





# GRI Annex

## General contents

### Total number of employees GRI 102-8

		2017	2018	2019
<b>Own employees</b>				
Exempt employees	Men	3,639	3,696	<b>3,774</b>
	Women	509	570	<b>624</b>
Hourly employees	Men	1,213	1,242	<b>1,234</b>
	Women	65	82	<b>128</b>
Trainee	Men	14	0	<b>0</b>
	Women	6	0	<b>0</b>
<b>Interns and apprentices</b>				
Intern	Men	73	68	<b>73</b>
	Women	76	56	<b>91</b>
Apprentice	Men	31	35	<b>63</b>
	Women	17	21	<b>39</b>
<b>Service providers (Outsourced)</b>				
Permanent	Men	6,971	6,085	<b>6,385</b>
	Women	0	571	<b>645</b>
Temporary employees	Men	396	6,362	<b>4,097</b>
	Women	0	390	<b>343</b>
<b>Total</b>		<b>13,010</b>	<b>19,178</b>	<b>17,496</b>

## Economic series

### Entities included in the Financial Statements GRI 102-45

#### Subsidiaries

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"

Mineração Dardanelos Ltda.

Nexa Recursos Minerais S.A.

Mineração Santa Maria Ltda.

Pollarix S.A. (i)

Karmin Holding Ltda.

Mineração Rio Aripuaña Ltda.

Votorantim Metals Canada Inc.

Rayrock Antofagasta S.A.C

Cia. Magistral S.A.C

Nexa Resources El Porvenir S.A.C.

Minera Pampa de Cobre S.A.C

Nexa Resources Cajamarquilla S.A. - "NEXA CJM"

Inversiones Garza Azul S.A.C

Nexa Resources Perú S.A.A. - "NEXA PERU"

Nexa Resources Atacocha S.A.A. - "NEXA ATACOCHA"

Minera Bongará S.A.

Nexa Resources UK Ltd. "NEXA UK"

Votorantim US. Inc.

#### Joint-operation

Campos Novos Energia S.A.

Cia. Minera Shalipayco S.A.C

**Direct economic value generated and distributed (US\$ thousand) GRI 201-1**

	2017	2018	2019
<b>Direct Economic Value Generated</b>			
<b>1) Revenue</b>	-	-	-
1.1) Sales of Products and Services	2,706,831	2,779,008	2,552,275
1.2) Other Operating Income (Expenses)	5,279	-9,536	-857
1.3) Allowance for Doubtful Accounts	385	-544	353
1.4) Total Revenues	2,712,495	2,768,928	2,551,771
<b>2. Inputs acquired from third parties</b>	-	-	-
2.1) Raw materials and other production inputs	-1,511,124	-1,086,974	-1,063,094
2.2) Materials, energy, outsourcing and others	-43,673	-594,214	-532,332
2.3) Impairment of property, plant and equipment	-	-3,283	-142,133
<b>3) Gross Added Value</b>	1,157,698	1,084,457	814,212
3.1 Depreciation, amortization and depletion	-270,454	-267,189	-317,892
<b>4) Net value added generated</b>	887,244	817,268	496,321
<b>5) Value Added Received in Transfer</b>	-	-	-
5.1) Equity Pickup	60	-	-
5.2) Realization of other impacts when investment is written down	-	-	-
5.3) Financial revenues	167,827	423,752	204,824
Total Value-Added Received in Transfer	167,887	423,752	204,824
<b>6) Total value-added to be distributed</b>	1,055,131	1,241,021	701,144
<b>7) Distribution of Added value</b>	-	-	-
7.1) Salaries, benefits and social charges	278,285	262,964	254,251
7.1.1) Direct remuneration	146,766	142,259	151,61
7.1.2) Social charges	76,677	74,292	67,158
7.1.3) Benefits	54,842	46,413	35,483
7.2) Taxes, tariffs and contributions	285,175	223,472	257,318
7.2.1) Federal	195,413	143,638	120,658
7.2.2) State	70,127	48,427	32,92
7.2.3) Municipal	138	542	485
7.2.4) Deferred taxes	19,497	30,864	103,255
7.3) Remuneration of third-party capital	326,406	663,609	348,583
7.3.1) Financial expenses	298,008	626,406	309,425
7.3.2) Rents	28,398	37,203	39,158
7.4) Remuneration of own equity	165,265	90,976	-159,007
7.4.1) Net profit (loss) for the year	165,265	90,976	-159,007
<b>8) Distribution of added value</b>	1,055,131	1,241,021	701,144

## Anti-Corruption Policies and Procedures GRI 205-2

Region	Functional category	Total employees who were informed about anti-corruption policies
Brazil	CEO/Director	8
	Manager	107
	Coordinator/Consultant	445
	Technician/Analyst/Supervisor	597
	Operational	688
	Intern	0
	Apprentice	0
	<b>Total</b>	<b>1,845</b>
Peru	CEO/Director	2
	Manager	42
	Coordinator/Consultant	190
	Technician/Analyst/Supervisor	572
	Operational	490
	Intern	0
	Apprentice	0
	<b>Total</b>	<b>1,296</b>

## Environmental series

### Consumption of main materials (tonnes) GRI 301-1

Classification	2017	2018	2019
ROM (internal supply)	12,976,233	13,027,531	12,984,367
Concentrate (internal supply)	1,143,562	1,163,740	1,230,367
Other materials (internal supply)	161,051	191,658	88,708
Other materials (external supply)	354,972	414,91	317,528
<b>Total volume of main materials</b>	<b>14,635,818</b>	<b>14,797,840</b>	<b>14,620,971</b>

### Materials used from recycling (tonnes) GRI 301-2

	2017	2018	2019
Total recycled materials used	92,298	109,623	85,464
Total materials used <span style="background-color: #e67e22; color: white; padding: 2px;">GRI 301-1</span>	146,358,188	14,797,840	14,620,971
Percentage of recycled materials used	1%	1%	1%

**Water withdrawal by source (in megaliters)<sup>19</sup>** GRI 303-3

	2017		2018		2019		
	Total	Total	In water scarcity area	In non-scarcity water area	Total	In water scarcity area	In non-scarcity water area
Surface water <sup>20</sup>	19,468.7	16,432.0	8,610.5	7,821.5	16,854.1	3,952.5	12,901.6
Fresh water <sup>21</sup>	-	16,432.0	-	-	9,649.1	-	-
Other water <sup>21</sup>	-	-	-	-	7,205.0	-	-
Underground water <sup>22</sup>	96,086.2	111,317.6	103,560.1	7,757.5	120,515.6	1.55	120,514.0
Freshwater	-	110,870.5	-	-	3,613.3	-	-
Other water	-	447.1	-	-	116,902.3	-	-
Rainwater <sup>23</sup>	6,968.7	9,487.9	7,880.1	1,607.8	4,574.5	1,529.8	3,044.7
Freshwater	-	9,487.9	-	-	2,135.6	-	-
Other water	-	-	-	-	2,438.9	-	-
Sea water	3,028.6	3,562.4	0.0	3,562.4	3,646.7	0.0	3,646.7
Freshwater	-	-	-	-	-	-	-
Other water	-	3,562.4	-	-	3,646.7	-	-
Produced water <sup>24</sup>	916.9	1,781.7	173.6	1,608.1	999.5	50.9	948.6
Freshwater	-	1,781.7	-	-	873.6	-	-
Other water	-	0.0	-	-	125.9	-	-
Third party water <sup>25</sup>	0.0	0.0	0.0	0.0	19.0	0.0	19.0
Freshwater	-	-	-	-	-	-	-
Other water	-	-	-	-	19.0	-	-
Total water withdrawn and used	126,487.4	142,581.6	120,224.4	22,357.3	146,609.4	5,534.8	141,074.6
Freshwater	-	138,572.1	-	-	16,271.6	-	-
Other water	-	4,009.5	-	-	130,337.8	-	-

## Water discharge (in megaliters)<sup>19</sup> GRI 303-4

	2017		2018		2019		
	Total	Total	In water scarcity area	In non-scarcity water area	Total	In water scarcity area	In non-scarcity water area
Surface water <sup>20</sup>	106,064.5	119,250.1	103,093.9	16,156.2	127,432.1	5,013.8	122,418.4
Fresh water <sup>21</sup>	-	114,109.3	-	-	7,968.7	-	-
Other water <sup>21</sup>	-	5,140.8	-	-	119,463.5	-	-
Underground water <sup>22</sup>	3,139.3	8,144.1	8,015.8	128.3	4,142.1	162.3	3,979.8
Freshwater	-	7,819.8	-	-	0.00	-	-
Other water	-	324.3	-	-	4,142.1	-	-
Sea water	1,993.3	2,132.5	0.0	2,132.5	2,345.1	0.00	2,345.1
Freshwater	-	0.0	-	-	0.00	-	-
Other water	-	2,132.5	-	-	2,345.1	-	-
Outsourced treatment <sup>26</sup>	1,506.7	1,533.7	119.6	1,414.1	771.5	36.2	735.3
Freshwater	-	1,414.1	-	-	735.3	-	-
Other water	-	119.6	-	-	36.2	-	-
Retained water <sup>27</sup>	1,273.0	1,387.3	933.6	453.7	1,343.0	0.00	1,343.0
Freshwater	-	958.4	-	-	480.3	-	-
Other water	-	428.9	-	-	862.7	-	-
Others <sup>28</sup>	11,506.0	9,083.7	5,633.9	3,449.8	9,100.1	811.9	8,288.2
Freshwater	-	6,783.1	-	-	1,152.3	-	-
Other water	-	2,300.6	-	-	7,947.8	-	-
Total water discarded	125,482.9	141,531.7	117,796.9	23,761.8	145,134.0	6,024.2	139,109.8
Freshwater	-	131,084.7	-	-	10,336.5	-	-
Other water	-	10,447.0	-	-	134,797.5	-	-

Legend valid for tables related to withdrawal and water discharge GRI 303-3 and 303-4

<sup>19</sup> Megaliter = 1,000 m<sup>3</sup>

<sup>20</sup> Surface waters: rivers, streams and lakes

<sup>21</sup> Fresh water corresponds to ( $\leq 1000$  mg/L Total dissolved solids) and Other Water to ( $> 1,000$  mg/L Total dissolved solids).

<sup>22</sup> Underground water: water tables, wells and mine lowering

<sup>23</sup> Rainwater: rainwater collected and stored directly by the organization

<sup>24</sup> Water produced: water contained in ores and concentrates

<sup>25</sup> Third party water: supplied by utilities and suppliers

<sup>26</sup> Outsourced treatment: concessionaires, government and others

<sup>27</sup> Retained water in products and/or waste

<sup>28</sup> Others: examples: evaporation, losses, effluents supplied to third parties, etc.



**Total weight of waste, by type and disposal method (tonnes) GRI 306-2**

	2017	2018	2019
<b>Non-hazardous waste disposal</b>	<b>16,082.19</b>	<b>15,574.41</b>	<b>104,657.85</b>
Composting	726.58	1,094.51	1,405.82
Reuse/recycling	11,485.02	10,732.91	99,218.64
Recovery	0.00	0.00	0.00
Incineration (or use as fuel)	79.33	390.02	262.87
Landfill	1,741.21	1,804.83	1,934.22
Coprocessing/refining	140.70	645.19	208.53
On-site storage	1,311.58	47.12	1,530.99
Industrial landfill	175.93	219.18	42.05
Underground waste injection	0.00	0.00	0.00
Others	421.84	640.65	54.73
<b>Non-hazardous waste disposal</b>	<b>3,282.05</b>	<b>2,964.86</b>	<b>5,240.78</b>
Composting	0.00	0.00	0.00
Reuse/Recycling	356.59	328.95	294.00
Recovery	0.37	0.50	0.64
Incineration (or use as fuel)	0.19	13.42	0.39
Industrial landfill	1,590.97	1,511.39	2,633.63
Coprocessing/refining	1,046.78	1,062.35	1,912.86
On-site storage	175.43	45.15	259.07
Destination for specific purposes	16.36	2.88	2.38
Sale- partial recycling	94.72	0.00	137.56
Underground waste injection	0.00	0.00	0.00
Others	0.64	0.22	0.24
<b>Disposal of waste – Total <sup>29</sup></b>	<b>19,364.24</b>	<b>18,539.27</b>	<b>109,898.63</b>
Composting	726.58	1,094.51	1,405.82
Reuse/recycling	11,841.61	11,061.86	99,512.64
Recovery	0.37	0.50	0.64
Incineration (or use as fuel)	79.52	403.44	263.26
Landfill	1,741.21	1,804.83	1,934.22
Industrial landfill	1,766.90	1,730.57	2,675.68
Coprocessing/refining	1,187.48	1,707.54	2,121.39
On-site storage	1,487.01	92.27	1,790.06
Destination for specific purposes	16.36	2.88	2.38
Sales- partial recycling	94.72	0.00	137.56
Underground Waste Injection	0.00	0.00	0.00
Others	422.48	640.87	54.97

<sup>29</sup> The increase in volume reflects the uptick in shipping of this waste for recycling process

## Volume of significant atmospheric emissions (tonnes) GRI 305-7

	2017	2018	2019
Nox	100	83	250
Sox	607	370	518
Particulate Matter (PM)	622	682	1,150
Carbon monoxide (CO)	10	10	81

## Environmental non-compliance GRI 307-1

Period	2017	2018	2019
Total number of sanctions	11	14	14
Total monetary value of significant fines (US\$)	780,277.77	415,544.98	685,059.42
Processes through arbitration mechanisms	0	0	0

## Social series

### New hires and employee turnover GRI 401-1

						2019
	Men	Women	Under 30 years old	Between 30 and 50 years old	Greater than 50 years old	
<b>Brazil</b>						
Total employees	2,889	614	1,012	2,164	327	
Employees admitted	454	222	403	264	9	
Terminated employees	438	143	231	291	59	
New hires rate	16%	36%	40%	12%	3%	
Turnover rate	15%	23%	23%	13%	18%	

	Men	Women	Under 30 years old	Between 30 and 50 years old	Greater than 50 years old	
<b>Outside</b>						
Total employees	2,255	268	309	1,587	627	
Employees admitted	252	102	161	185	7	
Terminated employees	269	89	141	162	55	
New hires rate	11%	38%	52%	12%	1%	
Turnover rate	12%	33%	46%	10%	9%	

#### Rates

New Hires	17%
Terminations	16%

## Work-related injuries GRI 403-9

	2017	2018	2019
Man-Hours Worked (Own, outsourced fixed and mobile and Capex projects)	33,771,849	37,708,422	51,704,994
Total number of injuries (Level 1)	200	174	161
Total number of injuries without lost time (Levels 2 and 3)	44	46	72
Total number of injuries with lost time (Levels 4, 5 and 6)	39	38	39
Fatalities	7	0	1
Injury rate (IR) <sup>30</sup>	0.49	0.47	0.43
Frequency rate of accidents with and without lost time <sup>31</sup>	2.46	2.23	2.15
Frequency rate of accidents with lost time	1.15	1.01	0.75

<sup>30</sup> Calculation of the injury rate does not include level 1 accidents (outpatient care).

<sup>31</sup> 30 Rate of accidents with and without lost time, calculated based on the sum of the level 2 to 5 accidents involving own, permanent outsourced, temporary mobile outsourced and third-party Capex projects, multiplied by 1 million and divided by the total hours worked.

## Average hours of training GRI 404-1

Functional category	Gender	2017	2018	2019
CEO/Director	Women	4	10	3
	Men	2	11	1
Manager	Women	32	40	14
	Men	33	94	13
Coordinator/Consultant	Women	19	16	5
	Men	34	30	8
Technician/Analyst/Supervisor	Women	28	37	23
	Men	54	79	27
Trainee	Women	169	0	0
	Men	121	0	0
Operational	Women	30	11	33
	Men	47	31	30
Intern	Women	20	28	15
	Men	20	43	14
Apprentice	Women	14	1	4
	Men	27	10	7
Total	Women	27	22	20
	Men	46	40	26

## Diversity of governance bodies and employees GRI 405-1

Functional Category	Gender	Total employees	Age Group		
			- 30 years old	30 to 50 years old	+50 years old
CEO/Director	Men	9	0	4	5
	Women	1	0	0	1
Manager	Men	123	0	91	32
	Women	29	1	24	4
Coordinator/Consultant	Men	432	37	334	61
	Women	179	25	145	9
Technician/Analyst/Supervisor	Men	886	138	633	115
	Women	259	121	130	8
Operational	Men	3,502	627	2,172	703
	Women	259	105	144	10
Intern	Men	83	81	2	0
	Women	93	88	5	0
Apprentice	Men	63	63	0	0
	Women	39	38	1	0

Composition of minority groups in the organization	2017	2018	2019
Employees over 50 years old	837	898	948
Women	673	730	859
<b>Governance body composition (Board of Directors and Executive Board)</b>			
Men	15	15	17
Women	3	3	3
<b>Composition of governance bodies (Board Members and Executive Officers) by age group</b>			
Under 30 years old	0	0	0
Between 30 and 50 years old	5	4	5
More than 50 years old	13	14	15

### Ratio of basic salary and remuneration of women to men GRI 405-2

Position	2017		2018 <sup>32</sup>		2019	
	Salary	Compensation	Salary	Compensation	Salary	Compensation
CEO/Director	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported
Manager	0.96	0.98	1.09	1.03	1.02	0.98
Coordinator/Consultant	1.09	1.1	1.11	1.05	1.14	1.11
Technician/Analyst/Supervisor	0.84	0.85	1.06	1.00	1.06	1.01
Trainee <sup>32</sup>	0.45	0.45	-	-	-	-
Operational	0.75	0.75	1.36	1.36	1.51	1.51
Intern	0.89	0.89	1.01	0.99	0.99	0.99
Apprentice	0.94	0.94	0.97	0.97	0.99	0.99

<sup>32</sup> We have had no trainees working with us since 2018.

### Discrimination reports received by the Ethics Line GRI 406-1

	2017	2018	2019 <sup>33</sup>
Received in the year under analysis	10	6	11
Analyzed and considered to have standing	17	27	43
Analyzed and considered to be unfounded	64	56	104
<b>Total analyzed or under analysis</b>	<b>91</b>	<b>89</b>	<b>158</b>

<sup>33</sup> For the 43 cases considered to have standing, 11 were related to harassment and/or abuse of power and 32 to persecution, disrespect and discrimination. In all cases, corrective measures were adopted, such as dismissals, verbal warnings, suspensions and/or transfers.

### Socio-economic non-compliance <sup>34</sup> GRI 419-1

	2017	2018	2019
Total amount of significant fines for non-compliance with laws and regulations, including products and services (US\$)	33,045,208	63,266,668	161,382,267
Number of non-monetary sanctions	0	0	0
Processes through arbitration mechanisms	0	0	0

<sup>34</sup> Considers fines and sanctions received and amounts paid, including both lawsuits filed and administrative proceedings.

## SECTOR INDICATORS

### Land that has undergone changes or been restored <sup>35</sup> **MM1**

	2017	2018	2019
Total land altered and not yet rehabilitated	2,094	1,711	<b>1,987</b>
Total amount of land altered during the reporting period	9	46	<b>4</b>
Total amount of land rehabilitated during the reporting period, considering the agreed final use	47	44	<b>10</b>
Total land altered and not yet rehabilitated	2,056	1,712	<b>1,981</b>

### Areas with Biodiversity Management Plans (PGB)<sup>35</sup> **MM2**

	2017	2018	2019
Total number of units	8	8	<b>8</b>
Total number of units that were identified with the need for a PGB	4	4	<b>4</b>
Number of units that have a current PGB	1	2	<b>2</b>
Percentage of units that have a current PGB	25%	50%	<b>50%</b>

<sup>35</sup> Indicator not applicable to the central office of São Paulo.

### Operations with decommissioning plans **MM10**

	2017	2018	2019
Total number of operations	13	12	<b>13</b>
Total number of operations that have decommissioning plans	13	12	<b>13</b>
Percentage of operations that have decommissioning plans	100%	100%	<b>100%</b>
Value of the total financial provision for the shutdown of activities (US\$)	126,510,022	195,367,132	<b>224,620,226</b>