Annual Report

2021

nexa

Contents

About the **report**

GRI 102-1, 102-50, 102-52 SDG 12.6

The annual report of Nexa Resources S.A. presented here follows the guidelines of the International Integrated Reporting Council (IIRC) and the Global Reporting Initiative (GRI), Core option, in addition to the guidelines of the Sustainability Accounting Standards Board (SASB) and recommendations of the Task Force on Climate-Related Financial Disclosure (TCFD). Financial indicators follow international accounting standards (International Financial Reporting Standards – IFRS).

The document refers to the period from January 1st to December 31st, 2021, and includes economic, social, and environmental aspects, as well as the risks and opportunities mapped and considered to be of interest to shareholders, employees, community, suppliers, and other stakeholders. The previous edition, which refers to the year 2020, was published in April 2021. GRI 102-51

The information contained herein was submitted to external assurance by PricewaterhouseCoopers Contadores Públicos Ltda. The preparation base used for this report can be accessed at Nexa's website. Contracting assurance services by an independent third party for the information contained in the Annual Report requires the approval of the Company's Audit Committee and the Board of Directors. The consolidated financial statements and the external audit report are available for consultation on the results page, on our website (ri.nexaresources.com e riperu.nexaresources.com). GRI 102-56

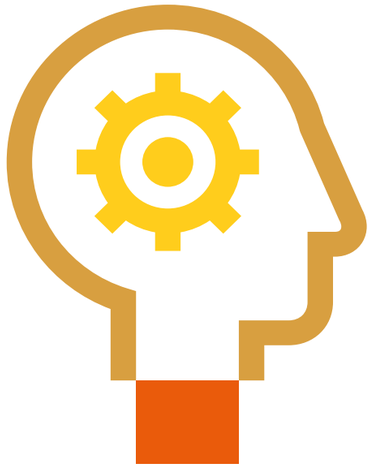
MATERIALITY

GRI 102-46, 102-48

Our materiality process takes place on average every four years or when a significant change occurs in the Company's strategy. Therefore, in 2021, we maintained the assumptions used in the previous year, changing only some nomenclature of material topics.

For more information on the materiality definition process, please review the 2020 Annual Report, available at Nexa's website.

Employees from Três Marias, in Minas Gerais, take care of the safety of local activities



MATERIAL TOPICS

- Water resources management
- Waste and tailings management
- Climate change
- Health, safety and well-being
- Social management
- Plurality
- Decommissioning
- Dam management
- Innovation
- Ethics and compliance
- Operational excellence
- Reputation

RELEVANT TOPICS

GRI 102-44, 102-46, 102-47, 102-49

The materiality conducted throughout 2020 was defined based on extensive consultation with strategic stakeholders, including external publics. When defining Nexa's material topics, we seek to direct the Company's reporting and management considering the context, impacts, risks and opportunities of each topic in the short, medium and long term.

The material aspects of sustainability presented throughout the report follow the guidelines of the material topics and Nexa's strategy approach, in particular, the following themes: Ethics and compliance, Operational excellence; Water resources management; Dam management; Waste and tailings management; Social management; Decommissioning; Climate change; Plurality; Reputation; Health, safety, well-being and Innovation.

Material topic GRI 102-47	Why it is relevant for Nexa and stakeholders GRI 103-1	Where impacts occur	Audience involved and limit of impacts
Ethics and compliance	Acting responsibly and transparently is one of Nexa's values. We are committed to standards of ethics and integrity, which are transversal issues for the entire Company and guaranteed through the Compliance Program, with the Board of Directors being one of the main agents in promoting the program and ensuring compliance with it. We maintain a Code of Conduct shared with all stakeholders, including employees, suppliers, clients, communities, NGOs, government agencies, shareholders and other individuals and organizations with which we interact. The document is public, so that we are successful in achieving excellence in all our practices, with an effective process in risk management and mitigation.	All operations	Nexa, shareholders, suppliers, clients, governments and the community
Operational excellence	We seek continuous improvement in competitiveness, developed to maximize the value of existing operations. We invest in projects that guarantee operational stability, increased capacity utilization, ongoing cost improvement, productivity and rationalization of capital employed.	All operations	Nexa, shareholders and clients
Water resources management	The mining activity involves technical procedures in which water assumes an important role, both for extraction and smelter. It is an indispensable input, especially in a context in which water resources are scarce and their management has an impact on local communities. Thus, it is even more important strive to reduce water use and increase reutilization throughout the value chain.	All operations	Nexa and communities
Dam management	Tailings deposits are one of the main risks associated with mining activity. We have safe tailings disposal practices, but we constantly review our dam management policy, which exceeds the requirements of Brazilian law. We apply guidelines from the International Commission on Large Dams to control and monitor our 47 dams and tailings deposits (23 in Brazil and 24 in Peru). We also have 6 Golden Rules for Management of Dams and Tailings Deposits, which are mandatory.	All operations	Nexa, environmental agencies and the community
Waste and tailings management	Our activities generate a significant amount of waste. There are regulatory requirements, such as the National Solid Waste Policy (PNRS) in Brazil, which determine the Company's responsibilities in this field. Thus, we strive to reduce the generation of mining and smelting waste, complying with local legislation and with actions as committed to in our strategy, leaving a positive legacy for society. We also seek to use these residues in byproducts, avoiding their disposal and reducing liabilities with tailings.	All operations	Nexa, environmental agencies, suppliers and communities
Social management	Our projects emphasize relationship actions with the communities and training of local labor to act in the setting up of the units and in their future operations, always taking into account the co-creation of a legacy in the locations where we operate. We operate in four areas, according to our strategic planning: Local Economic Development, Public Management and Social Participation, Social and Environmental, Childhood and Youth.	All operations	Nexa, local governments and communities
Decommissioning	Our premise is to assess impacts in all phases of a project, since any operation starts. Thus, for each of our units, we have developed a decommissioning plan, regardless of whether there is a legal requirement to do so. This plan is prepared together with the input of the surrounding communities when we undertake the study of the future use of the areas of operation. In this analysis, we consider the community's vision, the risks involved and the company's own vision of leaving a legacy for the future.	All operations	Nexa, environmental agencies, local governments and communities
Climate change	We consume a large amount of energy due to the nature of our logistics and transportation processes and activities. Thus, we are looking for new technologies and advances in the generation of sustainable energy. The search for green technologies is also due to the fact that the mining activity represents a considerable part of foreign trade and, therefore, is subject to the rules and regulations of the countries to which we export. With this, we contribute to the promotion of local policies to mitigate climate change.	All operations	Nexa, suppliers and communities
Plurality	We know that plurality is a challenge in the mining sector. We understand that we need to contribute to a more plural and inclusive environment, in which everyone in an organization, without distinction, can be recognized, valued, with an active voice and decision-making power. The Plurality Committee has been coordinating the implementation of several actions aimed at promoting plurality in a uniform and constant manner in all our units.	All operations	Nexa and suppliers
Reputation	We want to differentiate ourselves from our competitors and be recognized as protagonists in building the mining of the future, focusing our efforts on the sustainability of our practices, respect for people and the environment, close and transparent relationships with our stakeholders, thus co-creating a legacy for society and for the next generations.	All operations	Nexa, suppliers, clients, shareholders, governments and communities
Health, safety and well-being	We continuously invest in strengthening a culture of health and safety with our own employees and third parties, improving training, especially in risky activities, and working conditions, aiming at protecting the health and safety of employees. We also stressed the concept of quality of life and mental health, encouraging our employees to find a better balance between personal and professional life.	All operations	Nexa, suppliers and communities
Innovation	Enabler of the strategic axes of growth and operational excellence, it makes our operations safer, minimizes waste and optimizes production. We have been managing a powerful tool for open innovation, the Mining Lab platform, for four years.	All operations	Nexa

Message from the **Board of Directors**

Aripuanã project facilities (Brazil)

"We made progress in the construction of our Aripuanã project (Brazil), a polymetallic mine, which will start operate in the third quarter of 2022."

Jaime Ardila

Chairman of the Board of Directors

Record financial results and the transition in executive governance are the highlights for 2021

The year 2021 marked an important transition in Nexa's executive governance. After almost 10 years, Tito Martins left the company's executive leadership, a position assumed by Ignacio Rosado as of January 2022, in a transition process, which started in November 2021.

The executive change followed a strict succession planning, with the careful work of the Nomination, Governance and Compensation Committee, in line with Nexa's Board of Directors. Tito's contribution was extremely important to Nexa's IPO and the evolution of the entire company. Currently, with the new executive management, we believe that we will continue to evolve even further. Ignacio Rosado has over 17 years of experience in the mining industry and has worked in several companies in executive positions and as a member of boards of directors in different countries. Throughout his professional career, he has led asset acquisition processes, company reorganizations, construction of polymetallic projects and issuance of shares, among other initiatives, with outstanding results. Therefore, we are convinced that we are on the right path and, in the upcoming years, we will position Nexa at new levels of efficiency, financial performance and sustainability levels.

In 2021, we achieved record financial results and, at the same time, continued taking care of our people, with strict protocols and initiatives to combat Covid-19 in our units, as well as supporting the communities in which we operate. Another important advance was the progress in the construction of our Aripuanã project, an underground polymetallic mine located in Brazil (state of Mato Grosso). Aripuanã is one of the largest zinc projects around the world and aims to increase integration between the mines and the company's current smelters. The project is one of the most sustainable in Brazilian mining, highlighting the dry disposal of tailings and high efficiency in water reuse in the production process.

Finally, I would like to congratulate Nexa's teams for the excellent results achieved in the year and thank the other members of the Board of Directors for their contribution, as well as for the trust of our shareholders, customers, suppliers and communities. The dedication of all our employees will certainly support Nexa to become a better company every day.

Thank you very much!

Message from the **CEO**

GRI 102-14

Largest mine of Nexa, in Cerro Lindo (Peru)

"During the year 2022, we will focus our activities on four pillars: growth of current operations and new value added projects, especially copper; performance and cash generation; business culture; and sustainability/ESG focused on generating value for all our stakeholders."

Ignacio Rosado

CEO

We will continue transforming Nexa into a company that is increasingly connected with the demands of society and with the value generation for all our stakeholders

The year 2021, like the previous year, presented major challenges for Nexa and the world. Our top priority was to preserve the health of our people and communities in a year still greatly impacted by the pandemic. At the same time, we sought to take advantage of the positive momentum of international metal prices, driven by the recovery of the economy in different regions of the world, allowing us to achieve the best result in the history of Nexa, a company with solid cash generation and assets well positioned in Brazil and Peru.

At the beginning of 2022, I assumed Nexa's executive leadership, and I firmly believe in the company's ability to continue transforming itself, increasingly connected with the demands of society and with the generation of value for all our stakeholders. It is a true honor to lead a company with the history, productive capacity, and quality of Nexa's teams.

Our products, zinc and copper, are fundamental to the world's transition to a low carbon economy, and we are finalizing our ESG strategy (environmental, social and governance). Throughout 2021 and at the beginning of 2022, we involved the whole company in the construction of such strategy, so that it truly reflects our commitment to the best practices in topics such as atmospheric emissions, water management, dams, circular economy, diversity, human rights, development of the communities where we operate, among others. The ESG strategy, which is in the process of being finalized, will be launched in 2022.

Soon we will also have the start of commercial production at the Aripuanã unit, scheduled for the third quarter of 2022. The new operation will significantly contribute to our EBITDA and cash generation in a year in which the demand for our products should remain strong, considering the current market visibility.

During the year 2022, we will focus our activities on four pillars: growth of current operations and new value-added projects, especially copper; performance and cash generation, seeking to improve cost management and operational excellence; corporate culture to agility, growth, and development of people; and ESG focused on generating value for all our stakeholders. Finally, I would like to thank the Board of Directors for their trust and partnership and, at the same time, reinforce our commitment to continue building an increasingly agile, efficient, and sustainable mining company.

Thank you very much!

Nexa's smelter in Três Marias (Brazil)

Nexa Resources

PROFILE

We are a global, integrated, low-cost zinc, copper and lead mining company with over 60 years of experience in the development and operation of mining and smelter assets in Latin America. We are part of the conglomerate of investees of Votorantim S.A., our main shareholder (64.7% of total capital). Nexa Resources S.A. was constituted almost four years ago, as a result of the integration between Brazilian and Peruvian operations. Since then, we have taken mining into people's lives. Our zinc is used in agricultural plantations, aircraft manufacturing, while copper is an integral part in the manufacturing of cars and smartphones, among many other applications. GRI 102-1

Since October 2017, our shares are traded on the New York Stock Exchange, in the United States. In addition, the shares of the subsidiary Nexa Peru are traded on the Stock Exchange of Lima, Peru. We have a head office located in Luxembourg and administrative headquarters in the cities of São Paulo (Brazil) and Lima (Peru). Our commercial offices are located in Brazil, Peru and Luxembourg. GRI 102-3, 102-5, 102-10

We operate five polymetallic mines, three located in Peru (Cerro Lindo, El Porvenir and Atacocha), and two in the State of Minas Gerais, Brazil (Vazante and Morro Agudo). In 2022, we will have the start-up of Aripuanã, our sixth polymetallic mine, located in the state of Mato Grosso, Brazil. Aripuanã is among the largest greenfield zinc projects under construction in the world and is our largest investment within the country, as well as the largest mining investment in the State of Mato Grosso. GRI 102-2, 102-4

Two of our mines, Cerro Lindo (Peru) and Vazante (Brazil), are responsible for our being among the five largest zinc producers. We produced 320 thousand tonnes of zinc in our mines in 2021. GRI 102-7

We also operate in three zinc smelters, one in Peru (Cajamarquilla) and two in Brazil (Três Marias and Juiz de Fora), which produce metallic zinc, zinc oxide and byproducts. Cajamarquilla is the only zinc smelter operation in Peru and is among the seven largest in the world by volume produced. During the year, our smelters sold 619 thousand tonnes, 578 thousand tonnes of metallic zinc and 41 thousand tonnes of zinc oxide, sold to clients in different industrial segments worldwide, such as automotive, civil construction, food, agriculture, beauty and hygiene, pharmaceutical, among others. GRI 102-4, 102-6, 102-7

Our 2021 net revenue reached US$ 2.6 billion and adjusted EBITDA reached a record US$ 704 million. At the end of the year, we had 5,840 own employees (interns and apprentices are not included) and 7,662 permanent service providers. Moreover, we have over 7,624 temporary service providers, mainly dedicated to the construction of the Aripuanã Project. GRI 102-7, 102-8

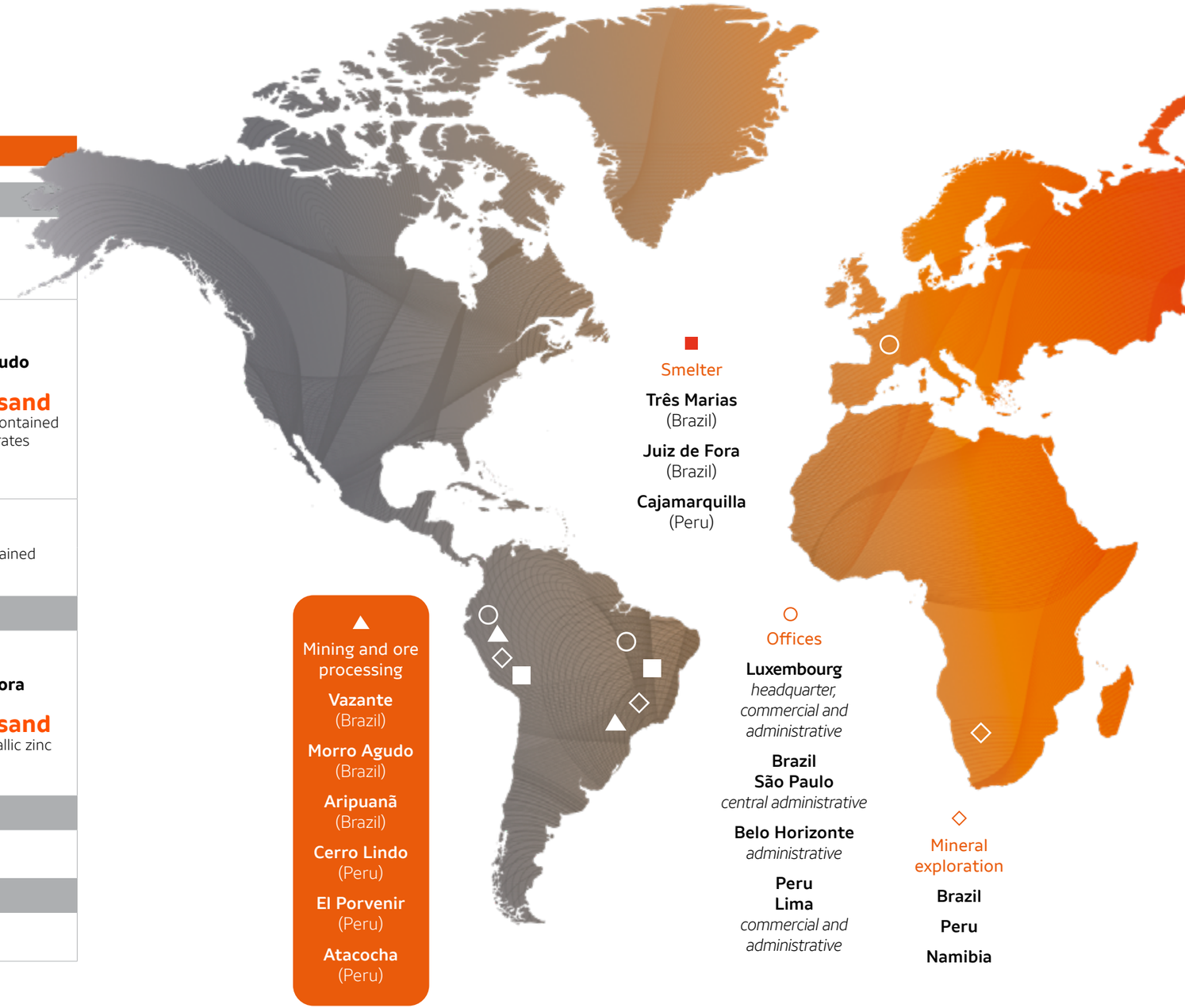
One of our differentials is the integration between our mines and smelters, which today exceeds 50% and tends to increase with the start-up of Aripuanã. In Brazil, the zinc concentrates produced in the Vazante and Morro Agudo mines are transformed into metallic products at Três Marias unit. Moreover, the Juiz de Fora plant, in addition to concentrates, uses recyclable materials (such as scraps and electric steelmaking powder) for the production of zinc. In Peru, most of the zinc concentrates produced in the Cerro Lindo, El Porvenir and Atacocha mines is processed at the Cajamarquilla unit.

Production and sales | Operation map

GRI 102-2, 102-4, 102-7

PERU	BRAZIL
Mining	
9.718 million tonnes of treated ore	**2.613 million** tonnes of treated ore
Cerro Lindo **102 thousand** tonnes of zinc contained in concentrates	**Pasco (El Porvenir and Atacocha)** **60 thousand** tonnes of zinc contained in concentrates
Vazante **140 thousand** tonnes of zinc contained in concentrates	**Morro Agudo** **17 thousand** tonnes of zinc contained in concentrates
39 thousand tonnes of lead contained	**6 thousand** tonnes of lead contained
30 thousand tonnes of copper contained	
Smelters	
Cajamarquilla **333 thousand** tonnes of metallic zinc	**Três Marias** **205 thousand** tonnes of metallic zinc + oxide
	Juiz de Fora **81 thousand** tonnes of metallic zinc
Portfolio of greenfield projects	
Magistral, Pukaqaqa and Shalipayco	Aripuanã* and Bonsucesso
Projects in resource definition process	
Florida Canyon and Hilarión	–

** The project is scheduled to start operating in the third quarter of 2022.*



2021 Highlights

Financial capital

GRI 102-7

Around

US$ 2.6 billion
in net revenue

US$ 704 million
of adjusted EBITDA

US$ 1.54 billion
of distributed value added

Manufactured capital

US$ 508 million
of investments in assets (Capex)

619 thousand tonnes
tonnes of metallic zinc + zinc oxide sold

Human capital

13,502
own employees and permanent service providers

More than
170 thousand hours
of training

Intellectual capital

US$ 85 million
invested in mineral exploration and project development, technology included

Social and relationship capital

US$ 12 million
invested in social initiatives, with 320 projects in 116 locations

GRI 203-1

Natural capital

84%
of water recirculation over total consumption in units

99% electricity
from renewable sources

AWARDS AND RECOGNITION

Companies of the Year Award in the Mineral Sector (Brazil)

Nexa was awarded in the Social Governance category for its work in professional training for the population of Aripuanã (Brazil) and the insertion of women in the job market and in mining. Aripuanã is one of the largest zinc projects being implemented in the world and is being built to be a reference in sustainability and plurality.

Companies that Best Communicate with Journalists Award (Brazil)

For the fourth consecutive year, we received the award in the Mining category. This recognition is a source of pride and inspires us to continue building mining in a transparent manner, open to dialogue, and responsible for the environment and communities in the regions where we operate.

Most innovative companies – Valor Econômico (Brazil)

We were recognized as an innovation highlight in the Mining, Smelting, and Steel sector by *Valor Econômico* magazine. We are among the top five most innovative companies of 2021, a recognition that directly reflects our innovative work in pursuit of building the mining of the future.

National Innovation Award (Brazil)

Nexa was recognized as the winner in the Innovation Management category, in the 2021/2022 edition of the National Innovation Award. The award is the largest in the Brazilian industry and recognizes companies that implement processes, methods, techniques, and management tools to innovate. The National Innovation Award is an initiative of the Business Mobilization for Innovation (MEI), carried out by the Brazilian Confederation of Industry (CNI) and the Brazilian Micro and Small Business Support Service (SEBRAE).

ProActivo Award 2021 (Peru)

We won third place in the Mining Category, with the Tele-Ultrasound Discoveries in Remote Areas project. This award aims to recognize and distinguish efforts that transcend the transfer of knowledge and that contribute to the promotion of sustainable development in an innovative and effective way and with positive effects on society in economic and environmental terms.

Concurso Nacional de Seguridad Minera (Peru)

Held by the Instituto de Seguridad Minera, it aims to reward the mining units that obtained the best results in the period. The 2019 and 2020 recognitions were released in 2021. We achieved 1st place in the Refinery and Foundry category (2020) with the Cajamarquilla unit; 1st, 2nd and 3rd place in the Underground Mining category, with the Cerro Lindo (2020), El Porvenir (2019), and Atacocha (2020).

Nexa is one of the largest zinc producers in the world

Strategy and **vision of the future**

GRI 103-2, 103-3

We reviewed our strategy, seeking to connect it to trends in the world and creating an even clearer path for generating long-term value. The process was revisited with the arrival of our new CEO, Ignacio Rosado, in November.

In addition to the two axes that made up the backbone of our strategy – Operational Excellence (which is now called Performance, with the expansion of its scope of action) and Growth – we brought the themes of **Culture and Sustainability** to an aspirational level. Both were, previously, enablers of the Operational Excellence and Growth axes. This change indicates the path that we believe to bring the balance and stability necessary for the generation of sustainable value for our shareholders:

Performance: We are focused on sustainable and consistent cash generation through operational excellence, cost and capital management, and revenue maximization.

Growth: Copper diversification, based on the evaluation of organic (project pipeline) and inorganic options, in order to balance our portfolio in commodities connected to the low-carbon economy. Reinforcement of our presence and relevance in zinc, through continuous and assertive investments in extending the life of mining of our mines, including Aripuanã, which had a life of mining based on reserves of approximately 12 years, but with an even more promising future.

Culture: Our Nexa Way must inspire the creation of an even more agile and resilient organization. This is possible through inspiring leadership, a plural and dynamic environment of employees prepared and engaged with the success of our business.

Sustainability: We continually seek to improve our commitment to environmental, social, and governance (ESG) aspects, establishing commitments in line with the best market practices, acting with transparency and responsibility and dialoguing clearly with our stakeholders.

Areas and processes such as People & Organization, Project Management, Risk Management, Innovation, Digital & Automation, Supplies & Logistics and Capital Structure are fundamental enablers to implement the execution of the strategy.

This strategy review was carried out in accordance with the Strategic Dialogue, a process that occurs every three years and is coordinated by the Strategic Planning area, together with the Executive Board and the Board of Directors. During this critical business assessment process, discussions are held on the scenario, risks, and opportunities, to define the

aspiration and mandates that guide short - (one year), medium - (one to five years), and long-term (five years) priorities of the Company.

The final document of this discussion specifies the main strategic objectives to be pursued, the value drivers, ways to get there, way of thinking, and competencies that we must have as a company to pursue our strategy and our aspiration. The mandate aims to guide the Company's actions for the next strategic cycle, showing where we should focus our efforts to generate value and move towards delivering a solid and attractive investment thesis for stakeholders.

MACRO-TRENDS

Some changes in the sector and the economy that inspire Nexa's strategy:

Energy transition – Cleaner energies will play a prominent role in an inevitable economic model, increasingly connected to sustainability. In this scenario, the demand for metals related to the low-carbon economy, among which copper and zinc stand out, is expected to grow. As an example, we have the intensive use of zinc in solar panels and offshore wind generation and the use of copper in vehicular and mobility electrification.

A new model of urbanization and re-urbanization – Billions of people are living in developing economies, helping to drive economic growth and consumption. But there is still room for more people to move towards urbanization, demanding services and especially housing, mobility, and infrastructure. After the pandemic, countries will seek to restore consumption losses through incentives and stimulus, which should weigh on demand for zinc and copper.

Electric vehicles/Electric mobility – Electrification, including hybrid and 100% electric vehicles (but not limited to them), is absolutely necessary for the transition to a low-carbon economy. In engine manufacturing alone, electric vehicles use about three to four times more copper than conventional combustion engines. And we still have the charging stations and energy distribution infrastructure, as well as its generation. As a result, we can expect an increase in demand and maintenance of metal prices at attractive levels.

ESG STRATEGY

Sustainability has been an integral part of strategic discussions since Nexa's conception and formally guides the business in all its aspects. In 2021, the Sustainability and Strategic Planning areas, with the direct support of Corporate Affairs, Social Management, Governance, and Innovation, as well as the Votorantim Institute, coordinated and developed a broad study that will culminate in Nexa's strategic sustainability/ESG repositioning.

The first phase of the work consisted of a diagnosis, during which we discussed the main issues related to the topic, trends, benchmarks with the sector and companies from other segments that are reference, as well as with other companies in the Votorantim group, studies of the main global guidelines, in addition to an internal view, where we evaluate our materiality and deliveries in this context. In the formulation phase, we carried out internal interviews with the different organizational levels (including the Board of Directors) together with the findings of the previous phase, to prepare the first list of possible levers for traction of our strategy, of our repositioning. The traction levers represent sustainability/ESG macro-topics on which the Company should focus its effort, as they connect the organization's desires with those of related parties, in addition to representing a contemporary reading of trends and challenges to which companies, especially those in the Mining and Metal sector, will be increasingly exposed.

This list of levers was shared in workshops, during which we established correlations with the Nexa materiality matrix and with market trends, thus making it possible to reduce the number of levers to be prioritized. Next, we created sub-levers and defined aspirations for each one. We also worked with cross-sectional themes, such as innovation and communication.

We have 17 working groups to debate the proposals for the 2030 agenda, with one person responsible for each sub-lever. We added 35 hours of interviews and deliberations with the Board, senior leadership, managers, and benchmark companies, 25 hours dedicated to discussions in workshops, and more than 100 hours of discussions in working groups, which involved all levels of the organization. This work resulted in 9 levers and 17 sub-levers within the three ESG aspects. The Sustainability Committee actively participated in the entire process, directing the construction of the strategy, in addition to validating the decisions taken.

With the arrival of the new CEO in 2022, we continued the internal work of discussions with the thematic groups and leaders of the Company. Nexa's new ESG strategy will be launched throughout 2022.

ESG STRATEGY STRUCTURE

ESG Aspects	Levers	Sub-levers
Environmental	1. Climate change	1.1 Emission reduction and carbon neutrality
	2. Natural capital	2.1 Water use and discharge
		2.2 Biodiversity and land use
	3. Responsible production	3.1 Management of tailings deposits
		3.2 Waste management (circular economy)
		3.3 Decommissioning
Social	4. Human rights	4.1 Human rights 360°
	5. Social legacy	5.1 Social license to operate
		5.2 Local development
	6. Health, safety and well-being	6.1 Safety
		6.2 Health
		6.3 Well-being
	7. People and culture	7.1 Plurality
		7.2 Training and development
Governance and economic	8. Integrity	8.1 Ethics and transparency
	9. ESG responsibility	9.1 Sustainable value chain
		9.2 ESG corporate governance rituals

COMMITMENTS

GRI 102-12

We voluntarily joined to several initiatives undertaken with domestic and foreign entities to reinforce our commitment to sustainability:

Global Compact – Since 2017, we have been a signatory of this United Nations Initiative and we support this initiative which aims to mobilize the business community around the world to adopt ten principles that represent fundamental values of human rights, labor relations, the environment and the fight against corruption.

Sustainable Development Goals (SGD) – In 2017, we also signed a commitment to the global agenda consisting of 17 goals and 169 targets to be achieved by 2030. The agenda includes measures for eradicating poverty, food security, agriculture, health, education, gender equality, reduction in equalities, energy, water and sanitation, sustainable production and consumption patterns, climate change, sustainable cities, protection and sustainable use of oceans and terrestrial ecosystems, including economic growth, infrastructure and industrialization, among others. This report indicates the relationship between the SGDs with our material topics and long-term goals.

Carbon Disclosure Project (CDP) GRI 302-1 SDG 13.1 – Participating since 2019, responding to the water safety questionnaire and, since 2020, to the climate change questionnaire. We are in categories B and C, respectively. CDP is an international non-profit organization that analyzes and recognizes business initiatives to minimize and manage the environmental impacts of its activities. The initiative operates a global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts.

LGBTI+ Business and Rights Forum - In 2021, we signed the adhesion letter and the 10 commitments of the LGBTI+ Business and Rights Forum, an institution that brings together companies committed to the inclusion and defense of the LGBTI+ community and human rights. In Peru, we were already part of Pride Connection, a network of organizations that promotes inclusive work environments for the LGBTQIA+ community in the country. Our main purpose is to expand and strengthen the presence of people from these groups and make them feel increasingly welcomed and represented in the Company. More information about our diversity initiatives in **Plurality > page 40.**

Women In Mining (WIM Brazil and WIM Peru) – In 2020, we signed a letter of commitment to the initiative to expand and strengthen the participation of women in the mineral industry, fostering a dynamic business environment, capable of attracting and maintaining them, capitalize on their strengths and recognize their values. This is an opportunity to take a closer look at women in communities impacted by mining and to value female entrepreneurship in the supply chain.

WOB Seal - We received the Women on Board (WOB) Seal, granted by the entity of the same name for the presence of women on our Board of Directors. WOB is an independent initiative that seeks to recognize and value the existence of corporate environments with the presence of women on boards of directors or advisory boards, highlighting the benefits of diversity in the business world and in society.

Our commitment to diversity includes encouraging the presence of women in our operations

Business model

1 VALUE CAPTURING

Financial capital: We use our own financial resources, derived from operating cash generation, and from third parties (capital markets), to make the necessary investments to develop new projects and maintain operational excellence and competitiveness.

Natural capital: We seek to rationally extract the mineral resources required for our operation with innovative alternatives to reduce water consumption, waste generation, atmospheric emissions and impacts on biodiversity.

Human capital: Our Code of Conduct, our development and compensation policies and our safe and healthy organizational environment are key factors in attracting and retaining highly qualified people in our staff.

Manufactured capital: Our mines, smelters, administrative buildings, exploration areas and logistic structures enable the generation of value through more efficient processes and equipment. Mining and smelting activities require the use of engineering and technology resources, managed with the objective of guaranteeing the operational stability of the units, maximizing productivity and better competitiveness.

Social and relationship capital: Dialogue with the communities in which we operate is essential for the maintenance of the operations and the sustainability of the businesses and is part of a process for co-creating a legacy in the localities where we have a presence.

Intellectual capital: We stimulate innovation and the development of technologies that create competitive differentials, carried out in partnership with universities, research centers and public institutions.

2 VALUE CREATION

Mineral exploration: The discovery and development of economically viable mineral resources, as well as the extended life of our mines, are important competitive advantages that add value to the business.

Mining: Mining activities for zinc and copper and associated metals (gold, silver and lead), which are distinguished by the management of social and environmental impacts and relationships with the surrounding communities. Zinc concentrate feeds our smelters.

Smelting: We operate three smelters, two located in Brazil and one in Peru, which produce metallic zinc, zinc oxide and alloys. The units are also configured to make byproducts, such as silver concentrate, sulfuric acid and copper sulfate.

Sales: We sell concentrates, metallic zinc, zinc oxide and byproducts, and we invest in the development of products and applications with greater growth potential in the coming years, identifying new trends and market needs.

3 VALUE CREATED

Around
US$ 2.6 billion
in net revenue

US$ 85 million
invested in mineral exploration and project development, technology included

More than
US$ 2 billion
paid to suppliers

US$ 12 million
invested in social initiatives

US$ 53 million
allocated for the environment

1,074
new jobs created

1,650
contracted suppliers

4 SHARED VALUE

Employees: employment, development, intellectual and professional growth.

Investors: dividend distribution and increase in the company's value.

Clients: quality products, new solutions and applications for zinc and copper.

Governments: payment of federal, state and municipal taxes.

Communities: co-creation of legacy in the locations where we operate.

Suppliers: hiring and training local suppliers, promoting the creation of indirect jobs.

Financial institutions: contracting financing for projects that bring development and value generation to the company and its stakeholders.

The value that Nexa adds to society exceeds the financial results.

We established our business model considering the capture, creation and distribution of value from the six imperatives proposed by the International Integrated Reporting Council (IIRC). In the mining sector, the main elements of value added involve natural, financial and human capital. Our mining, processing, smelting and marketing activities allow adding and distributing value to stakeholders.

NEXA WAY

Nexa Way was conceived at the end of 2018 and effectively started in 2019, with a complete analysis of the organization with regard to culture and practices, as well as performance and desired results.

The program consists of cultural transformation to drive results in performance, through strong and structured governance to ensure the implementation of initiatives.

One of the levers identified for the transformation of culture was people's motivation. Among the tools created to improve motivation is the recognition program, in which the leadership and employees directly involved in the management and conduct of initiatives receive bonuses according to the results achieved, strengthening meritocracy and the adoption of all behaviors expected in solving problems and implementing improvements.

The program generated an estimated annualized impact on EBITDA of US$ 209 million in 2021, exceeding the Company's expectations. The Nexa Way made a strong contribution to facing the pandemic scenario experienced in the last two years and the improvements generated by the program were incorporated into the daily routine of the organization.

Nexa Way: transforming culture to drive results

TECHNOLOGY, AUTOMATION AND INNOVATION MATERIAL TOPIC SDG 8.2

The mission of innovation at Nexa is to connect our needs with the global innovation ecosystem to accelerate the achievement of ESG and operational excellence, growth, and cost reduction goals. We are at a higher level of maturity in our projects, with long-term contracts in place, which are already transforming our operations. We have results and advanced works in projects that change our energy matrix, we have contracts at the beginning of operation for the consumption of mine waste and tailings, and the pace of delivery of productivity and safety projects increases every year. Putting it all together, we have our positive legacy initiatives. These are transversal to the other themes and are focused on creating the bases for an increasingly better future in the places where we operate. Our total investment in innovation, research, and development was US$ 8 million in 2021.

We count on two teams within Nexa's Innovation department, one in Brazil and one in Peru, those are looking for decarbonization technologies. During the year 2021, we joined forces with an external consulting firm to understand the business's risks and opportunities for a structured decarbonization plan. TCFD Sb

Mining Lab Platform

Building a more sustainable mining industry is a strategic aspiration, especially when the subject is innovation. Within this concept, in 2016, the Mining Lab was created, a program that aims to stimulate open innovation and entrepreneurship through challenges related to the mining-metallurgical sector, together with partners from various sectors.

In 2021, the platform was consolidated in the new digital format, reaping benefits such as agility in communication, more fluidity in connection processes with innovative partners, and greater flexibility in carrying out the work. In addition, we put into practice the Beginnings program, planned in 2020 to complete the maturity range of technologies and solutions to be developed and integrated into Nexa. This is the latest Mining Lab program and it completes our approach to maturity levels for the solutions we are looking for. Beginnings is geared towards challenges that require more customization and therefore accepts less mature solutions with a Technology Readiness Level (TRL) from 1 to 4. This program completes our range of approaches to Challenge (TRL 4 to 7) and Miningthon (TRL 6 to 9).

We have strengthened our partnerships for innovation with partners such as the Brazil Canada Chamber of Commerce, British Consulate, IBI-Tech, Plug and Play, Neo Ventures, and Quintil Valley, which help us to connect our challenges with solutions from the global innovation ecosystem. Maintaining this good relationship and expanding awareness of the Nexa brand and our Mining Lab platform is the best way to create opportunities with the most innovative proposals on the market. We participate in working groups of the Brazilian Mining Institute (Ibram), influencing innovation in the mining sector, and we maintained our prominent positions in both the Mining Hub (Brazil) and Hub Innovación Minera (Peru).

In this cycle, we raised more than US$ 3.7 million in funding, identifying national and international opportunities and using direct and indirect support for the entire Nexa R&D portfolio. We signed a financing agreement for projects in Brazil (refundable resources) and we had approval, for the first time, on a project at Concytech (Peruvian tax benefit). This is a project to transform the waste from El Porvenir into cement.

The Mining Lab Beginnings program entered into a partnership with the Minas Gerais Research Support Foundation (Fapemig) for the development of one of the selected projects with non-reimbursable resources.

Nexa's open innovation platform is one of our pillars for building an increasingly sustainable mining industry

Mining Lab Beginnings

Mining Lab Beginnings (MLB) was created for the purpose of seeking customized solutions for persistent challenges that require disruptive ideas. The program is the result of a partnership between Nexa and Escalab (UFMG's Center for Technology Scaling and Business Modeling) and provides direct interaction between the mining-metallurgical industry and researchers from reference centers. In its first edition, held in 2021, MLB was focused on a single challenge: search for technological routes for the commercialization of Jarosite (zinc smelter residue), in order to eliminate its disposal in dams. In all, 37 solutions were received from 26 Brazilian universities. Of this total, six solutions from four universities moved to the conceptual R&D stage and, at the end of this stage, three teams were selected to have their technologies scaled up in 2022, two of them from UFMG and one from Centro Universitário UNA. The three technologies selected have the potential to consume tens of thousands of tonnes of Jarosite annually, allied to the Company's ESG strategy.

Applications: 37
Universities 26
Selected for R&D: 6
Selected for Demoday: 5
Selected for scale-up: 3

Mining Lab Challenge

In 2021, the program continued to be carried out 100% online and launched eight challenges divided into three themes: Productivity and Safety, Using Zinc and Transformational Decarbonization. It has maintained its status as a global program, reaching applicants from 23 countries. Of the 149 applications received, four were selected to be implemented through proofs of concept that will be held in 2022.

Applications: 149
Countries: 23
Selected for Bootcamp: 47
Selected for Immersion: 9
Selected for Demoday: 6
Selected for PoC: 4
Selected: Eugenie.ai, EyeGauge, NextCam, Carbon Upcycling

Mining Lab Miningthon

Reinforcing Nexa's inclusion goals, the 2021 Mining Lab Mininghton presented the theme "Inclusive Technologies for People with Disabilities", which made it possible to learn about a variety of technologies that aim to help Nexa's employees in their daily lives. Of the 47 applications received, three were selected to be implemented through a proof of concept. The companies are EqualWeb, which provides a solution that makes any website accessible; Mais Autonomia, which presented Israel's Orcam MyEye device for people with different levels of visual impairment, which is attached to any glasses and allows for easier reading and image recognition using artificial intelligence; and Pedius, an Italian company with a digital solution that helps deaf people communicate, transforming text into audio and voice into text, in real time.

Applications: 47
Countries: 14
Selected for Demoday: 5
Selected for PoC: 3
Selected: EqualWeb, Mais Autonomia, Pedius

Mining Lab Channel

In 2021, the program underwent a restructuring, improving the internal flow to deal with enrolled companies. Following the existing model in the immersion phase of the Challenge, One Pages of the solutions were created as products so that potential internal customers could absorb the content sent by the candidate companies. A new presentation of the program was developed containing the improved flow, disseminated to the leaders of Nexa Way and areas such as IT and Supplies. Catalogs with more than 30 solutions from different countries were published and two Pitch Sessions were held, an intermediate approval stage to design a project in collaboration between Nexa and the selected company. The program aims to connect solutions in an agile and uncomplicated way, quickly testing proposals from suppliers and functioning as a global technological radar. There were about 40 applications received, two catalogs created and two Pitch Sessions held involving Supplies and Maintenance.

Applications: 39
Distributed solution catalogs: 2
Pitch Sessions held: 2
Selected for hiring: 1 (Cadetech - Chile)

Mining Lab University

The Mining Lab University (MLU) had new formats, demonstrating the adaptability of the program to the needs of the Company and partner universities. For the first time, we had a completely international edition through the "Batalla de la Galvanización", a program that aims to disseminate the main concepts and applications of galvanizing to students of Engineering and Architecture in Latin America. The participating teams generated new ideas and galvanizing applications for the Latin American market, with three being the winners with applications for docks and bus stops in Lima (Peru) and urban garbage collectors in Quito (Ecuador). On the other hand, we had two lean editions of the Mining Lab University focused on the theme of Circular Economy, in partnership with USP and UNA. In the first edition, the MLU was part of the Mining and Metallurgical Studies Week (SEMM), organized by students from the Polytechnic School of the University of São Paulo, and, in the second one, it was part of the 2nd UNA's Market and University Challenge for Engineering. In all, 160 students were impacted by the Mining Lab University actions in 2021.

Open innovation platform

Building more sustainable mining is an aspiration for Nexa. In 2016, the Mining Lab was created, a program to stimulate open innovation and entrepreneurship through challenges related to the mining-metallurgical sector together with partners from different sectors.

Central laboratory at the Três Marias (Brazil) unit for chemical analysis and support to the production process, technical research and product quality assurance

Top R&D projects in 2021

PRODUCTIVITY AND SAFETY

Checklist scanning: in partnership with the company Confirm8, we completed the activities of registering the software for scanning checklists (forms), which resulted in a reduction of hours and errors in the transcription of data and the amount of paper for printing the forms, creating an organized database that allows the generation of intelligence.

EqualWeb: The proof of concept was carried out on the mininglab.com.br website, which now has an accessibility menu with 25 features, including color adjustment, voice command, text reader, among other tools that seek to give more autonomy to people with disabilities when interacting with the website, experiencing the same browsing experience as people who do not have disabilities.

Vision for All: A technology aimed at the visually impaired, in a portable intelligence and artificial vision device that works offline and must be attached to the stem of the glasses frame, allowing easy, intuitive, and instant access to information available in real-time.

Image-based dam monitoring: A multidisciplinary project that, throughout 2021, involved Nexa's Innovation, Environment, Maintenance, and IT teams and the partner's team of data scientists and developers. Proof-of-concept activities were carried out in the treatment of images from the monitoring cameras of *Barragem das Pedras*, in Juiz de Fora (Brazil), for the assessment of slope stability, the water level of the dam, access of people and vehicles, and growth of vegetation. Evaluation tests are planned for 2022 with the continuous treatment of images obtained by the cameras.

Online monitoring of people location: The challenge involves monitoring people and assets underground aiming at raising current safety standards and optimizing the mine management process, increasing its productivity. The selected company proposed a special radio system for sending data from underground to the surface in close to real-time. In 2021, the technical feasibility of the system was validated and the installation of the devices that will allow the solution to operate in an operational environment was contracted in a pilot plant.

Energy lockout optimization: It aims to bring more security to the energy lockout process by digitizing part of the standard operating procedure. In Vazante, an isolated network was created for the project, still in a provisional format, to serve the entire W crushing, focusing on the substation. In Três Marias, the solution was installed in the foundry, digitizing the blocks made in the area. After tests and adjustments, the solution can be reproduced in other areas and units.

CIRCULAR ECONOMY

Ambrosia: Combination of the circular economy technique with the vision of the positive legacy, since a typical mining closure is not carried out. The mine's tailings stack, composed of dolomite, is being sold as aggregate for civil construction. The contract with the partner company was signed in December 2021 and provides for a minimum consumption of 36 thousand tonnes per year of the material.

Iron concentrate in Vazante: It plans to obtain more than 100 thousand tonnes per year of iron concentrate from the material not used in the concentration of zinc ore at the Vazante mine. In 2021, the industrial test plant was established. Between April and November, around 75 tonnes of iron concentrate were produced with contents of up to 60% of contained metallic iron, reaching metallurgical iron recoveries of up to 75%. Samples of the iron concentrate produced were sent to potential partners and customers, engineering studies were conducted and an application for environmental licensing was made for the implementation of this process.

Synthetic Granite TM: In January 2021, after the commissioning of the pilot plant for the production of glass-ceramic material installed at Senai Cimatec, experiments began to produce glass pieces from the waste generated in the belt filter at the Três Marias unit. The three types of materials produced by the experiment were classified as inert waste. The project will move to industrial testing in 2022.

Top R&D projects in 2021

Concrete: We carry out industrial tests that indicate a high potential to use smelting tailings from Três Marias in the production of clinker (a input for the cement production chain). This project is being envisioned as a medium-term alternative for the unit's waste, where an initial consumption of around 100 thousand tonnes of waste per year is estimated, one-third of the total produced by the unit. In 2021, we developed engineering projects for this new plant and confirmed the good quality of the material produced both in terms of resistance and the fact that it is an inert material. The expectation is to have the partnership formalized in a contract in 2022 so that the basic engineering can be developed to begin in 2023.

Acidity corrective: Once the operation that will separate the iron concentrate present in the Vazante's tailings begins, it is necessary to develop an application for the unused fraction. The project takes this fraction and processes it so that it can be used as a soil acidity corrective. The input is fundamental in the region, which has an inclination for agriculture. This project is in the pilot test phase to confirm the process route and has the capacity to consume more than 300 thousand tonnes per year.

Insilico: It seeks to support the planning and development of new functional materials from pyrite, as well as their applications, through Computational Chemistry and Machine Learning techniques. In the first stage of the project, eight application options for pyrite were identified. The next step is to verify its technical feasibility in the laboratory.

Cement: In 2021, we started the pilot stage to transform the waste from El Porvenir into Portland cement, which will be used within the Nexa Peru units, both for our shotcrete and backfill operations. This project was recognized by Concytec as an innovative project, benefiting from tax benefits under the Peruvian law 30,309.

TRANSFORMATIONAL DECARBONIZATION OF MINING AND SMELTING

Hydrogen injection in automotive machines: With tests carried out in three zinc concentrate transportation trucks in Brazil, in loaders at the Morro Agudo mine, and three in a third-party fleet that transports concentrate from Cerro Lindo, this technology is a first step towards reduction of greenhouse gas emissions by reducing diesel consumption in its own and third parties fleets.

Biodiesel: In 2021, we started preparations for testing the use of B20 biodiesel in our vehicles at the El Porvenir unit, with the challenge of using this type of biodiesel at an altitude of more than 4,200 meters.

Change in the energy matrix in Peru: The equipment at Cajamarquilla that used fossil fuels (LPG and diesel) was converted into natural gas in 2021, as part of the smelter's energy matrix replacement plan.

Conversion from GE Diesel to NG: A project carried out at the Cajamarquilla unit, where a partial conversion of a diesel generator to natural gas, reducing emissions and the cost of generation.

Decarbonization of the Waelz furnace: The purpose of the project is to reduce the cost of fuel inputs in Waelz and mantain the current productivity. But it also aims at cost predictability and the reduction of CO_2 equivalent emissions. One of the ongoing tests is the addition of bio-oil to coal, introduced in the form of pellets in the furnace. The metallic results of the preliminary tests were promising and their conclusion will take place in 2022. Another successful industrial test in 2021 consisted of feeding the furnace with pallets.

Bio-oil in zinc furnaces: In 2021, Nexa consolidated the results of industrial tests with bio-oil or biomass pyrolysis oil at the Três Marias unit. We reached the level of 24/7 operation, with stability and maintaining the reduction of energy consumption in the test furnace. The new pilot plant with three furnaces installed at the unit will allow the closing of the industrial test cycle in 2022.

Self-production with solar plants: We completed the engineering studies for the solar plants in Vazante and Três Marias and built a strategy to seek partners for their development. Negotiations are under way to enter into a long-term contract for the supply of electricity from solar generation. The environmental licensing and regulatory process have already started and the plants are expected to enter into operation in 2024.

Top R&D projects in 2021

POSITIVE LEGACY GENERATION

Pronatura: Partnership with an entity to deal with socio-economic and environmental challenges in rural communities in underdeveloped regions, applying scalable, integrated, and measurable solutions that offer environmental sustainability and the economic independence of communities in the long term. The initiative is integrated to the project Vazantes Mineiras and was designed as the vision for closing the Vazante unit many years in advance. The way of working consists of identifying the local community's vocation value chains, fundraising, and their development based on ESG values.

***Coletando Soluções*:** The project aims to develop a *Coletando Soluções* unit in the community of Igrejinha, in Juiz de Fora (Brazil), to promote the development of recycling household waste through payment using a prepaid debit card. Throughout 2021, activities were carried out to select the space for business development, identification of the main local players for selective waste collection, and alignment with the local public authorities. The start of activities is expected for the first half of 2022.

Runakay: A project promoted together with communities in Peru close to Nexa's area of influence which, in addition to bringing best practices to the management of alpacas and the extraction of wool fiber for sale, helped to develop the capacity to produce handmade garments for sale with greater economic benefits for breeders. To that end, Cooperativa Pucayacu underwent a series of training sessions to improve the quality of alpaca fiber, incorporating better breeding, health, and shearing practices. They have also been trained to design and develop a handmade line suitable for the quality of the fiber and the market where it will be sold. In addition, they will be instructed in the marketing of their products and in the strengthening of skills in business management and resource management.

Palladium: The work plan consists of collecting and analyzing information to identify opportunities for improvement and promote economically scalable productive enterprises with a high economic and social impact on the communities close to the Atacocha unit. Throughout 2021, activities were carried out to identify three main districts (Yanacanha, Ticlayan, and Yanuscayan), mapping 23 communities and visiting 12 of them. We identified opportunities for production projects in Nexa's sphere of influence, such as the production and industrialization of dairy products, the production of handicrafts, potato production and industrialization, and support for projects of enterprises in the region. Additionally, we carried out space selection activities for business development and identified the main local players for selective waste collection and alignment with the public authorities.

More information about the positive legacy is available on the ***> Social Management chapter***

INVESTMENTS

As part of our long-term strategy, we have maintained efforts to replenish and increase available mineral resources. We continue to advance in our exploration activities, mainly focusing on identifying new ore bodies and optimizing resources through drilling campaigns. We seek to preserve our investments in projects around the mines we already operate, in order to achieve our goal of prolonging their life of mining. In 2021, US$ 40 million were invested in drilling programs that explored more than 110 thousand meters in greenfield and brownfield projects.

We continue to seek new regional programs to identify prospective targets and define the materiality of new projects to contribute to the long-term growth strategy.

GREENFIELD PROJECTS

In addition to the projects mentioned below, the Mineral Exploration team continues to seek new regional targets to identify prospective targets and define materiality for new projects and thus contribute to the long-term growth strategy.

Hilarión

A project in the exploration stage, Hilarión is a skarn-type mineral deposit composed of vertical tabular bodies containing sulfide mineralization of zinc, lead, silver, and copper. Hilarión and El Padrino and other occurrences close to them (Mia, Eureka, and others) constitute a large mineralized system, open in several directions for a potential increase in resources.

The 2021 drilling program focused on the extension of the mineralized bodies of the Hilarión Sur target, whose results confirmed two large ore bodies on the prospective horizon towards the southeast extension and along the eastern and western edge. The most important intersection has 50.95 meters at 3.30% zinc, 0.15% lead, and 11.53 grams per tonne of silver.

In the period, we carried out 21,610 meters of exploratory drilling, including 310 meters remaining from the 2020 campaign, which was completed in early 2022, the year for which we have planned to drill 5,500 meters of exploratory wells to confirm new satellite bodies not yet tested in the Hilarión trend.

Florida Canyon

It is a sulfide zinc deposit, explored in a joint venture between Nexa Peru and Solitario Zinc Corp. In 2021, work was conducted to review geological data, map upsides in the region of known bodies, and mainly maintenance and access opening work. The work focused on continuity for the deposit's main targets, with the aim of reducing logistical costs. For 2022, the opening and maintenance of accesses will continue, as well as the fulfillment of requirements for maintaining and obtaining new environmental licenses necessary to enable new exploratory drilling programs, scheduled to start from 2023.

Currently, zinc is the main mineral sold by Nexa

Namíbia

Early-stage copper project, part of a joint venture with Japan Oil, Gas and Metal National Corporation. It currently comprises an area of 374 thousand hectares located in the north-central region of the country. In 2021, 12,309 meters of diamond drilling were carried out in the exploratory phase, for the purpose of defining the geological potential of priority targets between the Otavi and North Namibia projects. Drilling results confirm the continuity of deep mineralization and also identified new opportunities with intersections of up to 14.2 meters with 2.5% copper and 23.7 grams per tonne of silver.

For 2022, 10,000 meters of drilling is planned to advance with exploratory drilling on targets with confirmed mineralization and to test initial targets with mineral potential already evidenced, in order to enable the discovery of new mineral deposits in the context of the project.

Magistral

It is a copper project (open pit mine) located in Ancash, Peru. In the first quarter of 2022, the request to amend the environmental impact study ("mEIA") was accepted by the Ministry of Environment ("SENACE"). At this moment, Nexa continues to evaluate potential partnerships for the next stages of the project.

Shalipayco

Potential underground polymetallic project containing deposits of zinc, lead and silver. It is located in the central region of the Andes in Peru and its shareholding is expected to be 75% owned by Nexa Peru and 25% by Pan American Silver Peru. The project is in the initial exploration phase and is currently being analyzed for continuity.

Pukaqaqa

Potential copper project (open pit mine) located in Huancavelica, Peru and currently under evaluation.

BROWNFIELD PROJECTS

We prioritized investments around the mines we already operate, in order to meet our objective of extending their life of mining.

Cerro Lindo

Exploration activities focused efforts on studying the geological information collected in diamond drilling and geophysical and geochemical surveys, as well as planning for the drilling campaign for next year.

Drilling activities resumed in January 2021, focusing on extensions of known ore bodies towards the southern extension of the mine and exploratory drilling to find new mineralized areas and new ore bodies in the northern of deposit. The exploration team drilled 33,199 meters of exploration diamond drilling, which confirmed the continuity of several ore bodies in the region, as well as a new mineralization discovery at the Pucasalla target, located 4.5 kilometers northwest of the mine. These findings, which still require further studies to confirm their potential and feasibility, may contribute to extending the duration of the Cerro Lindo operation. We will continue to invest in mine development to investigate and confirm the continuity of other mineralized zones.

Vazante

The project operated in 2021 focused on the extension of the ore bodies of the Vazante and Extremo Norte mine, in addition to regional exploratory drilling. 7,548 meters of drilling were carried out in the year. In Extremo Norte, intersections confirmed the continuity of the mineralized system and left open new opportunities for deeper exploration. The same occurred in Lumiadeira, where visually economical intersections were obtained, with analytical results expected for early 2022.

Exploratory drilling at the Varginha Norte and Vazante Sul targets confirmed the presence of moderately Fe-carbonate hydrothermal breccias, with occasional occurrences of willemite. Such results are being integrated to support new exploratory wells in these areas.

In 2022, the drilling program of the Vazante Project covers 7 thousand meters and aims to extend the ore bodies of the Extremo Norte, Lumiadeira, and Lumiadeira Sul Targets, as well as investigate the geological potential of the Vazante Sul and Varginha Norte Targets.

Pasco Complex

The extension of the life of mining of the two operations in the Pasco Complex – Atacocha and El Porvenir – depends on the result of exploration that will allow the aggregation of mineral resources, such as the confirmation of good results in the integration zone (with high content of silver and lead) and in the integration zone.

The Atacocha drilling program resumed in 2021 and focused primarily on the extension of existing mineralized bodies along the San Gerardo Pit in order to test the potential surface extension of known bodies from the Atacocha Underground mine, including Ayarragran and Cristina Nor Este (CNE).

The surface Brownfield drilling in Atacocha confirmed the continued mineralization of the CNE orebody, located 100 meters northeast of San Gerardo Pit. In El Porvenir, the drilling works of exploration were directed to the extension of the existing mineralized bodies along the strike and at depth in the Integration zone, as well as to the drilling in the mineralized zone of Sara, seeking to evaluate the side continuity of mineralization in the south zone of the exploratory target. The drilling program confirmed the extensions both in the Integration zone as well as reported results with intersections of 42 meters at 17.3% zinc equivalent in the southern Sara region.

At the end of 2021, 18,625 meters were carried out in El Porvenir and 3,145 meters in Atacocha, totaling 21,770 meters of exploratory drilling in the Pasco Complex, and another 19 kilometers are planned for 2022.

Morro Agudo/Bonsucesso Project

We continued to research the Bonsucesso deposit, aiming to extend the life of mining of the Morro Agudo complex. The project is in the feasibility stage and, in 2021, 2,278 meters of drilling were carried out for the purpose of conversion/classification of resources (infill) and 8,258 meters of exploration drilling for the purpose of investigating parallel bodies and their extensions. Infill drilling, carried out in the northern portion of the deposit, visually confirms the previously modeled bodies, and its analytical results are expected in the first quarter of 2022. Exploratory drilling confirmed the existence and continuity of parallel bodies in the central portion and a potential open body in the southern portion.

The brownfield drilling in Bonsucesso for 2022 aims to classify the central part of the deposit and investigate the potential of 1.2 kilometers in the southern extension of the parallel body discovered in 2021, with a total of 8,800 meters of diamond drilling.

ARIPUANÃ GRI 102-10

Project goes live in 2022

It is the largest mineral undertaking in the State of Mato Grosso and Nexa's largest investment. It is also considered one of the largest zinc plants under implementation in the world. The undertaking will incorporate the most modern technology and operational excellence, in addition to the vision of sustainability in the entire production chain, being a reference in ESG aspects.

In Aripuanã, we are building an undertaking of excellence in sustainability in the country, without tailings dams, which will be dry stacked. Its integrated underground mine has an expected production of 2.2 million tonnes of crude ore per year (containing zinc, lead and copper) – with a production of 120 thousand tonnes of zinc equivalent. It is a highly efficient project in water reuse, in addition to having a program focused on the plurality of the workforce.

Total project Capex has been revised to US$ 625 million and production start-up is expected for the third quarter of 2022, given the high incidence of heavy rains and the necessary protocols to combat the Covid-19 outbreak. These factors impacted our productivity (fewer workers available than planned), putting more pressure on project costs and schedule. With our activities at the Arex and Link mines, it was possible to store 552 thousand tonnes of ore, representing 2.5 months of production.

At the end of the year, Aripuanã's own employees comprised 546 people working in the mine, plant, maintenance, process, environment, health and safety, and administrative operation activities. We continued with the program for the qualification for future mining operators, which allowed us to hire 387 people (30% women) in different areas such as geology, electrical and mechanical maintenance, mine operation, and processing.

Aripuanã unit is almost 100% complete and is expected to start operating in the third quarter of 2022

Mineral Exploration

The Brownfield Program in the Aripuanã trend aims to consolidate the resources of the Babaçu body, converting previous exploration results into inferred resources, in addition to evaluating opportunities for extensions, especially in the continuity of the Northwest system. In addition, the project has the initiative of an infill program in the context of the Ambrex, Link, and Babaçu bodies, for the conversion of inferred resources into indicated ones.

In 2021, the drilling strategy of the Babaçu body showed excellent results, with an increase in bodies and positive adherence compared to previous models. A total of 2,694 meters of infill drilling and 5,614 meters of brownfield drilling were performed in the Babaçu body.

For 2022, we will have continuity in the drilling strategy of extension in the Babaçu body, prioritizing the northwest region of the state of Mato Grosso and the conversion of mineral potential into an inferred resource, with 9 thousand meters expected to be drilled. At the same time, we continued with the infill drilling program to convert inferred resources into indicated resources, with a planned length of 25 thousand meters.

RESOURCES & RESERVES

We have a total of 97.06 million tonnes of reserves in zinc, copper, silver, lead, and gold, of which 43.98 million tonnes have already been proven, and resources estimated at 635.42 million tonnes, of which 254.59 million are measured and 380.83 million are indicated.

RESERVES AND RESOURCES[1]

Class	Total (million t)	Zinc (%)	Copper (%)	Silver (g/t)	Lead (%)	Gold (g/t)	Moly (%)	Zinc (thousand t)	Copper (thousand t)	Silver (thousand oz)	Lead (thousand t)	Gold (thousand oz)	Moly (thousand t)
Reserves[2]													
Proved	43.98	3.44	0.44	27.40	0.53	0.05	-	1,513.30	191.70	38,736.00	233.30	75.20	-
Probable	53.08	3.48	0.31	33.70	0.65	0.08	-	1,845.40	164.00	57,543.00	347.00	132.80	-
Total	97.06	3.46	0.37	30.90	0.60	0.07	-	3,358.60	355.70	96,279.00	580.20	208.00	-
Resources[3]													
Measured	254.59	0.62	0.39	7.40	0.17	-	0.019	1,578.10	1,001.10	60,495.00	431.60	27.10	49.30
Indicated	380.83	0.75	0.32	6.40	0.18	0.01	0.010	2,844.30	1,214.60	68,967.00	677.70	90.40	36.30
Total	635.42	0.70	0.35	6.80	0.17	0.01	0.010	4,422.40	2,215.70	139,462.00	1,109.30	117.50	85.60
Inferred	224.11	3.28	0.16	24.60	0.70	0.10	0.002	7,356.60	367.00	177,322.00	1,575.70	697.10	5.50

Note: The estimate of Reserves and Mineral Resources involves assumptions about future commodity prices and technical mining issues. The presented statement of Resources and Reserves follows the CIM 2014 Definition Standards (Definition Standards for Mineral Resources and Mineral Reserves) and are consistent with the definitions of Mineral Resources and Mineral Reserves described in Regulation SK, Subpart 229.1300.

[1] The amounts shown in this table have not been adjusted to reflect our ownership interests. The information presented in this table includes 100% of the estimates of Reserves and Mineral Resources of our consolidated subsidiaries and our joint ventures, calculated based on the CIM 2014 definition standards and consistent with the definitions of Mineral Resources and Mineral Reserves described in the Regulation, Subpart 229.1300, some of which are not wholly owned, as set out in the participation column available in the 6-k Mining Report or in the Nexa 20-F Annual Report, which can be accessed at https://ir.nexaresources.com/regulatoryfilings.

[2] The Mineral Reserves included the following properties: Project Cerro Lindo, El Porvenir, Vazante, and Aripuanã.

[3] Mineral Resources include mines: Cerro Lindo, El Porvenir, Atacocha Underground, Atacocha Open Pit, Vazante, Aripuanã, Morro Agudo; and projects: Bonsucesso, Magistral, Shalipayco, Pukakaqua, Florida Canyon and Caçapava do Sul.

We have 97 million tonnes of reserves, 635 million tonnes of estimated resources and we continue to prospect new areas to extend the life cycle of our mines and carry out new projects.

Our shares are traded on the NYSE (USA) and are Sarbanes-Oxley (SOX) certified

Corporate **governance**

GRI 103-2, 103-3

We want to go beyond technical rigor and efficiency, maintaining the trust of markets and society, through a robust decision-making, follow-up and monitoring of our achievements. Our goal is to generate value not only for the Company, but for society as a whole.

Transparency, ethics, equity, accountability, and corporate responsibility are principles valued in our organization. We want to go beyond efficiency and technical rigor, maintaining the confidence of markets and society, through a robust structure for decision-making, follow-up and monitoring of our achievements. In order to generate value not only for the Company but for society as a whole, we follow international standards of good corporate practices. Our main policies are established by the Board of Directors and supported by four advisory committees: Finance; Compensation, Nominations and Governance; Audit (composed entirely of independent board members); and Sustainability and Capital Projects.

In addition to this existing structure, we maintained the crisis committee installed in the previous year, at the corporate level and at the units, due to the extension of the new coronavirus pandemic. The committee is formed by the CEO, vice presidents, and leaderships identified to help solve specific problems, not directly linked to the Board of Directors.

As a publicly-traded company, with shares traded on the New York/NYSE (United States), we have the Sarbanes-Oxley (SOX) certification, which guarantees strict systems of internal controls and disclosure, required by U.S. law. Our governance practices are always improving to ensure autonomy and agility in decision-making and in defining our business strategies.

GOVERNANCE STRUCTURE

GRI 102-18, 102-22 SDG 5.5, 16.6

Our governance structure is formed by the Shareholders' Meeting, the Board of Directors, the Advisory Committees and the Executive Board.

Shareholders' Meeting

It is the Company's highest decision-making body. Nexa Shareholders' Meeting is empowered to amend the Bylaws, elect or dismiss members of the Board of Directors, approve annual accounts and financial statements, among other matters.

Board of Directors

The Board of Directors is the management body responsible for directing, monitoring, and ensuring the continuity of the business, through the establishment and fulfillment of objectives and guidelines, in addition to ensuring the Company's governance and sustainability. It supervises the work of the Sustainability Committee, giving its opinion on matters related to climate change. The Board of Directors is also responsible for monitoring the performance of the Executive Board and the business, as well as approving strategic planning and transactions in accordance with the authority levels established in the Bylaws.

According to our Bylaws, the Board of Directors must be composed of five to 11 regular members, of which at least three are independent, in order to comply with the rules established by the stock exchange on which we are listed. The term of office is two years, with the possibility of re-election.

Currently, the Board of Directors is made up of nine members (two women and seven men), of different nationalities. Four of them are independent members. We always seek to have diversity represented in our highest governance body. No member, including the Chairman of the Board, exercises an executive function in the Company and all receive compensation.

MORE INFORMATION

about the duties of the Board of Directors and the curriculum of each member can be found at:

https://ri.nexaresources.com/show.aspx?idCanal=CdNXZIXzJscSB31PYK98TQ==

BOARD OF DIRECTORS SDG 16.7

Jaime Ardila
Chairman of the Board GRI 102-23
Member of Compensation, Nominating and Governance Committee and Sustainability and Capital Projects Committee

Edward Ruiz
Independent board member
Member of Audit Committee and Finance Committee

João Henrique Batista de Souza Schmidt
Board member
Member of Finance Committee

Diego Hernandez
Board member
Member of Sustainability and Capital Projects Committee

Jane Sadowsky
Independent board member
Member of Audit Committee and Compensation, Nominating and Governance Committee

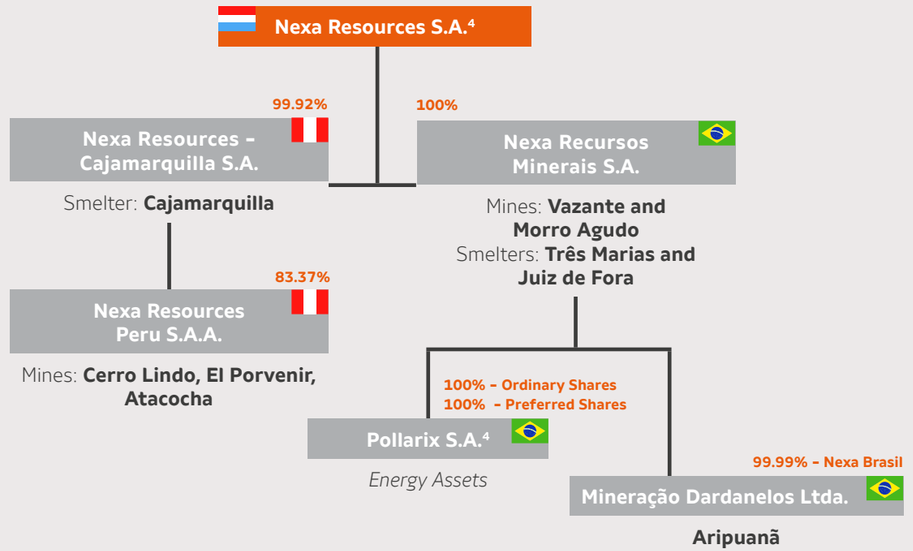
Daniella Dimitrov
Independent board member
Member of Audit Committee and Sustainability and Capital Projects Committee

Eduardo Borges de Andrade Filho
Independent board member
Member of Compensation, Nominating and Governance Committee

Luís Ermírio de Moraes
Board member
Member of Compensation, Nominating and Governance Committee

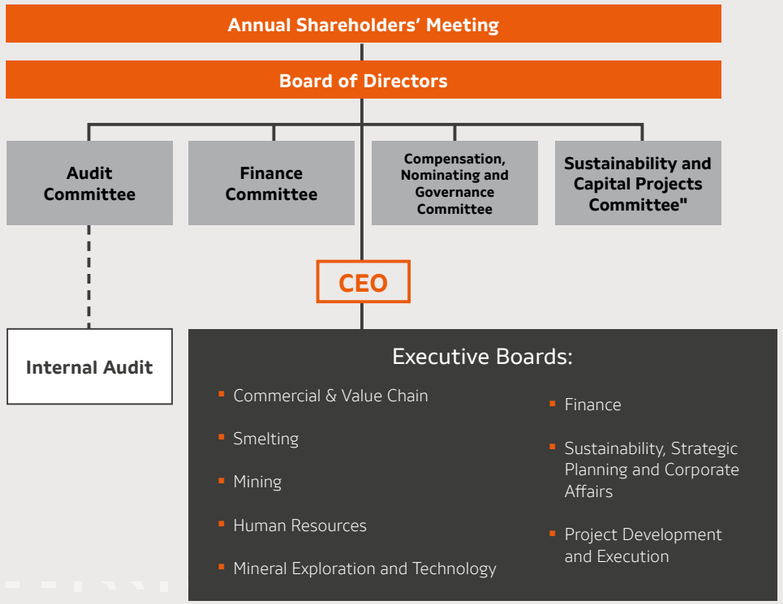
Gianfranco Castagnola
Board member
Member of Finance Committee

CORPORATE STRUCTURE



4 Nexa Resources holds a direct equity interest of 0.18% in Nexa Resources Peru S.A.A. and an indirect equity interest of 83.37% through the Cajamarquilla unit.

GOVERNANCE STRUCTURE



Advisory committees

With the function of advising the Board of Directors in fulfilling its responsibilities and monitoring the Company's performance, the advisory committees are comprised of board members and hold at least one meeting every quarter and, periodically, the chairman of the committees reports the activities to the Board of Directors. Each of them follows its respective internal regulations, which establish, among other topics, the attributions of the committee and procedures for its operation.

Audit Committee – Composed of three independent members of the Board of Directors. The Audit Committee is responsible, among other things, for assisting the Board of Directors in monitoring the quality and integrity of the financial statements; monitoring the effectiveness of internal control systems; following up the risk management process; and establishing ethics and conduct procedures.

Finance Committee – Comprised of three members of the Board of Directors, one independent. The Finance Committee's primary role is to assist the Board of Directors in fulfilling its oversight responsibilities in relation to monitoring the Company's financial structure, as well as providing recommendations on our management strategy and capital structure.

Compensation, Nominations and Governance Committee – Composed of three Board of Directors' members, two of whom are independent. This committee is responsible, for example, for evaluating compensation models, evaluating and recommending candidates for the position of CEO and for positions in the Board of Directors, evaluating the performance of the Board of Directors, the CEO, and each of the advisory committees, developing guidelines and principles of corporate governance.

Sustainability and Capital Projects Committee – Composed of three board members, one of whom is independent. Created in 2019, the Sustainability and Projects Committee assists the Board of Directors in carrying out activities related to environmental, social, health and safety issues, including tailings management. The committee is also responsible for assisting in overseeing the estimation and disclosure of mineral resources and reserves related to the operating assets and project portfolio. It is also responsible for assisting the Board of Directors in overseeing technical, economic, and social issues related to the development of the Company's projects, including exploration, licensing, construction, and operation of our mining and smelting assets, which are fundamental to our strategy and growth.

In 2021, the committee was directly involved in the construction of the ESG strategic plan, which aims to establish priority action fronts, as well as clear goals and action plans to achieve them. There were at least eight meetings with the participation of the committee throughout the year to address issues such as climate resilience, technology, and innovation in the construction of low-carbon strategies, waste generation, air quality, among others. Currently, there is no governance structure with the participation of the Board of Directors to address these issues. The goals are monitored and managed by the corporate areas and cascaded to the operating units. TCFD Ga

Executive board

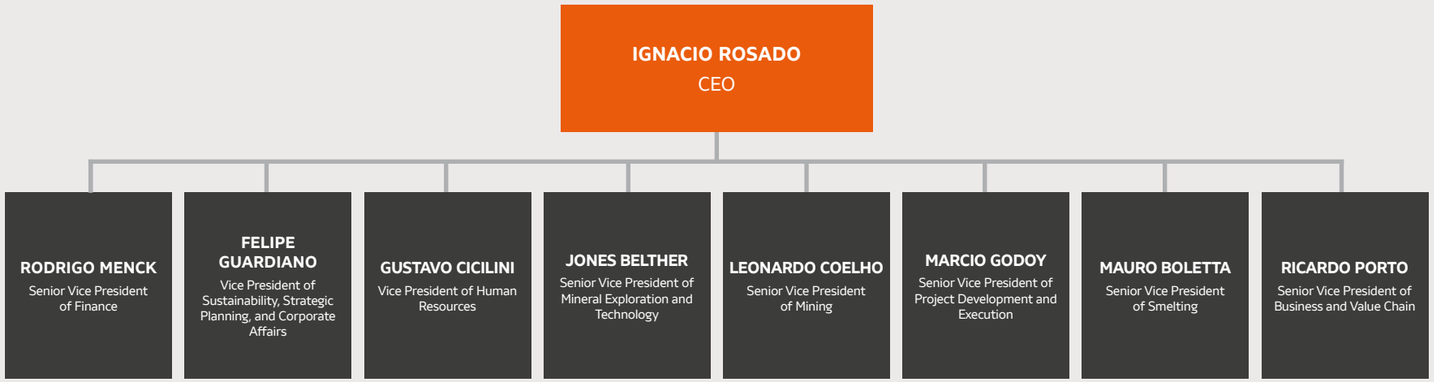
The Executive Board is composed of leaders who work globally in key areas of the business and in the relationship with stakeholders, as well as ensuring the development and execution of the strategic and budgetary plan, based on guidelines received from the Board of Directors.

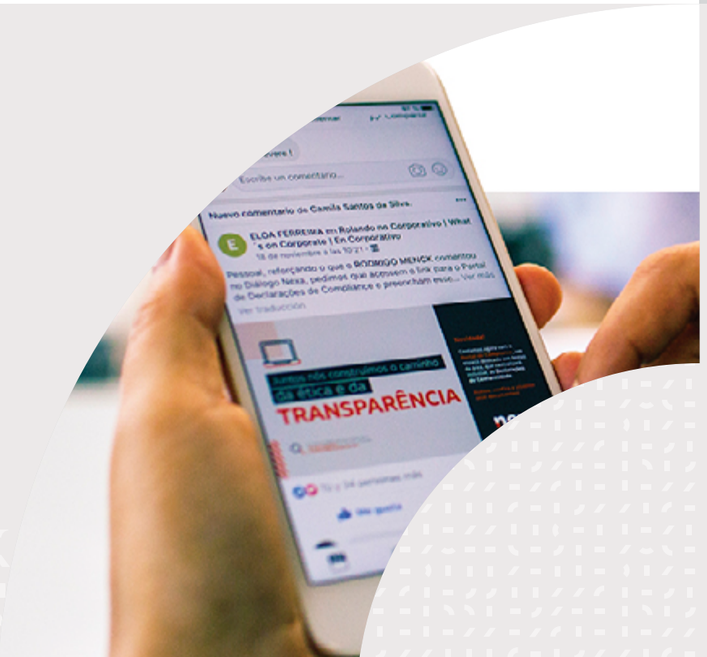
Alongside the Chief Executive Officer, the eight vice-presidents that make up the group hold periodic meetings to monitor strategic planning, discuss financial and operational issues, as well as outline tactical plans for their teams. In addition, the Executive Board participates in Board of Directors meetings for the purpose of reporting on relevant topics and discussing matters related to their respective areas. The executive board receives monthly reports from several areas, such as on environmental indicators and high or critical risks prioritized by the Risk Management area, which includes risks related to climate change. TCFD Gb

Nexa has goals related to ESG, divided into pillars of plurality, social management in the communities where we operate, and affirmative action in environmental items mapped with opportunities for improvement. Such ESG goals make up the bonus of all Nexa's executives, being extended to other professionals in the organization who have a direct role in each of the items. The set of ESG goals currently represents between 10% and 20% of the annual bonus of executives and 10% for other managerial or professional levels that have a direct role in each of the themes.

The transition from 2021 to 2022 marked the change in the CEO position at the Company, which now has Ignacio Rosado as CEO, replacing Tito Martins, who had held the position since 2012.

MANAGEMENT TEAM





ETHICS AND COMPLIANCE

MATERIAL TOPIC GRI 102-16, 103-2, 103-3

Nexa values the highest standards of ethics and integrity. To support this very important principle, the Company has the support of a Compliance Program, periodically reviewed, which details the expected conduct of all employees and service providers when dealing with the most diverse situations. The management and dissemination of this program is the responsibility of the general Compliance, Controls and Internal Audit management, who reports administratively to the CEO and functionally to the Audit Committee. The promotion of the Compliance Program has the Board of Directors and Audit Committee as its main agents, contributing to its compliance, with an assessment of the management of consequences for acts that are not in compliance.

In the last year, the area focused on identifying risks of corruption, fraud, and money laundering. In assessing Compliance risks, six processes were analyzed: donations, purchases, licenses and authorizations, agreements with communities, obras por impuestos and social projects.

One of the main activities in 2021 was the virtual training carried out online through the Microsoft Teams platform, for the Company's key employees. During the year, the Compliance chatbot was also implemented for six documents: Code of Conduct, Compliance Policy, Anti-Corruption Policy, Donations, Government Relations, Conflicts of Interest, and Sponsorships. The tool aims to solve doubts from employees regarding these topics, helping the Compliance team to interact with other areas of the Company.

In 2021, 1,912 employees were trained in anti-corruption policies, 1,378 in Brazil, and 534 in Peru. No cases were identified in which Nexa or its employees were involved in judicial inquiries and/or criminal prosecution for possible involvement in cases of corruption relating to Nexa. Furthermore, Nexa had no lawsuits filed against it or its subsidiaries, the grounds for which involves unfair competition, anti-trust, or monopoly practices, nor has it made payments or suffered other penalties arising from such proceedings. GRI 205-2, 205-3, 206-1 SDG 16.5

COMPLIANCE DAY

Held online in October 2021, it had the participation of all Nexa's employees for the first time, including the Namibian team. Conducted annually, the event involves officers, managers, and general managers and aims to engage leadership and reinforce the importance of their participation in the Compliance Program. In 2021, the event was attended by approximately 600 professionals and addressed topics such as the new Code of Conduct, the pillars of Compliance, and harassment in the workplace.

Another innovation was the launch of the Compliance Portal, which provides online forms for registering certain transactions, such as donations, sponsorships, receiving or offering gifts and hospitality, conflict of interest, and government relations. The portal makes it possible to document these transactions, as well as the approval process, in addition to generating reports for KPIs.

NEW CODE OF CONDUCT

In 2021, we launched a new Code of Conduct. The document, one of the main pillars of the Compliance Program, was disclosed to the entire Company together with a course made available via e-learning, aimed at all employees, on the Code of Conduct and Anti-Corruption Policy. The Code of Conduct is signed electronically by all employees, making the process more robust. A printed document was delivered to employees without access to computing resources. The update of the Code brings matters such as plurality and environmental, social, and governance (ESG) practices, as well as adaptations to new laws, such as the General Data Protection Law (LGPD).

The Code of Conduct for Suppliers was also established, for the purpose of formalizing Nexa's expectations regarding the conduct of its service providers in the work performed for the Company.

The Nexa Code of Conduct is based on the centenary values of the Votorantim Group and guides the internal behavior of employees and the way they interact with different stakeholders. The document is public document and shared with all stakeholders, including employees, suppliers, customers, communities, NGOs, government entities, shareholders and other individuals and organizations with whom we interact, to ensure that we achieve excellence in all our practices.

In addition to the Nexa Code of Conduct, other documents were updated throughout the year, such as the Anti-Trust policies, Anti-Money Laundering and Terrorist Financing, ESTMA, Anti-Corruption, Donations, Government Relations, Gifts and Hospitality, as well as Sponsorships, Books and Records, Conflict of Interests, Training and Communication, and Compliance Definitions. SASB EM-MM-510a.1

MORE INFORMATION

Our beliefs and our values are detailed on the internet
https://www.nexaresources.com/beliefs-and-values

Ethics Hotline Service
https://www.nexaresources.com/ethics-line

Ethics Hotline

GRI 102-17 SDG 5.1

In order to maintain the appropriate communication channels to report misconduct, we provide the Ethics Hotline. Created to be impartial and transparent, this channel is prepared to receive reports from the internal and external audience of possible violations of the Code of Conduct or any policy, procedure, law, or regulation.

Ethics Hotline is committed to ensuring the information confidentiality, safeguarding the identity of anyone who accesses it and promoting the best work environment for everyone. Through this, it is possible to report, in a totally anonymous manner, any suspicion of financial crime, fraud, corruption, discrimination, harassment or other types of ethical violations.

The Ethics Hotline is managed by a specialized, globally recognized outside company, which performs the initial screening of all reports received to ensure that there is no conflict of interest in the handling of complaints. Upon receipt, each report goes through several stages, such as initial understanding, interview with the parties involved, detailed investigation, and conclusion regarding its merit or unfoundedness, until the eventual application of disciplinary measures and guidance. This entire process is monitored by the Conduct and Audit Committees and by the organization's leaders, supported by the Internal Audit and Legal Department.

Ethics Hotline service is available in Portuguese, English and Spanish, and can be accessed through the electronic address (https://secure.ethicspoint.com/pt/ethics-line) or by phone:

- Brazil: 0800-892-0741 (Portuguese);
- Peru: 0800-50-000 (Spanish) and 0800-50-288;
- United States: 1-855-888-9926;
- Canada 1-855-888-9926 and 1-855-350-9393;
- and Luxembourg: 800-201-11 (English and French).

The use and operation of the channel are widely publicized to employees and third parties. In the period covered by this report, there was no case of corruption or violation of anti-corruption, anti-trust and anti-monopoly laws involving employees or business partners. In 2021, we received 91 reports of discrimination over the channel, of which 54 were deemed unfounded, 28 were considered valid (and the sanctions established in the Company's rules were applied), and 9 remained under analysis at the end of the year. GRI 406-1 SDG 5.1

RISK MANAGEMENT

GRI 102-11, 102-15, 103-2, 103-3

Responsible for identifying, evaluating, following up and monitoring the Company's risk mitigation action plans, Nexa's Business Risk Management area works with four major themes: strategic, financial, operational and regulatory risks. The risk matrix is reviewed regularly to always be updated and comply with our strategic planning. Emerging risks can be identified and evaluated at any time, determining the necessary conduct for their treatment and monitoring.

Since 2016, the Company adopts the Enterprise Risk Management - ERM Policy, which addresses the main risks in all corporate areas and operational units and is applied to subsidiaries and controlled companies. Risk assessment is carried out online, through the BWise system, adopted in 2020, and can be updated at any time, making the assessment and monitoring process more efficient. The system also has the advantage of maintaining a change history, which allows you to compare the most current evaluation with previous versions.

For all risks, monitoring is carried out punctually by the areas involved. In the case of risks considered critical and high, action plans are drawn up with specific deadlines for completion. In order to facilitate monitoring and ensure compliance with these deadlines, expiration alerts are issued by the BWise system. Monitoring work involves, in addition to the area directly responsible for the issue, the Risk team, the Financial Executive Board, and the Audit Committee, Board of Directors and support committees.

The Risk Culture project, carried out in 2020, resulted in a new project, Improving Risk Governance, which was carried out throughout 2021 with the support of an external consultancy firm. The objective of this work is to stimulate a greater discussion about risks in the main decision-making forums of the Company, as well as to change workflows, ensuring greater involvement of the Risk Management team in the themes.

The Board of Directors, which monitors the assessed and prioritized risks, was involved, in 2021, in the discussion on the Risk Governance Improvement project, which includes a redesign of the risk appetite model, to be implemented in 2022.

Given the expected start of operations in Aripuanã for 2022, the area held, in 2021, a risk identification workshop with the areas involved, to then map them, establishing impact and probability metrics. They were then inserted into our operational risk matrix, which until then only contained project risks.

In addition, in 2021, we made an effort to carry out a first mapping of the climate risk matrix, where risks were classified according to their impact and probability, demonstrating their size and potential. For the impact analysis, we considered financial, environmental, social, health and safety, legal and reputational aspects. The risks are classified according to the probability of occurrence that varies between remote, possible, probable, and very probable, in intersection with the worst impact scenario, i.e. the most serious between minor, moderate, major, and extreme. From this intersection, we will have the classification of risk severity, which can be very low, low, medium, high, or critical.

The methodology is based on ISO 31000 Risk Management 2018 and COSO ERM (Enterprise Risk Management) 2017. The ERM tool allows the assessment of risks and opportunities related to legal, technological, market, and reputation aspects, extreme weather events such as changes in rainfall patterns and extreme variability in weather patterns, increased severity of cyclones and floods, rising temperatures averages, and sea-level rise, considering the specificities of the geographic region in which the operational units are located. More details can be found in the chapter on **Climate Risks > page 36**. TCFD RMc

Nexa Way's culture initiatives, aligned with the risk culture project, stimulated the communication of previously unidentified risks throughout the year. This boosted the view of the work of the Risk Management area as an ally of the business. In addition, the correct assessment and measurement of risks provided the Company with greater comfort in deciding which of them could be assumed, increasing our earning potential.

We did our first climate risk assessment, classifying them according to their probability of occurrence.

MORE INFORMATION

The details of the main risks we manage can be found in the Form 20-F, a document presented to the New York Stock Exchange, that can be accessed at: *https://ri.nexaresources.com/listgroup.aspx?idCanal=Ny3+tGR+zKsY3DSJghT06w==*

Nexa achieved record adjusted EBITDA of US$ 704 million in 2021

Economic-financial performance

Nexa achieved the production guidance in all metals and presented record results in 2021.

OPERATING RESULTS

MINING

Production and sales guidance for 2021 in all metals has been achieved. The production of 320 thousand tonnes of zinc increased by 2% compared to 2020. In the period, copper production was 30 thousand tonnes and lead the production totalized 46 thousand tonnes, 5% and above 2020, respectively, with copper production exceeding the forecast for the period. Silver production increased 29%, being 8,808 ounces.

The cash cost of our mines in 2021 was 7% below the estimated guidance, positively affected by higher by-product credits and lower treatment charges (TCs). However, this consolidated cash cost from mining is expected to increase in the next cycle, mainly due to inflationary pressures affecting outsourced services, logistics, and consumables costs; which should be partially offset by higher byproduct credits primarily at our Peruvian mines and cost savings and operational efficiency initiatives.

PRODUCTION OF METAL CONTAINED IN THE CONCENTRATE SASB EM-MM-000.A

	Zinc (thousand t)		Copper (thousand t)		Lead (thousand t)		Silver (thousand ounces)		Gold (thousand ounces)	
	2020	**2021**	2020	**2021**	2020	**2021**	2020	**2021**	2020	**2021**
Vazante	148.0	140.5	-	-	1.3	1.6	383.5	500.5	-	-
Morro Agudo	25.2	17.3	-	-	4.0	4.7	3.5	-	-	-
Cerro Lindo	95.4	102.3	27.8	29.1	11.6	12.8	2,939.0	3,813.7	4.0	4.8
Atacocha	9.6	8.5	-	-	10.2	8.7	1,184.7	1,026.7	6.3	11.9
El Porvenir	34.9	51.4	0.3	0.5	10.9	17.7	2,315.2	3,467.2	5.9	8.7
TOTAL	313.1	**319.9**	28.2	**29.6**	38.0	**45.6**	6,825.9	**8,808.3**	16.2	**25.5**

SMELTING

Sales of 619 thousand tonnes of metals in 2021 met guidance and were 6% higher than the previous year, due to solid demand and the recovery in the domestic markets. Metallic zinc sales reached 578 thousand tonnes, slightly below target, due to unplanned maintenance shutdowns and lower calcine availability. Sales of zinc oxide totaled 41 thousand tonnes and exceeded the annual forecast, supported by strong demand, particularly in the pneumatics and agro-industrial sectors.

Metal sales volume at the midpoint of the guidance range in 2022 is estimated to decrease by 7% compared to 2021, following lower production in Peru and Brazil. Between 2022 and 2024, our consolidated production is expected to decrease by 30 thousand tonnes compared to historical levels, considering that a relevant partner in Peru closed operations. We also estimate that the temporary reduction in production from the Vazante mine will have an annual impact on the production of our smelters in Brazil in 2022.

The cash cost of smelters is expected to increase in the coming years, mainly due to inflation and higher energy costs, which should be partially offset by higher byproduct credits. In 2021, these costs were slightly lower than expected for the year.

COMMERCIAL

The commercial strategy of maintaining a strong positioning in South America and a brand known and present globally continues to be mature and resilient in the face of market challenges.

In a year after the peak of the pandemic, in which zinc demand grew beyond expectations due to the replenishment of inventories and economic incentives, and in the midst of challenges in the global supply chain, we were ready to serve our customers from commercial management from our offices in Brazil, Peru, Luxembourg, as well our sales team in the United States.

In this extremely challenging year, we will find alternatives to maintain our level of service to the market: we are looking for secondary material in the market as an alternative to zinc concentrate, refined zinc to guarantee the volume of contracted metal, new routes for logistics providers focusing on reducing delivery lead-time, among other actions. Furthermore, our logistical structure and technical and market areas were essential for our readiness during the past year.

ENCOURAGING GALVANIZATION

Nexa works on market development projects, promoting the different applications of zinc, in an innovative way and throughout the chain. The galvanizing segment accounts for around 60% of the zinc consumed globally. Therefore, we believe that making the galvanizing process better known attracts more projects to the industry, in a sustainable way and contributes to future generations.

One of the ways to encourage the galvanizing market is by offering new metal alloys, expanding the use of zinc on several fronts. We developed, for example, Galvalume, a coating of aluminum and zinc applied to steel coils through the continuous hot-dip galvanizing process. Its basic composition is approximately 55% aluminum, 43.5% zinc, and 1.5% silicon, which results in a light and easy-to-transport steel, with high corrosion resistance, high thermal resistance, in addition to high abrasion resistance. Galvalume's main applications are in the civil construction industry, more specifically in the production of roof tiles, silos, ruffles and gutters, light steel frame profiles, and some applications in major appliances.

In South America, we still have a vast opportunity for growth in the use of galvanizing in various applications for infrastructure, the automotive sector, and renewable energies. Here are some examples of our work:

- After the success of the edition in the Brazilian market, in 2021, we held the Battle of Galvanization, aimed at engineering and architecture students from Spanish-speaking countries (Argentina, Chile, Colombia, Ecuador, and Peru), for the purpose of generating new ideas for the galvanizing. The project was carried out by Nexa's Market Development and Innovation teams and has the support of several global industry associations, universities, and customers.

- Participation in events and fairs to disseminate knowledge of the galvanizing process and its benefits to the main market stakeholders, such as the Perumim event, one of the most important conferences in the Peruvian mining sector, and our support for the Month of Steel in Ecuador, support to trade associations such as Galvachile, in Chile, and Instituto da Cadeia do Zinco (ICZ), in Brazil. In the latter, we contributed to the creation of the Galvanization Inspector Course, for the purpose of standardizing the quality of galvanized products in the region.

- In addition, Nexa constantly promotes galvanization in the mining sector, with lectures at different congresses and events in countries such as Brazil, Peru, Chile, and Ecuador, using as a successful case our Aripuanã project, which has galvanized metal structures.

Additionally, following our sustainability strategy, we seek to develop new markets and applications for our by-products and compounds from their dams. As a success story, in 2021, our Zincal stood out. It is a limestone powder from the Morro Agudo unit, which reached record sales for the agricultural segment in 2021. We promote and participate in workshops, such as the one on Micronutrients in Sugarcane, organized by Instituto Agronômico de Campinas (IAC), where works are presented showing the benefits of zinc as a micronutrient, in addition to correcting soil acidity.

Logistics

GRI 102-9, 103-2, 103-3

We were able to overcome growing logistical challenges. With the economy resuming in a scenario with fewer ships available for transoceanic transportation, we dealt with higher freight rates, which affected our marketing costs. For a company that exports around 50% of its production, the impact was not greater because we have control over a large part of the logistics system for delivering our products. Where possible, we replaced sea transportation with land transportation.

FINANCIAL RESULTS

Better prices in the international market and higher volumes traded boosted Nexa's performance for the year, which ended the year with consolidated net revenue of US$ 2.6 billion, accounting for an increase of 34% over the previous year. In 2021, the production reached 320,000 tonnes of zinc, 30,000 tonnes of copper, 46,000 tonnes of lead and 8,808 ounces of silver, reaching the production and sales expectations previously disclosed to the market.

Sales of metallic zinc and zinc oxide totaled 619,000 tonnes and 6% higher than the previous year due to the robust global demand and the recovery of domestic markets where the Company operates and increase in production.

Against this backdrop, the Company achieved a record adjusted EBITDA, reaching US$ 704 million in 2021 compared to US$ 403 million in the previous year. Net income reached US$ 156 million while in the previous year a net loss of US$ 653 million had been recorded (affected by losses from non-cash/impairment accounting effects).

Regarding investments to fight Covid-19, Nexa dedicated US$ 18 million to adopt sanitary measures and health and safety protocols in all its operations and to support the communities where it operates.

DIVIDENDS AND SHARE PREMIUM

On March 25th, US$ 50 million was distributed to the Company's shareholders, US$ 44 million as dividends (approximately US$ 0.331275 per common share) and US$ 6 million as share premium (approximately US$ 0.046258 per common share).

LIQUIDITY AND INDEBTEDNESS

As of December 31st, Nexa's consolidated gross debt was US$ 1.7 billion, of which 84% (or US$ 1.4 billion) was denominated in U.S. dollars and 16% (or US$ 271 million) was denominated in reais.

Our total cash (cash and cash equivalents and financial investments) totaled US$ 763 million at the end of the period, 32% lower than on December 30th, 2020, mainly due to the continuity of investments and debt payments throughout the year. The total cash is sufficient to cover the payment of obligations due in the next six years. The average term of the debt in the end of the year reached was 5.3 years at an average interest rate of 4.72% per annum.

Better international prices and higher sales volumes to drive Nexa's performance.

Incentive to local development in Três Marias (Brazil) through support for community gardens

Environmental performance

The environmental theme, which has always been crucial for the business, was further strengthened in mid-2020, with an environmental front implemented in 2021 within the Nexa Way program. This front is intended to leverage the topic in the organization and ensure compliance with management requirements. For this, we mapped several opportunities in all units, classifying them by environmental themes and prioritizing them according to their potential for results and risk neutralization. This process allowed us to identify the initiatives and set multi-year strategic actions.

In 2021, we assumed a goal to complete 87 initiatives across Nexa. Exceeding expectations, we ended the year with 108 initiatives completed, almost 25% more than planned.

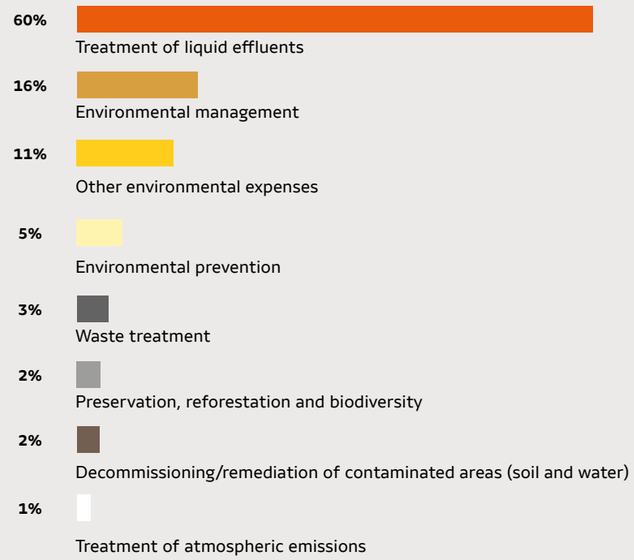
Conserving the environment is fundamental not only for the business continuity, but also to guarantee access to natural resources for future generations. We seek mechanisms to neutralize risks inherent to our activities. In front of that, we maintain strict management of water resources, waste, tailings, dams and emissions.

The main material issues of the initiatives resolved were: licenses and regulations (23%), water and effluents (22%) and air emissions (15%). All initiatives resulted in the improvement of environmental performance, strengthening of the environmental theme within the organizational culture and alignment with strategic planning, in particular, the following:

- Conclusion of important environmental licensing processes, such as the operation of Barragem de Pedra, at the Juiz de Fora unit, and the operation of the Murici Oeste 1 Tailings Deposit, in Três Marias.
- Updating the decommissioning plans for adherence of the physical and financial schedules to the strategic planning of the Pasco Complex, Cerro Lindo, Juiz de Fora, Ambrósia, Morro Agudo, and Três Marias units.
- Advancement in environmental and engineering studies of Chapi, Santa Rosa, and Sinaycocha.
- Improvements in the controls of emissions from fixed sources and in the air quality around the Aripuanã, Pasco Complex, Cajamarquilla, Cerro Lindo, Juiz de Fora, and Três Marias.
- Dam dossier documentation structuring.
- Expansion of the geotechnical and environmental instrumentation of the dams at the Aripuanã, Pasco Complex, Morro Agudo, Três Marias, and Vazante units.

GRI 103-2

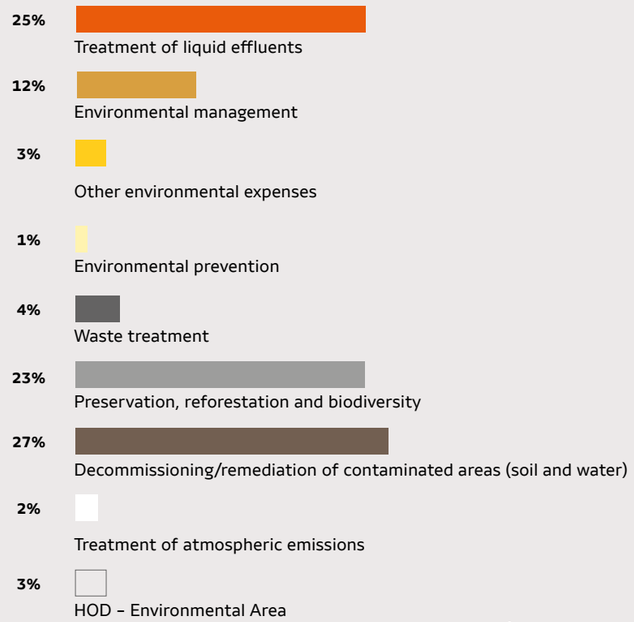
ENVIRONMENTAL INVESTMENTS



Total investments: US$ 20,848,775.08

GRI 103-2

ENVIRONMENTAL EXPENSES



Total expenses: US$ 32,077,099.56

Environmental management system

Our Integrated Management System is based on a policy that establishes the guidelines that steer the way we do business, focusing on management of quality, the environment, and occupational health and safety, and social responsibility, always in compliance with the environmental laws and regulations relevant to our business in each country where we are present. SDG 13.2

We follow globally recognized compliance systems and standards that support us in achieving our goals – all operating units have an environmental management system and each undergoes an annual assessment of compliance with environmental legislation and commitments, conducted by an external company. Due to the pandemic, in 2021 the external certifications of Cerro Lindo unit in Peru were not carried out. GRI 102-11

We monthly monitor our indicators of recirculation, specific use of water, waste generation (hazardous and non-hazardous), among other indicators, through the production of a panel of indicators called environmental flash, presented in monthly meetings with the Environment team and, later, with the Sustainability Management. We currently carry out a survey of greenhouse gas emissions annually, calculated using the GHG Protocol methodology. The result is disclosed in the Annual Report, CDP, DJSI (Milpo) and other external questionnaires, in addition to reporting the numbers to senior management, with the aim of presenting the impacts of the last year on the different business units.

Nexa's environmental management system was designed based on the interactive four-step PDCA (Plan, Do, Check, Act) management method and has several programs and tools to maintain its proper operation: well-defined and unfolded objectives and goals, risk management and applicable requirements, dam management, internal and external audits, flash of indicators, and recently, the Nexa Way environmental front and the SICLOPE platform to manage actions. Nine Nexa units have an Active Environmental Management Plan. SASB EM-MM-160a.1

In 2021, we allocated US$ 53 million in investments and environmental expenses, of which 38% were used for treatment of liquid effluents, 17% for decommissioning and remediation of contaminated areas, 14% for environmental management, and 4% were invested in waste disposal.

WATER RESOURCES MANAGEMENT

MATERIAL TOPIC GRI 103-2, 103-3, 303-1, 303-2 SDG 6.a, 9.4

The material water theme continues to be of great importance for Nexa. Our Sustainability Master Plan, responsible for the necessary guidelines to ensure the conscious use of this resource, sets the goal for continuous improvement in the reduction of water use in all our operations. Among them, since 2020, we have already achieved the goal set for 2025, which was a percentage of 75% recirculation. In 2021, we reached a recirculation rate of 84%, two percentage points higher than the previous year. GRI 303-3

Several initiatives contributed to the increase in the recirculation rate, such as waste control and the use of new water, in the latter case, only when recycled water cannot be used. Recirculation percentage indicators and specific use of new water (m^3/t) are systematically monitored in an integrated corporate database.

Also in 2021, we completed a pilot project to implement the software at the Vazante unit, which allows for the management of standardized data and the preparation of automated reports of the unit's entire water management system. The tool will be available to all Nexa's units and will support the improvement in the strategic management of our indicators for the coming years.

To improve the sustainable management of water resources, we carry out relevant social-environmental projects on this topic, such as "Gente Cuidando das Águas" ("People Taking Care of Water"), a project that combines the fencing of natural spring areas in the Santa Catarina River Basin, and footpaths with community- and school-related environmental education, in the municipality of Vazante (Brazil).

WITHDRAWAL IN VAZANTE (BRAZIL)

SDG 15.1

Monitoring of the Santa Catarina River is routinely maintained by the Vazante unit for the continuous understanding of its water dynamics and support for studies, such as the one developed by the São Paulo Institute of Technological Research (IPT) on the impacts of the drying up of a stretch of the river in the region. This stretch has been affected by greater consumption of water associated with the reduction in the volume of rainfall in the Santa Catarina River basin in recent years and by sinkhole phenomena (soil subsidence typical of karst terrains).

As a commitment to preserve one of the main waterways in the region, we have a project for the recovery of springs on the Santa Catarina River, Gente Cuidando das Águas, through which 67 springs were protected, with 40,194 meters of fences built throughout 2021. Started in 2018, the project covers an area of 50 thousand hectares, with approximately 134 springs, and has a duration of five years for implementation. In all, we have already protected 110 springs, with the construction of 62,049 meters of fences.

Nelsi Waterfall (Vazante – Brazil), located in the protection and recovery area of one of the springs of the Gente Cuidando das Águas program

WASTE, TAILINGS AND DAMS MANAGEMENT

MATERIAL TOPIC GRI 103-2, 103-3 SDG 9.4, 12.4, 12.5

The efficient management of waste and tailings is a constant challenge in our organization. Therefore, we are constantly improving our processes. In 2021, for example, we implemented a system that will allow us to manage information more assertively, increasing compliance, improving performance, and unifying the database, which was previously separated by unit. It was implemented in all units in Brazil and a test was started in Cajamarquilla, Peru.

This system consists of an automatic mechanism to manage the entire life cycle of waste, from its generation, through storage, processing, to its final disposal. In this way, the entire process can be monitored and recorded by the work teams directly involved in each stage. The system takes into account the environmental standards in force in Brazil, Peru, and main market practices.

In addition to the integrated and computerized management system, the teams have support from engineering projects and our innovation platform. We seek to develop new technologies that allow us to reduce our waste volumes and transform them into secondary products.

The following projects stood out in 2021 in partnerships with startups, which brought innovative solutions:

- Use of **waste from Ambrósia, at the Morro Agudo unit**, as aggregate for civil construction. Commercial partnership with a company for the transportation and processing of this material.

- Continuation of the ***Concreto* project, in Três Marias**, which will allow the use of materials disposed of in the old dams and in the DRM- Módulo Oeste 2. This project provides for the production of clinker from the reprocessing of this waste and use as an input for the cement chain.

- Progress of the **Iron Concentrate** project at the **Vazante** unit, from the waste generated and disposed of in stacks. The purpose is to generate revenue from the transformation of waste into iron concentrate (10% of its composition), reducing the volume of material disposed of in stacks. In 2021, a test plant was installed for the progress of the project.

- Continuation of the work carried out in **Três Marias** for the **production of synthetic granite** from the tailings disposed of at the Murici Tailings Deposit (DRM). The technology makes it possible to inert the material and transforms it into a finished product. In 2021, a pilot plant was implemented at Senai's Integrated Manufacturing and Technology Center (Cimatec).

Aroeira dam, located at the Vazante unit (Brazil)

In addition to these projects, we maintained circular economy initiatives to improve the environmental performance of our operations, such as the reuse of barium sulfate (barite) contained in the tailings of the Cerro Lindo unit; increased levels of recycling of Electric Steel Mill Dust (PAE), brass oxide, Waelz oxide and silicate waste, in Juiz de Fora; transformation of Agricultural Limestone Powder (PCA) into Zincal 200, for agricultural use; reprocessing of waste from Vazante.

Industrial waste generation in 2021 decreased significantly, from 139,421 metric tonnes to 33,921. This decrease is mainly due to the improvement of solid waste at certain units that allowed it to be marketed as a by-product to other industries. GRI 306-3

VOLUME OF WASTE (thousands of tonnes) and percentage recycled

GRI 306-3, MM3 SASB EM-MM-150a.1, EM-MM-150a.2

		2019	2020	2021
Hazardous	Mining and smelting waste (sterile)	8,749.86	6,744.80	9,497.91
	Mining-metallurgical waste that has been recycled, reused, or remanufactured (sterile)	na	na	1,485.70 (16%)
	Mining and smelting waste (tailings)	10,172.39	9,126.08	9,928.30
	Mining-metallurgical waste that has been recycled, reused, or remanufactured (tailings)	na	na	5,048.40 (51%)
	Industrial waste	5.24	5.90	7.58
Non-hazardous	Mining and smelting waste (sterile)	1,010.03	2,207.74	1,181.16
	Mining-metallurgical waste that has been recycled, reused, or remanufactured (sterile)	na	na	801.36 (68%)
	Mining and smelting waste (tailings)	1,043.04	1,245.45	1,265.73
	Mining-metallurgical waste that has been recycled, reused, or remanufactured (tailings)	na	na	156.58 (12%)
	Industrial waste	104.65	133.52	26.34

na = data not collected or not applicable for the operation.

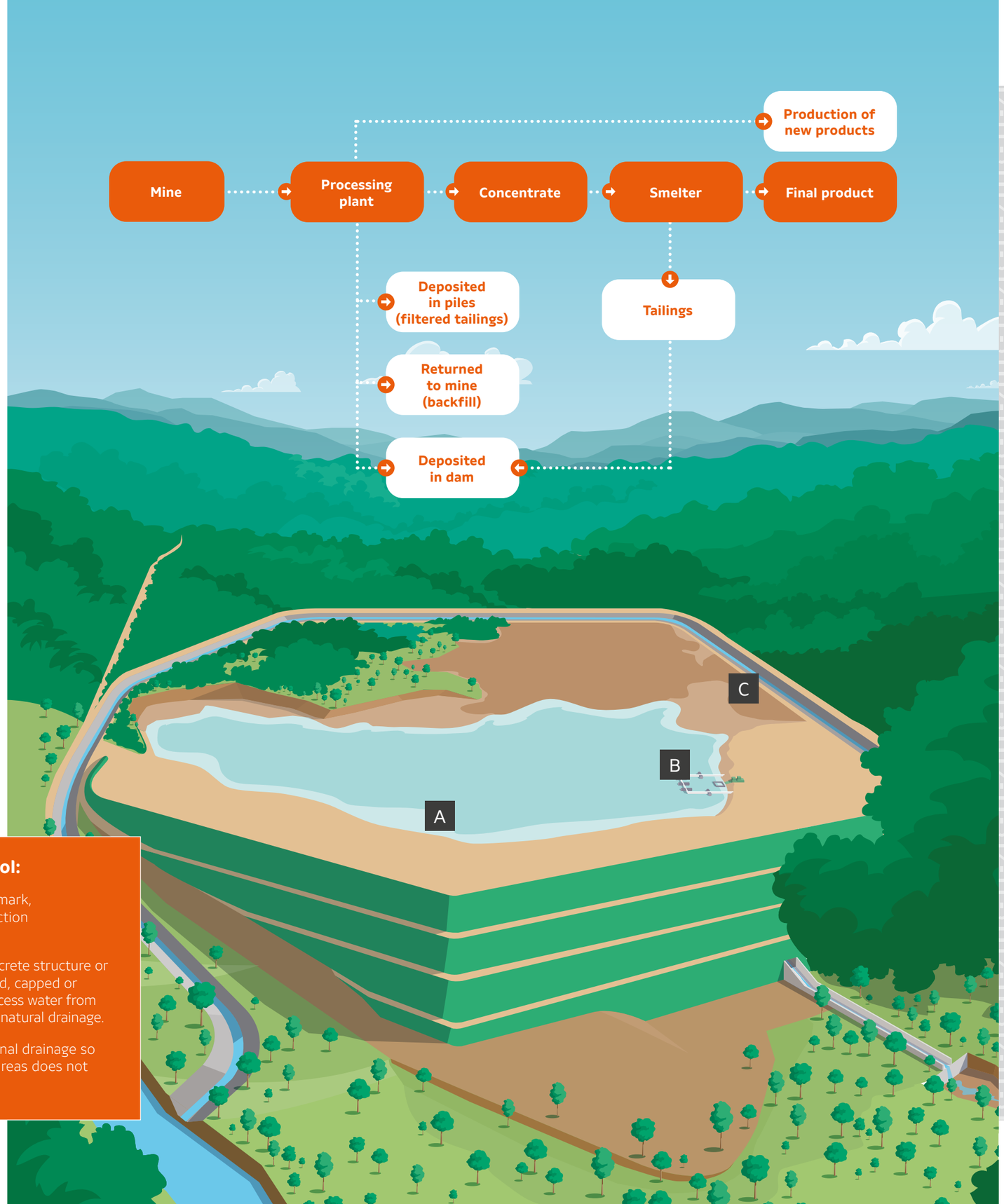
Our priority is to transform tailings into products. That is why we constantly study these materials and invest in research for their potential use.

Tailings storage

We maintain strict management in all 47 tailings storage facilities. To carry out control and monitoring, we adopted guidelines from the International Commission on Large Dams and implemented 7 Golden Rules for the Management of Dams and Tailings Deposits, which must be complied with. With the aim of bringing greater transparency and visibility about our dam management, we developed a website that features information on our structures and activities **nexabarragens.com.br/en/**

We use three tailings disposal methods in our operations: return to the mine, by filling the spaces where the mineral was removed (known as backfilling), hydraulic disposal (dams). For all our control and monitoring methods, we follow the laws in force in each country where we operate and national and international good practices. Some operations may combine one or more disposal methods.

At the El Porvenir and Cerro Lindo units in Peru, we have adopted the backfill system, whereby 51.9% of the tailings are returned to the El Porvenir mine and 52.2% to the Cerro Lindo mine in 2021. At Cerro Lindo, the other part of the waste generated is filtered, separating water from solids. The filtered (dry) tailings are transported to the tailings stacks, where they are arranged, spread, and compacted, with all the appropriate technological control, in order to guarantee the project premises. The water obtained from the filtration is recirculated and reused in the ore processing, reducing the consumption of new water. This same model has been used in the Vazante mine since 2019 and will be adopted in the Aripuanã operation, aiming to reduce environmental impacts and operational risks.



Monitoring and control:

- A **Beach –** Topographic landmark, Seismograph, Visual inspection (Cracking, vegetation etc).
- B **Overflow system –** A concrete structure or channel dug into the ground, capped or open-air, through which excess water from the reservoir is released to natural drainage.
- C **Auxiliary channel –** External drainage so that water from adjacent areas does not enter the dam.

1 PROJECT

This phase of the project (one of the most important stages) is the time when all the assumptions and the necessary controls are defined, and the dam break scenarios are assessed. The project goes through the conceptual, basic and detailed/executive engineering phases. In the conceptual phase, a cross check is conducted by an independent firm, which – from a different vantage point – assesses the way we are designing the dam. Then we model a hypothetical dam break and identify the Self-Rescue Zone (an area where – in the event of an emergency – the local populace must know the refuge locations to get to autonomously, as it is considered that there is not enough time for the action of the Civil Defense).

NEXA DAMS

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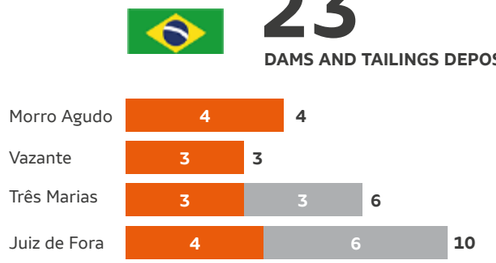
DAMS AND TAILINGS DEPOSITS IN BRAZIL



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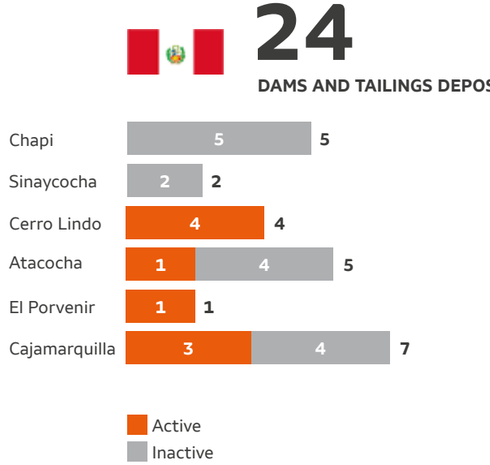
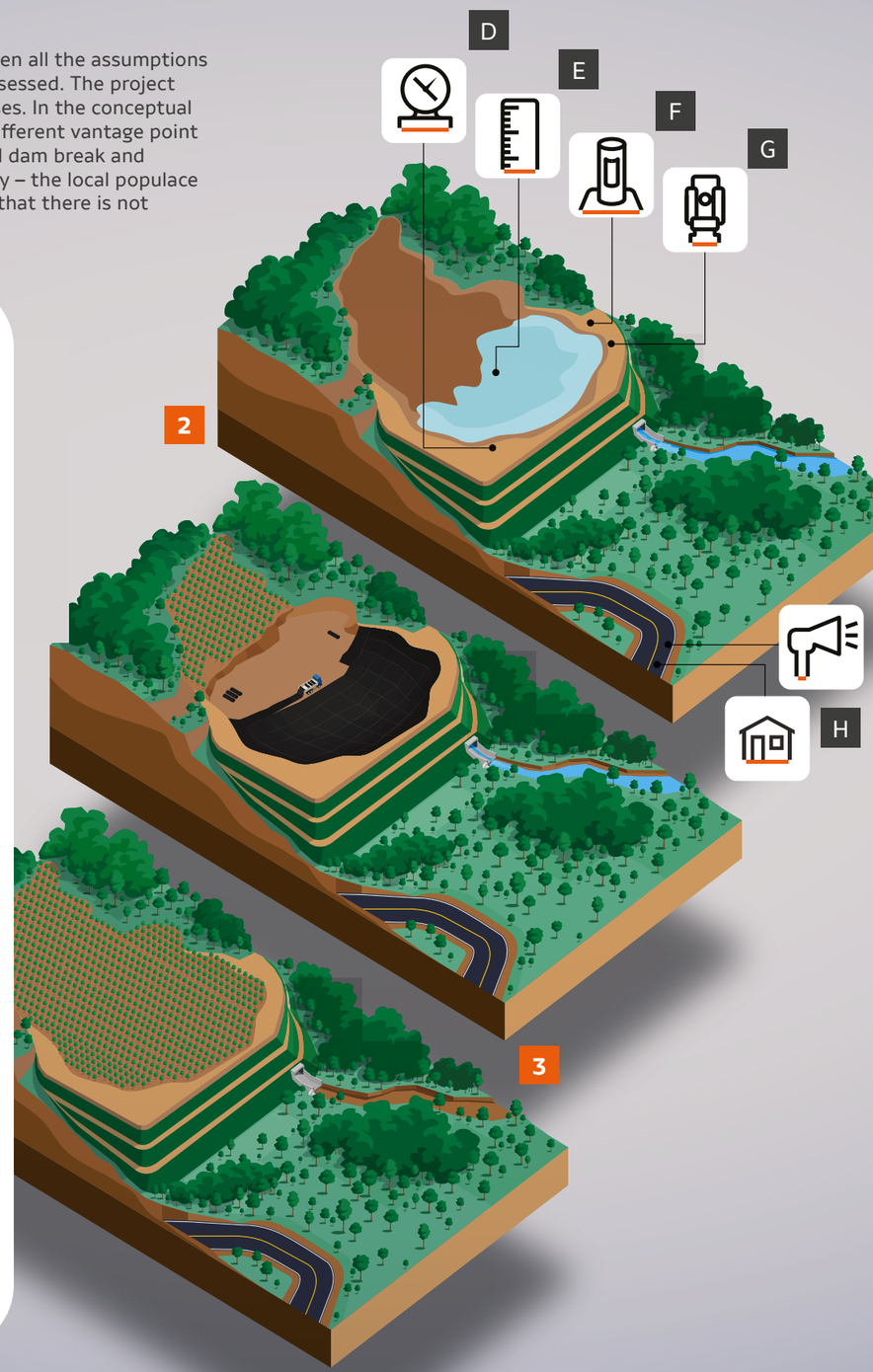
DAMS AND TAILINGS DEPOSITS IN PERU





2 OPERATION, MAINTENANCE AND MONITORING

The safety of the structure also depends on the operational phase. Each structure has an operating manual prepared by the design company, containing information on the disposition of the material inside the dam as well as the controls and data on maintenance of the main and auxiliary structures. We maintain a periodic inspection and monitoring schedule:

- Formal field inspections at most every 15 days;
- Data collection from monitoring instruments, at least monthly;
- Sending the data to an external specialist, who interprets our data and issues a report on a monthly basis;
- Visit to the dams by a specialist and issuance a structure stability report, every six months;
- Issuance of historical reports of the dams on an annual basis.

Monitoring and control:

Instruments for monitoring and controlling external factors and the water level in the reservoir, as well as to guarantee the stability of the massif.

D **Inclinometer –** Measures angles of inclination and movement of the dam.

E **Graduated ruler –** An instrument with scale of values for measuring the volume present in the dams.

F **Piezometer –** Measures the pressure and the presence of water at a certain depth, whether in the dam itself or in its foundation.

G **Surface landmarks –** These serve to monitor vertical and horizontal shifting of the dam, based on a reference point adopted with high-precision topography.

H **Emergency siren –** To alert the community in the event of an emergency.

3 DECOMMISSIONING

All of our units have studies on the future use of the areas directly impacted by our operation, based on risk criteria. Based on these studies, the dam closing plan is defined. The structure is deactivated when it reaches the end of its life of mining and undergoes the decommissioning process. Even after this stage, we continue the monitoring process according to the specific control requirements.

CLIMATE CHANGE

MATERIAL TOPIC SDG 13.1

The discussion about climate change is constant at Nexa. Currently, the organization has projects being developed to enable better performance with regard to clean energy, reduction of greenhouse gas emissions in operations and the business value chain, and also enable the achievement of strategic goals on the theme. In 2021, we consolidated the work to implement and use the tools for calculating the GHG Protocol in all operating units and corporate areas.

We aim to reduce the polluting load in our operations, with projects aimed at optimizing treatment systems and operational optimization, increasing the use of renewable energy, and seeking commercial agreements with suppliers of this energy model. In addition, in 2021, we started to prepare a climate risk matrix aligned with good market practices and existing frameworks, a work that will be further developed in 2022, considering specific climate scenarios in order to identify impacts and opportunities in each of our operating locations. TCFD Sc

The expansion of this study, including the development of a decarbonization strategy, are components of the ESG Strategy, which will have goals and aspirations for the levers and sublevers defined in the strategy development process, guided by global macro-trends such as the Paris Agreement and its aim of keeping temperature variation below 2°C by 2050.

CLIMATE RISKS TCFD Sa, Sb, RMa, RMb, MTa, MTc

In 2021, we started mapping the climate risk matrix. For this work, we identified the main risk factors that could influence our business using the same methodology used by our Risk Management area. The scenarios mapped from the beginning include risk factors directly related to climate change and indirect socio-environmental ones, such as adverse weather conditions, excessive rainfall, floods, droughts, and changes in biodiversity. The risks mapped at the operational level are also analyzed in conjunction with the Corporate Governance, Risk Management, and Compliance teams, considering specific criteria of impact on the business, level of risk exposure (whether operational or strategic), to define the strategy of management.

During the risk analysis process, 12 climate-related risk scenarios were identified, but only one was considered likely to occur in the medium term, associated with the supply chain. This is a potential risk of loss of competitiveness, restrictions, contractual penalties from the market and the financial sector for not meeting specific greenhouse gas emission performance requests. To this end, a set of actions was established to improve the management of carbon data, all of which are of low complexity and to be implemented in the short term, being sufficient to neutralize the risk.

Furthermore, we assess the technical and financial feasibility of breakthrough technologies through a road map process in which such technologies are studied and defined for implementation over the next ten years. This procedure includes gathering ideas from units and defining priorities with C-level. The practice is reviewed annually in order to prioritize projects based on technical and financial viability. In this way, those with lower viability are classified as medium and long-term projects, which are revisited if there are changes in the market context that affect their implementation viability.

The road map prioritized projects enter the development and are evaluated based on financial return, emissions reduction, water recirculation, waste generation reduction, and production increase indicators. Monthly monitoring are performed, and the results reported directly to the Innovation Team.

In this context, we sustained decarbonization initiatives, mainly with the goal of maintaining an electric matrix with a high percentage of renewable energy. We prioritized the reduction of fossil fuel consumption through innovation projects such as the change of energy matrix, bio-diesel, hydrogen, and decarbonization of the Waelz Oven. **More information > page 17.**

COMMITMENT TO THE CLIMATE SDG 13.3

This report response to recommendations of Task Force on Climate-Related Financial Disclosures (TCFD), which focuses on climate issues and their financial and governance impact on the Company.

Among the responses to the questionnaire, we explained that our climate risks were identified and evaluated together with the Sustainability, Environment, and Risk teams. The assessment considers the probability and worst-case scenario among the financial, environmental, social, health and safety, legal and reputational impacts, thus indicating the final risk classification. For risks classified as “high” or “critical”, we create action plans to reduce the impact and/or probability of these risks, indicating the person responsible for the action plan and completion date. These risks are prioritized and reported to the executive board, board of directors, and respective committee.

We maintain an active risk assessment, monitoring, and updating process as part of our environmental management system, considering all operating units and main corporate areas. These procedures involve an interdisciplinary team, considering the financial, environmental, social, health and safety, legal and reputational impacts. The procedure specifies criteria for ranking and weighting each scenario, such as scope, nature of activity, incidence, and probability.

All risk scenarios are classified according to potential impact. We defined an action plan for preventive and corrective mitigation measures, and in case of unacceptable residual risks, a strategic action plan must be implemented to complement impact and/or probability reduction. The scenarios mapped from the beginning include risk factors directly related to climate change and indirect socio-environmental ones, such as adverse weather conditions, excessive rainfall, floods, droughts, and changes in biodiversity.

The risks mapped at the operational level are also analyzed in conjunction with the Corporate Risk team, considering specific criteria of impact on the business, level of risk exposure (whether operational or strategic), to define the strategy of management.

As part of its management system, Nexa has specific environmental guidelines for evaluating mergers and acquisitions opportunities, which provide for the assessment of scenarios and trends in relation to carbon footprint, risks arising from extreme events (such as rains), and operational restrictions associated with water scarcity.

ATMOSPHERIC EMISSIONS

Air emissions are also part of Nexa's major concerns, with a defined strategy to improve the management and control of emissions that contribute to global warming and decrease the polluting load. In this theme, the innovation has the role of supporting with solutions to reduce the emission of greenhouse gases (GHG). Among the examples of concrete actions on this path is the prioritization of the use of renewable fuels, as mentioned above.

In the 2021 strategy review, a deeper assessment of ESG aspects was adopted, including the climate emergency and its impacts on our business. Therefore, we expect a low-carbon transition plan as a potential outcome of this process, as it is a key policy mechanism to drive the reduction of greenhouse gas emissions and mitigate the impacts of climate change.

In this work, we collaborated with a specialized consulting firm to identify potential risks associated with increased greenhouse gas emissions, such as regulatory changes that could jeopardize commercialization. As part of our strategic construction, these studies will be detailed and expanded in the coming years.

During the year, several initiatives have already been completed aimed at operational improvement and increased control of emissions in our smelters and mines. We are committed to leaving a positive legacy for the new generations, for which targets have been set in line with the reduction of emissions that contribute to climate change. Among the measures established, the gradual change in the energy matrix stands out, in order to use renewable fuels or those from clean sources and the search for commercial agreements for the use of renewable energy. SDG 14.3, 15.5

Another scenario identified was the possible loss of productivity due to operational restrictions and/or damage to the infrastructure caused by the increased occurence of rains, storms, or floods in the areas of operational influence. For the operational risk scenario that includes flooding on the mining fronts, the operations have a pumping and blocking system to ensure the continuity of the operation in a safe way.

Our GHG emissions totaled 302,570.20 tCO_2e in 2021, which represented a 61% decrease from the previous year. Direct emissions (scope 1) represent 81.7% of the Company's total emissions, totaling 247,218.64 tCO_2e. Emissions from electricity consumption (scope 2) were 7,780.93 tCO_2e, corresponding to 2.6% of the total[5], while scope 3 emissions were 47,570.63 (15.7% of the total amount). Emission intensity was 0.49 tCO_2e per tonne of zinc and zinc oxide sold. Direct biogenic emissions (scope 1) totaled 148,639.08 tCO_2e.
GRI 305-1, 305-2, 305-3, 305-4 SASB EM-MM-110a.1 TCFD MTb

[5] Considering the location-based scope 2 ("location" approach), the emission factor of which is based on the region's interconnected power grid, emissions totaled 555,516.96 tCO_2e, representing an increase of 121,051.02 tCO_2e in comparison to the previous year, mainly because of resuming operations which, in the previous year, had the impact of the downtime due to the Covid-19 pandemic. In this report, we started adopted the marked-based criterion, the emission factors of which are specific to the type of generation technology traded on the unrestricted energy market.

DECARBONIZATION PLAN

To follow the carbon neutralization strategy, we prepared a decarbonization plan with the projection of emissions and reduction projects until 2030. We have the support of a consultancy firm that carried out an analysis of current emissions, designed decarbonization scenarios, helped in the definition of goals, and in the economic evaluation of decarbonization alternatives. It was found that the greatest focus of reduction is scope-1 emissions, referring to fossil fuels, which represented 73% of scope 1 in 2020. As for scope 3, which now has an assessment of five categories as of 2020, the best opportunity was to set a goal for logistics providers. So far, 11 opportunities for decarbonization projects were mapped, one of which is not yet foreseen in the portfolio: purchase of proven renewable energy in Peru.
SASB EM-MM-110a.2

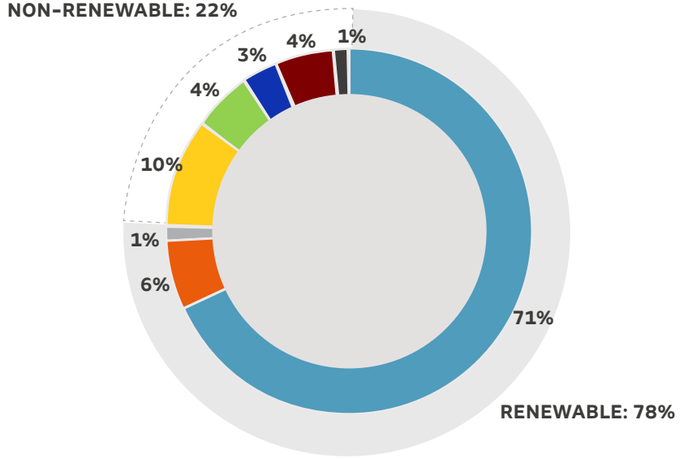
ENERGY

GRI 103-2, 103-3 SDG 7.2, 13.2 SASB EM-MM-130a.1

We continue to pursue a low-carbon economy. One of the main actions in this regard was the replacement of fuel in the steam generation in Três Marias, using the biomass boiler (eucalyptus chips), in a project started in 2017. This boiler replaced those fueled by petroleum-based oil. Another innovative project being implemented in Juiz de Fora is the ZEG boiler. This type of equipment provides steam from the use of industrial waste through the thermal degradation of materials at high temperature. The generated gas has a high calorific value, generating energy. This project works directly on two material topics, energy and waste.

Another important project in the energy area is the use of bio-oil. In 2021, the results at the Três Marias unit were significant: the pilot plant implemented in the zinc oxide furnaces area operated 24 hours a day from monday to friday and in 2022 the test will be extended to 24 hours a day, seven days a week. We also have the project to replace the Cajamarquilla's energy matrix with natural gas, with lines installed in the foundry, anode plant, Denepak boiler, and Monoblock areas.

RENEWABLE AND NON-RENEWABLE ENERGY CONSUMPTION GRI 302-1, 302-2



In 2021, we consumed 13,156,502 GJ from renewable sources, which represents 78% of our total energy consumption of 16,892,184 GJ. Among the renewables, electric energy represents more than 91%, with the others being represented by the consumption of biofuels such as biomass and ethanol. We kept up our efforts in the maintenance and traceability of energy contracts, prioritizing renewable sources in all operations, where renewable electrical sources represent 99.4% of our total consumption. One example is our biomass boiler at Três Marias, a project started in 2017, which replaces boilers fueled by petroleum-derived oil.

Total non-renewable energy consumption was 3,735,682 GJ; diesel is our foremost representative, with a 46% share of total consumption from non-renewable sources. Our energy intensity was 27.30 (GJ/tonne of zinc and zinc oxide sold). In 2021, we worked on innovation projects focused on reducing the fossil fuel consumption[6]. GRI 302-1, 302-2, 302-3 SDG 12.2

[6] See innovation projects to replace fossil fuels on **page 17.**

Social action in communities is aimed at developing the vocation of each region and supporting communities in their specific demands

Social performance

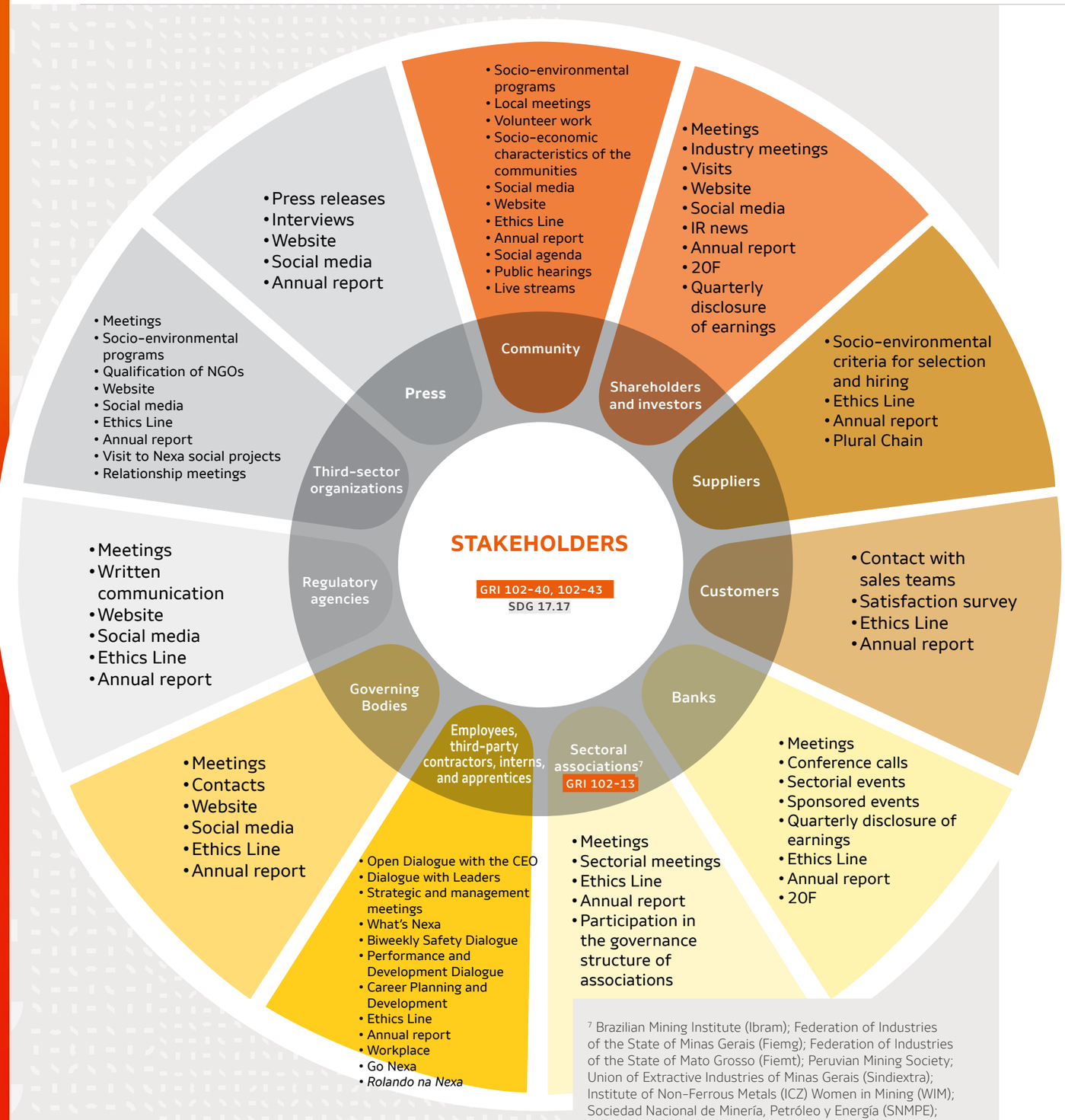
In order to maintain the sustainable growth of our business, we encourage permanent dialogue with all audiences, from the communities around our operations, to suppliers and regulatory bodies, as well as the employees and shareholders.

STAKEHOLDER ENGAGEMENT

GRI 102-42, 102-44

We continuously work toward expanding our relationship with all stakeholders, to maintain the sustainable growth of our business and to maintain an ongoing, open and transparent dialogue with each stakeholder impacted by our business. We consider the most relevant stakeholders that have the greatest effect on our operations and strategy, as well as the greatest influence on our business. These are groups made up of shareholders and investors, communities, employees, and customers. However, we also look at banks, suppliers, industry associations, government authorities, regulatory agencies, third-sector organizations and the press with equal respect and consideration.

We want to be increasingly closer to these groups, by promoting constant dialogue through our participation in forums and sectorial meetings, holding events with our business partners, and promoting meetings with the communities surrounding our operations and their leaders to gather suggestions and complaints, clarify doubts, and provide them with information about our projects under way. We believe that this proximity provides the co-creation of a relevant long-term legacy.



[7] Brazilian Mining Institute (Ibram); Federation of Industries of the State of Minas Gerais (Fiemg); Federation of Industries of the State of Mato Grosso (Fiemt); Peruvian Mining Society; Union of Extractive Industries of Minas Gerais (Sindiextra); Institute of Non-Ferrous Metals (ICZ) Women in Mining (WIM); Sociedad Nacional de Minería, Petróleo y Energía (SNMPE); Comité Setorial Minero.

PEOPLE AND ORGANIZATION

Employee profile

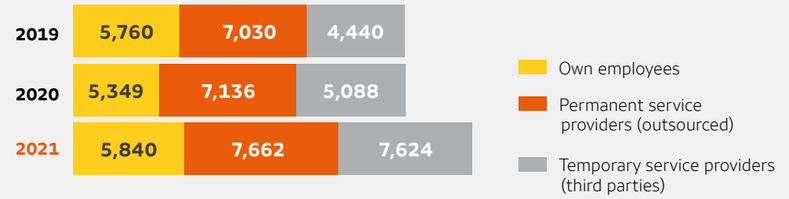
GRI 102-8, 405-1

At the end of the year, our workforce consisted of 5,840 direct employees, out of whom 3,631 were staffed in Brazil, 2,185 in Peru, and 24 in other countries, plus 7,662 third-party workers from service providers, on a permanent basis. A good portion of our workforce is outsourced, especially in Peru, due to the nature of our operations. Women represent 16.5% of the total. Employees in the age group over 50 years old accounted for 13.7%.

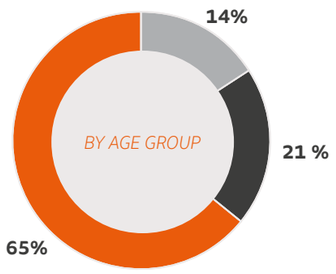
We continued to expand our staff, even in the face of the pandemic scenario, which continued with waves of contamination and new variants around the world. We hired 1,074 new employees in the year, which represented an increase of 9% in our own staff, discounting employees who left the Company and not including interns and apprentices.

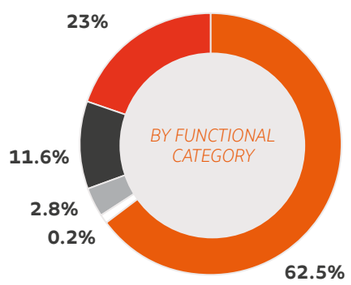
GRI 401-1 SDG 8.5

TOTAL EMPLOYEES GRI 102-8



EMPLOYEES GRI 405-1





Union negotiations

In 2021, we prepared a union master plan, which serves as a guide for Nexa representatives who work with unions. It is composed of internal indicators that allow us to act proactively in this relationship, avoiding conflicts and strikes. In the year, there were no strikes by our own employees or third parties. GRI 102-41, MM4 SASB EM-MM-310a.2

PLURALITY MATERIAL TOPIC SDG 10.2, 10.3

We believe that mining can and should become a more plural environment, in which investing in the multiplicity of ideas, origins, races, ethnicities, genders, orientations, generations, and inclusion of professionals with disabilities at the workplace is the pathway to build a more diverse organizational culture and promote businesses that boost employee satisfaction. It is also a fundamental factor for the continuity and evolution of our business.

Through our aspiration to be a plural company, with actions that promote an environment of opportunity, recognition and acceptance for people to be themselves, we base ourselves on three drivers:

For individuals: We believe that an inclusive environment with emotional security encourages creativity, a sense of belonging, and innovation.

For the Company: We believe that plurality is a strategic pillar that expands the potential of our teams and multiplies the results of our business.

For society: We believe that our practices and results contribute to society becoming increasingly ethical, humane, and equitable.

Being plural means representing and being represented by different social groups in all areas and positions of our organization, it means living with multiplicity and making this coexistence intrinsic to our culture, our way of thinking, creating, and working. It is breaking down the barriers of our sector, doing it our way to make a difference.

Building the mining of the future and having plurality are fundamental in this journey, along with environmental protection, proximity, and partnership with our communities for local development. In this way, we co-create a legacy and provide a more equitable society for future generations.

The construction of an increasingly plural environment at Nexa began in 2019, strengthened by Nexa Way, based on an internal diagnosis of diversity carried out with the support of a specialized consultancy in which leaders and employees were heard, data and internal figures were analyzed in order to understand what level we were at and where we needed to advance.

In 2020, we started the journey of plurality by forming affinity groups with volunteer employees from different units and countries to work on the following themes: women (*Empodera* Group), multiculturalism with races and ethnicities (*Tonalidades* Group), LGBTQIA+ (*Orgulho* Group), people with disabilities (*Acessa* Group) and multigenerational people (*Conexão* Group).

In 2021, with the advancement of the theme in our organization, we established the governance of the program, which involved not only the affinity groups but also an Executive Committee, composed of our board of directors and CEO, and the Plurality Committee, formed by employees from key areas of the Company so that the theme is multiplied: Legal, Compliance, Sustainability, Operations, and Institutional Relations. All of them have the purpose of coordinating the implementation of several actions oriented to the promotion of plurality in a transversal and uniform way, generating greater impact in all units.

Gender equality SDG 5.5

Women represent 15% of the workforce in Brazil and 10% in the world in the mining sector, according to a survey carried out by Women in Mining Brasil, published in October 2021. At Nexa, in 2018, we had 12% of women and, in December 2021, we reached 16.5% of female presence in our employees, reaching the goal established for the year.

In the *Empodera* Group, a plurality front focused on gender equity, we continue to encourage women's participation in mining through various actions, in particular:

***Quebrando Tabus* (Breaking Taboos)** - Created in the Vazante unit, the initiative promotes conversations about taboos and barriers that are not easily visible and works on unconscious prejudice. Six units in Brazil and Peru have already held the meeting and the program continues in 2022 for Aripuanã, Pasco Complex, and Luxemburg.

Women in Minex – After signing the commitment letter Women in Mining – WIM Brasil and WIM Peru, as the first Brazilian mining company to assume this commitment, we continue to promote the presence of women in the operation, with specific actions in the areas of Mineral Exploration, Engineering, and Technology in the areas that presented the lowest rates of female presence. A forum of women from these areas was created to discuss the context and encourage dialogue. Quebrando Tabu workshops were held, with the help of the *Empodera* Group. As a result of these meetings, we had the installation of separate chemical toilets in the field and the construction of lodgings and toilets suitable for the use of women in our units in Peru.

Nexa has five affinity groups that work on plurality issues in the Company: Women, LGBTQIA+, Races and ethnicities, Multigenerations and People with disabilities

Women's empowerment and development – *Aceleradora de Carreira*
In 2021, we joined the *Aceleradora de Carreiras* program, from *Grupo Mulheres Brasil*, whose purpose is to offer career development actions that promote the rise of black women in the corporate environment, contributing to the reduction of inequalities (SDG 10). In this first cycle, we enrolled and accelerated the careers of 10 female employees from our corporate office in São Paulo.

Attracting and educating women in operations – Actions were carried out at the Vazante, Aripuanã, and Três Marias (Brazil) and Cajamarjilla and Cerro Lindo units (Peru), to qualify and hire women for positions historically occupied only by men. As a result, we hired women to work in operational positions. Given the success of the program, there will be an expansion to the other units of the Company.

Maternity leave in Peru – Extending the period of leave from 98 to 180 days was an important step in ensuring the well-being and safety of mothers.

Infrastructure development at the units – We carried out significant changes related to infrastructure, such as: construction of lactation rooms; renovation of women's restrooms and changing rooms and renovation of the accommodations that house our female employees.

Nexa employs more women than the average in Brazil and the world in the mining sector

***#MinereComoUmaMulher* (#MiningLikeAWoman) –** The manifesto #MiningLikeAWoman was launched, which aims to increase the participation of women in the Brazilian labor market and broaden the discussion on gender equity in the mining sector. The campaign, created and developed by the *Empodera* affinity group, promotes activities dedicated to women in all its operations, focusing on three pillars: structural actions, affirmative actions and awareness and engagement actions.

LGBTQIA+

In 2021, we signed the adhesion letter and the 10 commitments of the LGBTQIA Business and Rights Forum, an institution that brings together companies committed to the inclusion and defense of the LGBTQIA+ community and human rights. By becoming a signatory, the Company takes another step on its journey to plurality, which aims at the internal development of LGBTQIA+ people, social inclusion, improvement of leadership in relation to the theme, among other strategic issues related to business management commitments.

We also signed a letter joining Pride Connection in Peru, a network of organizations that promote inclusive work environments for the LGBT+ community in the country. The main purpose of Nexa's commitment in Brazil and Peru is to expand and strengthen the presence of people from this group and make them feel increasingly welcomed and represented in the Company.

In addition to signing the commitment letters, activities promoted by the *Orgulho* group took place at our units in Brazil and Peru, such as awareness-raising debates, integrative workshops, customized badges, and visual interventions, using the colors of the flag (rainbow) in spaces of great circulation of employees.

TALENTOS PLURAIS PROGRAM – BRAZIL

The *Talentos Plurais* Program was exclusively intended for people with disabilities who have a degree in any area of knowledge completed or expected to graduate by December 2022. In this first edition of the program, we had more than 600 applications and selected 16 talents for positions in the areas of Information Technology, Finance, Mineral Research and Technology, Transformation, Sustainability, Logistics, Procurement, Legal and Human Resources.

With a duration of 18 months, the selected candidates will have the opportunity to go through different experiences and develop business vision, new knowledge about the area of operation, in addition to technical and behavioral skills. The initiative promotes an opportunity for growth for professionals, who will have the opportunity to train, and for all of us, who will learn from them to improve our business practices, making Nexa increasingly inclusive. SDG 10.2

RECOGNITION OF EMPLOYEES' VALUE SDG 8.5

Our goal is to attract and retain talent and, therefore, we are constantly investing in new, more flexible, dynamic, and fluid ways of working and in different interactions and forms of collaboration between people and teams. To make this reality possible, the digital transformation of the HOD area is underway, from which we already have the use of artificial intelligence, with the chatbot Nina, who assists employees, in addition to the intelligence panels of data (BI), which helps us to obtain more complete and integrated information to guide our initiatives.

#JEITONEXADETRABALHAR

For us, one of the lessons learned from the pandemic was to understand that it is possible to perform most of our administrative functions with quality from anywhere. That's why we launched the movement called *#JeitoNexaDeTrabalhar* ["Nexa Way of Working"], which comprises three possible ways of working: 100% at work units or offices, work-from-home, or a hybrid model – a decision aligned with the trend of the future of work and driven by the Organization's movement of cultural transformation. The information obtained through internal research also counted for this decision, pointing out that 90% of employees feel adapted to new working methods.

Telecommuting adopted voluntarily as of May 2021 in the corporate offices in São Paulo, Belo Horizonte, and Lima allows employees a flexible work practice, with good habits, high performance, and collaboration. Those who join the program receive full support to take care of their health and posture and even balance the costs of internet and infrastructure necessary for the home office, with an ergonomics kit and telecommuting assistance provided for in the membership package.

In this modality, remote and online work is the first option, but it does not prevent employees from working in the office when they need it. For the model to work, we support managers to lead teams in this new format, with tools, tips, and training. Recommendations include keeping content accessible to the team, leaving the video on by default, achieving real-time collaboration using tools and apps, prioritizing effective meetings, and guidance on how to assess team performance. In addition to telecommuting, we have maintained the options of fully in-person work and work from home (a model in which employees can work outside the office up to twice a week).

Our *#JeitoNexaDeTrabalhar* program was implemented about a year ago and has exceeded expectations. In fact, our people are working from unusual places, combining dreams, personal interests and delivering consistent and innovative results. It is proof that we made the right decision to make telecommuting possible for people who work in functions where this scenario is possible, whether in offices or in administrative positions in our mines and refineries. We decided to go down this path in early 2021, when the visibility of the future was still low.

As an additional result, the remote work policy contributes to the environment, as it will be possible to reduce emissions of CO_2, considering the commuting that used to be done from home to the offices or work units.

Aiming at more efficient people management, in 2021 we built the new One HR model, centralizing the operational areas and adopting the new business partners (BPs) model to serve the business. We mapped, aligned, and improved 85% of the area's processes and centralized the budget.

The new model helps to give a global view of the teams, offering a unique experience in the recruitment and selection process, through the sharing of the integrated database and internalization of the program. The structuring of the process takes place according to the understanding of the needs of each business and the evaluation of opportunities. In the new format, it is possible to manage the indicators, analyze opportunities and offer the best development opportunities to our employees. In an internal satisfaction survey, we obtained a rate of 77% favorability in this regard. The process continues in 2022, with the consolidation of the use of the portal's self-service by employees and the addition of new services.

One of the challenges for the coming years is to implement a global recognition system, which allows for new forms of compensation. Consequently, we will review our fixed and variable compensation policies for corporate and units.

Organizational health

Our internal satisfaction index reached 83 points in the 2021 survey (against 81 in the previous year), which places us as a reference in the mining sector, by the Organizational Health Index (OHI), a proprietary database of the McKinsey consultancy firm, based on in surveys with thousands of companies around the world.

We reached the top decile in 7 of the 9 dimensions of the OHI, and two years before we had no practice at this level. The Motivation dimension increased by 14 points, which reflects the consistent work in recognition, quality of life, and a plurality (in the corporate areas, this dimension grew by 24 points).

The results scores show a more cohesive and collaborative culture across Nexa.

Training and development

GRI 103-2, 103-3, 404-2, 404-3 SDG 4.4

Access to knowledge at Nexa has the following strategic objectives:

- **Learning:** Strengthen knowledge management and continuous growth. Development of key technical skills, soft skills, and leadership.
- **Leadership:** Position leadership as a driver of transformation and Nexa Way. Ensure planned succession and readiness for new business challenges, considering individual expectations, breadth, and plurality in profiles.
- **Career:** Encouraging employees to take a leading role in their career moves, expanding the vision for varied possibilities of evolution, and supporting the multiple possibilities with development tools.

In order for us to be able to build the mining of the future, we need to develop technical, behavioral and management skills in our staff to grow and perform even better. That is why we redesigned our educational system and corporate policies through the Nexa Way (*Jeito Nexa*) of learning. We have transformed skilling and reskilling programs to support business strategy in the coming years by highlighting digital skill sets and providing lifelong learning experiences for individuals and communities.

We completed the implementation of our Learning Management System (LMS), called *Conexa*, a platform that will allow us to reduce the complexity of our training operation, thereby significantly reducing the number of suppliers, while having a unique and integrated learning model. Through this platform, we offer training in different formats, such as games, movies, interaction, TED, content in partnerships with Brazilian and international universities. Launched in November, the tool provided 1,590 hours of training in a month, with 2,700 connections, 40% of active employees, and 45 courses.

Moreover, in 2021, a total of 1,504 employees received performance evaluations, 27% women and 73% men. Of these, 200 employees (13%) were in leadership positions, of which 46 were women, 154 were men, and 90 (45%) belonged to Generation Y (millennials). Of the promotions granted in the period, 36% were women, reiterating Nexa's commitment to increase the percentage of women in leadership roles.

FOCUS ON LEADER DEVELOPMENT

***Cultivando Lideranças* (Cultivating Leadership) –** Our leader development program reinforces cultural transformation and trains our executives to deal with the most diverse team management scenarios. As development is one of our priorities, for the next few years, we intend to develop an integrated and global leadership development program.

CAREER FOCUS

A continuous and voluntary participation program was developed with different learning strategies: interactive lives, podcasts, videos and renowned guest speakers who promoted discussions about the future of the job market and the impact on our business. This program impacted the training hours of the professional audience, which grew by more than 40%.

Job experience – A program started in 2021 that allows professionals to work for six months in another area to have new experiences and opportunities, involving both the corporate and the units.

***Jovem Aprendiz* (Young Apprentice) –** The 2021 edition offered professional and free courses in the area of mining operations and mineral processing in the cities of Paracatu and Vazante (Brazil), in partnership with the local Senai. The vacancies were exclusively intended for women between 18 and 23 years old and women with disabilities.

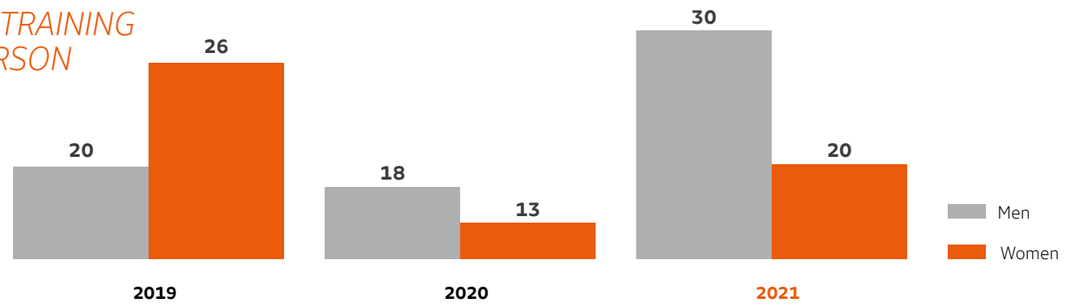
BUSINESS FOCUS

We believe that the development and consolidation of our business are only possible thanks to the development of our employees and stakeholders. Therefore, we work in partnership with Nexa's main challenges: the implementation of the Aripuanã project, the maintenance of our know-how in mining, the updating of all our employees in conducts in compliance, the mindset and ESG practices and many others. These

Caring for the physical and mental health of our employees is priority at Nexa

AVERAGE HOURS OF TRAINING PER GENDER PER PERSON

GRI 404-1



pieces of training are called Technical Schools by us and aim to develop skills critical to our business.

For this purpose, we offer undergraduate and graduate courses, language courses, technical courses, training in several countries, whether online or in person.

FOCUS ON REGULATIONS AND OCCUPATIONAL SAFETY

In addition to complying with regulations, we are concerned with developing a mentality of mutual care and knowledge of the real risks and mitigations within the context of our operations. To provide this learning experience, we use several methodologies for normative training: based on the 6Ds, we use online, face-to-face, hands-on training, Lego Serius Play, VR and VA methodology. In addition to these strategies, our Onboarding program was revitalized and new employees at Nexa are followed up by their manager and sponsor for six months, in addition to evaluating the process and being evaluated. During the year, there were almost 150 thousand hours of training on these topics, which represents almost 25 hours per employee.

FOCUS ON CULTURE AND PLURALITY

The result of this solid work was the application of the 4th OHI survey (a measure of culture applied by the Mckinsey consultancy that is based on a benchmarking of more than 5,000 companies), with positive results.

In 2021, a total of 170,333 hours of training and qualification programs were offered to employees, equivalent to an average of 30 hours for men and 20 hours for women. This total represented a growth of 73% compared to 2020, driven by *Conexa*. Approximately 32% of employees (1,877 people) were trained in human rights policies or procedures, which totaled 2,058 hours dedicated to the topic. GRI 404-1, 412-2 SDG 4.5

HEALTH, SAFETY AND WELL-BEING MATERIAL TOPIC

Ensuring the health, safety, and well-being of our people, in addition to being a priority, is a fundamental part of our work. Throughout 2021, we implemented several actions that allowed us to strengthen our culture focused on health and safety, promote a safe work environment for our employees and service providers, and advance our safety indices. The continuity of the new coronavirus pandemic continued to bring challenges that led us to continue and improve our plan to face Covid-19, always bearing in mind the well-being not only of our teams and partners present in our units, but also of their families and the communities around us.

Health and safety aspirations

We focus on three great aspirations:

- Eliminate fatalities;
- Reduce the frequency and severity of accidents;
- Raise the standards of a culture of health, safety, and well-being in our units.

Bearing these goals in mind, we work intensively to correct risky behavior and to strengthen a safety culture that does not tolerate breaches; we encourage reporting of unsafe conditions and work on planning activities to ensure the implementation of risk control.

In 2021, we signed the letter of adhesion and the 10 commitments of the LGBTI+ Business and Rights Forum

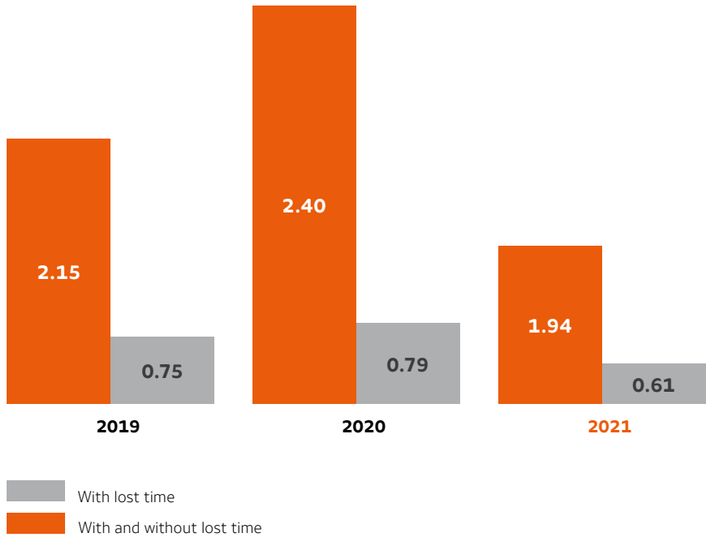
Second consecutive year without fatalities

In December 2021, Nexa completed 31 months without fatalities in its operations and celebrated the second consecutive year without fatal accidents in the Company. In addition to this milestone, other data reflect the Company's good performance in security. We recorded a 19% drop in the frequency of accidents with and without lost time (from 2.40 to 1.94) and achieved historic results in reducing the severity of incidents, for the first time below the Company's target. The number of man-hours worked was also higher compared to the same period in 2020, despite some instability in the frequency rate, due to absences related to the Covid-19 pandemic. The injury rate (TL) dropped from 0.48 to 0.44 in the period. GRI 403-9 SDG 8.8

In 2021, we focused on the standardization of occupational hygiene with the identification, assessment, and monitoring of occupational risks. In 2022, the focus of the occupational health area will be on reviewing protocols for the analysis and diagnosis of occupational diseases in line with the identified risks. GRI 403-10

ACCIDENT FREQUENCY RATE

GRI 403-9



Note: Different databases and criteria were identified for Health and Safety and Human and Organizational Development information, which is why alignment and reliability improvement work was started so that both areas use the same databases and align the criteria used for their respective indicators. The accident frequency rate is calculated from the number of accidents x hours worked by employees and third parties.

Health and safety management system

GRI 403-1, 403-2, 403-8 SDG 8.8

Having standardized processes, performing performance evaluation, developing continuous improvement, and promoting a culture of health and safety are fundamental objectives of our operations. For this, Nexa has an important tool: the OHS Management System, which was improved in 2021.

Based on three pillars of constant evolution (planning, implementation, and control, monitoring, and learning), the OHS Management System aims to make clear the responsibilities and authorities, as well as expectations to be achieved, make data and information available, monitor indicators and carry out audits.

Among the main initiatives to improve the management system in 2021 were the diagnosis and graphic creation of the mandala to make it simpler to understand, translation and standardization of procedures, review of the content of documents in the system, technical analysis updating the current legislation, creation of standards to meet new normative demands, and the new codification of documents according to systemic requirements.

Sustainability Master Plan

To help in the relentless pursuit of our three aspirations in health and safety, we continued with the Sustainability Master Plan, consisting of eight goals. Advances were observed in all of them throughout 2021, and in three of them, the objectives were 100% achieved.

Among the main advances of the plan in the period is the development of a structured program to support a process of learning and transformation of culture and behavior in Health and Safety. Main initiative of the Master Plan, as it is connected to all other goals, this transformation is based mainly on the adoption of the Global – Mining Industry Risk Management (G-MIRM).

G-MIRM aims to promote significant and lasting changes related to decision-making within the Company and the improvement of risk management. In 2021, we completed the formatting and organization of the didactic material for workshops, in addition to conducting training on the Security Risk Management Process (SRMP) for top management professionals.

Important advances were also achieved in the goal related to the restructuring of the health and safety risk management process, in which the risk management approach by layers was implemented. To this end, a review of existing documents and process unification, creation, and definition of the production strategy, structuring, and development of workshops to publicize the new structure were carried out, in addition to starting the implementation process in the operational units. The approach adopted provides four layers of risk assessment for safe production, namely: whole unit, projects and changes, tasks and individual risk.

HEALTH AND SAFETY MANAGEMENT SYSTEM

GRI 403-9

Integrated EHS Policy

REQUIREMENTS

- OBJECTIVES AND GOALS: FOCUS ON CONTINUOUS IMPROVEMENT
- RISK MANAGEMENT: RISK ASSESSMENT MATRIX; OPERATING PROCEDURES - INSPECTIONS
- APPLICABLE REQUIREMENTS: LAWS; CONTRACTS; COUNTRY TECHNICAL STANDARDS
- CONTROL OF RECORDS AND DOCUMENTS: DOCUMENT TYPE; FREQUENCY; RESPONSIBILITIES
- TRAINING: MAP OF KNOWLEDGE REQUIRED BY FUNCTION X RISK
- COMMUNICATION: INTERNAL AND EXTERNAL IMAGE
- OPERATIONAL RISK AND CHANGE CONTROL: SPECIFIC STANDARDS BY TYPE OF ACTIVITY; CONTROL OF CHANGING SITUATIONS X NEW RISKS
- MONITORING/PERFORMANCE: MONITORING PLAN WITH TYPE, FREQUENCY, LOCATION, METHOD ETC.
- INCIDENTS: COMMUNICATION, CLASSIFICATION AND INVESTIGATION CRITERIA
- EMERGENCY PLAN: PREPARE FOR ALL RISK SCENARIOS
- ASSESSMENT AND CRITICAL ANALYSIS: AUDITS; SENIOR LEADERSHIP ANALYSIS

In relation to the Company's internal image, the communication, participation and consultation programs stood out, including: GRI 403-3, 403-5, 403-6, 403-7 SDG 8.8

Nexa Safety Day: with the motto Zero Damage, the event promotes a culture in the sense of not generating damages, injuries, losses, and impacts on the lives of employees.

Sipat and Sipatmin: the Internal Workplace Accident Prevention Week promoted several activities, webinars and events aimed at raising the awareness of own employees and service providers about the prevention of accidents and occupational diseases, extending the focus of attention to families.

Go Nexa: this three-month event allows employees and their families to carry out, through an app, healthy eating and physical activity missions, improving their health and quality of life.

"*Enfrente*" Program: Focusing on the treatment of alcohol and other drug abuse, the Enfrente program offers support to employees and their families through information, guidance on how to seek help, and treatment. SDG 3.5

ORT (Remark of Risks at Work): this safe behavior program seeks to identify and control the risks of activities in the present, so that it is possible to reduce undesirable consequences in the future. The ORT tool is used to assess safe behaviors during the execution of activities, improving the practice of safe behavior.

Proa Movement!
Held in December and January, considered critical months for accidents, this movement seeks to increase the level of attention of employees, so that they are always alert, intensifying the use of protection tools to enhance our safety performance. Stop, reflect, observe and act are the directions that help us to achieve the goal of reducing accidents in the organization.

Computerized systems

In order for it to continue advancing in all its goals, the Sustainability Master Plan needs structures and resources to support its strategy. In 2021, this role was played by two computerized systems:

***Siclope* (Integrated Control System):** composed by the modules plans and actions, fale fácil, EHS occurrences, licenses and conditions, and safe behavior, *Siclope* helps to promote the integrated management of internal controls of health, safety and environment, besides strengthening the safety culture through the reporting of occurrences, monitoring of action plans and valorization of safe behavior.

Apollus: a tool for managing the Environment, Health & Safety and Sustainability processes, Apollus started its project in 2018, with the search for solutions in the market, and was implemented in 2021. Among the advantages that the system offers are agility in the process, the integration of data in a single base, the alignment of information between the areas, and the elimination of risks with the delivery of events to eSocial. Throughout the implementation process, the project required initiatives that contributed to the construction of new health and safety processes, interface optimization, and innovative solutions. To support these actions, a Change Management front was implemented, responsible for monitoring and preparing the teams involved for new challenges brought by the project.

Next challenges

As of 2022, our challenge will be to initiate welfare actions aligned with ESG (environmental, social, and governance) aspects, with the creation of three important indicators: health risk, metabolic risk and wellness risk. In addition, Nexa's wellness actions will focus even more strongly on issues related to mental health, based on three main guidelines: reception and support, culture and environment, education and prevention.

COPING WITH COVID-19

Caring for people's health and well-being is a key factor for Nexa Resources. Therefore, in the context of the new coronavirus pandemic, which continued throughout 2021, we continued, updated, and promoted improvements to the measures implemented in 2020.

We continued to operate in six pillars - management, control, health, laboratory support, communication, and innovation - updating actions and protocols according to the observed changes in the scenario. Based on the experience of the previous year, we were able to continue the actions in a more organized way in 2021, which, together with the arrival of vaccines against the disease, helped us to reduce the number of Covid-19 cases among our employees.

To ensure greater efficiency in managing the crisis generated by the pandemic, we continued the work of the crisis response committees - both the central committee and the local committees created in the units - we updated the policies and guidelines in line with the recommendations of the health regulatory bodies, as well as the screening protocols for entry into the units and the protocols for the identification, analysis, and monitoring of suspected or confirmed cases and contacts.

Throughout the year, we also followed the behavioral guidelines and standardization of physical mechanisms to reduce transmissions, such as cleaning and disinfection, social distancing, and the use of masks. Moreover, we constantly evaluate, monitor, and control the groups at risk for Covid-19.

In 2021, we maintained the communication work constant, to ensure that our employees and their families remained aware of the importance of Covid-19 prevention actions. In all, more than 60 pieces of communication were produced.

In addition to maintaining the protocols already in place since 2020, we have established guidelines for the use of accommodation and cafeterias and rules for the use of meeting rooms and shared equipment, such as printers and coffeemakers, aiming at safety with the return of face-to-face activities. Throughout the year, we also maintained the routine for disinfection and cleaning of environments, occupation, respecting the necessary social distance, and the mandatory use of face masks.

Among the actions carried out by our occupational health team were permanent epidemiological monitoring, the management of suspected and confirmed cases, the purchase and application of Covid-19 tests for employees and service providers, and partnerships with local clinics.

ACTIVE SEARCH

We managed to contain the spread of Covid-19 with the help of the active search action, carried out in the Brazilian and Peruvian units The action consisted of testing all employees, to identify and isolate transmissible cases, including asymptomatic ones. Weekly tests were carried out at the units, and at the end of 60 days, 100% of the workers had already been tested. Those who tested positive, as well as people they came into contact with, were isolated, thus interrupting the chain of transmission of the disease.

In this way, while the number of cases grew across the country (especially in the second and third quarter of 2021), within the company the rates fell. The results of the action, however, went beyond the numbers. We noticed an improvement in the behavior of workers in relation to exposure to the risk of contamination, as well as a positive impact on the unit's climate, with an increased sense of security for employees and their families. Workers also reported an increase in the bond of trust with Nexa, and no impact on production or increase in absenteeism was noticed due to the action. SDG 3.3

SOCIAL MANAGEMENT

MATERIAL TOPIC GRI 103-2, 103-3 SDG 11.6, 13.2 SASB EM-MM-210b.1

Through actions with the communities where we operate – in an increasingly close, transparent, and constructive relationship – we seek to co-create a positive and structured legacy, enabling affirmative transformations for local development, as well as ensuring the rights of these communities are respected. To achieve this goal, in 2020 we created a General Management of Social Management, within the Sustainability Executive Board. The change required the area to undergo internal restructuring, defining priorities, scope, roles, and responsibilities of the teams in Brazil and Peru. Continuing this process, 2021 was the year of consolidation of the teams.

In 2021, the year in which the new coronavirus pandemic continued to bring challenges to governments and organizations around the world, we continue to feel the impacts brought by Covid-19. Whenever possible, the Company's social management projects, especially those in education, health, income generation, and social support, were adapted to the pandemic scenario, in a reality in which we were forced to live with the disease for an extended period.

In this way, some projects were paralyzed in 2020, while others were reviewed, adapting community awareness actions. There was an effort to hold virtual meetings, allowing for the continuity of conversations, negotiations, and participatory actions. An example of this adaptation was the Public Hearing held in Minas Gerais, on the licensing process of the project to raise the west 1 and central modules of the Murici Tailings Deposit, in the municipality of Três Marias, held in Belo Horizonte (Brazil), with open virtual broadcast and live participation for communities in the Area of Direct Influence (AID).

During the period, emergency humanitarian aid actions were carried out, such as donations of basic food baskets to the AIDs of all units. This action was carried out, for example, in Aripuanã (Brazil), allowing the rural and indigenous communities living there to maintain social isolation, without the need to travel to the city.

We also work in the training of health professionals, in partnership with city councils, to care for serious cases and patients with Covid-19 sequelae in the municipalities where we operate, especially in Brazil. In Peru, the focus was on vaccination logistics and telemedicine. The advancement of vaccination coverage in the countries has contributed a lot to the control of cases in the communities. Telemedicine care quickly incorporated the protocol to treat patients with symptoms of Covid-19 lung infection, providing them with a timely and accurate diagnosis. The project won third place in the ProActivo 2021 Awards competition, with the participation of 73 projects from medium and large mining companies in Peru.

In 2021, we invested a total of US$ 11.9 million in social actions, with US$ 6.8 million earmarked for social projects and relationships with communities, US$ 1.7 million in actions to contain and mitigate the Covid-19 pandemic, US$ 2.5 million in social actions in mineral exploration and US$ 0.8 million of incentivized investment. A total of 320 projects and initiatives were sponsored in the period, in 116 locations in Brazil and Peru. GRI 203-1, 413-1 SDG 4.4, 8.6, 10.2, 11.2

Our social investment prioritizes four strategic axes: Economic Development, Childhood and Youth, Socio-environmental and Participation and Management. In 2021, we also identified ESG themes that represent the most critical and fundamental issues we want to contribute. In the axis of economic development, the generation of diversified income; in childhood and youth, quality education; in the socio-environmental area, access to water; and in participation and management, the social license (transversal theme).

Nexa's volunteer employees, through the Somos Todos program, work on projects to encourage education in communities

Social master plans

The preparation of social master plans for our units in Brazil and Peru was one of our goals for the year. We were able to complete the design of the ten plans, in a collaborative process, with the participation of managers of operating areas from all units. Master plans differ from other strategic planning instruments in that their starting point is the recognition of the operational demands of our businesses and their consequent prospective analysis of the impact of these demands on local communities. In this way, we have identified a set of short and medium-term social challenges that we will manage in order to co-create a positive legacy and, at the same time, enable the growth of our operations.

The master plans allow us to reflect on actions that we can initiate today, so that, in the future, the community can expand its social, institutional, and economic development. They outline the general lines of how this process of relationship and contribution to the social legacy will develop over time, continuous planning, updated annually, which shows the horizon of action for the next five years. This first version will be improved year after year, always in tune with the communities, discussing and aligning the proposed initiatives.

ECONOMIC DEVELOPMENT GRI 203-1 SDG 11.a

Action axis that contributes to income generation in the communities where we operate.

***AGP Turismo* (AGP Tourism)**
Held at the Três Marias unit, the project contributes to municipal public management for the development and strengthening of the tourism sector in the region, boosting income generation. A total of 57 people are benefited, including entrepreneurs and local public managers. SDG 12.b

***Vocação Empreendedora* (Entrepreneurial Vocation)**
The initiative strengthens small and medium-sized local entrepreneurs, increasing income generation through institutional strengthening. In 2021, 129 entrepreneurs and employees from Três Marias participated.

***Vicuña* Chain**
Currently, 53 families benefit from the project, which seeks to improve the sustainability and productivity of vicuña farming. The Pasco unit's initiative annually implements and cultivates 15 hectares of pastures, in addition to introducing genetic improvement modules, developing technical-productive and management skills in the participants, promoting transformation, and increasing the added value of the products.

CHILDHOOD AND YOUTH

Projects that collaborate with local educational institutions, through actions with students, teachers, and the school community in general, contributing to the improvement of local education. SDG 4.2

***Profissa* Project**
An initiative of the Três Marias unit, which aims to strengthen youth leadership and socio-emotional development, in addition to contributing to training for the job market. In 2021, 79 young people from the region participated. SDG 4.4

Education actions in Peru
Information available in the ***Somos Todos* (We Are All) > page 48.**

Healthy and Safe Schools
The project carried out in Pasco creates new conditions for a quality teaching and learning process for students, based on the use of information technologies and the proper use of water and sanitation services, with an educational and participatory community. In 2021, 389 students and 41 teachers benefited from this project. In addition, five schools now have bathrooms, gardens, and innovation rooms, and 93 tablets were delivered to participating educational institutions. SDG 4.a

Reading Program
Held in Cajamarquilla, the project seeks to improve the habit of reading by installing libraries in schools and developing tools to reinforce the reading practice. Currently, the initiative also develops digital reading,

and in 2021 a digital library portal was launched. Altogether, eight school centers and 800 students participate in the Digital Home Reading Plan. For 2022, the goal is to work on the union of physical reading with digital, in the return to face-to-face classes.

SOCIO-ENVIRONMENTAL

Access to water
Initiatives that contribute to the preservation of local water resources and best practices in relation to water use, such as the Planting and harvesting water project. Developed at the Cerro Lindo unit, this project contributes to better water use practices and the modernization of irrigation systems for more than 120 farmers. In Vale do Topará, 12 reservoirs and 20 irrigation systems were improved, increasing efficiency in the use of water and investing in organic family farming. In addition, construction began on the Chulla dam, in the community of Chavín, in a joint action between Nexa and the community. SDG 6.6, 6.b

OPERATIONS NEAR INDIGENOUS COMMUNITIES

GRI MM5 SASB EM-MM-210a.2

Among our operations, four are in territories close to indigenous or native populations, such as the Aripuanã Project, in Brazil, where our operation is more than 10 km away from the indigenous lands of the Cinta Larga and Arara do Rio Branco peoples, and Cerro Lindo, Atacocha and El Porvenir, in Peru, which are located near the Quechua populations, whose recognition is recent and due to our operations.

It is worth noting that, in recent years, the peruvian government has continued with the process of identifying and registering the country's indigenous and original peoples, including in the 2017 National Household Survey (ENAHO) the variable of ethnic self-identification (identity), within which the self-recognition of people as Quechua, Aymara, and other indigenous peoples was considered, among others.

The 2017 ENAHO results continued to be processed in recent years, which would have supported the updating of the Ministry of Culture's Indigenous Peoples Database (BDPI) and including the recognition of diverse populations as indigenous peoples.

With this update, some of the communities located in the areas of influence of our operations were incorporated into the BDPI. These communities have been part of the players identified in our relationship and social management strategies. In some cases, they own the surface land on which we carry out activities and, therefore, are our counterparty in various agreements and contracts, on which such qualification has no impact. Nor does it affect the management of the collective lands of peasant communities, which have their right established by the Land Law of 1987 and the Political Constitution of 1993, which recognizes their legal existence as legal personalities, autonomous in their organization, as well as in the use and disposition of their lands, including the transfer of rights and sale.

The inclusion of some communities in the BDPI involves the State's evaluation of the possible application of the prior consultation process as a requirement for the granting of operational licenses. This requirement has no impact on current licenses.

Regarding Brazil, it is worth mentioning that Nexa does not have the required mining titles on any indigenous lands, whether for mineral research or mining concessions. As mentioned, our only operation in municipalities with indigenous lands is Aripuanã, which is located more than 10 km from the Cinta Larga indigenous land, even outside the

respective indigenous land buffer zone. Despite not being in the area of direct influence of the project, Nexa voluntarily develops projects with the Cinta Larga and Arara do Rio Branco indigenous peoples, meeting all the parameters and legislation currently in force for working with indigenous peoples in Brazil. We also emphasize that the "Study of the Indigenous Component" (ECI) was prepared, which indicated actions identified in the "Basic Environmental Plan of the Indigenous Component" (PBACI), an integral part of the Study, whose actions are being validated by the indigenous peoples.

The company has at its disposal several communication and dialogue mechanisms in the communities where it operates, such as a website, e-mails, telephones, physical boxes for paper registration, in-person service by the social management team, among others, through which any internal or external stakeholder can register queries, complaints, and claims. Interactions are recorded and monitored by management mechanisms and controls, with a commitment to forward and reply to all the consultants.

Nexa respects and complies with the requirements of ILO 169, carrying out consultation and working towards free, prior, and informed consent in locations where indigenous peoples are found, according to international conventions and current legislation in each country. It should also be noted that in the territories we have formal social investment agreements agreed upon with local communities and validated by communitarian representative institutions, as advocated by peruvian legislation for collective lands of peasant communities.

Conflicts and human rights

GRI MM6 SASB EM-MM-210a.3

Nexa does not have operations in territories in which conflicts are registered according to the criteria of the Uppsala Conflict Data Program (UCDP) and OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, but in 2021 it recorded smaller-scale conflicts at the Cerro Lindo and El Porvenir units, in addition to monitoring and conflict mitigation agreements in Aripuanã.

Bearing in mind the best practices and responsibility towards our communities, Nexa has at its disposal Due Diligence processes and Social Golden Rules[8]. The due diligence process aims to identify and collect information prior to the start of a business relationship and to be able to assess and classify integrity risks for Nexa in each relationship. More details on this process in the **Suppliers chapter > page 49.**

[8] The Social Golden Rules define practices that complement Nexa's Code of Conduct and Golden Rules and must be strictly complied with by its employees and Partner Companies. Among the premises are non-involvement in: crimes of sexual abuse or exploitation against children and adolescents; crimes of violence against women or domestic violence; use and exploitation of child labor; situations analogous to slave labor; among others. The document also defines the Community Relationship Protocol, which advocates the forms of interaction and contact with communities, guaranteeing respect and prohibiting any act of discrimination based on race, religion, ideology, sexual orientation, and others.

Volunteering in Education in Peru

Unlike most countries, which resumed face-to-face classes in 2021, Peru maintained online classes throughout the period. Therefore, we work on technology projects for distance education. Among the actions was the distribution of kits for teachers at the beginning of the school year with materials for the care against Covid-19 and methodology materials to assist teachers in conducting distance classes with students. There was also the launch of the digital library portal, as part of the Cajamarquilla Reading Program, in which eight schools participate in the Digital Home Reading Plan.

We also work on improving the back-to-school structure, such as supplying hot water to the restrooms of certain schools and delivering tablets, in partnership with the government of Peru. As many students are not familiar with this type of device, Nexa's employees played the role of godparents, in volunteer work, to help students become familiar with the technology. Nexa also worked on the emotional strengthening of teachers and parents who needed to help their children during online classes during the period.

SOMOS TODOS

Nexa's volunteer program, present in 10 municipalities in Brazil and Peru, *Somos Todos* (We Are All) contributes to the creation of a joint legacy with the community and acts as a support for initiatives that integrate the three priority pillars of our social management. It is aimed at promoting social participation and developing local networks and alliances, thereby providing dialogue and greater engagement of communities and businesses for local sustainable development.

In 2021, *Somos Todos* performed 12,398 volunteer hours, in 127 actions and 394 activities, benefiting 20,764 people with the participation of 1,279 employees. The main actions taken are as follows:

- Reading promotion, vocational guidance, mentoring, and tutoring program (mathematical and logical) for high school students;
- Programs to promote female empowerment and gender equity, with emphasis on workshops on entrepreneurship, mental health, and female leadership;
- Programs on environmental preservation;
- Actions aimed at improving local infrastructure and encouraging tourism;
- School infrastructure actions;
- Collection, delivery of food and hygiene materials to economically vulnerable families and victims of floods in Minas Gerais, in addition to the collection of items focused on the prevention of Covid-19, such as the *Máscaras do Bem* Action, in Três Marias, which made and distributed protective masks.

One of the program's highlights was the socio-educational campaign entitled *#SegueoFluxo* (#FollowTheFlow), for the purpose of collecting sanitary pads for women in situations of local social vulnerability and with little access to the product. Developed by the *+Mulher* group, formed by women from Três Marias and the Beira Rio neighborhood, in the municipality of São Gonçalo do Abaeté (Brazil), the campaign aims to educate, raise awareness and highlight the importance of caring for women's health and show that the topic of menstruation does not have to be taboo.

Another relevant program was *Salas ao Ar Livre* Action, in Três Marias, which won the 2021 Recognition Program. In order to ensure the return to face-to-face classes in the safest way and in compliance with safety protocols, three open rooms were built on the school's sports court. In total, 1,211 hours were donated by 191 volunteers and 230 students benefited. SDG 4.1

DECOMMISSIONING MATERIAL TOPIC

Nexa is deeply committed to its mining and industrial facilities, from initial planning, during the period of operation, and even after they cease to operate, ensuring the proper closure of activities and helping to create a legacy for the surrounding community.

Thus, the decommissioning of these facilities is a strategic part of the business and, therefore, is followed up by internal policies and involves from the operating units to the Executive Board. All of our operations have plans for decommissioning and future use, based on the most current technical references and best market practices in the world. In addition, decommissioning is planned even before the start of operations at each unit, which gives the Company a differential.

The decommissioning plans contain technical guidelines for a safe, complete, and efficient decommissioning process, as well as

information on economic, environmental, and social actions. Gathering these data in a formal document creates a sense of urgency among the population, which encourages the role of the community and public authorities that may not have been achieved during the mine's operation phase.

Examples of ongoing decommissioning plans at Nexa include the Santa Rosa and Sinaycocha units, both in Peru, which are conducting their final decommissioning works, to be carried out from 2022 to 2024. After this period, post-decommissioning monitoring will begin. Another example is the Chapi unit, also in Peru. Currently, it is not operating and has been carrying out the closing works, in accordance with the commitment assumed in the approved decommissioning plan. The document is currently undergoing updates and will be presented in 2022.

SUPPLIERS

GRI 102-9, 204-1 SDG 8.7, 8.8, 16.2

Nexa's Supplier Management Program has the mission of establishing an ongoing dialogue with partners who value the fulfillment of our values. Regardless of the product offered or the service provided, it is essential for the Company that all our suppliers are committed to seeking the best socio-environmental practices, using natural resources responsibly and respecting the rights of all employees.

At the end of 2021, our registered supplier base had 8,186 companies (4,967 in Brazil and 3,219 in Peru), from a wide range of segments: inputs, raw materials, waste management, environmental management, energy supply, minerals and chemicals, fuels in general, health services, packaging supply, transportation in general, MRO (Maintenance, Repair and Other), facilities and IT, services, and maintenance, among others. Our purchases in the period totaled around US$ 2.2 billion, of which 3.8% were sourced from local suppliers. In Brazil, local suppliers are those located within 100 km of our units (excluding major cities such as São Paulo), and they are small and medium-sized companies, while in Peru we consider suppliers that are in the "Area of Direct Influence" around our units and were indicated by the Social Management team, which can be both local and communal.

Selection and hiring

GRI 308-1, 308-2, 407-1, 408-1, 409-1, 414-1

Companies that show interest in becoming suppliers receive the Nexa Code of Conduct and the Declaration of Social Responsibility, and failure to accept these documents may result in the supplier's disapproval. Once the registration is requested, these companies then go through a process of approval and due diligence, in order to verify if they meet the pre-established supply criteria, thus generating greater security and confidence in the buyer-supplier relationship.

There are two steps to identifying health risks of potential suppliers:

- **Standard Due Diligence**, a process for screening purposes on registration or continuity in the Nexa database.

- **Advanced Due Diligence**, a process applicable to suppliers identified as having high or extremely high risk, in accordance with the criteria established by the Management Standard. If the level of risk is confirmed, suppliers in these categories can only be engaged on an exception basis, through justification and approval by the person in charge of the area and continuous monitoring throughout the contract.

In the approval process, suppliers are evaluated in relation to registration, health, and safety, environmental, legal, fiscal, and financial criteria, as well as integrity requirements, such as connection with bribery, corruption, money laundering, and terrorist financing. Suppliers must also ensure a safe and healthy work environment, freedom of union association, and non-discrimination due to gender, race, social class, nationality, religion, physical or mental disability, sexual orientation, or any other condition of diversity, in accordance with the Nexa's policy. During the period covered by the report, no incidents of child labor and young workers exposed to hazardous work or forced or slavery-like labor were identified in our operations.

Of the total number of suppliers that Nexa considered selecting or hiring in 2021, 87% were selected based on criteria related to human rights. During the year, 7,388 suppliers were submitted to environmental impact assessments (90.2%), three of which were identified as causes of significant and potential environmental impacts. For these, process improvements were agreed to comply with the Nexa criteria. There was no termination of contracts with suppliers in the period.

Service providers

The nature of our business requires that we have a large contingent of service providers in our operations. This scenario is especially striking in Peru, where third parties represent around 70% of our workforce. Therefore, with the continuity of the new coronavirus pandemic throughout 2021, the participation of service providers in the application of Covid-19 prevention protocols was fundamental.

SUPPLIER EXPENSES

	2019	2020	2021
Total amount spent on suppliers (US$ million)	1,957.11	1,054.23	2,194.40
% of spending on local suppliers[9]	3.1%	2.7%	3.8%

[9] Person or organization that provides a product or service to the reporting organization and that is geographically based in the same market as the reporting organization (i.e. no cross-border payments to the supplier are made). The geographic definition of "location" may include the community surrounding the operations, the region within a country, or a country. In accordance with VID's Local Supplier Development Policy, local suppliers are defined as those within the area of influence of Votorantim Industrial's operations, using local labor, collecting taxes and generating jobs in the region.

It is part of our strategy to associate with large suppliers, through long-term contracts that favor innovation and the growth of our business. The joint action with these partners was fundamental to the success of facing the pandemic.

The main challenge in this process was to implement sanitary protocols to prevent Covid-19 in underground mine operations, where there is a limitation of space, which requires the adoption of more complex measures to ensure social distancing. The effectiveness of the protocols was confirmed by the control of the pandemic during the period. At no time in 2021 were downtimes in operations necessary due to the spread of the disease, thus ensuring the health care of its own and third-party workers.

Our third-party management system is supported on four pillars: processes, tools, structure and people, and has 25 multidisciplinary fronts in Brazil and 36 in Peru. These groups work on improving procedures, tools, flows, and indicators, as well as providing clearly defined roles and responsibilities throughout each stage of the services management process. Thus, we ensure compliance with legal obligations, ongoing improvement in the quality of services, and optimization of costs.

In case of complaints of non-compliance with the requirements relating to the impacts on human rights, such as child labor, youth exposed to hazardous work, slave or slave-like labor, an investigation process is initiated to ascertain the facts and take the applicable measures. Sanctions range from the imposition of fines to the termination of the contract. In 2021, no case of violation of these conditions was recorded.

Supplier evaluation program

GRI 102-10, 103-2, 103-3 SDG 8.8

With the purpose of sharing best practices, encouraging the chain to mobilize in favor of environmental, social, and governance issues, in 2021 we promoted adjustments to our Supplier Assessment Program (IAF), with the inclusion of an analysis of practices and indicators of ESG. The mapping of opportunities for improvement in the program was carried out in partnership with the Contract Cells, Supplies, Logistics, Environment, Sustainability, Compliance, and EHS teams.

Among the changes implemented in the period was the review of the evaluation form and indicators every four months; alteration of weights and minimum grade of all dimensions evaluated; implementation of a program launch meeting with participating suppliers; inclusion of additional agendas with the Procurement area for greater monitoring of the results of the evaluations; and adjustment of the evaluation ruler, with a reduction of the final average from 7.8 to 6.

Another innovation was the inclusion of the supplier's self-assessment stage, which can give them a bonus according to their level of maturity in relation to ESG topics. In the self-assessment, the supplier will have a score from zero to 100, which can earn or lose a bonus point according to the level of practices related to the environment, social management, and governance.

Suppliers in the areas of Capex, Logistics, Services, Inputs, and MRO are evaluated by the program. Held every four months, the IAF includes three categories - Environment, Social, and Governance - and six dimensions - Environment, Social Management, Health and Safety, Performance, Compliance, and Legislation.

If the supplier does not reach the expected minimum final grade in total or in any of the dimensions evaluated, the evaluator will be responsible for creating, together with the supplier, an Action Plan in order to correct the deviations. For local suppliers, the Social Management team will create a Recommendation Plan, in order to assist in the development of the supplier. Only for MRO suppliers will there be no Action Plan. In this case, at the end of each semester, the Supplier Management (GF) will present to the MRO team the suppliers that obtained lower scores. All action plans are monitored monthly by GF.

If the supplier has a final grade average below six in three cycles, blocking and replacing the partner is recommended.

PLURAL CHAIN

Our objective is that the mining sector to have an increasingly diverse, plural, egalitarian, and inclusive environment. It was with this objective in mind that we launched the Plural Chain in 2021. The first initiative of its kind in the sector, the event, held through Nexa's YouTube channel, awarded the best actions and projects related to the Company's plurality of suppliers and outsourced workers in Brazil and Peru.

Plural Chain was created jointly by *Empodera*, an internal group of volunteer employees that deals with issues related to women, and the Company's Supplies group. To launch the project, we carried out a survey with more than 100 suppliers, showing that 80% reinforce issues related to plurality, but only 57% have initiatives on the subject.

After the first event, the Plural Chain defined a plurality action plan aimed at suppliers, which will include short- and medium-term initiatives.

In 2021, the Company implemented a self-assessment of its suppliers in relation to their sustainability practices

Attachment

GRI ATTACHMENT

General contents

Information on employees and other workers GRI 102-8 SASB EM-MM-000.B SDG 10.3

		2019	2020	2021 (%)	
Own employees					
Monthly	Man	3,774	3,444	3,857	18.0%
	Woman	624	631	832	3.9%
Hourly	Man	1,234	1,143	1,017	4.7%
	Woman	128	131	134	0.6%
Trainee	Man	-	-	-	-
	Woman	-	-	-	-
Interns and apprentices					
Intern	Man	73	87	95	0.4%
	Woman	91	96	136	0.6%
Apprentice	Man	63	37	29	0.1%
	Woman	39	31	93	0.4%
Service providers (third parties)					
Permanent	Man	6,385	6,449	6,806	31.7%
	Woman	645	687	856	4.0%
Temporary	Man	4,097	4,685	7,118	33.1%
	Woman	343	403	506	2.4%
Total		**17,496**	**17,824**	**21,479**	**100%**

Economic series

Entities included in the financial statement 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.Q.S.P.E. Geração de Energia e Participações Ltda. – "L.D.Q.S.P.E"
Mineração Dardanelos Ltda. – "Dardanelos"
Nexa Recursos Minerais S.A. – "NEXA BR"
Mineração Santa Maria Ltda.
Pollarix S.A. – "Pollarix" [10]
Karmin Holding Ltda.
Mineração Rio Aripuanã Ltda.
Votorantim Metals Canada Inc.
Nexa Resources El Porvenir S.A.C.
Minera Pampa de Cobre S.A.C
Nexa Resources Cajamarquilla S.A. – "NEXA CJM"
Nexa Resources Perú S.A.A. – "NEXA PERU"
Nexa Resources Atacocha S.A.A. – "NEXA ATACOCHA"
Nexa Resources UK Ltd. – "NEXA UK"
Nexa Resources US. Inc.
Exploraciones Chimborazo Metals & Mining
Joint-operations
Campos Novos Energia S.A. – "Enercan"
Cia. Minera Shalipayco S.A.C

[10] Nexa BR holds all Pollarix common shares, which represent 33.33% of its total capital. The remaining shares are preferred shares with limited voting rights, which belong to Nexa's controlling shareholder, VSA.

Direct economic value generated and distributed (US$ thousand) GRI 201-1 SDG 8.2

Composition of value added (US$ thousand)	2019	2020	2021
Direct economic value generated			
1) Revenue	-	-	-
1.1) Sales of products and services	$2,548,856.00	$2,135,643.00	$2,969,421.00
1.2) Other operating income (expenses)	$-857.00	$-2,268.00	$-4,891.00
1.3) Allowance for doubtful accounts	$353.00	$-842.00	$-286.00
1.4) Total revenues	$2,548,352.00	$2,132,533.00	$2,964,244.00
2) Inputs purchased from third parties	-	-	-
2.1) Raw materials and other production inputs	$-1,063,094.00	$-856,300.00	$-1,189,728.00
2.2) Materials, energy, outsourcing and others	$-599,000.00	$-430,867.00	$-447,305.93
2.3) Impairment of property, plant and equipment	$-142,133.00	$-557,497.00	$-
3) Gross added value	$744,125.00	$287,869.00	$1,327,210.07
3.1) Depreciation, amortization and depletion	$-317,892.00	$-243,925.00	$-258,711.00
4) Net added value generated	$426,233.00	$43,944.00	$1,068,499.07
5) Added value received in transfer	-	-	-
5.1) Equity pickup	-	-	-
5.2) Realization of the impacts when investment is written-down	-	-	-
5.3) Financial revenues	$204,201.00	$587,654.00	$477,849.51
Total added value received in transfer	$204,201.00	$587,654.00	$477,849.51
6) Added value to be distributed	$630,434.00	$631,598.00	$1,546,348.58
7) Value-added distribution	-	-	-
7.1) Salary, benefit and social charges	$254,251.00	$213,865.00	$223,115.00
7.1.1) Direct remuneration	$151,610.00	$123,537.00	$145,915.96
7.1.2) Social charges	$35,483.00	$43,859.00	$23,181.64
7.1.3) Benefits	$67,158.00	$46,469.00	$54,017.40
7.2) Taxes, tariffs and contributions	$185,503.00	$169,478.00	$513,793.41
7.2.1) Federal	$215,694.00	$210,982.00	$348,368.00
7.2.2) State	$74,070.00	$45,785.00	$134,275.00
7.2.3) Municipal	$485.00	$55.00	$27.41
7.2.4) Deferred taxes	$-104,746.00	$-87,344.00	$31,123.00
7.3) Remuneration of third-party capital	$348,196.00	$900,761.00	$653,353.17
7.3.1) Financial expenses	$309,055.00	$865,829.00	$614,751.51
7.3.2) Rents	$39,141.00	$34,932.00	$38,601.66
7.4) Remuneration of own equity	$-157,516.00	$-652,506.00	$156,087.00
7.4.1) Net profit (loss) for the year	$-157,516.00	$-652,506.00	$156,087.00
8) Distribution of added value	$630,434.00	$631,598.00	$1,546,348.58

Economic series

Communication and training in anti-corruption policies and procedures GRI 205-2 SDG 16.5

Region	Functional category	Total employees who were informed and trained about Anti-Corruption Policies
Brazil	CEO/Director	7
	Manager	121
	Coordinator/Consultant	476
	Technician/Analyst/Supervisor	776
	Operational	-
	Intern	126
	Apprentice	-
	Total	**1,506**
Abroad	CEO/Director	2
	Manager	42
	Coordinator/Consultant	200
	Technician/Analyst/Supervisor	563
	Operational	-
	Intern	105
	Apprentice	0
	Total	**912**

Environmental series

Materials used by weight or volume (tonnes) GRI 301-1

	Classification	2019	2020	2021
ROM (internal supply)	Non-renewable	12,984,367	10,656,539	12,216,550
Concentrates (internal supply)		1,230,367	1,192,832	1,258,656
Other materials (internal supply)		88,708	105,528	188,838
Other materials (external supply)		317,529	323,010	278,301
Total volume of materials		14,620,971	12,278,909	13,942,345

Raw materials or recycled materials used (tonnes) GRI 301-2 SDG 8.4, 12.1

	2019	2020	2021
Total recycled materials used	85,464	85,291	3,570,052
Total materials used GRI 301-1	14,620,971	12,278,909	13,942,345
Percentage of recycled materials used	1%	1%	26%

Mine sites where acid rock drainage is predicted to occur, actively mitigated, or under treatment or remediation SASB EM-MM-160a.2

2021	Percentage of annual mine production in metric tons of sites where acid rock drainage is "PREDICTED TO OCCUR"	19%
	Percentage of annual mine production in metric tons of mine sites where acid rock drainage is "ACTIVELY MITIGATED"	0%
	Percentage of annual mine production in metric tons of mine sites where acid rock drainage is "UNDER TREATMENT OR REMEDIATION"	34%

Water withdrawal by source (in megaliters)[11] GRI 303-3 SASB EM-MM-140a.1 SDG 6.4

	2019	2020	2021		
	Total	Total	Total	Area with water scarcety	Area with no water scarcety
Surface water[12]	16,849.30	17,208.64	16,947.47	-	16,947.47
Fresh water[13]	-	9,852.53	-	-	-
Other water[13]	-	7,356.11	16,947.47	-	16,947.47
Underground water[14]	122,053.18	119,982.84	94,253.41	-	94,253.41
Fresh water	-	5,080.02	-	-	-
Other water	-	114,902.81	94,253.41	-	94,253.41
Rainwater[15]	5,249.03	5,595.68	7,159.51	-	7,159.51
Fresh water	-	2,659.73	-	-	-
Other water	-	2,935.94	7,159.51	-	7,159.51
Sea water	3,646.73	2,909.73	3,372.91	-	3,372.91
Fresh water	-	-	-	-	-
Other water	-	2,909.73	3,372.91	-	3,372.91
Produced water[16]	1,003.37	682.13	231.90	-	231.90
Fresh water	-	569.00	-	-	-
Other water	-	113.13	231.90	-	231.90
Third party water[17]	19.01	17.78	21.56	-	21.56
Fresh water	-	-	-	-	-
Other water	-	17.78	21.56	-	21.56
Total water withdrawn and used	148,820.65	146,396.81	121,986.75	-	121,986.75
Fresh water	-	18,161.29	-	-	-
Other water	-	128,235.51	121,986.75	-	121,986.75

[11] Megaliter = 1 thousand m³.
[12] Surface waters: rivers, streams and lakes.
[13] Fresh water corresponds to (≤1,000 mg/L Total dissolved solids) and Other Water to (> 1,000 mg/L Total dissolved solids).
[14] Underground water: water tables, wells and mine lowering.
[15] Rainwater: rainwater collected and stored directly by the organization.
[16] Water produced: water contained in ores and concentrates.
[17] Third party water: supplied by utilities and suppliers.
[18] Outsourced treatment: concessionaires, government and others.
[19] Retained water: in products and/or waste.
[20] Others: examples: evaporation, losses, effluents supplied to third parties etc.

Water discharge (in megaliters)[11] GRI 303-4 SDG 6.4

	2019	2020	2021		
	Total	Total	Total	Area with water scarcety	Area with no water scarcety
Surface water[12]	128,413.37	128,089.84	113,945.49	-	113,945.49
Fresh water[12]	-	108,665.37	8,602.94	-	8,602.94
Other water[13]	-	19,424.47	105,342.55	-	105,342.55
Underground water[14]	1,106.19	3,973.63	3,704.57	-	3,704.57
Fresh water	-	3,488.83	-	-	-
Other water	-	484.79	3,704.57	-	3,704.57
Sea water	2,345.14	1,882.25	2,097.73	-	2,097.73
Fresh water	-	-	-	-	-
Other water	-	1,882.25	2,097.73	-	2,097.73
Outsourced treatment[18]	740.22	608.64	19.72	-	19.72
Fresh water	-	-	15.62	-	15.62
Other water	-	608.64	4.10	-	4.10
Retained water[19]	1,330.40	2,141.54	1,952.70	-	1,952.70
Fresh water	-	520.14	12.00	-	12.00
Other water	-	1,621.40	1,940.70	-	1,940.70
Other [20]	9,271.53	9,620.89	8,764.76	-	8,764.76
Fresh water	-	683.64	1,350.70	-	1,350.70
Other water	-	8,937.25	7,414.06	-	7,414.06
Total water discharged	146,206.87	146,316.79	130,484.96	-	130,484.96
Fresh water	-	113,357.99	9,981.26	-	9,981.26
Other water	-	32,958.80	120,503.70	-	120,503.70

Habitats protected or restored GRI 304-3 SDG 6.6

Biome	Areas whose restoration measures have been approved by external professionals or follow external parameters/protocols		Total area (km²)
	Yes	No	
Amazônia	17.09	-	17.09
Northeastern xerophytic open forest (Caatinga)	-	-	-
Savannah (Cerrado)	18.79	1.23	20.02
Atlantic Forest	2.33	-	2.33
Pantanal	-	-	-
Pampa	-	-	-
Other	-	-	-

Total weight of waste, by type and disposal method GRI 306-3 SDG 12.4

	2019	2020	2021
Non-hazardous waste disposal	**104,657.85**	**133,521.19**	**26,338.36**
Composting	1,405.82	1,399.75	1,864.12
Reuse/recycling	99,218.64	124,615.23	18,456.59**
Recovery	-	-	-
Incineration (or use as fuel)	262.87	-	777.95
Landfill	1,934.22	2,092.68	2,435.27
Coprocessing/refining	208.53	169.68	1,511.47
On-site storage	1,530.99	3,904.63	0.01
Industrial landfill	42.05	135.85	575.57
Other	54.73	1,203.37	717.38
Hazardous waste disposal	**5,240.78**	**5,899.75**	**7,582.32**
Composting	-	-	-
Reuse/recycling	294	379.1	1,605.84*
Recovery	0.64	0.5	0.32
Incineration (or use as fuel)	0.39	1.3	68.86
Industrial landfill	2,633.63	2,760.06	2,741.41
Coprocessing/refining	1,912.86	2,408.94	2,866.92
On-site storage	259.07	301.56	-
Destination for specific purposes	2.38	4.13	0.45
Sale - partial recycling	137.56	-	-
Other	0.24	44.16	298.53
Waste disposal – Total	**109,898.63**	**139,420.94**	**33,920.67**
Composting	1,405.82	1,399.75	1,864.12
Reuse/recycling	99,512.54	124,994.33	20,062.42
Recovery	0.64	0.5	0.32
Incineration (or use as fuel)	263.26	1.3	846.81
Landfill	1,934.22	2,092.68	2,435.27
Industrial landfill	2,633.63	2,895.91	3,316.98
Coprocessing/refining	2,121.39	2,578.62	4,378.40
On-site storage	1,790.06	4,206.19	0.01
Destination for specific purposes	2.38	4.13	0.45
Sale - partial recycling	137.56	-	-
Other	54.97	1,247.53	1,015.90

** Increase in recycling projects in Peru and mobilization of cleaning areas in Vazante (Brasil).*
*** Reduction in recyclable waste as a result of Waelz aggregate being classified as a by-product in 2021.*

Volume of significant atmospheric emissions (tonnes) GRI 305-7 SASB EM-MM-120a.1

	2019	2020	2021
NOx	250	162	289
SOx	518	666	773
Carbon monoxide (CO)	na	na	844
Lead (Pb)	na	na	-
Mercury (Hg)	na	na	-
Volatile organic compounds (VOC)	-	-	-
Particulate matter (PM)	1,150	759	952
Other standard air emissions categories identified in regulations	81	74	-

na = data not collected for CO in 2019 and 2020 and not applicable for operation for Pb and Hg.

Environmental non-compliance[21] GRI 307-1 SASB EM-MM-140a.2

Period	2019	2020	2021
Total number of sanctions	14	23	31
Total monetary value of significant fines (US$)	664,349.60	5,169,602.80	23,363,818.40
Processes through arbitration mechanisms	-	-	-
Cases related to water resources in which the Company has been notified and/or fined	na	na	-

[21] Considers fines and sanctions received and amounts paid, including both lawsuits and administrative proceedings. The indicator shows an increase in relation to sanctions received in recent years, due to stricter criteria by peruvian environmental authorities.

na = data not collected or not applicable for the operation.

Social series

New hires and employee turnover GRI 401-1

Brasil/Exterior	Men	Women	< 30 years	30–50 years	>50 years	Brazil	Abroad
Total employees	4,874	966	1,243	3,799	798	3,631	2,209
Employees admitted	752	322	460	590	24	823	251
Terminated employees	642	162	229	455	120	522	282
New hires rate	13%	5%	8%	10%	0%	14%	4%
Turnover rate	11%	3%	4%	8%	2%	9%	5%

Rates	
New hires	18%
Terminations	14%

Occupational accidents GRI 403-9 SASB EM-MM-320a.1 SDG 8.8

	2019	2020	2021
Man-hours worked (Own, permanent outsourced, temporary mobile outsourced and third party CAPEX projects)	51,705,071.01	37,988,386.06	49,087,485.88
Total number of injuries (level 1)	161	125	162
Total number of injuries without lost time (levels 2 and 3)	72	61	65
Total number of injuries with lost time (levels 4, 5 and 6)	39	30	30
Fatalities	1	-	-
Injury rate (IR)[22]	0.44	0.48	0.44
Frequency rate of accidents with and without lost time[23]	2.15	2.40	1.94
Frequency rate of accidents with lost time[24]	0.75	0.79	0.61
Near miss rate of own employees	na	na	1.98
Near miss rate of fixed third-party employees	na	na	0.56
Near miss rate of mobile third-party employees	na	na	0.29

[22] Calculation of the injury rate does not include level 1 accidents (outpatient care) and level 6. The sum of accidents involving own employees and fixed third parties is multiplied by 200,000 and divided by the total hours worked.
[23] Rate of accidents with and without lost time calculated based on the sum of accidents of the level 2 to 5 accidents involving own, permanent and mobile outsourced, multiplied by 1 million and divided by the total hours worked.
[24] Rate of accidents with lost time calculated based on the sum of accidents of the level 4 to 5 accidents involving own, permanent and mobile outsourced, multiplied by 1 million and divided by the total hours worked.

Average hours of training per year, per employee GRI 404-1 SDG 4.4

Functional category	Gender	2019	2020	2021
CEO/Director	Women	3	-	-
	Men	1	-	11
Manager	Women	14	10	24
	Men	13	6	25
Coordinator/Consultant	Women	5	6	31
	Men	8	7	44
Technician/Analyst/Supervisor	Women	23	19	18
	Men	27	28	31
Operational	Women	33	16	27
	Men	30	18	29
Intern	Women	15	6	13
	Men	14	5	15
Apprentice	Women	4	4	-
	Men	7	3	-
Total	**Women**	**20**	**13**	**20**
	Men	**26**	**18**	**30**

Diversity of governance bodies and employees GRI 405-1 SDG 5.1, 10.3

Functional category	Gender	Total employees	Age Group		
			< 30 years	30–50 years	>50 years
CEO/Director	Women	-	-	-	-
	Men	9	-	4	5
Manager	Women	40	-	38	2
	Men	123	1	97	25
Coordinator/Consultant	Women	197	30	157	10
	Men	479	43	372	64
Technician/Analyst/ Supervisor	Women	327	144	175	8
	Men	1,014	192	719	103
Operational	Women	402	206	187	9
	Men	3,249	627	2,050	572
Intern	Women	136	131	5	-
	Men	95	95	-	-
Apprentice	Women	93	93	-	-
	Men	29	29	-	-

	2019	2020	2021
Composition of minority groups in the organization			
Employees over 50 years old	954	830	798
Women	882	889	1,195
Composition of governance bodies (Board Members and Executive Board)			
Men	17	17	16
Women	3	2	2
Composition of governance bodies (Board Members and Executive Board) by age group			
< 30 years	-	-	-
Between 30 and 50 years	5	5	5
>50 years	15	14	13

Ratio of basic salary and remuneration of women to men GRI 405-2 SDG 8.5, 10.3

Position	2019		2020		2021	
	Salary	Compensation	Salary	Compensation	Salary	Compensation
CEO/Director	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported
Manager	1.02	0.98	1.04	1.04	0.99	0.99
Coordinator/Consultant	1.14	1.11	1.13	1.13	1.12	1.11
Technician/Analyst/Supervisor	1.06	1.01	0.96	0.98	0.95	0.97
Operational	1.51	1.51	1.68	1.68	1.55	1.55
Intern	0.99	0.99	0.99	0.99	1.04	1.04
Apprentice	0.99	0.99	0.97	0.97	1.02	1.02

Incidents of discrimination and corrective actions taken[25] GRI 406-1 SDG 5.1

	2019	2020	2021[17]
Received in the year under analysis	11	8	9
Analyzed and considered to have standing	43	14	28
Analyzed and considered to be unfounded	104	37	54
Total analyzed or under analysis	158	59	91

[25] For the 28 cases considered to have standing, 13 were related to harassment and/or abuse of power and 15 to persecution, disrespect and discrimination. In all cases, corrective measures were adopted, such as dismissals, verbal warnings, suspensions and/or transfers.

Training of employees in human rights policies or procedures GRI 412-2

	2019	2020	2021
Number of employees who received training on the topic	1,186	1,771	1,915
Percentage of employees trained on the topic	20%	32%	32%
Hours dedicated to human rights training	3,596	2,781	2,058

Non-compliance with laws and regulations in the social and economic area[26] GRI 419-1

	2019	2020	2021
Total monetary value of significant fines for non-compliance with laws and regulations, including products and services (US$)	161,382,266.96	34,083,072.76	1,766,809.98
Number of non-monetary sanctions	-	-	-
Processes through arbitration mechanisms	-	-	-

[26] Considers fines and sanctions received and amounts paid, including both lawsuits and administrative proceedings.

Sector indicators

Land that has undergone changes or been restored (hectare)[27] MM1

	2019	2020	2021
Total land altered and not yet rehabilitated	2,437.5	2,613.4	2,543.8
Total amount of land recently altered during the reporting period	183.4	37.0	13.6
Total amount of land rehabilitated during the reporting period, considering the agreed final use	7.5	106.6	13.9
Total land altered and not yet rehabilitated	2,613.4	2,543.8	2,543.6

[27] Revised data published in the previous report due to criteria standardization. GRI 102-48

Areas with Biodiversity Management Plans (PGB) MM2

	2019	2020	2021
Total number of units	8	8	8
Total number of units that were identified with the need for a PGB	4	3	3
Number of units that have a current PGB	2	1	1
Percentage of units that have a current PGB	50%	33%	33%

Operations with decommissioning plans MM10

	2019	2020	2021
Total number of operations	13	13	10
Total number of operations that have decommissioning plans	13	13	10
Percentage of operations that have decommissioning plans	100%	100%	100%
Value of the total financial provision for the shutdown of activities (US$)	224,620,226.40	265,945,782.44	217,269,515.66

GRI CONTENT SUMMARY

GRI 102-55

This report has been prepared in accordance with the GRI Standards: Essential option GRI 102-54

GRI Standard	Content	Page or omission	Assurance	Global Compact	SGD
GRI 101: Fundamentals 2016					
Standard content					
GRI 102: Standard content 2016	**Profile**				
	102-1 Name of the organization	2, 7		-	-
	102-2 Activities, brands, products and services	7,8		-	-
	102-3 Location of the headquarters	7, 65		-	-
	102-4 Location of the operations	7, 8		-	-
	102-5 Ownership and legal form	7		-	-
	102-6 Markets served	7		-	-
	102-7 Scale of the organization	7, 8, 9		-	-
	102-8 Information on employees and other workers	7, 39, 51		6	8
	102-9 Supply chain	29, 49		-	-
	102-10 Significant changes to the organization and supply chain	7, 20, 50		-	-
	102-11 Precautionary approach or principle	26, 31	x	-	-
	102-12 External initiatives	12		-	-
	102-13 Participation in associations	39		-	-
	Strategy				
	102-14 Statement by the main decision maker	6		-	-
	102-15 Key impacts, risks and opportunities	26		-	-
	Ethics and integrity				
	102-16 Values, principles, standards and norms of behavior	25		10	16
	102-17 Mechanisms for advising and raising concerns about ethical behavior	25	x	10	16
	Governance				
	102-18 Governance structure	23		-	-
	102-22 Composition of the highest governance body and its committees	23		-	-
	102-23 Chair of the highest governance body	23		-	-

GRI Standard	Content	Page or omission	Assurance	Global Compact	SGD
GRI 101: Fundamentos 2016					
Standard content					
	Stakeholder engagement				
	102-40 List of stakeholder groups	39		-	-
	102-41 Collective bargaining agreements	82.7% of Nexa's own employees are covered by collective bargaining agreements (p.40).		3	8
	102-42 Basis used for identification and selection of stakeholders for engagement	38		-	-
	102-43 Approach to stakeholder engagement	39		-	-
	102-44 Key topics and concerns raised during engagement	4, 38		-	-
	Reporting practice				
	102-45 Entities included in the consolidated financial statements	51	x	-	-
	102-46 Defining report content and topic boundaries	3, 4		-	-
	102-47 List of relevant topics	4	x	-	-
	102-48 Restatements of information	3, 56	x	-	-
	102-49 Changes to material topic list and topic boundaries	4		-	-
	102-50 Reporting period	2		-	-
	102-51 Date of most recent report	2		-	-
	102-52 Reporting cycle	2		-	-
	102-53 Point of contact for questions regarding the report	65		-	-
	102-54 Reporting statement in accordance with the Standards	57	x	-	-
	102-55 Content index	57	x	-	-
	102-56 External verification assurance	2, 64	x	-	-
GRI 103: Management approach 2016	**Economic performance**				
	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 form	52		-	-

GRI Standard	Content	Page or omission	Assurance	Global Compact	SGD
GRI 200 Economic Series Standards					
Standard content					
GRI 201: Economic performance 2016	**201-1** Direct economic value generated and distributed	52	x	-	2, 5, 8, 9
	Market presence				
GRI 103: Management approach 2016	**103-1** Explanation of the material topic and its boundary	4		-	-
	103-2 The management approach and its components	58		-	-
	103-3 Evaluation of the management form	58		-	-
GRI 202: Market presence 2016	**202-1** Ratios of standard entry level wage, broken down by gender, compared to local minimum wage	In 2021, 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	4		-	-
	103-2 The management approach and its components	9, 46, 47		-	-
	103-3 Evaluation of the management form	9, 46, 47		-	-
GRI 203: Indirect economic impacts 2016	**203-1** Investments in infrastructure and services	9, 46, 47		-	-
	Buying practices				
GRI 103: Management approach 2016	**103-1** Explanation of the material topic and its boundary	4		-	-
	103-2 The management approach and its components	49		-	-
	103-3 Evaluation of the management form	49		-	-
GRI 204: Buying practices 2016	**204-1** Proportion of spending on local suppliers	49		-	12
	Anti-corruption				
GRI 103: Management approach 2016	**103-1** Explanation of the material topic and its boundary	4		-	-
	103-2 The management approach and its components	25		-	-
	103-3 Evaluation of the management form	25		-	-
GRI 205: Anti-corruption 2016	**205-2** Communication and training in anti-corruption policies and procedures	25, 52	x	10	16
	205-3 Confirmed cases of corruption and measures taken	25	x	10	16

GRI Standard	Content	Page or omission	Assurance	Global Compact	SGD
GRI 300 Economic Series Standards					
Standard content					
	Anti-Competitive Behavior				
GRI 103: Management approach 2016	**103-1** Explanation of the material topic and its boundary	4		-	-
	103-2 The management approach and its components	25		-	-
	103-3 Evaluation of the management form	25		-	-
GRI 206: Unfair competition 2016	**206-1** Legal actions for anti-competitive behavior, anti-trust and monopoly practices	25	x	10	8, 16, 17
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	52		-	-
	103-3 Evaluation of the management form	52		-	-
GRI 301: Materials 2016	**301-1** Materials used by weight or volume	52		7, 8	8, 12
	301-2 Materials used from recycling	52		8	8, 12
	Energy				
GRI 103: Management approach 2016	**103-1** Explanation of the material topic and its boundary	4		-	-
	103-2 The management approach and its components	12, 37		-	-
	103-3 Evaluation of the management form	12, 37		-	-
GRI 302: Energy 2016	**302-1** Energy consumption within the organization	12, 37	x	7, 8	7, 8, 12, 13
	302-2 Energy consumption outside the organization	37	x	8	7, 8, 12, 13
	302-3 Energy intensity	37	x	8	7, 8, 12, 13
	Water and effluents				
GRI 103: Management approach 2016	**103-1** Explanation of the material topic and its boundary	4		-	-
	103-2 The management approach and its components	32		-	-
	103-3 Evaluation of the management form	32		-	-
GRI 303: Water 2018	**303-1** Water interaction as a shared resource	32	x	7, 8	6
	303-2 Management of impacts related to water discharge	32	x	7, 8	6

GRI Standard	Content	Page or omission	Assurance	Global Compact	SGD
GRI 300 Environmental Series Standards					
Standard content					
	303-3 Water withdrawal	32, 53	x	7, 8	6
	303-4 Water discharge	53	x	7, 8	6
	Biodiversity				
GRI 103: Management approach 2016	**103-1** Explanation of the material topic and its boundary	4		-	-
	103-2 The management approach and its components	53		-	-
	103-3 Evaluation of the management form	53		-	-
	304-3 Habitats protected or restored	53	x	7	13, 15
	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	37		-	-
GRI 305: Emissions 2016	**103-3** Evaluation of the management form	37		-	-
	305-1 Direct GHG emissions (Scope 1)	37	x	7, 8	3, 12, 13, 14, 15
	305-2 Indirect emissions of greenhouse gases (GHG) from energy acquisition (Scope 2)	37	x	7, 8	3, 12, 13, 14, 15
	305-3 Other indirect GHG emissions (Scope 3)	37	x	7, 8	3, 12, 13, 14, 15
	305-4 Greenhouse gas emissions (GHG) intensity	37	x	8	14, 15
	305-7 NOx, SOx and other significant air emissions	54	x	-	-
	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	33		-	-
	103-3 Evaluation of the management form	33		-	-
GRI 306: Waste generated 2020	**306-3** Total weight of waste, by type and disposal method	33, 54	x	8	3, 6, 12, 14, 15

GRI Standard	Content	Page or omission	Assurance	Global Compact	SGD
GRI 300 Environmental Series Standards					
Standard content					
	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	54		-	-
	103-3 Evaluation of the management form	54		-	-
GRI 307: Environmental compliance 2016	**307-1** Non-compliance with environmental laws and regulations	54	x	8	16
	Environmental Evaluation of Suppliers				
GRI 103: Management approach 2016	**103-1** Explanation of the material topic and its boundary	4		-	-
	103-2 The management approach and its components	49		-	-
	103-3 Evaluation of the management form	49		-	-
GRI 308: Environmental Evaluation of Suppliers 2016	**308-1** New suppliers that were screened using environmental criteria	49		8	-
	308-2 Negative environmental impacts in the supply chain and actions taken	49		8	-
GRI 400 Social Series 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	39		-	-
	103-3 Evaluation of the management form	39		-	-
GRI 401: Employment 2016	**401-1** New employee hires and turnover	39, 54		6	5, 8
	Occupational Health and Safety				
GRI 103: Management approach 2016	**103-1** Explanation of the material topic and its boundary	4		-	-
	103-2 The management approach and its components	43, 44		-	-
	103-3 Evaluation of the management form	43, 44		-	-
GRI 403: Occupational Health and Safety 2018	**403-1** Occupational health and safety management system	43, 44		-	8
	403-2 Hazard identification, risk assessment and incident investigation	43		-	8
	403-3 Occupational health services	44		-	3, 8

GRI Standard	Content	Page or omission	Assurance	Global Compact	SGD
GRI 400 Social Series Standards					
Standard content					
	403-5 Worker training on occupational health and safety	44		-	8
	403-6 Promotion of worker health	44		-	8
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to commercial relationships	44		-	8
	403-8 Workers covered by the occupational health and safety management system	44		-	8
	403-9 Work-related injuries	43, 55	x	-	8
	403-10 Work-related health problems	43		-	-
	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	42, 43		-	-
	103-3 Evaluation of the management form	42, 43		-	-
GRI 404: Training and Education 2016	**404-1** Average hours of training per year per employee	43, 55	x	6	4, 5, 8
	404-2 Programs for upgrading employee skills and retirement preparation.	42		-	8
	404-3 Percentage of employees receiving regular performance and career development reviews	42		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	39		-	-
	103-3 Evaluation of the management form	39		-	-
GRI 405: Diversity and equal opportunities 2016	**405-1** Diversity of governance bodies and employees	39, 55		6	5, 8
	405-2 Mathematical ratio of wage and salary between women and men	56		6	5, 8, 16
	Non-discrimination				
GRI 103: Management approach 2016	**103-1** Explanation of the material topic and its boundary	4		-	-
	103-2 The management approach and its components	25		-	-
	103-3 Evaluation of the management form	25		-	-
GRI 406: Non-discrimination in 2016	**406-1** Incidents of discrimination and corrective actions taken	25, 56		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	4		-	-
	103-2 The management approach and its components	49		-	-
	103-3 Evaluation of the management form	49		-	-
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	49		5	8, 16
	Child Labor				
GRI 103: Management approach 2016	**103-1** Explanation of the material topic and its boundary	4		-	-
	103-2 The management approach and its components	49		-	-
	103-3 Evaluation of the management form	49		-	-
GRI 408: Child Labor 2016	**408-1** Operations and suppliers at significant risk for incidents of child labor	49	x	5	8, 16
	Forced labor or analogous to slave labor				
GRI 103: Management approach 2016	**103-1** Explanation of the material topic and its boundary	4		-	-
	103-2 The management approach and its components	49		-	-
	103-3 Evaluation of the management form	49		-	-

GRI Standard	Content	Page or omission	Assurance	Global Compact	SGD
GRI 400 Social Series Standards					
Standard content					
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	49	x	4	8, 16
	Human rights evaluation				
GRI 103: Management approach 2016	**103-1** Explanation of the material topic and its boundary	4		-	-
	103-2 The management approach and its components	43		-	-
	103-3 Evaluation of the management form	43		-	-
GRI 412: Human rights evaluation 2016	**412-2** Training of employees in human rights policies or procedures	43, 56		1	-
	Local communities				
GRI 103: Management approach 2016	**103-1** Explanation of the material topic and its boundary	4		-	-
	103-2 The management approach and its components	46		-	-
	103-3 Evaluation of the management form	46		-	-
GRI 413: Local communities 2016	**413-1** Operations with local community engagement, impact assessment and local development programs	46	x	1	-
	Supplier social assessment				
GRI 103: Management approach 2016	**103-1** Explanation of the material topic and its boundary	4		-	-
	103-2 The management approach and its components	49		-	-
	103-3 Evaluation of the management form	49		-	-
GRI 414: Supplier social assessment 2016	**414-1** New suppliers that were screened using social criteria	49		2	5, 8, 16

GRI Standard	Content	Page or omission	Assurance	Global Compact	SGD
GRI 400 Social Series Standards					
Standard content					
	Socio-economic 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	56		-	-
	103-3 Evaluation of the management form	56		-	-
GRI 419: Socio-economic compliance 2016	**419-1** Non-compliance with social and economic laws and regulations relating to products and services	56	x	-	16
	Mining sector				
	MM1 Quantity of land (owned, leased or managed for production or extraction activities) that was altered or has already been restored	56	x	-	-
	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	56		-	-
	MM3 Total quantities of sterile, tailings and sludge and their associated risks	33	x	-	-
	MM4 Number of strikes and work stoppages lasting more than one week per country	40		-	-
	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	47	x	-	-
	MM6 Number and description of significant conflicts related to land use and customary rights of local communities and indigenous peoples	48	x	-	-
	MM9 Places where resettlements occurred, the number of families settled in each, and how their livelihoods were affected in these processes	There were no cases of resettlements in 2021.	x	-	-
	MM10 Number and percentage of operations with plans for the closure of activities (Decommissioning plan)	56	x	-	-

SASB CONTENT SUMMARY

SASB standard	Content	Page or omission	Assurance	Global Compact	SGD
GHG emissions	**EM-MM-110a.1.** Gross global Scope-1 emissions, percentage covered by emission cap regulations	37	x	7, 8	3, 12, 13, 14, 15
	EM-MM-110a.2. Discussion of the long- and short-term strategy or plan for managing Scope-1 emissions, emission reduction targets, and an analysis of performance against these targets	37	x	7, 8	3, 12, 13, 14, 15
Air quality	**EM-MM-120a.1.** Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	54	x	7, 8	3, 12, 13, 14, 15
Power management	**EM-MM-130a.1.** (1) Total energy consumed, (2) percentage of electricity from the grid, (3) percentage of renewables	37	x	7, 8	7, 8, 12, 13
Water Management	**EM-MM-140a.1.** (1) Total freshwater withdrawn, (2) total freshwater consumed, percentage of each in regions with high or extremely high baseline water stress	53	x	7, 8	6
	EM-MM-140a.2. Number of incidents of non-compliance associated with water quality permits, standards, and regulations	In 2021, no infraction notice related to water resources was issued (p.54).	x	7, 8	3, 6
Waste and hazardous materials management	**EM-MM-150a.1.** Total weight of tailings waste, percentage recycled	33		8	12, 13, 14, 15
	EM-MM-150a.2. Total weight of mineral processing waste, percentage recycled	33	x	8	12, 13, 14, 15
	EM-MM-150a.3. Number of tailings dams broken down by potential MSHA risk	Due to strategic or management reasons, Nexa does not report this information this year.		7, 8	14, 15
Impacts on Biodiversity	**EM-MM-160a.1.** Description of environmental management policies and practices for active sites	31		7	15
	EM-MM-160a.2. Percentage of mine sites where acid rock drainage is: (1) expected to occur, (2) actively mitigated, and (3) under treatment or remediation	53		7, 8	15
	EM-MM-160a.3. Percentage of (1) proven reserves and (2) probable reserves in or near sites with protected conservation status or habitat of threatened species	Nexa does not have proven or probable reserves in locations or within a 5 km radius of protected conservation areas or habitats of endangered species.		7, 8	14, 15

SASB standard	Content	Page or omission	Assurance	Global Compact	SGD
Security, human rights and indigenous peoples' rights	**EM-MM-210a.1.** Percentage of (1) proven reserves and (2) probable reserves in or near conflict areas	Nexa has no proven or probable reserves in or near active conflict areas with records of fatalities.	x	1	16
	EM-MM-210a.2. Percentage of (1) proven reserves and (2) probable reserves on or near indigenous lands	47	x	1	16
	EM-MM-210a.3. Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in conflict areas	48	x	1, 2	16
Community relationships	**EM-MM-210b.1.** Discussion of the process for managing risks and opportunities associated with community rights and interests	46	x	1, 2	16
	EM-MM-210b.2. Number and duration of non-technical delays	In 2021, two events were recorded: one in Atacocha and one in Cerro Lindo, with 1 and 5 days of stoppage, respectively.		-	-
Working relationships	**EM-MM-310a.1.** Percentage of the active workforce covered by collective bargaining agreements, broken down by the U.S. and foreign employees	82.7% of Nexa's own employees are covered by collective bargaining agreements.		3	8
	EM-MM-310a.2. Number and duration of strikes and lockdowns	40		-	-
Workforce health and safety	**EM-MM-320a.1.** (1) MSHA total incidence rate, (2) fatality rate, (3) near-miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	55	x	3	8
Business ethics and transparency	**EM-MM-510a.1.** Description of the management system to prevent corruption and bribery throughout the value chain	25	x	10	16
	EM-MM-510a.2. Production in countries with the 20 lowest rankings on Transparency International's Corruption Perception Index	Not applicable.		10	16
Activity metrics	**EM-MM-000.A** Production of (1) raw metal and (2) finished products	28		-	-
	EM-MM-000.B Total number of employees, percentage of third-party workers	51		-	8

TCFD CONTENT SUMMARY

TCFD Standard	Content	Page or omission	Assurance	Global Compact	SGD
Governance	a) Describe the Board of Directors' oversight of climate risks and opportunities (Ga)	24		7, 8	13
	b) Describe the Executive Board's role in assessing and managing climate risks and opportunities (Gb)	24		7, 8	13
Strategy	a) Describe identified short-, medium- and long-term climate risks and opportunities (Sa)	36		7, 8	13
	b) Describe the impact of climate risks and opportunities on business, strategy, and financial planning (Sb)	14, 36		7, 8	13
	c) Describe the resilience of the organization's strategy considering different climate scenarios (including a scenario of 2 °C or less) (Sc)	36		7, 8	13
Risk Management	a) Describe the processes used by the organization to identify and assess risks related to climate change (RMa)	36		7, 8	13
	b) Describe the processes used by the organization to manage risks related to climate change (RMb)	36		7, 8	13
	c) Describe how the processes for identifying, assessing, and managing risks related to climate change are integrated into the organization's overall risk management (RMc)	26		7, 8	13
Metrics and targets	a) Report the metrics used by the organization to assess risks and opportunities related to climate change in accordance with its risk management strategy and process (MTa)	36		7, 8	13
	b) Report Scope-1, 2 and, if appropriate, 3 GHG emissions and related risks (MTb)	37		7, 8	7, 13
	c) Describe the goals used by the organization to manage risks and opportunities related to climate change and its performance against these goals (MTc)	36		7, 8	13

For the GRI and SASB indicators included in the report, the following limits of scope were considered:

Indicator	Coverage limists
206-1, 403-9, MM4, EM-MM-320a.1	Offices in São Paulo/Belo Horizonte, Lima, Luxembourg, USA • Units in Aripuanã, Atacocha, Cajamarquilla, Cerro Lindo, El Porvenir, Juiz de Fora, Morro Agudo, Três Marias and Vazante • Mineral Exploration Projects
302-1, 302-2, 302-3, 305-1,305-2, 305-3, 305-4, EM-MM-110a.1, EM-MM-110a.2, EM-MM-130a.1	Offices in São Paulo/Belo Horizonte, Lima • Units in Aripuanã, Atacocha, Cajamarquilla, Cerro Lindo, El Porvenir, Juiz de Fora, Morro Agudo, Três Marias and Vazante • Mineral Exploration Projects
102-8, 202-1, 205-2, 205-3, 401-1, 403-1, 403-2, 403-3, 403-5, 403-6, 403-7, 403-8, 403-10, 404-1, 404-2, 404-3, 405-1, 405-2, 406-1, 412-2, EM-MM-210a.1, EM-MM-210a.2, EM-MM-210a.3, EM-MM-210b.1, EM-MM-210b.2, EM-MM-310a.1, EM-MM-310a.2, EM-MM-510a.1	Offices in São Paulo/Belo Horizonte, Lima, Luxembourg, USA • Units in Aripuanã, Atacocha, Cajamarquilla, Cerro Lindo, El Porvenir, Juiz de Fora, Morro Agudo, Três Marias and Vazante
204-1, 307-1, 308-1, 308-2, 407-1, 408-1, 409-1, 413-1, 414-1, 419-1	Offices in São Paulo, Lima • Units in Aripuanã, Atacocha, Cajamarquilla, Cerro Lindo, El Porvenir, Juiz de Fora, Morro Agudo, Três Marias and Vazante
304-3, 305-7, 306-3, MM3, MM5, MM6, MM9, G4-EN31, EM-MM-120a.1, EM-MM-150a.1, EM-MM-150a.2, EM-MM-150a.3, EM-MM-160a.1, EM-MM-160a.3	Units in Aripuanã, Atacocha, Cajamarquilla, Cerro Lindo, El Porvenir, Juiz de Fora, Morro Agudo, Três Marias and Vazante
MM1, MM10	Units in Aripuanã, Atacocha, Cajamarquilla, Cerro Lindo, El Porvenir, Juiz de Fora, Morro Agudo, Três Marias and Vazante • Discontinued units Pampa de Cobre, Sinaycocha and Santa Rosa
301-1, 301-2, 303-1, 303-2, 303-3, 303-4, 303-5, MM2, EM-MM-140a.1	Units in Atacocha, Cajamarquilla, Cerro Lindo, El Porvenir, Juiz de Fora, Morro Agudo, Três Marias and Vazante
203-1	Office in Lima • Units in Aripuanã, Atacocha, Cajamarquilla, Cerro Lindo, El Porvenir, Juiz de Fora, Morro Agudo, Três Marias and Vazante
EM-MM-140a.2	Offices in São Paulo, Lima • Units in Atacocha, Cajamarquilla, Cerro Lindo, El Porvenir, Juiz de Fora, Morro Agudo, Três Marias and Vazante
EM-MM-160a.2	Units in Atacocha, Cerro Lindo, El Porvenir, Morro Agudo, and Vazante

For data of each unity, please consult the Appendix GRI Locations, available at Nexa's website.

EXTERNAL ASSURANCE LETTER

Independent auditor's limited assurance report on the non-financial information included in the 2021 Annual Report GRI 102-56

To the Board of Directors and Stockholders

Nexa Recursos Minerais S.A.
São Paulo – SP

Introduction

We have been engaged by Nexa Recursos Minerais S.A. ("Company" or "Nexa") to present our limited assurance report on the non-financial information included in the 2021 Annual Report of Nexa for the year ended December 31, 2021.

Our limited assurance does not cover prior-period information, or any other information disclosed together with the 2021 Annual Report, including any incorporated images, audio files or videos.

Responsibilities of the management of Nexa

The management of Nexa is responsible for:

- selecting or establishing adequate criteria for the preparation and presentation of the information included in the 2021 Annual Report;
- preparing the information in accordance with the criteria and guidelines of the Global Reporting Initiative (GRI-Standards), Sustainability Accounting Standards Board (SASB), and with the basis of preparation developed by the Company;
- designing, implementing and maintaining internal controls over the significant information for the preparation of the information included in the Annual Report, which is free from material misstatement, whether due to fraud or error.

Independent auditor's responsibility

Our responsibility is to express a conclusion on the non-financial information included in the 2021 Annual Report, based on our limited assurance engagement carried out in accordance with the Technical Communication CTO 01 – Issuance of Assurance Reports 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 the auditor complies with ethical requirements, independence requirements, and other responsibilities of these standards, including those regarding the application of the Brazilian Quality Control Standard (NBC PA 01) and, therefore, the maintenance of a comprehensive quality control system, including documented policies and procedures on the compliance with ethical requirements, professional standards and relevant legal and regulatory requirements.

Moreover, the aforementioned standards require that the work be planned and performed to obtain limited assurance that the non-financial information included in the 2021 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 Nexa involved in the preparation of the information, as well as applying analytical procedures to obtain evidence that allows us to issue 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 him to believe that the information disclosed in the Annual Report taken as a whole might present significant misstatements.

The procedures selected are based on our understanding of the aspects related to the compilation, materiality, and presentation of the information included in the 2021 Annual Report, other circumstances of the engagement and our analysis of the activities and processes associated with the significant information disclosed in the 2021 Annual Report in which significant misstatements might exist. The procedures comprised, among others:

(a) planning the work, taking into consideration the materiality and the volume of quantitative and qualitative information and the operating and internal control systems that were used to prepare the information included in the 2021 Annual Report;

(b) understanding the calculation methodology and the procedures adopted for the compilation of indicators through inquiries of 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 2021 Annual Report; and

(d) when non-financial data relate to financial indicators, comparing these indicators with the financial statements and/or accounting records.

The limited assurance engagement also included the analysis of the compliance with the guidelines and criteria of the Global Reporting Initiative (GRI-Standards), Sustainability Accounting Standards Board (SASB) and the provisions established in the basis of preparation developed by the Company.

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 vary in nature and timing and are less detailed than those applied in a reasonable assurance. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the level that would be obtained in a reasonable assurance engagement. If we had performed a reasonable assurance engagement, we might have identified other matters and possible misstatements in the information included in the 2021 Annual Report. Therefore, we do not express an opinion on this information.

Non-financial data are 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 consider in our engagement the data reported for prior periods nor future projections and goals.

The preparation and presentation of non-financial information and indicators followed the definitions of the basis of preparation developed by the Company and the guidelines of the Global Reporting Initiative (GRI-Standards), Sustainability Accounting Standards Board (SASB) and, therefore, the information included in the 2021 Annual Report does not have the objective of providing 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 assurance report should be read and understood in this context, inherent to the criteria selected and previously mentioned in this paragraph.

Conclusion

Based on these procedures performed, described herein, and on the evidence obtained, no matter has come to our attention that causes us to believe that the non-financial information included in the 2021 Annual Report of Nexa has not been prepared, in all material respects, in accordance with the criteria of the basis of preparation and guidelines of the Global Reporting Initiative (GRI-Standards) and Sustainability Accounting Standards Board (SASB).

São Paulo, May 30, 2022
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 "Foward-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 of the 2022 Annual Report is composed of two employees from Nexa's metallurgical unit located in Três Marias, Brazil. On the left, Larissa Almeida Santos and, on the right, Josean Vieira de Lima, both work in the maintenance area.

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Jaime Ardila – Chairman

Daniella Dimitrov
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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 verification and analysis.

Comments, suggestions, doubts or criticisms regarding content, as well as our operations and initiatives in Brazil and abroad, can be emailed to: **nexa@nexaresources.com** GRI 102-53

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Vice President of Sustainability, Strategic Planning, and Corporate Affairs
Gustavo Cicilini
Vice President of Human Resources
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Senior Vice President of Mining
Marcio Luis Silva Godoy
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Mauro Davi Boletta
Senior Vice President of Smelting
Ricardo Moraes Porto
Senior Vice President of Business and Value Chain

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Annual **Report** 2021

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