

About Vale

Vale S.A. (“Vale”, “we”, “us” or the “Company”) is a Brazilian publicly traded company (Vale S.A.), founded in 1942 in Itabira, Minas Gerais. Operating in 18 countries and positioned among the world’s largest mining companies, the Company is a leader in high-quality iron ore and holds a significant position in copper and nickel—minerals critical to the energy transition. We are made up of approximately 180,000 people, including employees and contractors, united by a single purpose: to improve lives and transform the future. Together.

The Company’s business is organized into two operational segments: Iron Ore Solutions, which comprises three divisions for the production and distribution of iron ore, as well as a diversified portfolio of iron ore agglomerates; and Vale Base Metals, which produces non-ferrous minerals, including nickel, copper, cobalt, platinum group metals and other precious metals. This segment is managed by our subsidiary, Vale Base Metals Limited (VBM), and its subsidiaries.

We operate in 18 countries, and we are engaged in greenfield mineral exploration in five countries. We operate large-scale logistics systems in Brazil and other regions worldwide, including railroads, maritime terminals and ports, which are integrated with our mining operations.

The locational rigidity of mining activities presents various challenges that must be considered throughout the business life cycle. In this regard, Vale’s operations take place in territories with different socioeconomic, environmental, political, and regulatory contexts.

In Brazil, where the company carries out most of its activities, the main challenges include socioeconomic vulnerability and public security issues, which require greater efforts from Vale to ensure the safety of people and company assets. It is also necessary to engage with public authorities, including public security agents, to enable coordinated and collaborative work, as well as the potential formalization of partnerships or cooperation instruments. In other countries where Vale operates, public security tends to prevail over private security, requiring a different relationship with the responsible stakeholders.

About Vale’s Strategy: Connecting the present to the future

We are a global leader in mining, and through our strategy, we aim to lead value creation in the sector in an ethical and sustainable manner. In an environment shaped by global trends—such as the energy transition, technological advances, particularly artificial intelligence (AI), and a more volatile geopolitical landscape—we focus on enhancing our iron ore, copper and nickel portfolios and on strengthening our efficient and resilient asset base.

We recognize the importance of strong relationships with society, communities, public authorities and all our stakeholders, and basing these engagements on transparency and respect. We seek to establish open and transparent dialogue and collaborate directly with our

stakeholders, aiming to promote consensus on goals and actions that enhance community empowerment and local socioeconomic development.

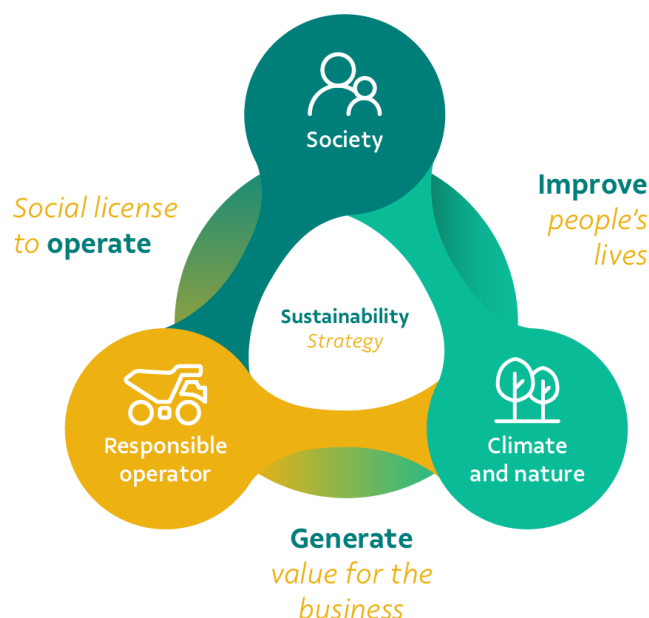
We work in collaboration with local communities, including Indigenous Peoples and traditional communities. We are continuously striving to increase transparency to rebuild trust with our stakeholders. We provide information on our performance, our progress toward sustainability goals and efforts to manage and meet the expectations of local communities and regulatory bodies. By fostering a culture of transparency, we intend to strengthen our position as a responsible and trusted partner in the mining industry.

About our commitment

For Vale, sustainability is both a source of competitive advantage and a way to share value. As a company operating in the natural resources sector, we have a responsibility to operate. We see this approach as essential to creating value for business, improving lives and maintaining our social license to operate.

Our new 2025–2035 strategic framework repositions sustainability as one of Vale’s main business levers, and includes safety, people, innovation, communication and institutional engagement.

Our sustainability strategy is built on three pillars



Our commitment to human rights is embedded into our Sustainability Strategy and reflected in various norms and policy documents including our Human Rights Global Policy, Ethics & Compliance Program and our cultural evolution. Our approach draws on international standards such as the UN Guiding Principles on Business and Human Rights, the ten principles of the UN Global Compact, the Universal Declaration of Human Rights, and the principles and performance expectations from the International Council on Mining and Metals (ICMM) among others.

We became a member of the Voluntary Principles Initiative (“VPI”) in November 2016, however, our security activities have been aligned to the principles since 2009, reinforcing our main value: “life matters most”. The implementation of the Voluntary Principles on Security and Human Rights (“VP”) allows valuable peer learning experience and guidance to our human rights and security programs, procedures, and management.

About this report

This report presents the actions Vale has taken in 2025 regarding the VP in Brazil, Canada, Malaysia and Oman¹ – prioritized countries where the company has its biggest mining and logistics operations and where public governance to promote human rights can benefit more from private engagement. Such actions aim to improve Vale’s security procedures and support public practices in security, in a manner that respects human rights. As per VP’s reporting guidelines, this document is divided into four sections:

- A. Vale’s commitment to the VP;
- B. Policies, procedures, and related activities;
- C. Country implementation; and
- D. Lessons and issues.

A. Commitment to the Voluntary Principles

Public Endorsement

Our endorsement of the VP is set forth in our Annual Integrated Report², which is prepared according to Global Reporting Initiative (GRI) directives and aims to keep our stakeholders informed of actions related to the environment and the communities Vale touches.

Our commitment to the VP is also expressed by our Global Human Rights Policy³, issued in 2009 and last revised in 2023, that establishes guidelines and principles for our actions regarding respect for human rights in our projects and operations, throughout our activities and in our value chain.

Communicating Vale’s policy is also an important step in setting expectations when collaborating with public security providers or engaging with private security companies. By

¹ In June 2024, our subsidiary Vale Canada Limited (VCL) completed the sale of part of its holding in PT Vale Indonesia Tbk (PTVI). VCL continues to maintain significant financial exposure to PTVI, as an affiliate.

² Please, refer to:

https://vale.com/documents/d/guest/2025_annual-report_14042026

³ Please, refer to:

https://vale.com/documents/d/guest/pol-0005-g-human-rights-policy_2019?_gl=1*1k44mz1*_gcl_au*MTE5OTA5OTg3OC4xNzQwNjg2MzMz*_ga*MTcyNzkzMDY0Ny4xNjkyODExMTE1*_ga_BNK5C1QYMC*cZE3NDcwNTQ5MzckbzM0JGcxJHQxNzQ3MDU2NjYyJGo0NiRSMCRoNzQyMzA1MjA1

endorsing the VPs, we demonstrate our commitment to human rights standards and the VPI, and the repudiation of the abuse of power and inhumane treatment.

Engagement in the VP Initiative

In 2025, Vale participated and supported the Brazilian in-country working group as one of the few local companies being a VPI corporate pillar full member. We have attended remote and in-person meetings, in Federal District (Brasília) and Rio de Janeiro, apart from a series of VP conference calls, which were held virtually throughout the year.

In October 2025, a WG meeting was held in Rio de Janeiro, at Petrobras' headquarters, following Petrobras' request for a benchmark with Vale, as the company is considering joining the VPI. During the meeting, Vale shared its experience and challenges in implementing the VPs across its operations, including in complex contexts, while highlighting the importance of establishing meaningful engagement with affected communities. The discussion also emphasized the importance of identifying and mitigating human rights risks and impacts associated with corporate security activities, as well as best practices for engagement with public and private security providers.

Also in October, Vale participated as a panelist in IPIECA's regional meeting, at the invitation of the VPI, and presented to other Corporate Pillar members from the oil and gas sector, as well as to representatives of civil society organizations and government authorities, an overview of the status of its continuous implementation of the Voluntary Principles. During the discussions, Vale underscored the value it places on intersectoral dialogue between the extractive sectors, particularly between mining and oil and gas, due to the presence of shared challenges and complementary experiences in complex operating environments. This exchange was highlighted as an important opportunity to strengthen collective learning on stakeholder and community engagement, the management of land use-related conflicts involving Indigenous Peoples and traditional communities, the protection of Human Rights Defenders, and the identification and mitigation of human rights risks associated with security arrangements. These topics constituted the focus of two dedicated panel discussions addressing both achievements and ongoing challenges.

Promoting awareness of the VP throughout Vale and within the value chain

Vale's Human Rights Policy states the VP as reference and sets as Vale's principles to "Respect, raise awareness, and promote human rights, preventing potential adverse impacts and violations of Human Rights and, when necessary, mitigating and remediating them, in Vale's activities and along its value chain, through engagement with stakeholders".

Concerning the Company's security teams, including employees and contractors, that policy reinforces that Vale is a signatory and applies the Voluntary Principles on Security and Human Rights (VPSHR) in its activities and highlights that we must include potential human rights violation risks in our risk assessment of security requirements, as well as:

- Selects security Employees and strictly monitors them, considering previous experience, their technical capacity, and emotional stability.
- Regularly trains security professionals to carry out their activities in line with Human Rights principles and with the proportional use of force, treating vulnerable people and groups with special care.
- Seeks peaceful solutions and de-escalation of conflict situations that ensure the physical integrity of people, as well as the preservation of assets, information, and the maintenance of the production process.
- Works in accordance with the United Nations Basic Principles on the Use of Force and Firearms by Law Enforcement Officials and International Humanitarian Law.
- Respects the United Nations Code of Conduct on Law Enforcement by Officers.

From the fundamental principles of the company and its subsidiaries described in our Code of Conduct⁴, we emphasize:

- The seeking to prevent potential impacts and violations and, if necessary, working to mitigate and remedy them in Vale's activities and across our value chain. In this regard, we follow the United Nations Guiding Principles on Business and Human Rights and the laws of each country in which we operate in addition to national and international standards.

The Code of Conduct also states the following:

- Our interactions with Suppliers, which are part of our value chain, are guided by good faith, honesty, ethics and transparency, and the purpose of contributing positively to the economic and social development of the regions in which we operate.
- We seek results that align with our Values. We strive to be recognized as a socially responsible and sustainable company.

Vale's Human Rights Guide⁵ focuses on making the company's directives and principles actionable, as set forth in our Policy, through effective initiatives and examples found in Vale's institutional daily routine. The Guide refers to the VP and seeks to provide, in an objective and informative manner, guidance and examples that will assist all employees, suppliers, partners and clients, to understand and carry out their actions respecting and promoting Human Rights.

In line with the evolution of its practices, Vale has an internal procedure for the treatment of human rights violation allegations which may eventually be addressed to the Company, ensuring the proper treatment, response and remediation, when applicable.

Vale also commits in responding 100% of the allegations received through the Business and Human Rights Resources Centre (BHRRC), as well as publicizing its position regarding potential controversies.

⁴ Please, refer to:

<https://www.vale.com/code-of-conduct>

⁵ Please, refer to:

http://www.vale.com/EN/suppliers/code_conduct/Documents/human-rights-guide.pdf

Promoting and advancing implementation of the VP internationally

Vale believes in the value of the VP Initiative not only as a mechanism to protect and promote Human Rights in the extractive sector, but also as a unique organization to strengthen and support the global Human Rights agenda. The Human Rights theme gains even more prominence and adherence in our value chain when our financial partners, clients, vendors, and stakeholders in general converge to the same principles.

Collaboration strengthens the overall industry, supports more effective action on systemic issues, strategic regulation, innovation and technological development, and helps to foster a sustainable business environment.

B. Policies, Procedures and Related Activities

Relevant policies, procedures, and guidelines

The VP are incorporated into our Global Human Rights Policy, which together with our Code of Conduct, is the main source for our practices in the promotion and respect of human rights. Our employees are required to certify their compliance with our Code of Conduct on a biennial basis. The Human Rights Guide is also an important guiding document to clarify and further explain how to apply the expected behaviors defined by those policies, into employees' daily routine.

Vale provides regular human rights training, educational content, and awareness campaigns for our workforce. Training is mandatory during the onboarding process for both employees and contractors and is delivered in the local language. Enhanced training is provided to critical functions.

In 2025, Vale advanced its training journey, reviewing the training content for corporate security personnel, which is aligned with international requirements on the proportional use of force and the commitment undertaken by the Company to adhere to the VPSHR.

By the end of 2025, 96% of employees had completed human rights training. Within the Corporate Security area, 100% of employees and 94% of contractors in the Iron Ore Solutions segment were trained. In the Vale Base Metals segment, 100% of corporate security employees and contractors received training on the subject.

Critical human rights updates are disseminated continuously to our employees, suppliers, joint ventures, and clients via email, booklets, bulletin boards and TV Vale. These stakeholders also participate in webinars and in-person meetings on the culture and reality of Indigenous Peoples, inclusive treatment, human rights defenders, resettlement, artisanal and small-scale mining, forced and child labor, sexual exploitation of children and adolescents, collective bargaining, freedom of association, diversity and inclusion.

Security approach

Vale's security approach is grounded in its Security Master Plan, whose purpose is to protect people, assets, and the production process, thereby contributing to Vale's overall purpose and strategic ambitions. This approach is informed by continuous security and human rights risk assessments, which guide the identification of vulnerabilities, potential threats, and context-specific risks. Based on these assessments, Vale prioritizes the prevention of losses, the detection of threats, and an effective response to critical incidents. These capabilities are delivered through an integrated model that combines physical protection, technology and innovation, operational readiness, intelligence, and ongoing engagement with external stakeholders and Vale's internal partners, ensuring that security measures are proportional, preventive, and aligned with responsible security practices and respect for human rights.

For engagement with public security forces, security teams follow Vale's Global Anti-Corruption Program, comprised by a Global Anti-Corruption Policy and a Global Anti-Corruption Manual, which contain the rules and procedures that must be followed in any types of relationships with government officials or government authorities, so that such interactions meet the highest ethical standards and comply with the anti-corruption legislation applicable to Vale.

The contractors and subcontractors performing security activities hired by Vale must abide by our values and the principles contained in our Code of Conduct and Global Human Rights Policy. In addition, the Principles of Conduct for Third Parties explain how we implement our values at Vale and apply these values to our relationships with third parties. We seek to work with third parties - suppliers, customers and other types of partners - that understand and comply with all applicable laws and are committed to operating their businesses in a responsible and ethical manner. Suppliers working under contract for Vale must also respect the Company's regulations and procedures as established by the Corporate Security Department, when accessing our sites. Vale also promotes human rights awareness and respect along our value chain, including the adoption of legal contractual clauses on the theme. Contract managers are required to ensure that suppliers comply with Vale's policies (such as our Human Rights Policy, Sustainability Policy, Principles of Conduct for Third Parties) and the legislation of countries where they operate, including verification of adequate workload, remuneration and other legal labor obligations in addition to complying with the Universal Declaration of Human Rights.

In case of potential misconduct of any supplier, partner or customer, we notify the counterpart with requests for additional information on the suspect practice and for the adoption of applicable corrective measures. If the counterpart fails to comply with any of the requests, Vale is entitled to rescind the respective contractual relationship. Violations of human rights are reported to the authorities and contracts with Vale are terminated.

Also, in order to standardize the individual and collective conduct of Corporate Security, covering its own employees and contractors, in situations where there is a need for intervention or contact with people, the Corporate Security department in Brazil defined the Engagement Rules for Corporate Security Actions, an internal document which:

- Establishes the fundamental concepts, principles and guidelines for the proportional use

of force, allowed when strictly necessary and only for self-defense against unjust attacks, by security guards and other own agents and contractors that integrates Corporate Security teams.

- Defines, based on the severity of the occurrence, which one of the levels of service and proper types of equipment shall be applied, according to the available teams.
- Prioritizes prevention actions to avoid conflicts, values proportionality and reasonability as central principles, and guides all procedures by respect, empathy, dialogue and Vale's value, *"Life matters most"*;
- Establishes internal requirements for Corporate Security Actions, defines roles and responsibilities, requires periodical training, and reinforces the observance of legal requirements related to Corporate Security Actions, referring, especially, to Brazilian laws, such as:
 - Federal Constitution
 - Penal Code
 - Civil Code
 - Privacy legislation
 - Any other applicable standards
- Establishes mitigatory actions and crisis management orientations.
- Establishes analysis and register procedure of the occurrences.

Vale's security and human rights risk assessment

Vale's Corporate Risk Management Policy establishes guidelines and guidance for corporate risk management, while the Planning, Development and Management Standard defines the global risk measures and the main responsibilities to be applied for Non-Operational Risk Management.

The corporate risk management strategy is to promote the integrated management of all risks to which Vale is exposed, pursuing zero harm to employees and communities, and leaving a positive social, economic, and environmental legacy in territories in which we operate. Socio-environmental diagnostics are carried out to assess potential impacts of risk events, including those related to human rights.

Vale's approach to managing risks, including Human Rights risks, follows the Three Lines of Defense model. Operational and supporting, including Corporate Security, have primary and direct responsibility for identifying, monitoring and managing risks in an integrated manner (1st line). The Human Rights department, as specialists, develop and maintain risk management, internal controls, and compliance processes. They identify and monitor new/emerging risks and ensure continuous improvement and compliance with our risk management framework and applicable laws, regulations and standards (2nd line). This department also provides training and guidance to our operations in identifying risks, and reports on risk management results to the Risk Committee and executive vice presidents. As a final line of defense (3rd line), the Internal Audit and Whistleblowing Channel, both independent from the Board of Directors, conduct assessments and inspections to test controls and investigate whistleblowing reports, respectively.

100% of Vale's operations⁶ assess the risk of human rights violations and monitor them periodically along with other business risks. In addition, our operations have to adopt prevention control measures for these risks and mitigatory controls – in case of risk's materialization.

When it comes to the area of Corporate Security specifically, risk controls are implemented, aiming to mitigate the risk of human rights violation through the engagement of multiple operational and corporate areas for the proactive registering and treating of site vulnerabilities which could result in community conflicts.

Risk governance also includes executive risk committees, composed of leaders from different areas, as well as committees directly linked to the company's Board, which are responsible for enabling strategic and integrated risk management, escalating treatment, and providing visibility for business decision-making.

Independent Human Rights Due Diligence

Vale's operations and critical projects assess and record human rights risks in the corporate risk management system, implement preventive and mitigation controls, and monitor the effectiveness of these actions. As part of this process, we conduct independent human rights due diligence (HRDD) at operations and critical projects in three- to five-year cycles.

In addition to a methodological review of HRDD, which incorporated lessons learned from the first cycle (2019-2023), we expanded the requirements associated with the Global Industry Standard on Tailings Management (GISTM) and, together with operations and projects, improved the monitoring of the corrective plans from previously conducted HRDD, together with operations and projects, achieving 98% adherence to the established timelines.

In 2025, we completed the second HRDD cycle in the Northern Corridor, assessing production capacity expansion projects at Serra Sul (Pará) and Ponta da Madeira Maritime Terminal (Maranhão). We also began the second cycle in the Southeastern Corridor, at the Itabira and Mariana iron ore complexes in Minas Gerais.

The results of the second cycle indicate progress related to the right to refuse unsafe work (the right to stop or decline work in unsafe situations), greater availability of infrastructure (restrooms and locker rooms) and increased awareness of the Whistleblower Channel. Opportunities for improvement were identified in physical working conditions, including maintenance, cleaning and accessibility for people with disabilities, as well as in aspects related to labor issues and integrity. The top three challenges include working hours, pressure and psychological safety, and harassment (including sexual).

In Brazil, corporate security (specially within the most remote jurisdictions where we operate) figures among the main identified challenges, as well as working conditions of contractors, infrastructure, management of operational services, sexual harassment and other forms of

⁶ Considers as operations the risk management areas that contemplate the Company's business.

harassment and discrimination. The lack of public security presence and the local socioeconomic condition impose extra challenges in terms of people and assets' security.

In several regions where Vale operates, Corporate Security activities take place in socially vulnerable environments affected by the influence of organized criminal groups with defined leadership structures and hierarchical chains of command. These groups are primarily profit-driven and are commonly involved in illicit activities such as drug trafficking, arms trafficking, extortion, cargo theft, illegal mining and other criminal enterprises. In some locations, they seek to establish parallel forms of territorial control over communities and, in certain cases, maintain influence networks extending into correctional facilities. Such dynamics increase risks to employees, contractors, community members, and critical infrastructure. In response, Vale adopts a preventive, intelligence-led and human rights-based security approach, focused on risk assessment, stakeholder engagement, cooperation with public authorities, and the proportional application of security measures consistent with the Voluntary Principles on Security and Human Rights.

Vale's procedures regarding private security providers

Vale's background check process, which is applied to any potential providers - including those for private security, follows the Code of Conduct and the Human Rights Policy and is conducted in compliance with local legislation. That screening aims to find out any evidence of human rights violations, among other misconducts (fraud, corruption etc.), globally.

Due diligence is conducted not only for the bidding process, but along the contract's term. Results serve as inputs for building the Supplier Performance Index ("IDF"), Vale's main tool for assessing providers across our operations worldwide. That procedure is applicable to all of our providers in Brazil, Canada, Malaysia and Oman.

In Brazil, due to the exposure of environmental protection institutions and fire departments in some high-level risk sites in the north region, periodic training is provided on the use of operational techniques and human rights, for private security and public security.

Independent Human Rights Due Diligence of Security Service Providers

In 2024, Vale S.A. conducted a comprehensive human rights due diligence process focused on the security service providers responsible for surveillance operations across its sites in Brazil. This initiative was part of the company's ongoing commitment to uphold and promote human rights throughout its supply chain.

The due diligence process encompassed a thorough documentary review of ten contracts with security service providers. In addition, field inspections were carried out across more than 30 municipalities in five Brazilian states where Vale maintains operations and projects. These inspections included visits to worker accommodations and operational sites to assess compliance with minimum working conditions.

Over 210 third-party workers were interviewed as part of the assessment. The evaluation covered a wide range of criteria, including occupational health and safety standards, compliance with labor and social security obligations, adequacy of accommodation and transportation conditions, and the provision of mandatory training for the roles performed. Furthermore, the assessment also examined the extent to which service providers adhered to the Voluntary Principles on Security and Human Rights.

The independent due diligence process was concluded in 2024, with feedback sessions and reporting conducted in 2025. The findings led to the development of action plans, which are being monitored and followed up by Vale to ensure continuous improvement and accountability. The service provider dedicated 2 professionals exclusively to Vale's contracts (which employ around 4000 people) – one to manage health and safety conditions closely and the second to oversee human rights salient issues. By the end of 2025, the action plans were around 62% complete, following the established timeframes, with an expectation of fully completion by July 2026.

This initiative underscores the importance of collaboration between companies in enhancing processes and promoting responsible business practices. Such partnerships represent an ongoing journey toward continuous improvement, where shared commitment and transparency are essential to achieving lasting, positive impact.

Engagement with public security forces

The VP implementation plan includes actions to engage with governments to promote best practices and standards on security and human rights, support government efforts and civil society organizations in strengthening public institutions and manage interactions with public security forces in line with the Voluntary Principles. These actions include structured dialogues and meetings dedicated to discussing security-related risks and human rights considerations.

In Brazil, Vale's Security team maintains close and continuous engagement with public security forces. Our approach prioritizes: (i) the definition of clear terms, roles, and responsibilities for joint actions with public security authorities, enabling mutual support and the dissemination of respectful, rights-based security practices; and (ii) engagement with NGOs and other strategic partners, which is essential to support governments in strengthening the institutional capacity of public security authorities.

Vale has come to terms with public security forces in Brazil that includes, among other initiatives, the provision of materials to support disarmament awareness campaigns and other civic-duty actions, as well as educational materials aimed at strengthening public security institutions' engagement in broader awareness-raising efforts. Whenever public security forces are deployed in response to events related to Vale's operations, the Company's Security team conducts a contextual risk assessment and reinforces, with law enforcement personnel, the need to act in accordance with human rights principles.

In addition, Vale has established Memoranda of Understanding (MoUs) and Technical Cooperation Agreements with public security forces in the main Brazilian states where it operates. Each agreement is tailored to local realities and priorities, with the objective of supporting material needs where appropriate, sponsoring relevant social programs led by public authorities—such as the Educational Drug and Violence Resistance Program—and promoting environmental protection initiatives related to security in conservation units.

Vale's Human Rights Policy, Information Security Policy, Diversity and Inclusion Policy, and Code of Conduct are integral components of the contractual frameworks governing all agreements with public security forces in Brazil. These instruments reinforce Vale's commitments and ensure that relationships with public authorities are guided by internationally recognized best practices in human rights, integrity, and accountability.

Through these agreements, more than BRL 12 million will be invested in multi-year action plans until 2030, benefiting communities across different regions of Brazil. All agreements include human rights, anti-corruption, and sanctions clauses, reinforcing Vale's commitment to exercise its leverage to promote best practices in security-related activities, particularly when public security forces act in the Company's interest.

Grievance Mechanisms

Vale encourages employees, third parties, members of communities, suppliers and any other stakeholder to report incidents related to security and human rights.

To strengthen our listening to communities regarding Vale's activities, we have adopted a global grievance management model called the Listening and Response Mechanism. This mechanism consists of channels that are accessible to any interested party and is aligned with the UN Guiding Principles on Business and Human Rights, which require grievance mechanisms to be legitimate, accessible, predictable, equitable and transparent. In this way, we seek to reduce disruptions and minimize risks associated with our activities. Based on the information received, we strive to incorporate improvements into operational routines and projects, which can help prevent the recurrence of complaints and expand positive impacts.

In 2025, 11,971 community comments were recorded. Of these, 51.2% related to improvements to access points, roads and routes, dust control, requests for mowing and pruning, access to water and water resources, and crossings and mobility. Of the total number of comments, 38% were complaints. In all, 99.4% of the comments received a response and 85.6% were addressed, with an average response time of four days and an average resolution time of 34 days.

As an example of continuous improvement, also in 2025, we launched a Domestic Violence Victim Support Channel, created to guide and support those experiencing violence or seeking information on the topic.

Considering Corporate Security's activities, incidents are recorded on the "Stakeholders, Demands & Issues" (SDI) system and assessed, treated (preventive and corrective actions) and reported at corporate level and to the local and/or federal authorities, if applicable.

Vale fully responds to all requests submitted by the Business & Human Rights Resource Centre (BHRRC). In 2025, three allegations were received and clarified via this platform. One related to acquisitions and land access, another concerning the drafting process of the Brumadinho Comprehensive Reparation Judicial Agreement and a third related to biodiversity and environmental damage from mining.

C. Country Implementation

Since November 2022, the Brazil working group has been meeting quarterly, alternating online and in-person meetings. The group has corporate participation from both the mining and oil & gas sectors in Brazil, as well as growing engagement with representatives from Brazilian Government and civil society.

Vale has promoted awareness of our Human Rights Policy and the VP through a variety of mechanisms across the world. We have developed a specific training about Human Rights and Security which is continuously presented to our security personnel in Brazil and abroad. The content of this training refers to the Engagement Rules for Corporate Security Deployment and it aims to guarantee, especially to contractors, the proper acknowledgement of Human Rights concepts, legal and mandatory internal requirements for security actions, also to share good practices and lessons learned, through an interactive theoretical discussion, sharing cases that were widely reported by the media and hypothetical ones about the theme.

Moreover, aligned to Vale's commitment with the promotion of Human Rights and the prioritization of life, Corporate Security increased the efforts to prevent, instead of responding to threats, allowing for more predictable and effective processes. The same way, there were investments in Security's technology park, capacity building, and continuous improvement.

In addition, the Corporate Security department developed a tool for our security guard teams in Brazil. It is a daily checklist that must be answered by security guards before the beginning of each journey. The main objective is to promote self-reflection in each of our partners, especially about their mental health state and real capability to safely execute their tasks that day. The tool also helps to define standards and to verify all the personal protective equipment needed. Also, if one of the mental or physical aspects is not considered safe by them, the contractor shall exercise their right of refusal and to not carry out the activity. All of this according to our key-behaviors "Open and transparent dialogue" and "Obsession with safety and risk management".

Regional Conflict Escalation in the Middle East and Preventive Risk Mitigation Measures

During the 2025 reporting period, the geopolitical context in the Middle East was marked by the ongoing conflict between Israel and Hamas, which continued to generate heightened regional instability, security volatility, and uncertainty. The persistence of hostilities and associated risks raised concerns regarding potential spillover effects on regional security dynamics, logistics routes, critical infrastructure, and the safety of personnel operating in or connected to the region. Against this backdrop, Vale closely monitored the evolving security environment and

assessed potential impacts on its people, contractors, and assets, particularly in locations of strategic operational and logistical relevance.

Subsequent developments in early 2026, including the escalation of conflict involving Iran, further reinforced the relevance and robustness of preventive measures, as well as the importance of maintaining strong crisis governance, preparedness, and human rights-centered decision-making in volatile and complex environments.

In response to this complex environment, Vale established a multidisciplinary steering committee comprising Corporate Security, Operational areas, Institutional and Government Affairs, Legal, and Executive Leadership. The committee was tasked with monitoring developments, conducting scenario-based security risk assessments, and deliberating on preventive and proportionate risk mitigation measures. Based on these assessments, the steering committee approved the preventive and orderly repatriation of expatriate employees and their families residing in Oman to their countries of origin, prioritizing the protection of life, physical integrity, and well-being. The process was supported by structured logistical arrangements and clear communication to ensure safety and continuity of care.

The regional context also prompted a comprehensive review and reinforcement of evacuation plans, emergency response plans, and crisis management protocols applicable to Vale's operational sites and ports in Malaysia and Oman. This review included updates to security risk assessments and contextual analyses, verification of evacuation routes and alternative logistics arrangements, strengthened crisis communication protocols, and alignment with private security providers in strict observance of the principles of legality, proportionality, and respect for human rights. Readiness checks and crisis simulations were conducted to validate the effectiveness of the measures in place.

COP30 in Pará and the Decent Work Caravan

Vale's participation in COP30, held in Belém, Pará, in November 2025, focused on reinforcing the role of mining in building a low-carbon economy and highlighted the Company's decarbonization agenda, nature-based solutions, adaptation initiatives and the just transition. Our strategy ahead of COP30 combined dedicated internal governance, early preparation and engagement activities that created opportunities for speaking roles, announcements, activations and initiatives aimed at advancing the Company's agenda with a wide range of stakeholders and leaving a legacy in the region. Vale's Board of Directors actively participated in the conference and played a major role in speaking engagements, announcements and institutional visits, reinforcing the Company's position on sustainability and the legacy in Belém.

To support the conference, Vale carried out legacy and infrastructure work as part of the Pará Infrastructure Program, delivering projects connected to venues that hosted activities and remain assets for the city. The most notable projects were City Park, which served as the conference venue, and Porto Futuro, which is home to the Bioeconomy Park, the Amazon Museum and the Gastronomic Warehouse. These spaces are in continuous use and reflect a focus on urban revitalization, leaving a lasting legacy for Belém. The Pará Infrastructure Program

is a public policy that allows mining companies to allocate up to 40% of the Mineral Resource Inspection Fee toward infrastructure projects in the state. As part of its broader financial contributions to the public sector, including mining royalties, Vale joined the program and by offsetting part of this fee delivered infrastructure projects that supported COP and created a lasting legacy for the city.

In order to mitigate human rights salient issues during the final stages of the civil works, we provided to our suppliers and partners of COP30's works one customized edition of Vale's Decent Work Caravan: joint initiative led by the Human Rights, Labor Relations, Procurement, Legal and Whistleblower Channel teams, in partnership with the Brazilian Labor Ministry's Regional Labor Office, intended for Vale's contract managers and inspectors as well as suppliers representatives, with the objective of raising awareness of human rights risks and strengthening the support network.

Nevertheless, our security team in charge of executive protection during the COP30 events was submitted to a specific training course to provide agents with a comprehensive overview of the conference, including the main social stakeholders and NGOs in attendance, as well as guidance on how executives were trained to respond in the event of conflict escalation during public events and panels. The course also set clear expectations regarding the role of security personnel, particularly on the restrained and proportionate use of force, while reinforcing the legitimacy and central role of Indigenous Peoples, traditional communities, human rights defenders, civil society representatives, and other vulnerable groups participating in the conference.

Security Operations and Human Rights

Within the Carajás Railroad (EFC) and the Vitória Minas Railroad (EFVM), Corporate Security activities represent a key component of the company's ESG agenda, particularly within the Social pillar, by addressing risks associated with intensive interaction with communities along railway corridors. At EFC, large-scale passenger transport operations — with capacity of up to 1,248 passengers per trip — require a structured approach to ensure user safety and experience. At EFVM, the management of more than 454 preventive third-party engagements in 2025, across the states of Minas Gerais and Espírito Santo, demonstrates a strong commitment to protecting life in the context of frequent human presence within railway areas. In both contexts, the company adopts a preventive, data-driven approach aligned with the Voluntary Principles on Security and Human Rights, with emphasis on mediation, proportional use of force, and full respect for human rights.

A common outcome is the delivery of high-complexity operations with no recorded misconduct by security personnel, alongside the use of monitoring and transparency mechanisms — such as continuous analysis of operational flows, structured reporting systems, and technologies such as body-worn cameras. This model reinforces the company's commitment to protecting lives, safeguarding individual integrity, and building trust-based relationships with communities, contributing directly to the management of non-financial risks and the generation of long-term sustainable value.

The actions implemented by Corporate Security in 2025 demonstrate the adoption of a preventive, technology-driven model aligned with the Voluntary Principles on Security and Human Rights, focused on reducing the exposure of security personnel and communities to risk situations. Key initiatives include the extensive use of technologies such as drones, radars, AI-enabled cameras, and tracking tags (TAGs), the strengthening of physical barriers and lighting in critical areas, as well as integration with monitoring centers and the use of operational intelligence to anticipate threats. At the same time, priority has been given to deterrence and the proportional use of force, including the reduction of lethal equipment, continuous training in human rights, and the reinforcement of a preventive culture. These measures have contributed to minimizing direct contact with potential intruders, reducing the likelihood of confrontations, and increasing overall operational safety, reinforcing the company's commitment to the Voluntary Principles on Security and Human Rights and to the protection of the physical integrity and dignity of all stakeholders involved.

Artisanal and small-scale mining (ASM) and associated conflicts

Clandestine and illegal mining activities may in some contexts be mischaracterized as, or intentionally disguised under, the label of artisanal and small-scale mining (ASM). While Vale recognizes that ASM can be associated with informal livelihoods in certain settings, the situations observed in the vicinity of the Company's operations involve unauthorized and illegal activities that present material risks to safety, human rights, environmental integrity, and operational continuity.

Vale acknowledges that illegal mining activities near its operations are influenced by structural socioeconomic factors and external drivers, including increased gold prices amid global political and economic instability. In line with the Voluntary Principles on Security and Human Rights, Vale addresses these risks through preventive, proportionate, and rights-based approaches, consistent with its Corporate Security Master Plan, which is grounded in physical protection, technology and innovation, readiness, intelligence, engagement with internal partners, and cooperation with external stakeholders.

In January 2025, a group engaged in illegal mining activities accessed the Brucutú site without authorization and installed improvised equipment in iron ore process tailings channels in an attempt to recover residual material believed to contain traces of gold. This intrusion created heightened operational, environmental, and human rights risks. During the corporate security response to this event, a fatality occurred. The circumstances and institutional learnings arising from this incident are described in detail in the "D. Lessons and Issues" section of this report.

Following the incident, Vale undertook a comprehensive review of its security posture at Brucutú and strengthened preventive and deterrent measures in accordance with its integrated corporate defense protocol, connected to the Company's Command and Control Center (CCS). This protocol prioritizes early detection, deterrence, containment, and neutralization, guided by the principles of legality, necessity, proportionality, and accountability, and emphasizing the use of non-lethal resources whenever feasible. Measures implemented include:

- Increased security presence and intensified patrols in areas identified as having elevated intrusion risk;
- Strengthening of physical protections, including expanded perimeter fencing, additional barriers, installation of floor grates along tailings gallery routes, and reinforcement of access controls to critical infrastructure;
- Continuous vegetation management in sensitive areas to reduce concealment and improve visibility;
- Upgrades to lighting infrastructure, expanded CCTV coverage, and increased use of drone-based monitoring to enhance situational awareness;
- Ongoing removal of unauthorized equipment used for illegal tailings collection;
- Deployment of non-lethal dispersal tools, including smoke devices, among them a custom-developed solution derived from orange peel, designed to support area control while minimizing risks to life and physical integrity.

In parallel, Vale enhanced its intelligence capabilities, shifting towards a more anticipatory and data-driven approach. Intelligence efforts identified illicit information-sharing practices, whereby sensitive operational details, including tailings flow schedules, were disclosed in exchange for financial compensation. Analytical reviews of incident data also enabled the identification of temporal and contextual patterns associated with higher intrusion risk, supporting improved planning, resource allocation, and early-warning mechanisms.

At a non-sensitive level, Vale observed that these illegal activities have evolved beyond opportunistic trespassing. Patterns include coordinated access through technical corridors or low-visibility areas, attempts to overwhelm defensive capacity through simultaneous actions, the use of intimidation or provocation aimed at destabilizing security personnel, systematic filming of incursions to construct adverse narratives, and coordinated withdrawal strategies designed to avoid apprehension. These dynamics reflect a more organized and adaptive modus operandi that combines physical intrusion with information tactics.

Subsequent interactions following the January 2025 incident have included acts of hostility, damage to protective infrastructure, and targeted attacks on security assets, reinforcing the importance of continuous reassessment of risks and controls. Recognizing that such challenges cannot be addressed through security measures alone, Vale adopted an intersectoral approach involving Corporate Security, Legal, Institutional Relations, Government Relations, and Territorial and Community Relations teams. This governance model supports assessment of the nature of the groups involved, including potential links to organized crime or the presence of informal artisanal actors, and informs proportionate engagement strategies, coordination with public authorities, and longer-term risk mitigation measures.

Land use conflicts

Some of our projects and operations are located in regions where land use conflicts exist. Most cases are related to the reliance of third parties, Indigenous Peoples and local communities on

Vale-owned areas for access to natural resources, housing and/or income generation. Vale prioritizes the amicable resolution of conflicts, adopting dialogue as a guiding principle.

In Minas Gerais, Vale has been working to resolve situations that pose risks both to the operations of the Vitória–Minas Railroad and to people irregularly occupying the railroad’s right-of-way. The Company has been taking legal measures to recover areas that have been unlawfully occupied in Santana do Paraíso, Antônio Dias and other municipalities in Minas Gerais. These actions comply with legal requirements, as the right-of-way constitutes an operational safety area owned by the federal government. In Nova Lima, in the Jardim Canadá neighborhood, Vale owned properties have been subject to invasions by members of the community, which led to the filing of repossession lawsuits.

Vale entered into an agreement with the Vargem da Lua community, in the municipality of São Gonçalo do Rio Abaixo, to terminate all legal proceedings involving the dispute over areas where the Brucutu Mine’s operational infrastructure is located. The agreement definitively resolved the land dispute and ushered in a new phase in our relationship with the community.

In the municipality of Mariana, Vale maintains ongoing legal actions to prevent new irregular occupations in a Company-owned area located in the Vale dos Cristais community. The objective is to prevent an increase in the number of families exposed to risks and social vulnerability while evaluating a definitive solution to bring the area into legal compliance. This is undertaken in conjunction with public authorities.

Involuntary resettlement

Vale follows international standards and benchmarks in addressing involuntary resettlement. The physical or economic displacement of families and communities is a measure we seek to avoid. However, when necessary to ensure people’s safety, to enable the implementation and operation of projects, or to formalize the legal status of Company-owned properties, resettlement processes are carried out in a planned manner, with the participation of affected families in decisions that affect them.

Involuntary resettlement resulting from emergency situations is an exceptional measure, adopted when people are exposed to risks that may affect their safety and is conducted in coordination with public authorities.

Preliminary surveys are conducted to assess the number of families that may be affected by a project and to guide solutions aimed at avoiding or minimizing involuntary resettlement. When resettlement cannot be avoided, baseline assessments support the design of temporary and permanent assistance measures to restore livelihoods under conditions equivalent to, or better than those verified prior to involuntary displacement.

In 2025, 362 families were involved in involuntary resettlement processes in Brazil, all located in the Southeast region. There were no cases of involuntary resettlement in the North region. Of the total number of families involved, 64 were mapped in areas associated with projects not

yet confirmed, as part of obligations under the Vitória–Minas Railroad concession. A total of 298 families relocated their place of residence and/or economic activity to a new location. By the end of the year, 223 families were receiving temporary assistance and 75 had received permanent assistance.

In the municipality of Brumadinho, also in Minas Gerais, Vale completed permanent assistance for ten of the 26 families involved in involuntary resettlement resulting from the failure of the B1 dam, while 16 families continued to receive temporary assistance. Measures to prevent construction-related impacts required the temporary relocation of 29 families, seven of whom received permanent assistance in 2025. In the municipalities of Nova Lima, Itabirito, Ouro Preto, and Barão de Cocais (all in Minas Gerais), where dam decharacterization projects are underway, of the total 171 families, 143 were receiving temporary assistance and 28 had received permanent assistance.

Cristalino Project

Since 2015, families linked to the social movements MST, FETRAF and FETAGRI, as well as independent individuals, have unlawfully occupied areas owned by the Company designated for the implementation of the Cristalino Project in southeastern Pará. In response, Vale filed repossession lawsuits and obtained favorable preliminary injunctions, although these decisions have not yet been enforced. In parallel, the Company adopted an approach grounded in dialogue and the pursuit of peaceful solutions, through mitigation plans and compensation agreements, prioritizing the consensual vacating of the areas.

The Pará State Court of Appeals' Land Tenure Solutions Commission began acting as a mediating body for the proposal and formalization of agreements with a group of former occupants. By the end of 2025, approximately 70% of eligible families had adhered to the proposed agreements, received financial compensation and peacefully vacated the Company's areas. However, 117 families did not accept the proposed terms and remained in the area. In accordance with the commission's guidelines, the Company reported on the status of the negotiations, and the commission is responsible for recommending appropriate measures to the judiciary for the continuation of the process.

In addition to the "former occupants," in December 2024 approximately 1,000 families affiliated with the Landless Rural Workers' Movement (MST) illegally occupied other areas of the Cristalino Project. Vale—despite having filed possessory actions and obtained preliminary injunctions—has maintained ongoing dialogue with the illegal occupants, with the aim of enabling new agreements and promoting, whenever possible, the consensual vacation of the areas, seeking to mitigate social risks, prevent conflicts, and respect human rights.

Given the land tenure dispute scenario in the region, and with the objective of strengthening the National Agrarian Reform Policy under the responsibility of the National Agrarian Reform Agency (INCRA), Vale entered into a Technical Cooperation Agreement with INCRA, providing for joint actions aimed at reconciling land tenure interests between mining activities and the demands for the establishment of agrarian reform settlements by the agency.

D. Lessons and Issues

We acknowledge that our ability to interfere with policies, procedures, and practices varies according to the degree of our leverage *vis-a-vis* our stakeholders; however, even in cases in which our leverage is not strong, we contribute with awareness-raising actions and sharing of good security and human rights practices.

Mining and its value chain imply a high level of interaction with neighboring communities, employees, contractors and stakeholders in general. Therefore, incidents of violence or human rights violations may happen, despite all Vale's efforts and commitments to good corporate practices. In all cases, Vale works to act on them in a manner to mitigate impacts, repair and to prevent new events, in a process of continuous improvement.

Security Incident: Brucutu Mine – São Gonçalo do Rio Abaixo, Minas Gerais [2025]

As reported to all VPI members on March 28th, a security team detected three individuals in the tailings drainage channel of the Brucutu plant on January 13th, 2025, and upon security patrol arrival, the intruders resisted and one security agent fired a warning shot, which made the intruders flee toward the highway (MG-129). The Military Police of Minas Gerais was alerted, but the intruders were not located during the initial search. Later, two individuals reported to the gatehouse, stating that a person was missing. Upon conducting a new area sweep, the body of a deceased man was found in the drainage channel area.

Following the incident, a series of measures were implemented and are still ongoing, as described in the section "*Artisanal and small-scale mining (ASM) and associated conflicts*" of this report.

Update on Security Incident: Vitória do Mearim – EFC Railway [2024]

As reported to all VPI members on May 28th, a security team patrolling the premises of VALE's EFC railway operation was assaulted by an individual on March 29, 2024 and, after approaching the assailant and several attempts of immobilization, the individual tried to take one of the security guard's weapon. At this moment, amid the physical attack, the other security guard shot the assailant.

Vale's Emergency Brigade and the Military Police were called immediately by the security team. The individual was transported to a nearby hospital, but he did not resist the injuries. The security team reported to the police station and Vale is actively cooperating with the investigation.

Internal incident investigation was concluded and, apart from the challenging environment characteristics which contributed to the incident (high criminality, lack of physical protection along the railroad) the security agents' conduct lacked 'necessity' and 'planning' evaluation.

Also, enhancing field training was recommended to embedding learned lessons on physical contact techniques.

Update on the police investigation: the security agents allegedly stated that they act for self-defense. The results of forensic examination on the guns and ammunition are yet to be concluded. More information will be disclosed as the criminal case evolves.

Update on Security Incident: Marabá – EFC Railway [2022]

On May 14th, 2022 during a security occurrence, in Marabá, triggered by the local community members complaints regarding possible criminal offenses, a third-party security guard shot the leg of a man supposedly involved on continuous theft of railway materials. According to the obtained testimony, given by the third-party security guard himself, the injured man ran away in response to that warning shot – as he called it. After activating the help chain and also emergency and public security services, searches were carried out around the incident area and later the same day the man was found dead with one of his legs apparently injured.

Update on the police investigation: As a result of the criminal investigation, both security guards were convicted by the first instance court for murder. The contracted company who provides security services – Segurpro – was also filed in the civil instance to provide financial compensation to the family. In May 2026, the case was resolved through a consensual settlement. Following court approval, the proceedings were formally dismissed with prejudice, concluding the matter on the merits.

In September, 2024, Norges Bank announced its decision to exclude the Spanish Security company Prosegur from the Norwegian Government Pension Fund Global due to an unacceptable risk that the company is contributing to severe violations of human rights. The Marabá case was listed (among other cases) and Vale is also mentioned in the report. The decision was based on the Council on Ethics' recommendation dated from April, 2024.

The exclusion of Prosegur motivated a deep review of Vale's human rights governance framework within its corporate security processes. This review included a comprehensive diagnosis of working conditions and an assessment of alignment with the Voluntary Principles on Security and Human Rights (VPSHR) and the principles of Proportional Use of Force. It was supported by independent human rights due diligence conducted across third-party security providers. In parallel, the company reassessed the risk of disproportionate use of force and strengthened its related controls, which are now managed through Vale's official risk management system with clear corporate leadership accountability. Additional measures included the revision of human rights-focused training content for corporate security teams, alongside broader process improvements and corrective actions. These initiatives and their outcomes are reflected across the different sections of this report.

B1 dam failure - We will never forget Brumadinho.

The reparation of human, social, economic and environmental damage resulting from the Brumadinho and Mariana dam failures remains among Vale's top priorities and is addressed as a structural issue for the Company's social legitimacy and the continuity of its operations. The Reparation Department has its own governance structure, coordinated with our Risk, Human Rights, Dam Safety and Community Relations areas, and ensuring an integrated view of impacts and responses.

The five challenges —concluding indemnifications, fulfilling the commitments undertaken, rebuilding stakeholder trust, sharing lessons learned and maintaining ongoing dialogue — continued to guide the Reparation Department's actions in 2025. Activities were structured through social, environmental and socioeconomic workstreams with defined targets, dedicated structures and independent monitoring.

By the end of 2025, BRL 34.9 billion (USD 6.3 billion) had been disbursed under the Comprehensive Reparation Judicial Agreement, including BRL 7.4 billion (USD 1.3 billion) in specific performance obligations, BRL 21.3 billion (USD 3.8 billion) in judicial deposits and BRL 6.3 billion (USD 1.1 billion) in actions carried out prior to the agreement.

This means that 81% of the total amount has been executed. A total of 425 projects were approved under the socioeconomic annexes involving specific performance obligations, of which 113 were completed and fully paid, three were completed and are under post-completion review, 123 were converted into payment obligations and settled, and 186 were ongoing. Vale also supported the structuring of local public policies and services through the delivery of approximately 900,000 items—equipment, vehicles, machinery and materials—allocated to healthcare, social assistance, agriculture, waste management and infrastructure.

In January 2026, the Minas Gerais Military Fire Department publicly announced the end of the search for the two victims who had not yet been identified. According to the agency, more than 11 million cubic meters of tailings were inspected. The process is now under the responsibility of the Civil Police, which continues identification work through forensic analysis of the findings still under review.