





GRI Annex

General contents

Total number of employees GRI 102-8

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

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
Direct Economic Value Generated			
1) Revenue	-	-	-
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
2. Inputs acquired from third parties	-	-	-
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
3) Gross Added Value	1,157,698	1,084,457	814,212
3.1 Depreciation, amortization and depletion	-270,454	-267,189	-317,892
4) Net value added generated	887,244	817,268	496,321
5) Value Added Received in Transfer	-	-	-
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
6) Total value-added to be distributed	1,055,131	1,241,021	701,144
7) Distribution of Added value	-	-	-
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
8) Distribution of added value	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
	Total	1,845
Peru	CEO/Director	2
	Manager	42
	Coordinator/Consultant	190
	Technician/Analyst/Supervisor	572
	Operational	490
	Intern	0
	Apprentice	0
	Total	1,296

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
Total volume of main materials	14,635,818	14,797,840	14,620,971

Materials used from recycling (tonnes) GRI 301-2

	2017	2018	2019
Total recycled materials used	92,298	109,623	85,464
Total materials used GRI 301-1	146,358,188	14,797,840	14,620,971
Percentage of recycled materials used	1%	1%	1%

Water withdrawal by source (in megaliters)¹⁹ 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 ²⁰	19,468.7	16,432.0	8,610.5	7,821.5	16,854.1	3,952.5	12,901.6
Fresh water ²¹	-	16,432.0	-	-	9,649.1	-	-
Other water ²¹	-	-	-	-	7,205.0	-	-
Underground water ²²	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 ²³	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 ²⁴	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 ²⁵	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)¹⁹ 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 ²⁰	106,064.5	119,250.1	103,093.9	16,156.2	127,432.1	5,013.8	122,418.4
Fresh water ²¹	-	114,109.3	-	-	7,968.7	-	-
Other water ²¹	-	5,140.8	-	-	119,463.5	-	-
Underground water ²²	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 ²⁶	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 ²⁷	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 ²⁸	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

¹⁹ Megaliter = 1,000 m³

²⁰ Surface waters: rivers, streams and lakes

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

²² Underground water: water tables, wells and mine lowering

²³ Rainwater: rainwater collected and stored directly by the organization

²⁴ Water produced: water contained in ores and concentrates

²⁵ Third party water: supplied by utilities and suppliers

²⁶ Outsourced treatment: concessionaires, government and others

²⁷ Retained water in products and/or waste

²⁸ 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
Non-hazardous waste disposal	16,082.19	15,574.41	104,657.85
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
Non-hazardous waste disposal	3,282.05	2,964.86	5,240.78
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
Disposal of waste – Total ²⁹	19,364.24	18,539.27	109,898.63
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

²⁹ 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
Brazil					
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
Outside					
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) ³⁰	0.49	0.47	0.43
Frequency rate of accidents with and without lost time ³¹	2.46	2.23	2.15
Frequency rate of accidents with lost time	1.15	1.01	0.75

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

³¹ 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
Governance body composition (Board of Directors and Executive Board)			
Men	15	15	17
Women	3	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	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 ³²		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 ³²	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

³² We have had no trainees working with us since 2018.

Discrimination reports received by the Ethics Line GRI 406-1

	2017	2018	2019 ³³
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
Total analyzed or under analysis	91	89	158

³³ 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 ³⁴ 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

³⁴ 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 ³⁵ **MM1**

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

Areas with Biodiversity Management Plans (PGB)³⁵ **MM2**






	2017	2018	2019
Total number of units	8	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	1	2	2
Percentage of units that have a current PGB	25%	50%	50%






³⁵ Indicator not applicable to the central office of São Paulo.

Operations with decommissioning plans **MM10**

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

Summary of the Sustainable Development Goals

SDG	Description of the SDG targets	Page
	1.3 Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable	91
	3.4 By 2030, reduce by one-third pre-mature mortality from non-communicable diseases (NCDs) through prevention and treatment, and promote mental health and wellness	78
	3.5 Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol	78
	3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	78
	4.4 By 2030, substantially increase the number of youths and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	71 and 91
	5.1 End all forms of discrimination against all women and girls everywhere	53
	5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual exploitation and other types	102
	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	70
	5.c Adopt and strengthen sound policies and applicable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels	70
	6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally	87
	6.4 By 2030, substantially increase the efficiency of water use in all sectors and ensure sustainable withdrawals and fresh water supply to address water scarcity, and substantially reduce the number of people suffering from water scarcity	87
	6.a By 2030, expand international cooperation and capacity-building support to developing countries in water- and sanitation-related activities and programs, including water harvesting, desalination, water efficiency, wastewater treatment, recycling and reuse technologies	86
		

SDG	Description of the SDG targets	Page
	7.2 By 2030, substantially increase the share of renewable energy in the global energy matrix	88
	7.a By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology	80
	8.2 Achieve higher levels of productivity of economies through diversification, technological upgrading and innovation, including through a focus on high value added and labor-intensive sectors	42
	8.5 By 2030 achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	70
	8.6 by 2020 substantially reduce the proportion of youth not in employment, education or training	91
	8.7. Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms	102
	8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular migrant women, and persons in precarious employment	79 and 104
	8.9 By 2030, develop and implement policies to promote sustainable tourism, which creates jobs and promotes local culture and products	92
	9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities	82, 86 and 88
	10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	70 and 91
	10.3 Ensure equal opportunities and reduce inequalities in outcomes, including through the elimination of discriminatory laws, policies and practices and the promotion of appropriate legislation, policies and actions in this regard	53
	11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage	100
	11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management	80, 87 and 88

SDG	Description of the SDG targets	Page
	12.2 By 2030, achieve the sustainable management and efficient use of natural resources	88
	12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment	82
	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	82
	12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	3
	12.b Develop and implement tools to monitor the impacts of sustainable development on sustainable tourism, which generates jobs, promotes local culture and products	92
	13.2 Integrate climate change measures into national policies, strategies and planning	80 and 88
	14.7. By 2030, increase the economic benefits to small island developing States and least developed countries from the sustainable use of marine resources, including through sustainable management of fisheries, aquaculture and tourism	92
	15.1. By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements	87
	15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally	100
	16.1 Significantly reduce all forms of violence and related death rates everywhere	74 and 75
	16.2 End abuse, exploitation, trafficking and all forms of violence and torture against children	98
	16.5 Substantially reduce corruption and bribery in all their forms	53
	16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	79
	16.b Promote and enforce non-discriminatory laws and policies for sustainable development	103

Summary of GRI Standards

GRI 102-55

This report was prepared in accordance with the GRI Standards: Essential option. GRI 102-54

GRI Standard	Disclosure	Page and/or link	Omission	Global Compact	SDG
GRI 101: Fundamentals 2016					
Standard contents					
GRI 102:	Profile				
Standard Content 2016					
	102-1 Name of the organization	2, 3 and 12	-	-	-
	102-2 Activities, brands, products and services	12, 14 and 83	-	-	-
	102-3 Location of the headquarters	12 and 137	-	-	-
	102-4 Location of the Operations	12 and 14	-	-	-
	102-5 Ownership and legal form	12 and 49	-	-	-
	102-6 Markets served	12 and 38	-	-	-
	102-7 Scale of the organization	12, 13, 14, 16 and 64	-	-	-
	102-8 Information on employees and other workers	68 and 108	-	6	8
	102-9 Supply chain	105	-	-	-
	102-10 Significant changes to the organization and its supply chain	12	-	-	-
	102-11 Approach or precautionary principle	81	-	-	-
	102-12 External Initiatives	37	-	-	-
	102-13 Participation in associations	56	-	-	-

GRI Standard	Disclosure	Page and/or link	Omission	Global Compact	SDG
GRI 101: Fundamentals 2016					
Standard contents					
Strategy					
	102-14 Statement from senior decision-maker	6 and 8	-	-	-
	102-15 Key impacts, risks and opportunities	54	-	-	-
Ethics and integrity					
	102-16 Values, principles, standards and norms of behavior	52	-	10	16
	102-17 Mechanisms for advice and concerns about ethics	53	-	10	16
Governance					
	102-18 Governance structure	49 and 51	-	-	-
	102-22 Composition of the highest governance body and its committees	49	-	-	-
	102-23 Chair of the highest governance body	49	-	-	-
	102-40 List of stakeholder groups	56	-	-	-
	102-41 Collective bargaining agreements	100% of employees are covered by collective bargaining agreements (Brazil).	-	3	8
	102-42 Base used for identifying and selecting stakeholders for engagement	56	-	-	-
	102-43 Approach to stakeholder engagement	56	-	-	-
	102-44 Key topics and concerns raised during engagement	3	-	-	-

GRI Standard	Disclosure	Page and/or link	Omission	Global Compact	SDG
GRI 101: Fundamentals 2016					
Standard contents					
Reporting practice					
	102-45 Entities included in the consolidated financial statements	109	-	-	-
	102-46 Defining report content and topic boundaries	3	-	-	-
	102-47 List of material topics	3, 4 and 5	-	-	-
	102-48 Restatements of information	62 and 105	-	-	-
	102-49 Changes to list of topics and topic boundaries	No alterations	-	-	-
	102-50 Reporting period	3	-	-	-
	102-51 Date of most recent report	3	-	-	-
	102-52 Reporting Cycle	3	-	-	-
	102-53 Contact point for questions relating to the report	139	-	-	-
	102-54 Claims of reporting in accordance with the GRI Standards	123	-	-	-
	102-55 Content index	123	-	-	-
	102-56 External verification assurance	3	-	-	-

GRI Standard	Disclosure	Page and/or link	Omission	Global Compact	SDG
Topics					
GRI 200 Series Economic Series					
Economic performance					
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	5	-	-	-
	103-2 The management approach and its components	54	-	-	-
	103-3 Evaluation of the management form	54	-	-	-
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	110	-	-	2,5, 8, 9
Market presence					
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	5	-	-	-
	103-2 The management approach and its components	24 and 48	-	-	-
	103-3 Evaluation of the management approach	24 and 48	-	-	-
GRI 202: Market presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	In 2019, no employee was identified below the local minimum wage.	-	6	1, 5, 8
Indirect Economic Impacts					
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	5	-	-	-
	103-2 The management approach and its components	90	-	-	-
	103-3 Evaluation of the management approach	90	-	-	-
GRI 203: Indirect economic impacts 2016	203-1 Investment in infrastructure and services	17 and 91	-	12	-
Purchase practices					
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	5	-	-	-
	103-2 The management approach and its components	105	-	-	-
	103-3 Evaluation of the management approach	105	-	-	-
GRI 204: Buying Practices 2016	204-1 Proportion of spending on local suppliers	105	-	-	12

GRI Standard	Disclosure	Page and/or link	Omission	Global Compact	SDG
Topics					
Anti-corruption					
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	52	-	-	-
	103-2 The management approach and its components	52	-	-	-
	103-3 Evaluation of the management approach	52	-	-	-
GRI 205: Anti-corruption 2016	205-2 Communication and Training in Anti-Corruption Policies and Procedures	53 and 111	-	10	16
	205-3 Confirmed cases of corruption and measures taken	53	-	10	16
GRI 206 Anti-Competitive Behavior Standards					
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	4	-	-	-
	103-2 The management approach and its components	52	-	-	-
	103-3 Evaluation of the management approach	52	-	-	-
GRI 206: Anti-Competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices.	53	-	-	-
GRI 300 Environmental Series Standards					
Materials					
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	4	-	-	-
	103-2 The management approach and its components	80, 81 and 100	-	-	-
	103-3 Evaluation of the management form	80 and 100	-	-	-
GRI 301 - Materials 2016	301-1 Materials used by weight or volume	111	-	7, 8	8, 12
	301-2 Recycled materials used	111	-	8	8, 12
Energy					
GRI 103: Management approach 2018	103-1 Explanation of the material topic and its limit	4	-	-	-
	103-2 The management approach and its components	88	-	-	-
	103-3 Evaluation of the management approach	88	-	-	-

GRI Standard	Disclosure	Page and/or link	Omission	Global Compact	SDG
Topics					
GRI 300 Environmental Series Standards					
GRI 302 – Energy 2016	302-1 Energy consumption within the organization	89	-	7, 8	7, 8, 12, 13
	302-2 Energy consumption outside the organization	89	-	8	7, 8, 12, 13
	302-3 Energy intensity	89	-	8	7, 8, 12, 13
Water					
GRI 103: Management approach 2018	103-1 Explanation of the material topic and its limit	4	-	-	-
	103-2 The management approach and its components	86	-	-	-
	103-3 Evaluation of the management approach	86	-	-	-
GRI 303: Water 2018	303-1 Water interaction as a shared resource	87	-	7, 8	6
	303-2 Management of water discharge related impacts	86	-	7, 8	6
	303-3 Water withdrawal	112	-	7, 8	6
	303-4 Water discharge	113	-	8	3, 6, 12, 14
Emissions					
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	4	-	-	-
	103-2 The management approach and its components	88	-	-	-
	103-3 Evaluation of the management approach	88	-	-	-
GRI 305: 2016 Emissions	305-1 Direct (scope 1) GHG emissions	89	-	7, 8	3, 12, 13, 14, 15
	305-2 Indirect emissions of greenhouse gases (GHG) from energy acquisitions (scope 2)	89	-	7, 8	3, 12, 13, 14, 15
	305-3 Other indirect (scope 3) GHG emissions	89	-	7, 8	3, 12, 13, 14, 15
	305-4 Greenhouse gas emissions (GHG) intensity	89	-	8	14, 15
	305-7 NO _x , SO _x and other significant air emissions	115	-	7, 8	3, 12, 14, 15

GRI Standard	Disclosure	Page and/or link	Omission	Global Compact	SDG
Topics					
GRI 300 Environmental Series Standards					
Waste					
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	4	-	-	-
	103-2 The management approach and its components	82	-	-	-
	103-3 Evaluation of the management approach	82	-	-	-
GRI 306: Effluents and Waste 2016	306-2 Waste by type and disposal method	83 and 114	-	8	3, 6, 12, 14, 15
Environmental compliance					
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	4	-	-	-
	103-2 The management approach and its components	80	-	-	-
	103-3 Evaluation of the management approach	80	-	-	-
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	115	-	8	16
Environmental Evaluation of Suppliers					
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	5	-	-	-
	103-2 The management approach and its components	104	-	-	-
	103-3 Evaluation of the management approach	104	-	-	-
GRI 308: Environmental Evaluation of Suppliers 2016	308-1 New suppliers that were screened using environmental criteria	104	-	8	-
GRI 400 Series Social Standards					
Employment					
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	4	-	-	-
	103-2 The management approach and its components	66 and 70	-	-	-
	103-3 Evaluation of the management approach	66 and 70	-	-	-
GRI 401: 2016 Employment	401-1 New employee hires and turnover	115	-	6	5, 8

GRI Standard	Disclosure	Page and/or link	Omission	Global Compact	SDG
Topics					
GRI 400 Series Social Standards					
Occupational Health and Safety					
GRI 103: Management approach 2018	103-1 Explanation of the material topic and its limit	4	-	-	-
	103-2 The management approach and its components	74 and 78	-	-	-
	103-3 Evaluation of the management approach	74 and 78	-	-	-
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	75	-	-	8
	403-2 Hazard identification, risk assessment and incident investigation	75	-	-	8
	403-3 Occupational health services	79	-	-	8
	403-4 Employee participation, consultation and communication on occupational health and safety	79	-	-	8
	403-5 Worker training on occupational health and safety	76	-	-	8
	403-6 Promotion of worker health	78	-	-	8
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	77	-	-	8
	403-9 Work-related Injuries	75 and 116	-	-	8
Training and education					
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	4	-	-	-
	103-2 The management approach and its components	71	-	-	-
	103-3 Evaluation of the management approach	71	-	-	-
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	71 and 116	-	6	4, 5, 8
	404-2 Programs for upgrading employee skills and transition assistance programs.	71	-	-	8

GRI Standard	Disclosure	Page and/or link	Omission	Global Compact	SDG
Topics					
GRI 400 Series Social Standards					
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	71	-	6	5, 8
Diversity and equal opportunities					
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	4	-	-	-
	103-2 The management approach and its components	66	-	-	-
	103-3 Evaluation of the management approach	66	-	-	-
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	68 and 117	-	6	5, 8
	405-2 Ratio of basic salary and remuneration of women to men	118	-	6	5, 8, 16
No discrimination					
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	52	-	-	-
	103-2 The management approach and its components	52	-	-	-
	103-3 Evaluation of the management form	52	-	-	-
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	118	-	6	5, 8, 16
Freedom of association and collective bargaining					
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	5	-	-	-
	103-2 The management approach and its components	105	-	-	-
	103-3 Evaluation of the management approach	105	-	-	-
GRI 407: Freedom of association and collective bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	105	-	5	8, 16

GRI Standard	Disclosure	Page and/or link	Omission	Global Compact	SDG
Topics					
GRI 400 Series Social Standards					
Child labor					
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	5	-	-	-
	103-2 The management approach and its components	105	-	-	-
	103-3 Evaluation of the management approach	105	-	-	-
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	105	-	-	8, 16
Forced labor or analogous to slave labor					
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	5	-	-	-
	103-2 The management approach and its components	105	-	-	-
	103-3 Evaluation of the management approach	105	-	-	-
GRI 409: Forced labor or analogous to slave labor 2016	409-1 Operations and suppliers with significant risk for the occurrence of forced or compulsory labor	105	-	4	8, 16
Human rights evaluation					
GRI 103: Forma de gestão 2016	103-1 Explanation of the material topic and its boundary	5	-	-	-
	103-2 The management approach and its components	102	-	-	-
	103-3 Evaluation of the management approach	102	-	-	-
GRI 412: 2016 human rights assessment	412-1 Operations that have been subject to human rights reviews or impact assessments	100% of Nexa's operations are subjected to human rights related analyses or assessments.	-	1	-
	412-2 Total number of employee training hours regarding human rights or procedures related to human rights matters material to the Organization's operations, including the percentage of trained employees	103	-	1	-

GRI Standard	Disclosure	Page and/or link	Omission	Global Compact	SDG
Tópicos Materiais					
GRI 400 Series Social Standards					
Local communities					
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	5	-	-	-
	103-2 The management approach and its components	90	-	-	-
	103-3 Evaluation of the management approach	90	-	-	-
GRI 413: 2016 Local Communities	413-1 Operations with local community engagement, impact assessments and development programs	91	-	1	-
Social assessment of suppliers					
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	5	-	-	-
	103-2 The management approach and its components	104	-	-	-
	103-3 Evaluation of the management approach	104	-	-	-
GRI 414: 2016 Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	104	-	2	5, 8, 16
Socio-economic compliance					
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	52	-	-	-
	103-2 The management approach and its components	52	-	-	-
	103-3 Evaluation of the management approach	52	-	-	-
GRI 419: Socio-economic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area with respect to products and services	118	-	-	16

GRI Standard	Disclosure	Page and/or link	Omission	Global Compact	SDG
Topics					
Mining sector					
	MM1 Quantity of land (owned, leased or managed for production or extraction activities) that was altered or has already been restored	119	-	-	-
	MM2 Total number and percentage of areas identified with the need to implement Biodiversity Management Plans (PGBs) and the number of areas with implemented plans	119	-	-	-
	MM3 Total quantities of sterile, tailings and sludge and their associated risks	82 and 83	-	-	-
	MM4 Number of strikes and work stoppages lasting more than one week per country	70	-	-	-

<p>MM5 Total number of operations located in territories of indigenous peoples or adjacent to them, and number and percentage of operations or units where there are formal agreements with communities of indigenous peoples</p>	<p>No Nexa operations are located on indigenous or adjacent lands.</p>	-	-	-
<p>MM6 Number and description of significant conflicts related to land use and customary rights of local communities and indigenous peoples</p>	<p>In 2019, two conflicts were registered, one with the community of Chavín and the Association of Defense and Agricultural Development of the Valley of Topara and another with the community of San Juan de Yanacachi, both in the Pasco region, in Peru, related to land use.</p>	-	-	-
<p>MM8 Number (and percentage) of operational units where small-scale and artisanal mining (ASM) occurs, what are the associated risks and the actions taken to manage and mitigate these risks</p>	<p>We do not have artisanal or smallscale mining areas. For any new project or change in the operation of the units, our system requires a risk assessment.</p>	-	-	-
<p>MM9 Places where resettlements occurred, the number of families settled in each, and how their livelihoods were affected in these processes</p>	<p>There were no cases of resettlement.</p>	-	-	-
<p>MM10 Number and percentage of operations with plans for the closure of activities (decommissioning plan)</p>	<p>119</p>	-	-	-

Independent auditor's limited assurance report on sustainability information in the 2019 Annual Report

To the Board of Directors and Stockholders
Nexa Recursos Minerais S.A.
São Paulo - SP

Introduction

Nexa Recursos Minerais S.A. ("Nexa" or "Company") engaged us to present our limited assurance report on the compilation of sustainability information in the NEXA 2019 Annual Report for the year ended December 31, 2019.

Management's responsibilities

Management of Nexa is responsible for the preparation and fair presentation of the information in the 2019 Annual Report, presented in accordance with the Global Reporting Initiative (GRI-Standards) and for such internal controls as it determines necessary to prepare of information free from material misstatement, whether due to fraud or error.

Independent auditor's responsibilities

Our responsibility is to express a conclusion on the information included in the 2019 Annual Report based on our limited assurance engagement carried out in accordance with the Technical Communication CTO 01, "Issuance of an Assurance Report related to Sustainability and Social Responsibility", issued by the Federal Accounting Council (CFC), based on the Brazilian standard NBC TO 3000, "Assurance Engagements Other than Audit and Review", also issued by the CFC, which is equivalent to the international standard ISAE 3000, "Assurance engagements other than audits or reviews of historical financial information", issued by the International Auditing and Assurance Standards Board (IAASB). Those standards require that we comply with ethical and independence requirements, and other responsibilities, including in relation to the Brazilian Standard on Quality Control (NBC PA 01) and, therefore,

the maintenance of a comprehensive quality control system, including forma compliance policies and procedures for ethical requirements, professional standards and legal and regulatory requirements.

These standards also require the work to be planned and performed to obtain limited assurance that the information included in the 2019 Annual Report, taken as a whole, is free from material misstatement.

A limited assurance engagement conducted in accordance with the Brazilian standard NBC TO 3000 and ISAE 3000 mainly consists of making inquiries of management and other professionals of the entity involved in the preparation of the sustainability information, as well as applying analytical procedures to obtain evidence that enables the issue of a limited assurance conclusion on the information taken as a whole. A limited assurance engagement also requires the performance of additional procedures when the independent auditor becomes aware of matters that lead the auditor to believe that the information taken as a whole might present significant misstatements.

The procedures selected are based on our understanding of the aspects related to the compilation and presentation of the information in the 2019 Annual Report, other engagement circumstances and our analysis of the areas in which significant misstatements might exist. The following procedures were adopted:

- a. Planning the work, taking into consideration the materiality and the volume of quantitative and qualitative information and the operating and internal control systems used to prepare the information in the 2019 Annual Report;
- b. Understanding the calculation methodology and the procedures adopted for the compilation of indicators through interviews with the managers responsible for the preparation of the information;

- c. Applying analytical procedures to quantitative information and making inquiries regarding the qualitative information and its correlation with the indicators disclosed in the 2019 Annual Report;
- d. Comparing the financial indicators with the financial statements and/or accounting records;

The limited assurance engagement also included tests to assess compliance with the guidelines and criteria of the Global Reporting Initiative (GRI- Standards) applied in the preparation of the information related to sustainability included in the 2019 Annual Report.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Scope and limitations

The procedures applied in a limited assurance engagement are substantially less detailed than those applied in a reasonable assurance engagement, the objective of which is the issuance of an opinion on the sustainability information in the 2019 Annual Report. Consequently, we were not able to obtain reasonable assurance that we might become aware of all significant matters that might be identified in an assurance engagement, the objective of which is the issue of an opinion. Had we performed an engagement with the objective of issuing an opinion, we might have identified other matters and possible misstatements in the information related to sustainability in the 2019 Annual Report. Therefore, we do not express an opinion on this information.

Non-financial data is subject to more inherent limitations than financial data, due to the nature and diversity of the methods used to determine, calculate and estimate these data. Qualitative interpretations of the relevance, materiality, and accuracy of the data are subject

to individual assumptions and judgments. Furthermore, we did not carry out any work on data reported for prior periods, nor future projections and goals.

The preparation and presentation of the sustainability indicators performed pursuant to the criteria of the GRI-Standards and, therefore, do not aim to provide assurance with regard to the compliance with social, economic, environmental, or engineering laws and regulations. However, the aforementioned standards establish the presentation and disclosure of possible cases of non-compliance with such regulations when sanctions or significant fines are applied. Our limited assurance report should be read and understood in this context, which is inherent to the criteria selected (GRI-Standards).

Conclusion

Based on these procedures, no matter has come to our attention that causes us to believe that the information included in the 2019 Annual Report of Nexa Recursos Minerais S.A. has not been compiled, in all material respects, in accordance with the Global Reporting Initiative (GRI – Standards).

São Paulo, March 31, 2020

PricewaterhouseCoopers

Contadores Públicos

CRC 2SP023173/O-4

Maurício Colombari

Contador CRC 1SP195838/O-3

Forward-looking Statements

This report contains certain forward-looking information and forward-looking statements as defined in applicable securities laws (collectively referred to in this Earnings Release as “forward-looking statements”). All statements other than statements of historical fact are forward-looking statements. The words “believe,” “will,” “may,” “may have,” “would,” “estimate,” “continues,” “anticipates,” “intends,” “plans,” “expects,” “budget,” “scheduled,” “forecasts” and similar words are intended to identify estimates and forward looking statements. Forward-looking statements involve known and unknown risks, uncertainties and other factors which may cause the actual results, performance or achievements of NEXA to be materially different from any future results, performance or achievements expressed or implied by the forward-looking statements. These forward-looking statements include estimates, forecasts, and statements as to management’s expectations with respect to the business and operations of the Company and mining production our growth strategy, the impact of applicable laws and regulations, future zinc and other metal prices, smelting sales, capex, expenses related to exploration and project development, estimation of mineral reserves and resources, mine life and our financial liquidity.

Forward-looking statements are necessarily based upon a number of factors and assumptions that, while considered reasonable by management, are inherently subject to significant business, economic and competitive uncertainties and contingencies. Statements concerning future production costs or volumes are based on numerous assumptions of management regarding operating matters and on assumptions that demand for products develops as anticipated, that customers and other counterparties perform their contractual obligations, that operating and capital plans will not be disrupted by issues such as mechanical failure, unavailability of parts and supplies, labor disturbances, interruption in transportation or utilities, adverse weather conditions, and that there are no material unanticipated variations in the cost of energy or supplies, among other assumptions.

We assume no obligation to update forward-looking statements except as required under securities laws. Further information concerning risks and uncertainties associated with these forward-looking statements and our business can be found in our public disclosures filed under our profile on Sedar (www.sedar.com) and on Edgar (www.sec.gov).

About the Cover



The cover image was created from a photo of our mining engineer at the Vazante unit, Thaís Janine, who works as a geotechnical engineer in the facility's ground control operations.

Thais initiated her professional career with Nexa in 2018 as a Mine Development intern, soon hired as a mining operations engineer. She currently is involved in mine geotechnics, seeking to progress her continued professional growth.

“Being at Nexa made it possible for me to combine all my academic experiences with practice, in a mine that is a school for any professional. As a woman in the field of underground mining, an environment until recently dominated by men, Nexa has strengthened me professionally. Nexa trained me to be the professional that I am today, and I am immensely proud to a part of the Nexa team.”

We are proud to have Thais with us, as well as many other women, growing and making their mark on Nexa.

Corporate information

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We appreciate the support and cooperation of the managers and other colleagues involved in the corporate and industrial areas of Nexa Resources, for information calculation and analysis

Comments, suggestions, doubts or criticisms regarding the content, as well as our operations and initiatives in Brazil and abroad, can be sent through the following channel:

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