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Human

RIGHTS REPORT

2025



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INSTITUTIONAL COMMITMENT TO HUMAN RIGHTS

Samarco guides its human rights actions through its Human Rights Policy, seeking alignment with the United Nations Guiding Principles on Business and Human Rights (UNGPs, 2011).

This framework establishes that companies have the responsibility to respect human rights in all their activities and business relationships, preventing, mitigating, and making reparations to adverse impacts that may arise from their operations.

THE GUIDING PRINCIPLES ARE STRUCTURED INTO THREE COMPLEMENTARY PILLARS:

- The State's duty to protect human rights
- the responsibility of companies to respect them,
- access to reparation when adverse impacts occur.

In this context, Samarco incorporates this framework into its corporate management and recognizes that the protection of human rights constitutes a central element for the sustainability of its activities and for building trust-based relationships with employees, communities, suppliers, and other stakeholders.

HUMAN RIGHTS GOVERNANCE

The human rights agenda at Samarco is conducted in a cross-cutting and integrated manner within corporate governance structures and the company's management processes.

Samarco's Human Rights Policy¹ establishes institutional guidelines that guide the conduct of suppliers and business partners, defining clear expectations regarding **respect for fundamental rights in the company's activities and throughout its value chain.**

The policy, consolidated in 2023 and approved by senior management, was incorporated into the company's internal processes and contributes to the integration of the human rights agenda into decision-making and corporate risk management.

AMONG THE COMMITMENTS EXPRESSED IN THE POLICY, THE FOLLOWING STAND OUT



Promoting safe and inclusive work environments



combating child labor and slave-like labor



Respect for freedom of expression and association



Valuing diversity and inclusion



Respect for communities



Responsible environmental management



Prevention of involuntary displacements



Maintaining effective grievance mechanisms and reporting channels

This governance model thus seeks to ensure that human rights guidelines are present at all levels of the organization, promoting integration between operational areas, management processes, and stakeholder relationships.

1- Click here to access.



Carina Thais Trigueiro

HUMAN RIGHTS DUE DILIGENCE

Samarco adopts the human rights due diligence process as a central tool for managing risks and impacts associated with its activities and value chain.

Human rights due diligence constitutes an ongoing, risk-based process that involves identifying and assessing potential impacts, implementing prevention and mitigation measures, monitoring operations and the value chain, and providing grievance and remediation mechanisms.

This approach allows the company to anticipate risks, **strengthen control mechanisms**, and promote appropriate responses when adverse impacts are identified.

By integrating due diligence into its corporate governance, Samarco seeks to continuously **improve its human rights management processes** and contribute to the promotion of **responsible business practices**.



Marcio Puton
Isabela Lima

HUMAN RIGHTS RISK IDENTIFICATION AND MANAGEMENT

As an integral part of the due diligence process, Samarco conducts periodic risk assessments related to potential human rights violations.

In 2025, a review of the company's risk analysis was conducted, considering both its operations and aspects related to its value chain and ongoing reparation actions.

The assessment was carried out from the perspective of rights-holders and considered potential impacts on direct and outsourced employees, communities, and other stakeholders potentially affected or involved in the company's direct areas of influence.

AMONG THE MAIN TOPICS ANALYZED, THE FOLLOWING STAND OUT:



Working conditions
and decent work



Occupational health
and safety



Rights of the communities
with which we interact



Access to information



Working conditions
in the value chain

Based on this analysis, controls and prevention measures were defined to reduce risks and strengthen the management of human rights impacts.



Camila Coscarelli

VALUE CHAIN MANAGEMENT

Samarco recognizes that corporate responsibility for human rights extends to its value chain and encourages suppliers to align with best practices related to the topic.

In this context, the company establishes clear expectations for its suppliers and business partners through institutional instruments, among which the following stand out:

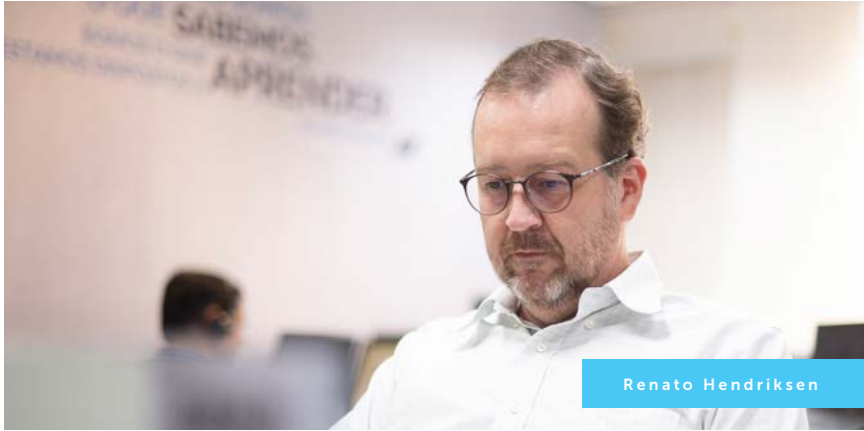
- SUPPLIER CODE OF CONDUCT²
- HUMAN RIGHTS NOTICE APPLICABLE TO SERVICE PROVIDERS

These instruments, in turn, establish guidelines related to respect for human rights, focusing on ensuring decent working conditions.

In addition to defining expectations, the company also carries out monitoring and verification processes, strengthening adherence to responsible practices throughout the value chain.

Samarco's suppliers also undergo human rights due diligence analysis prior to contracting, checking for adverse media or lawsuits involving a history of human rights violations.

2- Click here to access.



MONITORING AND AUDITS

Monitoring of human rights-related practices is conducted through periodic inspections and independent audits.

In 2025, human rights inspections were conducted across Samarco's operations and those of its suppliers, including subcontractors, applying integrated checklists for the evaluation of structures and projects, further including interviews with employees. The aspects evaluated include:



Prevention of harassment
and discrimination



Adequate infrastructure conditions



Combating child labor
and modern slavery



Respect for decent working conditions

The data collected in these inspections are consolidated into monitoring indicators to monitor the evolution of human rights compliance practices. Results are consolidated into a Human Rights Compliance Index, which allows for periodic assessment of the degree of adherence to the guidelines established in the Human Rights Policy and the instruments applicable to the value chain.

In addition to internal inspections, Samarco also conducts external audits aimed at evaluating human rights-related aspects within its operations and supplier network.



Herta Mascarenhas

TRAINING AND PROMOTION OF A HUMAN RIGHTS CULTURE

Samarco continuously invests in promoting an organizational culture based on respect for human rights.

Direct employees and contractors participate in mandatory training covering topics such as human rights, respect for diversity, prevention of harassment and discrimination, and the promotion of safe and inclusive work environments.

Specific training sessions are also conducted for strategic audiences, including asset security teams, reporting channel attendants, managing suppliers, and contract supervisors.

Among the initiatives developed in 2025, the **Anti-Harassment Campaign** stands out, which promoted awareness and dialogue actions regarding the importance of building respectful work environments.

Human rights initiatives are also linked with the **Diversity, Equity, and Inclusion Program**, which seeks to strengthen inclusive work environments and value diversity.



A fair held at company sites featuring local entrepreneurs

RELATIONSHIP WITH COMMUNITIES

Samarco recognizes the importance of transparent dialogue with communities and social actors involved in the promotion and protection of human and environmental rights.

The relationship with communities is guided by principles of respect, empathy, and active listening, seeking to ensure that the concerns and expectations of potentially affected groups can be understood and considered by the company.

In this context, the company recognizes the legitimate role of human rights and environmental defenders and the protection of collective rights.

GRIEVANCE CHANNELS AND REMEDIATION MECHANISMS

Social dialogue and active listening are central elements of the human rights approach adopted by Samarco.

The company provides institutional channels to ensure the recording of reports and concerns related to possible human rights violations, by both employees and community members or other stakeholders.

AMONG THESE CHANNELS, THE FOLLOWING STAND OUT:

- **The Ethics Channel**, for reporting violations of the Code of Conduct and internal regulations;
- **The Relationship Center and Social Ombudsman.**

Samarco's Relationship Center plays a role in communication between the company and its various audiences, including suppliers, local communities, and stakeholders in general. It functions as a contact point to receive feedback, whether questions, suggestions, compliments, or complaints, as well as the recording of reports on potential human rights impacts.

The Social Ombudsman monitors the execution of reparation and operational actions, acting as a permanent channel for feedback from Samarco's neighboring communities, ensuring respect for their rights. This space is intended for receiving, processing, monitoring, and responding to grievances concerning community relations, compensation programs for reparation, potential social and environmental damage from operations and construction, social and environmental obligations, and critical issues related to reparation and operations.

These mechanisms integrate the company's human rights governance and contribute to the identification of potential adverse impacts. Through them, individuals and communities can present their concerns when they understand they are being or could be negatively impacted. In this manner, Samarco uses these channels as an instrument to identify potential non-compliances and continuously improve its practices.



Raul Torquato

STRENGTHENING THE HUMAN RIGHTS AGENDA AND FINAL CONSIDERATIONS

Over the past few years, Samarco has progressively advanced in strengthening its human rights agenda, consolidating an approach that integrates institutional commitments, risk management, and operational practices.

This process is marked by the evolution of governance instruments, the expansion of monitoring and control mechanisms, and the continuous incorporation of human rights due diligence principles into the company's corporate management and activities.

The review and strengthening of the Human Rights Policy, the periodic conduct of risk assessments from the perspective of rights-holders, the ongoing monitoring of operations and the supply chain, and the expansion of grievance and dialogue mechanisms with stakeholders reflect this process of institutional maturity.

By continuously strengthening the governance and mechanisms for preventing, mitigating, and remediating adverse human rights impacts within its own operations and chain, Samarco demonstrates its commitment to adopting responsible conduct toward society, employees, communities, suppliers, and other stakeholders, integrating the protection of human dignity and respect for the environment into its business practices and management processes.



**A RIGHT. A DUTY.
A COMMITMENT.**

