SUSTAINABILITY POLICY

COMPANHIA BRASILEIRA DE ALUMÍNIO

Approved by: Board of Directors

Approval Date: July 2026

Summary

SUSTAINABILITY POLICY

INTRODUCTION

This Policy aims to establish and ensure the guidelines for the actions and conduct of the Company and its controlled entities regarding Companhia Brasileira de Alumínio (CBA) commitment to sustainability and related topics, such as the environment, social responsibility, and corporate governance.

REFERENCES

Internal

Financial Policy

Nomination Policy

Climate Change Policy

Water Policy

Biodiversity Policy

Human Rights Policy

Compensation Policy

Diversity, Equity and Inclusion Policy

Social Responsibility Policy

Stakeholder Engagement Policy

Related Party Transactions Policy

Risk Management Policy

Sustainable Procurement Policy

Health and Safety Policy

CBA Code of Conduct

Supplier Code of Conduct

External

United Nations Global Compact (UN)

Universal Declaration of Human Rights

UN Guiding Principles on Business and Human Rights

Sustainable Development Goals (SDGs): guidelines, targets and indicators

ASI – Aluminium Stewardship Initiative

SCOPE

This Policy applies to CBA and its controlled entities, covering all Company employees, executives, third parties, suppliers and other stakeholders. Mergers and acquisitions that become part of the Company's portfolio will also be subject to this Policy.

All clients, service providers, suppliers and other partners of CBA and its controlled entities must be familiar with and comply with this Policy to guide their conduct and avoid conflicts and violations.

EFFECTIVENESS

This Policy becomes effective on the date of its publication and may be amended by resolution of CBA's Board of Directors.

GENERAL PROVISIONS

The implementation of this Policy shall be monitored by the Board of Directors, the Sustainability Committee and CBA's Executive Board:

- Board of Directors: responsible for: (a) approving this Policy; (b) requiring that all Company strategies, programs, projects and actions comply with and promote the principles established herein; and (c) periodically reassessing the adequacy of the sustainability strategy adopted by CBA.
- Sustainability Committee: responsible for: (a) evaluating and proposing updates and/or changes to this Policy; and (b) evaluating and proposing actions related to the implementation of this Policy.
- Executive Board: responsible for: (a) approving this Policy; (b) ensuring that all programs, projects and actions carried out within their respective departments comply with the provisions of this Policy; and (c) managing and monitoring actions within their respective departments.

DEFINITIONS

<u>Executives:</u> officers, directors and committee members.

<u>Code of Conduct:</u> internal document entitled Code of Conduct approved by CBA's Board of Directors.

<u>Employees:</u> duly hired and registered employees in accordance with applicable labor laws, as well as CBA executives.

<u>Policy:</u> this “Sustainability Policy”.

CHAPTER 1. GENERAL GUIDELINES

Sustainability is one of CBA's strategic pillars and serves as the starting point guiding its initiatives and decisions, being considered in all strategic, managerial and operational processes. The Company maintains an updated ESG Strategy with clearly defined levers, programs and goals.

Commitments are monitored monthly by the Sustainability department, which reports achievement status to the Executive Board on a monthly basis and to the Sustainability Committee every four months. All topics addressed by the Strategy are periodically reported to the Board of Directors by the Executive Board and the Sustainability Committee.

Through this Sustainability Policy, the Company seeks to make its operations more sustainable by:

- Complying with national laws and regulations (and international regulations, where applicable);
- Endorsing the highest standards of environmental, social and governance practices;
- Measuring and transparently disclosing the sustainability and climate change externalities and impacts generated by the Company's activities and processes;
- Ensuring compliance with the ESG Strategy, including its environmental, social and governance programs and goals, to guide operations and growth strategy toward economic development and best ESG practices;
- Safeguarding the Company's longevity through a long-term and sustainability-oriented approach that incorporates economic, social, environmental, climate change, compliance, and corporate governance considerations into business and operational decision-making;
- Continuously reviewing and redefining the business model, operational strategy, processes and product portfolio, adopting positive and negative externalities as decision-making criteria;
- Driving efficiency and productivity through sustainability and continuous improvement;
- Contributing, whenever possible, to public policies and collective sustainable development agendas;
- Ensuring transparency and reliability of decision-making data and, where applicable, promoting third-party verification;
- Ensuring the accuracy of sustainability-related marketing and communication messages;
- Communicating this Policy and raising awareness among internal and external stakeholders;
- Communicating sustainability-related performance to stakeholders through periodic disclosures, including the Annual Report and the ISSB Report.

These commitments inspire CBA to plan and make decisions for the short, medium, and long term, while balancing environmental, social, and governance aspects as detailed below:

Environmental

- Maintain a widely communicated Environmental Management System for various stakeholder groups, aimed at protecting and preserving the environment and continuously improving all processes;
- Promote techniques that protect and preserve biodiversity and ecosystem services, seeking to avoid, minimize, restore, and, when necessary, compensate for negative impacts on biodiversity;
- Ensure that the Company's operations continually strive to reduce Greenhouse Gas (GHG) emissions, considering the environmental impacts of its own activities, as well as those of third parties, suppliers, and investment projects, to align with the objectives of the ESG Strategy;
- Encourage the implementation of energy efficiency practices and the use of renewable energy sources throughout the lifecycle of the Company’s products and services;
- Practice responsible water resource management, particularly in water-stressed areas, seeking to reduce water consumption and ensure its availability in adequate quality and quantity for the regions where the Company is present;
- Avoid and prevent pollution by reducing the environmental impacts of water effluents, solid waste, and air emissions, and continually consider these factors in the maintenance and improvement of production processes, product development, and logistical systems;
- Maximize resource use and enhance circularity by developing new business models that optimize reduction, reuse, and recycling of products and by-products from the industrial process;
- Apply technologies and solutions that minimize environmental impacts and promote continuous improvement to enhance environmental performance and generate positive impacts;
- Conduct training to ensure employees understand the environmental impacts of their work activities.

Social

- Respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights and other national and international commitments on human rights;
- Strive to build a more just, healthy, diverse, and democratic society by ensuring equity and respect in the workplace and eliminating all forms of discrimination within the Company and in its relationships;
- Proactively identify and address the negative social impacts of operations and logistics, seeking to avoid, prevent, and mitigate these impacts while enhancing positive outcomes

through partnerships with public, private, and civil society institutions, and promoting frequent, proactive, and transparent engagement with stakeholders;

- Practice social responsibility with a focus on the communities where it operates, in line with its private social investment strategy and its areas of action to promote the sustainable development of the territory;
- Maintain a widely communicated Health and Safety Management System for all stakeholders, focusing on eliminating hazards, reducing risks, and preventing accidents, incidents and occupational diseases;
- Adopt technologies and processes that encourage continuous improvement in operational performance, aiming to enhance the health, quality of life, and safety of employees, suppliers, customers, and communities.

Governance

- Adopt ethical and transparent relationships with all stakeholders in accordance with the Company's Code of Conduct and Supplier Code of Conduct;
- Operate in compliance with best practices in corporate governance, ensuring transparency, accountability, fairness, and responsibility in all operations;
- Foster collaboration with clients, suppliers, civil society organizations, and other stakeholders, seeking innovation in products and processes, and sustainable improvements throughout the value chain;
- Evaluate, monitor, and engage suppliers and service providers regarding social, environmental, and governance practices, in line with the guidelines established in the Sustainable Procurement Policy, and ensure that their practices and actions comply with the principles defined in this Policy and other Company policies;
- Implement a multidisciplinary risk and opportunity management process that addresses sustainability and climate change risks and opportunities, identifying, assessing, mitigating, monitoring, and reporting risks and opportunities to which the Company is exposed in the short-, medium-, and long-terms, in accordance with the guidelines established in the Corporate Risk Management Policy;
- Incorporate sustainability- and climate change-related performance targets into variable compensation and profit-sharing/incentive programs for executives and employees.

CHAPTER 2. COMMUNICATION CHANNELS

Regardless of their relationship with CBA, any stakeholder can contact the Company through the available channels:

- Corporate Website: https://www.cba.com.br/en
- Investor Relations website: https://ri.cba.com.br/en/

- ESG Website: https://www.cba.com.br/en/esg-en/
- LinkedIn: https://www.linkedin.com/company/cbaoficial/
- Instagram: https://www.instagram.com/cbaoficial/
- Ethics Line: a confidential whistleblower channel for internal and external stakeholders, available 24 hours a day on the telephone number (0800 300 4535) and through the site (https://cba.com.br/en/contato/linha-etica/). All Employees, Executives, Contractors, Suppliers, and other stakeholders who become aware of or suspect any real or imminent violation of this and/or other policies or applicable legislation shall reach out to our Ethics Line. Allegations shall be impartially and independently investigated and assessed by CBA's Conduct Committee. CBA reserves the right to take appropriate action to address any violations of the requirements established herein.