



2022  
**SUSTAINABILITY REPORT**  
PORTO DO AÇU OPERAÇÕES







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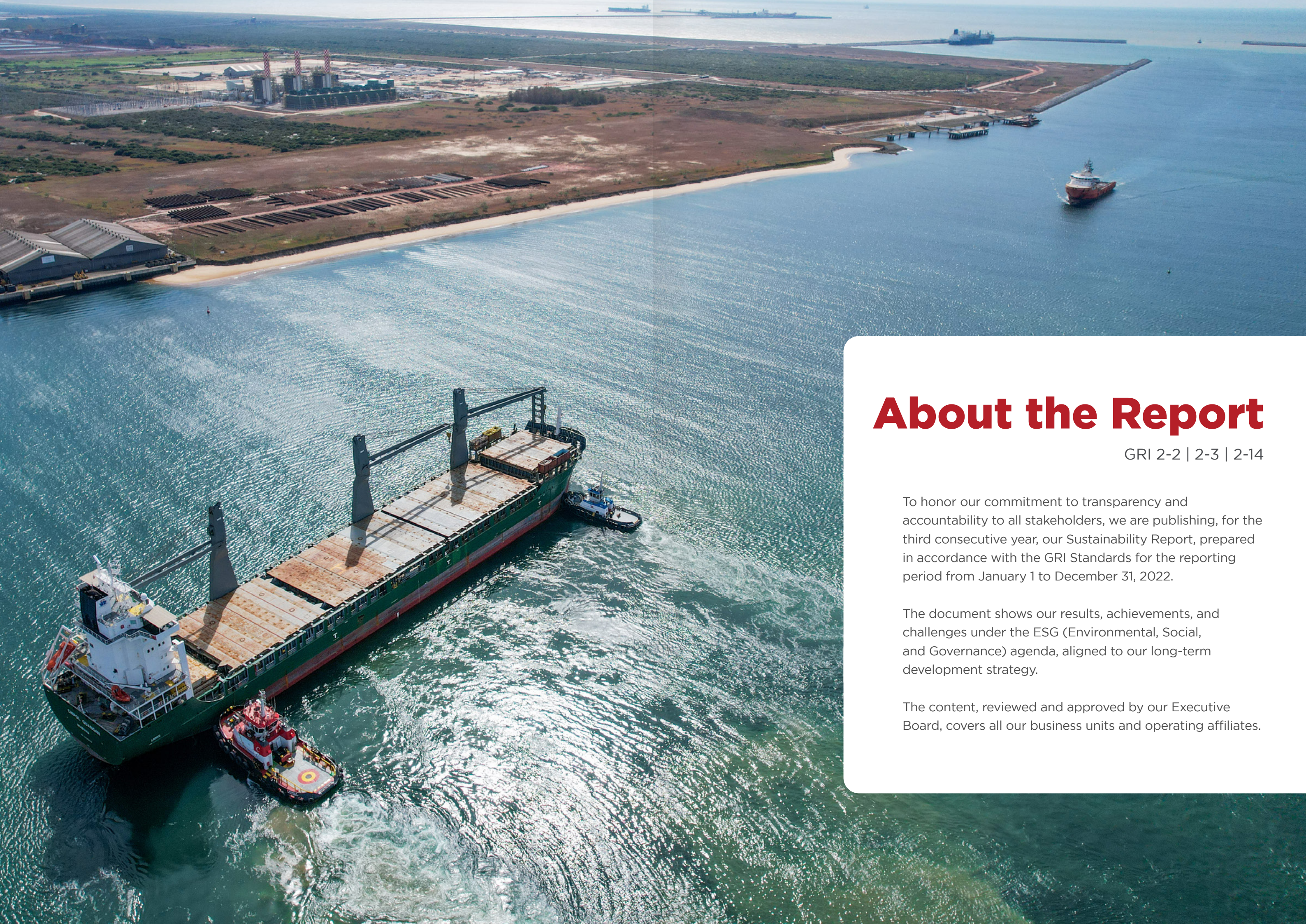
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# About the Report

GRI 2-2 | 2-3 | 2-14

To honor our commitment to transparency and accountability to all stakeholders, we are publishing, for the third consecutive year, our Sustainability Report, prepared in accordance with the GRI Standards for the reporting period from January 1 to December 31, 2022.

The document shows our results, achievements, and challenges under the ESG (Environmental, Social, and Governance) agenda, aligned to our long-term development strategy.

The content, reviewed and approved by our Executive Board, covers all our business units and operating affiliates.



## Message from Leadership GRI 2-22

For us, **2022 was a remarkable year**. We grew far above our expectations, **redefined our essence, and fine-tuned our strategic planning**. We significantly advanced our ESG Agenda with an emphasis on the results of our Diversity and Inclusion, Regional Development, Climate Change, and Biodiversity Conservation journey, and we made important commitments that will drive our vision of **consolidating Port of Açu as the energy transition port**.

We continued to focus on the growth and development of the port, setting operational records and increasing the volume of operations: we reached the milestone of 22,000 maritime accesses and 57 million tons handled in 2022. Our Multicargo Terminal continued to grow and showed great results: 1.6 million tons handled in 2022. We approved the expansion CAPEX and started construction on two new warehouses, an important step that will bring even more competitiveness to the terminal and to Port of Açu. Without losing sight of our financial discipline, we ended the year with a growth of more than 18% in our net revenue and 2% in our EBITDA.

In 2022, we achieved important advances in partnerships to expand and diversify the port's connectivity and develop the industrialization

of the complex. **We will transform Port of Açu into a renewable energy platform, enabling low-carbon industrialization, contributing to the reduction of domestic and global carbon footprints, and accelerating the Brazilian economy**. We were invited to showcase this vision at the 27th United Nations Climate Conference (COP-27), where I had the privilege of representing our company.

The definition of our essence was also a recognition of all those who contribute to the sustainable growth of our business and **who we believe to be our main competitive advantage: a diverse, engaged, and talented team—TimAÇU—composed of good people, people who care, and people who deliver**. That's why we invest in the safety, development, and quality of life of our people and work every day to promote equality and inclusion in our teams. **In 2022, we set quantitative targets aimed at increasing the participation of women and Blacks in our company by 2026** and began working with port users to promote the Diversity & Inclusion agenda across the port complex. For these and other initiatives, **we were recognized by Great Place to Work® Brazil as being among the 50 best companies to work for in the state of Rio de Janeiro**.

We moved forward in promoting a culture of innovation, aiming at regional development and sustainability for the port's operations. We joined Cubo Itaú and, together with partners, **created Cubo Maritime & Port, which aims to become the biggest innovation hub for the maritime and port sectors in Latin America**.

As signatories to the UN Global Compact, beyond seeking to develop our business, we want to develop the regions surrounding our operations in order to create shared value. **In 2022, we expanded local hiring: we ended the year with 88% local labor and 18% of contracts signed with local suppliers**. These are important figures that show tangible results for our operation.

We also opened the doors of our Caruara Reserve. **The opening of the Caruara Visitors' Center was a milestone that contributes to the feeling of legacy that we want to leave for Port of Açu and the entire neighboring community**. With visitor activities and sustainable tourism, we employ local labor and boost public services in the area, which are so important for the local community. In addition, we continue to work with environmental education and the development of knowledge and

research for the conservation of marine and *restinga* biodiversity. We believe in knowledge as a path to conservation.

Our paths are well defined, and the exercise now is to stay on the right track. We trust in our journey of evolution thanks to our TimAÇU, which works together with confidence, respect, and a belief in the legacy that we can—and genuinely trust that we will—leave behind.

**Our future is challenging and will certainly remain remarkable.**

Thank you very much.

**José Firmo** –  
CEO, Porto do Açu  
Operações







# Porto do Açu Operações

GRI 2-1 | 2-6



## Port of Açu

GRI 2-6

Operating since 2014, the port complex is strategically situated and performs services that are critical for the Brazilian economy, with important operations in the oil and gas, iron ore, energy, and logistics chains.

Açu's development occurs through different routes, taking advantage of an investment environment in the private sector. **The area available for**

the installation and development of different industries and key inputs, such as iron ore, oil, and natural gas, combined with the world-class port infrastructure and intermodal connectivity, make Açu a reference platform for the development of Brazil's future industries.

**The port also drives the generation of local jobs, contributing directly and indirectly to the development**

**of the surrounding region,** to the connectivity between different businesses, and to the improvement of management and safety practices.

**By the end of 2022, there were 10 Private Use Terminals (TUP) in operation with 19 companies installed.**

Milestone of  
**22,237**  
port calls

**57.4**  
million tons of cargo  
handled in 2022

**10,000**  
road accesses per  
month (trucks)

**19**  
companies installed

**7,000**  
direct jobs

**17**  
linear km of access  
to the sea

Up to **25 m**  
in depth

**44 million**  
**sqm**  
of available area  
(15% area occupied)

**40 million**  
**sqm**  
of biodiversity  
conservation area

**10**  
private use  
terminals





We are Porto do Açu Operações S.A., a company responsible for the **administration and port management of Port of Açu, a port and industrial complex** located in the city of São João da Barra, on the northern coast of the state of Rio de Janeiro. We are formed by a partnership between Prumo Logística (98.37%) and Port of Antwerp International PAI Invest N.V. (1.63%), and **operate with a focus on the development of Açu as an integrated, competitive, and sustainable port-industry infrastructure.** GRI 2-1

We are also responsible for operating the Multicargo Terminal (T-MULT) and for port and offshore support operations at the South Mole, and for the affiliates Reserva Ambiental Fazenda Caruara S.A. (Environmental Reserve) and Águas Industriais do Açu, through which we manage, respectively, the Caruara Private Natural Heritage Reserve (RPPN) and the port's water management.



### Mission

To develop a competitive port industry with integrated and sustainable infrastructure.



### Vision

To be recognized as Brazil's energy transition port.



### Purpose

To help the world reduce the carbon footprint and accelerate the best Brazil has to offer.



## Our essence lies in our people GRI 2-23



### Good people

We are a diverse, engaged, talented, team (TimAÇU) that works together. **We want to make a difference.**



### People who care

We take care of our team, develop the communities where we operate, and protect the environment. **We feel proud to leave a legacy to society.**



### People who deliver

We love challenges, and we make decisions and take on responsibilities with ethics and transparency. **We are driven and are always looking to go further.**



## How we operate GRI 2-6



### Port management

100% private, structured port management to promote and support operations and new business at Port of Açu, with a focus on innovation and long-term sustainable growth. We are responsible for ensuring safe and efficient maritime and land access, for developing and maintaining port infrastructure, for dredging operations, and for controlling maritime traffic.



### Business development and area leasing

Expanding the operations of Port of Açu by developing and adopting logistics and industrial solutions, renewable energy, circular economy, low carbon, and connectivity.



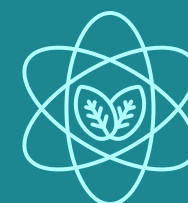
### Logistics operations

Devising logistics solutions to support the development of the offshore industry and provide integrated solutions for the storage and distribution of cargo through T-MULT and the South Mole. The main markets served are Rio de Janeiro, Minas Gerais, Espírito Santo, and Goiás.



### Water management

Through our subsidiary, Águas Industriais do Açu, water is managed to ensure a sustainable supply of water necessary for the development of operations and new businesses at Açu, with solutions for withdrawal, treatment, and distribution.



### Management of the Caruara Private Natural Heritage Reserve (RPPN)

Through our affiliate, Reserva Caruara, we are responsible for managing the private conservation unit, focusing on three pillars: environmental services, tourist visits, and education and scientific research.

## Recognition of our practices



### Maritime Award of the Americas 2022

We were awarded in the Green and Sustainable Port Operations Category at the XX Latin American Congress of Ports with the case **“Sustainable Dredging Operations.”** The recognition was granted by the American Association of Port Authorities, which is part of the Inter-American Committee on Ports of the Organization of American States (OAS).



### Excellent Company to Work For

We have been honored by “Great Place to Work Brazil” since 2021. In 2022, we were among the **top 50 companies in the Rio de Janeiro state ranking.**



### 2022 Ser Humano Award

**We were awarded for the case “Journey of Diversity & Inclusion”**, by Grupo Prumo, developed jointly with us, Ferroport, Vast Infraestrutura, Gás Natural Açu, Dome Serviços Integrados, and NFX. The award was granted by the Brazilian Association of Human Resources of Rio de Janeiro (ABRH-RJ).



### International Congress on Port Performance (CIDESPOT)

We ranked fourth among 210 public and private terminals for managing the **only port in Brazil to obtain the EcoPorts international certification, as well as for our ISO 9001 certification.**



### 2022 FIRJAN\* Sustainability Award, Solid Waste category

We won first place with the circular economy project **“Soil enrichment for forest restoration: adding value to solid waste”**.



### 2022 Antaq Award in the category of Social and Environmental Initiatives

We won first place with the project **“The transition to a low-carbon economy and the development of offshore wind energy production in Brazil: Port of Açu’s contributions to Marine Spatial Planning”**, a partnership with Argonáutica Engenharia e Pesquisas.

\* FIRJAN = Industry Federation of the State of Rio de Janeiro



# Our performance in 2022

## OPERATIONAL AND FINANCIAL

Net revenue of  
**R\$ 325,606**  
thousand



**5,317**  
port calls

**1.6 million**  
tons handled  
at T-MULT

**15 clients**  
with permanent  
occupation of the area



**109.790** land  
accesses (trucks)

## SOCIAL



**297** employees  
and  
**800** contractors



Staff diversity:  
**37% women**  
**47% Black and Brown**

**88%** local  
workforce

**18%** local  
suppliers



**ZERO**  
lost time  
accidents and  
fatalities

Total injury rate: **0.93**

**R\$ 10.1 million**  
collected in municipal taxes  
(Service and Property Tax)

Private social investment:  
**R\$ 4.8 million**

## GOVERNANCE



Score of **9.4**  
and Superior performance  
in ESG Rating



**20% female representation**  
on the Board of Directors  
(one woman)

**100%** of the business units and supply chain  
in the Compliance Program

**91% participation of the**  
**governance bodies**  
in anti-corruption training

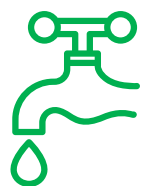


**96% confidence index** in the Reporting Channel

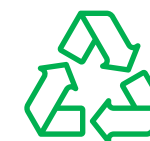
## ENVIRONMENTAL

**ZERO**  
accidents with  
environmental  
damage

**0.0016**  
**tCO<sub>2</sub>e/ton**  
handled at T-MULT



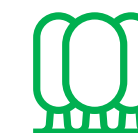
**35%**  
alternative  
sources of water  
consumption  
(reclaimed water and  
rainwater)



**100%**  
of recyclable  
waste sent for  
recycling

**100%** of the  
operations in the Water  
Efficiency Program

4,000 hectares of *restinga* conservation area



**1,278 hectares**  
planted and 1.37 million  
seedlings produced



62 km of coastline  
protected and monitored

Milestone of **1.17 million**  
turtle hatchlings released into  
the sea





# Strategic Management

GRI 2-12 | 3-3 – Business development with long-term value creation





## Porto do Açu - Platform for a low-carbon industry

**In line with the new mission, our development strategy is rooted in the highest ESG principles**, ensuring growth based on safety and environmental responsibility, operational efficiency and financial discipline, governance and integrity, and talent development.

**Our strategy sets out the guidelines for the development of Port of Açu based on the expansion and consolidation of existing chains and of logistics operations by T-MULT and on the improvement of the complex's logistics and energy connectivity.** This includes diversifying transportation modes for sustainable and efficient logistics and attracting industrial development and its entire chain, creating value for the region.

### International partnerships focused on good industry practices

From Brazil to the world, we share experiences with some of the most important international ports, such as the Port of Antwerp-Bruges (which is also our partner), the Port of Houston,

and the Port of Guangzhou. These partnerships contribute to the adoption of good practices in sustainability, management, and governance and enable more commercial synergies.

We have major competitive advantages, which make Açu a platform to leverage industrialization and Brazilian and global energy transitions:

- Private port administration
- Modern infrastructure
- Availability of area for industrial and port development
- Key inputs, such as iron ore, water and natural gas
- Strategic location, in Brazil's Southeast Region, close to major consumer centers, to the main oil exploration and production areas, and to areas with great potential for offshore wind power.

**We seek to turn Açu into an ecosystem for the development of low-carbon industrial projects and to contribute to the energy transition of the industrial, maritime, port, and logistics sectors.** This will be achieved by **increasing the availability of renewable energy sources—based on biomass and solar and wind power, onshore and offshore** – and by having sustainable hydrogen as a major driver of this industrialization, attracting industrial chains of low-emission steel; low-carbon chemicals and fuels, such as methanol, biofuels, hydrotreated vegetable oil (HVO); and jet fuel (SAF), in addition to ammonia and nitrogen fertilizers.

**To accelerate this development and attract investments, we reviewed the Master Plan for Port of Açu,** a document that defines urban,

economic, and environmental criteria for the location of different types of industries, aiming to enhance synergies and circularity of the future industrial ecosystem and ensuring the compatibility of low-carbon industrial typologies in the spatial planning of the port complex.

Aiming to expand road access to the port, in 2022 we advanced with the signing of an agreement with the State Government of Rio de Janeiro to implement a project to improve the accessways. We also completed all the engineering projects, which were delivered to the government. The bidding rounds for construction are proceeding, and the first stretch has already been completed. Construction is expected to start in the first half of 2023.



# Açu Greenport

## Long-term value creation strategy

The development of low-carbon businesses can generate real impacts for society and the environment in the medium and long term. **We seek to reduce the carbon footprint in local industrial chains and difficult-to-reduce sectors, such as maritime and land logistics, to increase energy production from renewable sources and to promote a new market based on hydrogen**, which we believe is key in the global energy transition process. This industrialization will also bring positive social impacts with the generation of direct and indirect jobs and investments in training professionals in the new skills required for the emerging industry.

### Business development focused on energy transition

GRI 3-3 - Business development with long-term value creation | 3-3 - Climate change mitigation

Throughout 2022, we entered into partnerships with major players for the development of new businesses at the Açu Greenport Platform, confirming the assertiveness of our strategy and **Açu's potential as The Port of Energy Transition**.

In all, eight memoranda of understanding\* were signed, focusing on the development of projects involving low-carbon hydrogen and ammonia, offshore wind farms, and biomass and bioenergy with the companies Biocarbono, Casa dos Ventos, EDF Renewables, Lorinvest, Neoenergia, Shell, Total Energies, and Universal Kraft. There were also important

advances in the studies and partnerships for the development of the low-emission steelmaking chain, which will enable future developments in this area.

Besides the development of projects related to energy transition, the establishment of these agreements aims to encourage socioeconomic development, as well as the development of infrastructure and of value and supply chains in the Brazil' southeast region. It also encompasses research and development and contributes to the decarbonization of domestic industrial parks.

\* Preliminary agreement entered into by and between parties that works as a pre-agreement, prior to the formalization of a company or a business.



## Advances in energy from renewable sources

In 2022, we made progress in projects and partnerships for the development of renewable energy undertakings. The Dunas project, for the installation of a photovoltaic generation plant, continues to advance. We obtained the Preliminary License (LP- *Licença Prévia*) and we are proceeding with the studies for the next phases: the installation license and grant from the National Electric Energy Agency (ANEEL - *Agência Nacional de Energia Elétrica*). Other highlights in the period were the **offshore wind power projects**, which, in addition to the memoranda of understanding signed, included **studies for the development of logistical support bases and for marine spatial planning**.

### Strategic differentiators for the development of offshore wind power

Port of Açu's development has been based on the pillars of efficiency and innovation, and it is also differentiated for its management of ESG criteria. **The complex is well suited to foster the energy transition and serve the renewable energy value chain**, from energy generation to manufacturing of and maintenance bases for equipment and logistics.

**The differentiators include its strategic location (close to the main energy consumer markets), ease of export, and proximity to an area with great wind energy potential on the Brazilian coast; operational port infrastructure; connection to the grid of the National Interconnected System (SIN - *Sistema Interligado Nacional*); environmental studies and data history to support new environmental permitting processes; and an area available for the installation of support bases and the manufacturing of machinery and parts required for the development of wind farms.**

Combined, these intangible assets contribute to the complex becoming the Brazilian port leading the development of the offshore wind power generation chain, bringing the associated socioeconomic development to its full potential.

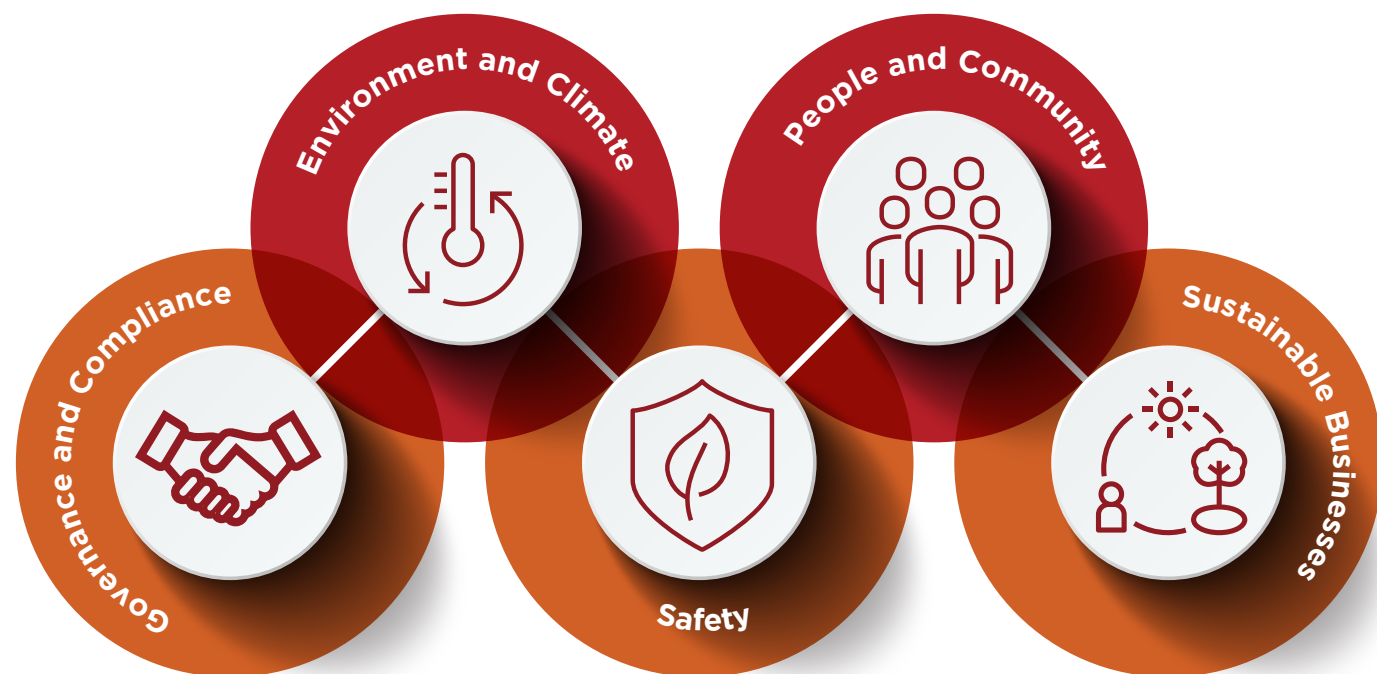




# Our commitment to sustainability

GRI 2-23 | 2-24 | 3-3- Protecting people

Our [Sustainability Strategy](#), approved by the Board of Directors in 2020, defines the strategic pillars of our development. It was built based on materiality work and alignment with the Sustainable Development Goals (SDGs) of the United Nations. Through our [Sustainability Policy](#), we define the guidelines for acting in each of the five pillars.



In addition to the Sustainability Policy, our business conduct follows the guidelines and processes formalized internally in the Human Resources and Diversity and Inclusion policies, as well as the Compliance Standard and the Code of Conduct and Anti-Corruption.



**We have been signatories to the UN Global Compact since 2021. See more about our progress here.**

Our Sustainability Policy also formalizes the adoption and dissemination of the best environmental, social, and governance practices, so that our businesses create real value for strategic stakeholders and the audiences with whom we interact. To this end, **we have been a member of the UN Global Compact since 2021, committing to the ten principles on human rights, labor, environment, and anti-corruption.**

**In 2022, we joined [Business Pact for Integrity and Against Corruption](#) of the Ethos Institute, reinforcing our commitment to ethics and integrity.**

**We are also involved in technical forums of the Global Compact and of the Brazilian Business Council for Sustainable Development (CEBDS), and we participated in the launch of the SDG hub of the State of Rio de Janeiro.**

**We also continued to structure ESG processes and governance, with an emphasis on increasing the transparency of our performance through the [ESG Portal](#), and advances in the agendas for Regional Development, Diversity & Inclusion, Climate Change, and Biodiversity Conservation.**





# Materiality

GRI 3-1 | 3-2

The process that resulted in the construction of our Materiality Matrix was carried out in 2020 and guided our Sustainability Strategy and Policy\*, and led to the identification of the following material topics whose results will be addressed throughout this document:



Protecting people



Management of environmental impacts



Emergency preparedness and response



Climate change mitigation



Human rights and proper working conditions



Biodiversity conservation



Development of local communities



Ethics and Integrity



Promoting a diverse and inclusive work environment



Business development with long-term value creation



Talent attraction and retention

The complete process for defining materiality can be found on page 4 of our [Sustainability Report 2021](#).

\* The material topics and guidelines that make up our Sustainability Strategy and our Sustainability Policy were approved by the Board of Directors in 2020. The process followed the guidelines of the sustainability strategy of our controlling shareholder, Prumo Logística S.A. GRI 2-14

# Our engagement with stakeholders

GRI 2-29

**Our priority audience—those engaged in the materiality process and with whom we strive to maintain ethical, solid, and lasting relationships—was defined by means of a comprehensive influence diagnosis**, that resulted in a relationship agenda that is in line with our strategic planning.

This ongoing work includes data obtained from perception surveys, social and environmental diagnoses, interviews with internal and external stakeholders, and internal policies and regulations. Based on these results, the **stakeholders we engage are employees; clients; suppliers; municipal, state, and federal governments; surrounding**

**communities; academic institutions; associations; and the media.**

Engagement is monitored in accordance with internal policy, and the relationship occurs in spaces for dialogue, in-person meetings, creation of and participation in events, use of social media and announcements in the press and community radio stations, presence in associations, and other engagement and communication tools. **The goal is to maintain an ongoing dialogue** for the achievement of the objectives established for each of the specific audiences or classes of audiences.

See the details of the stakeholder engagement approach in the [Attachments](#).



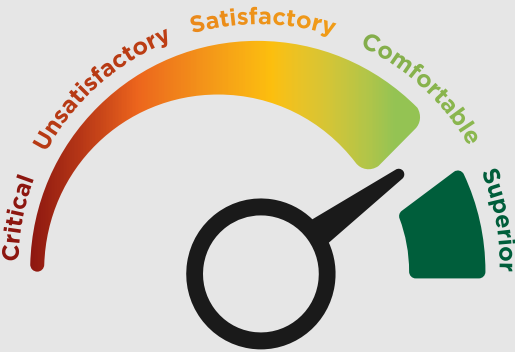




# External evaluation of ESG performance

In order to monitor the evolution of our environmental, social, and governance practices, our performance was independently measured, for the third consecutive year, by Natural Intelligence - NINT. The methodology involves the

analysis of 22 material topics for our sector and, in 2022, our performance was evaluated as **Superior**, with a score of **9.4**. Based on the results, we assess actions for improvement, which are monitored internally with a focus on continuous improvement.



Our performance was evaluated as **SUPERIOR**, with a score of **9.4**

Evaluation from 0 to 10, as follows:  
 ● from 0.00 to 1.25, Critical;  
 ● from 1.26 to 3.75, Unsatisfactory;  
 ● from 3.76 to 6.25, Satisfactory;  
 ● from 6.26 to 8.75, Comfortable;  
 ● from 8.76 to 10.00, Superior.

# Membership associations

GRI 2-28

The participation of and partnerships established with national and international institutions create collaborations for the execution of our strategy and our positioning. **In 2022, there were ten associations, including bilateral chambers of commerce and sector associations**, with special emphasis on our participation in the following\*:



International Association of Ports and Harbors (IAPH), in which our president is vice president for the South and Central America region.



Associação de Terminais Portuários Privados (ATP - Association of Private Port Terminals), with a seat on the board.



Associação Brasileira das Empresas de Serviços de Petróleo (ABESPETRO - Brazilian Association of Petroleum Services Companies), with a seat on the board.



Federação das Indústrias do Estado do Rio de Janeiro (FIRJAN - Industry Federation of the State of Rio de Janeiro), where we hold the vice presidency of the *Conselho Empresarial de Meio Ambiente* (Business Council for the Environment) and are members of the *Conselho Regional Norte Fluminense*.



India-Brazil Chamber of Commerce and Industry (IBCC), with a seat on the board.



Brazil-Germany Chamber of Commerce and Industry (AHK), with a seat on the board.

**In 2022, in cooperation with AHK, we conducted studies for hydrogen-based green industrial projects. Aiming to contribute to the sustainability of the maritime sector and improve our practices, we participate in ATP's Sustainability Committee - SUSTENTAR, for which we assumed the coordination chair in 2022.**

We also participate actively in committees and technical groups of the Brazilian Wind Energy Association (ABEEÓLICA) and the Brazilian Business Council for Sustainable Development (CEBDS), entities of which Prumo Logística is a member.

\* We are also members of the American Chamber of Commerce in Rio de Janeiro (AmCham Rio), Brazilian Chamber of Commerce in Great Britain, PIANC (The World Association for Waterborne Transport Infrastructure), and IALA (International Association of Marine Aids to Navigation and Lighthouse Authorities).





## Port of Açu: innovation platform

GRI 3-3 – Business development with long-term value creation

Through our Innovation Program, called *Cais Açulab*, we seek to transform Port of Açu into an innovation platform, promoting efficiency and resilience in port, maritime, and industrial operations, increasing competitiveness, and contributing to local economic development



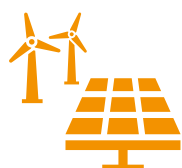
### DIGITAL TRANSFORMATION

Develop Port of Açu as a Smart Port



### PROCESSES IMPROVEMENT

Increase efficiency and positive ESG impacts



### ENERGY TRANSITION

Promote sustainable business, low-carbon industrialization, and creation of shared value



### NEW BUSINESSES

Use the port's ecosystem to develop new opportunities through intrapreneurship and circular economy

To stimulate innovation in our operations and contribute to the promotion of the regional ecosystem, **we launched our innovation program called *Cais Açulab* - Collective Actions in Innovation and Sustainability**. The program establishes the **guidelines for research, development, and innovation in our operations—in the complex and in the region**, connecting local initiatives to our strategy and leveraging projects through partnerships.

**In 2022 we joined**  **Cubo Itaú** and, in partnership with Wilson Sons and Hidrovias do Brasil, **we created the Maritime & Port Hub, aiming to promote innovation in the maritime and port sectors by encouraging collaboration between large corporations and startups** to solve challenges in the sector, create opportunities for transformation, and discuss trends focused on technological advances.

**To leverage the local innovation ecosystem and generate development in the region, we work together with local partners and participate in forums dedicated to this topic, such as the innovation working group (*GT Inovação*) of the Industry Federation of the State of Rio de Janeiro (FIRJAN) and the Inova Campos**. In 2022, in partnership with SEBRAE\*, we also launched Startup Win, aiming to stimulate the creation of startups focused on the cities of São João da Barra and Campos dos Goytacazes. During the year, we also supported  **HackIFF**, the first hackathon promoted by *Instituto Federal Fluminense* (IFF) (aside from our first hackathon,  **HackAçu**, held in 2021) to seek solutions for regional sustainable development.

**Our innovation program advanced throughout 2022, and we continue to mature our processes and culture**. We work to create challenges that attract solutions for increased efficiency and sustainability with the development of proofs of concept and projects, most notably:



**Asset modeling using digital twins**



**R&D project for reusing dredged sediments**



**Greenhouse gas emission platform for ports**



**Study of navigability in fluid mud and dynamic draft**

Learn more about the projects on our  **ESG Portal**

\*Serviço Brasileiro de Apoio às Micro e Pequenas Empresas (Brazilian Micro and Small Business Support Service).





# Operational Performance

GRI 2-6 | 3-3 – Emergency preparedness and response | 3-3 – Protecting people

We are responsible for port administration and the development of Port of Açu, and we make continuous efforts to modernize and improve our processes. We work to integrate and promote synergies between the complex’s different operations, aiming at efficiency and sustainability.

We manage our operational assets to contribute to the development of Port of Açu. In 2022, we put special emphasis on the **performance of T-MULT, which reached its maximum storage capacity, handling 1.6 million tons—an increase of 6.6% compared to 2021—and showing an average growth of 45% since the start of its operations in 2016.**





# Multicargo Terminal (T-MULT)

Since the start of its operations in 2016, T-MULT has had an average growth of 45% in cargo handling

Strategically located, with fast, safe, and efficient operations, T-MULT is a logistics option for various types of cargo, including imports, exports, and domestic handling of dry bulk cargo, notably minerals such as iron ore, steel products, coal, coke, ilmenite, spodumene, and copper concentrate, as well as fertilizers, general cargo, and containerized cargo. In 2022, the Multicargo Terminal set a new handling record of 1.6 million loads, an increase of 6.6% compared to 2021, and received, for the first time, ilmenite (iron titanate), a shipment

that originated in the city of São Francisco de Itabapoana, in the north of the state of Rio de Janeiro, bound for China. With this new operation, T-MULT reached 16 different types of cargo handled during the year. Since the start of operations in 2016, a total of 5.9 million tons were handled, with an average growth of 45%. There was also an increase in the client portfolio, which went from 44 in 2021 to 48 in 2022.

Other records were also set during the year:



In March, **eight ships and a drilling rig docked at the terminal**, totaling **180,000 tons** of cargo handled, including copper concentrate, pig iron, coke, and coal. The previous record was six vessels.



In April, in a single day, T-MULT recorded **the largest number of trucks in its history: 259**, totaling **8,512 tons** of cargo handled.



In September, the **largest ship in size and length**, the CSSC Rotterdam, 254.95 meters long and 43.05 meters wide, docked at the terminal. The vessel was loaded with **more than 10,000 tons** of copper concentrate, bound for Brunsbuttel, Germany.



Aiming at the sustainable growth of operations, in 2022 we **restructured the Terminal's management team. We also invested in infrastructure to expand its storage capacity, and we built two new warehouses**, , one for copper concentrate cargo and the other for miscellaneous cargo, such as ores, fertilizers, and steel products. **With these investments, the storage capacity in the Terminal's covered area will quadruple to 110,000 tons.**

## Infrastructure and capacity

**Two** new warehouses, totaling 95,000 tons of storage capacity in three warehouses.

a total area of **1 million sqm** for storage expansion, with the potential to support transshipment and feeder services.

**220,000 tons** of static storage capacity in yards.

**500 meter** wharf.

**14.5 meters** deep.

**342,000 sqm** bonded area.

**13.1 meter** draft.

**Up to 20 ton/sqm** of soil capacity.



# Port and offshore support

At the South Mole, we provide port support and perform activities for the offshore industry. In 2022, there were 45 vessel maneuvers at the service of major players, such as BP, Equinor, and Petrobras, mostly associated with the activities of DOME Serviços Integrados and Brasil Port terminals.

## Infrastructure and capacity

**9.67 m** draft. **10 ton/sqm** of soil resistance.

**537 meters of wharf** ready for operation (1,036 meters available for expansion).



# Water management by Águas Industriais do Açu (AIA)

AIA has employees specializing in water withdrawal, treatment, and distribution activities, performing services for clients installed at Port of Açu as part of a commitment to promote water security and the rational consumption of water resources. In 2022, AIA distributed 783,194 m³ of water to nine companies/terminals, 8.3% more than in 2021.

## Infrastructure and capacity


Total water distribution capacity of **267 m³/h.**



Total water reserve capacity of **4,300 m³.**




# Management focused on the efficiency and safety of operations

GRI 3-3 – Emergency preparedness and response | 3-3 – Protecting people

The port's maritime traffic, property security, and risk and emergency is managed through the  Port of Açu Center of Operations and Response to Emergencies (CORE), a unified center for managing and monitoring operations, in which we invested R\$1.8 million in 2022 to improve efficiency and safety.

Its structure relies on the  Vessel Traffic Service (VTS), which allows for real-time monitoring of maritime traffic in integration with other systems, such as the  Port Management Information System (PMIS). We also operate modern nautical signaling and monitoring systems using meteo-oceanographic equipment to guide the Pilotage Service and the vessels accessing the port complex.





In 2022, we initiated an innovation project seeking greater efficiency in nautical signaling  innovation project seeking greater efficiency in nautical signaling.

Since 2020, Port of Açu's VTS and nautical infrastructure have been ISO 9001 certified. In 2022, we provided technical training to the port's employees and users with a focus on maritime management, aiming to train future professionals to work in the VTS. Another important milestone in 2022 was the official admission of Port of Açu into the International Association of Marine Aids to Navigation and Lighthouse Authorities (IALA).




## Good practices in managing dredging activities

Dredging activities are essential to ensure safe navigation and pose a major challenge for ports around the world. We are responsible for managing these activities in the Terminal 2 channel and for this reason (in addition to complying with legal requirements), **we conduct planning studies and follow a risk management methodology** based on good operational, environmental, and safety practices on a voluntary basis, in accordance with the guidelines of our  **Standard Dredging Protocol**. **Our management based on good practices was recognized by the Maritime Awards of Americas.** We did not carry out dredging activities in 2022. Our focus was on the continuity of studies,  **research projects** and data management, planning the dredging activities for 2023, and structuring processes to improve management.



# Emergency management

CORE's structure has the infrastructure, equipment, and trained staff to quickly and effectively respond to the emergency scenarios mapped: fires and explosions, chemical emergencies, medical evacuation, and oil spills at sea. It also has integrated emergency plans, such as the  **Mutual Assistance Plan (PAM)**, which includes emergency plans from different terminals, and the Area Plan (PAPA), currently being approved by the State Environmental Institute (Inea). We are part of the Emergency Response Base (BPAE), which integrates the resources for emergency responses to oil spills at sea, aiming for readiness and efficiency.

To expand the network and engage the different players, CORE is constantly seeking collaboration with other agents in order to improve the response protocols. **Throughout 2022, the Center held meetings and thematic events with representatives of the Fire Department, Civil Defense, the Brazilian Navy, Inea, and all companies located at the port.**

Our emergency management is based on the ICS (Incident Command System) methodology and has an annual calendar of drills, with 14 exercises planned for 2022 focusing on the various possible accidental scenarios in the port area, such as: forest and industrial fires, road accidents, chemical spills, falls from heights, accidents in confined spaces, and man overboard, among others. No industrial fires or chemical spills (HAZMAT) were recorded during the year.

## Road Traffic safety

Our ambition is to have zero traffic accidents in the port's operations and to contribute to a culture of traffic safety throughout the region. To this end, we have a Traffic Safety Program in place, with initiatives focused on awareness-raising, monitoring, and managing consequences, as well as on maintenance and improvements to road infrastructure. In 2022, we recorded an increase in the number of traffic accidents related to the port's activities. In all, there were 19 accidents, with no fatalities or serious injuries recorded. This represents a 27% increase compared to 2021, in a year in which land access increased by 32%.

Emergencies responded to by CORE, by type of emergency and origin of request (number and percentage)

	2020			2021			2022		
	OWN	OTHER	COMM	OWN	OTHER	COMM	OWN	OTHER	COMM
Traffic accidents	2	19	8	1	14	7	2 <sup>1</sup>	17	11
Forest fires	5	6	4	15	0	14	9	0	8
Building fires	0	0	0	0	0	0	0	1	0
Industrial fires	0	0	0	3	1	0	0	0	0
Victim rescue and medical evacuation	NA	NA	NA	1	4	NA	10 <sup>2</sup>	0	0
Leakage of products at sea	1	NA	NA	4	0	0	2 <sup>3</sup>	0	0
Oil spills at sea	0	NA	NA	0	0	0	1 <sup>3</sup>	0	0
Chemical spills	3	NA	NA	2	4	0	0	0	0
Victim rescue in vessels	0	0	2	0	5	0	0	4	3

OWN: Own operations; OTHER: Other port companies; COMM: Community; NA: Not Available.  
1. Accidents without casualties.  
2. Medical care, not work-related.  
3. Incidents without damage to the environment.

Learn about our  **traffic safety measures.**







# Economic and Financial Performance

GRI 3-3 – Business development with long-term value creation

In 2022, our operating performance and actions aimed at financial discipline yielded net revenue of R\$325,606 thousand, up 18.6% over 2021, which allowed us to invest in port infrastructure and in the Multicargo Terminal.





# Financial management focused on continuous business development

Guided by discipline in spending and reduction of operating costs and administrative expenses, **our financial management prioritizes the allocation of resources for the continuous development of the business. All financial results are reported in our [Financial Statements \(FS\)](#), audited by independent auditors (KPMG Brazil).** Although we do not have a specific fiscal policy in place, all **control and tax calculation procedures follow the standards set out by regulatory agencies**, and our fiscal good standing is proven by means of certificates issued by federal, state, and municipal entities.

Income Statement for the Fiscal Year (R\$ thousand)<sup>1</sup>

	2020	2021	2022
Net revenue	214,126	274,545	<b>325,606</b>
Operating costs	-47,722	-58,772	<b>-94,069</b>
Depreciation	-121,859	-128,605	<b>-141,765</b>
Gross income	44,545	87,168	<b>89,772</b>
Administrative expenses	-104,669	-120,516	<b>-115,380</b>
Other expenses <sup>2</sup>	-2,807	26.952	<b>8,908</b>
Financial result	-446,230	-745,256	<b>-618,382</b>
Taxes	-29,194	-12,918	<b>-1,900</b>
Net Income	-538,382	-764,570	<b>-636,982</b>
EBITDA	58,928	122,209	<b>125,065</b>

1. Data for 2020 and 2021 have been revised and adjusted in this report. [GRI 2-4](#)  
2. The item “Other expenses” essentially represents the expenses relating to the adjustments of the provision (reversal) of loss on receivables arising from IFRS 09, with accounting adjustments made in the period.

After being externally audited, our accounts are further submitted to internal approval by the area that controls corporate governance and quality processes. [GRI 207-2](#)

In 2022, costs were 13% higher than budgeted for the period due to higher loads and costs at T-MULT, which recorded revenue 43% higher than expected for the period. This contributed to significant results, even in the face of a challenging economic scenario marked by impacts from the war between Russia and Ukraine and the end of the most critical period of the COVID-19 pandemic.

**In the year, we achieved a gross profit of R\$89,772 thousand (3% higher than 2021) and net revenue, mainly from lease of the dry port and port services, of R\$325,606 thousand (18.6% higher than 2021).** EBITDA—Earnings Before Interest, Taxes, Depreciation, and Amortization—was 2% higher than in 2021.

The excellent operational performance coupled with the strategy of discipline in cost and expenses allowed for the investment of nearly R\$21.3 million in infrastructure, including R\$18 million for the start of work to expand storage capacity at T-MULT with two new warehouses that contribute to the development of current and future business at the terminal.

**In 2022, a total of R\$21.3 million was invested in infrastructure, including R\$18 million to expand the storage capacity of the Multicargo Terminal**



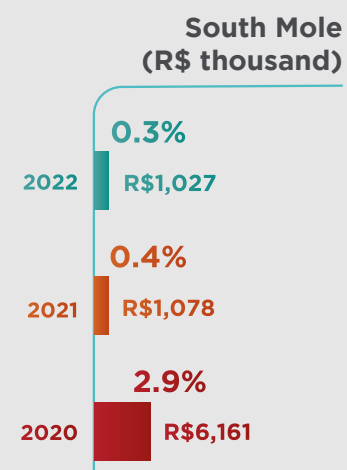
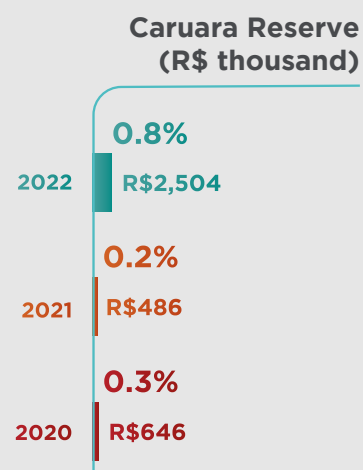
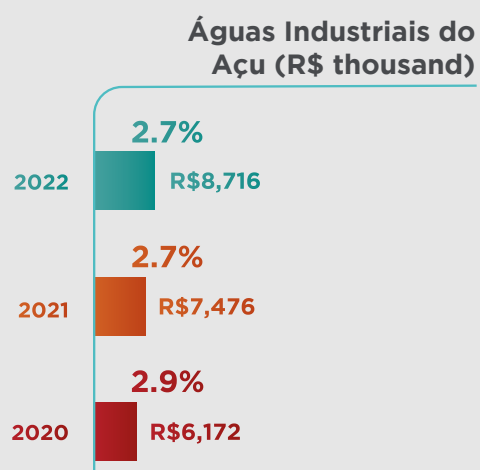
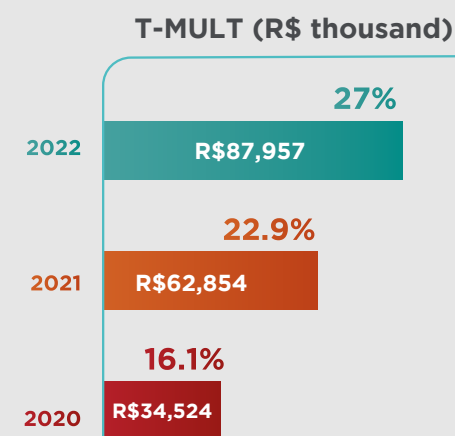
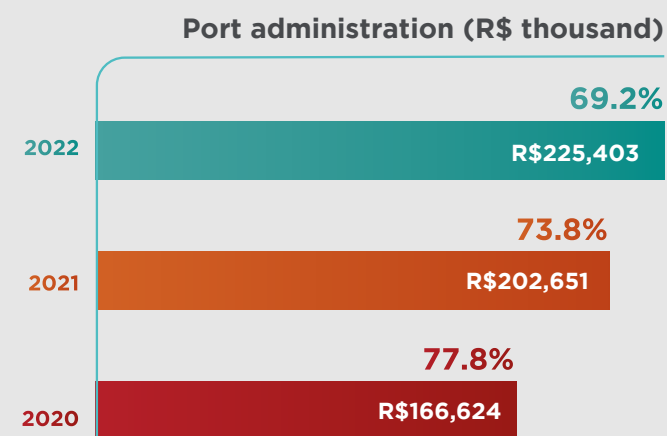
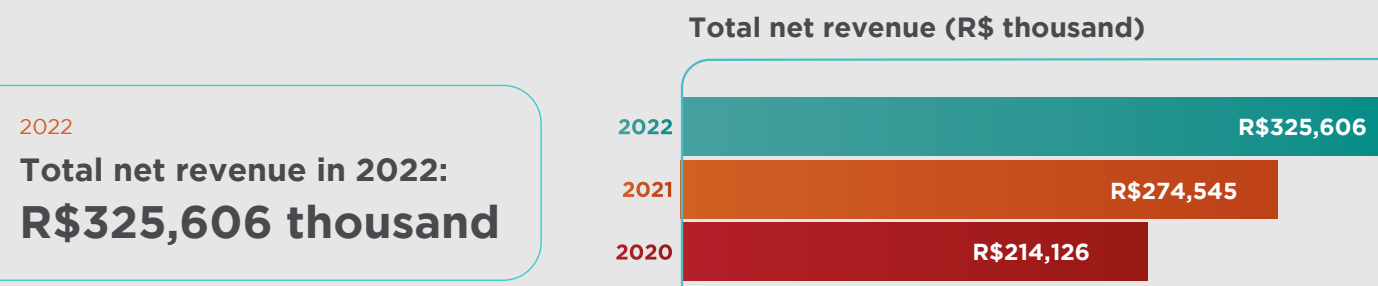


## Net revenue by core businesses

Considering our core businesses, the largest percentage of net revenue in 2022 is related to port administration, including leasing of areas and access to the navigation channel, which accounted for 69% of the total. The revenue generated in the Caruara Reserve is reinvested in the activities of the conservation unit.

2022

Total net revenue in 2022:  
**R\$325,606 thousand**



## Value Added Statement

In 2022, our direct economic value generated totaled **R\$325,606 thousand**, and the economic value distributed totaled **R\$1,142,351 thousand**, of which 21% refers to operating costs, 5% to purchases of goods and services, 5% to employee wages and benefits, 65% to payments to capital providers, and 4% to taxes.



### Direct economic value generated (R\$ thousand) GRI 201-1

	2020		2021		2022	
<b>Direct economic value generated</b>						
Gross revenue	238,760		306,926		362,424	
<b>Economic value distributed</b>	(R\$ thousand)	%	(R\$ thousand)	%	(R\$ thousand)	%
Operating costs	169,581	23.71	187,377	22.01	235,834	20.64
Purchase of goods and services	45,949	6.43	60,860	7.15	59,808	5.24
Employee wages and benefits	58,720	8.21	59,656	7.01	55,572	4.86
Payments to capital providers	407,471	56.98	502,631	59.05	741,974	64.95
Taxes	33,377	4.67	40,738	4.79	49,163	4.30
<b>Total</b>	<b>715,098</b>	<b>100</b>	<b>851,262</b>	<b>100</b>	<b>1,142,351</b>	<b>100</b>
<b>Economic value retained</b>	(R\$ thousand)		(R\$ thousand)		(R\$ thousand)	
Direct economic value generated less direct economic value distributed	- 476,338		- 544,336		- 816,745	





# Corporate Governance

GRI 2-9 | 2-10 | 2-11 | 2-12 | 2-13 |  
3-3 Ethics and integrity | 207-2

We follow market benchmarks for responsible business conduct, establishing corporate policies and standards that cascade to internal programs, following the guidelines of our controlling shareholder, Prumo. In line with the good practices set out by the Brazilian Institute of Corporate Governance (IBGC) and in accordance with our bylaws, **our governance structure ensures that our business is conducted based on the principles of ethics, transparency, equity, accountability, and corporate responsibility.**

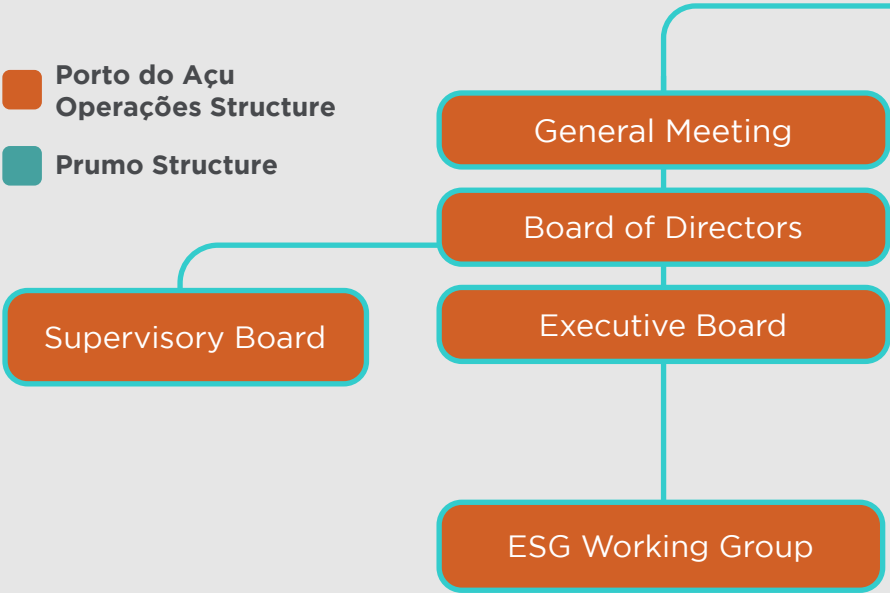
In line with our new vision and essence, **in 2022 we changed the composition of our Executive Board, continued to integrate the governance processes with those of our parent company, Prumo, and advanced in the inclusion of ESG criteria in our corporate risk management.**





# Governance structure GRI 2-9

The governance model includes its own bodies and is integrated with the structure of our parent company, Prumo



**GENERAL MEETING:** composed of shareholders and instated and chaired by the CEO, it convenes ordinarily at the end of the fiscal year and extraordinarily when needed. It has ordinary duties\* provided by law, such as electing members of the Board of Directors, aimed at achieving the corporate strategy. It also chooses the members of the Supervisory Board and evaluates and deliberates on the financial statements, allocation of net income, and directors' remuneration. GRI 2-10

**BOARD OF DIRECTORS:** establishes guidelines and implements strategic planning, controls and supervises our performance, defines the composition and duties of the Executive Board, and approves the policies and standards that guide our business. It is composed of **5** **members** appointed by the shareholders for annual terms of office with the possibility of reelection.

The Chairman of the Board does not hold executive positions in the company and is responsible for the strategic conduct of the body, controlling and supervising the results. Deliberation is by simple majority in ordinary quarterly sessions and in extraordinary sessions when needed. Results obtained by the committees in the evaluation of fiscal, environmental, social, financial, and operational risks are reported regularly in the meetings. GRI 2-11 | 2-16

\*Includes assessment of competencies and professional history.



**EXECUTIVE BOARD:** with a revised **composition** in 2022, it is responsible for implementing the guidelines aligned to strategic planning, acting in development and operations of the port, and approving metrics and management of our sustainability performance, reported by the ESG Working Group. GRI 2-14

**SUPERVISORY BOARD:** a non-standing committee and not instated in 2022, it is responsible for overseeing the actions of the administrators to ensure due compliance with the law, with the bylaws, and with our internal regulations. It operates independently and reports directly to shareholders.

**ESG WORKING GROUP:** led by the ESG area and composed of representatives from several internal areas, it is responsible for supporting the Executive Board in the implementation of the Sustainability Strategy, including the adoption of good practices and the dissemination of the ESG culture.



# Corporate risk management aiming at resilience, safety, security, and operational efficiency

GRI 2-12 | 2-13 | 2-16 | 3-3 – Protecting People | 3-3 - Ethics and integrity

Our risk management is structured around ISO 31000 and COSO Enterprise Risk Management guidelines, an international model that provides on the principles and best practices in this area.

**Through annual risk analysis cycles, we revised the possible impacts on our business, establishing action plans with the identification, evaluation, and definition of the best control and management approach. The results are submitted to our Executive Board and Board of Directors for follow-up and necessary deliberations.**



## Strategic

Related to our medium- and long-term goals and aimed at maintaining the attractiveness and critical knowledge necessary for developing businesses at Port of Açu.

*It addresses risks related to regulatory, market, and infrastructure aspects of the port complex, including the impacts of energy transition and talent retention for the development of our corporate strategy.*



## Finance and tax

Focused on risks relating to liquidity, currency exposure, and financing.

*It is managed by the Finance, Audit, Compliance, and Risk Committee, which prepares an annual risk report that maps the impacts for the following year and is approved by our governance bodies.*



## Reputation

Deals with stakeholder relations to prevent the materialization of reputational risks.

*We engage with our stakeholders; including employees; clients; suppliers; municipal, state, and federal governments; surrounding communities; academic institutions; associations; and media.*



## Operational

Considers risks arising from activities in the complex that might impact operational continuity, physical integrity of people, and damage to the environment.

*It includes aspects such as operational control, safety and management of emergencies, adaptation to the physical risks of climate change, and management of water resources. In 2022 we created the General Port Control, Port Development, and ESG Areas that, in an integrated manner, manage operational risks with a focus on the efficiency and sustainability of port operations.*



## Compliance

Seeks full adherence to legal requirements and the promotion of integrity.

*In addition to meeting the applicable legal requirements, procedures, and control measures suitable to the activities, we pay ongoing attention to the management of contractors. Our Code of Conduct and Anticorruption lists possible ties with third parties that require a diligent risk assessment and prior recommendation of such tie by the Compliance area. Due diligence processes (also called background check processes) allow us to assess any integrity risks of ties with third-parties. The management approach is set out in the Anti-corruption and Anti-bribery Compliance Standard and in the Background Check Procedure.*





# Ethics and Integrity

GRI 2-23 | 2-24 | 205-2 |  
3-3 – Ethics and integrity

We value a culture of ethics and integrity and have in place a framework, regulations, and a [Compliance Program](#) to ensure that our relationships are guided by ethics, transparency, and equity.

In 2022, we maintained and improved processes, including some of the initiatives adopted by Prumo, our controlling shareholder responsible for the development of our Compliance Program, such as retaining the ABNT NBR ISO 37001:2017 certification and the registration for the 2022-2023 cycle of the Pró-Ética seal of the Office of the Comptroller General (CGU). **We became signatories to the Business Pact for Integrity and Against Corruption of the Ethos Institute**, and we underwent a corruption risk assessment. No confirmed cases of corruption involving our main areas of operation were identified. [GRI 205-1 | 205-3](#)





# Strengthening a culture of integrity through the Compliance Program

## Prevent

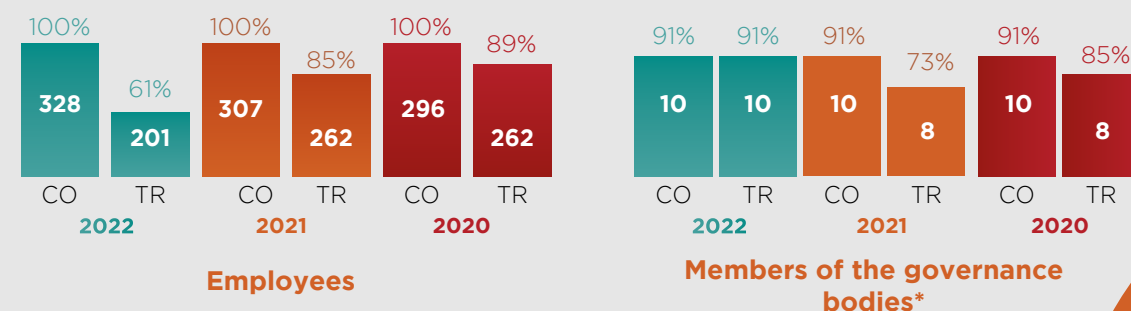
To ensure adherence to and compliance with our ethical standards, we promote a culture of compliance among all employees and stakeholders. We communicate and conduct training on the topic and manage actions through the Compliance Management Platform.

**In 2022, we provided training to senior management on general compliance guidelines and anti-corruption practices, and during Compliance Week, we addressed the fight against and prevention of harassment with all employees.**

We also have tools in place to prevent risks related to conflicts of interest and interactions with public officials. **In 2022, our four main areas of operation were assessed for risks related to this topic; as in previous years, we did not record any cases of corruption involving our operations.** GRI 2-15 | 205-1 | 205-3

### Employees communicated about and trained in anti-corruption in 2022

GRI 205-2



CO: Communicated; TR: Trained  
\*Executive Board and Board of Directors

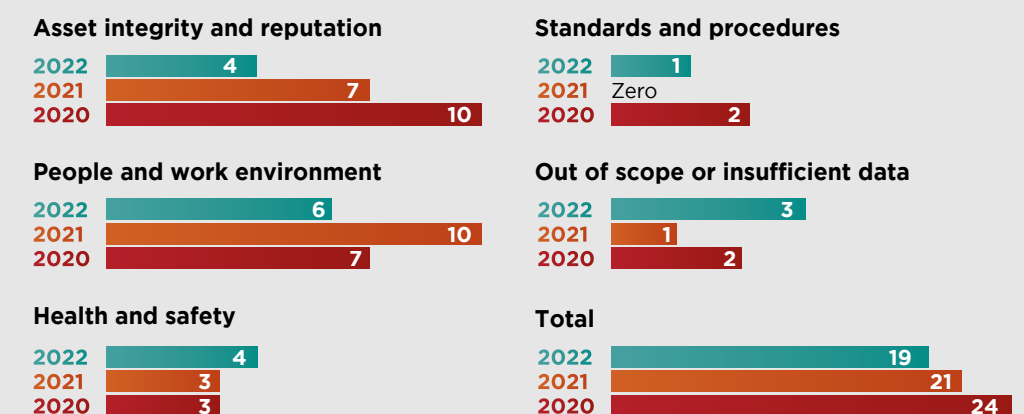
## Enhance

Constant attention is given to improving the Compliance Program, which includes an annual anonymous perception survey. **In 2022, we obtained engagement of 67% of our employees, and the results confirmed the confidence index in the Reporting Channel at 96% and a score of 9.5 (on a scale of 10) that our business is conducted ethically.** This constant improvement also occurs through engagement with institutions regarding the topic. **In 2022, we retained the ABNT NBR ISO 37001:2017 certification, participated in the anti-corruption platform of the UN Global Compact** (to which we have been signatories to since 2021), and **joined the Business Pact for Integrity and Against Corruption of the Ethos Institute.**

## Identify

In order to identify possible deviations in ethical conduct, we have **Reporting Channel** in place. Contacts can be anonymous or identified, in Portuguese or in English, through a toll-free number (0800 729 0810) or **virtually**, with the option of being assisted by a female professional. The channel is independent and managed by a third-party company, and it allows the whistleblower to follow up on the progress by means of a ticket number. **In 2022, there were 19 reports filed through the channel, and we did not find any confirmed cases of discrimination, nor did we have any discrimination lawsuits.** GRI 406-1

### Reports through the Reporting Channel by Type GRI 2-25 | 2-26



## Respond

**To ensure the upholding of ethical standards and continuous improvement of our processes, Prumo has an Internal Audit area; its awareness campaign about this area and its activities received an award in 2022 (for the third consecutive year) from the Institute of Internal Auditors (IIA).**

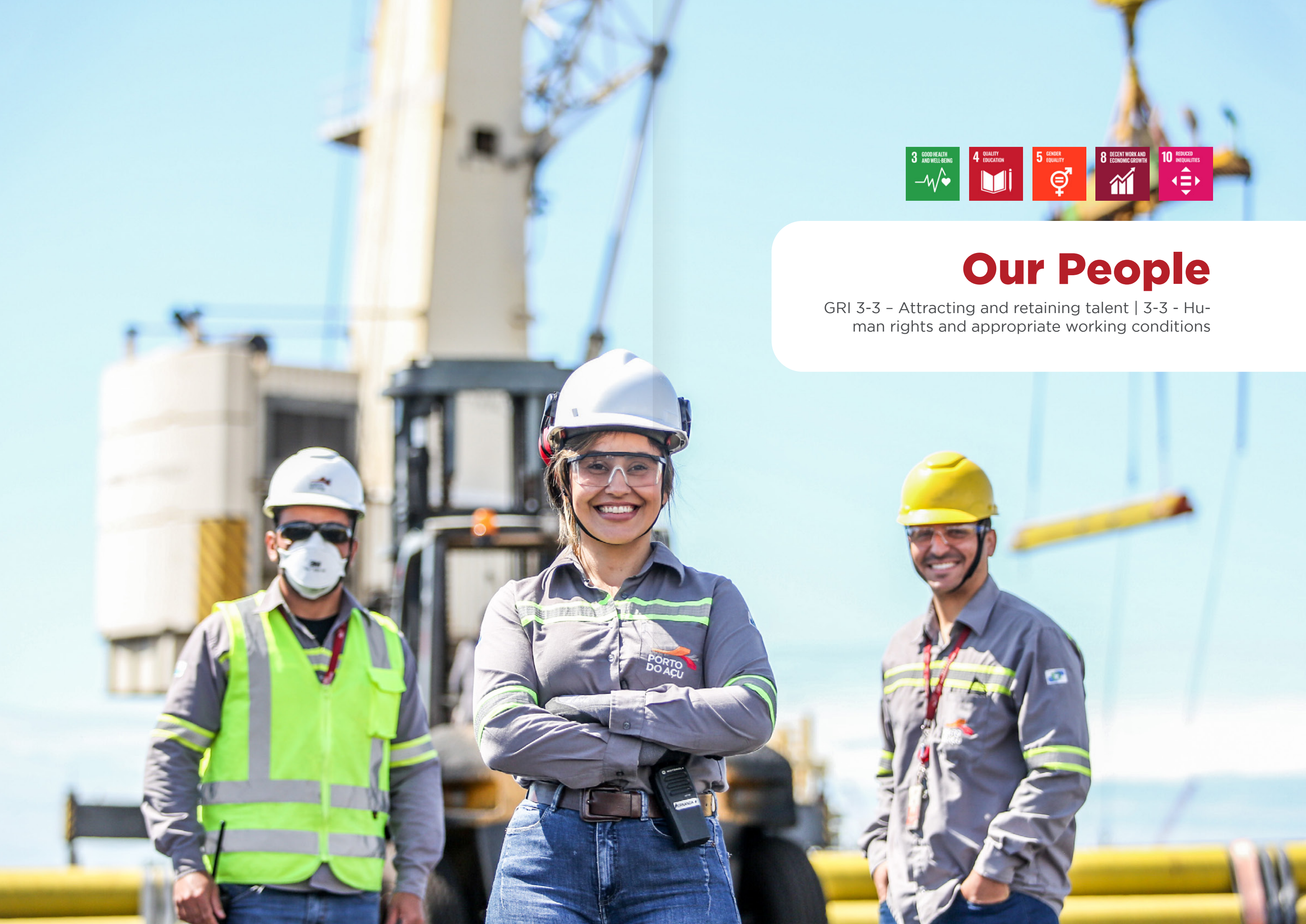
The area operates independently and impartially, following an annual audit plan approved by the Audit Committee. **In 2022, financing processes, payments, and client contracts were audited.** As a result of the audits and the risk mapping work, action plans are also put together, when needed.





# Our People

GRI 3-3 – Attracting and retaining talent | 3-3 - Human rights and appropriate working conditions





# We are a Great Team (TimAÇU) made up of good people, who care and deliver

GRI 3-3 - Talent attraction and retention

We recognize the fundamental contribution of our teams to achieving our results and succeeding on our chosen path. **Our essence lies in our people.**

We believe and invest in the quality of life, diversity, engagement, and talent of our teams. We promote ethics, transparency, and accountability. We motivate through challenges. We drive innovation. We reinforce the pride of belonging on a daily basis.



The year 2022 was marked by the beginning of changes in our organizational culture. We revised our **Mission, Vision, Purpose, and Essence in alignment with our strategic planning.** Throughout 2023, we will disseminate this culture to all employees and to the entire leadership team, which plays a key role in this journey.

For two consecutive years we have been certified as an excellent place to work by Great Place to Work Brazil (GPTW), and **in 2022, we entered the ranking of the 50 best companies to work for in the state of Rio de Janeiro.** We invested in improving our model for developing professionals and conducted **specific development fronts for our leadership.** GRI 2-23

**Our Diversity and Inclusion Agenda continued to advance** internally, and we expanded our actions to foster an inclusive culture in the port community.

## Our performance

### Attraction



#### Objective

Talent attraction and increased hiring and development of the local workforce

#### Programs and processes

- Internship and young professionals programs
- Employability Network
- "Conexão Açú"

#### 2022 Highlights

- 18 young adults hired via internship and young professionals programs
- 5 p.p. increase in local labor, totaling 88%

### Development



Professional development through the promotion of learning across all levels and training focused on leadership, mapping of talents and successors, and performance recognition actions

- Performance management
- Leadership development
- Talent and succession plan
- Climate management

- New development strategy, with the 70:20:10 learning model
- Trust Index (GPTW For All): 88%
- Leadership Maturity (GPTW) ranked in the "Good Leader" stage
- 50 best companies to work for in the State of Rio de Janeiro

### Diversity, equality, and equity



Development of a specific agenda focused on valuing diversity and promoting a respectful and inclusive work environment

- Literacy and awareness
- Affinity Groups - Porto In
- D&I as a driver for the attraction and development pillars
- Inclusive Port Program

- Approval of quantitative targets aimed at increasing gender and race diversity
- Increase the representation of women and Blacks in the overall staff to 37% women and 10% Blacks
- Workshop with port users to structure the Inclusive Port Program

### Health, Safety, and Quality of Life



Ambition for zero accidents and acting with a focus on the well-being of employees, aiming to promote physical and mental health and work-life balance

- Pact for Safety
- Quality of Life

- 100% of employees covered by the Quality of Life Program
- Zero lost- time injuries
- 12% reduction in total recordable injury frequency



# Profile of our employees

GRI 2-7 | GRI 2-8 | 401-1

We ended the year of 2022 with 1,097 employees, of which 297 are company employees\*, with representation of 37% women and 10% Blacks in the overall staff. The turnover\*\* in 2022 was 20% (16% in 2021), including 72 new hires (24 women and 48 men) and 47 terminations, 22 of which were voluntary resignations and 25 dismissals. The number of contractors\*\*\* at the end of the period was 800, up from 615 in 2021 due to an increase in activities related to the expansion of our operations \*\*\*\*.



\*All of them have permanent, full-time contracts and work in the cities of São João da Barra and Rio de Janeiro, in the Southeast Region of Brazil. (Interns and young apprentices are not included).

\*\*All new hires and terminations occur in the State of Rio de Janeiro, in the Southeast Region of Brazil, where Port of Açu and our headquarters are located.

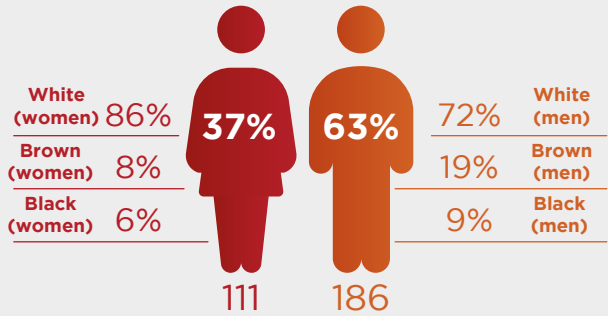
\*\*\*Contractors recorded based on data from the Monthly Statistical Report submitted by the contracted companies.

\*\*\*\*Staff involved in the construction work for the expansion of T-MULT.

## TOTAL EMPLOYEES

### Number of employees, by gender and race in 2022<sup>1</sup>

GRI 2-7 | GRI 405-1



## BY EMPLOYEE CATEGORY

### Percentage of employees, by employee category, by gender, age group, Blacks, Browns, and People with Disabilities (PWDs) in 2022

GRI 405-1

	GENDER	AGE GROUP	BLACK	BROWN	PEOPLE WITH DISABILITIES (PWDs)
Executive Board + CEO	<div><div>17%</div><div>83%</div></div>	<div><div>83%</div><div>17%</div></div>	0%	33%	0%
Management	<div><div>32%</div><div>68%</div></div>	<div><div>92%</div><div>8%</div></div>	4%	4%	0%
Coordination	<div><div>42%</div><div>58%</div></div>	<div><div>88%</div><div>12%</div></div>	12%	8%	0%
Specialists	<div><div>44%</div><div>56%</div></div>	<div><div>5%</div><div>79%</div><div>16%</div></div>	0%	19%	0%
Professional	<div><div>64%</div><div>36%</div></div>	<div><div>29%</div><div>69%</div><div>3%</div></div>	10%	21%	4%
Technical/Operational	<div><div>23%</div><div>77%</div></div>	<div><div>34%</div><div>66%</div></div>	13%	36%	5%
Interns	<div><div>39%</div><div>61%</div></div>	<div><div>96%</div><div>4%</div></div>	35%	30%	0%
Young Apprentices	<div><div>67%</div><div>33%</div></div>	<div><div>100%</div></div>	11%	44%	0%

Women

Men

Under 30

Between 30 and 50

Over 50

1. Gender and race as per employee self-identification.



# Our commitment to life

GRI 3-3 – Protecting people | 403-1 | 403-2 | 403-3 | 403-4 | 403-5 | 403-6 | 403-7 | 403-8 | 403-9 | 403-10



**Caring for our people is part of our essence. We have the ambition to achieve zero accidents, and we work tirelessly to promote a culture of health and safety on our teams. This is our Pact!**

Our Culture Program: The Pact for Safety program was built in a collaborative way with the purpose of reinforcing behaviors and increasing knowledge to promote a safe environment. Throughout 2022, the actions of the program targeted our employees, contractors, and partners with the aim of consolidating the Golden Rules. We also implemented the tools for our leadership recognition and approach.

## PILLARS OF THE PROGRAM



**Golden Rules:** five non-negotiable rules that prevent accidents and save lives, supported by a consequence management process.



**Engaged leadership:** reinforcing the commitment of leaders, providing greater knowledge and strengthening their role in the development of a safety culture.



**Development and autonomy:** reinforcing learning regarding the perception of risks and culture of prevention, providing knowledge, and improving awareness, all of which are necessary for proactive and collaborative actions.



## 11th edition of the Internal Week for the Prevention of Accidents in Port Work

In 2022, we addressed the topic “Be the hero of this journey,” as part of our focus on developing and empowering employees to conduct safe operations. Organized by the Internal Commission of Accidents / Commission for the Prevention of Accidents in Port Work (CPATP)\*, the event had 1,778 participants from 34 companies that perform activities in the port complex.

\*Established in compliance with Regulatory Standard (NR 29), it is composed of company employees, appointed by us and elected by the teams, who meet monthly to discuss and propose risk prevention measures based on safety indicators.



# Risk management with a focus on accident prevention

GRI 403-2 | 403-7

Our safety management focuses on prevention and anticipation and aims to protect life and the environment. **Through our Management System, we ensure the identification and efficient control of risks, compliance with applicable legislation, implementation of procedures and operational control measures appropriate to the activities, ongoing participation in the management of contractors, and maintenance of asset integrity.**

The identification and treatment of deviations in a systemic way, as well as the incorporation of lessons learned from incident investigations, help improve operational routines and build a safer working environment. The routine evaluation of the results through performance indicators and audit cycles allows us to work for the continuous improvement of our Health and Safety Management System.

# Promoting the physical health, mental health, and well-being of our employees

GRI 403-3 | 403-6 | 403-10

Our health management is guided by the Program for Medical Control of Occupational Health\* and by the Quality of Life Program and aims to promote the health and well-being of our employees. **In 2022, we recorded no work-related illnesses and promoted quality of life actions focused on mental health, physical health, and balance.** The year was also marked by the return to hybrid work by the administrative teams after the most critical period of the COVID-19 pandemic and involved the adoption of best practices to minimize risks and promote employee well-being.

**In order to promote health and well-being in view of the growth of our operations, we performed health mapping with the engagement of 96% of employee.** The results are being used to guide health planning for the coming years.

To promote a culture of health and well-being throughout the complex and disseminate good practices, in 2022 we held two meetings of the Occupational Health Forum with the participation of 42 health and safety professionals from 11 companies that operate at the port.

\*In compliance with Regulatory Standard No. 7 (NR 7)



# Work-related injuries

GRI 403-9

**In 2022, we recorded no lost-time injuries, reducing the LTIF\* to zero. Our Total Recordable Injury Frequency\*\* (TRIF\*\*\*) decreased by 12%, and there were no fatalities.** These results reflect our continuous efforts to promote safety in our operations. Our ambition is to achieve zero accidents involving people, and we will continue our efforts to achieve this. Therefore, we have a program called **PACTO pela Segurança** (PACT for Safety) and our Management System, aimed at the continuous improvement of our processes.

## Rates and numbers of work-related injuries - employees and contractors<sup>1</sup>

GRI 403-9

	2020	2021	2022
Number of lost-time injuries (excluding fatalities)	0 <sup>2</sup>	1	0 <sup>2</sup>
Lost time Injury Frequency (excluding fatalities) - LTIF	0	0.53	0
Number of recordable work-related injuries	1	2	2
Total recordable injury frequency - TRIF	0.63	1.06	0.93

1. Number of hours worked: 2020: 1,560,633; 2021: 1,884,241. 2022: 2,141,540.00 The rates were calculated per 1,000,000 hours worked. According to NBR 14,280, the injury frequency rate must be calculated as follows:  $F = (N \times 1,000,000) / MHW$ , where: F is the result of division; N is the number of injuries; H represents man-hours of exposure to risk.

2. In the years 2020 to 2022, there were no fatalities among employees and contractors.

The breakdown of work-related injuries can be seen in the **Attachments**.

\*Lost Time Injury Frequency - Includes accidents with absence from work.

\*\*Reportable accidents include injuries without lost time, with lost time, and fatal accidents.

\*\*\*Total Recordable Injury Frequency - Includes reportable accidents.



# Our commitment to diversity, equity, and inclusion

GRI 3-3 – Promoting a diverse and inclusive work environment

We value diversity, repudiate all types of discrimination and, through our Diversity and Inclusion Agenda, we seek to promote a respectful and inclusive work environment.

**We promote an inclusive culture, hold Diversity and Inclusion Week events, promote affinity groups via Porto In, and have inclusive communication tools.** In 2022, an internal survey was conducted to guide the advancement of our agenda, with 67% of employees engaged.

During the year, **the Board of Directors also approved quantitative targets to increase the representation of women and Blacks in our teams** in the coming years. Our maturation journey focused on the representation of other minority groups also included actions to promote the inclusion of the LGBTQIAP+ population.

**Seeking to improve results and foster a culture of diversity at the port complex, we held a workshop called Inclusive Port.** Different companies that operate at Açú participated in the workshop, where we held discussions about practices to disseminate diversity, equity, and inclusion at the port.



**Our target:** Increase the participation of **women in the overall staff by 30% by 2026**, expanding female representation in leadership positions by 80%\* (ref. 2021)



**Our result in 2022:** 37% women in overall staff (7% increase) and 35% of leadership positions held by women (3% increase)



**Our target:** Increase the participation of **Blacks in the overall staff by 50% by 2026**, expanding the representation of Blacks in leadership positions\* by 20% (ref.2021)




**Our result in 2022:** 10% Blacks in overall staff (3% increase) and 7% of leadership positions held by Blacks (3% increase)

\*Leadership positions include Coordination, Management, General Management, and Executive Board.



## Recognition of our D&I practices

**Our Diversity and Inclusion journey was recognized in 2022, within the Prumo Group, with first place in the  Ser Humano Award.** As part of this journey, our actions in 2022 aimed at strengthening the inclusion and rights of the LGBTQIAP+ population were recognized as good practices by GPTW.

**As a company that is part of the *Empresa Cidadã* (Citizen Company) program, we offer extended parental leave (180 days for women and 20 days for men), which are part of the benefits package for all employees. In 2022, all employees returned to work after parental leave ended, and our retention rate (employees that were still with the company 12 months after their return to work) was 100%. [GRI 401-3](#)**

Detailed information on the parental leave indicators can be found in the [Attachments](#).



# Development of our employees

GRI 3-3 – Talent attraction and retention | 403-5 | 404-1 | 404-2 | 404-3

**We invest in the professional development of our employees in all areas and all positions.** In 2022, we revised our development model aiming to achieve better results. The new model includes different learning strategies, diversifying the ways of promoting knowledge\*.

**We proceeded with the Talent and Successor Plan, integrated into the Prumo Group, with actions to develop potential successors at managerial and executive levels.** Through our internal recruitment practice, which aims to provide career development opportunities within the Prumo Group, 3% of our open positions in 2022 were filled by people from other companies in the group.

These practices have contributed to a positive outlook in the annual climate surveys conducted by GPTW. **Our Trust Index reached 88% in the 2022 survey, showing our progress compared to the previous year (81% in 2021).** We also advanced with regard to the level of maturity of our leadership, measured by the same survey, with growth from a stage 3 ranking (Transactional Leader) in 2021 to stage 4 (Good Leader) in 2022.

In 2022, there were 6,300 hours of training for employees, an average of 21.21 per employee, including training through formal learning such as courses and lectures. Our new development model combines different learning strategies. As a result, the volume of hours dedicated to formal learning has been reduced.

The breakdown of the average hours of training by gender and employee category can be found in the [📎 Attachments](#).

## Performance management

We conduct regular performance evaluations in order to guide professional development. **In 2022, 100% of employees\* working under the CLT (Consolidation of Labor Laws) and statutory regime had their performance evaluated after a calibration meeting, with feedback from managers on the achievement of agreed-upon targets and information for the joint preparation of Individual Development Plans (IDP).**

\*Our new model is based on the 70:20:10 learning mode developed in the 1990s by Professors Morgan McCall, Robert Eichinger, and Michael Lombardo of the Center for Creative Leadership in North Carolina (USA). The model reveals that individuals gain 70% of their knowledge from work-related experiences (experiential learning), 20% through interactions with other people (social learning), and 10% from formal educational events (formal learning).



## Benefits

**Talent attraction and retention also occurs by offering benefits beyond those required by law\*\* and through the Quality of Life Program;** benefits package with medical and dental health plans; psychological support for employees and their dependents; 24/7 remote medical care; financial incentive for physical activities; hybrid work model; birthdays off; flexible working hours; extended parental leave; sickness and accident benefits; check-ups; birth kit; Employee Support Program (PAE); reimbursement of contributions to the Brazilian National Social Security Institute (INSS) for employees who are about to retire; cafeteria/restaurant; life insurance and funeral grants; chartered transportation; food vouchers; and meal vouchers. [GRI 401-2 | 403-6](#)

\*For employees under the CLT work regime, except young apprentices and trainees.

\*\*Day care/ babysitting allowances; maternity and paternity leave, transportation vouchers.



## Remuneration

GRI 2-19 | 2-20 | 202-1 | 401-2 | 405-2

**Our remuneration practices are designed to enable career development and to value the performance of employees without any distinction as to gender, race, or other aspects of diversity.**

In partnership with a leading human resources consulting firm, we conduct annual surveys to ensure alignment with the best practices in the market.

To ensure pay equity, we track our remuneration indicators by employee category and gender, which are evaluated annually during the merit cycle and also take into account, among other factors, experience, time in the position, and performance. In 2022, the lowest wage paid was 34% higher than the minimum wage stipulated, both for men and women. The ratio of remuneration of women to men shows that we have been able to maintain gender pay equity at all levels of the employee hierarchy.

**Our executive compensation\* is composed of total annual salaries plus short-term performance-based incentives, with corporate and individual targets set annually.** In this context, variable pay plays an important role as it contributes to our long-term perspectives, in line with our strategy and our ESG criteria.

### Ratio of remuneration of women to men, by employee category<sup>1</sup> GRI 405-2

	2020	2021	2022
Management	89%	93%	91%
Coordination	98%	97%	85%
Specialists	101%	103%	115%
Professional	83%	81%	85%
Technical/Operational	107%	103%	101%

1. The ratio is calculated by dividing the total base salary of women by that of men. There is one woman on the Executive Board and, for confidentiality reasons, data for this category will not be presented.

\*The regulations governing executive compensation are determined by Prumo and its Board of Directors. The overall compensation of the directors is evaluated and approved at the Annual General Meeting. The executive compensation strategy covers the entire Prumo Group and was implemented with the support of Korn Ferry with the adoption of P75 (3rd quartile).



## Labor and union relations

GRI 2-30 | 3-3 – Human rights and proper working conditions | 407-1

We recognize the importance of the role of the unions that represent our employees. Our collective bargaining agreements cover 100% of our employees working under labor contracts (CLT regime\*) and contribute to greater confidence in collective bargaining.

**We guarantee the right to free union association. In 2022, we had six Collective Bargaining Agreements with three unions, covering topics such as working hours, uninterrupted shifts, comp time, salary adjustments, benefits, contributions to unions, and the Profit Sharing Program.**

This topic is covered in our Corporate Human Resources Policy, and the agreements are structured in a transparent way, connecting company, union, and employees. We have union leaders in our workforce to facilitate dialogue and monitor the work environment and good practices. Because of this, we have never had a strike, and in the last three years, there have been no complaints or non-conformities filed with unions or inspection agencies regarding union freedom or practices contrary to those established by the unions.

\*CLT: Consolidação das leis do trabalho (Consolidation of Labor Laws), the decree which governs labor relations in Brazil.



# Our Relationship with Communities

GRI 2-25 | 2-26 | 203-2 | 3-3 - Employment |  
3-3 - Development of local communities | 413-2





# Our Social Agenda: create shared value and regional development

Our development is inextricably linked to that of the surrounding communities. **Our growth strategy aims to create shared value for our stakeholders and wants to leave a development legacy for the entire Northern Rio de Janeiro State region.**

In 2022, **we worked to increase the share of the local chain in our operations**, attracting labor and developing local suppliers. Through the actions of the Employability Network, **we increased the share of labor from the cities of São João da Barra and Campos dos Goytacazes in our activities to 88%.** Local suppliers (from São João da Barra and Campos dos Goytacazes) started to contribute with 18% of the contracted amount, and this share has been increasing over the years. **The period was also marked by advances in actions intended to foster innovation and social entrepreneurship.** With local farmers and partners, we carried out actions to strengthen family farming. We also worked with the fishing community, offering training to improve their work. **With these fronts, we look to increase opportunities for the local population and develop the regional economy.**

The Local Development Council continued in its purpose of promoting strategic discussions about challenges for the region’s sustainable development, aligned to the UN’s 2030 Agenda and the growth prospects of Port of Açu.

To promote engagement with our communities and an open and transparent dialogue, we maintained our communication channels and resumed our actions in the face-to-face model. Our Spaces for Dialogue with local communities had the participation of 396 residents from 11 locations of the city of São João da Barra. Our visitors’ program, called “*Portodos*”, received more than 500 participants. Our communication channel, “*Fale com o Porto do Açu*” (Talk to Port of Açu), received 251 contacts during the year. To keep the surrounding population informed about our actions, we continued to expand our communication network on social media, local radio stations, and through our newsletter “*Por Dentro do Açu*” (Stay Informed about Açu). **In 2022, our AbrAÇU Volunteering Program, which has been running for five years, benefited 4,378 people through 26 institutions.**

Through meetings of the Fishing Forum, in partnership with other companies operating in the port, we provide a space for dialogue with the fishing community, aiming at safety and the development and advancement of fishing activity in the

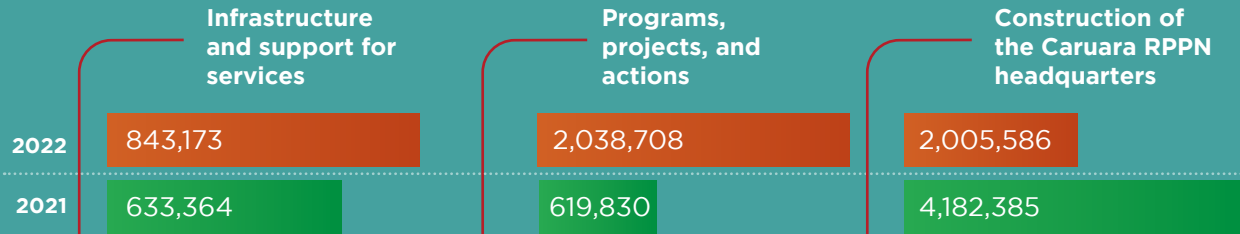
region. In order to contribute to traffic safety and reduce accidents, throughout the year we conducted awareness actions in the region in partnership with the companies operating in the port and public authorities. **In 2022, our actions aimed at traffic safety reached an additional 2,700 participants.**

**Through these initiatives, we seek to promote social engagement for the sustainability of our operations and our surroundings.**

## PRIVATE SOCIAL INVESTMENTS (PSI)

**In 2022, we earmarked R\$4,887,467 in voluntary investments to leverage our Social Agenda and to support the local government by means of services, projects, and infrastructure.** Among them are the following: the completion of work at the Visitor Center of the Caruara Reserve; voluntary social programs that include environmental education activities, sustainable tourism, strengthening of local suppliers, support for the regional innovation ecosystem, entrepreneurial training, and professional training programs; corporate volunteering; strengthening of local agriculture; monitoring of fisheries; donations to humanitarian aid; and maintenance of road infrastructure and emergency work. GRI 203-1


### Private Social Investments (R\$)



Detailed information on the investments in infrastructure and support services can be found in the [Attachments](#).



# Employability Network: connecting career opportunities with the local workforce

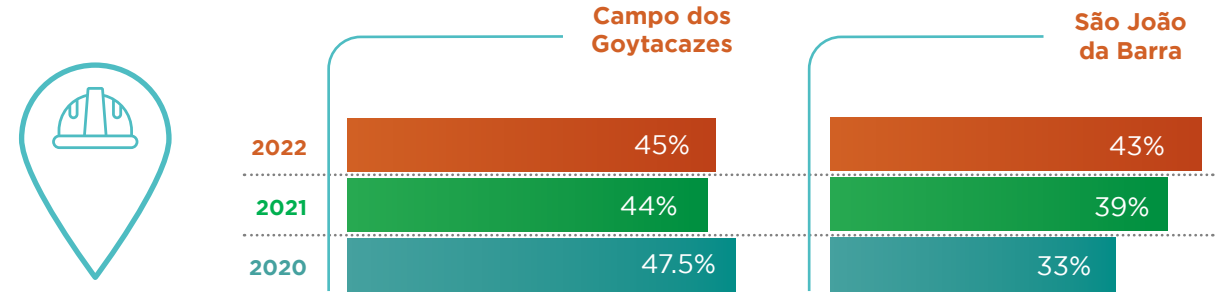
We are responsible for managing the  **Employability Network**, a platform for attracting labor for the entire complex that prioritizes local talent. Through the platform, we connect a database of resumes to job opportunities and provide the exchange of information about job postings and selection processes.

**In 2022, we expanded the share of local labor in our operations to 88%, a 14% increase over 2021.**

	2020	2021	2022
Total number of employees <sup>1</sup>	238	248	267
Total number of local employees	192	205	234
Percentage of local employees	81%	83%	88%

1. Employees working at Port of Açu.

## Evolution of the local workforce



# Conexão Açu

For another year, *Conexão Açu* fulfilled its role of promoting the exchange of knowledge between Port of Açu and the educational institutions in the region. **During 2022, we took information about Port of Açu to several institutions in the northern region of the state and the state capital, with the participation of more than 34,000 young people in 15 online and face-to-face meetings**—involving lectures, conventions, seminars, and activations—to share ideas about our daily challenges, career possibilities, and the various projects developed by Port of Açu.

In partnership with other companies in the port complex, we took part in important events aimed at increasing local employability:  **5th Feira de Oportunidades (Opportunity Fair)** and  **8th Feira Mostre-se (Present Yourself)**, held in Campos dos Goytacazes. We had the opportunity to present our businesses, creating a space for integration, the promotion of knowledge, and for sharing experiences between the port communities and the academic world.

**Through our incentive programs for professional training, such as the Young Apprentice, Young Professional, and Technical Internship, we seek to provide inclusion in the local job market.** In 2022, we held the second edition of the technical internship program, which considered diversity and inclusion criteria and offered 15 job opportunities to local applicants. Also in 2022, we supported Instituto Federal Fluminense (IFF) in São João da Barra in structuring the Technical Course on Waterway Transport, scheduled to start in 2023.

# Social Entrepreneurship

The *Juventude Empreendedora* (Entrepreneurial Youth) program, initiated in 2021 with support from the Integrated Center for Studies and Programs for Sustainable Development (CIEDS), fosters the development of young entrepreneurs. **During the year, the 50 young people selected underwent training to develop skills and abilities to enhance the impact of their ideas or businesses in the region where they reside.**







## Fostering the local innovation ecosystem

We promote actions on various fronts that are integrated into our innovation program to drive modernization and sustainability in our operations and contribute to strengthening the local innovation ecosystem. In 2022, in partnership with SEBRAE Rio, we launched the startup project Win Ideação - Porto do Açu to promote a pre-acceleration track for the development of business models and the formation of startups and to encourage the development of entrepreneurial ideas and their adaptation to the needs of the market. This supports entrepreneurs in the region at the beginning of their journey. The program will be developed throughout 2023, and it also aims to

support the structuring of businesses based on the solutions presented at the [Hackacu 2021](#).

We have increased our participation and contribution to local forums, among which are FIRJAN Norte's Innovation Working Group and Inova Campos, an Innovation Group by the Campos city government.

Also within the innovation agenda, in 2022 we supported [HackIFF](#), an online innovation marathon promoted by Instituto Federal Fluminense to prototype ideas aimed at boosting the region's development. We launched a challenge related to improving the interface with local suppliers.

## Strengthening family farming

Coupled with our desire to make a difference, we support the **Rural Producers Association of Vila da Terra (APROVILA)** and of **Alto do Cardeiro** with training initiatives and technical assistance for the associates, including support for the commercialization of agricultural production with the **Feira no Porto (Farmers Market at the Port)** project. The action aims to encourage collective and participatory organization with the sale of the community's agricultural products in the port complex, promoting income

generation. **In 2022, a total of 76 farmers markets were held with the participation of seven producers and an income of R\$50,727.**

In partnership with Chevron Brasil Óleo e Gás and UFRRJ (Federal Rural University of Rio de Janeiro), we started a project with 15 rural producers in the region of Alto do Cardeiro to provide technical, economic, social, environmental, and cultural support, contributing to the development and growth of local family farming.








## The port and the artisanal fishing community

Fishing activity is part of the history of the coastal cities in the northern part of the state and is of social and economic importance to the region. Like the port, it is an important economic activity associated with the sea. Aiming to guarantee the prosperity of artisanal fisheries in the region, we work with the fishing communities of São João da Barra, São Francisco de Itabapoana, and Campos dos Goytacazes on three fronts, in partnership with other companies in the port: **Fishing**

**Forums**, a space for dialogue with the fishing community and engagement to promote safety in navigation and interactions with maritime and port activities; **support for training** by providing professional training courses; and **monitoring of fishing landings** for daily monitoring of the productivity, number, and flow of fishing vessels and priority fishing areas, among others, increasing the understanding of the dynamics of the activities in the area and contributing to better management of the region.

## Awareness for safer traffic

In 2022, we proceeded with the annual calendar of actions within the  **Traffic Safety Program**, with an agenda of initiatives to raise awareness and provide training for safer traffic in the region, together with other terminals and companies in the port, institutions, and public authorities. Aiming to expand and strengthen our contributions, we joined the *Laço Amarelo* Program of the National Traffic Observatory. **In all, the actions carried out during the year reached close to 2,700 people, involving the entire network, community, employees, and drivers in the region.**





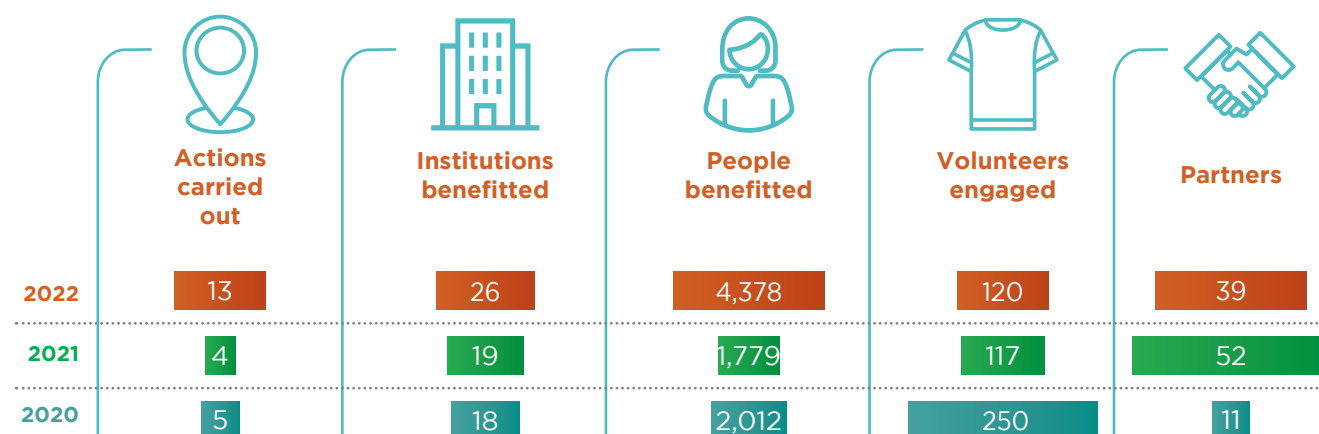


## AbrAçu: made of people who make a difference

We coordinate AbrAçu, a Volunteering Program, developed by the port's employees who, with a charitable and volunteering spirit, donate their time and skills to do good. In 2022, AbrAçu completed its fifth year. The activities throughout the year benefited more than 4,000 residents of the region

and included, in addition to the global action on International Volunteer Day, initiatives to collect and donate food, warm clothing, toys, and books, as well as blood drives and cultural activities in public schools and **environmental education at the headquarters of the Caruara Reserve.**

### AbrAçu Volunteering Program



## Portodos Visitors' Program

In 2022, we resumed our *Portodos Visitors' Program* in a face-to-face format and welcomed a total of 511 visitors during the year. The program, started in 2019, has already received more than 10,000 visitors, and its goal is to bring the port closer to the local community with an itinerary that includes a guided tour and activities in the areas of Port of Açú.







## Our Partners

GRI 2-6 | 2-23 | 3-3 – Human rights and proper working conditions

**Our long-term development and value creation strategy looks to turn Açu into a driver for regional development**, promoting the local chain. We want to leave a legacy for society.

We adopt social, environmental, and governance criteria in our procurement processes and when hiring third-party labor, in accordance with our policies and processes. Through engagement and by defining guidelines and contractual obligations, we seek to obtain adherence to our values and practices from our entire chain. In 2022, no risks were identified in our supplier network regarding freedom of association and collective bargaining; child, forced, or compulsory labor; or actual impacts that would require action plans or contract revisions. [GRI 407-1](#) | [408-1](#) | [409-1](#)



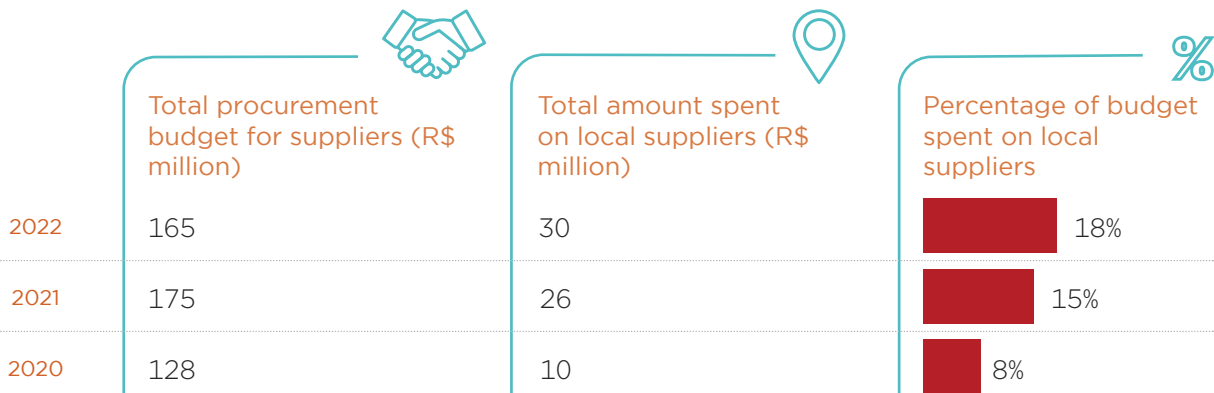


In 2022, contracted items from local suppliers totaled 33%, and 18% of the procurement value was spent on local suppliers.

By the end of 2022, we had a base of 510 suppliers, nearly 50% of which were located in the state of Rio de Janeiro. **Regarding local suppliers in the cities of Campos dos Goytacazes and São João da Barra, we spent 18% of the total value of purchases in the period—R\$165 million increase of 3 percentage**

**points compared to 2021 and three times the amount spent with local suppliers since 2020 (R\$10 million in 2020 and R\$30 million in 2022).** We also recorded an increase in the number of items sourced from surrounding areas: 29% in 2021 and 33% in 2022.

Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to the operation<sup>1</sup> GRI 204-1



Number of local suppliers and contracted items<sup>1</sup> GRI 204-1

	2020	2021	2022
Total number of suppliers	513	494	510
Total number of local suppliers	75	72	91
Percentage of local suppliers	15%	15%	18%
Total number of items acquired from suppliers	4,891	8,337	7,849
Total number of items acquired from local suppliers	1,341	2,439	2,570
Percentage of items acquired from local suppliers	27%	29%	33%

1. Data for 2020 and 2021 have been revised and adjusted in this report. The indicators have been refined, but the percentages have remained the same. GRI 2-4

We have an [electronic platform](#) for supplier registration and we invest in the qualification of companies in the local chain because we believe that the growth of our business should drive the development of the surrounding areas.

To this end, **since 2020 we have voluntarily maintained the Local Supplier Development Program**, created in partnership with the Brazilian Micro and Small Business Support Service (SEBRAE). It includes a Working Group (WG) with other companies in the port and the Economic Development Department of the city of São João da Barra (RJ) to promote joint and effective actions for hiring local suppliers.

Our commitment to local economic development GRI 413-1

In 2022 we held the **Local Supplier Development Workshop** for the second consecutive year in partnership with the Industry Federation of the State of Rio de Janeiro (FIRJAN) of the North of the State of Rio de Janeiro. The goal was to strengthen our relationship with potential suppliers in the region, and we presented the demands, qualifications, and general hiring requirements, in addition to ten training lectures on topics such as the Brazilian and local economy; the port complex and its role in local development; ethics and compliance; financial health; and training courses offered by FIRJAN. **During the workshop, we also promoted networking to bring the 96 participants of the event closer to the 11 anchor companies in the port complex.**








# Environmental Management

GRI 2-27 | 3-3 – Management of environmental impacts

**We are committed to responsible management and the promotion of efficiency. Caring for the environment is part of our essence, and as we develop, we work to ensure the preservation of our surroundings.** Our Environmental Management System, certified since 2021 by  **Ecoports** (the main recognition initiative in the port sector), is based on the industry’s best practices and aims at the sustainable use of natural resources and the protection of the region’s environments and habitats. We work to promote a culture of environmental responsibility among our employees and the neighboring communities. Our processes, programs, and control and monitoring measures are defined based on the permanent assessment of potential environmental impacts and on full compliance with the legal requirements in force. Through our environmental monitoring, both mandatory and voluntary, whose results are public and tracked by environmental agencies, we certify that our controls and processes are done appropriately and without altering the local environmental quality. We ended the year with no recorded accidents with environmental damage and no fines for environmental non-compliance.

**In 2022, we exceeded our target of using alternative water sources**, part of our commitment to contribute to the region’s water security. **In our search for energy efficiency, we have invested in photovoltaic energy generation and in improving the port’s lighting system.** Our circular economy project, which promotes the reuse of 100% of organic waste through composting, was recognized with the FIRJAN’s Sustainability Award.

- 6 CLEAN WATER AND SANITATION
- 13 CLIMATE ACTION
- 14 LIFE BELOW WATER
- 15 LIFE ON LAND



# Sustainable use of water resources

GRI 303-1 | 303-2 | 303-3 | 303-4 | 303-5

**Our management approach aims at water security to ensure the resilience of our operations, reconciling the port’s development with the rational and sustainable use of resources and the protection of aquifers.** This approach is based on risk analysis and impact assessments, and it establishes criteria based on efficiency, operational control, circularity, and use of alternative sources.

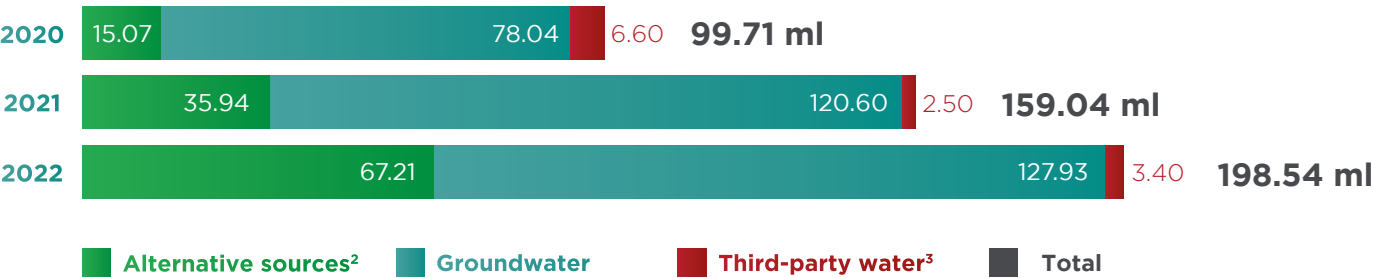
Port of Açu is not located in an area subject to water stress, and our main source of withdrawal is the Emborê Aquifer, an underground water source. We do not withdraw water from surface water sources or in areas of water stress.

We developed the Water Efficiency Program in 2021 with a focus on improving the performance of our

operations, and in 2022 we reached the mark of 35% use of alternative sources\* in our operations. **We exceeded our goal of reaching 30%, increasing the volume consumed from these sources by 90% and avoiding the withdrawal of 67,210 m³ of water.** Our total water consumption increased by 25% compared to 2021, due to the increase in our cargo handling activities and the construction work carried out during the year. With a greater share of alternative sources, the increase in consumption from the water aquifer was 6%.

**In our operations, we reached our water efficiency target of 35% from alternative sources**

Water consumption, per source¹ (thousand ml)



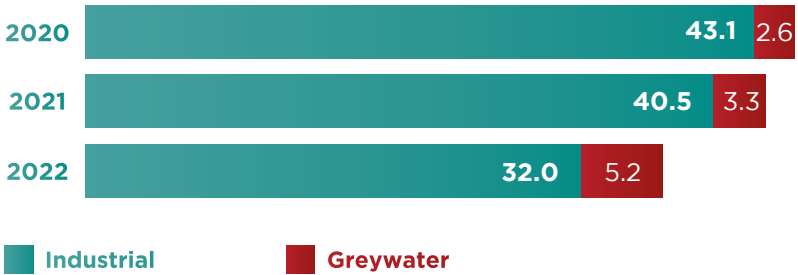
1. Includes water consumption for our own operations.  
2. Includes reclaimed water and rainwater harvesting.  
3. Purchase of drinking water from licensed suppliers.

\* Includes water consumption for industrial use in operations.

With respect to the management of liquid effluents from our operations, the largest volume relates to industrial effluents generated during the wetting of bulk piles and roads and in T-MULT’s rainwater drainage, required for the environmental control of dry bulk operations. In 2022, our operations generated 67,100 m³ of industrial effluents, of which

52% (35,000 m³) was reused in the terminal’s operations; 47.7% (32,000 m³) was treated in an Industrial Effluent Treatment Plant and discharged at sea in compliance with legal standards; and 0.3% (80 m³) was sent for external treatment. There was also generation of 5,300 m³ of greywater, which is collected and sent for external treatment.

Wastewater discharge by type (thousand m³) GRI 303-4





# Integrated management of water withdrawal

Through our Water Supply Master Plan, we define guidelines to ensure the compatibility of the long-term development of the complex with the appropriate use of water resources to meet the demands of the various undertakings. Our affiliate company, Águas Industriais do Açu, is responsible for water management and centralizes the management of the water resources used at the port.

Port operations are characterized by a low water footprint. Water in the complex is mainly used for environmental control in dry bulk

operations (approximately 50% of consumption in 2022), in construction activities, and to supply maritime operations. In 2022, more than 80% of the water used for wetting bulk piles in the complex was reclaimed water, avoiding the withdrawal of 634,000 m³ from the aquifer. In addition, sea water is used when designing water-intensive projects, as is the case of the thermoelectric plants in operation at the complex.

In all, in 2022, a total of 823,460 m³ of water was withdrawn from the Emborê Aquifer to supply the complex.

## Total withdrawal of groundwater from the Emborê aquifer (thousand m³) GRI 303-3



Aiming to expand our efforts and contribute to the dissemination of sustainable practices in the management of water resources, we engage with stakeholders and participate in technical forums, such as the Comitê de Bacia Hidrográfica do Baixo Paraíba do Sul e Itabapoana (Lower Paraíba do Sul and Itabapoana Watershed Committee), the Câmara Temática de Água of the Brazilian Business Council for Sustainable Development, and the UN Global Compact's Water and Oceans Action Platform.

In addition, the results of the studies and voluntary monitoring we conduct are shared annually with the environmental agency's technical teams. In 2022, we held a workshop to discuss the consolidated data and results of three years of studies, with the participation of teams from the State Department of the Environment and Sustainability and the State Environmental Institute and Watershed Committee.



## Circular economy and industrial water reuse

In 2022, we advanced in the Water Reuse Project of the Minas-Rio System, in partnership with the company Anglo American. We conducted the first tests for the project's development based on the Memorandum of Understanding signed in 2021.

The Minas-Rio System consists of the transportation of iron ore via pipeline,

and it extends 529 kilometers from the State of Minas Gerais to Port of Açu. The purpose of the project is to reuse water from the final effluent of the system of the future industries to be installed in Açu. The reuse volume can reach 0.3 m³/s, making it one of the main reuse projects in the country.



# Solid waste management

GRI 306-1 | 306-2

**Our Solid Waste Management Plan sets out controls and routines to reduce waste generation and ensure that it is disposed of in an environmentally appropriate way**, prioritizing reuse and recycling and gradually reducing the use of landfills.

**We also have a circularity initiative in place, with a composting unit for the organic waste generated in our activities** (from food and pruning) to produce the fertilizers used in the Caruara Reserve’s forest restoration activities. **In 2022, we sent 5.4 tons of organic waste for composting, producing 1,080 tons of fertilizer.**

The most significant solid waste generation occurs during infrastructure construction and maintenance activities and in T-MULT’s operations and is especially characterized by

waste generated in industrial cleaning activities (sweeping). In 2022, this waste accounted for 83% of the volume disposed of, a total of 6,944.9 tons, of which 97% was sold for reuse (lower value-added loads) and 2% was directed to external reuse. **Thus, we managed to reach 99% reuse of this waste, the result of an internal initiative focused on valuing waste and reducing its disposal in landfills.** Through waste sorting, implemented in all our facilities, it was possible to send 100% of the waste collected to be recycled and reused (423.8 tons for recycling and 51.5 tons for energy use in the ceramic kilns located in Campos dos Goytacazes) and to reduce the generation of common non-recyclable waste. Regarding construction waste, 16% was reused and a total of 725.6 tons was directed to a Class II landfill, which resulted in an increase in the total volume sent to landfills. [GRI 306-4](#)

## Waste generated, by composition (t)<sup>1</sup> [GRI 306-3](#)

	2020	2021	2022
Recyclable	401.5	75.6	474.9 <sup>2</sup>
Hazardous	11.9	59.3	50.5 <sup>3</sup>
Organic	7.1	1.7	5.4
Non-recyclable <sup>4</sup>	54.7	66.1	53.3
Industrial cleaning (sweeping)	0.0	33.1	178.3
Construction	107.67	602.3	860.0
<b>Total</b>	<b>582.9</b>	<b>838.1</b>	<b>1,622.5</b>

1. Data for 2020 and 2021 were revised to include volume generated in contractor activities.  
2. Plastics, paper and cardboard, wood, tires, scrap metal and electronics, and glass. 80% of the volume (378.3 ton) refers to the disposal of scrap metal from the decommissioning of assets.  
3. Includes batteries, light bulbs, expired drugs, and contaminated, infectious, and asphalt waste. 69% of the total volume of hazardous waste (34.81 tons) was sent to a Class I landfill because it cannot be applied in co-processing.  
4. Common waste.

# Energy efficiency

GRI 3-3 - Climate change mitigation | 302-1 | 302-4

**Our activities have low energy consumption, mostly by the administrative offices and T-MULT’s operational areas.** In 2022, energy consumption increased 24% compared to 2021, mainly due to the growth of our operational and administrative activities.

**We invested in the electrification of equipment and in operational processes for energy efficiency:** hoppers for unloading cargo at

T-MULT were electrified and the energy distribution network was expanded, thus replacing diesel generators. We also, **proceeded with studies and projects for using energy from renewable sources, installing photovoltaic lighting fixtures in common areas of the port complex and completing the installation of a photovoltaic energy system for our administrative office at Port of Açú**, which started operating in 2023.

## Energy consumption within the organization<sup>1</sup> (GJ) [GRI 302-1](#)

		2020	2021	2022
Fuels, by type of sources	Gasoline	1,235.70	1,156.97	1,921.71
	Diesel	42,097.40	40,898.81	54,168.16
Electricity <sup>1</sup>		5,840.04	5,217.98	6,465.13

1. Energy purchased directly from the National Interconnected System grid. We did not sell energy in 2020, 2021, and 2022.

Details on energy management can be found in the [Attachments](#).





## Air emissions and air quality


GRI 3-3 Management of environmental impacts

**We manage and seek to minimize air emissions from our operations** mainly related to airborne particulate matter from solid bulk stored and handled at T-MULT—through investments in control equipment and operational measures. **Aiming to contribute to the reduction of emissions from the maritime chain and to air quality in the region, we also joined the  Environmental Ship Index (ESI), in 2021, offering reduced access tariffs to clients with lower-polluting vessels.**

**The air quality in the areas inside and around the port complex is also monitored using five data collection points**, to measure the concentration of particulate matter and through meteorological parameters. **Since the start of the measurements in 2014, we attest that the air quality in the region has not changed due to the port's operations.** According to the parameters of CONAMA Resolution 491/2018, the air quality in 2022, recorded 100% of the time, was classified as Good (IQAr < 40), using a scale of Good, Moderate, and Poor.



## Environmental education

We believe in our employees being agents of change. **To promote a culture of responsibility and reinforce our employees' individual and collective role in environmental conservation, inside and outside our operations, we conduct environmental education activities throughout the year. In 2022, there were 129 activities\* for a total of 5,796 participants**, including our employees, contractors, and other workers in the port complex. Through the Caruara Reserve, **we also supported the municipal schools of the city of São João da Barra for the development of an educational booklet on environmental education:  "An Educational Journey through Caruara".**

\*Environmental education activities include voluntary actions and actions required in the environmental permitting processes.

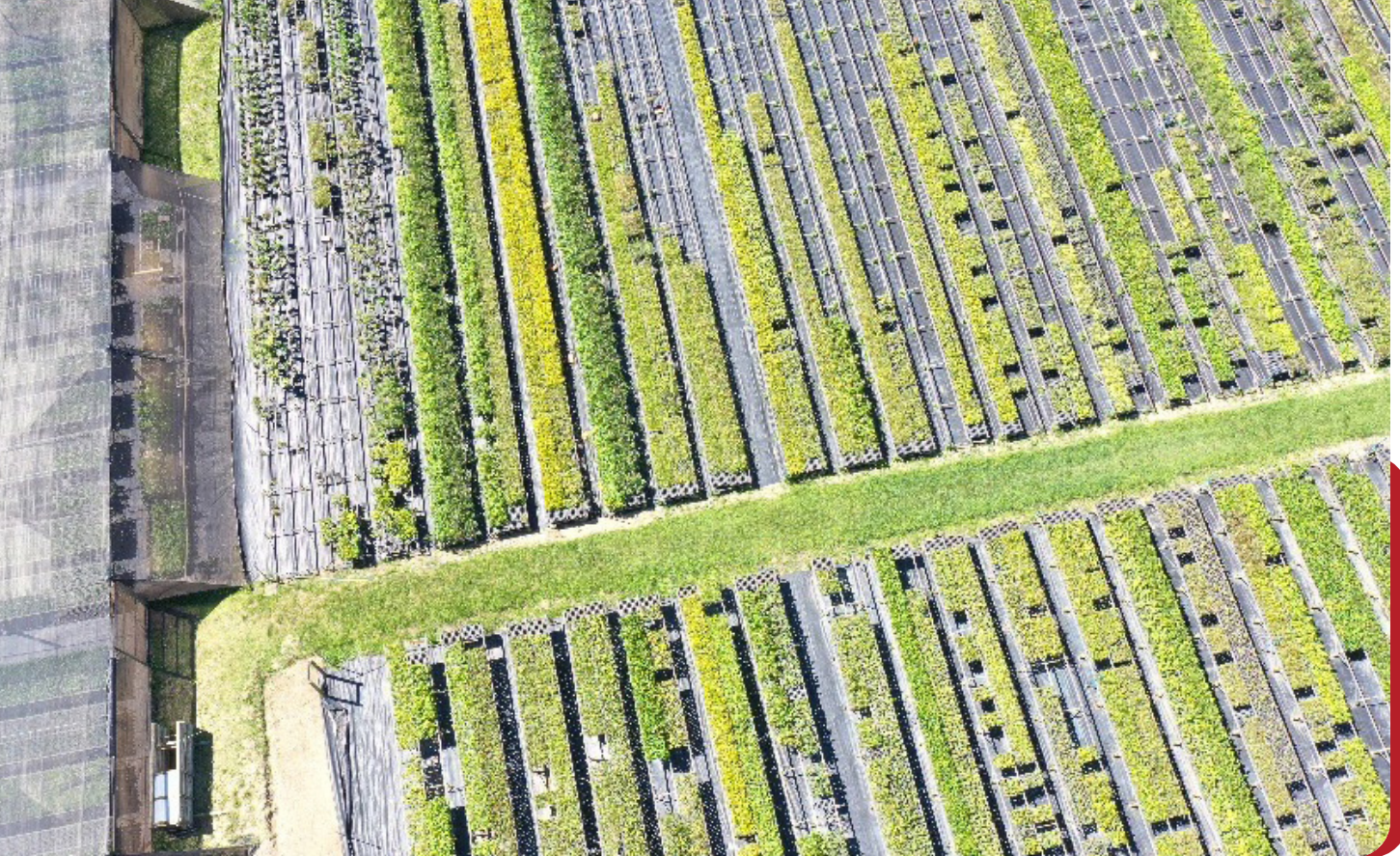




# Climate Change Management

GRI 3-3 – Climate change | 201-2





# Climate change management

We recognize that climate change may impact our current operations and future development, leading to profound changes in our management and operational model in the short, medium and long term. As we are responsible for the administration and development of the port, we must adequately manage the risks and opportunities arising from climate change.

**In 2022, we continued to advance in the structuring of climate change management processes: we consolidated this topic in corporate risk management and in our governance; we completed studies of vulnerability to physical risks, including the recommendations in our operational routine; we revised our strategic planning, incorporating the risks and opportunities of the energy transition; we moved forward with studies for structuring our Decarbonization Plan; and we made improvements to our emissions inventory process, retaining the Gold Seal from the Brazilian GHG Protocol Program for the second consecutive year.**

For the coming year, we will proceed with the studies to finalize our Decarbonization Plan, which will be the basis for defining our targets. Thus, we will remain focused on the processes that have been developed as we seek improvements. In line with our strategy, the results of the study will be incorporated to assess the financial impacts of climate change.

Dimension	Progress 2022	Focus 2023
Governance	<ul style="list-style-type: none"> <li>Board of Directors: approves strategies and guidelines and supervises performance.</li> <li>Prumo's People and ESG Committee: recommends the strategy and supervises performance.</li> <li>Executive Board: approves strategies, studies, and metrics and monitors performance.</li> <li>Working Group (WG ESG): coordinates technical studies, proposes the strategy, implements and monitors processes.</li> </ul>	<ul style="list-style-type: none"> <li>Maintain an agenda and engagement with the different areas of governance.</li> </ul>
Strategy	<ul style="list-style-type: none"> <li>Review of strategic planning, incorporating the risks and opportunities of the energy transition.</li> <li>Development of technical studies for the preparation of the Decarbonization Plan.</li> </ul>	<ul style="list-style-type: none"> <li>Continue monitoring risks and opportunities and ensure they are properly managed in the development strategy.</li> <li>Incorporate financial impacts of climate change into strategic business management.</li> <li>Approve the Decarbonization Plan.</li> <li>Maintain a stakeholder engagement agenda at regional, national, and global levels.</li> </ul>
Risk Management	<ul style="list-style-type: none"> <li>Completion of the study of vulnerability to physical risks and implementation of the recommendations identified.</li> <li>Identification of transition risks and their incorporation into the business strategy.</li> <li>Update climate change risks in the corporate risk management.</li> </ul>	<ul style="list-style-type: none"> <li>Ensure proper management of the risks identified, as well as the control measures and recommendations implemented.</li> <li>Continue monitoring and updating the risk matrix.</li> </ul>
Targets and Monitoring	<ul style="list-style-type: none"> <li>Improvement and systematization of the emissions inventory, including screening of Scope 3 emissions.</li> <li>External audit of the 2021 and 2022 inventory according to the guidelines of the ABNT NBR ISO 14064-3:2007 standard and of the Brazilian GHG Protocol Program.</li> <li>Attaining the Gold Seal of the Brazilian GHG Protocol Program and disclosure of the inventory in the Public Registry of the program.</li> </ul>	<ul style="list-style-type: none"> <li>Continue managing emissions and keeping an emissions inventory, making the necessary updates according to the GHG Protocol Program.</li> <li>Define and approve GHG emission reduction targets based on the Decarbonization Plan.</li> <li>Engage port users (terminals, maritime and road transportation sector) to propose solutions to reduce emissions in the complex and integrated decarbonization strategies.</li> </ul>





## VULNERABILITY TO THE PHYSICAL RISKS OF CLIMATE CHANGE GRI 201-2

In 2022, we completed studies to evaluate the physical effects of climate change on the port's operations, assets, and infrastructure, taking into account sea level rise and variations in wind, wave, and rainfall patterns. The work involved a multidisciplinary group coordinated by the Port Administration, with technical support from Deltares\* and cooperation with the Port of Antwerp and the companies Açu Petróleo, Gás Natural Açu, and Ferroport.

Besides projecting and evaluating future climate scenarios, we estimated the vulnerability under such scenarios to define adaptation strategies and anticipate possible challenges and the necessary measures to face the physical risks identified.

For the projections, we considered three time frames—2040, 2070, and 2100—and two emissions scenarios—RCP\*\* 4.5 and 8.5, intermediate and worst case climate change scenarios, respectively.

### Main recommendations implemented:

- Investment in improving the structure and maintenance of the meteo-oceanographic monitoring system
- Alert system associated with the weather forecast for the port
- Database for monitoring weather events
- Review of engineering criteria for new projects
- Additional monitoring on sediment dynamics
- Engagement with authorities and stakeholders in managing meteorological data for the Paraíba do Sul River Basin
- Studies on the influence of the Paraíba do Sul River in the region (ongoing)

\*The Netherlands National Water Institute, an independent non-profit foundation based in the Netherlands. Operating since 1930, it is a global reference in research and consulting on marine and coastal systems and resilient infrastructure. It works in global cooperation with research institutions, with contributions to Pianc, IPCC, and ports around the world.

\*\*Access the [report](#) to learn more.




## Engagement as part of our strategy

**Aiming to contribute to reducing the carbon footprint of difficult-to-reduce sectors—such as maritime, logistics, and industrial—and to establishing the port sector as a future hub for clean energy, we participate in different forums by associations and by our network of partners,** contributing to discussions and promoting collaboration. Through formal commitments, we support large companies in the development of low-carbon businesses as part of our Açu Greenport strategy.

**In 2022, we participated in COP 27 – 27th United Nations Climate Conference, in Sharm El Sheikh, Egypt.** We presented our energy transition case and participated in panels and parallel events about the challenges of ports in the energy transition and decarbonization of the maritime industry.



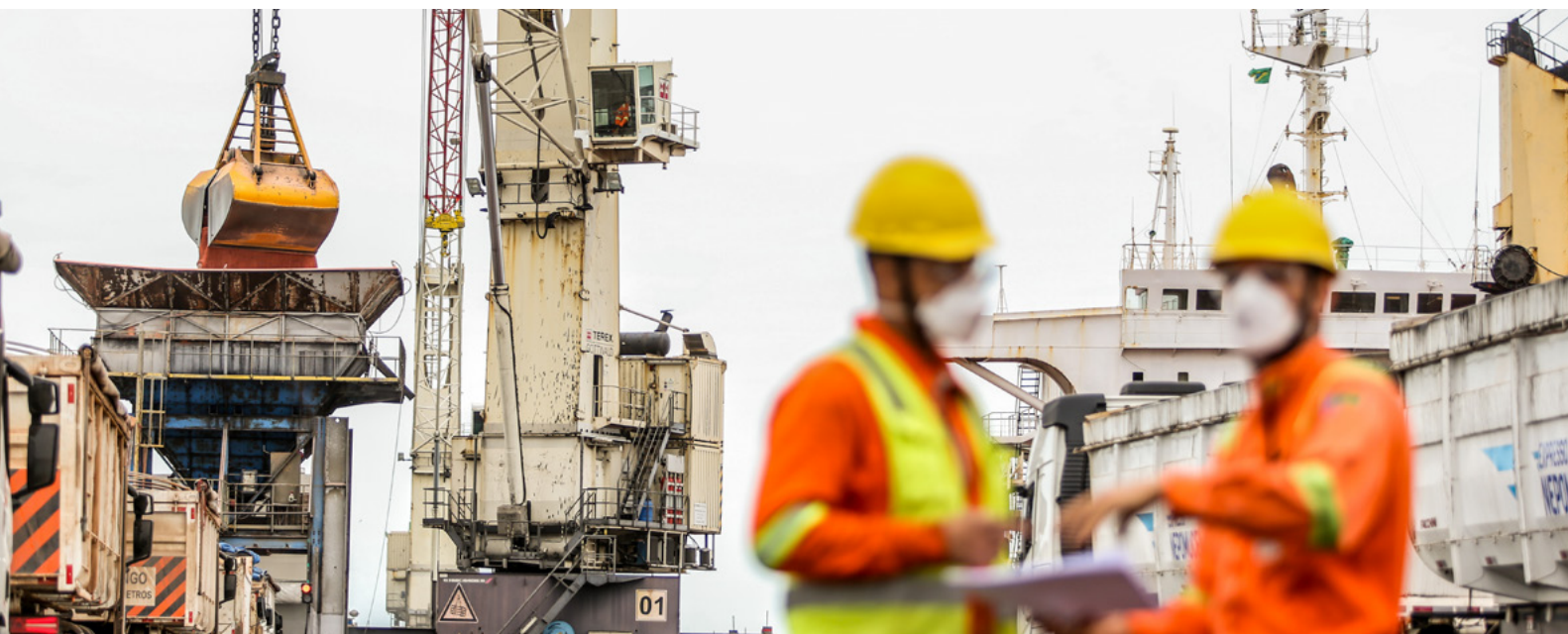
# Our Greenhouse Gas Emissions

Since 2016, we have prepared an annual Greenhouse Gas (GHG) Emissions Inventory to understand and quantify our emissions profile and to more effectively guide our mitigation actions. The process has been undergoing improvements over the years, having been audited since 2021 according to the guidelines of the ABNT NBR ISO 14064-3:2007 standard and of the Brazilian GHG Protocol Program, with public  registration of the inventory, for which we were awarded the Gold Seal in 2022.

**During the year, we recorded a 47% reduction in total GHG emissions compared to 2021**, mostly related to Scope 3 (68% reduction) and mainly due to the absence of dredging operations in the period.

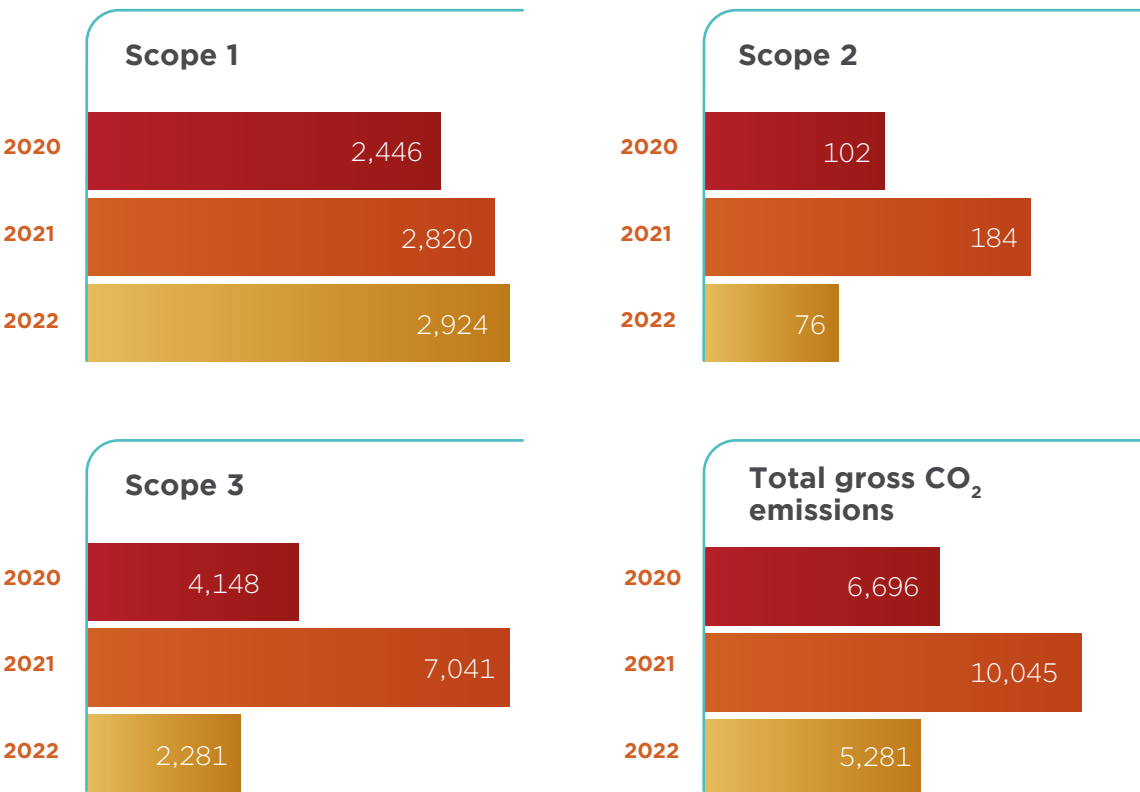
**Regarding specific emissions, T-MULT's carbon intensity\* remained stable compared to the previous year: 0.0016 ton CO<sub>2</sub>e per ton of cargo handled in the year, a 5% increase in emissions intensity compared to 2021 (0.0015\* ton CO<sub>2</sub>e/ton of cargo), in line with variations and fluctuations that may occur given the nature of the operation.** In 2022, capital investments were initiated in the terminal to increase its efficiency and electrification, with expected impacts on carbon intensity for the coming years.

\*Carbon intensity calculated taking into account Scopes 1 and 2 emissions specific to T-MULT. Data for the year 2021 updated as part of the process for the continuous improvement of our management. [GRI 2-4](#)



## Direct (Scope 1) GHG emissions<sup>1</sup> (Scopes 1, 2, and 3 - tCO<sub>2</sub>e)

GRI 305-1, GRI 305-2 e GRI 305-3



1. The identification and inclusion of new sources in the inventory process resulted in the revision of the 2020 and 2021 inventories. These revisions are part of the process for the continuous improvement of our management. [GRI 2-4](#)

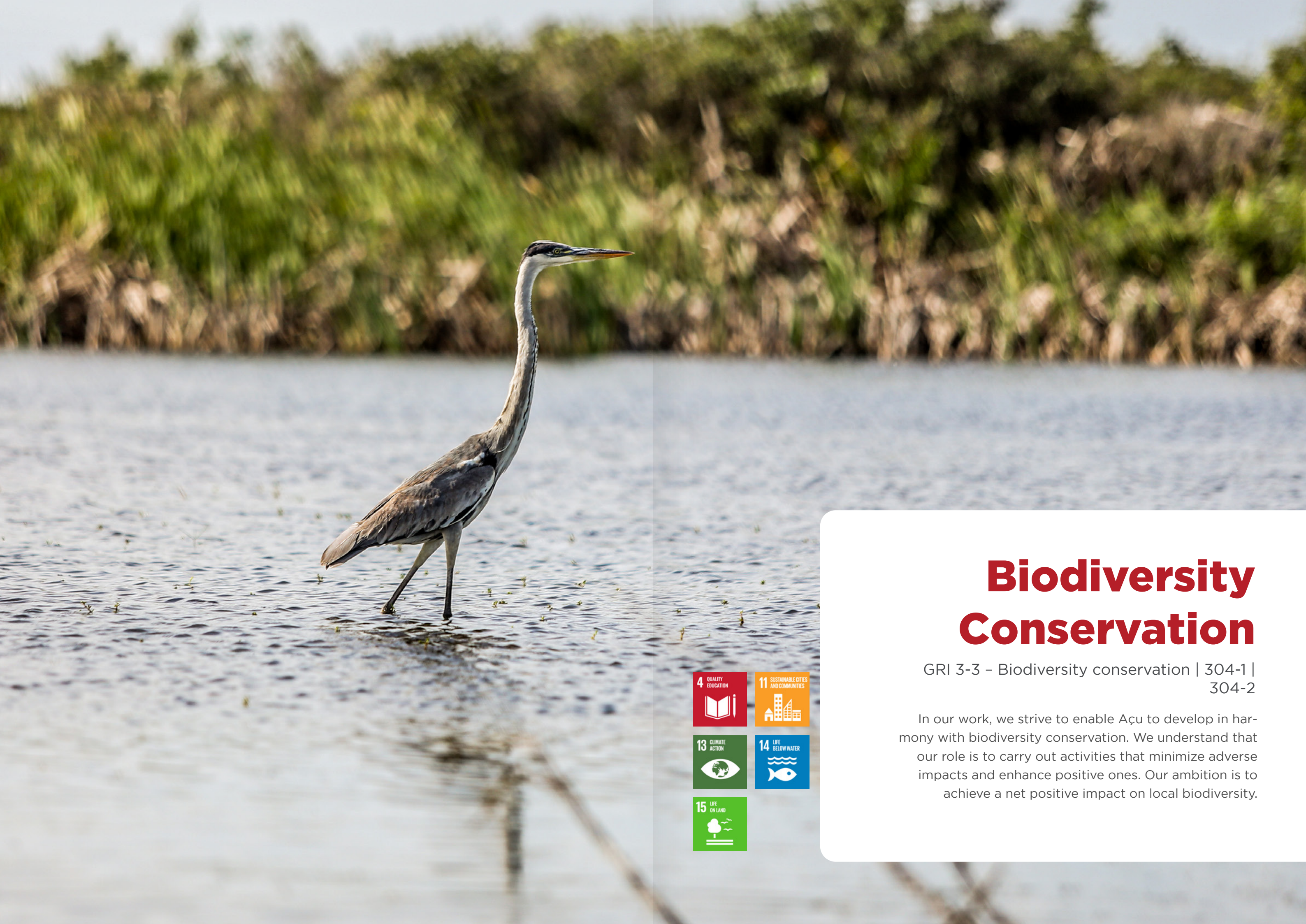
**0.0016** tons of  
CO<sub>2</sub>e per ton of cargo  
handled in 2022



**Emissions intensity  
from T-MULT's cargo  
operations**

Detailed GHG emissions can be found in the  [Attachments](#).





# Biodiversity Conservation

GRI 3-3 – Biodiversity conservation | 304-1 | 304-2

In our work, we strive to enable Açu to develop in harmony with biodiversity conservation. We understand that our role is to carry out activities that minimize adverse impacts and enhance positive ones. Our ambition is to achieve a net positive impact on local biodiversity.





# Knowing in order to conserve

GRI 304-2 | 304-3 | 304-4




We recognize the importance of biodiversity conservation in tandem with the development of our activities and strive to leave a positive legacy through the Caruara Private Natural Heritage Reserve (RPPN Caruara), our greatest environmental asset and the heart of our conservation initiatives. With 4,000 hectares of conservation area, the Caruara Reserve was created voluntarily in 2012 and protects an important fragment of *restinga* ecosystem that is rich in biodiversity, with stretches of forest and environments associated

with the Iquipari and Grussaí lagoons. The reserve also includes a seedling nursery dedicated to the *restinga* ecosystem that is developing 89 species.

A milestone in 2022 was the opening of our Visitor Center. We opened our doors to the public and expanded our activities, with visitor and environmental education initiatives, area monitoring and recovery, and scientific research and development.

For more information about the reserve and our work on biodiversity conservation, visit our [ESG Portal](#) and the [Caruara Reserve website](#).

## 2030 Agenda

	Tourist visitation	Environmental services	Scientific research
			
Objective	Establish the Caruara Reserve as a hub to attract sustainable tourism and education for the conservation of ecosystem services in the region.	Structure the Caruara Reserve as a reference for environmental consulting services for biodiversity conservation, contributing to the sustainable development of the port and leveraging existing synergies between the projects of the complex.	Promote the Caruara Reserve as a central player for biodiversity conservation in the region, disseminating knowledge about the <i>restinga</i> and sea turtles in the academic/scientific world and engaging local communities to maintain ecosystem services.
Actions	<b>Tourist Visitation</b> at the Visitors Center	<b>Forest recovery.</b> <b>Environmental conservation and monitoring</b> services.	<b>Development of research</b> in the conservation unit.
2022 Highlights	<b>4,486 visitors</b> to the Visitors Center. <b>100% of satisfaction surveys answered</b> rated “great” or “good”.	Total of: <b>1,278</b> hectares of vegetation recovery planted. <b>1.37 million</b> seedlings of <i>restinga</i> species produced at the nursery. <b>1.17 million</b> turtle hatchlings released to the sea.	Total of: <b>42 studies</b> developed about the Caruara Reserve. <b>573 wildlife species</b> , 15 of which are endangered species. <b>307 plant species</b> , 7 of which are threatened species.



## Tourist visitation

In 2022, we celebrated the 10<sup>th</sup> anniversary of the Caruara Reserve with the opening of the new Visitors Center, which is free to the public. **Our goal is to foster sustainable tourism and raise awareness about the importance of the *restinga* ecosystem and the conservation of the region's fauna and flora species.**

With a program of activities focused on environmental education and sustainable tourism, such as guided tours, exhibits, lectures, academic gatherings, theater plays, and ecological trails, **we received 4,486 visitors between the months of September and December.**



## Forest recovery and monitoring

At the Caruara Reserve, we also develop forest recovery and environmental monitoring activities. The recovery is supported by the Seedling Nursery, the country's largest forest nursery dedicated to the *restinga* ecosystem, which has a production capacity of 500,000 seedlings per year of 89 species, including five species threatened with extinction. **In 2022, we reached the mark of 1.37 million seedlings produced and 1,278 hectares planted in the conservation unit.**

The environmental monitoring activities have contributed to understanding and conserving the *restinga* ecosystem and the wildlife and plant species of that region. **By the end of 2022, a total of 573 wildlife species and 307 plant species had been catalogued, among them 15 wildlife species and seven plant species that are threatened with extinction.**

See the [📎 Attachments](#) for the species in the Caruara Reserve that are included in the IUCN red list and in national conservation lists.



## Scientific research

To increase knowledge about the *restinga* ecosystem and the species of fauna and flora in the region, we are continuously engaged with research institutions. In 2022, we opened Casa do Pesquisador (Researcher's House) to welcome students and researchers who develop scientific research projects in collaboration with the Caruara Reserve. We also advanced in the development of partnerships and in the preparation of technical studies, and we **reached the mark of 42 studies on the Caruara Reserve conservation unit.**



### Sea Turtle Conservation Program

We are located in an important area for the reproduction of loggerhead sea turtles (*Caretta caretta*), and the conservation of these and other species in the region is critical for the development of Açú.

In 2022, our Sea Turtle Conservation Program completed its 14th year and received a new home. With a dedicated space in our Visitors Center, the program is developed in partnership with the companies Ferroport, GNA, and Vast, with coordination by the reserve and technical execution by the Pró Tamar Foundation. **We reached the mark of 1.17 million turtle hatchlings released to the sea, 16,646 nests protected, and 71 animals rehabilitated and released to the sea. Also in 2022, we resumed monitoring the hatchling race to the sea, totaling 23 actions in the 2022/2023 season, with the participation of nearly 3,000 people.** The purpose of these actions is to engage the local community with the conservation of beaches and the protection of nests.



**Monitoring and protection of coastal environments:** performed daily along 62 km of beach line from the Atafona point in São João da Barra to Barra do Furado in Campos dos Goytacazes. It includes the monitoring of breeding and non-breeding events, nest protection, and the maintenance of a veterinary center for animal rehabilitation.

**Sustainable port operations:** procedures to protect sea turtles through control measures to prevent interactions. In addition, our lighting projects are developed to mitigate risks related to light pollution.

**Community engagement and scientific research:** maintaining valuable databases and scientific knowledge to understand the dynamics of the species and their main threats. These data allow us to direct environmental education actions and improve the control and protection processes of port operations.





**Attachments**





## About the Report

The consolidated Financial Statements (DFs)\*, the basis for disclosing economic and financial results, were externally audited by KPMG Auditores Independentes Ltda. and prepared in accordance with international financial reporting standards (IFRS), issued by the International Accounting Standards Board (IASB), and accounting practices adopted in Brazil (BRGAAP). Environmental, social, and governance data were internally validated by our Executive Board. We also have our own and annual audits, aimed at the maintenance and continuous improvement of the Integrated Management System (IMS) and an external audit performed by a third party to meet the funding requirements of the Equator Principles. In 2022, it was performed by Arcadis, a specialized consulting firm appointed by the lending institutions (Santander and Bradesco). In addition, since 2020 we have been rated by Natural Intelligence (NINT), which verifies information and evidence of material environmental, social, and governance topics that are relevant to our industry, based on our performance in ESG criteria\*\*. There is no change in scope or boundary compared to the previous report, published on May 31, 2022. Any restatements of data are presented throughout the document in footnotes. [GRI 2-3](#) | [2-4](#) | [2-5](#)

\* The individual and consolidated financial statements were prepared based on the historical cost and adjusted to reflect (i) the fair value of financial instruments measured at fair value through profit or loss or at fair value through other comprehensive income; and (ii) impairment losses on assets.

\*\* The results of the internal audits are presented to the Executive Board and those of the external audits and ESG rating are presented to the Executive Board and the Board of Directors. The result of the ESG rating has been a component of the annual corporate ESG targets since 2020.

### Approach to stakeholder engagement [GRI 2-29](#)

Audience	Type of engagement	Frequency of engagement	Topics and concerns raised
<b>Local government (City and State)</b>	Surveys, spaces for dialogue, telephone contacts, face-to-face meetings, extraordinary institutional actions (events, etc.)	At least every two weeks	Tax issues; permitting (construction and zoning certificates); road impacts; local employability
<b>Federal Government</b>	Surveys, spaces for dialogue, telephone contacts, face-to-face meetings, extraordinary institutional actions (events, etc.)	At least every two months	Operational issues involving navigation, regulation (Antaq), railroad (EF118), and ZPE
<b>Academic Institutions</b>	Surveys, spaces for dialogue, telephone contacts, face-to-face meetings	At least every two months	Regional and local development; connection projects (hinterland); liaison for partnerships/events; innovation
<b>Employees</b>	Surveys, spaces for dialogue, telephone contacts, face-to-face meetings, extraordinary institutional actions (events, etc.)	At least every two weeks	Employability; workplace safety; training; circular economy; quality of life; business development; regional development; innovation
<b>Clients</b>	Surveys, spaces for dialogue, telephone contacts, face-to-face meetings	At least every three months	Operational issues (road and waterway access, asset security, etc.)
<b>Suppliers</b>	Surveys, spaces for dialogue, telephone contacts, face-to-face meetings	At least every six months	Regional development; circular economy; insertion in the port's supply chain; training
<b>Communities</b>	Surveys, spaces for dialogue, telephone contacts, face-to-face meetings, extraordinary institutional actions (events, etc.)	At least every two weeks	Positive changes in the region: job creation, increase in income, infrastructure, social projects, local development  Negative changes in the region: increase in crime, lack of employment for local residents/suppliers, expropriation/maritime erosion, loss of fishing territory, traffic risks
<b>Media</b>	Proactive, telephone contacts, press releases, relationship events, extraordinary institutional actions (events, etc.)	At least every two weeks	Business development; impacts; regional development; employability; communities
<b>Associations</b>	Strategic and proactive, public policy advocacy, sector engagement	At least every two weeks	Regulatory; development of businesses and strategic projects; connectivity



# Our people

## Rates and numbers of work-related injuries - employees and contractors<sup>1</sup>

GRI 403-9

	2020		
	Employees	Contractors	Employees and contractors
Total number of recordable work-related injuries <sup>2</sup>	0	1	1
Total number of lost-time injuries	0	0	0
Number high-consequence work-related injuries (excluding fatalities)	0	0	0
Rate of recordable work-related injuries (TRIF)	0	1.29	0.63
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0
Rate of lost-time injuries (LTIF)	0	0	0
Hours worked	785,400	775,233	1,560,633
	2021		
	Employees	Contractors	Employees and contractors
Total number of recordable work-related injuries <sup>2</sup>	0	2	2
Total number of lost-time injuries	1	1	1
Number high-consequence work-related injuries (excluding fatalities)	0	0	0
Rate of recordable work-related injuries (TRIF)	0.00	1.85	1.06
Rate of high-consequence work-related injuries (excluding fatalities)	0.00	0.00	0
Rate of lost-time injuries (LTIF)	0	0.93	0.53
Hours worked	803.88	1,080,362.00	1,081,165.88
	2022		
	Employees	Contractors	Employees and contractors
Total number of recordable work-related injuries <sup>2</sup>	1	1	2
Total number of lost-time injuries	0	0	0
Number high-consequence work-related injuries (excluding fatalities)	0	0	0
Rate of recordable work-related injuries (TRIF)	1.19	0.77	0.9
Rate of high-consequence work-related injuries (excluding fatalities)	0.00	0.00	0.00
Rate of lost-time injuries (LTIF)	0	0	0
Hours worked	842,60.00	1,299,380.00	2,141,540.00

1. The rate of recordable work-related injuries (TRIF) monitored internally is equivalent to the rate of recordable work-related injuries. For the rate of lost-time injuries (LTIF), any injury is considered – the GRI characterizes high-consequence work-related injuries as those with lost time of more than six months, and to conform to the standard, the rate was adjusted from 2021 to 2022. [GRI 2-4](#)

2. Recordable accidents are considered to be the work-related accidents that must be reported.

## Parental Leave

GRI 401-3

		2020	2021	2022
Total number of employees that took parental leave	Men	5	7	4
	Women	5	4	6
Total number of employees that returned to work in the reporting period after parental leave ended	Men	5	7	4
	Women	5	4	6
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	Men	4	7	7
	Women	5	3	4
Return to work rate	Men	100%	100%	100%
	Women	100%	100%	100%
Retention rate	Men	80%	100%	100%
	Women	100%	75%	100%

## Average number of training hours by employee category

GRI 404-1

	2020	2021	2022
Executive Board + CEO	5.88	4.50	9.33
Management	66.52	78.18	57.7
Coordination	92.67	71.19	29.90
Specialists	108.17	63.83	11.18
Professional	205.50	96.43	6.86
Technical/Operational	81.26	35.10	27.57
Interns	122.96	96.63	26.32
Young Apprentices	227.67	151.7	16.6
Total	117.00	66.54	19.32

## Average number of training hours by gender<sup>1</sup>

GRI 404-1

	2020	2021	2022
Men	116.45	65.74	22.31
Women	117.94	67.79	14.61
Total	117.00	66.54	19.32

1. Includes mandatory health and safety training.



# Our Relationship with Communities

## Infrastructure investments and services supported GRI 203-1

### Engineering work and support for the São Bento Dike collapse

*Current or expected impacts*

**Positive:** Since the start of impacts from floods in the region, we have attempted to minimize their effects, both for the operations of the complex and for the community. We have worked in partnership with the municipality and other authorities, contributing with machinery, equipment, operators, signage, and emergency road maintenance and maintaining a constant dialogue with the responsible bodies.

*Breakdown of each investment*

**Cost:** R\$504,792.94

**Duration:** Started on January 11, 2022 and ended on January 27, 2022

*Extent to which different communities or local economies are impacted*

We worked on all fronts to reverse the roadblocks and regain access, minimizing losses to the local community and the complex's operations. Our support mitigated the traffic impacts on the region and on the activities that are essential and fundamental for the local economy.

### Donation of humanitarian aid as a result of the collapse of the dike: rubber boots

*Current or expected impacts*

**Positive:** utilizing an institutional interface with the municipal departments of Health and Social Assistance of São João da Barra and Human and Social Development of Campos dos Goytacazes, we made support donations during the dike failure period.

*Breakdown of each investment*

**Volume: 75 pairs**

**Cost:** R\$2,625.00

**Duration:** Started on January 14, 2022 and ended on January 14, 2022.

*Extent to which different communities or local economies are impacted*

We recognize that the inevitable changes in daily life resulting from the alternative route defined by the São João da Barra City Hall due to the dike failure were monitored and responded to as a reflection of joint and interdisciplinary actions. The actions and discussions established during this time contribute to an even closer relationship between Port of Açu and its direct and indirect areas of influence and allow for the expansion of the relationship and engagement network of the various players. Our efforts in the midst of unexpected demands and contexts occur through attentive listening to various audiences, which creates a scenario of opportunities for continued actions.

### Donation of humanitarian aid as a result of the collapse of the dike: water bottles for homeless families

*Current or expected impacts*

**Positive:** utilizing an institutional interface with the municipal departments of Health and Social Assistance of São João da Barra and Human and Social Development of Campos dos Goytacazes, we made support donations during the dike failure period.

*Breakdown of each investment*

**Volume:** 3,000 5-liter bottles (totaling 15,000 liters) donated to Campos dos Goytacazes and 1,667 6-liter packages (12 500-ml bottles) donated to São João da Barra.

**Cost:** R\$33,669.50

**Duration:** Started on January 13, 2022 and ended on January 13, 2022.

*Extent to which different communities or local economies are impacted*

We recognize that the inevitable changes in daily life resulting from the alternative route defined by the São João da Barra City Hall due to the dike failure were monitored and responded to as a reflection of joint and interdisciplinary actions. The actions and discussions established during this time contribute to an even closer relationship between Port of Açu and its direct and indirect areas of influence and allow for the expansion of the relationship and engagement network of the various players. Our efforts in the midst of unexpected demands and contexts occur through attentive listening to various audiences, which creates a scenario of opportunities for continued actions.

### Donation of humanitarian aid as a result of the collapse of the dike: hygiene materials for homeless families

*Current or expected impacts*

**Positive:** utilizing an institutional interface with the municipal departments of Health and Social Assistance of São João da Barra and Human and Social Development of Campos dos Goytacazes, we made support donations during the dike failure period.

*Breakdown of each investment*

**Volume:** 300 units of chlorine; 500 units of soap; 500 units of toothpaste; 500 toothbrushes; 4,800 units of toilet paper; 200 blankets; 200 pairs of gloves.

**Cost:** R\$24,378.00

**Duration:** Started on January 28, 2022 and ended on January 28, 2022.

*Extent to which different communities or local economies are impacted*

We recognize that the inevitable changes in daily life resulting from the alternative route defined by the São João da Barra City Hall due to the dike failure were monitored and responded to as a reflection of joint and interdisciplinary actions. The actions and discussions established during this time contribute to an even closer relationship between Port of Açu and its direct and indirect areas of influence and allow for the expansion of the relationship and engagement network of the various players. Our efforts in the midst of unexpected demands and contexts occur through attentive listening to various audiences, which creates a scenario of opportunities for continued actions.

### Donation of humanitarian aid as a result of the collapse of the dike: food vouchers

*Current or expected impacts*

**Positive:** As a result of the dike failure, one resident was left without power, which is why we provided food vouchers.

*Breakdown of each investment*

**Cost:** R\$600.00

**Duration:** Started on January 19, 2022 and ended on January 19, 2022.

*Extent to which different communities or local economies are impacted*

We recognize that the inevitable changes in daily life resulting from the alternative route defined by the São João da Barra City Hall due to the dike failure were monitored and responded to as a reflection of joint and interdisciplinary actions. The actions and discussions established during this time contribute to an even closer relationship between Port of Açu and its direct and indirect areas of influence and allow for the expansion of the relationship and engagement network of the various players. Our efforts in the midst of unexpected demands and contexts occur through attentive listening to various audiences, which creates a scenario of opportunities for continued actions.



Donation to foster innovation (HackIFF project award)

Current or expected impacts

**Positive:** In partnership with IFF, we carried out the HACKIFF project, focused on the sustainable socioeconomic development of the region by fostering a culture of innovation and integration with the local community.

Breakdown of each investment

**Cost:** R\$7,677.60

**Duration:** September 5, 2022

**Volume:** Smart Lamps – 5 units; Echo Dots – 6 units; Earphones – 3 units; Gamer chairs - 4 units.

Extent to which different communities or local economies are impacted

Fostering local innovation; support for events and partnerships for the development of new local suppliers.

Maintenance and paving of SB 42

Current or expected impacts

**Positive:** contribution to traffic safety.

Breakdown of each investment

**Cost:** R\$89,586.00

**Duration:** Started on January 1, 2021 and ended on December 12, 2022

Extent to which different communities or local economies are impacted

We reinforce our commitment to safety and life by investing in improving roads in the city of São João da Barra.

Donation of leisure equipment to the city of São João da Barra

Current or expected impacts

**Positive:** implementation of structures in the public area adjacent to the Caruara Reserve headquarters. The goal is to contribute to territorial planning and provide conditions for the City Hall to consolidate its management in the territory, as per the commitment made in the Technical Cooperation Agreement, in addition to complying with the notice from the City Hall.

Breakdown of each investment

**Cost:** R\$179,843.85

Extent to which different communities or local economies are impacted

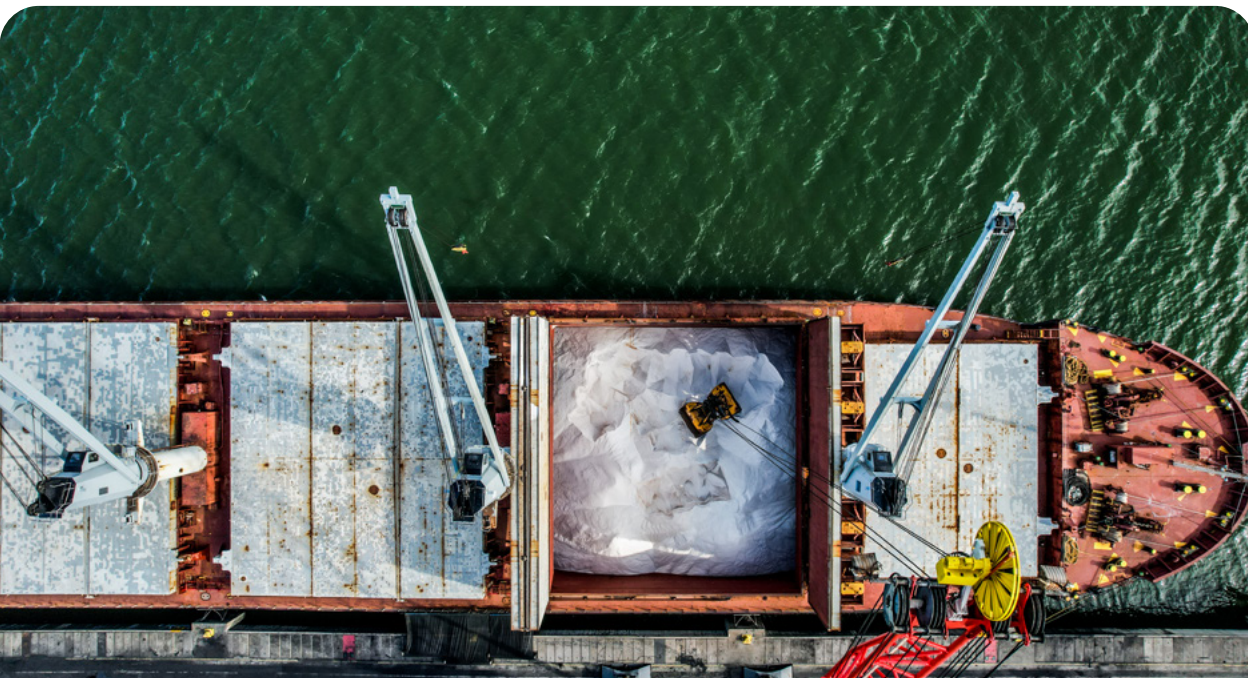
We recognize that the implementation of the structures materializes the organization of the public space adjacent to the headquarters and connects the best practices of sustainable use of natural resources and biodiversity preservation. The implementation site is visited by local people and tourists. Therefore, this investment repurposes the use and promotes sustainable tourism in line with the environmental education approaches developed by the Caruara Reserve.

**Total investments: R\$843,172.89**

We conduct initiatives for engaging with the local community, as well as ongoing surveys and assessments of the needs of the surrounding area that facilitate the identification of priority topics from the standpoint of the community and other local stakeholders connected to our business. In general terms, our operations may cause potential and actual impacts, such as an increase in the flow of vehicles on the highways and the flow of vessels in the maritime space and expectations regarding the number of jobs generated at the port. On the other hand, we have mapped a series of positive influences in the local community, with an emphasis on the following:

- Influence on the economic dynamics in the territory
- Influence on the local educational dynamics
- Local employability indices
- Local supply chain and industrialization
- Participation in forum discussions and social mobilization
- Increase in the number of environmental preservation areas
- Contributions to increase tax collection
- Improvement in tax legislation
- Increase in demand for professional training
- Potential impact on local social development indicators
- Attraction of industries; network of suppliers of services and products.

These main socioeconomic interfaces are prioritized in our Social Agenda to minimize negative impacts and enhance positive ones. [GRI 413-1](#)





# Environmental management

## Waste disposed of by composition (t) GRI 306-4 | 306-5

	2020	2021	2022
Reverse logistics	1.3	1.8	51.5
Energy use <sup>1</sup>	22.7	33.0	50.5
Recycling	379.1	42.5	423.8
Composting	7.1	1.7	5.4
Reuse and sale	0.0	0.0	7,046.82
Co-processing <sup>3</sup>	9.7	26.7	15.2
Incineration (without energy recovery) <sup>4</sup>	0.0	0.04	0.0
Landfilling	162.9	732.4	845.9 <sup>5</sup>
<b>Total</b>	<b>582.9</b>	<b>838.1</b>	<b>8,389.1</b>

1. Use of wood waste in ceramic kilns. 100% of wood waste was used to produce energy.

2. Includes a volume of 6,766.6 tons accumulated over 2020 - 2022 and allocated in 2022.

3. Energy use of hazardous waste in cement kilns.

4. Incineration of medical waste. Destination took place only in 2021.

5. 86% related to non-reused construction waste; 4% related to hazardous waste that cannot be co-processed; and 4% related to sweeping waste that cannot be reused.



## Energy consumed, by activity (KWh)<sup>1</sup> GRI 302-1

	2020	2021	2022
Administrative	850,393.00	776,890.00	892,585.00
Operational	771,844.00	672,546.00	903,282.00
<b>Total</b>	<b>1,622,237.00</b>	<b>1,449,436.00</b>	<b>1,804,022.00</b>

1. There is no energy consumption for heating, steam, and cooling.

## Energy consumption and reduction (GJ)<sup>1</sup> GRI 302-4

	2020	2021	2022 <sup>2</sup>
<b>Electricity</b>	49,173.1	47,363.9	62,562.9
<b>Percentage of energy reduction</b>	16%	-4%	24%

1. The calculation basis for the reductions was base year, always using the previous year as a reference. Data were taken from the consumption data used to prepare the GHG emissions inventory, based on the GHG Protocol standards, involving fuel and energy consumption by direct operations. Fossil combustion data is being consolidated.

2. The increase in energy consumption in 2022 compared to 2021 was due to our growing development, with a progressive increase in activities in the administrative and operational areas.



# Climate change management

## Direct (Scope 1) GHG emissions (tCO<sub>2</sub>e) GRI 305-1

	2020	2021	2022
Generation of electricity, heat, or steam	1,378.40	1,047.21	893.70
Physico-chemical processing	1.30	0.30	0.95
Transportation of materials, products, waste, employees, and passengers	1,060.00	1,769.78	1,986.15
Fugitive emissions	5.90	2.46	41.91
Agricultural emissions resulting from the use of fertilizers	0.00	0.54	1.06
<b>Total gross CO<sub>2</sub> emissions</b>	<b>2,477.00</b>	<b>2,819.75</b>	<b>2,923.77</b>

## Biogenic CO<sub>2</sub> emissions - Scope 1 (tCO<sub>2</sub>e) GRI 305-1

	2020	2021	2022
	313.74	326.82	298.08



## Energy indirect (Scope 3) GHG emissions (tCO<sub>2</sub>e) GRI 305-3

	2020	2021	2022
Purchased goods and services	1,609	4,523	1,472
Activities related to energy (not included in Scope 1 or 2 emissions) and fuels	578	1,150	90
Capital goods	1,796	1,001	Not inventoried
Upstream transportation and distribution	60	173	172
Waste generated in operations	1	28	34
Business travel	3	24	190
Employee commuting	101	142	324
<b>Total</b>	<b>4,148</b>	<b>7,041</b>	<b>2,281</b>

## Biogenic CO<sub>2</sub> emissions - Scope 3 (tCO<sub>2</sub>e) GRI 305-3

	2020	2021	2022
	20.38	89.95	184.31

## GHG emissions intensity<sup>1</sup> GRI 305-4

	2020	2021	2022
GHG emissions intensity - Scopes 1 and 2 - T-MULT Operations (tCO <sub>2</sub> e/ton of cargo handled)	0.0020	0.0015	0.0016
GHG emissions intensity - Scope 3 - Dredging (tCO <sub>2</sub> e/m <sup>3</sup> of dredged sediment)	n/a	0.0033	n/a

1. Data for 2021 have been revised and adjusted in this report. GRI 2-4



# Biodiversity conservation

Units and areas of high biodiversity value GRI 304-1

Operating units with high biodiversity value	Porto do Açú Operações*	Caruara Reserve
Geographic location	São João da Barra/RJ	São João da Barra/RJ
Subsurface and underground land owned, leased, or managed by the organization	Groundwater (Emborê aquifer); surface waters (three lagoons: Lagoa de Grussaí, Lagoa de Iquipari, and Lagoa do Veiga); and sea water (Atlantic Ocean)	Four thousand hectares of the Caruara Reserve are managed by the organization, including the Grussaí and Iquipari lagoons
Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas	Containing portions of the protected area	Containing portions of the protected area The Caruara Reserve is located adjacent to the port complex and is also contiguous to the <i>Restinga</i> and Dunes Environmental Protection Area, with 415.96 ha
Type of operation	Manufacturing/production	Office, public visits, restoration planting, and preservation areas
Size of operational site (km)	90	40
Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area	According to the Brazilian Ministry of Environment's Map of priority areas for biodiversity conservation, the port is located within areas classified as "Very High" and "Extremely High" for conservation of the biodiversity of the Atlantic Forest Biome. These are coastal ecosystems – <i>restinga</i> , coastal lagoons, wetlands, beaches, and ocean.	According to the Ministry of Environment's Map of priority areas for biodiversity conservation, the Caruara Reserve is located within areas classified as "Very High" and "Extremely High" for biodiversity conservation in the Atlantic Forest Biome. These are coastal ecosystems – <i>restinga</i> , coastal lagoons, wetlands, beaches, and ocean.
Biodiversity value characterized by listing of protected status	According to the IUCN Protected Area Management Category System, the Caruara Private Natural Heritage Reserve (RPPN) would be categorized as a Strict Nature Reserve (Category 1.a). The port is partially situated within the Ministry of the Environment's priority area for conservation and Inea's Marginal Protection Ranges	According to the IUCN Protected Area Management Category System, the Caruara Private Natural Heritage Reserve (RPPN) would be categorized as a Strict Nature Reserve (Category 1.a). Because of its high biological value in roosting and foraging for migratory species that use its wetlands and coastal habitats, Caruara has the potential to become a Ramsar site

\* Within Porto do Açú Operations, the port area as a whole is considered, including client areas, since we are responsible for the maintenance of the common areas of the port.

## Nature of significant direct and indirect impacts on biodiversity GRI 304-2

Impacts on biodiversity are addressed as early as the project planning stage and are assessed through impact studies, which guide prevention, mitigation, and compensation measures. The management of environmental aspects and impacts of our operations is guided by the Ecoports guidelines, the only port-specific environmental management standard in the world. The environmental aspects related to our activities are assessed for their significance and associated potential environmental impacts. Each environmental aspect and impact is assessed according to the applicable legislation and legal requirements. Control, mitigation, and monitoring measures are determined in order to minimize potential impacts on the biodiversity of the ecosystems surrounding Port of Açú. Through the Caruara Reserve, we centralize our actions for the conservation of biodiversity, focused on the preservation of the *restinga* and marine ecosystems.

Aspect	Description of impacts
Construction or operation of transport infrastructure and port terminals	Changes to marine and terrestrial biodiversity and to the quality of groundwater and surface water (marine and coastal) and air quality; scaring away of wildlife; and noise generation. <b>The impact is minimized via the Caruara Reserve, an undeveloped area with guaranteed permeability.</b>
Emissions of particulate matter and effluents (introduction of substances that are not naturally present in the habitat, from point or non-point sources)	Change in air quality (air emissions from non-point sources); possible leaks of hydrocarbons and effluent discharge. The impact is minimized by implementing mitigation and control measures, as established in the environmental management system and via the Caruara Reserve, which contributes to the improvement of air quality and contributes to carbon storage and fixation, and through strict management of effluent disposal to prevent possible leakage.
Water consumption	Wetting roads and dry bulk storage piles are the main consumers of water in our operations. Through the Water Efficiency Program, the aim is to optimize the use of water, maximize its reuse, and promote the use of alternative sources.
Effects on biodiversity	Benthic fauna and vegetation cover can be affected due to dredging and vegetation removal activities outside protected areas. The Caruara Reserve was created to maintain the local and regional richness and biodiversity, and dredging activities are conducted in such a way as to allow the environment to recover, which is overseen by monitoring programs.
Habitat conversion	Conversion of <i>restinga</i> areas for the implementation of the excavated channel and port infrastructure. We invest in the recovery of <i>restinga</i> degraded areas (anthropic fields) with <i>restinga</i> restoration projects (environmental compensation).
Flue gas emission	Flue gas emissions from burning fossil fuels in operations can change the quality of the surrounding air and environment. Through control and mitigation measures, such as procedures to control black smoke and preventive maintenance of equipment, we seek to minimize the effects related to this aspect.



Caruara’s consolidated list has 15 endangered species of fauna and 7 of flora. For this report, we also included the two migratory species of terns, the green turtle, and the porpoise (known species for the operational areas—moles and channel—at Port of Açú), totaling four endangered species in addition to those found at Caruara. The criterion for choosing the final category for each of these species (among the different lists in which the species appears) was the most endangered category.

**IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization\***  
GRI 304-4

Category	Quantity
Critically endangered (CR)	2 Critically Endangered (CR) species in the sum of the lists 2 Critically Endangered (CR) species on the consolidated list
Endangered (EN)	10 Endangered (EN) species in the sum of the lists 8 Endangered (EN) species on the consolidated list
Vulnerable (VU)	17 Vulnerable (VU) species in the sum of the lists 12 Vulnerable (VU) species on the consolidated list
Near threatened (NT)	7 Near Threatened (NT) species in the sum of the lists 6 Near Threatened (NT) species on the consolidated list
Least concern (LC)	852 species (552 fauna + 300 flora).

\* The indicator includes the numbers of species contained in each endangered category, regardless of the list on which they appear. The first number provided considers repetitions between the lists, i.e., species that may be present on more than one list, where the degree of threat may or may not be the same between the different lists. In this case, the categories were added up, regardless of whether they belong to the same species. The second number considers how many species there are per category on the consolidated list, which took into account only one category per species. The lists of flora and fauna are considered together.







## **GRI Content Index**



GRI standard / Other source	Disclosure	Location	Omission	Principles of the Global Compact	SDG
General disclosures					
GRI 2: General disclosures 2021	2-1 Organizational details	9, 12			
	2-2 Entities included in the organization's sustainability reporting	5			
	2-3 Reporting period, frequency and contact point	5, 120, 146			
	2-4 Restatements of information	46, 90, 108, 109, 120, 122, 131			
	2-5 External assurance	120			
	2-6 Activities, value chain and other business relationships	9, 10, 14, 35, 89			
	2-7 Employees	64, 65			8.5, 10.3
	2-8 Workers who are not employees	64			8.5, 10.3
	2-9 Governance structure and composition	51, 52			5.5, 16.7
	2-10 Nomination and selection of the highest governance body	51, 52			5.5, 16.7
	2-11 Chair of the highest governance body	51, 52			16.6
	2-12 Role of the highest governance body in overseeing the management of impacts	19, 51, 54			16.7
	2-13 Delegation of responsibility for managing impacts	51, 54			
	2-14 Role of the highest governance body in sustainability reporting	5, 28, 53			
	2-15 Conflicts of interest	58		10	16.6
	2-16 Communication of critical concerns	52, 54		10	
	2-17 Collective knowledge of the highest governance body	Our leaders are routinely updated through training and courses that deal, among many other topics, with sustainable development.			

GRI standard / Other source	Disclosure	Location	Omission	Principles of the Global Compact	SDG
General disclosures					
GRI 2: General disclosures 2021	2-18 Evaluation of the performance of the highest governance body	There are no formal process in place to evaluated members of the Board of Directors. However, shareholders have the power to adjust the composition of the Board according to the expertise and background of each member and our strategic objectives.			
	2-19 Remuneration policies	74			
	2-20 Process to determine remuneration	74			
	2-21 Annual total compensation ratio	-	For confidentiality reasons, we do not disclose this information.		
	2-22 Statement on sustainable development strategy	6			
	2-23 Policy commitments	13, 26, 57, 63, 89			16.3
	2-24 Embedding policy commitments	26, 57			
	2-25 Processes to remediate negative impacts	59, 77			
	2-26 Mechanisms for seeking advice and raising concerns	59, 77			16.3
	2-27 Compliance with laws and regulations	We comply with legal obligations and there were no significant cases of non-compliance in the reporting period.			
	2-28 Membership associations	31			
	2-29 Approach to stakeholder engagement	29, 121			
	2-30 Collective bargaining agreements	75		3	8.8
Material Topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	28			
	3-2 List of material topics	28			



GRI standard / Other source	Disclosure	Location	Omission	Principles of the Global Compact	SDG
Protecting people					
GRI 3: Management Approach 2021	3-3 Management of material topics	26, 35, 40, 54, 66			
	403-1 Occupational health and safety management system	66			8.8
	403-2 Hazard identification, risk assessment, and incident investigation	66, 68			8.8
	403-3 Occupational health services	66, 68			8.8
	403-4 Worker participation, consultation, and communication on occupational health and safety	66			8.8, 16.7
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	66, 72			8.8
	403-6 Promotion of worker health	66, 68, 73			3.3, 3.5, 3.7, 3.8
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	66, 68			8.8
	403-8 Workers covered by an occupational health and safety management system	66 100% of the employees and contractors are covered by the occupational health and safety management system.			8.8
	403-9 Work-related injuries	66, 69, 122			3.6, 3.9, 8.8, 16.1
	403-10 Work-related ill health	66, 68			3.3, 3.4, 3.9, 8.8, 16.1
Emergency preparedness and response					
GRI 3: Management Approach 2021	3-3 Management of material topics	35, 40			
Human rights and proper working conditions					
GRI 3: Management Approach 2021	3-3 Management of material topics	61, 75, 89			
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	75, 89		1, 2, 3, 4, 5, 6	8.8

GRI standard / Other source	Disclosure	Location	Omission	Principles of the Global Compact	SDG
Human rights and proper working conditions					
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	89		1, 2, 6	5.2, 8.7, 16.2
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	89		1, 2, 3	5.2, 8.7
GRI 410: Security practices 2016	410-1 Security personnel trained in human rights policies or procedures	100% of the company's employees were trained.	This indicator is not map for contractors in the reporting period.	1, 2, 5	16.1
Development of local communities					
GRI 3: Management Approach 2021	3-3 Management of material topics	77			
GRI 202: Market presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	74			1.2, 5.1, 8.5
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	79, 124			5.4, 9.1, 9.4, 11.2
	203-2 Significant indirect economic impacts	77		1	1.2, 1.4, 3.8, 8.2, 8.3, 8.5
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	90			8.3
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	91, 127		1	
	413-2 Operations with significant actual and potential negative impacts on local communities	77		1	1.4, 2.3



GRI standard / Other source	Disclosure	Location	Omission	Principles of the Global Compact	SDG
Promoting a diverse and inclusive work environment					
GRI 3: Management Approach 2021	3-3 Management of material topics	62, 63, 70			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	65		6	5.1, 5.5, 8.5
	405-2 Ratio of basic salary and remuneration of women to men	74		6	5.1, 8.5, 10.3
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	59		1, 2, 3, 4, 5, 6	5.1, 8.8
Talent attraction and retention					
GRI 3: Management Approach 2021	3-3 Management of material topics	61, 62, 63, 72			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	64	We do not report the total number and rate of new employee hires, or the turnover rate and terminations by age group.	6	5.1, 8.5, 8.6, 10.3
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	73, 74			3.2, 5.4, 8.5
	401-3 Parental leave	71, 123		6	5.1, 5.4, 8.5
	404-1 Average hours of training per year per employee	72, 123		1, 6	4.3, 4.4, 4.5, 5.1, 8.2, 8.5, 10.3
GRI 404: Training and education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	72		1, 6	8.2, 8.5
	404-3 Percentage of employees receiving regular performance and career development reviews	72		1, 6	5.1, 8.5, 10.3

GRI standard / Other source	Disclosure	Location	Omission	Principles of the Global Compact	SDG
Management of environmental impacts					
GRI 3: Management Approach 2021	3-3 Management of material topics	93, 100			
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	94		8, 9	6.3, 6.4, 6.A, 6.B, 12.4
	303-2 Management of water discharge-related impacts	94		8, 9	6.3
	303-3 Water withdrawal	94, 95, 96		8, 9	6.4
	303-4 Water discharge	94, 95		8, 9	6.4
	303-5 Water consumption	94		8, 9	6.4
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	98		7, 8, 9	3.9, 6.3, 6.6, 11.6, 12.4, 12.5
	306-2 Management of significant waste-related impacts	98		7, 8, 9	3.9, 6.3, 8.4, 11.6, 12.4, 12.5
	306-3 Waste generated	98		7, 8, 9	3.9, 6.6, 11.6, 12.4, 12.5, 15.1
	306-4 Waste diverted from disposal	98, 128		7, 8, 9	3.9, 11.6, 12.4, 12.5
	306-5 Waste directed to disposal	98, 128		7, 8, 9	3.9, 6.6, 11.6, 12.4, 12.5, 15.1
Climate change mitigation					
GRI 3: Management Approach 2021	3-3 Management of material topics	23, 99, 103			
GRI 201: Economic performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	103, 106	We do not report the financial implications and costs associated with the risks and opportunities due to climate change.	7	13.1
GRI 302: Energy 2016	302-1 Energy consumption within the organization	99, 129		7, 8, 9	7.2, 7.3, 8.4, 12.2, 13.1
	302-4 Reduction of energy consumption	99, 129		7, 8, 9	7.3, 8.4, 12.2, 13.1
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	109, 130		7, 8, 9	3.9, 12.4, 13.1, 14.3, 15.2
	Energy indirect (Scope 2) GHG emissions from the acquisition of energy	109		7, 8, 9	3.9, 12.4, 13.1, 14.3, 15.2



GRI standard / Other source	Disclosure	Location	Omission	Principles of the Global Compact	SDG
Climate change mitigation					
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	109, 131		7, 8, 9	3.9, 12.4, 13.1, 14.3, 15.2
	305-4 GHG emissions intensity	131		7, 8, 9	13.1, 14.3, 15.2
	305-5 Reduction of GHG emissions	-	This indicator was not quantified for the reporting period.	7, 8, 9	13.1, 14.3, 15.2
	305-6 Emissions of ozone-depleting substances (ODS)	-	Currently not applicable to our activities and those of our operating subsidiaries.	7, 8, 9	3.9, 12.4
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	Currently not applicable to our activities and those of our operating subsidiaries.	7, 8, 9	3.9, 12.4, 14.3, 15.2
Biodiversity Conservation					
GRI 3: Management Approach 2021	3-3 Management of material topics	111			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	111, 132		8, 9	6.6, 14.2, 15.1, 15.5
	304-2 Significant impacts of activities, products and services on biodiversity	111, 112, 133		8, 9	6.6, 14.2, 15.1, 15.5
	304-3 Habitats protected or restored	112		8, 9	6.6, 14.2, 15.1, 15.5
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	112, 134		8, 9	6.6, 14.2, 15.1, 15.5

GRI standard / Other source	Disclosure	Location	Omission	Principles of the Global Compact	SDG
Ethics and Integrity					
GRI 3: Management Approach 2021	3-3 Management of material topics	51, 54, 57, 58, 59			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	57, 58		10	16.5
	205-2 Communication and training about anti-corruption policies and procedures	57, 58	We do not report this indicator by employee category.	10	16.5
	205-3 Confirmed incidents of corruption and actions taken	57, 58		10	16.5
Business development with long-term value creation					
GRI 3: Management Approach 2021	3-3 Management of material topics	19, 23, 32, 33, 45			
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	49			8.1, 8.2, 9.1, 9.4, 9.5
GRI 207: Tax 2019	207-2 Tax governance, control, and risk management	47, 51			1.1, 1.3, 10.4, 17.1, 17.3



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