



OCCUPATIONAL HEALTH AND SAFETY POLICY

COMPANHIA BRASILEIRA DE ALUMÍNIO

Approved by CBA's Executive Board

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OCCUPATIONAL HEALTH AND SAFETY POLICY

INTRODUCTION

The present Policy aims to establish and ensure the guidelines for the actions and conduct of the Company and its controlled entities regarding the commitment of Companhia Brasileira de Alumínio (CBA) to occupational health and safety.

REFERENCES

Internal

Integrated Management Policy
Human Rights Policy
Remuneration Policy
Diversity, Equity, and Inclusion Policy
Social Responsibility Policy
Stakeholder Engagement Policy
Risk Management Policy
Sustainability Policy
CBA Code of Conduct

External

ISO 45001 Occupational Health and Safety Management System
UN Universal Declaration of Human Rights
ASI – *Aluminum Stewardship Initiative*

SCOPE

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

All operations not managed by CBA, including clients, service providers, suppliers, joint venture partners, outsourcing partners, and others associated with CBA and its controlled entities, must be familiar with and adhere to this Policy to guide their conduct and avoid conflicts and violations.

EFFECTIVENESS

This Policy is effective on the date it is approved and may only be amended by decision of the CBA 's Executive Directors.

GENERAL PROVISIONS

This policy shall be monitored by the Sustainability and Capital Projects Committee and the CBA 's Executive Board:

- Sustainability and Capital Projects Committee: a) evaluating updates and/or changes to this policy; b) updating and implementing the policy.
- The Executive Board: a) approving this policy; b) assuring that all programs, projects and initiatives carried out in the respective boards comply with the provisions of this Policy; c) working on the management and monitoring of initiatives within their department.

DEFINITIONS

Executives: officers, board members and committee members.

CBA Code of Conduct: internal Document Titled Code of Conduct Approved in the CBA Board of Directors Meeting.

Employees: employees hired and registered in accordance with applicable labor regulations.

Policy: This "Occupational Health and Safety Policy"

CHAPTER 1. GENERAL GUIDELINES

Occupational Health and Safety refers to a range of practices, regulations, tasks, initiatives, and preventive measures that are necessary and must be followed at CBA. The aim is to improve working conditions and prevent occupational diseases and incidents related to work activities. The Company has and maintains an up-to-date management system with well-defined programs and goals.

The commitments are monitored monthly by the Occupational Health and Safety departments, which report performance status to the Executive Board. All strategic topics and actions are periodically reported to the Board of Directors by the Executive Management.

Through this Occupational Health and Safety Policy, the Company aims to make its operations safer by:

- Comply with all national (and international, where applicable) laws and regulations.

- Maintain a management system that enables the identification, assessment, and control of risks associated with our activities.
- Seek to apply, whenever possible, the highest standards and continuous improvement in occupational health, safety and hygiene management, through the elimination of hazards, risk control and the prevention of injuries and occupational diseases.
- Promote and value the active and continuous participation of employees, their representatives and stakeholders in defining strategies, implementing, and continuously improving occupational health and safety practices by setting objectives and targets.
- Prohibit any form of discrimination related to employment and occupational work, adhering to legal operational and anti-corruption practices.
- Promote means for self-care and mutual care in preventing workplace accidents and promoting the health of employees and contractors, through risk prevention programs, health promotion, and emergency response.
- Seek the ongoing commitment and engagement of employees and their representatives in the decision-making processes of the occupational health and safety management system.
- Communicate this Policy and raise awareness among internal and external stakeholders regarding occupational health and safety aspects.
- Adopt technologies and processes that encourage continuous improvement in operational performance, aiming health, quality of life, and safety of employees, suppliers and communities (where applicable).
- Maintain a responsible and open communication channel with all stakeholders.

These commitments inspire CBA to plan and make decisions for the short, medium, and long term, while balancing aspects of occupational health and safety.

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 89 8920791)

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.