

## **Positioning on the Conclusion of the Voluntary Dismissal Program (VDP)**

Samarco informs that it ended, on Friday (July 29<sup>th</sup>), the period for joining the Voluntary Dismissal Program (VDP), built in conjunction with the Metabase (MG) and Sindimetal (ES) unions to minimize the impact of the dismissals that are needed before the new company's reality. In total, 923 employees joined the VDP, 455 in Espírito Santo and 468 in Minas Gerais.

Since the Fundão dam collapse, in November 2015, Samarco has striven to maintain its workforce, even having its operations suspended. The company has granted paid leaves, collective vacations, and two periods of temporary employment contract suspension (lay-off). However, after conducting studies, the company found that, when resuming operations, it will only use 60% of its capacity. Given this perspective, it is necessary to reduce 40% of its workforce.

The VDP accession process took place transparently, with employees being informed about the program during assembly meetings and taking their time to decide on whether or not to remain in the company. Starting next week, considering the program's final results, the company will discuss the actions that will still be needed to readjust its framework.

The employees who are included in the involuntary dismissal process will also be entitled to benefits, beyond those defined by the Consolidated Labor Laws (CLT). These will be awarded to those who are dismissed until September 30<sup>th</sup>, as negotiated with the unions.

Samarco regrets the need for adequacy in its workforce but reiterates that it has done everything possible to minimize the impacts of the current company situation.

Samarco has always been recognized in the market for the respect with which it treats its employees, relationship built throughout its 38 years of history.

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