



73 ANOS DE LUTA

SEM CENSURA

TRABALHADORES METALÚRGICOS DE TIMÓTEO E CEL. FABRICIANO, MG

FILIADOS A:



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Profit Sharing/2026 ASSEMBLY for Aperam Workers

Atention, workers at Aperam Inox South America in Timóteo, Belo Horizonte, and São Paulo: the committee representing your interests in the negotiations regarding the Profit and/or Results Sharing plan for 2026 is calling a general meeting.

The meeting will take place on Thursday, September 10, 2026.

For workers in Timóteo, the meeting will be held in four sessions—at 7:30 AM, 1:30 PM, 3:30 PM,

and 6:00 PM—at the Metasita Auditorium.

For those working in Belo Horizonte and São Paulo, the meeting will be held virtually; everyone will receive a link from the address tesouraria.metasita@gmail.com to cast their vote between 8:30 AM and 5:00 PM.

As everyone knows, the company has maintained the same proposal that was previously rejected. Therefore, it is up to you—the workers—to decide on the best course of action.



NOTICE OF CONVOCATION: EXTRAORDINARY GENERAL ASSEMBLY

By means of this notice, the Committee representing workers in negotiations regarding the 2026 Profit and/or Results Sharing (PLR) payment CONVENES all workers of the company APERAM INOX AMÉRICA DO SUL S/A for an Extraordinary General Assembly. The assembly will be held at the headquarters of the Union of Workers in the Steel, Metallurgical, Mechanical, Electrical Equipment, Electronic Equipment, Drafting/Design, and IT Industries of Timóteo and Coronel Fabriciano (METASITA)—located at Avenida Monsenhor Rafael, No. 155, Timirim Neighborhood, Timóteo, MG—on Thursday, September 10, 2026. The meeting will take place in four sessions: the first call at 07:00, 13:00, 15:00, and 17:30, and the second call respectively at 07:30, 13:30, 15:30, and 18:00. Workers based in Belo Horizonte and São Paulo will vote online from 08:30 to 17:00 via “Google Forms” to decide whether to APPROVE or REJECT the proposal resulting from the 2026 PLR negotiations. The agenda is as follows: 1) Reading of this Notice; 2) Commencement of proceedings and quorum verification; 3) Presentation, evaluation, and deliberation regarding the proposal resulting from the negotiation process concerning Profit and/or Results Sharing (PLR/2026); 4) Authorization for the establishment and deduction of the contribution referred to in Article 513, item “e”, of the CLT [Consolidation of Labor Laws], applicable to all members of the professional category—pursuant to Articles 611 et seq. of the CLT—to fund the Professional Union, arising from the Profit and Loss Sharing (PLR) negotiation for the year 2026; 5) Consequent resolutions; 5) Adjournment. Timóteo/MG, September 9, 2026.

KLEBER WILLIAM DE SOUSA. Representative of Metasita.
On behalf of the Workers' Representative Committee.

ASSEMBLY Profit-Sharing

In the other one, I was passive.
In this one, I'm going!



Workers based in Belo Horizonte and São Paulo will vote online from 8:30 a.m. to 5:00 p.m.

APERAM CIPA Election – 2026/2027 Term

BALLOT BOX NUMBER	LOCATION	TIME/DATE	AREAS
Ballot Box 01	Regional Restaurant	From 3:00 PM on September 8 to 7:00 AM on September 12, 2026	ITI, ITE, ILQ, CLI, IMI, IME, IPD, ISUA
	ITI Kiosk (in front of the Research Center)	From 3:00 PM on September 10 to 7:00 AM on September 12, 2026	
Ballot Box 02	Regional Restaurant	From 7:00 AM to 3:00 PM September 8, 9, 10, and 11, 2026	IGV, IAC, GGS, IUT, IAI, IEN, GSPA
		From 3:00 PM to 7:00 AM September 8, 9, 10, 11, and 12, 2026	
Ballot Box 03	Head Office	From 8:00 AM to 5:30 PM September 9 and 10, 2026	ISU, IMP, FJU, FFC, FCR, FTR, FCI, GGD, GGR, GSPP, GGC, GGI, PPE, IEL, vacation and seconded staff.

Workers, do not vote for those who seek only job security and do not fight for a healthy environment where everyone can carry out their work.

“Every penny counts”

I bring this slogan from the “forest” along with the charcoal director.

But they have forgotten that special steels are produced here—production carried out by people who have loved ones waiting for them to return home.

A “production-at-any-cost” mentality has been setting records for output, but also records for accidents.

Since the arrival of the charcoal producer, accidents have dogged our every step; we no longer

enjoy the safety standards we once had here. Our families are urging us to look for new jobs because the “dream” of working at Aperam has turned into a daily nightmare.

We could highlight incidents such as suspended loads falling in the Electrical and Stainless Steel departments; limb fractures in the Stainless Steel and Blast Furnace 2 areas; the breakage of a Steckel mill backup roll and the explosion of a grinding wheel—both in the hot rolling mill; a limb amputation invol-

ving live electrical components; spills of molten material at Blast Furnace 1 and the Steelmaking shop (on two occasions); an explosion in the Blast Furnace 1 bay caused by contact between molten iron and water; and the tragic loss of a colleague’s life during the blast furnace fines injection process.

We could cite another 50 or 100 life-threatening situations that have arisen since the “forest” director prioritized production and profits over allocating resources for equipment maintenance

and worker safety.

The man from the “forest” arrived with the mantra “Every penny counts,” replacing the principle that should have been eternal: **“If a task cannot be done safely, it should not be done at all.”**

HOW LONG WILL WE ALLOW WHAT WE HAVE BUILT OVER THE YEARS TO BE DESTROYED?

This question applies to directors, executive managers, area managers, and all other Aperam workers.