

GRI Annex

Profile indicators

Total number of employees GRI 102-8

			2016	2017	2018	
Brazil						
Own employees	Monthly	Men	1,541	1,541	1,513	
		Women	312	344	361	
	Hourly	Men	1,196	1,213	1,242	
		Women	51	65	82	
	Trainees	Men	5	0	0	
		Women	5	0	0	
	Trainees and apprentices	Trainees	Men	42	47	42
			Women	44	57	39
Apprentices		Men	24	31	35	
		Women	13	17	21	
Service providers (outsourced)	Permanent	553	1,115	1,164		
	Temporary (projects)	359	396	4,697		
TOTAL			4,145	4,826	9,196	
Abroad						
Own employees	Monthly	Men	2,075	2,098	2,183	
		Women	168	165	210	
	Hourly	Men	0	0	0	
		Women	2	0	0	
	Trainees	Men	25	14	0	
		Women	7	6	0	
	Trainees and apprentices	Trainees	Men	28	26	26
			Women	18	19	17
Apprentices		Men	4	0	0	
		Women	1	0	0	
Service providers (outsourced)	Permanent	6,029	5,856	5,492		
	Temporary (projects)	0	0	2,055		
TOTAL			8,357	8,184	9,983	

			2016	2017	2018
Total					
Own employees	Monthly	Men	3,616	3,639*	3,696
		Women	480	509	571
	Hourly	Men	1,196	1,213	1,242
		Women	53	65	82
	Trainees	Men	30	14	0
		Women	12	6	0
Trainees and apprentices	Trainees	Men	70	73	68
		Women	62	76	56
	Trainees	Men	28	31	35
		Women	14	17	21
Service providers (outsourced)	Permanent	6,582	6,971	6,656	
	Temporary (projects)	359	396	6,752	
TOTAL			12.502	13.010	19.179

Comment:

All employees are hired indefinitely; trainees and apprentices have a temporary contract.

Economic indicators

Entities included in the financial statement GRI 102-45

Cia. Magistral S.A.C
Nexa Resources Atacocha S.A.A. - "NEXA ATACOCHA"
Nexa Resources Perú S.A.A. - "NEXA PERU"
Inversiones Garza Azul S.A.C
Votorantim GmbH
Pollarix S.A. - "Pollarix" (i)
L.D.O.S.P.E. Geração de Energia e Participações Ltda. - "L.D.O.S.P.E."
L.D.Q.S.P.E. Geração de Energia e Participações Ltda. - "L.D.Q.S.P.E."
L.D.R.S.P.E. Geração de Energia e Participações Ltda. - "L.D.R.S.P.E."
Nexa Resources El Porvenir S.A.C.
Nexa Resources UK Ltd. - "NEXA UK"
Minera Bongará S.A.
Minera Pampa de Cobre S.A.C
Mineração Dardanelos Ltda.
Mineração Santa Maria Ltda.
Rayrock Antofagasta S.A.C
Nexa Resources Cajamarquilla S.A. - "NEXA CJM"
Nexa Recursos Minerais S.A. - "NEXA BR"
Votorantim US. Inc.
Campos Novos Energia S.A. - "Enercan"
Cia. Minera Shalipayco S.A.C

Direct economic value generated GRI 201-1

Breakdown of Value Added (US\$ thousand)	2016	2017	2018
Direct Economic Value Generated			
1) Revenue	-	-	-
1.1) Sales of Products and Services	2,265,111	2,706,831	2,779,011
1.2) Other Operating Income (Expenses)	408	5,279	8,755
1.3) Allowance for Doubtful Accounts	653	385	544
1.4) Total Revenues	2,266,172	2,712,495	2,788,310
2. Inputs acquired from third parties	-	-	-
2.1) Raw materials and other production inputs	(1,505,750)	(1,511,124)	(1,169,230)
2.2) Materials, energy, outsourcing and others	(32,611)	(43,673)	(513,016)
2.3) Impairment of property, plant and equipment	979	0	(3,283)
3) Gross Added Value	728,790	1,157,698	1,102,781
3.1) Depreciation, amortization and depletion	(275,034)	(270,454)	(267,189)
4) Net value added generated	453,756	887,244	835,592
5) Value added received in transfer	-	-	-
5.1) Equity Pickup	(158)	60	0
5.2) Realization of other impacts when investment is written-down	0	0	0
5.3) Financial revenues	507,731	167,827	423,752
Total Value-Added Received in Transfer	507,573	167,887	423,752
6) Total value-added to be distributed	961,329	1,055,131	1,259,344
7) Distribution of value-added	-	-	-
7.1) Salaries, benefits and social charges	233,755	278,285	262,964
7.1.1) Direct remuneration	126,570	146,766	142,259
7.1.2) Benefits	66,863	76,677	74,292
7.1.3) Social Charges	40,322	54,842	46,413
7.2) Taxes, tariffs and contributions	167,026	285,175	240,182
7.2.1) Federal	134,421	195,413	192,607
7.2.2) State	55,592	70,127	16,711
7.2.3) Municipal	114	138	0
7.2.4) Deferred taxes	(23,101)	19,497	30,864
7.3) Remuneration of third-party capital	450,039	326,406	663,609
7.3.1) Financial expenses	428,650	298,008	626,406
7.3.2) Rents	21,389	28,398	37,203
7.4) Remuneration of own equity	110,509	165,265	90,976
7.4.1) Net profit (loss) for the year	110,509	165,265	90,976
8) Distribution of value-added	961,329	1,055,131	1,257,731

Expenses with local suppliers GRI 204-1

Amount spent on local suppliers (US\$ million)	2016	2017	2018
Amount spent on Local Suppliers	1,000.93	1,021.35	974.41
Total amount spent on Suppliers	1,537.38	1,554.80	1,288.99
Percentage Spent with Local Suppliers	65.1%	65.7%	75.6%

Environmental indicators

Materials used by weight and volume GRI 301-1

Consumption of Main Materials (tonnes)	Classification	2016	2017	2018
ROM (Internal Supply)	Non-renewable	13,206,043	12,976,233	13,027,531
Concentrates (Internal Supply)	Non-renewable	1,209,593	1,143,562	1,163,740
Other Materials (External Supply)	Non-renewable	110,095	354,971	414,910
Other Materials (Internal Supply)	Non-renewable	143,189	161,051	191,658
Total volume of main materials	-	14,668,919	14,635,818	14,797,840

Percentage of materials used from recycling GRI 301-2

Percentage of recyclable materials (tonnes)	2016	2017	2018
Total recycled materials used	78,633.23	92,298.30	109,623.61
Total materials used <small>GRI 301-1</small>	14,668,919	14,635,818	14,797,840
Percentage of recycled materials used	1%	1%	1%

Water withdrawal by source GRI 303-3

	Volume (m ³) 2017	Areas of water scarcity		Areas without water shortage		Dissolved solids	
		Volume (m ³) 2018	Volume (m ³)	Volume (m ³)	Volume (m ³) <= 1,000 mg/L (SDT)	Volume (m ³) > 1,000 mg/L (SDT)	
Surface water (rivers, streams, lakes)	19,468,764	16,432,010	8,610,506	7,821,504	16,432,010	0	
Ground water (soil infiltration)	96,086,257	111,317,661	103,560,147	7,757,514	110,870,572	447,089	
Rainwater directly collected and stored by the organization	6,986,740	9,487,889	7,880,096	1,607,793	9,487,889	0	
Seawater	3,028,630	3,562,439	0	3,562,439	0	3,562,439	
Produced water (water retained in ores and concentrates)	916,992	1,781,731	173,638	1,608,093	1,781,731	0	
TOTAL WATER WITHDRAWAL BY SOURCE	126,487,382	142,581,730	120,224,386	22,357,343	138,572,201	4,009,528	

Water discharge (thousand m³) GRI 303-4

Destination	2016	2017	2018 ¹⁹				
			Availability of water			Dissolved solids	
			Total	Areas of water scarcity	Areas without water shortage	<= 1,000 mg/L (SDT)	> 1,000 mg/L (SDT)
Reuse by the organization itself	70,757.31	61,961.64	60,575.92	Not available	Not available	Not available	Not available
Surface water (rivers, streams, lakes)	119,021.41	106,064.55	119,250.11	103,093.86	15,730.83	114,109.31	4,715.39
Ground water (soil infiltration)	Not available	3,139.35	8,144.14	8,015.82	128.32	7,819.83	324.31
Oceans	1,521.74	1,993.28	2.1	0.00	2,214.43	0.00	2.1
Outsourced treatment (concessionaires and others)	Not available	1,506.68	1,533.74	119.64	1,414.10	1,414.10	119.64
Water retained in products and/or waste	Not available	1,273.03	1,387.35	933.61	453.74	958.38	428.96
Others (evaporation, losses, effluents supplied to third parties, etc.)	2,169.98	11,505.99	9,083.76	5,633.94	3,449.81	6,783.09	2,300.66
Total water discarded	122,713.13	125,482.87	141,531.67	117,796.88	23,309.37	131,084.74	10,021.51

¹⁹ The water indicators were reviewed by the GRI in 2018 and for this reason, Nexa started to monitor its effluents according to the new Standards to meet the new specifications.

Total waste weight by type and method of disposal GRI 306-2

Total Weight of Wastes (tonnes)	2016	2017	2018
Non-Hazardous Waste Disposal	13,967.10	16,082.18	15,574.40
Composting	867,22	726.58	1,094.51
Reuse/Recycling	10,807.76	11,485.02	10,732.90
Recovery	0.00	0.00	0.00
Incineration (or use as fuel)	29.19	79.33	390.02
Sanitary Landfill	1,574.56	1,741.21	1,804.83
Coprocessing/Refining	11.00	140.70	645.19
On-Site Storage	555.55	1,311.58	47.12
Underground Waste Injection	0.00	0.00	0.00
Industrial Landfill	121.82	175.93	219.18
Destination for specific purposes	0.00	0.00	0.00
Sale- Partial Recycling	0.00	0.00	0.00
Others	0.00	421.84	640.65
Hazardous Waste Disposal	2,909.59	3,282.04	3,011.74
Composting	0.00	0.00	0.00
Reuse/Recycling	408.18	356.59	375.82
Recovery	13,51	0.37	0.50
Incineration (or use as fuel)	0.27	0.19	13.42
Sanitary Landfill	0.00	0.00	0.00
Coprocessing/Refining	766.81	1,046.78	1,062.35
On-Site Storage	365.50	175.43	45.15
Underground Waste Injection	0.00	0.00	0.00
Industrial Landfill	1,355.32	1,590.97	1,511.39
Destination for specific purposes	0.00	16.36	2.88
Sale- Partial Recycling	0.00	94.72	0.00
Others	0.00	0.64	0.22
Disposal of waste TOTAL	16,876.69	19,364.22	18,586.14
Composting	867,22	726.58	1,094.51
Reuse/Recycling	11,215.94	11,841.61	11,108.72
Recovery	13,51	0.37	0.50
Incineration (or use as fuel)	29.46	79.52	403.44
Sanitary Landfill	1,574.56	1,741.21	1,804.83
Co-processing/Refining	777.81	1,187.48	1,707.53
On-Site Storage	921.06	1,487.01	92.27
Underground Waste Injection	0.00	0.00	0.00
Industrial Landfill	1,477.14	1,766.90	1,730.57
Destination for specific purposes	0.00	16.36	2.88
Sale- Partial Recycling	0.00	94.72	0.00
Others	0.00	422.48	640.87

Volume of significant gas emissions GRI 305-7

Volume of significant gas emissions (tonnes)	2016	2017	2018
NOx	118	100	83
SOx	15,647	607	370
Particulate matter (PM)	593	622	682
Carbon monoxide (CO)	12	10	10

Monetary value of significant fines and total non-monetary sanctions resulting from non-compliance with environmental laws and regulations GRI 307-1

Period	2016	2017	2018
Total number of sanctions	3	5	7
Total monetary value of significant fines (US\$)	378,547.60	964,411.75	0
Processes through arbitration mechanisms	0	0	0

Comments:

1. This item includes sanctions and amounts received and paid, including both legal actions and administrative proceedings.
2. Indicator not applicable to the central office of São Paulo.

Social indicators

New employee hires and employee turnover GRI 401-1

2018					
Brazil					
	Men	Women	Age Group		
			Under 30 years old	Between 30 and 50 years old	Greater than 50 years old
Total employees	2,832	503	977	2,063	295
Employees admitted	404	164	346	214	8
Dismissals	465	181	352	231	63
New hires rate	14%	33%	35%	10%	3%
Abroad					
	Men	Women	Age Group		
			Under 30 years old	Between 30 and 50 years old	Greater than 50 years old
Total employees	2,209	227	318	1,515	603
Employees admitted	300	89	159	23	207
Dismissals	257	53	88	140	82
New hires rate	14%	39%	50%	2%	34%
Fees					
					New Hires 17%
					Dismissals 17%

Work-related injuries GRI 403-9

Work Health and Safety Indicators	2016	2017	2018
Man-hours Worked (Own, Fixed Outsourced, Furnishings and CAPEX Projects)	32,978,913	33,771,849	37,708,422
Total number of injuries (Level 1)	211	200	173
Total number of injuries without lost time (Levels 2 and 3)	50	44	46
Total number of injuries with lost time (Levels 4, 5 and 6)	24	39	38
Fatalities	2	7	0
Injury Rate (IR)	0.45	0.49	0.47
Frequency rate of accidents with and without lost time	2.25	2.46	2.23
Lost Time Injury Rate	0.73	1.15	1.01

Comments:

1. Rate of accidents with and without lost days, calculated based on the sum of the level 2 to 5 accidents involving own, permanent third-parties, temporary outsourced employees and Third-Party Capex Projects, multiplied by 1 million and divided by the total hours worked.
2. Not included are level 1 accidents (outpatient) in the injury rate.

Average training hours per employee GRI 404-1

Functional Category	Gender	2016	2017	2018
CEO/Director	Women	18	4	10
	Men	21	2	11
Manager	Women	37	32	40
	Men	43	33	94
Coordinator/Consultant	Women	16	19	16
	Men	21	33	30
Technician/Analyst/Supervisor	Women	41	27	37
	Men	65	54	79
Trainee	Women	67	169	0
	Men	133	121	0
Operational	Women	22	30	11
	Men	35	47	31
Intern	Women	18	20	28
	Men	21	20	43
Apprentice	Women	7	14	1
	Men	15	27	10
Overall Average	Women	29	26	22
	Men	40	46	40

Diversity of governance bodies and employees GRI 405-1

Job Positions	2018	Total employees	Age Group		
			30 years	30 to 50 years old	+ 50+ years old
CEO/Director	Men	8	0	2	6
	Women	1	0	0	1
Manager	Men	122	0	91	31
	Women	25	0	23	2
Coordinator/Consultant	Men	432	52	317	63
	Women	170	29	137	4
Technician/Analyst/Supervisor	Men	868	146	587	135
	Women	232	106	119	7
Trainee	Men	0	0	0	0
	Women	0	0	0	0
Operational	Men	3,508	692	2,176	640
	Women	225	94	122	9
Intern	Men	68	68	0	0
	Women	56	55	1	0
Apprentice	Men	35	32	3	0
	Women	21	21	0	0

Composition of minority groups in the organization	2016	2017	2018
Employees over 50 years of age	827	837	898
Women	621	673	730
Composition of governance body (Board Members and Executive Officers)			
Men	15	15	15
Women	2	3	3
Composition of governance bodies (Board Members and Executive Officers) by age group			
Under 30 years old	0	0	0
Between 30 and 50 years old	5	5	4
More than 50 years	12	13	14

Salary ratio and remuneration of women and men GRI 405-2

Job Position	2016		2017		2018 ²⁰	
	Salary	Remuneration	Salary	Remuneration	Salary	Remuneration
CEO/Director	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported
Manager	1.18	1.21	0.96	0.98	1.09	1.03
Coordinator/Consultant	0.87	0.88	1.09	1.10	1.11	1.05
Technician/Analyst/Supervisor	0.81	0.82	0.84	0.85	1.06	1.00
Trainee	0.40	0.40	0.45	0.45	-	-
Operational	0.67	0.66	0.75	0.75	1.36	1.36
Intern	0.78	0.81	0.89	0.89	1.01	0.99
Apprentice	0.84	0.84	0.94	0.94	0.97	0.97

²⁰ In 2018, no trainees worked for us.

Monetary value of significant fines relating to products and services GRI 419-1

Period	2016	2017	2018
Total monetary value of significant fines (US\$)	26,428,423.72	33,045,207.57	63,266,667.93
Number of non-monetary sanctions	0	0	0
Processes through arbitration mechanisms	0	0	0

Comments:

1. In this item the fines and penalties received and the amounts paid were included, including both the lawsuits filed and the administrative proceedings.
2. The information of the Fortaleza de Minas Unit is not included. Information not available.

Sector indicators

Lands that were altered or restored MM1

Amount of land altered or rehabilitated (hectares)	2016	2017 ²¹	2018
Total land altered and not yet rehabilitated	3,190	2,094	1,711
Total amount of land altered during the reporting period	32	9	46
Total amount of land rehabilitated during the reporting period, considering the agreed final use	148	47	44
TOTAL LAND ALTERED AND NOT YET REHABILITATED	3,074	2,056	1,713

Comments:

1. Indicator not applicable to the São Paulo central office.

²¹ Dado de 2017 recalculado em decorrência de ajustes na forma de cálculo GRI 102-48

Areas with biodiversity management plans (PGB) MM2

	2016	2017	2018
Total number of units	7	8	8
Total number of units that were identified with the need for a PGB	4	4	4
Number of units that have a current PGB	2	4	2
Percentage of units that have a current PGB	50%	100%	50%

Comments:

1. Indicator not applicable to the central office in São Paulo.

Operations with decommissioning plans MM10

	2016	2017	2018
Total number of operations	13	13	12
Total number of operations that have decommissioning plans	13	13	12
Percentage of operations that have decommissioning plans	100%	100%	100%
Value of the total financial provision for the shutdown of activities (US\$ million)	\$ 208,886	\$126,510	\$185,552