



2030 Commitment: Eliminate major gaps in ESG (Environmental, Social and Governance) regarding the best practices

- Initiative in progress, with on-time actions
- Initiative in progress, with actions near completion date
- Initiative in progress, with delayed actions
- Initiative not started
- Already addressed/concluded

**ESG GAPS**

**DAMS**

#	Initiative	Estimated Conclusion	EVIDENCE/STATUS
1	Greater disclosure on the Plano de Ação de Emergência de Barragens de Mineração (PAEBMs)		<a href="#">Evidence</a>
2	Greater transparency in the external auditing process		<a href="#">Evidence</a>
3	Quantitative evidence of compliance with the ICMM guidelines	1S21	●

**COMMUNITY DEVELOPMENT**

#	Initiative	Estimated Conclusion	EVIDENCE/STATUS
4	Disclosure of the systematic involvement of local stakeholders in the community development planning		<a href="#">Evidence</a>

#	MILESTONES	Estimated Conclusion	STATUS
4.1	Formalization of guidelines related to community relationship planning tools	jul/20	Concluded
4.2	Defining plans for implementing community relationship planning tools for Sustainability Regionals	dec/20	Concluded
4.3	Develop social information reporting flux and frequency	dec/20	Concluded
4.4	Consolidation and information disclose for updating the ESG Portal	dec/20	Concluded

5	Structure social KPIs with short, medium and long term goals	1S21	●
6	Statement on the socioenvironmental impact of Onça Puma on indigenous communities		<a href="#">Evidence</a>

**HUMAN RIGHTS**

#	Initiative	Estimated Conclusion	EVIDENCE/STATUS
7	Stablish a human rights due diligence process	1S21	●

**ETHICS AND CORRUPTION**

#	Initiative	Estimated Conclusion	EVIDENCE/STATUS
8	Have a supplier compliance verification program		<a href="#">Evidence</a>
9	Disclosure of the sorts of problems reported to the Ombudsman		<a href="#">Evidence</a>
10	Demonstrate that the Board of Directors is capable of providing significant oversight of the Executive Board		<a href="#">Evidence</a>

WORKFORCE			
#	Initiative	Estimated Conclusion	EVIDENCE/STATUS
11	Have a program to address illness in the workforce		<a href="#">Evidence</a>
12	Establish maximum working hours allowed in a week		<a href="#">Evidence</a>
13	Goal to increase the percentage of women on the workforce		<a href="#">Evidence</a>
ENVIRONMENTAL MANAGEMENT			
#	Initiative	Estimated Conclusion	EVIDENCE/STATUS
14	Have all operations with the ISO 14001 certification	2S22	●
15	Perform sensitivity analyses and/or stress test related to water and climate risk		<a href="#">Evidence for water risk</a> <a href="#">Evidence for climate risk</a>
#	MILESTONES	Estimated Conclusion	STATUS
15.1	Update Water Stress Map	apr/20	Concluded
15.2	Preliminary mapping of water stress risks	may/20	Concluded
15.3	Identify more sensitive units and identify better management	sep/20	Concluded
15.4	Disclosure of information	oct/20	Concluded
16	Include waste management in the environmental management policy		<a href="#">Evidence</a>
#	MILESTONES	Estimated Conclusion	STATUS
16.1	Preparation of the Waste Resources Policy Proposal	may/20	Concluded
16.2	Approval of Policy guidelines by related areas	nov/20	Concluded
16.3	Approval and Disclosure	dec/20	Concluded
17	Disclose environmental violations in a consolidated form		<a href="#">Evidence</a>
#	MILESTONES	Estimated Conclusion	STATUS
17.1	Disclose the consolidated value related to environmental violations on the ESG Portal	jun/20	Concluded
17.2	Disclosure of Environmental Incidents	dec/20	Concluded
18	Establish goals for waste management		<a href="#">Evidence</a>
19	Establish goals for greenhouse gas emissions		<a href="#">Evidence</a>
20	Establish goals for SOX emissions	1S21	There were goals established for SOx, NOx and dust within the 2019 Sustainability KPI. With the need to prioritize themes for the composition of the 2020 Sustainability KPI, these goals are no longer included in this KPI. However, new goals are being established, including a long-term horizon.
21	Establish goals for NOX emissions	1S21	
22	Establish goals for particulate matter	1S21	
23	Better disclosure of sustainability KPIs		<a href="#">Evidence</a>
24	Devise climate change scenarios in strategic planning		<a href="#">Evidence</a>
#	MILESTONES	Estimated Conclusion	STATUS
24.1	Incorporate analysis of global temperature rise scenarios into strategic planning, in line with the recommendations of the Task Force on Climate-Related Financial Disclosures	out/20	Concluded
24.2	Identify and Quantify climate change risks and opportunities and assess the impacts on Vale's businesses	nov/20	Concluded
24.3	Strategy definition and communication on the ESG Portal	dec/20	Concluded

<b>25</b>	<b>Inform annual monetary value for investments in reducing CO2 emissions</b>		<a href="#">Evidence</a>
#	MILESTONES	Estimated Conclusion	STATUS
25.1	Raising financial resources related to emission reduction projects in all Vale businesses	aug/20	Concluded
25.2	Disclosure of information in line with meeting the 2030 carbon target	dec/20	Concluded

<b>26</b>	<b>Define internal carbon pricing</b>		<a href="#">Evidence</a>
<b>27</b>	<b>Implement water management policy for units operating in water-stressed areas</b>		<a href="#">Evidence</a>
#	MILESTONES	Estimated Conclusion	STATUS
27.1	Preparation of the Water Resources Policy Proposal	dec/19	Concluded
27.2	Approval of Policy guidelines by related areas	jul/20	Concluded
27.3	Approval and Disclosure	dec/20	Concluded

### COMPENSATION

#	Initiative	Estimated Conclusion	EVIDENCE/STATUS
<b>28</b>	<b>Sustainability and/or health and safety targets in long term goals</b>		<a href="#">Evidence</a>
<b>29</b>	<b>Increase disclosure of executive compensation</b>		<a href="#">Evidence</a>
#	MILESTONES	Estimated Conclusion	STATUS
29.1	Disclosure of Proxy Statement	mar/20	Concluded

<b>30</b>	<b>Disclosure of the results of long-term executive compensation metrics</b>		<a href="#">Evidence</a>
<b>31</b>	<b>Have the variable remuneration component paid in company shares</b>		<a href="#">Evidence</a>
<b>32</b>	<b>Present minimum ownership requirements for the CEO and members of the Executive Board</b>		<a href="#">Evidence</a>
<b>33</b>	<b>Have part of the CEO short-term incentives granted in the form of company's shares</b>		<a href="#">Evidence</a>
<b>34</b>	<b>Inclusion of malus clause</b>		<a href="#">Evidence</a>
<b>35</b>	<b>Report information on compensation, segmented by men and women</b>		<a href="#">Evidence</a>

### HEALTH AND SAFETY

#	Initiative	Estimated Conclusion	EVIDENCE/STATUS
<b>36</b>	<b>ISO 45001 certification or equivalent</b>	2S22	●
<b>37</b>	<b>Disclosure of major Health and Safety risks</b>		<a href="#">Evidence</a>
<b>38</b>	<b>Disclosure of how the company manages Health and Safety risks</b>		<a href="#">Evidence</a>
<b>39</b>	<b>Detail information on fatalities</b>		<a href="#">Evidence</a>
<b>40</b>	<b>Detail the TRIFR rate between own and outsourced employees</b>		<a href="#">Evidence</a>

### SUPPLY

#	Initiative	Estimated Conclusion	EVIDENCE/STATUS
<b>41</b>	<b>Have formal supplier monitoring programs</b>		<a href="#">Evidence</a>

GOVERNANCE			
#	Initiative	Estimated Conclusion	STATUS
42	Increase number of independent board members	After the 2021 AGM	●
43	Increase number of board members with experience in mining, especially in dams	After the 2021 AGM	●
44	Greater diversity on the Board of Directors	After the 2021 AGM	●
45	Independent Chair of the Board of Directors	After the 2021 AGM	●
46	Creation of the remuneration committee, majorly composed by independent members	After the 2021 AGM	●
47	Have an Audit Committee, with independent majority and composed by experts		<a href="#">Evidence</a>
#	MILESTONES	Estimated Conclusion	STATUS
47.1	Disclosure of the creation of the committee and its function	mar/20	Concluded
47.2	Definition of the third member	apr/20	Concluded
48	Have a nominating committee		<a href="#">Evidence</a>
49	Elect a leading independent director	After the 2021 AGM	●
50	Increase disclosure of the frequency of board meetings		<a href="#">Evidence</a>
51	Establish evaluation process for the Board of Directors and disclose the evaluation	1S21	●
FINANCE			
#	Initiative	Estimated Conclusion	STATUS
52	Disclosure of Tax Transparency Report		<a href="#">Evidence</a>
#	MILESTONES	Estimated Conclusion	STATUS
52.1	Drafting the Report	jun/20	Concluded
52.2	Validation and disclosure	3Q20	Concluded

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