privacy teams, as well as the relevant working group. The goal is to develop an Artificial Intelligence Policy to strengthen security and governance practices in a fast-evolving technology landscape.

Another highlight from the year was an Information Security maturity assessment, covering both the IT and the operational technology (OT) environments, to identify strengths and opportunities for improvement. Based on these insights, CBA developed an updated Information Security Policy aligned with current demands and global best practices. To ensure the policy is effectively implemented, CBA launched a training and awareness program to engage all employees in protecting Company systems and data. These combined initiatives have provided a robust foundation for governance and investment, ensuring business continuity and resilience in an increasingly digital world.

## Training

CBA provides regular training on integrity and transparency, supporting its commitment to responsible practices across all interactions. Through targeted training initiatives, CBA ensures continuous development and alignment with its conduct policies. Significant training programs in 2024 included:

### Code of Conduct Refresher (CBA Speed)

Targeted to employees who completed Code of Conduct training over two years ago, CBA Speed is an e-learning module designed to provide a practical, plain-language refresher on the Code.

**97.6% employee attendance**

### Contractor Training

Since 2023, CBA has provided specialized training for contractors during onboarding, aligning integrity practices across the value chain. This supports CBA's commitment to extending its ethical culture beyond the Company fence line.

**95% employee attendance**

### Information security training

In 2024, CBA introduced a training program on information security and data protection, called Cyber Quest, highlighting the importance of these topics for the Company's operations. The program, accessible via the e-CBA portal, featured engaging content to raise awareness and promote best practices in handling and safeguarding corporate information.

**1,558 people reached**



*Hellen Carla Ribeiro Alcantra, employee at the Mirai mine (MG)*

## Compliance Week

CBA's annual Compliance Week event aims to disseminate the organization's culture of integrity and transparency across all stakeholders. The event fosters meaningful discussions, inspires new practices, and engages employees in a continuous journey toward compliance and accountability.

The 2024 edition was themed "**Ethics and digital behavior**," shedding light on the ethical dilemmas posed by new technologies and their impact on compliance practices. The sessions underscored the link between innovation and compliance, exploring the challenges and opportunities that arise

with new technologies and questioning how prepared the Company is to navigate a fast-changing digital landscape.

Among the speakers at the event were Professor Gil Giardelli, a member of the AI for Developing Countries Forum, who shared case studies on technological progress; Vanessa Carvalho, a specialist in digital compliance and cyber risks, who addressed issues such as deep fakes and digital fraud; and representatives from CBA's Compliance, Data & Analytics, and Innovation & Digital teams.



*Maria Eugênia Meireles, Diego de Souza Valadares and Lourranny Loiola de Souza, employees at the Corporate Office (SP)*

**96%**  
satisfaction

**815**  
participants

**3 hours**  
of content

## DigitALL Legal

Leveraging technology to bolster compliance and corporate governance, CBA's DigitALL program improves processes to enhance efficiency, security, and transparency across operations. In 2024, efforts to integrate technology into Compliance routines led to the development and refinement of several supporting tools.

### +LegALL Contract Management System

This automated platform manages the entire contract lifecycle—from creation to signature—enabling the automatic completion of standardized templates and the validation of less complex contracts without direct Legal department

involvement, thereby optimizing time and resources. In 2024, system functionalities were expanded to include powers of attorney and notifications, alongside enhancements in contract management and performance indicators.

### +Integridade app for integrity due diligence

The newly launched +Integridade application centralizes all integrity due diligence requests and streamlines the management of compliance checks. Developed internally in collaboration with the Data & Analytics team, it offers real-time tracking of statuses and outcomes and is accessible via the internal +CBA portal and Microsoft Teams.

## Ethics Hotline GRI 2-25, SASB EM-MM-510a.1

The CBA Ethics Hotline is the official channel for reporting any conduct that violates the principles and guidelines outlined in the Company's Code of Conduct or deviates from its ethical standards. Accessible to all stakeholders, the hotline provides a secure and transparent channel for submitting concerns and inquiries, supporting CBA's commitment to ethics and integrity.

Managed by an independent third-party firm, the hotline is confidential and whistleblowers can opt to submit their reports anonymously. Users are also protected by a strict non-retaliation policy for bona fide reports. Reports can be submitted via telephone (0800 300 4535), [online](#), or in person directly to the Compliance or Internal Audit teams. Access details are prominently displayed across CBA's communication channels, including the corporate website, intranet, and internal television network. The online and telephone reporting channels are available 24/7. Upon submission of a report, whistleblowers receive a unique case number, enabling them to track the progress of their reports through to resolution.

Each report is reviewed by the Conduct Committee, which includes permanent members such as the CEO, along with

other subject-matter experts as needed. This Committee carefully considers each report and ensures decisions are ethical and fair, with investigation outcomes communicated to the Statutory Audit Committee. In 2024, a survey found that 90% of participants expressed confidence in the Ethics Hotline, and 88% believed that reports are handled confidentially.

Feedback collected from the Hotline informs enhancements to the Compliance Program, including training, awareness initiatives, and measures to prevent recurrence.

Throughout 2024, a total of 480 complaints were documented, relating primarily to Code of Conduct violations in areas such as harassment and discrimination, workplace respect, breaches of internal policies, favoritism, theft, labor law compliance, and health and safety concerns. [GRI 2-25](#)

A total of 13 complaints were filed specifically in relation to discrimination. Following detailed investigations by the Human Resources team, these cases were escalated to the Conduct Committee and four were deemed substantiated, leading to corrective actions such as formal warnings to the individuals involved. The team ensured the investigation was impartial, consistent

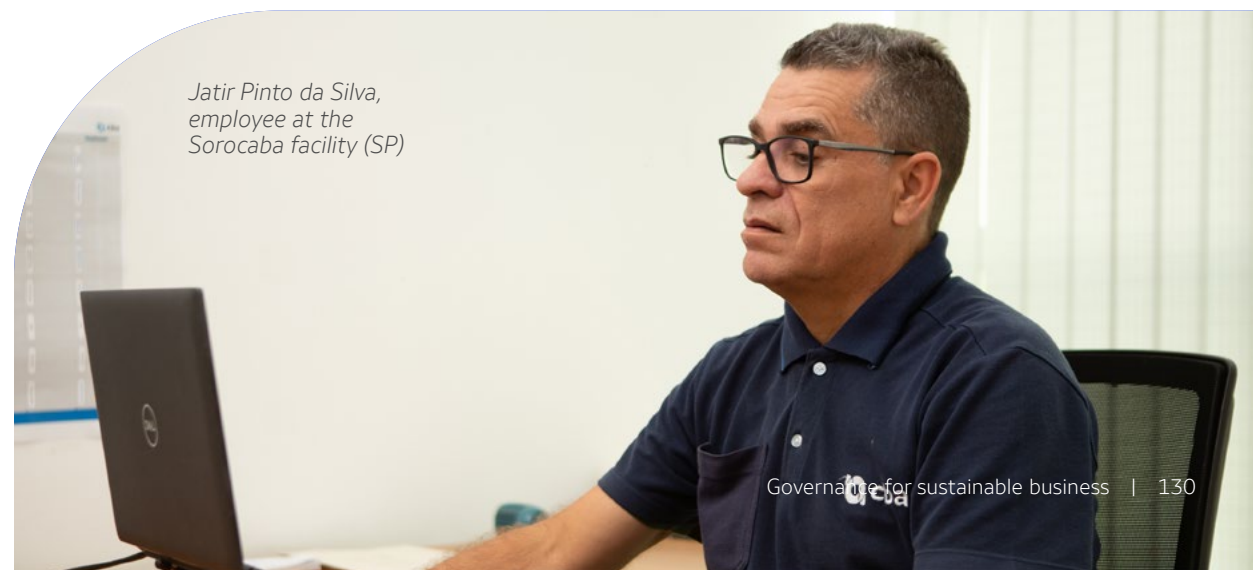
with CBA's policy of addressing such matters with the utmost responsibility and transparency. [GRI 406-1](#)

### Discrimination reports received via the Ethics Hotline, by status GRI 406-1

	2022	2023	2024
<b>Unsubstantiated</b>	5	7	9
<b>Substantiated</b>	1	7	4
<b>Insufficient data</b>	0	3	0
<b>Under investigation</b>	0	0	0
<b>Total</b>	<b>6</b>	<b>17</b>	<b>13</b>

**Note:** data compiled since 2022.

*Jatir Pinto da Silva,  
employee at the  
Sorocaba facility (SP)*



## Ethics Hotline

### Cases investigated



### Closed for lack of information



### Cases under review

0

### Out of investigated cases



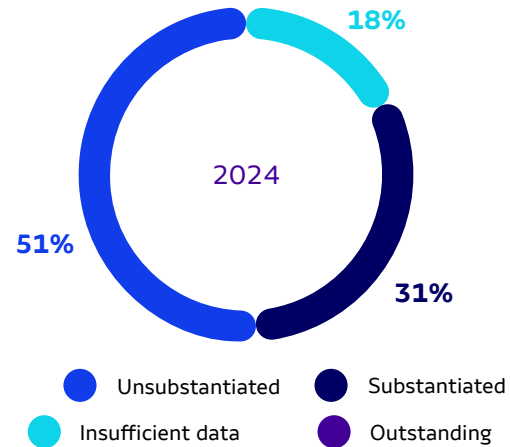
### Deemed substantiated



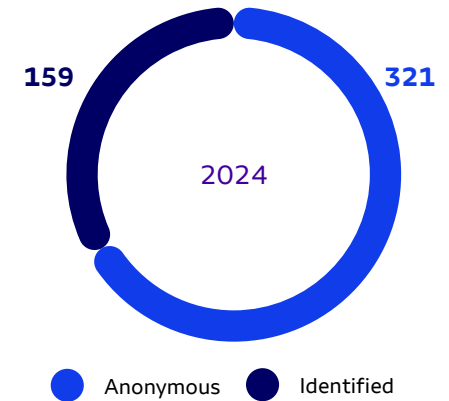
### Deemed unsubstantiated



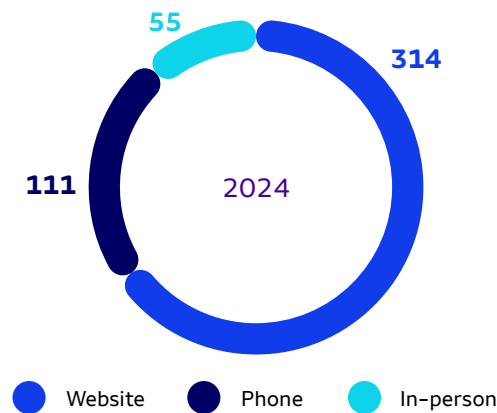
### Report outcomes



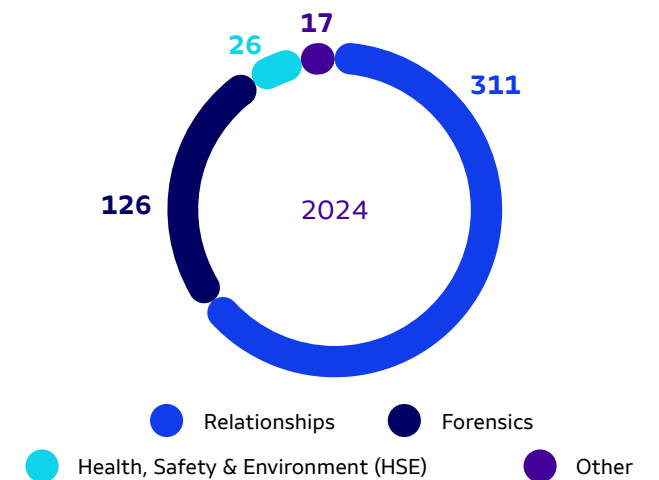
### Anonymous



### Reporting channel



### Cases by topic



Heitor Santos,  
employee at the  
Corporate Office (SP)

# Risk management

CBA takes a consistent and transparent approach to risk management, following industry best practices and leading global standards, including ISO 31000 and the COSO Enterprise Risk Management Framework. In 2024, the system underwent an independent audit as part of the Company's ongoing commitment to continuous improvement and excellence.

CBA's [Risk Management Policy](#), implemented in 2020, defines clear guidelines and responsibilities, and has been formally approved by the Executive Board and the Board of Directors. The 2024 revision of the policy reflects CBA's belief that robust risk management is vital to building a sustainable, resilient, and enduring business. By using a conservative approach, the Company ensures preparedness for worst-case scenarios and business continuity over time.

Each risk undergoes a structured process including identification, analysis, assessment, response, and monitoring, covering all business units.

## Monitored risks

In 2024, CBA expanded the scope of risk management to include Metalex and Alux, bringing total monitored risks to 180. These risks are evaluated based on eight impact categories: financial; reputational; environmental; health and safety; information security; operational; social and human rights; and legal and regulatory.

For every identified risk, CBA assesses potential impact and implements mitigation measures,

categorizing them by time horizon into three levels aligned with its financial planning horizons:

- **short-term** (up to one year): mitigation or adaptation measures included in the current or next fiscal year's budget
- **medium-term** (one to five years): corresponding to the Company's strategic planning period
- **long-term** (five to 30 years): accounts for risk-related costs tied to certain provisions for decommissioning without predetermined closure dates

Since 2022, Key Risk Indicators (KRIs) reported monthly to the Executive Board have been used to gauge the effectiveness of these measures. CBA's risk management structure uses the three lines model, incorporating business units, risk management, and internal audit functions.

In 2024, CBA launched a communication campaign to increase awareness of the importance of risk management, educating employees on their roles in maintaining the Company's risk matrix and business continuity plans.

CBA has a Business Continuity Management System (BCMS) in place at its Alumínio Plant, covering both the Primary and Downstream divisions. This system equips CBA to effectively manage disruptions and incidents that could impact operations. The primary purpose of the BCMS is to maintain business continuity amid potential threats or unforeseen events. This involves identifying and assessing risks,

developing contingency strategies, and formulating response plans. Key benefits of BCMS implementation include:



The BCMS documentation structure includes a General Business Continuity Plan (BCP, for situations affecting the entire Alumínio plant), five Operational Continuity Plans (OCPs) for the Primary business, and three OCPs for the Downstream business, in addition to a Business Continuity Policy.



## Sustainable value chain

CBA recognizes its responsibility and ability to influence across all links of the aluminum value chain, including suppliers and customers. With this in mind, the Company implements initiatives targeting each stakeholder group, fostering mutual progress across different areas and working to strengthen sustainable practices that create positive impact throughout the value chain.

In 2024, CBA hosted an event themed “**CBA Dialogues: ESG | Value Chain.**” Among the topics discussed, attendees had the opportunity to learn more about CBA’s Sustainable Procurement Program, innovation projects, energy transition, decarbonization targets, among others. The panel discussions were moderated by Sonia Consiglio, an SDG Pioneer for the UN Global Compact and member of CBA’s Sustainability & Capital Projects Committee, with participation from CBA leaders, representatives from customers Natura, Weg, and Impacta, as well as suppliers Dow and MRS Logística. The discussion is available on CBA’s [YouTube](#) channel (in Portuguese only).

*Legado das Águas (SP)*

## Partnerships with customers

CBA's aluminum, produced to stringent quality and sustainability standards, is used by customers to create a variety of solutions that are part of everyday life. To serve customers effectively, the Company strives to deliver quality, excellence, and innovative solutions, ensuring that business partners benefit from efficiency, customization, and transparency at all stages of the relationship.

CBA's customer service strategy is tailored to meet the specific needs of each business and sector; it includes personalized interactions through regional approaches, key account management, and customer prospecting. This strategy helps to build CBA's market presence, strengthen strategic partnerships, and contribute to the success of its value chain.

CBA conducts a Customer Satisfaction Survey every two years to evaluate its business relationships. This survey, carried out by a specialized firm, uses the PDCA approach and consists of two separate phases: a qualitative phase that deep dives into the customer journey to identify satisfaction drivers, and a quantitative phase that gathers numerical data via questionnaires. The survey findings inform improvements in areas such as customer service, after-sales support, pricing, product offerings, innovation, delivery, sustainability, and reputation.

CBA has observed a significant increase in customer requests for information and sustainability-related initiatives, encompassing topics like climate change, recycling, and social issues.

Customer Satisfaction Surveys inform **improvements** to customer service practices

A co-creation project with bus and coach manufacturer Marcopolo to develop a sustainable bus roof



## Life cycle assessment **CBA-12**

Since 2018, CBA has used Life Cycle Assessments (LCA) to evaluate the potential environmental impacts of its products. This internationally recognized methodology allows the Company to deliver reliable data that meets market sustainability expectations. All assessments are conducted by a specialized team and are externally verified to ensure accuracy.

Responding to customer requests, since 2023 CBA has been producing LCA reports in-house using SimaPro® software and the EcolInvent database, both of which are widely utilized globally. In 2024, customers primarily requested LCA reports for rod and ingot products. Additionally, two collaborative projects are currently ongoing: one with an automotive sector customer of Alux, marking this business unit's inaugural joint LCA study, and another comparing the environmental impacts of using aluminum foil from CBA versus other battery manufacturers.

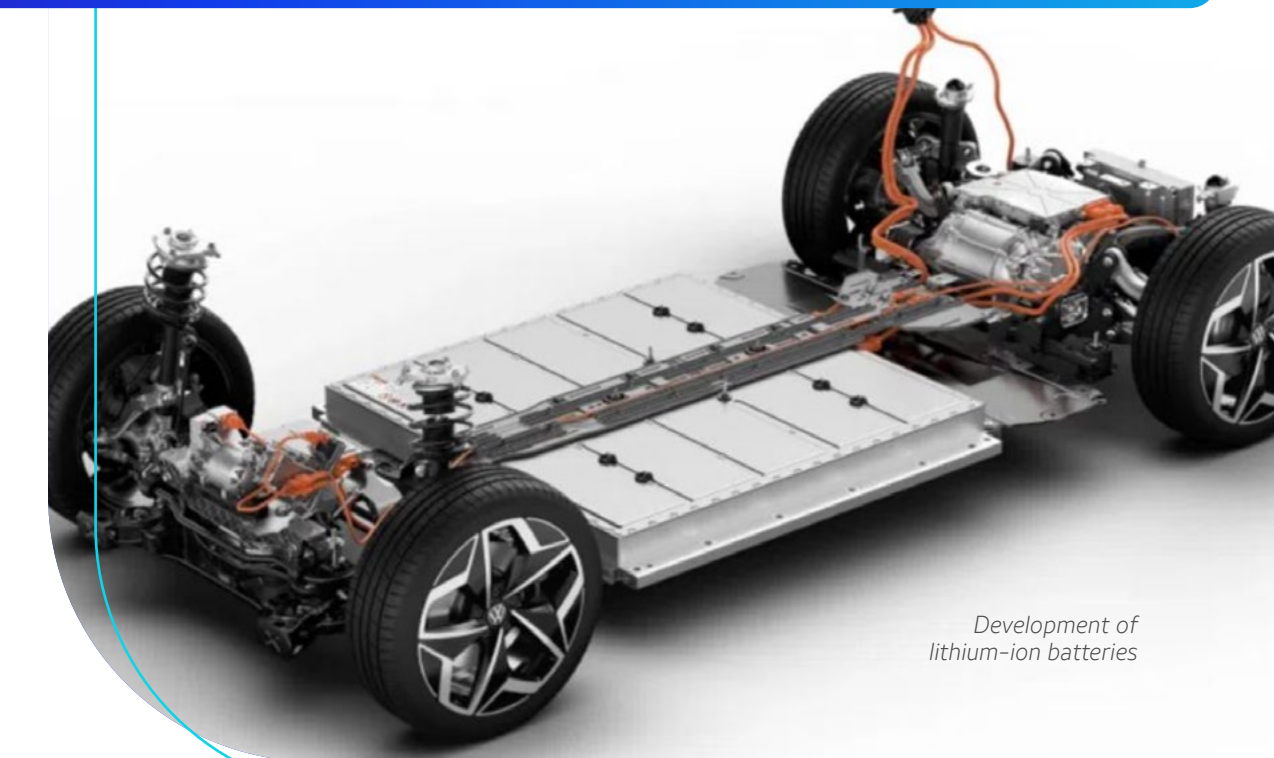
## Co-created solutions

At CBA, co-creation with customers is a key tool for driving sustainable innovation and enhancing competitiveness. In collaboration with innovation ecosystems, CBA develops solutions that address customers' needs, such as carbon footprint reduction, creating positive impacts throughout the value chain. This approach integrates safety, technology, performance, and sustainability, using methodologies like design thinking and agile models to prioritize initiatives with the highest potential impact.

In 2024, CBA made significant progress in co-creation projects, strengthening its leadership position across various sectors.

## Expansion into the lithium-ion battery market

CBA reached a major milestone in 2024 with the approval of its aluminum foil for use in pouch cell lithium-ion batteries. Developed in partnership with SENAI, the new foil application expands local supply capabilities and positions the Company as more than a materials provider—CBA is emerging as a player in developing solutions tailored to the fast-growing battery sector.



*Development of lithium-ion batteries*

## Aluminum in agribusiness

CBA has continued to develop innovative solutions for agribusiness in collaboration with customers in the sector. Building on its pioneering use of aluminum in agricultural sprayers—which improve operational efficiency and minimize soil compaction—the Company is now co-developing components for a wide range of farm equipment.

Field tests highlight aluminum's capacity to reduce equipment weight, extend operational range, and optimize operations. Backed by strong expertise and fabrication capabilities for structural components, CBA is helping to modernize the sector with sustainable, high-performance solutions for today's agricultural challenges.



Aluminum plate

### Innovative aluminum solutions for electric vehicles

CBA has continued to strengthen its position in the e-mobility sector. In 2024, the Company launched production of a lightweight aluminum battery rack—developed in collaboration with a major bus manufacturer—that enhances energy efficiency and the overall performance of electric buses. The rack's design cuts component weight by 60%, resulting in up to 5 metric tons of CO<sub>2</sub> equivalent emissions avoided.

Concurrently, CBA is developing aluminum applications for battery systems used in truck trailers, in a collaboration with a logistics-sector partner on a project to electrify freight transport equipment. The project will help reduce emissions in the sector while positioning CBA as a leading player in these applications.

### Innovation in thermal management systems

In a collaboration with a leading thermal management systems manufacturer, CBA has successfully developed Brazil's first natively designed aluminum cladding sheet. Unlike regular aluminum, cladding sheet combines multiple alloy layers to optimize heat dissipation and increase corrosion resistance. CBA is the first company to produce this material in Brazil, expanding its global

supply capabilities. Domestic manufacturing will also reduce the environmental impact associated with imports, with CBA as the sole local manufacturer.

### Innovative, sustainable packaging

In collaboration with a converter and a brand owner, CBA has introduced a 100% aluminum monolayer chocolate packaging that significantly extends product shelf life while maintaining quality and flavor. Aluminum's infinite recyclability means the new packaging can minimize waste while lowering GHG emissions. This initiative underscores aluminum's status as a material of choice for sustainable packaging, countering market trends of declining usage and emphasizing its environmental and functional benefits.

## CBA's Alennium label for low carbon aluminum

Alennium is a label developed by CBA to certify its sustainable aluminum, made with low carbon emissions by using 100% renewable and traceable electricity. This label can be featured on products made from low-carbon aluminum—defined by emissions not exceeding 4 metric tons of CO<sub>2</sub> per metric ton of molten aluminum at the smelting stage. In 2024, CBA achieved emissions of 2.87 tCO<sub>2</sub>e/t of molten aluminum, 3.9 times less than the global average.

Through the Alennium label, consumers can readily identify products made with low-carbon aluminum as part of CBA's commitment to sustainability.

CBA's Primora-branded profiles already feature the new label, which now also appears on products and solutions from partners including Alcont, Alubrasa, Alumax, CDA Metais, Facchini, Impacta, Marcopolo, Pratsy, Schwarz, Sublime, and Wyda.



The Alennium label featured on packaging



alennium

### What Alennium certifies:

- Low carbon emissions
- 100% renewable and traceable electricity used in aluminum production
- A commitment to GHG reduction targets approved by the Science Based Targets initiative (SBTi)
- Integration with CBA's environmental, social, and governance (ESG) initiatives



**LEARN MORE:**

Find out more about the [Alennium label](#).

## Digital passports track product sustainability

CBA offers **digital passports** for six of its products, providing comprehensive data on carbon emission intensity at each stage of the production process. The independently audited emissions data can be accessed via QR codes featured on product packaging or communications, ensuring transparency and traceability for customers and brand owners and building trust across the value chain.

Available digital passports currently cover:

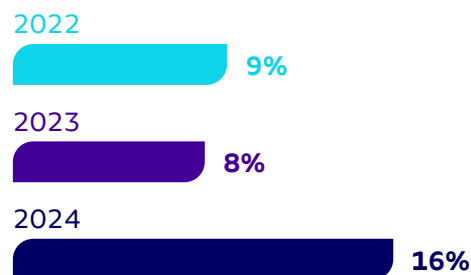


## Supplier management

GRI 3-3

Suppliers play a key role in building a strong and sustainable value chain. CBA strives to build strong and enduring relationships with its partners and to drive sustainable, mutual growth and development. The Company values its suppliers and collaborates and innovates with them in navigating both local and global challenges, and in responding to the evolving needs of the marketplace.

### Local supplier spend



Total supplier spend  
**R\$ 5.4 billion**

The year 2024 was marked by significant supply chain disruptions stemming from the war in Ukraine, conflict in the Middle East, and extreme weather events such as the drought in the Panama Canal and heavy rainfall in southern Brazil. These challenges disrupted logistics operations, increased costs, and hindered access to both suppliers and customers.

To navigate these conditions, CBA adopted strategies such as mapping alternative routes and sourcing from closer suppliers, increasing inventories of critical inputs, and strengthening partnerships with companies in countries aligned with Brazil. These efforts helped ensure supply stability, even under adverse conditions.

The year also saw significant progress in sustainability and innovation. Through its Sustainable Procurement Program, CBA has continued to refine its processes and advance more responsible supply chain practices. The Company has also invested in digitalization through the DigitALL Program to optimize processes. CBA teams are constantly developing solutions that drive productivity, sustainability, and process optimization.

Throughout the year, CBA maintained approximately 4,500 active suppliers, with around 1,500 newly selected in the period. All newly selected suppliers were screened against sustainability criteria, including environmental management practices, compliance with applicable regulations, and initiatives to mitigate environmental impacts—such as reducing GHG emissions, responsible waste management, and natural resource efficiency. These elements are reviewed during the onboarding process, alongside social performance, ensuring a holistic approach to ESG.

CBA's approach to supply chain management is governed by its Sustainable Procurement Policy and Supplier Code of Conduct, ensuring high standards of ethics and accountability. Supplier screening is conducted via a digital platform with ongoing monitoring of the continued validity of submitted documents. In addition to compliance checks for new suppliers, CBA conducts regular reviews of its active supplier base to update risk profiles and enhance oversight. All contracts include compliance clauses, ensuring alignment with best practices in transparency and integrity.

**4,578**

active

suppliers in 2024

**1,525**

new

suppliers



**100%**

of new suppliers

screened against  
sustainability criteria



“CBA’s Sustainable Procurement Program marked its fourth year in 2024, solidifying its role as a robust and essential initiative for the business. This year, we focused on two strategic priorities: local supplier development—kicking off a pilot project in the Zona da Mata region in collaboration with SEBRAE—and deepening engagement on climate change, including supplier workshops to bring them into the conversation. Our objective is to empower companies to grow independently while advancing our broader sustainability agenda. This ongoing journey reflects our commitment to building a more responsible and resilient supply chain.”

**Roseli Milagres**

Supply Chain and  
Procurement VP

## Sustainable Procurement Program [GRI 308-1, 414-1](#)

To make its aluminum increasingly sustainable, CBA believes its ESG practices need to extend across the broader value chain. The Company's Sustainable Procurement Program embodies this belief by integrating ESG criteria into every stage of the procurement process, thereby mitigating risks and fostering responsible practices across the value chain.

Established in 2020 with approval from the Board of Directors, this initiative aligns with ISO 20400 guidelines and focuses on seven key areas, as shown in the wheel diagram opposite.

### Aspiration

CBA as a benchmark in sustainable supply chain management

### Mandate

Being among the bestperforming companies for sustainable procurement, ensuring CBA's competitiveness and leveraging the positive impact on business and people



### Project 1: Sustainable Procurement Policy and Strategy

CBA has a multidisciplinary team responsible for overseeing the strategic, tactical, and operational aspects of the Sustainable Procurement Program. This governance structure includes a cross-functional project team that meets weekly. Other governance practices include monthly meetings with the project sponsor, regular presentations to the Sustainable Procurement Committee and the Executive Board, and annual briefings to the Sustainability & Capital Projects Committee.

One of the highlights from 2024 was an internal evaluation to assess the Program's progress against ISO 20400 standards. This assessment validated that four years of implementation have led to substantial progress in embedding sustainability into the supply chain.

By redesigning policies and management processes—such as supplier approval and priority setting—CBA has enhanced its understanding of its supplier network, enabling targeted development and transformation initiatives that address industry challenges. This evaluation will inform the Program's review and improvement in 2025.

### Project 2: Supplier Screening and Monitoring

**ESG Maturity Assessment:** Since 2021, CBA has been assessing its suppliers' sustainability maturity, aiming to identify how ESG topics are being managed across its supply chain. The assessment involves mapping sustainable practices through questionnaires and supporting evidence, evaluated by the onboarding team.

In 2024, to gauge progress in ESG management, CBA re-evaluated its strategic suppliers, completing assessments for 75% of 271 partners.

**Supplier Performance Dashboard:** after a pilot in 2023, the Supplier Performance Dashboard was fully rolled out in 2024. This tool tracks strategic suppliers across ESG factors, finance, document management, commercial relationships, and operational performance. The results are shared with suppliers, enabling them to address areas for improvement.

**Scope 3 Emissions:** building on efforts from 2023, CBA expanded collection of primary data on suppliers' greenhouse gas emissions in 2024, establishing a comprehensive baseline. Since launching the data collection initiative, CBA has posted a reduction of 60,000 metric tons of CO<sub>2</sub> equivalent in Scope 3 emissions.

**Integrated supplier audits:** initiated in 2024, these audits assess compliance with sustainability standards and certification requirements. Conducted through self-assessments and/or on-site visits at pilot suppliers, there are plans to expand this initiative in 2025.

### Project 3: Sustainable Selection and Requisitions

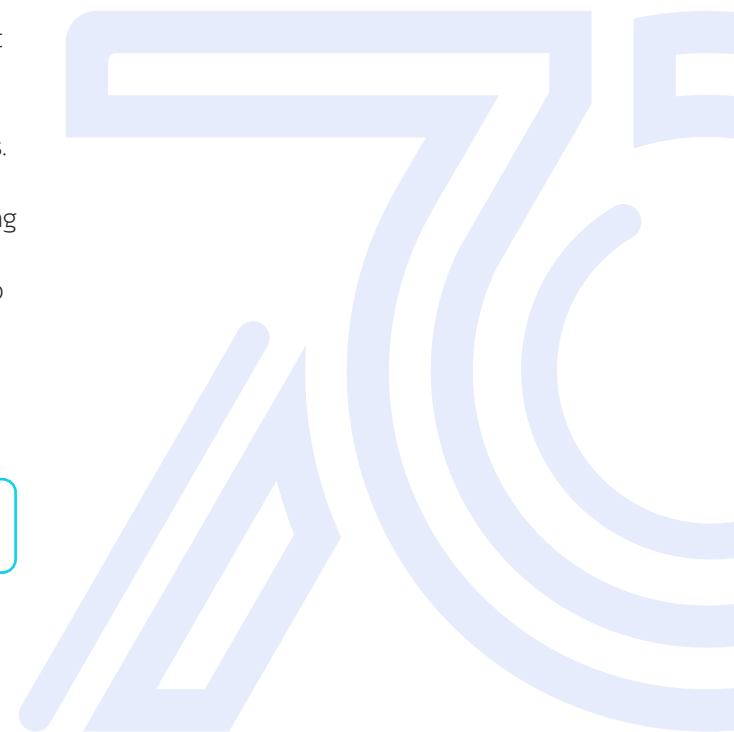
This initiative aims to embed sustainability considerations into the supplier selection process. In these pilots, during procurement bidding, the Company evaluates not only technical and commercial criteria but also environmental, social, and governance aspects. In 2024, discussions focused on the year's outcomes, forthcoming steps, and restructuring to enhance alignment with Project 4. Key updates include reviews of the tools used to gather sustainability data and identification of relevant topics for each procurement category, with implementation set for 2025.

### Project 4: Contractor Management

Since 2023, CBA has incorporated clauses pertaining to health, safety, environmental compliance, and sustainability into its standard contracts and templates.

### Project 5: Partnerships with Strategic Suppliers

In 2024, CBA advanced its Sustainability Initiatives Pipeline by integrating it into the Competitiveness Management platform, supporting quantification of all sustainability benefits. The Company also identified suppliers for collaborative sustainability initiatives, facilitating experience sharing and opportunity assessments.



### Project 6: Supplier Development

Strengthening local suppliers is crucial for driving economic growth and building a more sustainable and resilient supply chain. As part of this commitment, CBA launched a partnership with SEBRAE (Brazilian Micro and Small Business Support Service) to support the development of small and local suppliers. Following preliminary assessments, the Zona da Mata region in Minas Gerais was selected for the pilot program. This initiative encompasses knowledge transfer, training sessions, and assessments to gauge each company's maturity level and identify tailored solutions to address specific challenges, facilitating their qualification and onboarding.

**Training:** building upon the previous year's training, CBA conducted a workshop on how to prepare greenhouse gas inventories, attended by approximately 60 suppliers.

### Project 7: Engagement and Communication

To foster engagement with the Program, CBA organizes a range of initiatives targeting employees, including training sessions, internal and social media campaigns, and communications

specifically designed for suppliers about the program and related topics.

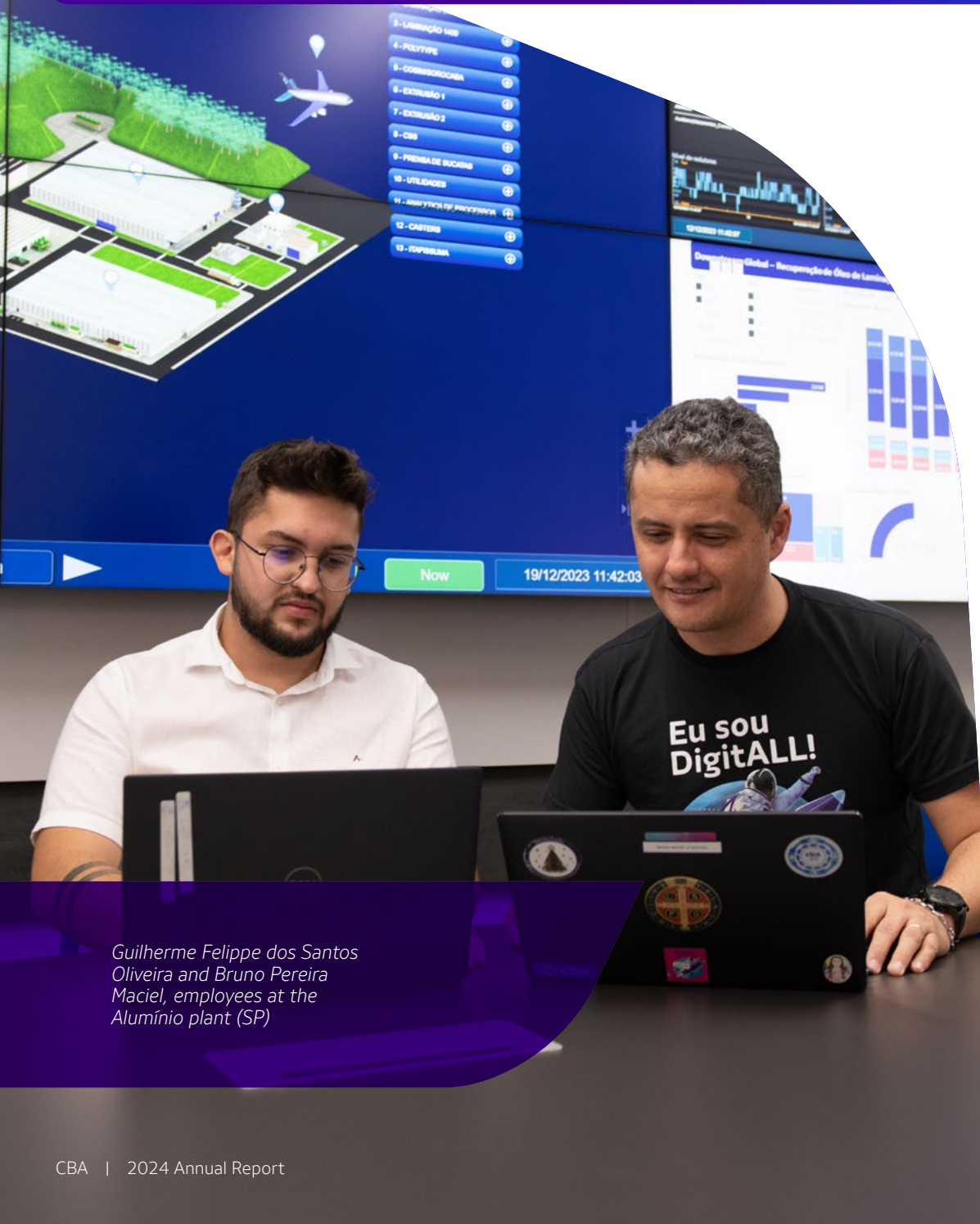
In 2024, a specialized training program was introduced for the procurement team to equip employees directly involved with supplier engagement. All targeted employees completed the training, and it has been made mandatory for all new employees during onboarding. Employees were also engaged through an interactive quiz to reinforce understanding and commitment.

### New bauxite logistics solution

CBA has implemented an innovative logistics solution for transporting bauxite from Barro Alto, Goiás, to its Alumínio plant, São Paulo. The initiative is projected to reduce carbon emissions by up to 40% while increasing ore transport capacity. The solution features wagons custom-designed for CBA and trains operated by Rumo along the North-South Railway, each capable of carrying 12,000 metric tons per trip, improving operational efficiency and sustainability.



Bauxite transportation,  
Alumínio plant (SP)



Guilherme Felipe dos Santos Oliveira and Bruno Pereira Maciel, employees at the Alumínio plant (SP)

## DigitALL program applied to procurement

Through the DigitALL Program's PODs, CBA has developed tools to optimize supplier, inventory and process management.

### Smart inventory management

The Company has implemented a new solution to track materials—including inputs, finished products, and scrap—within its plants. This tool enhances inventory accuracy, reduces waste, and optimizes stock levels. The technology also enables precise identification of each item's location and quantity, improving purchasing planning and overall inventory management efficiency.

### Integrated roadmap

CBA has developed an integrated roadmap that examines the Organization's value streams and provides a better understanding of critical processes like strategic planning, budgeting, and execution. This approach identifies inefficiencies and deploys technologies to boost productivity. Based on assessment results, certain operational tasks are automated, freeing up employees to focus on more strategic initiatives.

### Payment request process

In collaboration with Votorantim, CBA has developed a solution that aligns with industry best practices for the payment request cycle. The initiative has improved process automation and productivity, with a long-term vision to integrate advanced technologies such as machine learning and artificial intelligence, supporting greater efficiency and innovation in supply chain management.

# Financial management

## Summary financials

Net revenue of

**R\$ 8.2 bn**

(+11% YoY)

Adjusted EBITDA of

**R\$ 1.4 bn**

(+350% YoY)

Aluminum sales volume of

**503,000  
metric tons**

(+10% YoY)

Adjusted EBITDA margin of

**17%**

(+13 p.p. YoY)



## Aluminum market overview

In 2024, the global aluminum market saw a gradual recovery in demand, driven by macroeconomic stabilization and targeted stimulus packages in various regions. Despite this rebound, supply-side challenges remained, driven by logistical constraints, high energy costs, and volatile feedstock prices. Moreover, geopolitical factors and shifts in trade policies continued to influence the industry, disrupting supply chains and affecting the global competitiveness of aluminum.

Global aluminum demand remained primarily concentrated in the transportation (30%), construction (21%), and packaging (15%) sectors in 2024. Total primary aluminum consumption reached 74.1 million metric tons, a 1.9% increase over 2023. China's real estate market, after previous years of turbulence, stabilized in 2024 but continued to underperform expectations. Conversely, reductions in interest rates in the U.S. and Europe supported a recovery in demand, particularly in the automotive and infrastructure sectors. The renewable energy sector remained a significant driver of demand growth, with the expansion of electric vehicle production and solar panel installations boosting aluminum consumption. The electric vehicle segment alone consumed approximately 4.2 million metric tons of aluminum in 2024, a 12% increase from the prior year.

On the supply side, 2024 was characterized by rebalancing. A late-year surge in alumina prices, driven by global production constraints and logistical challenges, heightened costs for aluminum producers. In 2024, alumina prices reached a peak of US\$ 805/t, significantly impacting aluminum prices despite a recovering demand environment. Global primary aluminum



*Ingots, Alumínio Plant (SP)*

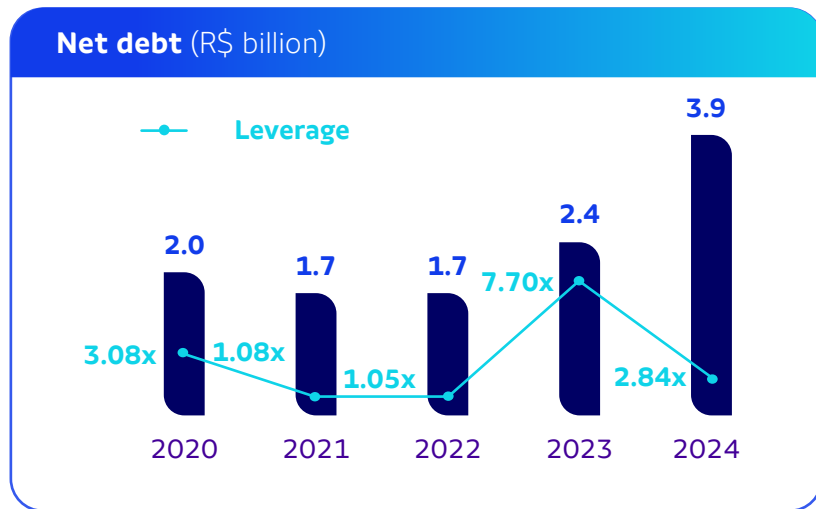
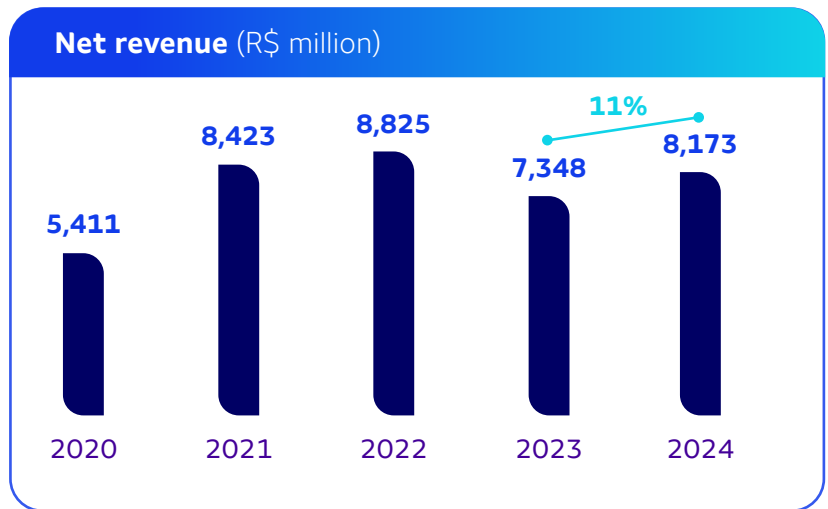
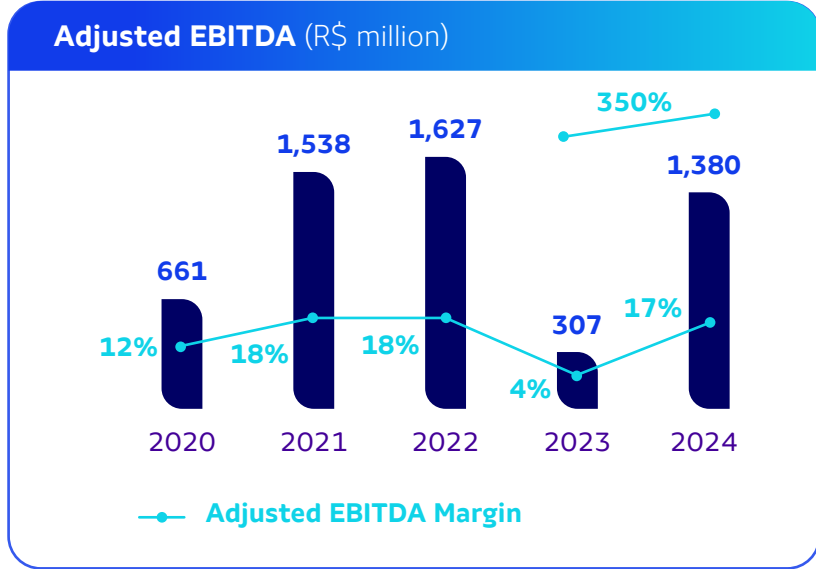
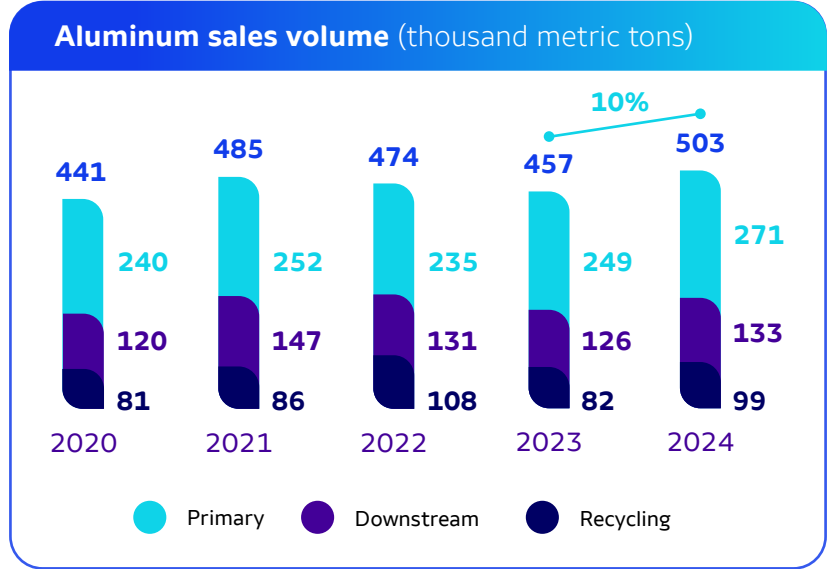
production totaled approximately 73.6 million metric tons in 2024, with China contributing around 43.3 million metric tons and production outside China amounting to 30.3 million metric tons, a 2.1% increase over the previous year.

Against this backdrop, London Metal Exchange (LME) aluminum prices averaged US\$ 2,419/t in 2024, 7.6% above the 2023 average of US\$ 2,249/t. Premiums exhibited divergent trends during the year. The Rotterdam Duty Unpaid premium averaged US\$ 255/t in 2024, up from US\$ 206/t in 2023, reflecting stronger demand in the European market. Conversely, US Midwest premiums declined, with the Duty Paid premium decreasing from US\$ 512/t in 2023 to US\$ 427/t in 2024, and the Duty Unpaid premium falling from US\$ 272/t to US\$ 179/t over

the same period, reflecting weaker demand in the United States and the stabilization of regional supply chains.

In terms of market balance, 2024 concluded with an estimated deficit of 35 kt, reversing the surplus of 500 kt recorded in 2023. Global inventories ended the year at 49 days' worth of consumption, matching 2022 levels and marking the lowest point since 2007, signaling an increasingly tight market.

## CBA's Performance



Adjusted EBITDA  
**R\$ 1.4 billion**  
 +350% YoY

Net revenue  
**R\$ 8.2 billion**  
 +11% YoY



## Operating and financial performance

R\$ million	2024	2023	2024 vs. 2023
<b>Aluminum Sales Volume (thousand metric tons)</b>	<b>503</b>	<b>458</b>	<b>10%</b>
Primary	271	249	9%
Downstream products	133	126	5%
Recycling	99	82	21%
<b>Net Revenue</b>	<b>8,173</b>	<b>7,348</b>	<b>11%</b>
<b>Aluminum</b>	<b>7,939</b>	<b>6,956</b>	<b>14%</b>
Primary	3,934	3,244	21%
Downstream products	2,836	2,557	11%
Recycling	781	707	11%
Other	956	1,062	-10%
Eliminations	(568)	(613)	-7%
Energy	311	538	-42%
Energy Eliminations <sup>2</sup>	(97)	(164)	-41%
Nickel	20	18	14%
<b>Cost of Goods Sold</b>	<b>(7,314)</b>	<b>(7,272)</b>	<b>1%</b>
<b>Operating Expenses</b>	<b>(470)</b>	<b>(437)</b>	<b>8%</b>
Selling	(42)	(47)	-10%
General and administrative	(428)	(390)	10%
Other operating revenue (expense)	142	(592)	-
<b>Operating income (loss)</b>	<b>531</b>	<b>(953)</b>	<b>-</b>
Depreciation, amortization and depletion	643	571	13%
Other additions (exclusions) and exceptional items	206	689	-70%
<b>Adjusted EBITDA<sup>1</sup></b>	<b>1,380</b>	<b>307</b>	<b>350%</b>
<b>EBITDA Margin</b>	<b>17%</b>	<b>4%</b>	<b>13 p.p</b>

**Note 1:** Adjustments reflect equity income and dividends received from investees and nonrecurring events in profit and loss, as defined by policy, including the Marking-to-Market ("MtM") of energy and energy derivatives futures.

**Note 2:** Elimination of energy sales for the aluminum business, also included in the COGS above.

## Aluminum sales

CBA's total aluminum volume sold was 503,000 metric tons in 2024, up 10% on 2023.

In 2024, the primary aluminum segment recorded sales of 271,000 metric tons, a 9% increase compared to the previous year. This growth stemmed primarily from the sale of higher-value-added products, aligning with the company's strategy to focus on VAP (value-added products). The market showed significant recovery, especially in the transportation sector, which drove demand for alloy ingots. The construction sector supported higher billet sales, while the energy transition fueled increased demand for wire rod used in cable production.

In the downstream segment, CBA sold 133,000 metric tons—a 5% year-over-year increase. Sheet and foil sales showed a marked increase, driven by demand from the consumer goods and semi-rigid packaging sectors. The surge in packaging demand reflects a solid post-pandemic rebound and the need to restock inventories. Sheet sales were further supported by strong performance in the white goods and HVAC markets. Extruded product volumes were level with 2023.

The recycling segment saw robust growth, with volumes increasing 21% year-over-year to 99,000 metric tons, highlighting improved consumer purchasing power in Brazil—particularly driven by a strong performance in the do-it-yourself home renovation segment.

### Net revenue

CBA's consolidated net revenue was R\$ 8.2 billion in 2024, an 11% increase from R\$ 7.3 billion in 2023 primarily driven by the aluminum business, which saw revenues rise from R\$ 7.0 billion in 2023 to R\$ 8.2 billion in 2024.

The uptick in aluminum segment revenues—spanning primary, downstream, and recycling—can be attributed to higher sales volumes and improved pricing, influenced by a 7.5% increase in the average London Metal Exchange (LME) prices, which averaged US\$ 2,419/t in 2024 compared to US\$ 2,250/t in 2023, and by higher market premiums and the strengthening of the U.S. dollar. In the “Other” segment, 4Q24 closed with a 10% decline, mainly due to the billing of 30 kt of alumina being realized only in January 2025,

owing to year-end timing. In December 2024, CBA completed the full divestment of its 3.03% minority stake in Alunorte.

The energy business recorded a 42% decrease in net revenue, totaling R\$ 311 million in 2024 compared to R\$ 538 million in 2023, due to a reduced volume of surplus electricity available for sale.

### Aluminum production costs

CBA's average smelting costs decreased slightly by 2%, from R\$ 9,663/t in 2023 to R\$ 9,430/t in 2024 (excluding depreciation), largely due to the stabilization of production processes, improving efficiency and optimization. A significant contributor to this decrease was a 26% reduction in anode paste costs, driven by decreased consumption, improved KPIs, and lower prices for petroleum coke and coal-tar pitch. Variable costs similarly declined by 11% and fixed costs by 6%.

These savings were partially offset by increased electricity costs for aluminum production, resulting from reduced

self-generation output and a greater reliance on more expensive contract energy.

### Cost of goods sold

Cost of goods sold remained stable at R\$ 7.3 billion in 2024 and 2023.

Despite a 10% increase in aluminum sales volume in 2024 compared to 2023, aluminum business costs rose by only 4% (R\$ 6.8 billion in 2024 vs. R\$ 6.5 billion in 2023), reflecting improved operating performance over the previous year.

This increase was offset by a 35% reduction in energy business costs (R\$ 558 million in

2024 vs. R\$ 855 million in 2023), attributed to a decrease in surplus electricity available for sale—84 Mwa in 2024 compared to 224 Mwa in 2023—and a 6% reduction in the average cost of contracts.



Smelters, Alumínio (SP)

## Adjusted EBITDA

Adjusted EBITDA in 2024 was R\$ 1.4 billion, compared to R\$ 307 million in 2023, with EBITDA margins of 17% and 4%, respectively. The increase can be primarily attributed to a R\$ 983 million rise in net revenue from the aluminum business, driven by higher sales volumes, higher average LME prices year over year, higher market premiums, and the strengthening of the US dollar.

As disclosed in Note 5.2 to the annual financial statements, the main changes in EBITDA adjustments were related to the following items: (i) equity income of R\$ 129 million in 2024 (R\$ 67 million in 2023); (ii) fair value adjustments on the surplus volume of energy futures and realization of hedge-accounted energy derivatives, amounting to R\$ 115 million in 2024 (R\$ 588 million in 2023); (iii) receipt of dividends from Enercan, whose results have not been consolidated since 1Q23, totaling R\$ 157 million in 2024 (R\$ 123 million in 2023); (iv) a gain of R\$ 128 million in 2024 from the sale of investments, primarily from the divestment of CBA's stake in Alunorte (compared to a loss of R\$ 9 million in 2023); and (v) a provision for loss on receivables from the sale of nickel assets amounting to R\$ 99 million in 2024.

## Financial performance

In 2024, the Company reported a net financial loss of R\$ 1 billion, a R\$ 915 million decline compared to 2023. This was primarily driven by a 28% weakening of the Brazilian real against the U.S. dollar (Dec/24: 6.19 vs. Dec/23: 4.84), contrasting with a 7% strengthening in 2023 (Dec/23: 4.84 vs. Dec/22: 5.22), causing a R\$ 518 million adverse impact on the mark-to-market valuation of derivative instruments and a foreign exchange loss of R\$ 358 million.

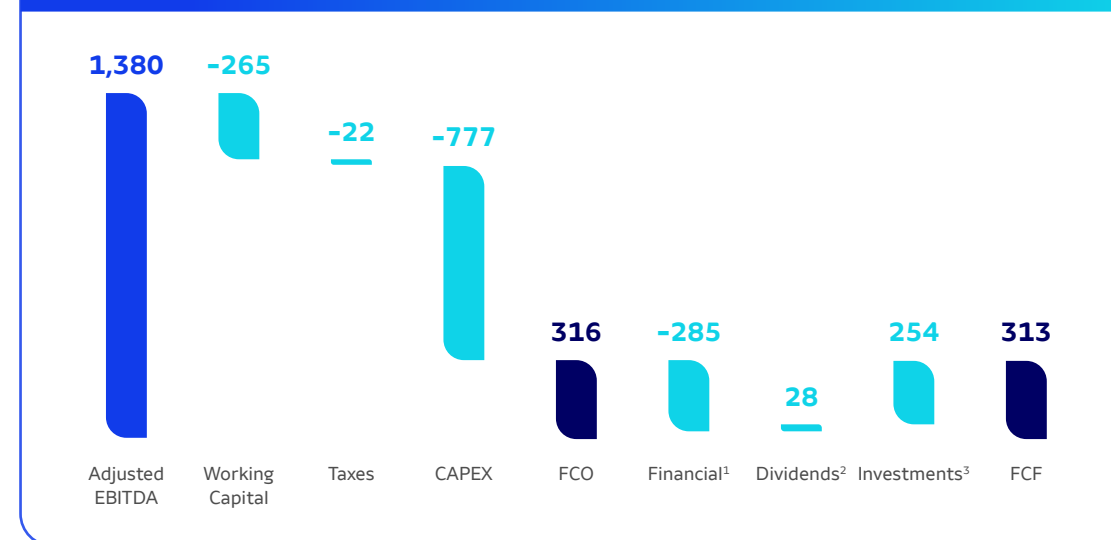
Furthermore, interest expenses on loans and financing rose by R\$ 95 million, attributed to an increased volume of gross debt and higher interest rates relative to the previous year. This was partly offset by a R\$ 18 million increase financial investment income, reflecting a stronger cash position and better returns during the period. The "Other Financial Expenses" line item also increased by R\$ 37 million, mainly due to the difference in present value between the original and updated cash flows from refinanced operations in 2023, partially offset by monetary adjustments and the capitalization of interest on loans acquired in 2024.

## Net loss

The Company posted a net loss of R\$ 73 million in 2024 compared to net loss of R\$ 810 million in 2023. Gross income increased to R\$ 860 million in 2024 from R\$76 million in 2023; however, this was more than offset by a decrease in net finance income/loss, as previously detailed. Conversely, expenses on mark-to-market adjustments on energy futures contracts and the realization of

energy derivatives amounted to R\$ 115 million in 2024 (R\$ 588 million in 2023) and income tax and social contribution rose to R\$ 286 million in 2024 (up from R\$ 170 million in 2023), influenced by deferred tax effects on foreign exchange variance taxed on a cash basis (as discussed in the Financial Performance section), among other temporary tax differences.

### Free Cash Flow (R\$ million)



1. Short-term investments, net interest and derivatives

2. Payment of dividends on stake in CBA Energia

3. Sale of CBA's interest in Alunorte

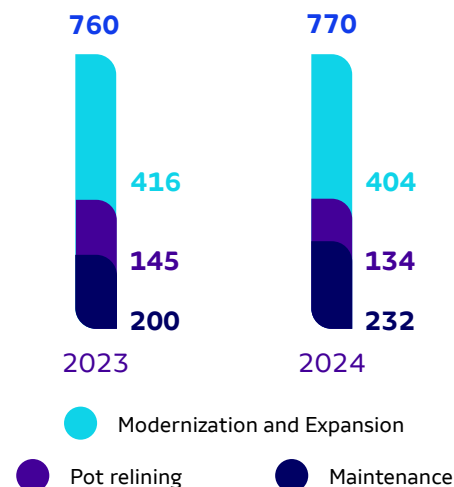
## Capital Expenditure (CAPEX)

In 2024, total CAPEX (cash basis) was consistent with 2023 levels, with 52% of investments going to CBA's modernization and expansion projects. The remaining CAPEX is concentrated at 30% on maintenance upgrades and 17% on furnaces.

The Dry Residue Disposal and ReAl projects were also completed in the year.

Ongoing projects slated for 2025, such as the Paste Plant Upgrade and Smelter Upgrade, are currently pending FEL 3 updates for approval and are scheduled to resume during the year.

### Capital expenditure (in R\$ million)



## Indebtedness and Liquidity

In December 2024, CBA's gross debt stood at R\$ 4.6 billion, an increase of R\$ 285 million compared to December 2023. Early debt repayments in 2024 significantly mitigated the impact of a R\$ 848 million foreign exchange loss due to the depreciation of the Brazilian Real against the U.S. dollar year over year (from USD/BRL 4.84 in December 2023 to USD/BRL 6.19 in December 2024).

Cash equivalents and short-term investments stood at R\$ 1.5 billion in December 2024, with 55% denominated in BRL and 45% in USD. CBA also has a US\$ 100 million revolving credit facility, which provides an additional source of liquidity and can be drawn at any time during the contract. It has not yet been used.

Net debt amounted to R\$ 3.9 billion, a 66% increase compared to December 2023, primarily due to the weakening of the Real, which affected both the debt balance and the mark-to-market valuation of derivatives. Reflecting the R\$ 1.1 billion recovery in EBITDA for the year, financial leverage, as measured by the twelve-month net debt to adjusted EBITDA ratio, decreased from 7.70x in December 2023 to 2.84x in December 2024.

Importantly, CBA has a long-term debt profile with an average maturity of 4.9 years and no significant concentration of maturities until 2027, with an average debt-service cost in US dollars of 6.40% p.a.

## Sale of Alunorte

On November 21, 2024, CBA finalized the divestment of its entire equity interest in Alunorte – Alumina do Norte S.A., selling it to a wholly-owned subsidiary of Glencore PLC for a total consideration of R\$ 236.8 million.

The deal aligns with the Company's strategic focus on strengthening its core operations in the aluminum value chain. Given CBA's self-sufficiency in alumina, vertical integration continues to be a key competitive advantage. Following the completion of the sale, CBA no longer has offtake rights to Alunorte's alumina production and will discontinue the sale of the corresponding surplus alumina from the offtake agreement.



## Sustainable finance

Since 2020, CBA has been actively diversifying its sources of funding, with a strong emphasis on green financing instruments. That year, the Company issued the first Green Export Credit Notes in Brazil, to finance sustainable projects that promote exports. Other ESG-linked financing transactions in recent years are highlighted opposite.

In line with best practices in transparency, CBA publishes audited annual reports that provide detailed disclosures on the allocation of green finance proceeds, project progress, and performance against sustainability targets. As of December 2024, 45% of the Company's gross debt was linked to initiatives that generate positive environmental outcomes or are aligned with key sustainability performance indicators, evidencing CBA's commitment to sustainable development.

### Significant ESG-linked financing transactions

#### 2021

CBA issued its first green debenture, raising R\$ 230 million to fund environmental performance improvements across its production assets. Additionally, it secured a US\$ 100 million revolving credit facility, with debt service costs tied to greenhouse gas (GHG) reduction targets within CBA's 2030 ESG Strategy

#### 2022

Signed loan agreements with BNDES totaling R\$ 193 million via incentivized credit facilities and the *Fundo Clima* to finance the Pot Room 3 restart and upgrades, as well as the installation of a scrap treatment line at Metalex. The Company also signed a R\$ 109 million financing agreement with FINEP to fund its strategic innovation plan, with a focus on ESG initiatives and implementing CBA's breakthrough ReAL technology

#### 2022–2023

Raised over R\$ 1 billion through Sustainability-Linked Loans, with interest rates tied to meeting GHG reduction targets under the Company's 2030 ESG Strategy

#### 2024

Raised R\$ 425 million via Sustainability-Linked Loans, backed by independent Second Party Opinions (SPOs) issued by leading market-recognized institutions



"Sustainability is at the core of our strategy. Every action and investment reflects our commitment to long-term ESG goals, translated into concrete and measurable initiatives. This journey is what fuels CBA's continued innovative and responsible growth."

**Camila Abel**

Chief Financial (CFO) & Investor Relations Officer





CBA DAY 2024

## Shareholder and investor relations

Transparency and constant engagement are key pillars of CBA's relationship with shareholders and investors. The Company's Investor Relations (IR) team actively responds to inquiries about financial results, the market outlook, and strategic direction. To ensure effective

communication in compliance capital market regulations, CBA rigorously follows the regulations established by the CVM (Brazilian Securities Commission) and B3 (the Brazilian Stock Exchange).

CBA's investor-focused initiatives include:

### Webinars and events

For both institutional and retail investors.

### Major national and international conferences

Organized by financial institutions and attended by the IR team, CFO and CEO, increasing CBA's visibility in capital markets.

### CBA Dialogues: ESG

An online series that showcases the Company's sustainability initiatives, including decarbonization efforts and other ESG-driven initiatives. These are also available on [YouTube](#).

### CBA Day

CBA Day was organized in a hybrid format in 2024, providing an in-depth look at the Company's revised long-term strategy and present and future investment pipeline. Watch the event on [YouTube](#).

### Non-deal Roadshows (NDRs)

Organized in collaboration with banks to engage with institutional investors.



# GRI Content Index



# GRI Content Index

## Statement of use

Companhia Brasileira de Alumínio (CBA) has developed its report in accordance with the GRI Standards for the period from January 1 to December 31, 2024.

## GRI 1 used

GRI 1: Foundation 2021

GRI Standards	Disclosure	Location	Omission			SDG	Disclosure assured
			Requirements omitted	Reason	Explanation		
<b>General disclosures</b>							
<b>The organization and its reporting practices</b>							
GRI 2: General Disclosures 2021	<b>2-1</b> Organizational details	Annual Report: pages <a href="#">7</a> , <a href="#">9</a>					
	<b>2-2</b> Companies included in the organization's sustainability reporting	Annual Report: page <a href="#">7</a>					
	<b>2-3</b> Reporting period, frequency and contact point	Annual Report: page <a href="#">7</a>					
	<b>2-4</b> Restatements of information	Annual Report: pages <a href="#">90</a> , <a href="#">191</a> , <a href="#">195</a>					
	<b>2-5</b> External assurance	Annual Report: page <a href="#">7</a>					
<b>Activities and workers</b>							
GRI 2: General Disclosures 2021	<b>2-6</b> Activities, value chain and other business relationships	Annual Report: pages <a href="#">9</a> , <a href="#">11</a> , <a href="#">13</a> , <a href="#">14</a> , <a href="#">15</a> , <a href="#">16</a> , <a href="#">133</a> <a href="#">Indicators Databook</a> : Sustainable value chain tab					
	<b>2-7</b> Employees	Annual Report: page <a href="#">54</a> <a href="#">Indicators Databook</a> : Employees tab				8, 10	✓
	<b>2-8</b> Workers who are not employees	Annual Report: page <a href="#">54</a> <a href="#">Indicators Databook</a> : Employees tab				8	✓
<b>Governance</b>							
GRI 2: General Disclosures 2021	<b>2-9</b> Governance structure and composition	Annual Report: page <a href="#">120</a> <a href="#">Indicators Databook</a> : Biodiversity and ecosystem services tab				5, 16	
	<b>2-10</b> Nomination and selection of the highest governance body	Annual Report: pages <a href="#">120</a> , <a href="#">121</a>				5, 16	
	<b>2-11</b> Chair of the highest governance body	Annual Report: page <a href="#">121</a> <a href="#">Indicators Databook</a> : Corporate governance tab				16	



GRI Standards	Disclosure	Location	Omission			SDG	Disclosure assured
			Requirements omitted	Reason	Explanation		
GRI 2: General Disclosures 2021	<b>2-12</b> Role of the highest governance body in overseeing the management of impacts	Annual Report: page <a href="#">124</a>				16	
	<b>2-13</b> Delegation of responsibility for managing impacts	Annual Report: page <a href="#">120</a>					
	<b>2-14</b> Highest governance body's role in sustainability reporting	Annual Report: page <a href="#">8</a>					
	<b>2-15</b> Conflicts of interest	Annual Report: page <a href="#">122</a>				16	
	<b>2-16</b> Communicating critical concerns	<a href="#">Indicators Databook</a> : Corporate governance tab					
	<b>2-17</b> Collective knowledge of highest governance body	Annual Report: page <a href="#">122</a>					
	<b>2-18</b> Evaluation of the performance of the highest governance body	<a href="#">Indicators Databook</a> : Corporate governance tab					
	<b>2-19</b> Remuneration policies	Annual Report: page <a href="#">59</a>					
	<b>2-20</b> Process for determining remuneration	<a href="#">Indicators Databook</a> : Employees tab					
	<b>2-21</b> Annual total compensation ratio		2-21 a/b/c	Confidentiality constraints	CBA does not report this disclosure for confidentiality reasons		
<b>Strategy, policies and practices</b>							
GRI 2: General Disclosures 2021	<b>2-22</b> Statement on sustainable development strategy	Annual Report: page <a href="#">4</a>					
	<b>2-23</b> Policy commitments	<a href="#">Indicators Databook</a> : Corporate governance tab				16	
	<b>2-24</b> Embedding policy commitments	<a href="#">Indicators Databook</a> : Corporate governance tab					
	<b>2-25</b> Processes to remediate negative impacts	Annual Report: page <a href="#">130</a>				16	
	<b>2-26</b> Mechanisms for seeking advice and raising concerns	<a href="#">Indicators Databook</a> : Corporate governance tab				16	
	<b>2-27</b> Compliance with laws and regulations	<a href="#">Indicators Databook</a> : Policy influence tab					✓
	<b>2-28</b> Membership of associations	<a href="#">Indicators Databook</a> : Policy influence tab					



GRI Standards	Disclosure	Location	Omission			SDG	Disclosure assured
			Requirements omitted	Reason	Explanation		
<b>Stakeholder engagement</b>							
GRI 2: General Disclosures 2021	<b>2-29</b> Approach to stakeholder engagement	Annual Report: page <a href="#">39</a>					✓
	<b>2-30</b> Collective bargaining agreements	<a href="#">Indicators Databook</a> : Employees tab				8	
<b>Material topics</b>							
GRI 3: Material Topics 2021	<b>3-1</b> Process to determine material topics	Annual Report: pages <a href="#">39</a> , <a href="#">40</a>					
	<b>3-2</b> List of material topics	Annual Report: page <a href="#">39</a> <a href="#">Indicators Databook</a> : Materiality tab					
<b>Biodiversity and ecosystems</b>							
GRI 2: Material Topics 2021	<b>3-3</b> Management of material topics	Annual Report: page <a href="#">92</a> <a href="#">Indicators Databook</a> : Materiality tab					
GRI 101: Biodiversity 2024	<b>101-1</b> Policies to halt and reverse biodiversity loss	Annual Report: pages <a href="#">92</a> , <a href="#">93</a> , <a href="#">97</a> , <a href="#">98</a> , <a href="#">99</a> , <a href="#">100</a> <a href="#">Indicators Databook</a> : Biodiversity and ecosystem services tab				6, 14, 15	✓
	<b>101-2</b> Management of biodiversity impacts	Annual Report: pages <a href="#">94</a> , <a href="#">95</a> , <a href="#">96</a> , <a href="#">97</a> <a href="#">Indicators Databook</a> : Biodiversity and ecosystem services tab				6, 11, 12, 13, 14, 15	
	<b>101-3</b> Access and benefit-sharing	<a href="#">Indicators Databook</a> : Biodiversity and ecosystem services tab				1, 15	
	<b>101-4</b> Identification of biodiversity impacts	<a href="#">Indicators Databook</a> : Biodiversity and ecosystem services tab					✓
	<b>101-5</b> Locations with biodiversity impacts	<a href="#">Indicators Databook</a> : Biodiversity and ecosystem services tab				1, 6, 11, 14, 15	
	<b>101-6</b> Direct drivers of biodiversity loss	<a href="#">Indicators Databook</a> : Biodiversity and ecosystem services tab				6, 8, 11, 12, 14, 15	



GRI Standards	Disclosure	Location	Omission			SDG	Disclosure assured
			Requirements omitted	Reason	Explanation		
GRI 101: Biodiversity 2024	<b>101-7</b> Changes to the state of biodiversity	<a href="#">Indicators Databook</a> : Biodiversity and ecosystem services tab				6, 8, 11, 12, 14, 15	
	<b>101-8</b> Ecosystem services	<a href="#">Indicators Databook</a> : Biodiversity and ecosystem services tab				6, 14, 15	✓
CBA disclosures	<b>CBA-68</b> Biodiversity risk assessment	<a href="#">Indicators Databook</a> : Biodiversity and ecosystem services tab					
	<b>CBA-69</b> Biodiversity exposure and assessment	<a href="#">Indicators Databook</a> : Biodiversity and ecosystem services tab					
	<b>CBA-70</b> Biodiversity mitigation measures	Annual Report: page <a href="#">94</a> <a href="#">Indicators Databook</a> : Biodiversity and ecosystem services tab					
	<b>CBA-71</b> Disturbed and rehabilitated land and sites identified as requiring diversity management plans	<a href="#">Indicators Databook</a> : Biodiversity and ecosystem services tab					
<b>Circular aluminum</b>							
GRI 2: Material Topics 2021	<b>3-3</b> Management of material topics	Annual Report: page <a href="#">114</a> <a href="#">Indicators Databook</a> : Materiality tab					
GRI 301: Materials 2016	<b>301-1</b> Materials used by weight or volume	Annual Report: page <a href="#">116</a>				8, 12	✓
	<b>301-2</b> Recycled input materials used	Annual Report: page <a href="#">116</a>				8, 12	✓
	<b>301-3</b> Reclaimed products and their packaging materials	<a href="#">Indicators Databook</a> : aba Circularidade do Alumínio				8, 12	
CBA disclosures	<b>CBA-8</b> Overall recycling rate	Annual Report: page <a href="#">116</a> <a href="#">Indicators Databook</a> : Waste and Co-products tab					
	<b>CBA-12</b> Lifecycle Assessment	Annual Report: page <a href="#">135</a>					✓
<b>Renewable energy and energy efficiency</b>							
GRI 2: Material Topics 2021	<b>3-3</b> Management of material topics	Annual Report: page <a href="#">89</a> <a href="#">Indicators Databook</a> : Materiality tab					



GRI Standards	Disclosure	Location	Omission			SDG	Disclosure assured
			Requirements omitted	Reason	Explanation		
302: Energy 2016	<b>302-1</b> Energy consumption within the organization	Annual Report: page <a href="#">9</a>				7, 8, 12, 13	✓
	<b>302-2</b> Energy consumption outside of the organization	Annual Report: page <a href="#">91</a> <a href="#">Indicators Databook</a> : Renewable energy and energy efficiency tab				7, 8, 12, 13	
	<b>302-3</b> Energy intensity	Annual Report: page <a href="#">91</a>				7, 8, 12, 13	
	<b>302-4</b> Reduction of energy consumption	<a href="#">Indicators Databook</a> : Renewable energy and energy efficiency tab				7, 8, 12, 13	
302: Energy 2016	<b>302-5</b> Reductions in energy requirements of products and services	<a href="#">Indicators Databook</a> : Renewable energy and energy efficiency tab				7, 8, 12, 13	
CBA disclosures	<b>CBA-52</b> Energy management programs	<a href="#">Indicators Databook</a> : Renewable energy and energy efficiency tab					
	<b>CBA-53</b> Energy consumption within the organization in Mwh	<a href="#">Indicators Databook</a> : Renewable energy and energy efficiency tab					

### Innovation, technology, and digital

GRI 2: Material Topics 2021	<b>3-3</b> Management of material topics	Annual Report: page <a href="#">44</a> <a href="#">Indicators Databook</a> : Materiality tab					
CBA disclosures	<b>CBA-1</b> Investment in innovation and technology	<a href="#">Indicators Databook</a> : Innovation and technology tab					
	<b>CBA-5</b> Gains from Competitiveness Management sustainability initiatives	Annual Report: pages <a href="#">50</a> , <a href="#">51</a>					
	<b>CBA-25</b> IT Security/Cybersecurity governance	<a href="#">Indicators Databook</a> : Innovation and technology tab					
	<b>CBA-26</b> Security measures	<a href="#">Indicators Databook</a> : Innovation and technology tab					
	<b>CBA-27</b> IT infrastructure and security processes	<a href="#">Indicators Databook</a> : Innovation and technology tab					



GRI Standards	Disclosure	Location	Omission			SDG	Disclosure assured
			Requirements omitted	Reason	Explanation		
<b>Climate change</b>							
GRI 2: Material Topics 2021	<b>3-3</b> Management of material topics	Annual Report: page <a href="#">44</a> <a href="#">Indicators Databook</a> : Materiality tab					
GRI 201: Economic performance 2016	<b>201-2</b> Financial implications and other risks and opportunities due to climate change	<a href="#">Indicators Databook</a> : Innovation and technology tab				13	✓
GRI 305: Emissions 2016	<b>305-1</b> Direct (Scope 1) GHG emissions	Annual Report: pages <a href="#">50</a> , <a href="#">51</a>				3, 12, 13, 14, 15	✓
	<b>305-2</b> Energy indirect (Scope 2) GHG emissions	<a href="#">Indicators Databook</a> : Innovation and technology tab				3, 12, 13, 14, 15	✓
	<b>305-3</b> Other indirect (Scope 3) GHG emissions	<a href="#">Indicators Databook</a> : Innovation and technology tab				3, 12, 13, 14, 15	✓
	<b>305-4</b> GHG emissions intensity	<a href="#">Indicators Databook</a> : Innovation and technology tab				13, 14, 15	✓
	<b>305-5</b> Reduction of GHG emissions	<a href="#">Indicators Databook</a> : Climate Change tab				13, 14, 15	✓
	<b>305-6</b> Emissions of ozone-depleting substances (ODS)	<a href="#">Indicators Databook</a> : Climate Change tab				3, 12	
	<b>305-7</b> Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	<a href="#">Indicators Databook</a> : Climate Change tab				3, 12, 14, 15	
CBA disclosures	<b>CBA-67</b> Direct PFC (Perfluorocarbon) emissions	<a href="#">Indicators Databook</a> : Climate Change tab					
<b>Water Resources</b>							
GRI 2: Material Topics 2021	<b>3-3</b> Management of material topics	Annual Report: page <a href="#">101</a> <a href="#">Indicators Databook</a> : Materiality tab				6, 12	



GRI Standards	Disclosure	Location	Omission			SDG	Disclosure assured
			Requirements omitted	Reason	Explanation		
GRI 303: Water and Effluents 2018	<b>303-1</b> Interactions with water as a shared resource	<a href="#">Indicators Databook</a> : Water Resources tab				6	
	<b>303-2</b> Management of water discharge related impacts	<a href="#">Indicators Databook</a> : Water Resources tab				6	
	<b>303-3</b> Water withdrawal	Annual Report: page <a href="#">102</a> <a href="#">Indicators Databook</a> : Water Resources tab					✓
GRI 303: Water and Effluents 2018	<b>303-4</b> Water discharge	Annual Report: page <a href="#">102</a> <a href="#">Indicators Databook</a> : Water Resources tab				6	✓
	<b>303-5</b> Water consumption	Annual Report: page <a href="#">102</a> <a href="#">Indicators Databook</a> : Water Resources tab				6	✓
CBA disclosures	<b>CBA-2</b> Water reused or recycled	<a href="#">Indicators Databook</a> : Water Resources tab					✓
	<b>CBA-11</b> Water intensity by product	Annual Report: page <a href="#">102</a>					
	<b>CBA-61</b> Energy management and energy efficiency programs	<a href="#">Indicators Databook</a> : Water Resources tab					
	<b>CBA-62</b> Total freshwater consumption	<a href="#">Indicators Databook</a> : Water Resources tab					✓
	<b>CBA-63</b> Water consumption in water-stressed areas	<a href="#">Indicators Databook</a> : Water Resources tab					✓
	<b>CBA-64</b> Business impacts of water-related incidents	<a href="#">Indicators Databook</a> : Water Resources tab					
	<b>CBA-65</b> Exposure to areas with water stress	<a href="#">Indicators Databook</a> : Water Resources tab					
	<b>CBA-66</b> Water resource management programs	<a href="#">Indicators Databook</a> : Water Resources tab					
<b>Waste and co-products</b>							
GRI 2: Material Topics 2021	<b>3-3</b> Management of material topics	Annual Report: page <a href="#">103</a> <a href="#">Indicators Databook</a> : Materiality tab					



GRI Standards	Disclosure	Location	Omission			SDG	Disclosure assured
			Requirements omitted	Reason	Explanation		
GRI 306: Waste 2020	<b>306-1</b> Waste generation and significant waste-related impacts	Annual Report: page <a href="#">103</a>				3, 6, 11, 12	
	<b>306-2</b> Management of significant waste-related impacts	Annual Report: page <a href="#">104</a>				3, 6, 8, 11, 12	
	<b>306-3</b> Waste generated	Annual Report: page <a href="#">104</a>				3, 6, 11, 12, 15	✓
	<b>306-4</b> Waste diverted from disposal	<a href="#">Indicators Databook</a> : Waste and Co-products tab				3, 11, 12	✓
	<b>306-5</b> Waste directed to disposal	<a href="#">Indicators Databook</a> : Waste and Co-products tab				3, 6, 11, 12, 15	✓
CBA disclosures	<b>CBA-7</b> Significant spills	<a href="#">Indicators Databook</a> : Waste and Co-products tab					✓
	<b>CBA-9</b> Contaminated sites	<a href="#">Indicators Databook</a> : Waste and Co-products tab					
	<b>CBA-54</b> Waste Management Programs	<a href="#">Indicators Databook</a> : Waste and Co-products tab					✓
CBA disclosures	<b>CBA-55</b> Waste elimination	<a href="#">Indicators Databook</a> : Waste and Co-products tab					✓
	<b>CBA-56</b> Mineral waste	<a href="#">Indicators Databook</a> : Waste and Co-products tab					✓
<b>Cross-cutting topics</b>							
<b>Dams</b>							
GRI 2: Material Topics 2021	<b>3-3</b> Management of material topics	Annual Report: page <a href="#">108</a> <a href="#">Indicators Databook</a> : Materiality tab					
CBA disclosures	<b>CBA-3</b> Participation in emergency drills	Annual Report: page <a href="#">109</a> <a href="#">Indicators Databook</a> : Dam management tab					✓
	<b>CBA-4</b> Volume of water removed from tailings dams	<a href="#">Indicators Databook</a> : Dam management tab					✓
	<b>CBA-57</b> Tailings and dam management commitments	<a href="#">Indicators Databook</a> : Dam management tab					
	<b>CBA-58</b> Potential dam risks	<a href="#">Indicators Databook</a> : Dam management tab					
	<b>CBA-59</b> Emergency drills	<a href="#">Indicators Databook</a> : Dam management tab					
	<b>CBA-60</b> Spill response plans	<a href="#">Indicators Databook</a> : Dam management tab					✓



GRI Standards	Disclosure	Location	Omission			SDG	Disclosure assured
			Requirements omitted	Reason	Explanation		
<b>Diversity, equity and inclusion</b>							
GRI 2: Material Topics 2021	<b>3-3</b> Management of material topics	Annual Report: page <a href="#">55</a> <a href="#">Indicators Databook</a> : Materiality tab					
GRI 405: Diversity and Equal Opportunity 2016	<b>405-1</b> Diversity of governance bodies and employees	Annual Report: pages <a href="#">54</a> , <a href="#">56</a> <a href="#">Indicators Databook</a> : Employees tab				5,8	✓
	<b>405-2</b> Ratio of basic salary and remuneration of women to men	<a href="#">Indicators Databook</a> : Employees tab	405-2.b	Confidentiality restrictions	The presentation of data by important operational unit is considered strategic for CBA.	5, 10, 8	✓
GRI 406: Non-Discrimination 2016	<b>406-1</b> Incidents of discrimination and corrective actions taken	Annual Report: page <a href="#">130</a> <a href="#">Indicators Databook</a> : Employees tab	406-1.b	Confidentiality restrictions	Details of the cases have been preserved due to confidentiality restrictions.	5, 8	✓
CBA disclosures	<b>CBA-31</b> Board diversity policy	<a href="#">Indicators Databook</a> : Employees tab					
	<b>CBA-32</b> Workforce Breakdown: Gender	<a href="#">Indicators Databook</a> : Employees tab					
	<b>CBA-33</b> Workforce Breakdown: Race/ Ethnicity & Nationality	<a href="#">Indicators Databook</a> : Employees tab					
<b>Supply chain management</b>							
GRI 2: Material Topics 2021	<b>3-3</b> Management of material topics	Annual Report: page <a href="#">139</a> <a href="#">Indicators Databook</a> : Materiality tab					
GRI 204: Procurement practices 2016	<b>204-1</b> Proportion of spending on locally-based suppliers	<a href="#">Indicators Databook</a> : Sustainable value chain tab				8	✓



GRI Standards	Disclosure	Location	Omission			SDG	Disclosure assured
			Requirements omitted	Reason	Explanation		
GRI 308: Supplier environmental assessment 2016	<b>308-1</b> New suppliers that were screened using environmental criteria	Annual Report: pages <a href="#">141</a> , <a href="#">142</a> , <a href="#">143</a> , <a href="#">144</a> <a href="#">Indicators Databook</a> : Sustainable value chain tab					✓
	<b>308-2</b> Negative environmental impacts in the supply chain and actions taken	<a href="#">Indicators Databook</a> : Sustainable value chain tab					
GRI 407: Freedom of association and collective bargaining 2016	<b>407-1</b> Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">Indicators Databook</a> : Sustainable value chain tab				8	
GRI 408: Child Labor 2016	<b>408-1</b> Operations and suppliers at significant risk for incidents of child labor	<a href="#">Indicators Databook</a> : Sustainable value chain tab				5, 8, 16	✓
GRI 409: Forced or Compulsory Labor 2016	<b>409-1</b> Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Indicators Databook</a> : Sustainable value chain tab				5, 8	✓
GRI 414: Supplier social assessment 2016	<b>414-1</b> New suppliers that were screened using social criteria	Annual Report: pages <a href="#">141</a> , <a href="#">142</a> , <a href="#">143</a> , <a href="#">144</a> <a href="#">Indicators Databook</a> : Sustainable value chain tab				5, 16	✓
	<b>414-2</b> Negative social impacts in the supply chain and actions taken	<a href="#">Indicators Databook</a> : Sustainable value chain tab				5, 8, 16	
CBA disclosures	<b>CBA-20</b> ESG programs for suppliers	<a href="#">Indicators Databook</a> : Sustainable value chain tab					✓
	<b>CBA-21</b> Supplier screening	<a href="#">Indicators Databook</a> : Sustainable value chain tab					
	<b>CBA-22</b> Supplier assessment and development	<a href="#">Indicators Databook</a> : Sustainable value chain tab					
	<b>CBA-23</b> Supplier onboarding	<a href="#">Indicators Databook</a> : Sustainable value chain tab					
	<b>CBA-24</b> Supplier assessment and development KPIs	<a href="#">Indicators Databook</a> : Sustainable value chain tab					



GRI Standards	Disclosure	Location	Omission			SDG	Disclosure assured
			Requirements omitted	Reason	Explanation		
<b>Community engagement and local development</b>							
GRI 2: Material Topics 2021	<b>3-3</b> Management of material topics	Annual Report: pages <a href="#">67</a> , <a href="#">70</a> <a href="#">Indicators Databook</a> : Materiality tab					
GRI 202: Presença no Mercado 201	<b>202-1</b> Ratios of standard entry level wage by gender compared to local minimum wage	<a href="#">Indicators Databook</a> : Employees tab					✓
	<b>202-2</b> Proportion of senior management hired from the local community	<a href="#">Indicators Databook</a> : Employees tab				8	
GRI 203: Indirect Economic Impacts 2016	<b>203-1</b> Infrastructure investments and services supported	<a href="#">Indicators Databook</a> : Social legacy tab					
	<b>203-2</b> Significant indirect economic impacts		2.a/b	Information unavailable	CBA does not perform assessments of indirect economic impacts from its operations	1, 3, 8	
GRI 411: Rights of Indigenous Peoples 2016	<b>411-1</b> Incidents of violations involving rights of indigenous peoples	Annual Report: page <a href="#">81</a>				2	✓
GRI 413: Local communities 2016	<b>413-1</b> Operations with local community engagement, impact assessments, and development programs	Annual Report: pages <a href="#">67</a> , <a href="#">68</a> , <a href="#">69</a> , <a href="#">70</a> <a href="#">Indicators Databook</a> : Social legacy tab					✓
	<b>413-2</b> Operations with significant actual or potential negative impacts on local communities	<a href="#">Indicators Databook</a> : Social legacy tab				1, 2	



GRI Standards	Disclosure	Location	Omission			SDG	Disclosure assured
			Requirements omitted	Reason	Explanation		
CBA disclosures	<b>CBA-10</b> Social investments	Annual Report: page <a href="#">67</a> <a href="#">Indicators Databook</a> : Social legacy tab					
	<b>CBA-46</b> Community engagement	<a href="#">Indicators Databook</a> : Social legacy tab					
	<b>CBA-47</b> Community consultation framework and implementation	<a href="#">Indicators Databook</a> : Social legacy tab					
	<b>CBA-48</b> Resettlement programs	<a href="#">Indicators Databook</a> : Social legacy tab					
	<b>CBA-49</b> Indigenous peoples and culture preservation	<a href="#">Indicators Databook</a> : Social legacy tab					
CBA disclosures	<b>CBA-50</b> Security personnel management	<a href="#">Indicators Databook</a> : Social legacy tab					
	<b>CBA-51</b> Local hiring	<a href="#">Indicators Databook</a> : Social legacy tab					
	<b>CBA-74</b> Operations that have been subject to human rights reviews or impact assessments	<a href="#">Indicators Databook</a> : Human rights tab					
	<b>CBA-75</b> Employee training on human rights policies or procedures	<a href="#">Indicators Databook</a> : Human rights tab					✓
	<b>CBA-76</b> Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<a href="#">Indicators Databook</a> : Human rights tab					
<b>Health and Safety</b>							
GRI 2: Material Topics 2021	<b>3-3</b> Management of material topics	Annual Report: pages <a href="#">60</a> , <a href="#">63</a> <a href="#">Indicators Databook</a> : Materiality tab					
GRI 401-2 Employment 2016	<b>401-2</b> Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Indicators Databook</a> : Employees tab				5, 8	



GRI Standards	Disclosure	Location	Omission			SDG	Disclosure assured
			Requirements omitted	Reason	Explanation		
GRI 403: Occupational health and safety 2018	<b>403-1</b> Occupational health and safety management system	Annual Report: pages <a href="#">63</a> , <a href="#">64</a>				8	
	<b>403-2</b> Hazard identification, risk assessment, and incident investigation	<a href="#">Indicators Databook</a> : Health, safety and well-being tab				8	
	<b>403-3</b> Occupational health services	<a href="#">Indicators Databook</a> : Health, safety and well-being tab				8	
	<b>403-4</b> Worker participation, consultation, and communication on occupational health and safety	Annual Report: page <a href="#">66</a>				8, 16	
	<b>403-5</b> Worker training on occupational health and safety	<a href="#">Indicators Databook</a> : Health, safety and well-being tab				8	
	<b>403-6</b> Promotion of worker health	Annual Report: pages <a href="#">60</a> , <a href="#">61</a> , <a href="#">62</a> <a href="#">Indicators Databook</a> : Health, safety and well-being tab				3	✓
GRI 403: Occupational health and safety 2018	<b>403-7</b> Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Indicators Databook</a> : Health, safety and well-being tab				8	
	<b>403-8</b> Workers covered by an occupational health and safety management system	<a href="#">Indicators Databook</a> : Health, safety and well-being tab				8	
	<b>403-9</b> Work-related injuries	Annual Report: page <a href="#">65</a> <a href="#">Indicators Databook</a> : Health, safety and well-being tab				3, 8, 16	✓
	<b>403-10</b> Work-related ill health	<a href="#">Indicators Databook</a> : Health, safety and well-being tab				3, 8, 16	✓
CBA disclosures	<b>CBA-45</b> Lost-time injury frequency rate (LTIFR) and Total recordable injury frequency rate (TRIFR)	<a href="#">Indicators Databook</a> : Health, safety and well-being tab					✓



GRI Standards	Disclosure	Location	Omission			SDG	Disclosure assured
			Requirements omitted	Reason	Explanation		
<b>Other disclosures</b>							
GRI 205: Anti-corruption 2016	<b>205-1</b> Operations assessed for risks related to corruption	Annual Report: page <a href="#">124</a>				16	
	<b>205-2</b> Communication and training on anti-corruption policies and procedures	<a href="#">Indicators Databook</a> : Corporate governance tab					
	<b>205-3</b> Confirmed incidents of corruption and actions taken	Annual Report: page <a href="#">124</a>				16	✓
GRI 206: Anti-competitive Behavior 2016	<b>206-1</b> Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Annual Report: page <a href="#">124</a>				16	
GRI 401: Employment 2016	<b>401-1</b> New employee hires and employee turnover	<a href="#">Indicators Databook</a> : Employees tab	401-1b.	Confidentiality restrictions	CBA does not report the indicator because it is considered strategic.	5, 8, 10	✓
	<b>401-2</b> Benefits provided to full-time employees that are not provided to temporary or part-time employees	Annual Report: page <a href="#">60</a>				5, 8	
	<b>401-3</b> Parental leave	Annual Report: page <a href="#">61</a>				5, 8	
GRI 415 Public Policy 2016	<b>415-1</b> Political contributions	CBA made no contributions to political parties or candidates, as these are prohibited by Brazilian Law no. 13,165/2015 and by the Company's Code of Conduct					✓
CBA disclosures	<b>CBA-6</b> Payment of mining taxes	<a href="#">Indicators Databook</a> : Policy influence tab					
	<b>CBA-13</b> Sustainability Report boundaries	Annual Report: page <a href="#">7</a> <a href="#">Indicators Databook</a> : Corporate governance tab					✓
	<b>CBA-14</b> Effectiveness of the Board	<a href="#">Indicators Databook</a> : Corporate governance tab					



GRI Standards	Disclosure	Location	Omission			SDG	Disclosure assured
			Requirements omitted	Reason	Explanation		
CBA disclosures	<b>CBA-15</b> Average tenure of members of the Board of Directors	<a href="#">Indicators Databook</a> : Corporate governance tab					
	<b>CBA-16</b> Corporate risk governance	<a href="#">Indicators Databook</a> : Corporate governance tab					
	<b>CBA-17</b> Emerging risks	<a href="#">Indicators Databook</a> : Corporate governance tab					
	<b>CBA-18</b> Contributions and other expenses	<a href="#">Indicators Databook</a> : Policy influence tab					
	<b>CBA-19</b> Industry advocacy and initiatives – alignment on climate	<a href="#">Indicators Databook</a> : Policy influence tab					
	<b>CBA-28</b> Return on environmental investment	<a href="#">Indicators Databook</a> : Corporate governance tab					
	<b>CBA-29</b> Environmental violations	<a href="#">Indicators Databook</a> : Policy influence tab					✓
	<b>CBA-30</b> Measuring customer satisfaction	<a href="#">Indicators Databook</a> : Corporate governance tab					
	<b>CBA-34</b> Human rights due diligence process	<a href="#">Indicators Databook</a> : Human rights tab					✓
	<b>CBA-35</b> Human rights assessment	<a href="#">Indicators Databook</a> : Human rights tab					
	<b>CBA-36</b> Mitigation and remediation of human rights risks	<a href="#">Indicators Databook</a> : Human rights tab					
	<b>CBA-37</b> Training and development	<a href="#">Indicators Databook</a> : Employees tab					✓
	<b>CBA-38</b> Employee development programs	<a href="#">Indicators Databook</a> : Employees tab					
CBA disclosures	<b>CBA-39</b> Return on investment in human capital	<a href="#">Indicators Databook</a> : Employees tab					
	<b>CBA-40</b> Hiring	<a href="#">Indicators Databook</a> : Employees tab					
	<b>CBA-41</b> Performance review	<a href="#">Indicators Databook</a> : Employees tab					✓
	<b>CBA-42</b> Employee support programs	<a href="#">Indicators Databook</a> : Employees tab					
	<b>CBA-43</b> Employee turnover rate	<a href="#">Indicators Databook</a> : Employees tab					✓
	<b>CBA-44</b> Employee satisfaction surveys	<a href="#">Indicators Databook</a> : Employees tab					✓



# SASB Content Index

Topic	Code	Title	Location	Disclosure assured
<b>Mining Sector</b>				
Greenhouse Gas Emissions	<b>EM-MM-110a.1</b>	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations (excluding voluntary regulations)	<a href="#">Indicators Databook</a> : Climate Change tab	✓
	<b>EM-MM-110a.2</b>	Description of long-term and short-term strategy or plan to manage Scope 1 emissions, emission-reduction targets, and an analysis of performance against those targets	<a href="#">Indicators Databook</a> : Climate Change tab	✓
Air quality	<b>EM-MM-120a.1</b>	Air emissions for the following pollutants: (1) CO <sub>2</sub> , (2) NO <sub>x</sub> (excluding N <sub>2</sub> O), (3) SO <sub>x</sub> , (4) particulate matter (Pm10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	<a href="#">Indicators Databook</a> : Climate Change tab	✓
Energy management	<b>EM-MM-130a.1</b>	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Annual Report: page <a href="#">90</a>	
Water management	<b>EM-MM-140a.1</b>	(1) Total water withdrawn and (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	<a href="#">Indicators Databook</a> : Water Resources tab	✓
	<b>EM-MM-140a.2</b>	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	<a href="#">Indicators Databook</a> : Water Resources tab	✓
Waste & hazardous materials management	<b>EM-MM-150a.4</b>	Total weight of non-mineral waste generated	Annual Report: page <a href="#">104</a> <a href="#">Indicators Databook</a> : Waste and Co-products tab	✓
	<b>EM-MM-150a.5</b>	Total weight of tailings produced	Annual Report: page <a href="#">104</a> <a href="#">Indicators Databook</a> : Waste and Co-products tab	✓
	<b>EM-MM-150a.6</b>	Total weight of waste rock generated	Annual Report: page <a href="#">104</a> <a href="#">Indicators Databook</a> : Waste and Co-products tab	✓
	<b>EM-MM-150a.7</b>	Total weight of hazardous waste generated	Annual Report: page <a href="#">104</a>	✓
	<b>EM-MM-150a.8</b>	Total weight of hazardous waste recycled	<a href="#">Indicators Databook</a> : Waste and Co-products tab	✓
	<b>EM-MM-150a.9</b>	Number of significant incidents associated with hazardous materials and waste management	<a href="#">Indicators Databook</a> : Waste and Co-products tab	✓



Topic	Code	Title	Location	Disclosure assured
Waste & hazardous materials management	<a href="#">EM-MM-150a.10</a>	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Annual Report: pages <a href="#">103</a> , <a href="#">105</a>	
Biodiversity impacts	<a href="#">EM-MM-160a.1</a>	Description of environmental management policies and practices for active sites	<a href="#">Indicators Databook</a> : Biodiversity and ecosystem services tab	✓
	<a href="#">EM-MM-160a.3</a>	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	<a href="#">Indicators Databook</a> : Biodiversity and ecosystem services tab	
Security, human rights & rights of indigenous peoples	<a href="#">EM-MM-210a.1</a>	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	<a href="#">Indicators Databook</a> : Social legacy tab	
	<a href="#">EM-MM-210a.2</a>	Percentage of (1) proved and (2) probable reserves in or near indigenous land	<a href="#">Indicators Databook</a> : Social legacy tab	
	<a href="#">EM-MM-210a.3</a>	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	<a href="#">Indicators Databook</a> : Human rights tab	
Community relations	<a href="#">EM-MM-210b.1</a>	Discussion of process to manage risks and opportunities associated with community rights and interests	<a href="#">Indicators Databook</a> : Social legacy tab	
	<a href="#">EM-MM-210b.2</a>	Number and duration of non-technical delays	<a href="#">Indicators Databook</a> : Employees tab	
Labor/management relations	<a href="#">EM-MM-310a.1</a>	Percentage of active workforce covered under collective bargaining agreements, broken down by nationals and foreign employees	<a href="#">Indicators Databook</a> : Employees tab	
	<a href="#">EM-MM-310a.2</a>	Number and duration of non-technical delays	<a href="#">Indicators Databook</a> : Employees tab	
Workforce health and safety	<a href="#">EM-MM-320a.1</a>	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	<a href="#">Indicators Databook</a> : Health, safety and well-being tab	✓
Business ethics and transparency	<a href="#">EM-MM-510a.1</a>	Description of the management system for prevention of corruption and bribery throughout the value chain	Annual Report: pages <a href="#">124</a> , <a href="#">130</a>	✓



Topic	Code	Title	Location	Disclosure assured
Tailings storage facilities management	<b>EM-MM-540a.1</b>	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	<a href="#">Indicators Databook</a> : Dam management tab	
	<b>EM-MM-540a.2</b>	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	<a href="#">Indicators Databook</a> : Dam management tab	
	<b>EM-MM-540a.3</b>	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities.	<a href="#">Indicators Databook</a> : Dam management tab	
Activity metrics	<b>EM-MM-000.A</b>	Production of (1) metal ores and (2) finished metal products	Annual Report: page <a href="#">20</a>	✓
	<b>EM-MM-000.B</b>	Total number of employees, percentage contractors	Annual Report: page <a href="#">54</a>	✓
<b>Energy Sector Standard</b>				
Greenhouse gas emissions & energy resource planning	<b>IF-EU-110a.1</b>	(1) Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulations and (3) emissions-reporting regulations	<a href="#">Indicators Databook</a> : Climate Change tab	
	<b>IF-EU-110a.2</b>	Greenhouse gas (GHG) emissions associated with power deliveries	<a href="#">Indicators Databook</a> : Climate Change tab	
	<b>IF-EU-110a.3</b>	Description of long-term and short-term strategy or plan to manage Scope 1 emissions, emission-reduction targets, and an analysis of performance against those targets	<a href="#">Indicators Databook</a> : Climate Change tab	
Air quality	<b>IF-EU-120a.1</b>	Air emissions for the following pollutants: NO <sub>x</sub> (excluding N <sub>2</sub> O), SO <sub>x</sub> , particulate matter (PM 10), lead (Pb) and mercury (Hg)	<a href="#">Indicators Databook</a> : Climate Change tab	



Topic	Code	Title	Location	Disclosure assured
Water management	<a href="#">IF-EU-140a.1</a>	(1) Total water withdrawn and (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	<a href="#">Indicators Databook</a> : Water Resources tab	
	<a href="#">IF-EU-140a.2</a>	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	<a href="#">Indicators Databook</a> : Water Resources tab	
	<a href="#">IF-EU-140a.3</a>	Discussion of water management risks and description of strategies and practices to mitigate those risks	<a href="#">Indicators Databook</a> : Water Resources tab	
Workforce health and safety	<a href="#">IF-EU-320a.1</a>	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	<a href="#">Indicators Databook</a> : Health, safety and well-being tab	
Grid resiliency	<a href="#">IF-EU-550a.1</a>	Number of incidents of non-compliance with standards or regulations on physical and cyber security	<a href="#">Indicators Databook</a> : Health, safety and well-being tab	
Activity metrics	<a href="#">IF-EU-000.C</a>	Length of transmission and distribution lines	Annual Report: page <a href="#">179</a>	
	<a href="#">IF-EU-000.D</a>	Total electricity generated, percentage by major energy source, percentage in regulated markets	Annual Report: page <a href="#">25</a>	
	<a href="#">IF-EU-000.E</a>	Total wholesale electricity purchased	Annual Report: page <a href="#">25</a>	

# Appendices



### ANEEL 3.2.3 Responsibility to stakeholders

Communication Channels	2024	2023
	Answer	Answer
<p><b>Specify the company's established methods for communicating with employees: meetings, meetups, and internal communication channels.</b></p>	<p>ANEEL Socio-Environmental Manual disclosures cover the 15 Energy Business operations (hydropower plants (HPPs) and micro hydropower plants (MHPPs)) over which CBA has operational control. Any exceptions are indicated in notes. Energy data was first reported in 2022, when CBA took over the direct management of its energy assets. However, historical data reported by Votorantim Energia (now Auren), which was previously responsible for operational control, has been retained.</p> <p>A breakdown of the 185 direct employees and 169 fixed contractors in the Energy Business is provided on the pages corresponding to disclosure 3.5.1.</p>	<p>ANEEL Socio-Environmental Manual disclosures cover the 16 Energy Business operations (hydroelectric power plants (HPPs), small hydroelectric power plants (SHPPs), and micro hydroelectric power plants (MHPPs)) over which CBA has operational control. Any exceptions are indicated in notes. Energy data was first reported in 2022, when CBA took over the direct management of its energy assets. However, historical data reported by Votorantim Energia (now Auren), which was previously responsible for operational control, has been retained. A breakdown of the 117 direct employees and 161 fixed contractors in the Energy Business is provided on Pages 91 and 93.</p>

**ANEEL 3.2.3 Responsibility to stakeholders**

Stakeholders	Communication channels 2024
<b>Shareholders &amp; investors</b>	Votorantim S.A. holds 68.6% of the Company's common shares, while other investors (Free Float) own the remaining 31.4%. CBA's Investor Relations (IR) team is responsible for managing relationships with shareholders and investors.
<b>Customers</b>	As of October 2024, the Company served a total of 17 customers—14 energy traders and three end consumers. The main communication channels are email and telephone.
<b>Employees</b>	The main communication methods include face-to-face and/or online meetings, internal communications, internal TV, physical bulletin boards, face-to-face interactions, Corporate Radar (newsletter), daily safety talks, and the internal Workplace tool.
<b>Public organizations and programs</b>	Information is sourced from regulatory agencies with which the Company engages regularly to address environmental, legal, regulatory, and social program matters. Information is sourced from regulatory agencies with which the Company engages regularly to address environmental, legal, regulatory, and social program matters. At the federal level, this includes the ONS, MME, ANEEL, IBAMA, ANA, and the Federal Courts. At the state level, the Company interacts with the Public Prosecutor's Office, Environmental Military Police, Civil Defense, CETESB, DAEE, SUPRAM, SEMAD, Management Councils, and Watershed Committees in the states of São Paulo, Goiás, and Minas Gerais. At the municipal level, the Company engages with municipal governments, departments of education and environment, and Civil Defense in the municipalities hosting hydroelectric plants. Communication takes place through in-person meetings, email, phone calls, official letters, and correspondence. Assets include the following plants: in Juquiá—Alecrim HPP, Barra HPP, Fumaça HPP, França HPP, Porto Raso HPP, Serraria HPP, and Salto do Iporanga HPP; in Sorocaba—Itupararanga HPP, Jurupará MHPP, Santa Helena MHPP, and Votorantim MHPP; in Sobragi—Sobragi HPP; in Paranapanema—Piraju HPP and Ourinhos HPP; and in Salto do Rio Verdinho—Salto do Rio Verdinho HPP.
<b>Business partners</b>	The Company engages with business partners and suppliers via email, webinars, the CBA website, Instagram, and YouTube—totaling nine communications throughout 2024. The Company has a total of 808 business partners.
<b>Social, environmental and community organizations</b>	The information was compiled by sustainability analysts at the Energy Business who are involved in social programs. During implementation of PVE, PEA, AGP Healthcare, and AGP Climate Action, the Company interacts regularly with the Departments of Education and Environment, as well as the local communities in the municipalities of Belmiro Braga (MG), Caçu (GO), Ibiúna (SP), and Jucitaba (SP). Since these are formal social programs governed by contracts, communication and engagement occurs in an official capacity through emails and in-person meetings. The Company engages regularly with public agencies and programs, using a variety of communication and interaction methods. The assets covered in this disclosure include the following: Alecrim HPP, Barra HPP, Fumaça HPP, França HPP, Porto Raso HPP, Serraria HPP, Salto do Iporanga HPP, Itupararanga HPP, Jurupará MHPP, Santa Helena MHPP, Votorantim MHPP, Sobragi HPP, Piraju HPP, Ourinhos HPP; and Salto do Rio Verdinho HPP. The following assets were not included: Salto Pilão HPP, Canoas I HPP, Canoas II HPP, Machadinho HPP, Campos Novos HPP, Barra Grande HPP, and Ventos do Piauí.



### ANEEL 3.2.4 Operational and productivity disclosures

Technical Data (inputs, production capacity, sales, losses)	2024				2023				2022			
	Generation output (GWh)	Substations (units)	Installed capacity (MW)	Transmission lines (Km)	Generation output (GWh)	Substations (units)	Installed capacity (MW)	Transmission lines (Km)	Generation output (GWh)	Substations (units)	Installed capacity (MW)	Transmission lines (Km)
Sobragi HPP	263	1	60	37	317	1	60	37	334	1	60	37
Salto do Rio Verdinho HPP	382	1	93	26	421	1	93	26	401	1	93	26
Ourinhos HPP	164	1	44	9.4	198	1	44	9.4	126	1	44	9.4
Piraju HPP	197	1	80	4.2	390	1	70	4.2	94	1	80	4.2
Alecrim HPP	321	1	72	68	397	1	72	68	336	1	72	68
França HPP	87	1	30	46	143	1	30	46	120	1	30	46
Fumaça HPP	153	1	36	12	202	1	36	12	166	1	36	12
Barra HPP	151	1	40	10	226	1	40	10	170	1	40	10
Porto Raso HPP	122	1	28	10	157	1	28	10	130	1	28	10
Serraria HPP	104	1	24	7	131	1	24	7	114	1	24	7
Salto do Iporanga HPP	204	1	37	18	249	1	37	18	235	1	37	18
Itupararanga HPP	82	1	55	16	130	1	55	16	16	1	55	16
Santa Helena MHPP	2	1	2	7	6	1	2	7	0	1	2	7
Votorantim MHPP	2	1	3	3	6	1	3	3	0	1	3	3
Jurupará MHPP	0	1	4	45	0	1	7	45	0	1	7	45
<b>Total</b>	<b>2,234</b>	<b>15</b>	<b>608</b>	<b>319</b>	<b>2,973</b>	<b>15</b>	<b>601</b>	<b>319</b>	<b>2,242</b>	<b>15</b>	<b>611</b>	<b>319</b>



### ANEEL 3.3.1 Corporate Governance Dimension

Management	2024			2023			2022		
	Board of Directors	Executive Board	Total	Board of Directors	Executive Board	Total	Board of Directors	Executive Board	Total
No. of members receiving remuneration	7	9	16	7	9	16	6	9	15
Annual fixed compensation (R\$)	4,884,333	10,032,711	14,917,044	4,298,667	10,479,215	14,777,882	2,941,167	10,139,678	13,080,845
Salary or management fees (R\$)	3,728,667	7,810,126	11,538,793	3,498,667	9,510,994	13,009,661	2,546,167	9,196,637	11,742,804
Direct and indirect benefits (R\$)	0	1,004,350	1,004,350	0	968,221	968,221	0	943,041	943,041
Participation in committees (R\$)	1,155,667		1,155,667	800,000	0	800,000	375,000	0	375,000
Other (R\$)	0		0	0	0	0	0	0	0
Variable compensation (R\$)	0	9,729,173	9,729,173	0	19,011,225	19,011,225	0	19,350,694	19,350,694
Bonus (R\$)	0	1,423,500	1,423,500	0	0	0	0	0	0
Profit sharing (R\$)	0	8,899,775	8,899,775	0	59,561,980	59,561,980	0	5,213,961	5,213,961
Participation in meetings (R\$)	0		0	0	0	0	0	0	0
Commission (R\$)	0		0	0	0	0	0	0	0
Other (R\$)	0	829,397	829,397	0	13,055,027	13,055,027	0	14,136,733	14,136,733

**Note:** The Oversight Board is not applicable to the Energy Business. Variable compensation refers to long-term incentives paid

**Note:** Throughout 2024, there were executive changes at both the Board of Directors and Executive Management levels at CBA. The reduction in variable compensation was due to a negative Total Shareholder Return (TSR), resulting in a lower payout. Another contributing factor was the decision by some executives to defer their compensation by one year, in accordance with Company policy.



### ANEEL 3.5.1 Internal Social Indicators – a) Employees/employability/management

a) General information	2024														
	Sobragi HPP	Salto do Rio Verdinho HPP	Ourinhos HPP	Piraju HPP	Alecrim HPP	França HPP	Fumaça HPP	Barra HPP	Porto Raso HPP	Serraria HPP	Salto do Iporanga HPP	Itupararanga HHP	Santa Helena MHPP	Votorantim MHPP	Jurupará MHPP
<b>Total workforce</b>	18	20	12	21	22	9	8	11	6	6	7	45	0	0	0
<b>Number of contractors</b>	17	24	20	0	61	0	0	0	0	0	0	47	0	0	0
<b>Employees aged 30 or under</b>	11%	25%	0%	5%	14%	22%	0%	9%	0%	33%	14%	31%	0%	0%	0%
<b>Employees aged 31 to 40</b>	39%	40%	17%	10%	23%	33%	50%	46%	50%	33%	43%	29%	0%	0%	0%
<b>Employees aged 41 to 50</b>	28%	25%	58%	43%	32%	11%	13%	27%	33%	33%	14%	13%	0%	0%	0%
<b>Employees over 50</b>	22%	10%	25%	43%	32%	33%	38%	18%	17%		29%	27%	0%	0%	0%
<b>Percentage of female employees</b>	17%	35%	8%	5%	9%	11%	0%	18%	0%	0%	14%	16%	0%	0%	0%
<b>Women in managerial positions out of total managerial positions</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>Black female employees (black and mixed race) - out of total employees</b>	6%	20%	0%	0%	9%	0%	0%	0%	0%	0%	0%	4%	0%	0%	0%
<b>Black male employees (black and mixed race) out of total employees</b>	39%	40%	8%	14%	32%	22%	38%	55%	0%	50%	43%	22%	0%	0%	0%
<b>Black employees (black and mixed race) in managerial positions out of total managerial positions</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>Percentage of interns out of total employees</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>Apprentice program employees</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>Number of employees with disabilities</b>	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0



## ANEEL 3.5.1 Internal Social Indicators – a) Employees/employability/management

a) General information	2023															
	Sobragi HPP	Salto do Rio Verdinho HPP	Ourinhos HPP	Piraju HPP	Rio Novo MHPP	Alecrim HPP	França HPP	Fumaça HPP	Barra HPP	Porto Raso HPP	Serraria HPP	Salto do Iporanga HPP	Itupararanga HHP	Santa Helena MHPP	Votorantim MHPP	Jurupará MHPP
Total workforce	20	19	11	18	0	34	11	9	5	5	2	3	40	0	0	0
Number of contractors	22	19	9	11	0	20	11	6	7	6	5	5	44	0	0	0
Employees aged 30 or under	15%	37%	0%	6%	0%	18%	9%	0%	0%	20%	0%	0%	20%	0%	0%	0%
Employees aged 31 to 40	40%	37%	18%	11%	0%	26%	36%	56%	40%	40%	50%	67%	38%	0%	0%	0%
Employees aged 41 to 50	25%	16%	64%	50%	0%	29%	18%	22%	40%	20%	50%	0%	15%	0%	0%	0%
Employees over 50	20%	11%	18%	33%	0%	26%	36%	22%	20%	20%	0%	33%	28%	0%	0%	0%
Percentage of female employees	15%	37%	9%	6%	0%	6%	0%	0%	20%	0%	0%	0%	13%	0%	0%	0%
Women in managerial positions out of total managerial positions	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Black female employees (black and mixed race) – out of total employees	33%	43%	0%	0%	0	100%	0%	0%	0%	0%	0%	0%	40%	0%	0%	0%
Black male employees (black and mixed race) out of total employees	65%	67%	10%	29%	0	41%	9%	33%	75%	20%	100%	67%	29%	0%	0%	0%
Black employees (black and mixed race) in managerial positions out of total managerial positions	100%	0%	0%	0%	0	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%
Percentage of interns out of total employees	0%	0%	0%	0%	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Apprentice program employees	0%	0%	0%	0%	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Number of employees with disabilities	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0



### ANEEL 3.5.1 Internal Social Indicators – a) Employees/employability/management

a) General information	2022															
	Sobragi HPP	Salto do Rio Verdinho HPP	Ourinhos HPP	Piraju HPP	Rio Novo MHPP	Alecrim HPP	França HPP	Fumaça HPP	Barra HPP	Porto Raso HPP	Serraria HPP	Salto do Iporanga HPP	Itupararanga HHP	Santa Helena MHPP	Votorantim MHPP	Jurupará MHPP
<b>Total workforce</b>	17	20	12	22	0	33	11	9	5	5	2	5	43	0	0	0
<b>Number of contractors</b>	21	22	20	0	0	0	0	0	0	60	0	0	41	0	0	0
<b>Employees aged 30 or under</b>	6%	30%	8%	14%	0%	15%	9%	11%	0%	20%	0%	20%	26%	0%	0%	0%
<b>Employees aged 31 to 40</b>	41%	40%	25%	27%	0%	30%	27%	44%	40%	40%	50%	40%	30%	0%	0%	0%
<b>Employees aged 41 to 50</b>	29%	25%	50%	32%	0%	27%	27%	33%	40%	20%	50%	0%	16%	0%	0%	0%
<b>Employees over 50</b>	24%	5%	17%	27%	0%	27%	36%	11%	20%	20%	0%	40%	28%	0%	0%	0%
<b>Percentage of female employees</b>	12%	45%	0%	9%	0%	6%	0%	0%	20%	0%	0%	0%	16%	0%	0%	0%
<b>Women in managerial positions out of total managerial positions</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>Black female employees (black and mixed race) – out of total employees</b>	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv
<b>Black male employees (black and mixed race) out of total employees</b>	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv
<b>Black employees (black and mixed race) in managerial positions out of total managerial positions</b>	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv	NAv
<b>Percentage of interns out of total employees</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>Apprentice program employees</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>Number of employees with disabilities</b>	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0



## ANEEL 3.5.2 Internal Social Disclosures - e) Health and safety

e) Occupational health and safety	2024														
	Sobragi HPP	Salto do Rio Verdinho HPP	Ourinhos HPP	Piraju HPP	Alecrim HPP	França HPP	Fumaça HPP	Barra HPP	Porto Raso HPP	Serraria HPP	Salto do Iporanga HPP	Itupararanga HHP	Santa Helena MHPP	Votorantim MHPP	Jurupará MHPP
Average overtime per employee per year	0	99	114	104	107	70	81	85	58	18	100	101	0	0	0
Total frequency rate for the period - employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Severity rate for the period - employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total frequency rate for the period - contractors	0	0	0	0	0	0	0	0	0	0	0	12.9	0	0	13.9
Severity rate for the period - contractors	0	0	0	0	0	0	0	0	0	0	0	52	0	0	0
Total frequency rate for the period - workforce (employees and contractors)	0	0	0	0	0	0	0	0	0	0	0	6.4	0	0	13.9
Total severity rate for the period - workforce (employees and contractors)	0	0	0	0	0	0	0	0	0	0	0	25.5	0	0	0
Fatalities involving direct employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fatalities involving contractors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0



## ANEEL 3.5.2 Internal Social Disclosures - e) Health and safety

e) Occupational health and safety	2023															
	Sobragi HPP	Salto do Rio Verdinho HPP	Ourinhos HPP	Piraju HPP	Rio Novo MHPP	Alecrim HPP	França HPP	Fumaça HPP	Barra HPP	Porto Raso HPP	Serraria HPP	Salto do Iporanga HPP	Itupararanga HHP	Santa Helena MHPP	Votorantim MHPP	Jurupará MHPP
Average overtime per employee per year	60	40	67	66	10	65	63	40	59	16	62	0	65	0	0	0
Total frequency rate for the period - employees	0	0	0	0	0	9	0	0	0	0	0	0	0	0	0	0
Severity rate for the period - employees	0	0	0	0	0	123	0	0	0	0	0	0	0	0	0	0
Total frequency rate for the period - contractors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	446
Severity rate for the period - contractors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	23
Total frequency rate for the period - workforce (employees and contractors)	0	0	0	0	0	9	0	0	0	0	0	0	0	0	0	23
Total severity rate for the period - workforce (employees and contractors)	0	0	0	0	0	123	0	0	0	0	0	0	0	0	0	446
Fatalities involving direct employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fatalities involving contractors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0



### ANEEL 3.5.2 Internal Social Disclosures - e) Health and safety

e) Occupational health and safety	2022																
	Sobragi HPP	Salto do Rio Verdinho HPP	Ourinhos HPP	Piraju HPP	Rio Novo MHPP	Boa Vista SHP	Alecrim HPP	França HPP	Fumaça HPP	Barra HPP	Porto Raso HPP	Serraria HPP	Salto do Iporanga HPP	Itupararanga HHP	Santa Helena MHPP	Votorantim MHPP	Jurupará MHPP
Average overtime per employee per year	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total frequency rate for the period - employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Severity rate for the period - employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2,809	0
Total frequency rate for the period - contractors	0	0	0	0	0	0	29	0	0	0	0	0	0	0	0	14	0
Severity rate for the period - contractors	0	0	0	0	0	0	317	0	0	0	0	0	0	0	0	0	0
Total frequency rate for the period - workforce (employees and contractors)	0	0	0	0	0	0	12	0	0	0	0	0	0	0	0	10	0
Total severity rate for the period - workforce (employees and contractors)	0	0	0	0	0	0	128	0	0	0	0	0	0	0	0	2,017	0
Fatalities involving direct employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fatalities involving contractors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0



## ANEEL 3.5.2 Internal Social Disclosures – f) Professional development

f) Professional development	2024						
Education levels (percentage of total employees)	Primary education	Secondary education	Trade school	Higher education	Graduate (specialist, master's degree, PhD)	Amount invested in professional development and education	Average hours of training per year per employee
Sobragi HPP	6%	11%	44%	11%	28%	11%	56
Salto do Rio Verdinho HPP	NAv	NAv	60%	40%	NAv	10%	32
Ourinhos HPP	NAv	NAv	73%	27%	0%	6%	81
Piraju HPP	NAv	NAv	63%	25%	13%	8%	81
Rio Novo MHPP	NAv	NAv	NAv	NAv	NAv	NAv	NAv
Boa Vista SHP	NAv	NAv	NAv	NAv	NAv	NAv	NAv
Alecrim HPP	NAv	6%	81%	13%	NAv	8%	89
França HPP	NAv	13%	63%	25%	NAv	4%	89
Fumaça HPP	NAv	NAv	86%	14%	NAv	4%	89
Barra HPP	NAv	NAv	90%	10%	NAv	5%	89
Porto Raso HPP	NAv	NAv	80%	20%	NAv	2%	89
Serraria HPP	NAv	17%	50%	33%	NAv	3%	89
Salto do Iporanga HPP	NAv	17%	67%	17%	NAv	3%	89
Itupararanga HHP	NAv	31%	65%	4%	NAv	37%	85
Santa Helena MHPP	NAv	NAv	NAv	NAv	NAv	NAv	NAv
Votorantim MHPP	NAv	NAv	NAv	NAv	NAv	NAv	NAv
Jurupará MHPP	NAv	NAv	NAv	NAv	NAv	NAv	NAv



## ANEEL 3.5.2 Internal Social Disclosures – f) Professional development

f) Professional development	2023						
Education levels (percentage of total employees)	Primary education	Secondary education	Trade school	Higher education	Graduate (specialist, master's degree, PhD)	Amount invested in professional development and education	Average hours of training per year per employee
Sobragi HPP	NAv	NAv	60%	20%	20%	20%	84
Salto do Rio Verdinho HPP	NAv	NAv	58%	10%	32%	17%	236
Ourinhos HPP	NAv	NAv	70%	30%	NAv	6%	74
Piraju HPP	NAv	6%	52%	32%	10%	9%	74
Rio Novo MHPP	NAv	NAv	NAv	NAv	NAv	NAv	NAv
Boa Vista SHP	NAv	NAv	NAv	NAv	NAv	NAv	NAv
Alecrim HPP	4%	7%	68%	18%	4%	11%	55
França HPP	NAv	45%	45%	NAv	10%	4%	55
Fumaça HPP	NAv	NAv	88%	12%	NAv	3%	55
Barra HPP	NAv	NAv	100%	NAv	NAv	2%	55
Porto Raso HPP	NAv	NAv	60%	40%	NAv	2%	55
Serraria HPP	NAv	50%	50%	NAv	NAv	1%	55
Salto do Iporanga HPP	NAv	NAv	50%	NAv	50%	1%	55
Itupararanga HHP	NAv	3%	63%	20%	14%	25%	70
Santa Helena MHPP	NAv	NAv	NAv	NAv	NAv	NAv	NAv
Votorantim MHPP	NAv	NAv	NAv	NAv	NAv	NAv	NAv
Jurupará MHPP	NAv	NAv	NAv	NAv	NAv	NAv	NAv



## ANEEL 3.5.2 Internal Social Disclosures – f) Professional development

f) Professional development	2022						
Education levels (percentage of total employees)	Primary education	Secondary education	Trade school	Higher education	Graduate (specialist, master's degree, PhD)	Amount invested in professional development and education	Average hours of training per year per employee
Sobragi HPP	NAv	NAv	NAv	NAv	NAv	8%	3
Salto do Rio Verdinho HPP	NAv	NAv	NAv	NAv	NAv	8%	4
Ourinhos HPP	NAv	NAv	NAv	NAv	NAv	5%	5
Piraju HPP	NAv	NAv	NAv	NAv	NAv	9%	4
Rio Novo MHPP	NAv	NAv	NAv	NAv	NAv	0%	0
Boa Vista SHP	NAv	NAv	NAv	NAv	NAv	0%	0
Alecrim HPP	NAv	NAv	NAv	NAv	NAv	19%	5
França HPP	NAv	NAv	NAv	NAv	NAv	6%	5
Fumaça HPP	NAv	NAv	NAv	NAv	NAv	5%	6
Barra HPP	NAv	NAv	NAv	NAv	NAv	3%	5
Porto Raso HPP	NAv	NAv	NAv	NAv	NAv	2%	2
Serraria HPP	NAv	NAv	NAv	NAv	NAv	1%	5
Salto do Iporanga HPP	NAv	NAv	NAv	NAv	NAv	3%	3
Itupararanga HHP	NAv	NAv	NAv	NAv	NAv	11%	4
Santa Helena MHPP	NAv	NAv	NAv	NAv	NAv	0%	0
Votorantim MHPP	NAv	NAv	NAv	NAv	NAv	0%	0
Jurupará MHPP	NAv	NAv	NAv	NAv	NAv	0%	0

**Note:** Rio Novo MHPP and Boa Vista MHPP were sold.



## ANEEL 3.5.2 External Social Disclosures - Communities

Impacts on health and safety	2024	2023	2022
Total number of nonfatal injuries involving consumers	0	0	0
Total number of fatal injuries involving consumers	0	0	0
Legal proceedings resulting from accidents involving consumers – Overall Legal Proceedings	0	0	0
<b>c) Low-income rate</b>			
Number of customers/consumers paying low-income rates	NA	NA	NA
Ratio of total customers/consumers paying low-income rates to total residential customers/consumers (%)	NA	NA	NA
Revenue from sales to low-income residential subsector (R\$)	NA	NA	NA
Total revenue from sales to low-income residential sub-sector out of total residential revenue (%)	NA	NA	NA
Subsidy received (Eletrobrás) for low-income consumers (R\$)	NA	NA	NA
<b>d) Company engagement in social initiatives</b>			
Funds allocated to education (R\$)	756,917	1,070,000	1,321,545
Funds allocated to health and sanitation (R\$)	52,934	210,563	100,000
Funds allocated to culture (R\$)	0	0	0
Funds allocated to sports (R\$)	0	0	0
Other funds allocated to social initiatives (R\$)	0	203,999	200,632
Employees carrying out voluntary work in the community outside the Company/total employees	46%	NAv	NAv
Number of hours donated per month (employees released from normal working hours) by the Company for employee volunteer work	0	0	0
<b>e) Company involvement in cultural, sports and other projects, etc. (Rouanet Act)</b>			
Amount of funds allocated to projects (R\$)	0	80,000	0
Amount of funds allocated to the largest project (R\$)	0	80,000	0

**Note 1:** The operations included in this disclosure are Itupararanga, França, Sobragi, Ourinhos and Salto do Rio Verdinho.

**Note 2:** Data on low-income rates are not applicable (NA) as CBA does not sell electricity directly to customers or consumers.

Item "c" of this disclosure is not applicable to hydroelectric assets in the Energy Business, as CBA does not serve low-income customers. CBA's hydroelectric plants operate under a self-producer concession scheme. As such, the electricity generated is used directly by CBA via transmission lines connected to the Alumínio plant or via the National Grid



## ANEEL 3.6.1 Environmental disclosures - Water consumption

Total water withdrawal (m <sup>3</sup> /year)	2024					2023					2022				
	Municipal	Groundwater (well)	Surface water	Total water withdrawal	Water withdrawal per employee	Municipal	Groundwater (well)	Surface water	Total water withdrawal	Water withdrawal per employee	Municipal	Groundwater (well)	Surface water	Total water withdrawal	Water withdrawal per employee
Sobragi HPP	0	0	876.0	87.6	2.2	0	0	877.6	87.8	21.9	0	0	0	0	NAv
Salto do Rio Verdinho HPP	0	6,822.2	0	682.2	15.9	0	3,421.0	0	342.1	87.7	0	0	2,361.0	263.1	NAv
Ourinhos HPP	0	0	1,080.0	108.0	5.4	0	0	1,026.0	102.6	54.0	0	0	0	0	NAv
Piraju HPP	0	0	715.0	71.5	2.6	0	0	1,404.0	140.4	54.0	0	0	0	0	NAv
Rio Novo MHPP	NA	NA	NA	NA	NA	0	0	216.0	21.6	54.0	0	0	305.0	30.5	NAv
Alecrim HPP	0	0	1,512.0	151.2	5.4	0	0	2,592.0	259.2	54.0	0	0	0	0	NAv
França HPP	0	0	972.0	97.2	5.4	0	0	1,404.0	140.4	54.0	0	0	0	0	NAv
Fumaça HPP	0	0	810.0	81.0	5.4	0	0	486.0	48.6	54.0	0	0	0	0	NAv
Barra HPP	0	0	918.0	91.8	5.4	0	0	540.0	54.0	54.0	0	0	0	0	NAv
Porto Raso HPP	0	0	756.0	75.6	5.4	0	0	540.0	54.0	54.0	0	0	0	0	NAv
Serraria HPP	0	0	756.0	75.6	5.4	0	0	378.0	37.8	54.0	0	0	0	0	NAv
Salto do Iporanga HPP	0	0	756.0	75.6	5.4	0	0	324.0	32.4	54.0	0	0	0	0	NAv
Itupararanga HPP	0	0	1,912.7	191.3	3.0	0	0	1,826.9	182.7	31.5	0	0	0	0	NAv
Santa Helena MHPP	0	0	485.0	48.5	5.4	0	0	324.0	32.4	54.0	0	0	0	0	NAv
Votorantim MHPP	485.0	0	0	48.5	6.9	1,020.0	0	0.0	102.0	127.5	0	89.4	0	8.9	NAv
Jurupará MHPP	0	0	486.0	48.6	5.4	0	0	378.0	37.8	54.0	0	0	0	0	NAv
<b>Total</b>	<b>485.0</b>	<b>6,822.2</b>	<b>12,034.7</b>	<b>1,934.2</b>	<b>94.6</b>	<b>1,020.0</b>	<b>3,421.0</b>	<b>12,126.5</b>	<b>1,675.8</b>	<b>916.6</b>	<b>0</b>	<b>89.4</b>	<b>2,666.0</b>	<b>275.5</b>	<b>NAv</b>

**Note 1:** The reported volumes refer to water withdrawal for administrative purposes (restrooms and general cleaning). Three methods were used to account for water withdrawal volumes: (i) Per capita estimate (0.15 m<sup>3</sup>/person/day) for the França, Fumaça, Barra, Porto Raso, Alecrim, Serraria, Iporanga, Santa Helena, Ourinhos, and Jurupará plants; (ii) Metered volume for the Itupararanga, Votorantim, and Salto do Rio Verdinho plants.

**Note 2:** For the "Total Water Consumption" column, it is estimated that 10% of the withdrawn water is consumed, with the remainder returned to the watercourse.

**Note 3:** For this report, both historical and current data in the "Total Water Consumption" column were restated. From this point onward, the figures presented accurately reflect total water consumption. GRI 2-4



### ANEEL 3.6.1 Environmental Disclosures - Environmental education

Environmental education – communities	2024			2023			2022		
	No. of primary and secondary education schools benefited	Number of students benefited	Number of teachers trained	No. of primary and secondary education schools benefited	Number of students benefited	Number of teachers trained	No. of primary and secondary education schools benefited	Number of students benefited	Number of teachers trained
Sobragi HPP	0	0	0	0	0	0	0	0	0
Salto do Rio Verdinho HPP	0	0	0	1	103	4	0	0	0
Ourinhos HPP	6	423	0	13	906	0	16	1,210	0
Piraju HPP	0	0	0	0	0	0	0	0	0
Alecrim HPP	0	0	0	0	0	0	0	0	0
França HPP	0	0	0	0	0	0	0	0	0
Fumaça HPP	0	0	0	0	0	0	0	0	0
Barra HPP	0	0	0	0	0	0	0	0	0
Porto Raso HPP	0	0	0	0	0	0	0	0	0
Serraria HPP	0	0	0	0	0	0	0	0	0
Salto do Iporanga HPP	0	0	0	0	0	0	0	0	0
Itupararanga HPP	1	226	6	4	230	18	0	0	0
Santa Helena MHPP	0	0	0	0	0	0	0	0	0
Votorantim MHPP	0	0	0	0	0	0	0	0	0
Jurupará MHPP	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>7</b>	<b>649</b>	<b>6</b>	<b>18</b>	<b>1,239</b>	<b>22</b>	<b>16</b>	<b>1,210</b>	<b>0</b>

**Note 1:** During the reporting period, no technical or higher education institutions were included in the program.

**Note 2:** Environmental education initiatives take on two different forms. At the Ourinho HPP, an environmental education program has been implemented to meet environmental license requirements; at the Itupararanga HPP, a PEA program has been introduced at the local school in collaboration with the Votorantim Institute.



## ANEEL 3.6.1 Environmental Disclosures – Effluents and waste

Effluents and waste	2024			2023			2022		
	Total water discharge (m³)	Quantity of solid waste generated (t)	Quantity of PCB-contaminated waste (Ascarel) disposed of (t)	Total water discharge (m³)	Quantity of solid waste generated (t)	Quantity of PCB-contaminated waste (Ascarel) disposed of (t)	Total water discharge (m³)	Quantity of solid waste generated (t)	Quantity of PCB-contaminated waste (Ascarel) disposed of (t)
Sobragi HPP	0	67.7	0	0	68.2	0	0	70.2	0
Salto do Rio Verdinho HPP	0	6.1	0	0	20.5	0	0	16.6	0
Ourinhos HPP	0	497.4	0	0	25.6	0	0	53.6	0
Piraju HPP	0	4.5	0	0	10.5	0	0	8.7	0
Rio Novo MHPP	0	0	0	0	0.1	0	0	1.4	0
Alecrim HPP	0	12.8	0	0	5.5	0	0	134.2	0
França HPP	0	0.9	0	0	2.2	0	0	0	0
Fumaça HPP	0	0.4	0	0	2.8	0	0	0.2	0
Barra HPP	0	0.5	0	0	3.1	0	0	0	0
Porto Raso HPP	0	27.6	0	0	2.2	0	0	77.4	0
Serraria HPP	0	0.0	0	0	1.8	0	0	174.0	0
Salto do Iporanga HPP	0	0.2	0	0	2.8	0	0	0	0
Itupararanga HPP	0	25.7	0	0	28.3	0	0	14.6	0
Santa Helena MHPP	0	1.1	0	0	27.1	0	0	0	0
Votorantim MHPP	0	1.3	0	0	176.3	0	0	132.7	0
Jurupará MHPP	0	0.0	0	0	100.5	0	0	487.2	0
<b>Total</b>	<b>0</b>	<b>646.1</b>	<b>0</b>	<b>0</b>	<b>477.5</b>	<b>0</b>	<b>0</b>	<b>1,170.8</b>	<b>0</b>

**Note:** Includes the annual volume of waste generated and contaminated with PCBs (polychlorinated biphenyls), a fire-resistant synthetic insulating fluid also known as Ascarel.

**Note:** No wastewater discharge occurred at the Energy Business power plants.



### ANEEL 3.6.1 Environmental Disclosures - Emissions

Emissions	2024		2023		2022	
	Annual volume of greenhouse gas (CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC, PFC, SF <sub>6</sub> ) emissions (tCO <sub>2</sub> e)	Annual volume of ozone-depleting emissions (in metric tons of CFC equivalent)	Annual volume of greenhouse gas (CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC, PFC, SF <sub>6</sub> ) emissions (tCO <sub>2</sub> e)	Annual volume of ozone-depleting emissions (in metric tons of CFC equivalent)	Annual volume of greenhouse gas (CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC, PFC, SF <sub>6</sub> ) emissions (tCO <sub>2</sub> e)	Annual volume of ozone-depleting emissions (in metric tons of CFC equivalent)
Sobragi HPP	5,743.1	0	45.2	NAv	1,041.2	NAv
Salto do Rio Verdinho HPP	51.9	0	503.0	NAv	68.2	NAv
Ourinhos HPP	13.5	0	12.9	NAv	8.1	NAv
Piraju HPP	1,698.3	0	17.4	NAv	376.3	NAv
Alecrim HPP	25.6	0	43.9	NAv	34.0	NAv
França HPP	18.8	0	17.4	NAv	12.2	NAv
Fumaça HPP	19.4	0	22.1	NAv	7.4	NAv
Barra HPP	35.3	0	25.8	NAv	6.7	NAv
Porto Raso HPP	18.1	0	16.9	NAv	7.5	NAv
Serraria HPP	16.9	0	13.6	NAv	2.6	NAv
Salto do Iporanga HPP	19.3	0	21.2	NAv	10.8	NAv
Itupararanga HPP	42.8	0	3,967.6	NAv	36.0	NAv
Santa Helena MHPP	2.7	0	2.1	NAv	2.1	NAv
Votorantim MHPP	214.9	0	1.5	NAv	1.4	NAv
Jurupará MHPP	14.5	0	4.2	NAv	34.0	NAv
<b>Total</b>	<b>7,935.3</b>	<b>0</b>	<b>4,714.8</b>	<b>0</b>	<b>1,648.5</b>	<b>0</b>

**Note:** Emission values will be disclosed upon completion of the GHG calculations.



## ANEEL 3.6.1 Environmental Disclosures – Energy

Total electricity consumption by source (in kWh)	2024				2023					2022				
	Hydroelectric + Electricity consumption per kWh distributed (sold)	Fossil fuels	Alternative sources	Total electricity consumption	Hydroelectric	Fossil fuels	Alternative sources	Total electricity consumption	Electricity consumption per kWh distributed (sold)	Hydroelectric	Fossil fuels	Alternative sources	Total electricity consumption	Electricity consumption per kWh distributed (sold)
Sobragi HPP	1,287,651.0	0	0	1,287,651.0	1,272,195.0	0	0	1,272,195.0	0	1,255,094.0	0	0	1,255,094.0	0
Salto do Rio Verdinho HPP	1,863,084.9	1,032.0	0	1,864,116.9	1,921,059.1	1,367.0	0	1,922,426.1	0	1,790,366.0	798.0	0	1,791,164.0	0
Ourinhos HPP	1,602,997.0	0	0	1,602,997.0	1,676,676.0	0	0	1,676,676.0	0	1,084,327.0	0	0	1,084,327.0	0
Piraju HPP	2,548,669.0	100,750.0	0	2,649,419.0	3,526,130.3	113.0	0	3,526,243.3	0	1,537,672.2	598.0	0	1,538,270.2	0
Alecrim HPP	1,713,499.0	15.0	0	1,713,514.0	1,495,134.0	662.0	0	1,495,796.0	0	2,505,645.0	285.0	0	2,505,930.0	0
França HPP	290,096.6	49.2	0	290,145.9	448,815.4	109.2	0	448,924.6	0	266,603.0	1,138.0	0	267,741.0	0
Fumaça HPP	160,135.0	9,307.0	0	169,442.0	123,363.0	344.0	0	123,707.0	0	87,193.0	1,093.0	0	88,286.0	0
Barra HPP	776,587.0	80.0	0	776,667.0	838,398.7	1,094.3	0	839,493.0	0	1,014,856.0	696.0	0	1,015,552.0	0
Porto Raso HPP	688,918.0	159.0	0	689,077.0	567,340.6	149.6	0	567,490.2	0	691,225.0	280.0	0	691,505.0	0
Serraria HPP	699,003.5	170.0	0	699,173.5	804,316.0	72.6	0	804,388.6	0	891,995.0	300.0	0	892,295.0	0
Salto do Iporanga HPP	886,978.0	5.1	0	886,983.1	623,117.0	2.0	0	623,119.0	0	729,804.0	400.0	0	730,204.0	0
Itupararanga HPP	967,864.0	0	0	967,864.0	1,651,181.2	0	0	1,651,181.2	0	0	0	0	0	0
Santa Helena MHPP	24,221.6	0	0	24,221.6	64,531.4	0	0	64,531.4	0	0	0	0	0	0
Votorantim MHPP	23,935.2	0	0	23,935.2	58,980.2	0	0	58,980.2	0	0	0	0	0	0
Jurupará MHPP	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>13,533,639.8</b>	<b>111,567.3</b>	<b>0</b>	<b>13,645,207.2</b>	<b>15,071,237.9</b>	<b>3,913.7</b>	<b>0</b>	<b>15,075,151.6</b>	<b>0.0</b>	<b>11,854,780.2</b>	<b>5,588.0</b>	<b>0</b>	<b>11,860,368.2</b>	<b>0.0</b>

**Note 1:** The reported value for total electricity consumption includes all monitored consumption at each plant (generator unit bleed-off + excitation + external source [grid] + diesel generator [power]).

**Note 2:** The increase in kWh consumption at the Piraju HPP between 2023 and 2024 is directly linked to the drought affecting the Alto Paranapanema basin. Due to low streamflow, the plant was offline from August to November 2024, during which it relied on diesel-powered generators.

**Note 3:** The figures shown in the "Total Electricity Consumption" column in previous years were mistakenly attributed to hydroelectric sources. For this report, both historical and current figures have been restated. From this reporting cycle onward, total electricity consumption is now accurately calculated as the sum of hydroelectric, fossil fuel, and alternative energy sources. [GRI 2-4](#)



### ANEEL 3.6.1 Environmental Disclosures – Electricity Consumption

Total electricity consumption (kWh)	2024		2023		2022	
	Electricity consumption by generator units and auxiliaries	Total water consumption (m <sup>3</sup> /s) per kWh generated	Electricity consumption by generator units and auxiliaries	Total water consumption (m <sup>3</sup> /s) per kWh generated	Electricity consumption by generator units and auxiliaries	Total water consumption (m <sup>3</sup> /s) per kWh generated
Sobragi HPP	1,245,651.0	0	436,015.0	0.0013	439,402.0	0.0013
Salto do Rio Verdinho HPP	1,799,215.0	0	907,437.0	0.0028	932,461.0	0.0028
Ourinhos HPP	1,602,591.0	0	635,440.0	0.0105	507,341.0	0.0105
Piraju HPP	2,108,680.0	0	1,003,747.0	0.0045	332,085.7	0.0045
Alecrim HPP	1,713,499.0	0	585,850.0	0.0007	1,531,905.0	0.0007
França HPP	290,096.6	0	448,346.3	0.0009	265,105.0	0.0009
Fumaça HPP	160,135.0	0	123,019.0	0.0008	86,100.0	0.0008
Barra HPP	776,587.0	0	322,352.0	0.001	768,294.0	0.001
Porto Raso HPP	688,918.0	0	186,775.0	0.0016	208,780.0	0.0016
Serraria HPP	699,003.5	0	227,248.0	0.0023	236,155.0	0.0023
Salto do Iporanga HPP	886,114.0	0	159,847.0	0.0005	158,045.0	0.0005
Itupararanga HPP	967,864.0	0	0	0.0007	0	0.0007
Santa Helena MHPP	24,221.6	0	0	0.0071	0	0.0071
Votorantim MHPP	23,935.2	0	0	0.005	0	0.005
Jurupará MHPP	0	0	0	0.0009	0	0.0009
<b>Total</b>	<b>12,986,511.0</b>	<b>0.00006</b>	<b>5,036,076.3</b>	<b>0.0991</b>	<b>5,465,673.7</b>	<b>0.0991</b>

**Note:** Electricity consumption data was compiled by the Energy Business Generation Operations Center. Reported consumption includes Generator Unit + Excitation. The generation process does not itself consume water, as the volume withdrawn to drive the turbines is fully returned to the watercourse. Therefore, water consumption refers only to administrative use (restrooms/general cleaning), with total consumption across all 15 plants amounting to 0.00006 m<sup>3</sup>/s.



### ANEEL 3.6.1 Environmental Disclosures – Rehabilitation of disturbed land

Rehabilitation of disturbed land	2024			
	Restoration of riparian vegetation - number of saplings or planted/ rehabilitated area per year (ha)	Fish salvaged in turbines - kg of fish per shutdown	Fish restocking - number of fry released into reservoirs per year	Leakage of lubricating and hydraulic oil from turbines – (metric tons per year or m <sup>3</sup> per year, depending on the type of oil)
Sobragi HPP	0	0.8	0	0
Salto do Rio Verdinho HPP	72.5	0	0	0
Ourinhos HPP	0	0	0	0
Piraju HPP	0.9	0	0	0
Alecrim HPP	0	0	0	0
França HPP	0	0	0	0
Fumaça HPP	0	0	0	0
Barra HPP	0	0	0	0
Porto Raso HPP	0	0	0	0
Serraria HPP	0	7.2	0	0
Salto do Iporanga HPP	0	0	0	0
Itupararanga HPP	0	0	0	0
Santa Helena MHPP	0	0	0	0
Votorantim MHPP	0	0	0	0
Jurupará MHPP	0	0	0	0
<b>Total</b>	<b>73.4</b>	<b>8.0</b>	<b>0</b>	<b>0</b>



### ANEEL 3.6.1 Environmental Disclosures – Rehabilitation of disturbed land

Rehabilitation of disturbed land	2023			
	Restoration of riparian vegetation - number of saplings or planted/ rehabilitated area per year (ha)	Fish salvaged in turbines - kg of fish per shutdown	Fish restocking - number of fry released into reservoirs per year	Leakage of lubricating and hydraulic oil from turbines – (metric tons per year or m <sup>3</sup> per year, depending on the type of oil)
Sobragi HPP	0	0.7	0	0
Salto do Rio Verdinho HPP	37.0	0	0	0
Ourinhos HPP	0	1.7	0	0.01
Piraju HPP	4.8	154.8	0	0
Alecrim HPP	0	0	0	0
França HPP	0	0	0	0
Fumaça HPP	0	0	0	0
Barra HPP	0	0	0	0
Porto Raso HPP	0	0	0	0
Serraria HPP	0	0	0	0
Salto do Iporanga HPP	0	0	0	0
Itupararanga HPP	24.0	0	0	0
Santa Helena MHPP	0	0	0	0
Votorantim MHPP	0	0	0	0
Jurupará MHPP	0	0	0	0
<b>Total</b>	<b>65.8</b>	<b>157.2</b>	<b>0</b>	<b>0.01</b>



### ANEEL 3.6.1 Environmental Disclosures – Rehabilitation of disturbed land

Rehabilitation of disturbed land	2022			
	Restoration of riparian vegetation - number of saplings or planted/ rehabilitated area per year (ha)	Fish salvaged in turbines - kg of fish per shutdown	Fish restocking - number of fry released into reservoirs per year	Leakage of lubricating and hydraulic oil from turbines – (metric tons per year or m <sup>3</sup> per year, depending on the type of oil)
Sobragi HPP	0	5.1	0	0
Salto do Rio Verdinho HPP	72.6	1,046.2	0	0
Ourinhos HPP	0	12.6	0	0
Piraju HPP	0	0	0	0
Alecrim HPP	0	0	0	0
França HPP	0	0	0	0
Fumaça HPP	0	0	0	0
Barra HPP	0	0	0	0
Porto Raso HPP	0	0	0	0
Serraria HPP	0	0	0	0
Salto do Iporanga HPP	0	0	0	0
Itupararanga HPP	0	0	0	0
Santa Helena MHPP	0	0	0	0
Votorantim MHPP	0	0	0	0
Jurupará MHPP	0	0	0	0
<b>Total</b>	<b>72.6</b>	<b>1,063.9</b>	<b>0</b>	<b>0</b>

# Independent Assurance Statement

## INTRODUCTION

Bureau Veritas Certification Brazil (Bureau Veritas) was hired by Companhia Brasileira de Alumínio (CBA) to conduct an independent assurance of CBA's Annual Report (hereinafter referred to as the Report).

The information published in the report is the sole responsibility of CBA's management. Our responsibility is defined according to the scope below.

## SCOPE OF WORK

The scope of this verification covered the standards and Principles<sup>1</sup> of the Global Reporting Initiative™ for Sustainability Reporting and refers to accountability for the period from January 1, 2024 to December 31, 2024.

## RESPONSIBILITIES OF CBA AND BUREAU VERITAS

The preparation, presentation and content of the Report are the sole responsibility of CBA's management. Bureau Veritas is responsible for providing an independent opinion to the Stakeholders, in accordance with the scope of work defined in this statement.

## METHODOLOGY

The assurance included the following activities:

1. Interviews with those responsible for the material themes and the content of the Report;
2. Remote verification of corporate and operational processes (verification of GRI, SASB and ANEEL material indicators, own indicators and information sampling);
3. Analysis of documentary evidence provided by CBA for the period covered by the Report (2024);
4. Analysis of stakeholder engagement activities developed by CBA;
5. Assessment of the system used to determine the material aspects included in the Report, considering the context of sustainability and scope of the information published.

The verification level adopted was Limited, in accordance with the requirements of the ISAE 30002 standard, incorporated into Bureau Veritas' internal verification protocols.

1. Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability Context, Timeliness and Verifiability.
2. International Standard on Assurance Engagements 3000 – Assurance Engagements other than Audits or Reviews of Historical Financial Information.

## LIMITATIONS AND EXCLUSIONS

It was excluded any assessment of information related to:

- Activities not included in the reported period;
- Positioning statements (expressions of opinion, belief, objectives or future intentions) by CBA;
- Accuracy of economic and financial data contained in this Report, extracted from financial statements, verified by independent auditors;
- Inventory of Greenhouse Gas (GHG) emissions, including energy data (verified in a separate process by another Bureau Veritas team);
- Data and information from affiliated companies or outsourced collaborators, over which CBA has no operational control.

The following limitations were applied to this verification:

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

## OPINION ON THE REPORT AND THE ASSURANCE PROCESS

- In 2024, CBA reviewed the material topics for its business. The process adopted the double materiality methodology, considering the risks and financial effects of sustainability topics for the business, the potential social and environmental impacts of operations and the relevance of the topics for stakeholders.
- It is recommended to ensure full adherence to GRI indicators. For example, only the general turnover rate (GRI 401-1) is disclosed, without the details required by the protocol, such as segregation by age group, gender and region.
- It is also recommended to strengthen the standardization of data related to health and safety training, which have different controls compared to other data in the area.
- In our understanding, the CBA's Sustainability Report presents the impacts of the company's activities in a balanced way;
- CBA has demonstrated a method of data collection and compilation that is adequate in relation to the GRI Reliability Principle;
- The inconsistencies found in the Report were adjusted during the process and were satisfactorily corrected.

## CONCLUSION

As a result of our verification process, nothing has come to our attention that could indicate that:

- The information provided in the Report is not balanced, consistent and reliable;
- CBA has not established appropriate systems for collecting, compiling and analyzing quantitative and qualitative data used in the Report;
- The Report does not adhere to the Principles for defining content and quality of the GRI Standard for sustainability reports.

## STATEMENT OF INDEPENDENCE AND IMPARTIALITY

Bureau Veritas Certification is an independent professional services company specializing in Quality, Health, Safety, Social and Environmental management with over 195 years of experience in independent assessment services.

Bureau Veritas has implemented and enforces a Code of Ethics throughout its business to ensure that its employees maintain the highest standards in their daily activities. We are particularly attentive to preventing conflicts of interest. The verification team has no other connection to CBA, other than the independent verification of the Sustainability Report. We understand that there is no conflict between other services performed by Bureau Veritas and this verification performed by our team.

The team that conducted this verification for CBA has extensive knowledge in verifying information and systems involving environmental, social, health, safety and ethical issues, which, combined with experience in these areas, allows us to have a clear understanding of the presentation and verification of good corporate responsibility practices.

## CONTACT

[www.bureauveritas.com.br/pt-br/fale-com-gente](http://www.bureauveritas.com.br/pt-br/fale-com-gente)  
São Paulo, April 2025.

**Nádia Zuca**

Lead Auditor Assurance Sustainability Reports (ASR)

Bureau Veritas Certification – Brasil

**Camila Pavão Chabar**

Executive Sustainability Manager

Bureau Veritas Certification – Brasil

# Credits

## GENERAL COORDINATION

### Leandro Campos de Faria

Chief Sustainability, Safety and Environment Officer

### Camila Abel

Chief Financial (CFO) & Investor Relations Officer

## REPORT COORDINATION

### Bruna Orlandi Bicalho

Sustainability Consultant

This report required input and review from several areas of the Company. We extend our sincere thanks to all employees involved throughout the process.

## TEAM

### Sustainability

Raquel Martins Montagnoli, Ligia de Lima Carvalho, Giovanna Lourencetti Alves and Isabel Leoni Furquim de Andrade

### Communication

Bruna Azevedo Di Monaco Zuquim, Evandro Veras Motta and Mirella Leite Martins

### Energy Business

Gabrielle Mara do Nascimento and Flavio Guilherme dos Santos

### Environment

Marcus Vinícius Vaz Moreno and Debora Oliveira Rizzati

### Investor Relations

Amábile Caroline da Silva and Rhaissa D Orleans Magalhães

### Treasury

Camila Alencar Maimone and Cristiane Aschkenasi Dantas

## EXTERNAL CONTRIBUTIONS

### Materiality, indicator consultation, project and relationship management, content, and graphic design

Grupo Report – [gruporeport.com.br](http://gruporeport.com.br)

### Photos

Panóptica Multimídia, Lacerda Estúdio, Andrei Pires (*Legado das Águas* photos), Luciano Candisani (*Legado Verdes do Cerrado* photos) and CBA Archive

### Revision

Catalisando Conteúdo

### Translation

LATAM – Latin American Translations

### Independent assurance

Bureau Veritas

