



INTERNAL RULES OF THE SUSTAINABILITY AND INNOVATION COMMITTEE

The Board of Directors of Vale S.A. (“Vale” or the “Company”), in exercise of its powers, approved the Internal Rules of the Sustainability and Innovation Committee (“Committee”), to govern its composition and workings, as well as the relationship between the Committee and the Company’s other bodies, under Section II, of Chapter IV of Vale’s By-Laws, as follows:

CHAPTER I – MISSION

1.1 The mission of Vale’s Sustainability and Innovation Committee (SIC) is to advise Vale’s Board of Directors, including by proposing improvements related to its area of work, in order to increase the efficiency and quality of the decisions of this collective body and ensure that the Company’s operations are conducted in conformity with law, ethics and internal controls.

CHAPTER II - COMPOSITION AND COMPENSATION

2.1 The Advisory Committee shall be formed by the Board of Directors and shall comprise three (3) to five (5) members, two of which shall necessarily be principal members of the Board of Directors and the others shall be appointed from among the principal or alternate members of such body, or independent professionals as set forth in item 2.3. The exact number of members shall be defined by the Board of Directors at the meeting for their appointment and the Board of Directors may, in exceptional cases, exceed the limit of members established herein.

2.2 The members of the Committee must have proven experience and technical skills in relation to matters that are the Committee’s responsibility.

2.3 The Board of Directors may appoint one or more independent professionals, provided that they have proven experience in the area of Sustainability and/or in Innovation and New Technologies, respecting the provisions in item 2.1 above.

2.3.1 For purposes of these Internal Rules, the term “independent” has the meaning assigned to it in the Novo Mercado Listing Segment, the B3 S.A. – Brasil Bolsa Balcão.

2.4 The criteria and the overall and individual amounts of compensation of Committee members shall be established annually by Vale’s Board of Directors, when the Company’s annual shareholders’ meeting sets the overall allocation of funds, and reimbursable expenses necessary to perform their duties shall not be included in the overall amount.

2.5 The members of the Committee shall be reimbursed for expenses on transportation, food and lodging necessary to perform their duties, observing the internal rules and policies adopted by Vale.

CHAPTER III – TERM OF OFFICE

3.1 The term of office for members of the Committee shall begin as of their nomination by Vale’s Board of Directors, and shall continue until (i) the end of the term of office of the members of Vale’s Board of Directors, and, in this case, the rule contained in Law No. 6,404/1976, article 150, §4, with respect to extending the term of office of administrators, shall not apply, or (ii) their removal by the Board of Directors, or resignation, which may occur at any time.

3.2 Upon expiration of the term of office of members of the Committee, they may be reappointed through a new nomination by the Board of Directors.

3.3 The Committee will have a Coordinator chosen by Vale’s Board of Directors, from among its principal members, and in case of his or her absence, the Coordinator shall be responsible for appointing his or her replacement from among the other members and the respective replacement period.

3.3.1 If the Coordinator does not exercise the prerogative referred to above, the other members shall be responsible for appointing among those present at the meeting that who shall take the role of Coordinator of the Committee.

3.4 The members of the Committee shall not have alternates.

3.5 Should there be a vacancy or removal of any member of the Committee by the Board of Directors, the Board may nominate (or not) the replacement member to complete the remaining term of office of the replaced member, subject to the minimum composition as set forth in item 2.1 above.

CHAPTER IV – RESPONSIBILITIES

4.1 The Sustainability and Innovation Committee shall be responsible for:

(i) reviewing and making recommendations on the issues of Sustainability, Environment and Innovation, and the way they are approached, in the Company’s strategic planning, evaluating, complementing and suggesting changes in the Company’s socio-environmental and Innovation strategies, monitoring their respective implementation;

(ii) advising the Board of Directors in the analysis of initiatives related to mineral research, Innovation and new technologies, focused on the Company’s competitiveness and sustainability – social, environmental and financial;

(iii) evaluating the Company’s Policies and conduct related to Safety, the Environment, Health, Community Relationships, Human Rights, Communication and Institutional Relations;

(iv) evaluating Vale's performance regarding Sustainability aspects and Innovation, proposing challenges and improvements based on a long-term vision;

(v) aiding in setting, evaluating and monitoring the Company's Sustainability and Innovation indicators and proposing improvements through an annual review of these indicators;

(vi) evaluating and proposing that Vale joins or remains in national or international initiatives, technical standards or agreements related to socio-environmental matters, and monitoring the preparation and disclosure of the sustainability report;

(vii) evaluating the Company's projects, initiatives and investment proposals from the perspective of sustainability and innovation, in addition to making possible recommendations to the Board of Directors;

(viii) monitoring the scope of operations and effectiveness in the department of institutional relations in dealing with regulatory entities and other institutional relationships associated with sustainability topics;

(ix) evaluating policies and proposals for donations, as well as non-obligatory expenses related to the topics under its responsibility, which are under the purview of the Board of Directors;

(x) preparing and approving an annual work plan of the Committee;

(xi) monitoring the remedial actions related to the Mariana and Brumadinho tragedies, ensuring that the guiding concepts established by the Extraordinary Independent Consulting Committee for Support and Recovery ("CIAEAR") are applied;

(xii) proposing analysis and evaluation of topics under its responsibility.

4.2 In the exercise of its responsibilities, the Committee may:

(i) have access to all information and documents necessary to exercise its responsibilities;

(ii) raise and monitor subjects involving Sustainability and the Environment that represent risks or may have a material impact on the Company;

(iii) submit subjects that it understands to be material for the topics addressed by the SIC;

(iv) request meetings with Company Departments and Executives and organize visits to operational or logistics areas or other areas affected by the Company's activities;

4.3 The Coordinator of the Committee shall be responsible for:

- (i) directing and coordinating the Committee's work;
- (ii) preparing the annual calendar of ordinary meetings of the Committee and providing advance notice to Vale's Board of Directors and Executive Board, as well as annually submitting the Committee's work plan for the following fiscal year to the Board of Directors;
- (iii) setting the agendas and inviting the members of the Committee, observing the provisions of Chapter V below;
- (iv) coordinating the relationship and interaction with Vale's Board of Directors and, when necessary, with the Executive Board, concerning the topics under the Committee's responsibility, reporting its advancements during the meetings, upon request of the Chairman of the Board of Directors;
- (v) inviting external participants to the Committee, although without the right to vote, who are external and/or Vale experts, to provide clarifications and contribute to the technical analysis of topics to be covered, observing any matters of conflict of interest; and
- (vi) ensuring faithful compliance of these Internal Rules.

CHAPTER V - MEETINGS

5.1 The Committee will meet, on an ordinary basis, in accordance with the approved annual calendar, and on an extraordinary basis, whenever necessary, upon providing notice of the meeting five (5) business days in advance.

5.1.1 Notwithstanding the rules for notice provided for in this chapter, a meeting at which all members of the Committee are present shall be considered valid.

5.2 Providing notice to the Committee shall always be the Coordinator's responsibility, who shall set the meetings' agendas, in response to requests from the Board of Directors or of any member of the Committee or, moreover, considering analysis of a proposal submitted by the Executive Board.

5.2.1 Notice shall be made through a governance portal or email, containing the meeting agenda and supporting materials, if applicable.

5.2.2 After notice of the Committee meeting, no other topics may be included on the meeting's agenda, and nothing may be included or changed in the respective supporting material without the prior express authorization of the Coordinator.

5.3 The Committee's meetings shall be conducted at Vale's headquarters or at a location decided in advance by its members, and the members may participate by

teleconference, video-conference or any other means of simultaneous communication that ensures effective participation in the meeting. In addition, the Committee may meet virtually through the Governance Portal.

5.4 The Committee's meetings shall begin, subject to the terms of the notice, with the presence of the majority of its members.

5.5 The Committee's meetings shall be recorded in minutes that will be (i) sent to the Board of Directors, after having been approved and validated by the Committee members present at the meeting; and (ii) filed at the Company's headquarters.

5.5.1 The opinions on the matters submitted for the analysis of the Committee shall be an integral part of the meeting's minutes or, when sent subsequently, shall be approved by those present at the meeting and incorporated into the respective minutes.

5.5.2 The members of the Committee may record their notes and recommendations concerning the topics covered by the Committee in the meeting minutes and/or in the opinion.

5.6 The members of the Committee may be requested to appear at meetings of the Board of Directors to provide clarifications about the opinions they have issued.

5.7 The Committee shall have administrative support from Vale's Corporate Governance Office, which shall be responsible for:

- (i) organizing the infrastructure of the Committee's meetings;
- (ii) supporting the notice of meeting and distribution of the agenda and supporting material for the meetings;
- (iii) acting as secretary for meetings, preparing a list of those in attendance, aiding in preparing the opinions and drawing up the respective minutes, collecting the signatures of all the participants on such documents, distributing them to the Board of Directors and filing them at the Company's headquarters; and
- (iv) supporting the Committee's Coordinator in the relationship and interaction with the Board of Directors and, when necessary, with the Executive Board and other Vale employees, as the main point of contact concerning the topics under the Committee's responsibility.

CHAPTER VI - LIABILITY AND DUTIES

6.1 The members of the Committee undertake to comply with the By-Laws, the Code of Conduct, the Policy on Disclosure of Relevant Facts or Acts and Trading of Securities, the Anticorruption Policy and other applicable internal rules.



6.2 The members of the Committee are subject to the same legal duties and liability as the administrators, under Law No. 6,404/1976, article 160, including the duty to inform the Board of Directors of the existence of any conflict of interest, as set forth in Vale's Code of Conduct and the Policy on Transactions with Related Parties.

6.3 With respect to conflicts of interest, the members of the Committee shall, without any additional compensation, for a period of six (6) months after the end of their respective contracts, for any reason, refrain from acting as service providers, consultants, employees or under any other form of relation, with persons, companies and/or entities which may constitute a situation of conflict of interest, except with respect to activities conducted before and/or during the exercise of their duties as members of the Committee, judged and considered by Vale to not be in conflict.

CHAPTER VII - ASSESSMENT

7.1 The Committee shall annually conduct a performance self-assessment, the results of which shall be sent to the Board of Directors for its awareness.

7.1.1 The Coordinator of the Committee shall be responsible for coordinating the annual self-assessment process and for sending the respective results to the Board of Directors for its awareness.

CHAPTER VIII - AMENDMENT TO THE RULES

8.1 Under art. 19 of the By-Laws, the rules concerning the workings of the Committees shall be defined by the Board of Directors.

8.2 Any member of the Committee may suggest a discussion and amendment of these Internal Rules, at any time, upon verification of the need for their adjustment. This proposal for amendment shall be sent to the Personnel and Governance Committee, for subsequent appraisal of the Board of Directors, for its approval.
