POLICY OF ALCOHOL AND DRUG-FREE WORK ENVIRONMENT

Mineração Taboca S.A., aware that the consumption of alcohol and drugs produces highly damaging effects and/or chemical addiction that affect people's health and safety, and while exercising their duty of promoting a safe and healthy work environment, decides to implement the policy herein with the objective of protecting the integrity of its collaborators, whether its own employees or contractors, and to prevent accidents, promoting a safe work environment free from alcohol and drugs.

This policy shall be based on the following commitments:

1. Not tolerate the consumption of alcohol and drugs in the work environment, nor the entrance of any person under the influence of alcohol and/or drugs into the work environment;

2. Promote and participate actively in the dissemination, sensitization and awareness on the risks deriving from the consumption of alcohol and/or drugs, with the support of professionals and specialized entities;

3. Running alcohol and drugs detection tests on all its collaborators, and particularly those that operate machinery and/or whose activities require motor coordination or dexterity and who may become involved in labor accidents, or whose activities may bring risk to the health or physical integrity of third parties;

4. Prohibit the consumption of alcohol and drugs in company vehicles, promoting a safe environment in the people and loads transport service by running alcohol and drugs detection tests on drivers and operators before starting their activity;

5. Ensure that collaborators involved in labor accidents and/or traffic accidents in the access routes to the company or internal roads take alcohol and drugs detection tests;

6. Run alcohol and drugs detection tests randomly during the work shift on all collaborators;

7. If the collaborator presents a positive result for alcohol and/or drugs, according to a regulatory procedure of this Policy, they will be removed from their activities on that day, receive a formal warning for noncompliance and receive orientation. That collaborator will be evaluated and he may be recommended to undergo treatment and rehabilitation programs;

8. The repeated refusal of the collaborator in taking alcohol and drugs detection tests will be understood as a noncompliance with this policy and the effort to promote best practices related to health and safety adopted by the company, and will subject the collaborator to disciplinary measures;

9. Promote care/counseling, with the support from the areas of Human Resources, Occupational Health and specialized entities to the collaborator who manifests their chemical addiction and their will to undergo treatment and rehabilitation.

Wan Liming
Chief Executive Officer (CEO)

José Flávio Alves
Vice-Presidente Executivo

Reviewed on: March 19, 2026