



The Code OF CONDUCT

EDITION 11 | 2025





Integrity —
starts with me



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THE CODE OF *conduct*

The purpose of this Code of Conduct is to establish guidelines on the expected behavior of all individuals who interact with or work at Samarco, including, but not limited to: employees, leaders (including members of the Board of Directors and its Advisory Committees), contractors, subcontractors, business partners, and institutions or individuals who are parties to cooperation agreements, partnerships, consortia, or other agreements and contracts of any nature with Samarco.

The Code of Conduct must be applied in all its activities. A Samarco trusts its people and assumes integrity and good faith in all their actions. Therefore, you must be familiar with the Code of Conduct and use it as a guide for conducting your activities.

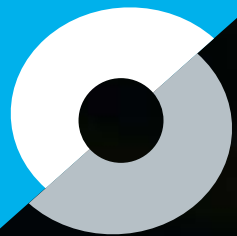
If you encounter a situation not expressly covered in this document and are unsure how to proceed, talk to your manager or consult the Compliance department.

If you are a leader, it is your responsibility to routinely and consistently demonstrate exemplary behavior.

Use the Code of Conduct as a management tool, adopting the necessary measures to ensure its application. Discuss the Code of Conduct guidelines with your team and be available for people to share concerns and suggestions with you. Value and recognize initiatives of integrity and respect for others. Recognition and positive reinforcement are factors that encourage honest behavior.

ADHERENCE TO THE CODE OF CONDUCT

By engaging with Samarco, you agree to follow the terms contained in the Code of Conduct. You undertake to be familiar with all standards, policies, and procedures applicable to your activities and to adhere to them. You must promote the value of integrity, practicing it, and ensuring it with your team and third parties. Respect all company rules in all your activities and report any suspicion or violation of the Code of Conduct.



WHO WE ARE

We are Samarco Mineração S.A., a joint venture formed by Vale S.A. and BHP Billiton Brasil Ltda., operating in the mining industry since 1977. Our main activity is the production of iron ore pellets, an essential raw material for steel production in the steel industry.

Headquartered in Belo Horizonte, Minas Gerais, we have operational units in Minas Gerais and Espírito Santo.

In November 2015, the Fundão dam in Mariana, Minas Gerais, which we own, collapsed, causing social, environmental, and economic damage along the Rio Doce Basin. We deeply regret what happened and have been working tirelessly since then to deliver definitive reparations.

Through sustainable mining and reparation actions, we are strengthening our relationship of trust with society every day. We are committed to safety, which is one of our values, and to comprehensive and efficient risk management.

Wanderley de Sa Junior

Luciano Tavares Santana



Statement by **THE EXECUTIVE BOARD AND THE BOARD OF DIRECTORS**

Integrity, respect for people, safety, and a drive for results are values that guide Samarco and strengthen our commitment to sustainable mining and the continuation of Reparation.

For these values to translate into daily practices, the Code of Conduct must be used as an essential guide for conducting our activities.

This means that it is the responsibility of each employee and partner to understand and comply with the standards applicable to their activities, identify risks, report deviations, and reject any practice that violates our Code of Conduct.

To ensure that everyone can act with integrity, we ensure a safe environment for raising concerns. We do not tolerate any form of retaliation against those who, in good faith, report suspected irregularities or cooperate with investigations.

Acting with integrity also means recognizing the interconnections of our actions in the world around us. Our activities generate impacts and transform precious and finite natural resources, contributing to development. Aware of this, we make business decisions focused on continuously improving our practices, preventing and mitigating negative effects and optimizing these resources to meet the needs and overcome challenges of current and future generations.

Sustainability, like ethics, guides our plans, decisions, projects, and daily activities.

This is how we build our present and, above all, our future.

This is how we continue on our journey of learning, evolving, and transforming.



Values **THAT GUIDE SAMARCO**



RESPECT FOR PEOPLE

We consider human life to be a non-negotiable value and treat all people equally, not accepting discrimination of any kind and considering the free expression of ideas and opinions to be timely.



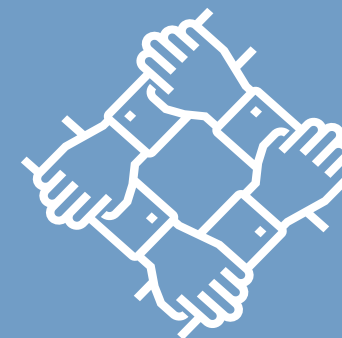
SAFETY

We base our conduct and attitudes on safety based on our commitment to comprehensive and efficient risk management. The concept of safety permeates all aspects of business: financial, legal, operational, work and environmental.



INTEGRITY

We act seriously in compliance with the law and respect for moral principles, prioritizing dignity and ethics in our relationships. We adopt an honest and transparent stance with all parties involved in our business.



MOBILIZATION FOR RESULTS

We are aligned and committed to the company's guidelines, goals, and objectives, as well as its commitments to society. We work collaboratively and systematically with high-performance teams, striving for the best overall results for our business.



Respect **FOR HUMAN RIGHTS**

Our relationship with employees, contractors, neighboring communities, and other stakeholders is based on respect, trust, and professionalism, always in compliance with applicable laws, our Code of Conduct, and internal policies and standards.

RWe reaffirm our commitment to respecting internationally recognized human rights and act in accordance with our Human Rights Policy. The due diligence process allows us to adopt measures to prevent, mitigate, and make reparation to any impacts that may be caused by our activities or to which we have contributed, in accordance with the United Nations (UN) Guiding Principles on Business and Human Rights. All employees must be aware of and follow the guidelines established in Samarco's Human Rights Policy, ensuring that their activities are aligned with the principles of respect and protection of human rights.

[Click here to access the Human Rights Policy.](#)

We value diversity and promote a safe, inclusive, and respectful work environment. To this end, we continually strengthen our due diligence processes and rely on the support of our Diversity, Equity, and Inclusion Program.

Bias and discrimination are unacceptable, whether based on gender, sexual orientation, race, ethnicity, national origin, age, religion, disability, pregnancy, health conditions, or other factors. We do not tolerate derogatory jokes or comments about anyone, nor the exclusion, intimidation, belittlement, or embarrassment of anyone for any reason.

Recognize and consider the human rights of all people. Before making a decision, identify and consider the concerns and expectations of all stakeholders and those impacted by our operations.

Respect places, cultures, traditions, customs, structures, and objects that have historical, traditional, or cultural value to traditional communities, indigenous peoples, and society in general.



During communications, practice accessing information in accessible, appropriate, and understandable language for that audience, enabling understanding by all stakeholders.

The occurrence of disrespectful treatment, moral harassment, sexual harassment and sexual molestation, or any other form of violence in the workplace, is strictly prohibited. Any humiliating, intimidating, or offensive action, conduct, or behavior during work relationships is prohibited, as is the use of superior status or institutional influence to embarrass anyone for the purpose of obtaining an advantage or favor.

Never make explicit or veiled sexual or double-entendre insinuations, and never touch, hug, kiss, or caress anyone without permission.

Do not use Samarco resources (e-mail, telephone, printer, computers, and laptops) to distribute or access offensive materials, including inappropriate images, videos, or drawings, sexual or obscene content, among others.

Be aware of potential negative impacts on people involved in our activities and projects. If you identify any risk of human rights violations, report them immediately so that appropriate preventive and corrective measures can be taken. Reported violations will be treated with the necessary seriousness to ensure appropriate accountability and remediation of impacts.

Health and safety measures must be applied equitably and inclusively, respecting the diversity of workers and preventing any type of discrimination in the workplace.

Respect for Human Rights applies to everyone at Samarco and our entire supply chain. Incorporate zero-tolerance policies for human rights violations in relation to suppliers of goods and services, including combating child labor, forced or slave-like labor, or degrading or inhumane working conditions, requiring suppliers and subcontractors to adopt the same ethical and legal standards applicable to our operations.

Our Ethics Channel allows anyone, both inside and outside Samarco, to report any suspected or actual violation of human rights, ensuring transparency, confidentiality, and commitment to impact remediation.

Our Relationship Center is available to ensure ongoing and transparent dialogue with communities. We do not tolerate any form of threat, intimidation, or retaliation against community members, social leaders, or Human Rights defenders



Health AND SAFETY

The safety and physical and psychological integrity of people are a priority for Samarco.

Assess the risks involved before beginning any activity. If unsafe conditions are identified that expose you or others to risk, activities must be halted immediately. These conditions and any warnings or information related to accidents, incidents, injuries, or illnesses must be immediately reported to your management and the Health and Safety department.

Samarco employees and contractors must be familiar with the procedures and standards for preventing occupational accidents and illnesses, as well as the emergency actions applicable to each activity.

Only perform activities if you are technically, physically, and emotionally capable. Be prepared to perform the activities for which you are responsible. This includes reading and understanding applicable regulations and completing the necessary training within the stipulated timeframe.

The use of alcohol and any other drugs or other illegal substances during work hours, as well as performing tasks while under the influence of them, is prohibited. In the case of drugs prescribed by a doctor, discuss with the occupational health department the compatibility between the performance of your duties and the use of the prescribed drug.



Leandro Soares



The use, sale, consumption, offering, or distribution of drugs, alcohol, or illegal substances is prohibited on Samarco premises or during the course of work for Samarco, including during the commute to and from work.

Moderate consumption of alcoholic beverages is permitted at company events and business/institutional meetings (provided there is no workday immediately following the event and in moderation).

Operate equipment and perform activities only if you are qualified, trained, and authorized for this role.

Comply with standards and precautions that prevent accidents and provide a safe and healthy work environment, including the use of mandatory protective equipment.

Immediately report the need to replace or lose safety equipment.

Uniforms and badges are safety items.

The badge is essential for safety and organization, facilitating identification and access control. Wear it visibly and record your access to restricted areas according to company guidelines.

Be careful when using uniforms and badges outside of

the workplace. Never use them at events and festivities where you are not representing Samarco or in any situation that could compromise the institution's image.

Disposal must be in accordance with the "Procedure for Acquisition, Replacement, and Use of Uniforms."

The carrying and use of weapons on Samarco premises, whether firearms or bladed weapons (such as knives, machetes, axes, clubs, pocket knives, among others), is prohibited unless it is an essential tool for performing the job, its use is known to your immediate supervisor, and you have legal authorization to do so.

Comply with the random search if selected.

The private, random, and visual search of people, objects, and vehicles at the entrances to Samarco's industrial facilities is part of the security regulations and must be followed, if applicable.

Whether you work permanently or while traveling in another country for Samarco, comply with the Code of Conduct and other Samarco regulations, understand and comply with the law, and respect local customs.



Sustainability

Focused on realizing its purpose and implementing the ambitions outlined in the Strategic Sustainability Program, Samarco reaffirms its commitment to doing a different kind of mining, capable of generating results and creating value for society, respecting the lives of all beings and the environment.

Always act ethically, responsibly, and fairly, respectful of human rights, and open to transparent and respectful dialogue with all our stakeholders.

Actively manage the environmental and socioeconomic impacts of your activities and contribute to the development of neighboring territories and communities with innovative and sustainable solutions.

Identify the environmental and social risks of the tasks you perform, ensure they are considered in decision-making processes, and adopt the necessary controls to minimize them. If you identify an unmapped risk, halt the activity immediately and report it to your leadership. If you identify opportunities for improvement, suggestions are welcome.



Integrity IS A NON-NEGOTIABLE VALUE FOR SAMARCO

Samarco's Compliance Program actively prevents, detects, and corrects acts of fraud, corruption, and/or actions that violate our Code of Conduct and applicable laws. It not only encourages compliance with established standards and laws, but also raises everyone's awareness of the importance of maintaining the highest ethical standards in our relationships and activities we perform.

To contact the Compliance team, send an e-mail to compliance@samarco.com, and to learn more about the Compliance Program's actions, visit <https://www.samarco.com/codigo-de-conduta-e-politicas/>.

Combating Corruption. We are committed to acting in strict compliance with national and international anti-corruption laws, including the Foreign Corrupt Practices Act (FCO), anti-money laundering laws, and anti-terrorism legislation.

Never request, offer, promise, authorize, grant, accept, or receive any undue advantage with the aim of influencing (or appearing to influence) a public or private official or obtaining any unfair advantage, whether for yourself, Samarco, or its shareholders.

Undue advantages do not always materialize in the form of money.

They can occur through the offering of gifts, hospitality, job offers, letters of recommendation, medical services, donations, referrals, contributions to political parties, payment to customs agents, and in several other ways.

For this reason, the offering, granting, acquisition, or receipt of giveaways, gifts, hospitality, and other things of value must follow the guidelines of the Corruption and Fraud Prevention Policy and comply with the Policy on Giveaways, Gifts, Hospitality, and Other Things of Value, current legislation, and internal approval levels. They must



be transparent, have a legitimate institutional purpose, and must not involve extravagant amounts or the transfer of money. The frequency and the act must not give rise to bad faith, corruption, or fraud, and, if made public, must not create the appearance of improper conduct.

Personal gifts to third parties are prohibited; if paid directly by Samarco, they would be subject to internal verification and approval procedures.

No person may request donations, hospitality items, or favors of any value from individuals or companies, nor act in a manner that places any third party in a position where they feel obligated to make a donation, provide hospitality items, or perform personal favors in exchange for business with Samarco.

[Click here to access the Policy on Offering and Receiving Giveaways, Gifts, Hospitality, and Other Things of Value.](#)

Clearly and deliberately refuse any request or offer of an undue advantage and end discussions as quickly as possible. Then, report the situation immediately to your manager and Compliance, document the incident in



Denis Antonio da Silva



writing, and be prepared to cooperate with investigations by Compliance and the appropriate authorities.

Financial transactions must be transparent and accurately and thoroughly recorded in the accounting books and records.

All payments and financial commitments made by Samarco must be authorized by the appropriate level, supported by legal documentation, and must be accurately, completely, and truthfully recorded in the accounting records.

Any and all expense reimbursement requests must be accompanied by a valid invoice and legitimate supporting documents, in accordance with applicable internal rules. Any attempts to obfuscate or conceal the true nature of any expense are expressly prohibited.

Samarco does not make, nor permit individuals to make, contributions and/or donations on the company's behalf to any political party, elected official, and/or candidate for political office in any country.

Personal political activities may not be conducted during working hours or while performing services for Samarco.

The institution's business premises and equipment must not be used for these purposes and/or for the distribution of political propaganda, and no political donations should be requested from third parties at our locations.

Political participation or political choice is an individual right and must be respected.

To preserve the work environment and individual freedoms of all, political propaganda is prohibited at Samarco units and offices. Avoid initiating or participating in internal political discussions during working hours and in the workplace.

Do not discuss political issues with customers, suppliers, and/or any third parties, including authorities and public officials, on Samarco's behalf or representing Samarco. If you are an Institutional Relations professional and this topic is part of your scope of work, ensure that the board's institutional guidelines are applied during the execution of your activities and handle the matter with impartiality, integrity, and transparency.

Do not engage in partisan political demonstrations on social media using Samarco resources, tools, equipment, or accessories, or any means that link, even indirectly,



the organization's image to the demonstration.

If you pre-apply or run for political office, notify the General Manager of People and Culture or your contract manager, as applicable, for review of possible suspension of your employment contract. Also, notify them if you participate in any candidate's political campaign, so that any potential conflict of interest with Samarco's activities can be assessed.

We are responsible for preventing the improper sharing and leaking of internal, restricted, and confidential information, even after the contract has ended.

Protect information according to applicable confidentiality and criticality, as described in the Information Security Policy. Ensure that meetings on Samarco matters are held in secure and private locations. Only access information related to your activities when authorized. Dispose of documents appropriately.



Rachel Oliveira



PASSWORDS AND LOGINS ARE INDIVIDUAL, CONFIDENTIAL, AND SHOULD NOT BE SHARED WITH ANYONE.

Keep personal data exclusively for those involved in the process, use it only for the purposes for which it was collected, and protect it in accordance with applicable confidentiality and criticality. Respect the General Personal Data Protection Law (LGPD) – Law No. 13.709/2018 and other applicable regulations.

Data and information must be accurate, detailed, and in accessible language. Forgery, concealment, alteration, destruction, leaking, or any other type of manipulation of information is not tolerated, nor is the creation of information that is misleading. During internal and external audits, as well as in any investigation by the Ethics Channel or the Ombudsman's Office, provide all requested information and any other information you deem relevant to clarify the facts.

Interactions related to our activities must be conducted using corporate devices provided by Samarco, which, in turn, must be used predominantly for professional purposes.

Any use for personal purposes must be moderate, must

not interfere with the performance of your duties, and must comply with the guidelines of this Code.

It is everyone's responsibility to maintain the confidentiality, integrity, and security of all information accessed or created during the performance of professional activities.

To the extent permitted by law, Samarco reserves the right to monitor and investigate the use of its mobility devices, information systems, and access electronic communications or information stored in systems, devices, or equipment for maintenance, institutional needs, or to meet a legal requirement or any standard and/or policy

Ensure the protection of the intellectual property rights of Samarco and third parties. Do not reproduce patents, inventions, models, trademarks, copyrights, trade secrets, and/or rights to computer programs without applicable authorization.

Samarco is the sole and exclusive owner of the intellectual property rights to all results produced in its activities or that have been developed through its resources, data, materials, facilities, equipment, or information made available



by Samarco. In specific cases, formalized by contract, intellectual property may be shared between Samarco and the person/institution involved in the project or partnership.

Act actively and responsibly to prevent anticompetitive practices, ensuring an ethical and transparent business environment.

You must keep confidential any strategic and relevant acts or information, such as prices, costs, profit margins, and production volumes, preserving the interests of Samarco and its shareholders. Do not participate in events or meetings that could be used to coordinate anticompetitive actions.

Do not use any information to obtain advantages for yourself or third parties.

Commit to complying with competition laws in Brazil and abroad.

[Click here to access the Antitrust Policy.](#)



Henrique Chein



Conflict OF INTEREST

A conflict of interest arises when a person working for and/or with Samarco (i) is involved in a decision-making process, in which they have the power to influence and/or direct the outcome of that decision, which could ensure a gain and/or benefit for themselves, a family member, or a third party with whom they have any type of involvement, or (ii) is in a situation that could interfere with their ability to exercise independence/exempt judgment, impairing the performance of their duties for Samarco in an unbiased and impartial manner.

We have a duty to conduct our activities with impartiality and professionalism. If you identify any relationship that could give rise to a real or potential conflict of interest, immediately report it to your manager and Compliance by completing the Declaration of Relationships, if you have access, or via the compliance e-mail.

[Click here to access the Conflict of Interest and Related Party Transactions Policy.](#)

UNDERSTAND SOME POSSIBLE CONFLICTS OF INTEREST

- Using information you have access to due to your activities for Samarco to obtain or grant undue advantages to third parties.
- Hiring, promoting, or directly supervising a family member or person with a close relationship.
- Offering, requesting, or accepting giveaways, gifts, hospitality, and/or other things of value from an organization or person involved in a contracting or contracting process with Samarco, unless previously approved.
- Using Samarco resources or your position within the institution to influence external activities or third parties, for personal gain..
- Holding positions, roles, or investments in organizations that do business with Samarco (customers, partners, suppliers, or your own or family company) if you are in a position to influence transactions or if the relationship itself creates a real, potential, or apparent conflict of interest.



- Accepting discounts or other personal benefits not extended to the general public or colleagues from suppliers, service providers, customers, or other third parties due to your association with Samarco, unless previously approved.
- Being a pre-candidate or candidate for political office or holding political office, as well as participating in third-party political campaigns while working for/with Samarco without following the company's internal communication channels.
- Providing services or holding a position in companies that are customers, competitors, suppliers, or representatives of Samarco, even outside of working hours, with or without pay.
- Having a family or close relationship with a person impacted by the Fundão Dam collapse (MG) or with a lawyer representing those affected, and having access to non-public information regarding indemnification cases.

EQUAL HIRING CONDITIONS

Candidates applying for our internal positions — whether internal or external — will be evaluated solely based on the position's requirements, competing on equal terms with external candidates. Family members of employees will compete on equal terms, but direct subordination between family members or individuals with close ties will not be permitted. If this occurs, both parties must immediately inform the company's People and Culture or Compliance departments. They may also report the matter anonymously through the Ethics Channel.





Relationships **WITH THIRD PARTIES**

Relationships with Public Officials. Samarco respects all those who hold public office, at all levels (legislative, executive, and judicial), and believes in ethics and integrity in its activities.

Samarco has implemented controls to prevent misconduct not only in private relationships, but also in public-private relationships. People who interact with or work for Samarco must act honestly, transparently, and truthfully in all their interactions with public officials. To this end, they must be familiar with the applicable guidelines

[Click here to access the Corruption and Fraud Prevention Policy.](#)

Relationships with Trade Unions. We recognize trade unions as the legal representatives of employees and strive to seek, through respectful and responsible negotiations, the best solutions between their interests and those of the company.

Relationships with customers must be based on mutual respect, honesty, clarity about product and service characteristics, and compliance with applicable laws. Deceptive practices, unrealistic promises, or any conduct that could compromise customer trust are not tolerated. We are committed to building and maintaining lasting relationships based on ethics, transparency,

and excellence in services.

Relationships with suppliers must be fair, transparent, and value the improvement of integrity practices and respect for Human Rights by third parties.

Relationships with shareholders must be clear and transparent, ensuring that everyone has equal access to information relevant to decision-making.

If you are a manager or contract supervisor, take steps to ensure that the supplier is aware of the Samarco Code of Conduct for Third Parties, as well as the contact details for the Ethics and Ombudsman Channel. Explain to the contractor that Samarco has a Compliance Program and is available to support third parties. Ensure that the supplier is aware of and completes the mandatory training on all standards and procedures applicable to the activities they will perform.

If the supplier is a “Business Partner”, also known internally as an “Intermediary,” ensure that this information is correctly identified in internal systems and that the additional integrity controls applicable to this category are being followed.



EXTERNAL COMMUNICATIONS

Only the Corporate Communications Department and its expressly authorized personnel may maintain relationships with the media and make public announcements on Samarco's behalf. If you are not a spokesperson authorized by the Corporate Communications Department, do not make external statements on the institution's behalf. If contacted by a media outlet or journalist, please send the request to imprensa@samarco.com.

When using social media, never speak on Samarco's behalf. Be aware that posts and comments on private social media may be interpreted as reflecting the institution's opinions or may negatively affect its reputation. For this reason, be judicious and ethical when using social media and act legally and prudently. Do not make partisan political statements on social media using Samarco resources or any means that link, even indirectly, the organization's image to the statement.

Postgraduate, master's, and doctoral research, article

publications, information related to Samarco's business, and technical work developed in partnership with the company must follow the **Procedure for Evaluation and Approval of Publications of Technical Papers and Research**.

It is everyone's duty to preserve the confidentiality, integrity, and availability of information assets, both in physical and digital formats. Samarco's proprietary information cannot be disclosed, even after the termination of employment or contractual relationships with Samarco, unless expressly released by departments or individuals authorized to do so.

Technical data, information, and results made available by Samarco are confidential, and suppliers or partners may not use them for their own benefit or that of third parties, except with the company's express authorization.

Sharing official Samarco publications on social media is permitted, provided it is done with caution.





Code OF CONDUCT VIOLATIONS

ETHICS CHANNEL

If you identify a suspected violation of our Code of Conduct, you are responsible for reporting the situation to your leadership and/or the appropriate departments.

The Ethics Channel is the official and confidential channel for reporting conduct that may violate our Code of Conduct, applicable laws, or institutional obligations. Reports may be identified or anonymous.

If you are involved in the investigation of a report through the Ethics Channel, cooperate with the investigation, provide accurate information, and act with honesty, transparency, integrity, confidentiality, and professionalism. Report investigations are conducted independently, ethically, and impartially, and the confidentiality and secrecy of the information obtained are ensured.

To file a report through the Ethics Channel, please contact:

www.samarco.com/canal-de-etica/?lang=en

0800 377 8002

canaldeetica@samarco.com



Karen da Costa



No RETALIATION

Retaliation occurs when someone, whether a manager, a colleague at the same hierarchical level, a contract manager, or a contract inspector, takes action against another person or a supplier as a form of persecution or punishment for the intention of filing a report, for actually filing one, or for cooperating with an investigation.

Retaliation against employees includes: reduced responsibilities and opportunities for action due to the incident, unjustified transfers, threats, and ignoring professional advice, among others.

With regard to suppliers and third parties, examples of retaliation include: reductions in contracted scope, failure to open service orders, unfair application of contractual penalties, among others.

Any suspicion of retaliation must be immediately reported to the Compliance department.

All allegations of retaliation and/or open reports of bad faith intended to negatively affect anyone (whether individuals or companies) will be rigorously investigated as violations of the Code of Conduct.

If a violation of the Code of Conduct is confirmed, corrective or disciplinary measures may be taken as a means of guidance and improvement. These measures may include verbal or written warnings, suspension, termination, among others, in accordance with the company's Consequence Management Policy.



OTHER SAMARCO CHANNELS

OMBUDSMAN'S OFFICE

Handles complaints related to the Rio Doce Basin Reparation Agreement, as well as issues related to Samarco's operations with the population affected by the Fundão Dam collapse and the communities in the project's area of direct influence. Must ensure that all complaints are recorded, investigated, and responded to; Valuing efficiency, transparency, and respect for privacy, in addition to supporting the implementation of preventive measures and specific actions to improve service.

E-mail: ouvidoriasocial@samarco.com

Phone: **0800 721 0717**

WhatsApp: **(31) 98440-3156**

Website: ouvidoriasocialsamarco.com.br

REPARATION RELATIONSHIP CHANNELS

welcome contacts on any topic related to the Rio Doce Basin Reparation, including institutional information and questions about the progress of individual reparations..

Phone: **080 0031 2303**

Contact Us (website): reparacaobaciariodoce.com/fale-conosco

INFORMATION AND SERVICE CENTERS (CIA)

physical spaces, distributed throughout municipalities, along the Doce River, responsible for in-person service. The addresses of each office are at reparacaobaciariodoce.com/fale-conosco/

User Portal: portaldousuario.reparacaobaciariodoce.com/Padrao/modulo-portal-do-usuario/

SAMARCO RELATIONSHIP CENTER

Channel for receiving requests for information, complaints, and suggestions on matters related to Samarco operations.

Phone: **0800 033 8485**

E-mail: relacionamento@samarco.com

Website: samarco.com/fale-conosco.

ETHICS CHANNEL

reports of conduct that may violate our Code of Conduct, applicable laws, or institutional obligations.

Phone: **0800 377 8002**

E-mail: canaldeetica@samarco.com

Website: samarco.com/canal-de-etica/



GLOSSARY

PUBLIC ADMINISTRATION: Any governmental body, entity or company, domestic or foreign, at any level or sphere of government, as well as legal entities controlled, directly or indirectly, by any governmental body, entity or company, domestic or foreign..

PUBLIC OFFICIAL: For the purposes of this Code, “public official” means (i) all public entities, direct public administration bodies, indirect public administration entities, as well as any other public institution, including, but not limited to, autonomous agencies, public foundations, state-owned companies, mixed-capital companies, and international organizations; (ii) any person who, even temporarily or without pay, (ii.1) holds a position, job, or role in the Public Administration or in a service provider contracted or agreed to perform an activity subject to a concession by the Public Administration; (ii.2) holds a deliberative position in a political party, is an employee of a political party, or otherwise acts for or on behalf of a political party; (ii.3) any candidate or pre-candidate for political or elective office; or (ii.4) represents

the interests of a class, sector, or public, such as an employee union, association, representative institution, or community. Mere membership in a political party does not, in itself, constitute classification as a public official.

“BUSINESS PARTNERS” OR “INTERMEDIARIES”: are any third parties, Samarco service providers, who, in the context of their activities for Samarco, have the authority, power, or capacity to make decisions, negotiate, represent, or assume commitments with Public Officials on behalf of or for the benefit of Samarco, its controlled companies, and affiliates, including arbitration claims involving public or private agents.

COLLABORATOR(S): Suppliers, Contractors, Subcontractors, Partners, Representatives, and Business Partners of Samarco, in Brazil and abroad.

EMPLOYEE: EMPLOYEES: including directors, interns, trainees, young apprentices, and temporary employees.

FAMILY MEMBER: Spouse, partner, parents, children or



stepchildren, siblings, grandparents, uncles, aunts, grandchildren, cousins, nephews, nieces, nephews, fathers and mothers-in-law, brothers-in-law, sons-in-law, daughters-in-law.

SUPPLIERS: Any individual or legal entity that provides inputs, materials, or services to Samarco, including financial institutions. This definition includes contractors whose employees provide services within Samarco's facilities.

PARCEIROS (AS): Individuals or legal entities with which Samarco maintains a formalized relationship through agreements, covenants, terms of cooperation or similar instruments, including investors.

REPRESENTATIVE: Individual or legal entity, with or without an employment relationship, that acts in the interest or benefit of Samarco before third parties.

UNFAIR ADVANTAGE: Unlawful, illegal, or unfair advantage, with no minimum value and which may include, but is not limited to, cash or cash equivalents (such as gift vouchers), gifts, travel, meals, entertainment, use of vehicles, lodging, and any intangible benefit. It may also be in the form of favors, such as: educational and/or employment opportunities for friends or relatives, or any unofficial payment to encourage the recipient or a third party to perform their existing obligations or assignments, or to expedite or refuse to perform a routine task that they would otherwise be required to do. They may also be for the purpose of sexual favors, receiving or attempting to receive discounts other than regular market practice or other benefits, in the acquisition of goods or services for personal use or consumption, due to their position at Samarco.

CLOSE RELATIONSHIPS: People with whom one maintains close personal ties, emotional relationships, or regular interaction, whether through romantic or friendly bonds, in which there may be an interest in benefiting the other party.

