

SUSTAINABILITY REPORT 2023



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FOREWORD

In the following pages, Porto do Açu Operações presents a snapshot of the work carried out throughout 2023 by our teams, along with the results of our ESG initiatives and investments. These efforts were made to develop the port-industrial complex and to consolidate Porto do Açu as Brazil's energy transition port.

We do hope you enjoy this report.



1

Letter from the Chief Executive Officer

GRI 2-22

2023 will be remembered for major advances and achievements in our ESG journey. We took significant strides in developing a competitive port-industrial complex with integrated and sustainable infrastructure, in line with our evolving environmental, social and governance practices.

We invested in our human capital, recognizing it as our most valuable asset.

We maintained our efforts to cement a robust corporate culture, cultivating a safe, ethical, diverse and equitable workplace. These initiatives ushered in important achievements, including the best safety performance in five years and 13th place in the GPTW ranking of the best companies to work for in Rio de Janeiro state. For the first time, we entered the national GPTW Women ranking, coming 18th among the 100 best companies for women to work for in Brazil.

We bolstered our internal governance with the ESG Committee and invested in the transparency of our actions, expanding our communication and dialog channels. Our integrity practices and compliance program continue to be fundamental drivers for our conduct and operations.

We had a remarkable year in our innovation agenda, which grew and brought significant results in the first year of the Innovation and Sustainability Actions Collective: Cais AçuLab. We developed as a platform for research, development and innovation. We attracted a variety of important partners and captured projects aimed at increasing the efficiency and sustainability of our business.

Our social initiatives expanded, impacting more than 29,000 people in 2023 through engagement actions, strengthening local supply chains, promoting employability and hiring local suppliers.

During the first year of activities at our Caruara Reserve Visitor Center, we ran an agenda of environmental education and sustainable tourism, receiving over 17,000 visitors. New partnerships enabled us to step up scientific research and to continue

conservation actions for the *restinga* and sea turtles in the region.

Our growth was also accompanied by a strong environmental performance: we reduced the carbon and water footprint of our operations and obtained the international Ecoports certification for the second time, demonstrating our commitment to environmental sustainability alongside our business development.

And all this progress took place in a year of significant operational growth and advances in developing new businesses. We substantially ramped up our port operations: a 27% increase in cargo volume handled and a 20% increase in maritime access. T-Mult enjoyed growth of 33% compared to the previous year, expanding our operations to meet the grain sector's logistical demands.

We ended the year with revenue rising 30% to a new record. This result was driven by the expansion of port services provided by the company, alongside higher cash flow generation and EBITDA. The excellent operational performance underpinned by cost and expense discipline allowed us to invest over R\$ 36 million throughout the year.

We reached important commercial milestones, such as signing our first contract with Petrobras for pre-decommissioning services of offshore units, another step towards consolidating the sustainable decommissioning hub. We also obtained the Preliminary License for the hydrogen and low-carbon derivatives hub and established new

strategic partnerships for developing renewable energy projects, fertilizers, and low-carbon steel, marking significant progress in attracting energy transition industries in our complex.

As those responsible for port administration and the development of Porto do Açu, we play a vital role in managing the risks and opportunities arising from climate change in the short, medium, and long term. Our vision is to be recognized as the Energy Transition Port in Brazil, driving regional development and ushering in a just, equitable and sustainable transition. We are investing in and directing our efforts toward this goal.

Throughout this report, I invite everyone to learn about these and other results and how we are progressing in our sustainability journey, which is just beginning. I thank the entire port community and our TimAçu team of employees for their commitment and dedication over the years. And with you, dear reader, I hope to maintain an open dialog and share your insights, helping us to continuously strengthen our ESG agenda.

Eugenio Figueiredo
Chief Executive Officer
Porto do Açu Operações

The year at a glance

2023



Environmental

Climate agenda progress:

28%¹ reduction in carbon footprint and opportunities for low-carbon business

62% of water used from alternative sources, representing a 77% increase

53 hectares planted in the Caruara Reserve

49 biodiversity research projects on the Caruara Reserve

22,400 reproductive events of sea turtles since 2011

ECOPORTS
CERTIFICATION
for the environmental management system for the second consecutive cycle

Reduction in T-Mult's environmental footprint:

56% decrease in waste generation rate and

19% decrease in specific carbon emissions



Social

319 direct employees + 764 contractors

89% locally sourced labor

38% women in the company, with a 20% increase in female leaders, as recognized by GPTW Women

Injury frequency rate reduced by **50%**

Zero lost-time injuries (TRIF2 of 0.46)

20% local suppliers, with an 11% increase in these contracts

60 young entrepreneurs trained

58 farming families involved in development programs

17,800 visitors and students from 172 schools visited the Caruara Reserve



Governance

Establishment of the ESG Committee and the Climate Working Group

98% trust in the Whistleblowing Channel



Business and Operations

R\$ 471 million in Gross Revenue, 30% growth

2.1 million tons handled at T-Mult, 33% growth

Signed contract for pre-decommissioning of three Petrobras platforms



2

About Porto do Açu Operations

GRI 2-1, 2-6

The leading private port enterprise in Brazil, Porto do Açu is located in São João da Barra, in Northern Rio de Janeiro state. It is a integrated-infrastructure port-industrial complex, strategically positioned with easy access to the country's main markets, driving the region's socioeconomic development.

Port-industrial complex



11 private
terminals



7,000
direct jobs



22 companies
operating



84.6
million
tons handled,
a 27% increase



6,377
maritime
accesses
up 20%



140,000
land
accesses
(trucks)



About Porto do Açu Operações S.A.

We are Porto do Açu Operações S.A., a 100% private company formed through a partnership between Prumo Logística S.A. and Port of Antwerp-Brugges PAI Invest N.V., responsible for Port Administration and the port-industrial complex's development. We strive to ensure the promotion and support necessary for the development of operations and new businesses at Porto do Açu.



Mission

Develop a port-industry with integrated, competitive and sustainable infrastructure

Vision

To be recognized as the 'one & only' port for energy transition in Brazil

Purpose

Help the world reduce its carbon footprint and accelerate the best of Brazil

What we do

Port administration

Structured to ensure the promotion and support necessary for the development of operations and new businesses at Porto do Açu, we are a 100% private company focused on innovation and sustainable long-term growth. We are responsible for efficiently and safely controlling maritime and land accesses, developing and maintaining port infrastructure, dredging operations, maritime traffic control, and providing facilities for terminals and vessels in the port.

Business development and area leasing

Commercial development aimed at expanding the complex's operations through the installation of new industrial, logistical and renewable energy projects, fostering the circular economy, energy transition and connectivity.

Logistics operations

We develop seamless logistics solutions for the storage and distribution of cargo through T-Mult. The main markets served are Espírito Santo, Goiás, Minas Gerais and Rio de Janeiro.

Specialized services for the oil and gas sector

We provide port and logistical support solutions for the offshore operations chain, including pre-decommissioning services and activities performed at the South Mole.

Water management

We manage the complex's water resources through Águas Industriais do Açu (AIA). Our operations provide water collection, treatment and distribution solutions to support the complex's operations and new businesses while ensuring the sustainable use of water resources.

Sustainable tourism and environmental services

We are responsible for managing the Caruara Reserve, the largest private conservation unit dedicated to preserving the *restinga* biome in Brazil. Our activities are based around three pillars: Education and Scientific Research, Environmental Services and Sustainable Tourism.



We have been signatories of the [UN Global Compact](#) since 2021 and the Ethos Institute's Business Pact for Integrity and Against Corruption since 2022, bolstering our commitment to the UN Sustainable Development Goals (SDGs) and the adoption and dissemination of best environmental, social and governance practices.

1

Commitment to sustainability

GRI 2-23, 2-24, 3-3: Ethics and integrity, human rights and adequate working conditions

Good practices for managing environmental, social and governance (ESG) issues are part of who we are. We seek to expand our operations safely, always balancing regional economic development with environmental conservation.

Our actions are guided by our [Sustainability Policy](#), which formally enshrines our commitment to the UN Sustainable Development Goals (SDGs) and the adoption and dissemination of best ESG practices. This policy is structured around five pillars: Safety; People and Community; Environment and Climate; Governance and Compliance; and Sustainable Business. The Prumo [Code of Conduct](#), Human Resources Policy and Diversity and Inclusion Policy also apply to all of PdA.

Sustainability policy pillars:

- **Safety**
- **People and Community**
- **Environment and Climate**
- **Governance and Compliance**
- **Sustainable Business**

Strategic stakeholder engagement

GRI 2-25

We aim to be a vector of regional development and believe that our enterprise and the communities surrounding our activities are inseparable. Our growth strategy envisages the creation of shared value for our stakeholders and strives to bequeath a legacy of development for the entire northern Rio de Janeiro region.

To achieve these objectives, since the very onset of operations we have striven to ensure open, permanent and transparent dialog channels with all our stakeholders, in addition to maintaining a Private Social Investment (PSI) agenda.

We accordingly maintain effective and permanent engagement in a continuous, structured and culturally appropriate process with the communities influenced by the enterprise. In 2023, we moved forward with the agenda of the Local Development Council (CDL) and the Community Dialog Spaces, where we addressed the development of Açu and the region. We also periodically monitor our activities through a biannual opinion survey conducted by an independent firm. The latest survey was conducted in 2022 and provided information that guided our work over the past two years. A new survey is currently in progress and should be completed in 2024.

People can access our "Fale Com o Porto do Açu" hotline to submit feedback by phone at 0800 729 0810, daily from 7 AM to 8 PM, and via the website canalconfidencial.com.br/falecomoportodoacu/. We also have a system for registering feedback received in person, by phone or by email.

Engagement with stakeholders ensures awareness and acceptance of these concepts and practices, as well as information about our activities and results, which are available for public consultation on the [ESG portal](#).

In total, our channels recorded 340 incidents over 2023: 187 via the website, 74 through the 0800 number, and 79 in-person interactions.

Partnerships and engagement

GRI 2-28

In pursuit of commercial synergies and the development of businesses based on good environmental, social and corporate governance practices, Porto do Açu actively participates in various specialized forums and associations. At the end of 2023, we were actively participating in ten trade associations.

We hold the position of Vice President for the South and Central American region of the International Association of Ports (IAPH), participating in working groups focused on safety, increasing resilience and decarbonizing the maritime and port sectors. Porto do Açu is also part of the [Clean Energy Marine Hubs \(CEM-Hubs\)](#) and the [Getting-to-Zero Coalition Latam Task force](#). We have joined key maritime and port sector players and the [Global Maritime Forum](#) in the Taking Action on Operational Efficiency initiative, created to promote the energy transition agenda in the maritime sector.

We coordinate the Sustainability Committee of the Brazilian Association of Port Terminals (ATP) – Sustentar. Moreover, we actively contribute to the discussions and actions of the Brazil-Germany Chamber of Commerce and Industry (AHK), the India-Brazil Chamber of Commerce and Industry (IBCC), and the Brazilian Association of Oil Service Companies (Abespetro).

Alongside the UN Global Compact Network Brazil, we spearhead the Working Group (WG) on Ocean Services, the first corporate hub in Brazil aimed at driving the energy transition and decarbonizing ports and offshore transportation. This initiative is part of the Ocean Stewardship Coalition, conducted by the UN Global Compact's Ocean Team, and aims to project national and international scenarios related to this topic and identify opportunities for the country.

Within the Rio de Janeiro State Federation of Industry (Firjan), we participate in various thematic councils and hold the vice-presidency of the Environment Council. We also fortify our commitment to sustainable development by contributing to committees and technical groups of the Brazilian Business Council for Sustainable Development (CEBDS) and the Brazilian Wind Power Association (ABEEólica).

In 2023, we continued following a proactive approach to engage our key stakeholders. Check out our relationship with local authorities (municipalities and state), federal government, academia, employees, customers, suppliers, communities, media and associations in the [Disclosures Supplement GRI 2-29](#).



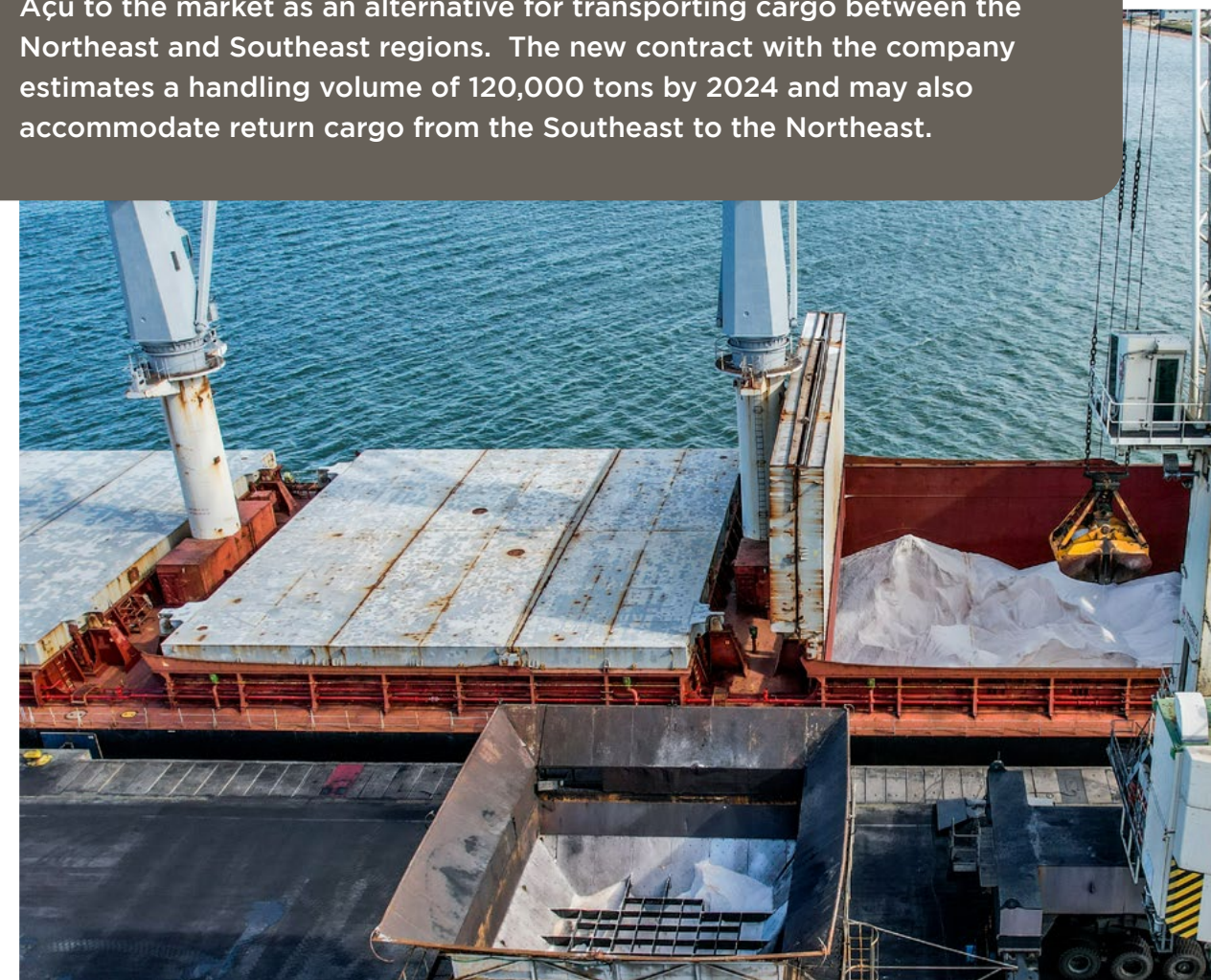
For 2024, we plan to expand the operational quay to 500 meters, allowing the servicing of two large ships simultaneously (two berths).

A new 35,000 m² solid bulk storage yard will begin operations in 2024. Minas Gusa Group will be responsible for the investment and management of the unit, while the port operation will be carried out by T-Mult. The contract provides for the handling of 300,000 tons per year for the next ten years.

In 2023, Porto do Açu joined the national export route for soybeans and corn.

New coastal shipping route

We launched a new regularly serviced coastal shipping route between Rio Grande do Norte and Rio de Janeiro. Through an agreement with Refinaria Nacional de Sal, producer of Cisne salt, we introduced Porto do Açu to the market as an alternative for transporting cargo between the Northeast and Southeast regions. The new contract with the company estimates a handling volume of 120,000 tons by 2024 and may also accommodate return cargo from the Southeast to the Northeast.



2

Multicargo Terminal (T-Mult)

In 2023, T-Mult set yet another record in cargo handling, hitting 2.1 million tons, a 33% increase on 2022. The terminal received over 48,000 truck accesses during this period. Since operations began, total cargo handling has reached 8 million tons, with an average annual growth of 43% from 2015/2016 to 2023.

T-Mult was expanded in 2023, and its covered storage capacity was quadrupled due to the addition of two new warehouses. This new structure allowed for the handling of new types of cargo at the terminal, such as iron ore briquette, soybeans and corn, and attracted seven new clients. **GRI 2-4**

Operating performance

GRI 2-1, 2-6



Operations and Emergency Response Center

GRI 3-3: Protecting people, 3-3: Emergency preparedness and response

To ensure the safety of Porto do Açu's operations, we structured the Operations and Emergency Response Center (CORE) in 2021. CORE is responsible for maritime traffic management, corporate security, and risk and emergency management. CORE operates continuously, ensuring safety and operational efficiency.

Vessel movements are monitored in real-time by the Vessel Traffic Service (VTS), which is integrated with the Port Management Information System (PMIS) and the Closed-Circuit TV (CCTV) system.

Our infrastructure boasts a modern nautical signaling system, as well as meteorological and oceanographic systems, bathymetry monitoring (which aids in dredging management), and a weather forecasting system. Since 2020, we have been certified to ISO 9001 - Quality Management System for managing traffic in the approach channel.

Through CORE, we maintain an integrated risk management system for the complex and monitor important port operations and safety indicators. Additionally, CORE centralizes emergency response management on land and sea and coordinates tactical Port Administration resources.

We maintain a trained team focused on emergency management and conduct drills throughout the year to ensure readiness and preparation. Throughout 2023, we held meetings and thematic events with public authorities and companies within Açu Complex to foster a culture of safety and emergency preparedness.

Our operations include nautical signaling systems, weather forecasting, and meteorological and oceanographic monitoring systems to aid in risk and emergency management.



Emergency plans

The integration of emergency plans and responses is managed through CORE, with mechanisms to expand, facilitate and improve the efficiency of responses in case of accidents that cannot be handled by the structures outlined in the emergency control plans of the complex's companies.

- All operational terminals at Porto do Açu are part of the Area Plan, which aims to unify Individual Emergency Plans (PEI) to prepare for and respond to oil pollution incidents at sea. The Area Plan is a legal requirement coordinated by the State Environmental Department (Inea) and is articulated with other institutions such as the Brazilian Navy and Civil Defense.
- **Mutual Assistance Plan (PAM):** composed of seven terminals, PAM aims to coordinate joint actions between associated terminals and the Fire Department, Civil Defense, State Environmental Department (Inea) and Brazilian Navy to improve incident response protocols.

New Business

We aim to expand Porto do Açu's operations by developing and adopting logistical and industrial solutions, low-carbon technologies, connectivity, circular economy, and renewable energy sources.

We signed the first contract for pre-decommissioning services of three Petrobras platforms. This contract is a significant step for Porto do Açu, marking its entry into the sustainable decommissioning route. The service will commence in early 2024 with the arrival of the first unit.

More than 20 Memorandums of Understanding (MoUs) have been signed for industrial projects. We also formed a significant partnership with Mingyang Smart Energy to conduct joint studies to build a photovoltaic plant at Porto do Açu.

In addition to the photovoltaic plant, we aim to attract other renewable energy generation chains, such as the offshore wind industry. With these projects, industries in Açu will have access to both on-grid renewable energy (via connection to the National Interconnected Grid) and off-grid energy, while serving as a support base for maritime operations, implementation, and operation of parks. There is potential to host various industries in the supply chain, including the manufacture of blades, cables, nacelles, and other parts in our industrial hub.

We are working to attract partners for the production of low-carbon hydrogen. In 2023, we obtained the country's first license to develop an industrial hub for the production of low-carbon hydrogen and derivatives, such as green ammonia and methanol, marking another step towards low-carbon manufacturing at Porto do Açu.

These new projects will help drive the development and decarbonization of strategic sectors of the Brazilian economy, focusing on renewable energy generation and promoting neo-industrialization, positioning Porto do Açu as its platform.

For industrial development, we highlight:

- Hydrogenated fertilizer production plant** - The result of a partnership with Toyo Setal, this project is strategically aimed at reducing Brazil's current dependency on imported fertilizers. The initiative will play a structural role in the economy of Rio de Janeiro, the first state in the country to approve an incentive plan for the production and supply of fertilizers in 2022.
- HBI (Hot Briquetted Iron)** - In September, we signed an agreement with Vale to study the development of a mega hub at Porto do Açu for HBI production, consolidating our role as Brazil's energy transition port. For the time being, Vale's pellets will be received, and an iron ore briquette plant may be included to feed the HBI plant, which is an essential raw material for decarbonizing the Brazilian and international steel industry supply chain.





3

Financial performance

GRI 207-2

Our financial management is governed by a system that ensures legal compliance, discipline and continuous business development. All financial results are reported in our [Financial Statements \(FS\)](#), audited by independent auditors (KPMG Brazil).

Responsibility for fiscal strategy lies with specific executive roles within the organization, ensuring that the tax approach is integrated into operations and fully compliant with current legislation. Annual risk analysis cycles allow us to identify, assess and effectively manage these risks. This comprehensive tax control structure ensures the integrity and transparency of financial reports,

as evidenced by the tax compliance certificates issued by federal, state and municipal entities.

In 2023, we achieved exceptional financial performance, with record gross revenue and EBITDA. Service revenues accounted for 53% of total revenue, driven by increased volume and diversity of cargo handled at T-Mult and the growth of Port Calls, boosted by the strong recovery of offshore sector activities.

Our excellent operational performance, combined with a disciplined cost and expense strategy, allowed us to invest approximately R\$ 36.3 million in infrastructure. This included R\$ 26 million to complete the expansion of cargo storage capacity at T-Mult, with the

construction of two new warehouses and a new storage yard, helping develop current and future business at the Terminal.

As a result, we ended the year with higher revenue, cash flow generation and Ebitda. From a commercial perspective, new area usage contracts were signed, and T-Mult cargo handling increased by 33%.

In 2023, we worked on renegotiating debt with creditors to revisit the Company's capital structure, an agreement concluded in early 2024. Additionally, we established the Investment Committee to advise the Executive Board.

Direct economic value generated and distributed¹ GRI 201-1

Direct economic value generated	2021		2022		2023	
Gross revenue	306,926		362,425		471,719	
Economic value distributed	(R\$ thousand)	Percentage	(R\$ thousand)	Percentage	(R\$ thousand)	Percentage
Operating expenses	187,377	22.01%	235,834	20.64%	274,360	26.49%
Purchases of goods and services	60,860	7.15%	59,808	5.24%	65,458	6.66%
Employee salaries and benefits	59,656	7.01%	55,572	4.86%	59,076	5.37%
Payments to providers of capital	502,631	59.05%	741,974	64.95%	577,762	55.78%
Taxes	40,738	4.79%	49,163	4.30%	59,141	5.71%
Total	851,262	100%	1,142,351	100%	1,035,767	100%
Economic value retained	(R\$ thousand)		(R\$ thousand)		(R\$ thousand)	
Direct economic value generated less direct economic value distributed	-544,336		-779,926		-564,048	

¹ Some data for 2021 and 2022 has been restated and adjusted in this report. GRI 2-4



4

Innovation, a driver of development

Created in March 2023, Porto do Açu's research, development and innovation (R&DI) ecosystem, Cais Açu Lab – Collective Actions in Innovation and Sustainability – was fortified over the course of the year, enriching the portfolio of initiatives and achieving significant results for the Company.

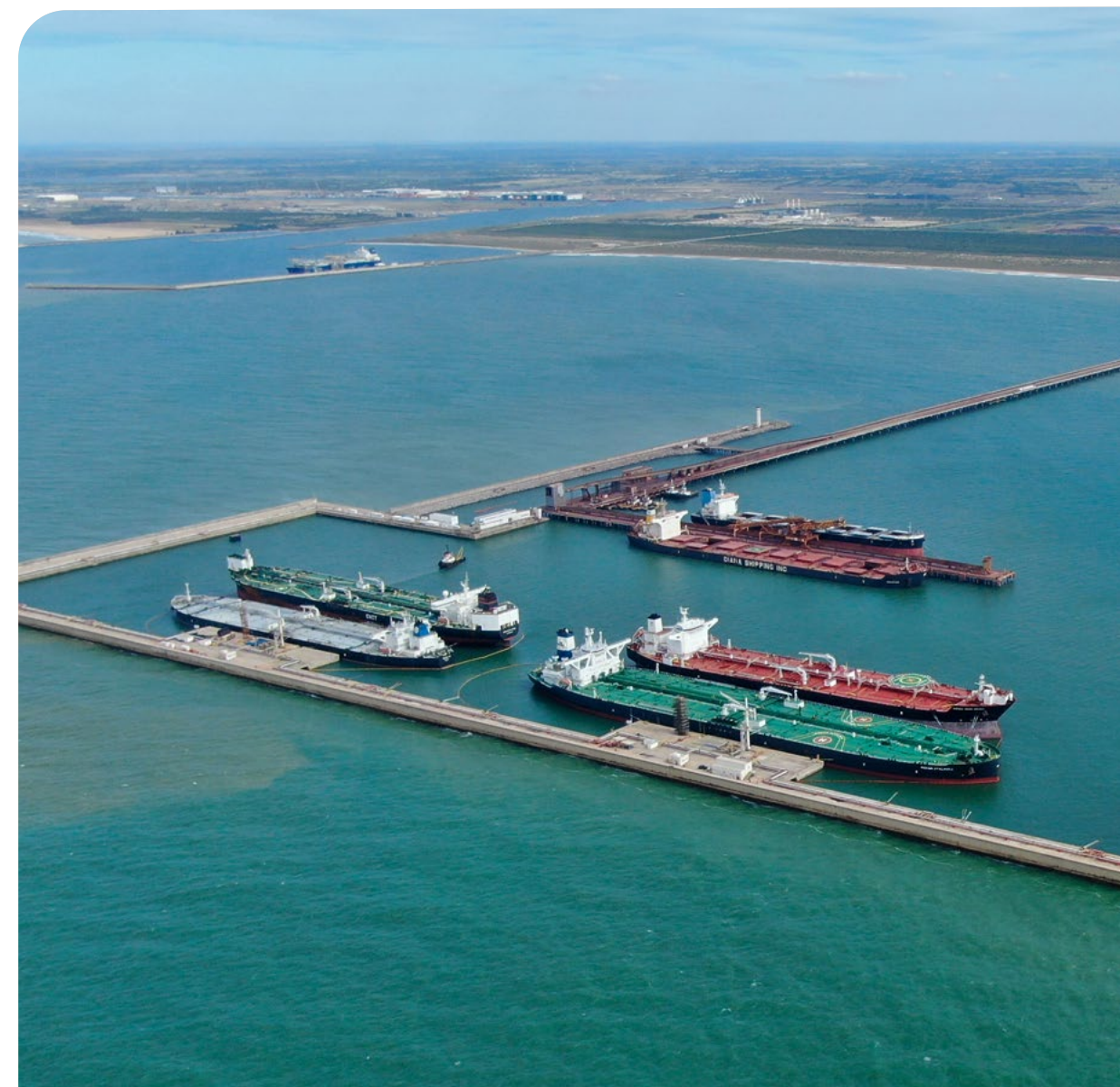
Through its four pillars: Digital Transformation, Process Improvement, Energy Transition, and New Business, we conducted dozens of projects focused on fostering operational efficiency and resilience, increasing competitiveness and contributing to local economic development.

Throughout 2023, we worked towards the effective structuring of the ecosystem and defined the governance of Cais Açu Lab. We developed 13 Proofs of Concept (POCs) and 12 R&D projects, which resulted in 13 scientific productions, and implemented nine innovation contracts.



13 scientific
productions developed

We also made progress in expanding the program's networks. More than 20 partnerships were formalized, including a strategic partnership with Porto de Itaquí, the first innovation collaboration between public and private ports. Partnerships with other innovation agents were also part of the ecosystem's portfolio, such as participation in the Blue Rio – Open Innovation Program for the Blue Economy of Rio de Janeiro state.





Recognition



In October 2023, PdA achieved 7th place in the 100 Open Startups ranking in the Transport and Logistics category and was among the Top 19 companies in the Middle Market category, recognizing our efforts to foster open innovation collaboration between corporations and startups.

The role of a private port as an innovation driver through a research, development and innovation ecosystem gained national and international recognition. The project "Port Navigation Channel Management from Nautical Bottom and Reuse of Dredged Material," led by Cais Açu Lab, received the Pianc Supporter of Working with Nature label, which recognizes initiatives and projects that instill sustainability and navigation.

Another meaningful international recognition was the citation of Cais Açu Lab as a benchmark for good innovation practices at the Global Maritime Forum, a non-profit international organization committed to shaping the future of global maritime trade.

Cubo Maritime & Port Innovation Hub

Alongside partners Wilson Sons and Hidrovias do Brasil, we fund [Cubo Maritime & Port](#), an innovation hub associated with Cubo Itaú to foster innovation in the maritime and port sector. Through this group, we foster collaboration between startups and companies, monitor and discuss trends in technological advancements, and seek solutions to common challenges and transformation opportunities for our sector.

In two years, the hub has grown 100% in the number of startups.

In 2023, the hub launched 26 new challenges and conducted 10 POCs from startups belonging to Cubo, along with 18 events that facilitated integration and exchanges to drive innovation. Two new partnerships were also established with the hub: Enterprise Singapore and Beta-i.

The initiatives we led in 2023 included the launch of the Joint Challenge among the three supporters, aiming to find collective solutions for operational efficiency and sector decarbonization. We also provided annual support to the Innovation Terminal at the Intermodal event, an initiative aimed at boosting the results of national and international startups relevant to the sector.

The hub was responsible for coordinating the construction of the [Maritime and Port Sector Innovation Manifesto](#), launched in March 2024. This document encourages a qualified debate about the urgency of driving the national innovation ecosystem in the maritime, port and waterway sectors. This debate is essential for the country to overcome logistical, regulatory and cultural bottlenecks that hinder more consistent and sustainable advances in these sectors.





Project pipeline

The innovation ecosystem pipeline continues to grow. Highlights from Cais Açú Lab include:

Autonomous vessel: supported the first operation in history to send an autonomous vessel to Brazil's pre-salt region, more than 120 kilometers offshore, carried out by the startup TideWise.

Drones: applied technology in works inspections, asset inspections and aerial surveys to obtain georeferenced images and conceptual engineering projects.

Artificial Intelligence: CORE (Operations and Emergency Response Center) began exploring the use of AI in various areas, such as detecting events of interest like fires, trespassing, vessel counting and vehicle counting and classification.



Innovation Marathon

Throughout 2023, we advanced efforts to strengthen the local innovation ecosystem. In August, we organized the second edition of HackAÇU, an [online marathon \(hackathon\)](#) with 379 participants from 21 Brazilian states, including students, teachers and professionals from various fields. During the three-day event, 86 mentors led the creation of 32 initiatives to optimize Porto do Açú and promote regional development. The second edition of the event was supported by 26 partners, and the developed initiatives are available to the community, benefiting the entire region.

As a way of engaging with the ecosystem, the challenges of the latest marathon were based on the pillars of Cais Açú Lab.

In partnership with Sebrae, we organized the Startup Win Ideation to stimulate the development of HackAçú initiatives and local projects. From 140 ideas submitted, 15 were selected for technological startup development processes.





3

CORPORATE GOVERNANCE

Aligned with the best practices of the Brazilian Institute of Corporate Governance (IBGC) and in compliance with our Bylaws, we strive to conduct our business based on the principles of **ethics, transparency, fairness, accountability** and **corporate responsibility**.

We established corporate policies and standards based on Prumo's guidelines, our controlling shareholder, which are implemented through internal programs. Among these guidelines is the Prumo Group Compliance Program, which won the Institute of Internal Auditors (IIA) award for the fourth consecutive year in 2023. Prumo also maintained its ISO 37001 certification and earned the Pro-Ethics Company 2022-2023 label from the Office of the Comptroller General (CGU).

In 2023, our annual audit plan was approved by Prumo's Board, with a significant change being the multi-annual vision. This work was based on the International Professional Practices Framework (IPPF) methodology.

We also launched a new strategic plan for the Company, connected to our new Mission, Purpose and Vision, setting long-term goals and ambitions embedded in our corporate goals. This document is linked to the sustainability strategy, providing directions for business opportunities in energy transition and low-carbon industries.

Another milestone of the year was the creation of the ESG and Investment Committees to advise the Executive Board.



More details can be seen in [the Administrative Structure section](#).

REPORTING
MATTERS

In recognition of our ongoing efforts to maintain transparency and public accountability, we received the Reporting Matters label for the 2022 Sustainability Report, the first time this seal was awarded in Brazil. This initiative by the Brazilian Business Council for Sustainable Development aims to advance the best business practices in the ESG agenda.

Connected with our sustainability strategy, the new plan provides business directions for energy transition and low-carbon initiatives.



1

Management structure

GRI 2-9, 2-13

The Company's governance structure consists of the General Meeting, the Board of Directors, the Executive Board, and the non-permanent Supervisory Board – all with responsibilities defined by the Bylaws. The company has an ESG Committee, an Investment Committee, and thematic working groups (WGs) too, focused on achieving strategic goals, including the ESG WG and the Climate WG.

Our governance structure is integrated with Prumo's by our participation in its Advisory Committees to the Board and its Executive Board. **GRI 2-17**

General Meeting

The General Meeting comprises shareholders and is convened and chaired by the CEO. Annual meetings are held within four months after the financial year ends, and extraordinary meetings are held as needed. The General Meeting is responsible for electing members to the Board of Directors – aiming to select members who will help the Company achieve its corporate strategy – selecting members of the Supervisory Board (if the shareholders choose to convene it), evaluating and approving the financial statements, allocating net income, and determining the overall remuneration of the Company's executives.

Board of Directors (BoD)

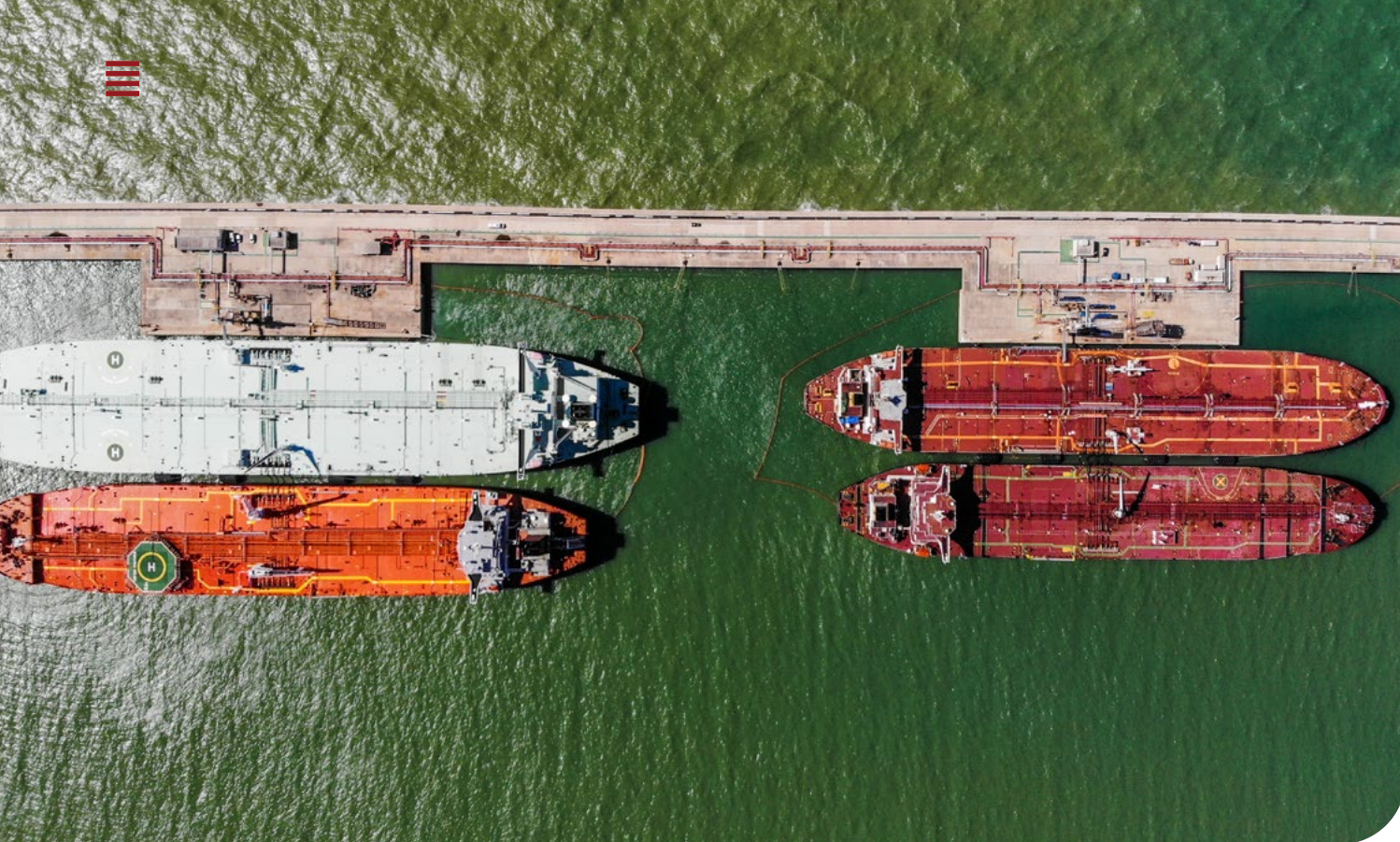
The Board of Directors plays a crucial role in updating and implementing the corporate strategy, including setting guidelines, controlling and monitoring our performance, and reviewing and approving the mission, vision, values, purpose, goals and strategic planning for the next five years. The members also have the responsibility to determine the composition and duties of the Executive Board and to analyze and approve the material issues and guidelines that comprise the Company's sustainability strategy and policy. **GRI 2-12, 2-14**

The Board of Directors is composed of five members appointed by the shareholders, all with one-year terms, with re-election permitted. The selection criteria include stakeholder opinions, diversity, independence, and relevant capabilities, focusing on the qualifications and experiences of the executives that align with the Company's strategy and values. The joint choice of shareholders in a General Meeting is considered for their nomination. **GRI 2-10**

The Chairman of the Board of Directors does not hold executive functions in the Company and must ensure the strategic conduct of the body to control and monitor results. Decisions are made by a simple majority in quarterly ordinary sessions and extraordinary sessions as needed. **GRI 2-11 | TCFD 1.A**

Results are presented at ordinary meetings, reporting relevant impacts on the economy, environment and people, always related to the Company's project, in addition to the main risks. Extraordinary meetings can be convened to discuss and receive guidance on priority matters. For example, in 2023, the Board was notified about a critical concern. **GRI 2-16 | TCFD 1.A**

We do not have a formal evaluation process for the highest governance body. However, the Company's business and the individual performance of each Board member are based on ESG standards, aiming to mitigate potential negative impacts on the economy, environment and



people. Shareholders conduct an informal assessment to decide on the re-election of Board members. **GRI 2-18**



[Click here](#) to see the names and biographies of the board members.

Executive Board

Responsible for implementing, monitoring and reporting the results of strategic initiatives, the Executive Board oversees the development and operations of Porto do Açú, approves metrics, and manages our sustainability performance, which is reported by the General Port Development and ESG function. **GRI 2-12 | TCFD 1.B**

Supervisory Board

Non-permanent and independent, the Supervisory Board reports directly to shareholders. It oversees the actions of executives to ensure compliance with the law, the Bylaws and our internal regulations. The Supervisory Board was not convened in 2023.

ESG Committee

Created in 2023, the Sustainability Committee is responsible for supporting the Executive Board in implementing the Sustainability Strategy, which includes fostering an ESG culture, adopting best practices and managing performance and indicator reporting. It is primarily composed of Executive Board members, with various departments participating as listeners, and is led by the Sustainability

department. Among its tasks is the management and consolidation of the information presented in this Sustainability Report. **GRI 2-14 | TCFD 1.B**

Investment Committee

Also created in 2023, the Investment Committee has two main pillars of action: monitoring and overseeing existing investments to ensure transparency for the executive team regarding financial results and returns with well-defined action plans, and presenting the Company's major capital projects for investment decisions, based on predefined methodology and specific criteria for capital allocation prioritization.

Prumo Board Advisory Committees

In addition to the Company's internal governance bodies, we are connected to the Prumo holding structure. Our executive officers consequently participate in Prumo's advisory committees to the Board of Directors, when convenient, to report on activities carried out throughout the quarter and align future steps.

Prumo has the following committees:

- **Strategy Committee** - Recommends the execution and periodic review of Prumo Group's long-term strategic plan and the progress of business opportunities.
- **Finance, Audit, Compliance and Risk Committee (Caudit)** - Composed of an independent member and senior executives from Prumo's shareholders, it controls and maps risks associated with the finances of the Company and the entire Prumo Group. It also recommends the approval of the annual risk report, which maps out the impacts for the following year. This report is presented, reviewed and approved by Prumo's Board of Directors. Caudit also supervises internal audit activities and the Compliance Program.
- **People and ESG Committee** - Supports Prumo's Executive Board and Board of Directors in managing risks related to people, environment, society and corporate governance. It helps implement our sustainability strategy, evaluates performance indicators and executes priority projects and initiatives.

GRI 2-14, 3-3: Protecting people | TCFD 1.A



2

Ethics and integrity

GRI 2-24, 3-3

All our employees must follow corporate guidelines to ensure a safe, respectful and ethical workplace. Our business conduct is guided by various internal regulations, the most important being the Prumo Code of Conduct, which fully applies to Porto do Açu. This document explicitly states that we do not tolerate any form of harassment, gender discrimination, favoritism for personal reasons, physical or verbal violence, threats or any actions that may violate human rights.

The Code of Conduct is also communicated to all our suppliers, service providers and business partners.

In 2023, the Standard for Dealing with Government Officials was introduced, stipulating that only authorized individuals trained by Compliance are allowed to deal with government officials.

Training sessions were conducted throughout the year on the rules and guidelines of the Code of Conduct, with particular emphasis on Compliance Week, an annual event dedicated to reinforcing

integrity practices. In 2023, all employees were communicated about the company's practices and 80% of governance members and 87% of employees underwent training.

Our background checks ensure that we assess integrity risks with suppliers, business partners and employees before they begin working with us. **GRI 2-23, 205-1**

Conflicts of interest

GRI 2-15

We have internal processes to manage and mitigate potential conflicts of interest. Upon hiring, employees must complete the Relationship Identification Form, declaring any personal relationships with clients, suppliers/service providers and/or government officials. This form must be updated by employees as/when necessary.

As stipulated in the Company's shareholders' agreement, the NCI shareholder is assured that related-party transactions that are not carried out at arm's length, under normal market conditions, and in line with the practice adopted by the company with third parties, must be approved by the Board of Directors.

Whistleblowing Channel

GRI 2-26

Available 24/7 and managed by an independent firm, the Whistleblowing Hotline allows any person to report violations of the Code of Conduct, laws and internal regulations. Reports can be submitted anonymously if the whistleblower so chooses. The hotline also offers an option for exclusive service by a female representative.

Reports can be made by calling 0800-729-0810 or visiting canalconfidencial.com.br/prumologistica.



3

Risk management

GRI 2-12

Our Risk Management model is based on international frameworks such as ISO 31.000 and the Committee of Sponsoring Organizations of the Treadway Commission (Coso), ensuring effective risk management. The Board of Directors is involved in overseeing this process by evaluating the impacts identified during the corporate risk review cycle and deliberations.

The results of this assessment are submitted to the Board, which decides on the necessary mitigation actions and strategies, including stakeholder engagement to assist in this process. The effectiveness of the process is reviewed annually by the Board of Directors or more frequently if necessary.

The monitoring and critical analysis of the management of people, environmental and economy issues and risks are delegated to Caudit and the People and ESG Committee.

In 2023, the maturity of our system of controls was assessed by an external consultancy firm, providing guidelines for improving internal processes.

Our management currently encompasses the following types of risks:

- **Compliance** - Ensures full abidance with legal requirements and fosters integrity.
- **Strategic** - Related to our medium- and long-term objectives, aiming to retain attractiveness and critical knowledge for business development at Porto do Açu.
- **Financial and tax** - Focuses on liquidity risks, exchange rate exposure and financing.
- **Operational** - Considers risks arising from activities within the complex, potentially impacting operational continuity, the physical integrity of people and causing environmental damage.
- **Reputational** - Manages relationships with stakeholders to prevent reputational risks from materializing.



4

OUR PEOPLE

Our teams play a fundamental role in achieving better results and success on our chosen path. Our essence lies in **people**, and we invest in the **development, engagement** and **quality of life** of our employees, fostering a more **diverse, inclusive** workplace that values our teams' **talent**.

We were recognized as the 13th best company to work for in Rio de Janeiro state among medium-sized companies. We have been **Great Place to Work (GPTW)** certified since 2021, with consistently improving results, reflecting the work carried out daily with leadership and team engagement.

This achievement owes to the dedication of our entire TimAçu team, composed of Good People, People Who Care and People Who Deliver! Our People work together and actively participate in initiatives for talent development, **well-being**, and the cultivation of a safe, diverse, equitable and **inclusive workplace**.



Good People

We are a diverse, engaged and talented TimAçu team that pulls together in a common direction. **We want to make a difference.**



People who care

We take care of our team, nurture the communities where we operate and protect the environment. **We take pride in bequeathing a legacy for society.**



People who deliver

We love challenges, make decisions and take responsibility with ethics and transparency. **We are restless and always striving to go further.**





In 2023, we progressed in spreading our essence and building our corporate culture. Our Diversity and Inclusion (D&I) agenda made significant progress. In our direct operations, we achieved the goal of increasing female representation, with 38% of women in leadership positions and in the overall workforce. At the Complex, we engaged with the port community and completed the first detailed diversity and inclusion data survey to support the definition of integrated actions for the coming years. We also launched the Diversity and Inclusion Forum. In partnership with Instituto Federal Fluminense, Brasil Port and Dome, we initiated PORTodas, an integrated program to train women for port operations, which received over 1,700 applications. The first class of the Port Operations Assistant course trained 24 local women, eight of whom have already been hired.

This led us ranking 18th in the GPTW Women national ranking of the best companies for women to work.

We also made significant progress in strengthening the safety culture, achieving the best result in five years: zero lost-time injuries and a 50% reduction in the overall accident rate. Our Quality of Life Program took center stage, with activities addressing physical and mental health throughout the year.



0

lost-time
injuries



18th

Place in
GPTW Women
Ranking of the 100 best
companies for women to
work in Brazil



	Attraction	Development	Diversity, equality, equity and inclusion	Health, Safety and Quality of Life
Goal	Attracting talent and increasing the hiring and development of local workforce	Vocational development by promoting learning at all levels, leadership-focused training, talent and successor mapping, and performance recognition actions	Developing a specific agenda focused on valuing diversity and promoting a respectful and inclusive workplace	Aiming for zero accidents and focusing on employee well-being, protecting physical and mental health, and striking a healthy balance between personal and professional life
Programs and initiatives	<ul style="list-style-type: none">• Açú experience: technical and higher education internships and young apprenticeships• PORTodas• PORTodos Jovens• Employability Network• Conexão Açú	<ul style="list-style-type: none">• Performance management• Leadership development• Succession and talent mapping• Radar Açú	<ul style="list-style-type: none">• Literacy and awareness• Affinity Groups - Porto In• D&I as a driver for attraction and development• D&I Forum - Port Complex	<ul style="list-style-type: none">• PACT for Safety• Quality of Life Program
2023 at a glance	<ul style="list-style-type: none">• 89% locally sourced labor• 24 local women qualified for port operations• 500 young people and 12 local schools engaged in the launch of the PORTodos Jovens program• 53% of young people from São João da Barra in gateway programs• 21,000+ young people involved in Conexão Açú initiatives	<ul style="list-style-type: none">• Trust Index (GPTW For All): 88%• Leadership maturity (GPTW) classified at the "Good Leader" stage• 13th best company to work for in the GPTW ranking for Rio de Janeiro state• Annual performance management cycles for 100% of the workforce	<ul style="list-style-type: none">• Ranked in the GPTW Best Companies to Work For Women 2023• 20% more women in leadership positions and 14% women in our overall workforce.• 33% increase in the representation of black employees within the company• Launch of the Diversity and Inclusion Forum in the port complex, engaging 18 companies and completing the first integrated data survey	<ul style="list-style-type: none">• 100% of employees are covered by our Quality of Life Program• Zero lost-time injuries• 50% reduction in total accident rate - best result achieved in five years• 1,780 hours of training and over 2,000 participants in safety campaigns

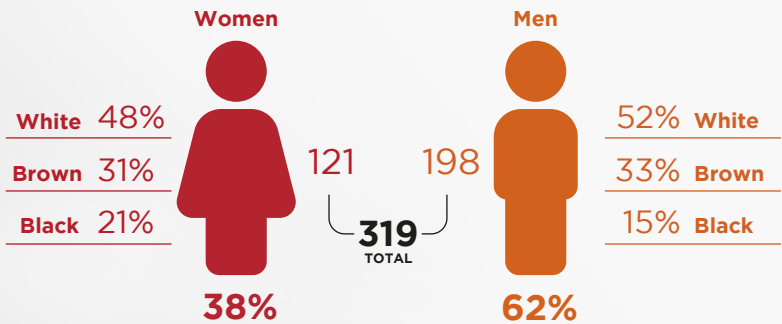
Workforce profile

We ended 2023 with a total of 319 employees officially hired (CLT basis), with 318 full-time and one temporary. Of this total, 198 are men and 121 are women, distributed in São João da Barra (267) and Rio de Janeiro (52). **GRI 2-7**

Our workforce was supplemented by 764 outsourced workers, who are not direct employees of the company and have various contractual relationships. They perform a range of specialized and temporary activities, such as infrastructure expansion and dredging. **GRI 2-8**

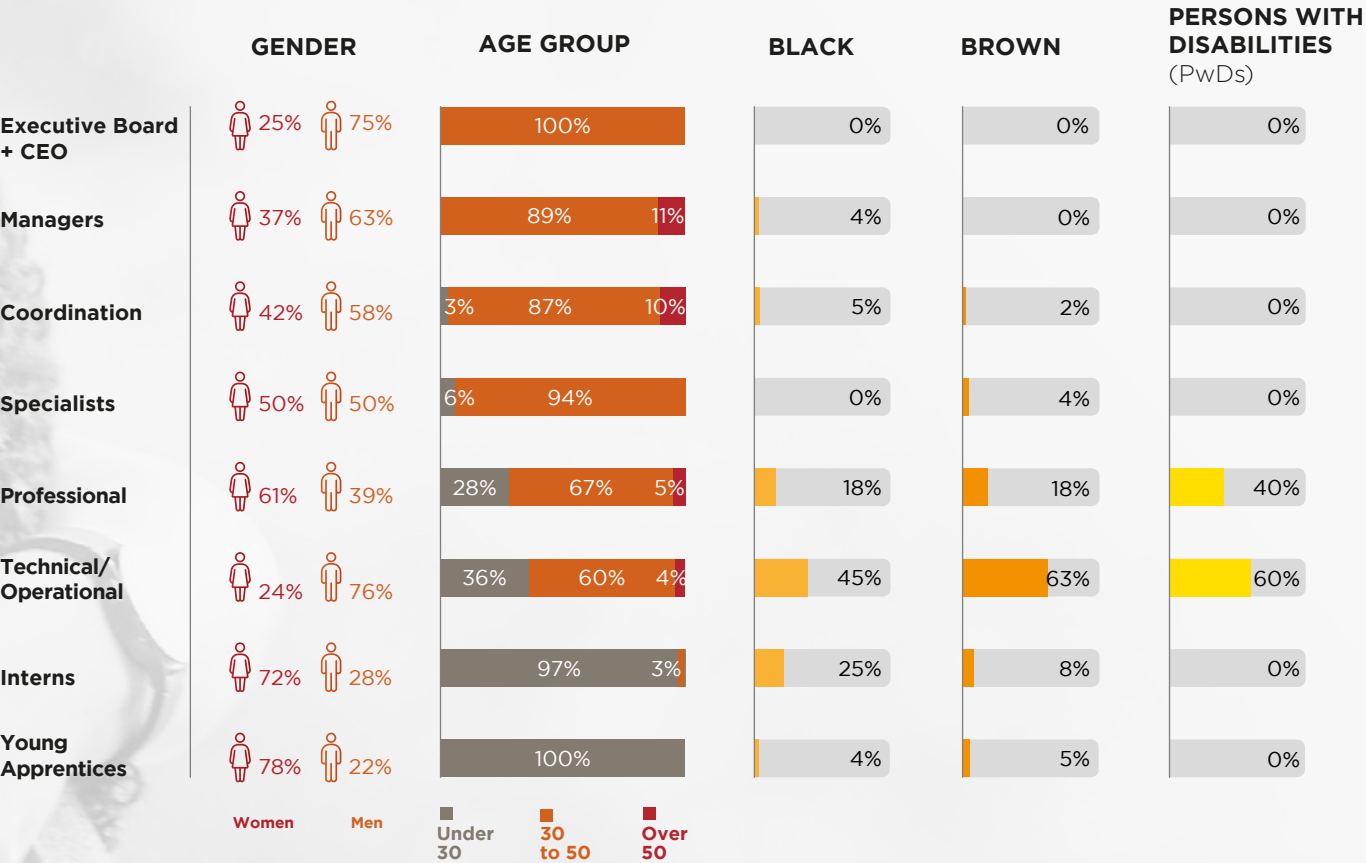
TOTAL DIRECT EMPLOYEES ^{1, 2, 3, 4} **GRI 2-7**

Number of employees by gender and race



BY EMPLOYEE CATEGORY

Percentage of employees, by functional category, by gender, age group, black, brown and People with Disabilities (PwDs) in 2023 **GRI 405-1**



¹ We have no non-guaranteed hours or part-time employees.
² Of the total in 2023, there is only one temporary employee in São João da Barra/RJ.
³ The data were compiled through payroll system reports, considering the closing position in December 2023, excluding terminations for that month.
⁴ There were no significant changes in the number of employees during the reporting period.



1

Attracting and producing talent

GRI 3-3: Attracting and retaining talent

Our TimAçu team consists of professionals who work daily to achieve positive results for the Company. To attract and retain these talents, we prioritize a safe and diverse environment and have a structured remuneration and benefits policy.

We take various measures to provide quality of life for our employees, both inside and outside of work. Based on corporate values and internal regulations, our People Management is structured around a meritocracy cycle, which includes providing training, performance reviews, Individual Development Plans (IDP), and climate surveys using the Great Place to Work (GPTW) methodology to enhance employee autonomy in their careers and improve the organizational climate.

Through Radar Açu, our climate management program, we develop action plans based on survey results, focusing on continuous improvement and creating an excellent workplace.

The effectiveness of this process was validated in 2023 when, for the third time in as many years, we achieved the GPTW label, ranking as the 13th best company to work for in Rio de Janeiro. This recognition reflects our policy of valuing merit, promotions and internal mobility.

Remuneration GRI 2-19, 2-20, 202-1

In 2023, the lowest salary paid by the organization to both genders was R\$ 2,053.05, while the minimum wage determined by legislation or union was R\$ 1,530.00, resulting in a rate 134.19% over and above the minimum wage for both genders. In the operational units of São João da Barra and Rio de Janeiro, the minimum wage, equivalent to R\$ 1,530.00, is set by the Collective Labor Agreement 2023/2024.

The remuneration for members of the highest governance body and senior executives is linked to our economic, environmental and social performance. There is also a short-term incentive based on performance, indexed to the achievement of annually defined corporate and individual goals.

Our executive remuneration strategy aims to position the cash total (salary + short-term incentive) based on benchmarking. This strategy is implemented and developed by an external consultancy firm that organizes the salary table into grades and bands, which are updated periodically. The consultants involved in this process are independent, ensuring impartial salary setting.

13th

best company

to work for in Rio de Janeiro,
according to the GPTW
ranking

Employability network

We prioritize attracting and developing local talent to create opportunities, drive local development and increase inclusion in port operations.

In 2023, we achieved 89% local workforce in our direct operations.

We maintained the actions and agenda of the **Employability Network**, promoting engagement and dialog with local professionals through Conexão Açú. This included lectures, webinars and workshops in local units and schools to share professional experiences, disseminate knowledge and discuss labor market topics. In 2023, we reached over 21,000 young people and future professionals across 19 local educational institutions.

The network facilitates the registration and access to resumes, allowing companies operating in the complex to identify and utilize local labor and map professional mobilization needs.



As part of our role as a local development driver, we partnered with the Instituto Federal Fluminense (IFF) and the São João da Barra municipal government to develop programs aimed at preparing young people for the job market. In addition to professional training incentive programs such as Young Apprentice, Young Professional and Technical Internship, the institute launched a new course in Waterway Transport in 2023. Together with the IFF, the first class of the PORTodos Jovens program started studies in the first half of 2024, consisting of ten students. The goal is to expedite the knowledge of high school students through a three-year technical training path within Porto do Açú. This initiative involved over 500 young people from 12 schools in São João da Barra. As a direct result of this initiative, the number of young people from São João da Barra at the IFF increased by 35%.

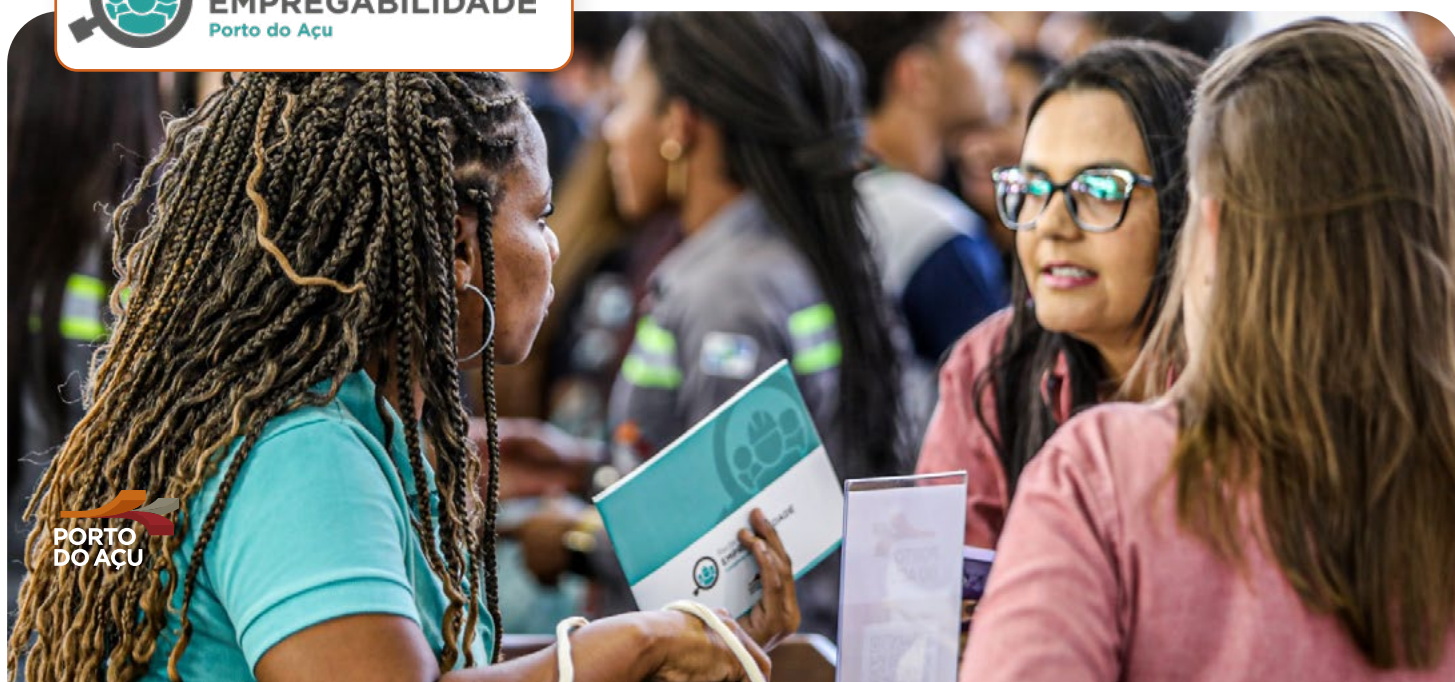


Along with Brasil Port and Dome, in October we launched the PORTodas program, aiming to offer professional qualification for women to work in the operational sector. In this first edition, more than 1,700 candidates applied for the selection process. With support from the IFF and the municipal governments of São João da Barra and Campos dos Goytacazes, 24 women began the Port Operations Assistant training program. The process was structured into five steps. Theoretical training at the IFF and practical training at the port complex. The first class graduated in January 2024, and eight of these women are now part of our team.

Employee training GRI 404-2

We have a robust development program for employees across all areas and positions, including technical and behavioral training and mandatory training, which can be conducted in person or virtually.

In 2023 we dedicated more than 17,000 hours of developmental training to our employees.





2

A diverse and inclusive workplace

GRI 3-3: Human rights and adequate working conditions, creating a diverse and inclusive workplace

We cultivate a diverse and inclusive workplace, respecting human rights and ensuring adequate working conditions for all our employees. We also consistently encourage best practices throughout the port community and our supply chain.

In 2023, we created the Porto In affinity group with the goal of increasing gender and black representation among employees, and discussing the inclusion of other minorities, particularly Persons with Disabilities and LGBTQIAPN+.

Our efforts have yielded impressive results: over the past three years, we have doubled the representation of black people among our employees and increased the representation of women by 18%.

In 2023, black individuals represented 63% of the participants in our gateway programs.

We achieved 18th place in the GPTW Women 2023 ranking of the Best Companies to Work For, corroborating our practices in female representation among workers and leadership, gender discrimination policies, and whistleblowing channels, among other corporate practices for female development in the Company.

Highlights include T-Mult, where 50% of the leadership are women, and Maritime Traffic Management, where over 70% of the employees are women. In 2023, we saw a 20% increase in women in leadership positions, reaching 38% in these roles across PdA.

Regarding black individuals in leadership positions, we ended 2023 at 3 percentage points below the corporate target of 11% set for the year, revealing the daunting challenge we face in the years ahead to succeed in our agenda and achieve our goals.



Our commitments to **Human Rights** and **Diversity** are available to the general public on our [ESG Portal](#).



Our target: By 2026, increase the overall participation of women in our workforce by 30%, and expand female representation in leadership by 80% (2021 baseline)



Our result in 2023: 38% women (increase of 1 p.p.) and 38% in leadership (increase of 3 p.p.)

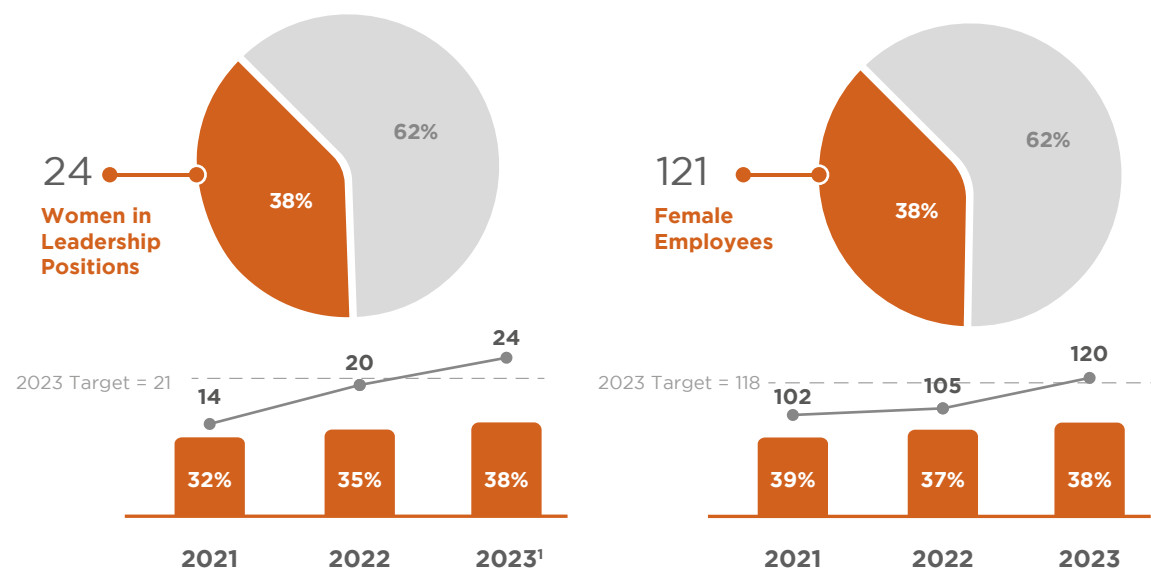


Our target: By 2026, increase the overall participation of black people in our workforce by 50%, and expand black representation in leadership by 20%* (2021 baseline)

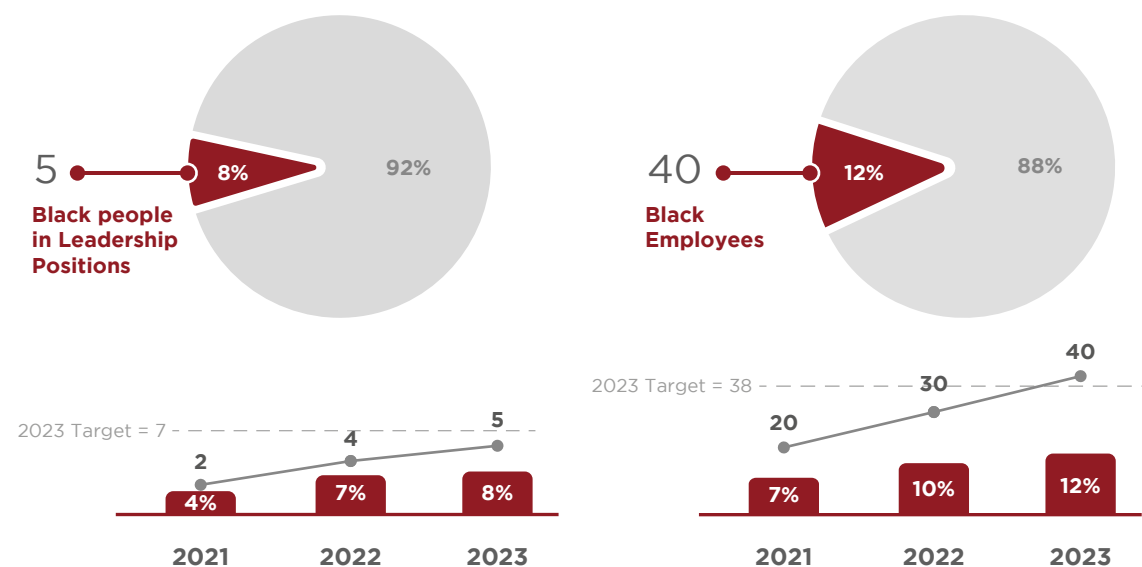


Our result in 2023: 12% black employees (increase of 2 p.p.) and 8% in leadership (increase of 1 p.p.)

Women at the Company



Black people at the Company



38%
women
in leadership positions



3

Health and quality of life

GRI 3-3: Protecting people, 403-1, 403-2, 403-4

We work tirelessly to instill a culture of health and safety and to preserve lives. Our Occupational Health and Safety Management System covers 100% of our employees and contractors in all our operations. **GRI 403-8**

Our system is constantly improving, following Regulatory Standards (NRs), legal requirements and ISO 45001 guidelines. It aims to ensure the efficient identification and control of risks and the implementation of appropriate operational control procedures and measures to prevent and mitigate impacts for everyone.

PACT for Safety

To achieve zero accidents and spread knowledge to promote a safe environment in the Company, our safety culture program: PACT for Safety, completed two years. In 2023, we achieved the best result in the last five years, with a 50% reduction in the total recordable injury frequency rate (TRIF) and lost-time injuries.

These numbers reflect a series of measures, such as the completion of the Action Plan for Safety Culture aligned with an external diagnosis, improvements in accident investigation processes, deviation management, and training and contractor management processes.

Throughout 2023, various actions were conducted with employees and partners to consolidate the Golden Rules – non-negotiable rules to prevent accidents and save lives. We invested in enhancing our organizational learning capacity by reviewing key processes and training in accident investigation, deviation recording, risk management and change management.

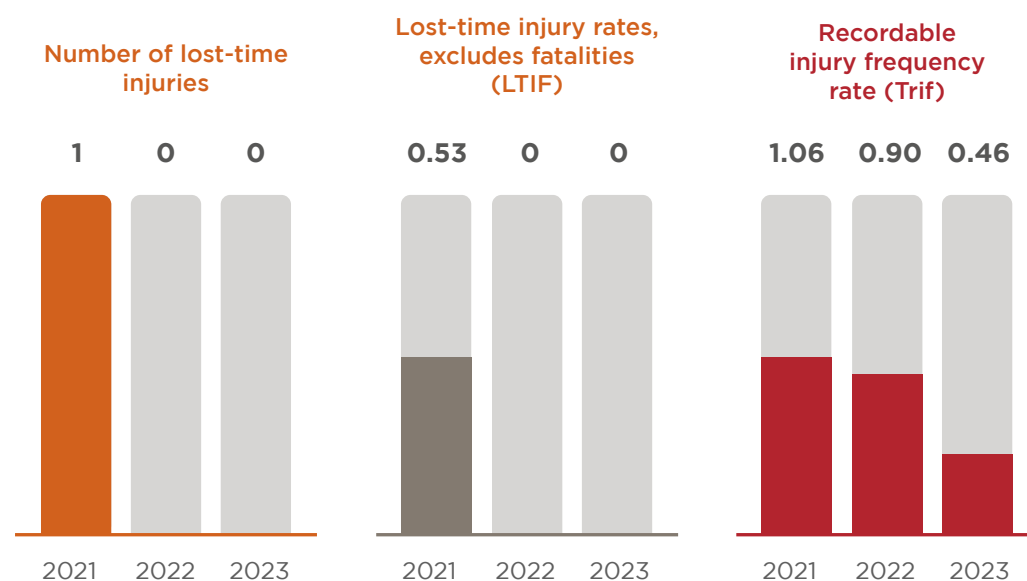
In 2024, we will continue to improve the PACT for Safety program to strengthen our culture.

We did not record any cases of occupational disease in the company, nor any deaths resulting from occupational illnesses. Health and safety risks have been identified and described in the Risk Management Program (PGR). The measures implemented to mitigate these risks adhere to the hierarchy of controls recommended by the Regulatory Standard: risk elimination, risk reduction, application of administrative measures and the use of Personal Protective Equipment (PPE). **GRI 403-10**



Injury rates

As in 2022, we did not record any lost-time injuries in 2023, keeping the lost-time injury frequency rate (LTIF) at zero. Our total recordable injury frequency rate (TRIF) halved compared to the previous period.



+ See the detailed breakdown of work-related accidents in disclosure GRI 403-9 in the [Appendices](#).



Safety training and awareness

GRI 403-5

In 2023, we conducted training focused on risk management and perception, accident and failure analysis methods, integrated management systems, defensive driving and inspection of lifting equipment, in addition to mandatory legal training. Throughout 2023, we provided 1,780 hours of Occupational Safety training.

Meetings of the Integrated Technical Group (GTI) were also held, aiming at performance management and disseminating best practices among suppliers and contractors. We hosted the Sempre Seguro Forum and the Health Forum with the port community.

2,053 people participated in the actions and campaigns during the year to spread best practices and bolster the culture.



Health and quality of life

GRI 403-3, 403-6, 403-7

We promote health and well-being, and in 2023 our Quality of Life Program was revamped with new actions and activities, incorporating improvements identified through health surveys and employee suggestions. In addition to the new program, we invested in improving occupational health routines to enhance the employee experience in fulfilling legal obligations.

The year's actions included running and walking groups, nutritional guidance, activities to improve ergonomics, and initiatives aimed at protecting mental health, including meditation and specialized support through online therapy, alongside internal awareness and literacy campaigns.

We also maintained other activities and benefits of the Program: financial assistance to encourage sports, 180-day maternity leave, 20-day paternity leave, hybrid work option, birthday day-off, flexitime, discounts on the Gympass app (fitness services hub - physical establishments and online classes), online psychology services and telemedicine. We also ran routine health campaigns throughout the year, annual flu vaccinations, and health activities during the Internal Occupational Accident Prevention Week (Sipat). **GRI 401-2**





5

OUR SOCIAL DEVELOPMENT AGENDA

Our Social Agenda in 2023

29,000+
people affected

GRI 3-3: Local community development

We are a driver of **development** and **transformation** in the communities where we operate. Our growth strategy creates opportunities and shared value for all of society.

We are committed to generating opportunities for the local population, stoking entrepreneurship, developing the local supply chain and nurturing the innovation ecosystem. We create opportunities and promote leadership by valuing local traditions and supply chains.

In 2023, we allocated north of R\$ 3.8 million in voluntary investments to advance our Social Agenda and provide support to local public authorities in the form of services, projects and infrastructure. **GRI 203-1**

Engagement in sustainable development

2,780 beneficiaries and **120** volunteers through the Abraçu program

955 visitors in the Visitor Program

17,800 visitors to Caruara Reserve

5,200 traffic interventions in 32 integrated initiatives under the Traffic Safety Program

87 fishermen trained in the qualification course, with 3 colonies involved in the Fishing Dialog Space

81 participants in community channels spanning 11 local communities

99% approval of social actions

Strengthening local chains

60 young entrepreneurs developed in the Youth Entrepreneurship program

290 professionals qualified in 11 free training courses

Port Fair:
130% increase in income generation through 124 actions

Strengthening Family Farming in Alto do Cardeiro:
53% increase in planted area and 30% increase in income

800+ participants and **32** new solutions in innovation actions: HackAçu digital marathon and Ideation Startup Win

Sourcing local labor and suppliers

89% local workforce and 313 new opportunities through the Employability Network

12 schools in São João da Barra and over **500** young people in the PORTodos Jovens program

24 women trained for port operations in the PORTodas program

19 partner educational institutions through Conexão Açu

11% increase in hiring local suppliers

500+ local suppliers in the PORTodos Fornecedores program and

300+ companies trained in the ESG Journey



Throughout 2023, we held four meetings with nine council members, representing various sectors of the local economy.

GRI 2-25, 2-26, 203-2

Learn more about our programs:

Community Dialog Spaces

The Community Dialog Spaces are meetings with local community representatives to maintain a permanent channel of dialog and relationships, focusing on regional development. Throughout 2023, we held:

These discussions yielded a deeper understanding of the demands and the boundaries of our operations and responsibilities within the area.

In addition to the community spaces, we engage with local communities through the quarterly newsletter *Por dentro do Açú*, where we report the results of our social and environmental actions and the progress of port operations.



6

meetings with



81

participants

1

Engagement in sustainable development

GRI 203-2, 413-1, 413-2

Through various initiatives, we seek to foster sustainable development and local economic progress, while contributing to the continuous improvement of quality of life in the region. To achieve this, we use engagement tools and dialog channels aimed at fostering transparent and enduring relationships and making improvements in our operations.

To further advance our sustainable development initiatives, we maintain the Local Development Council, which organizes strategic discussions for the region's sustainable development, aligned with the UN's 2030 agenda and Porto do Açú's growth prospects.

PORTodos Visitor Program

A tool for dialog and relationship building with the community surrounding Porto do Açu and educational institutions, the program nearly doubled in size in 2023. The number of people who learned about our operations, the development of the complex, and our sustainability actions grew from 511 to almost 1,000.



Safe traffic

Campaigning for safer roads is part of our social agenda. In 2023, we carried out engagement and awareness actions with port users and the local community, involving 18 companies from the complex, institutions, regulatory agents and public authorities.

 **5,200**
program

This year, we conducted 18 educational initiatives at various points in Porto do Açu and on busy external roads during the summer through the Accident-free Summer Campaign, in which we spoke to 4,400 drivers.

In partnership with the National Traffic Observatory, we supported the Yellow May movement once again, which seeks to engage the entire population in traffic safety. In 2023, the initiative's slogan was "In traffic, choose life!", urging responsible and safe driving. We conducted six educational blitzes, totaling over 900 contacts.

To reach future drivers, we also encouraged the participation of students in grades one to nine in the municipal schools of Campos dos Goytacazes and São João da Barra in the Educa Project, which promote road safety education in schools. Approximately 9,000 traffic education books were donated to the Departments of Education in both localities.

Fisher community engagement

We maintained our dialog spaces with the fishing communities. Together with these communities, we developed actions that improve navigation safety, management of the shared offshore areas, and support for artisanal fishing activities through the Fishing Relationship Program.

Last year, we held the 1st North Fluminense Fishing Forum under the theme "Artisanal Fishing, tradition and socioeconomics," which included 80 representatives from fishing colonies and port companies, alongside local, state and federal authorities.

In partnership with Vast Infrastructure and GNA, the Fishery Monitoring Program continued to focus on four localities: Atafona, Farol de São Thomé, Gargaú and Guaxindiba. The program aims to collect data on productivity, the number and flow of fishing vessels, and the production chain.

We also conducted three professional angling courses in conjunction with the Brazilian Navy and Colonies Z-01, Z-02 and Z-19, which included lectures on safety and sustainability.

Caruara Reserve Visitor Center

Voluntarily established in 2012, the Caruara Reserve lies at the heart of our biodiversity conservation actions. The reserve is open to visitors as part of our engagement initiatives for the region's sustainable development. In 2022, the Visitor Center was created, which received more than 17,000 people and students from 172 schools in 2023. More than promoting conservation and research, the Reserve is an important venue for sustainable tourism, quality of life and sustainability education.



Further details about this initiative can be found in the [Environment and Climate](#) chapter.





AbrAÇU Volunteer

Formed by employees from all companies within the port complex, the project completed six years in 2023, benefiting 2,781 people. Throughout the year, the program's campaigns included blood donations, collection and donation of clothes and blankets, environmental education activities and support for women, among other initiatives.

For example, the blood donation campaign for the Regional Blood Bank of Campos resulted in 30 donation registrations and 17 blood collections, benefiting 68 people. During the winter, around 900 winter garments were collected and distributed to men and women of the Santa Dulce Social Movement in São João da Barra. One unique aspect this year was an online fundraising campaign that enabled the purchase of 63 blankets.

AbrAÇU members also participated in the Caravana da Cidadania, an initiative of the Human Rights and Social Welfare Department of São João da Barra, supporting recreational activities for children in Sabonete and Vila Abreu, São João da Barra.





Young entrepreneurs

In 2023, we conducted the second edition of the Youth Entrepreneurship program, in partnership with the Integrated Center for Sustainable Development Studies and Programs (Cieds). The program aims to foster sustainable businesses, connect young people to new forms of income generation and increase confidence in the future.

Over six months, the program benefited 60 young people who participated in development pathways, ideathons, business fairs, mentorships and awards for the winning ideas. A total of R\$ 27,000 was allocated in seed funding and awards for the entrepreneurs to invest in their businesses.

In its two editions, the program has proven relevant to the challenges faced by young people in the region, reaching 110 young entrepreneurs, forging partnerships in the region, and mobilizing dozens of professionals across Rio de Janeiro, with prestigious partners: Anglo American, Sebrae, Microlins, the São João da Barra and Campos dos Goytacazes municipal governments and Instituto Federal Fluminense.

110 young
entrepreneurs
involved

2

We believe in the potential of local supply chains and work to strengthen them by stoking entrepreneurship, vocational qualifications, family farming, and fostering the local innovation ecosystem. These efforts aim to expand income generation opportunities for the local population and to make the region's economy more dynamic.

Strengthening the supply chain



Vocational Qualification

Aiming to provide new income opportunities for local residents, we conducted 11 vocational qualification courses in partnership with the Rio de Janeiro State Federation of Industry (Firjan) and the National Industrial Training Service (Senai), among other institutions, with 291 people participating.



11 vocational qualification courses



291 people qualified



Family Farming project

In 2023, the Feira no Porto project completed six years of activities within the port complex. The project fosters collective and participatory organization for the sale of local agricultural produce, generating income for farmers from the Vila da Terra Rural Resettlement and offering an important opportunity for direct sales and promoting family farming.

This year, the fair expanded to five companies at the port, leading to a 130% increase in participants' income.

We also strengthened the Alto do Cardeiro Community by providing technical and economic support for the development of 14 family farming units. Conducted in partnership with Chevron Brasil and the Federal Rural University of Rio de Janeiro, the project held ten learning workshops and four planting drives with participants in 2023, along with the Women in the Field Course for women in the 5th District of São João da Barra. In partnership with Senar, the course aimed at honing entrepreneurship and management skills and providing guidance on discovering each participant's and their property's potential.



3

Sourcing locally

GRI 407-1, 408-1, 409-1, 410-1

Porto do Açu's operations generate direct and indirect economic impacts on the local economy. Business expansion increases tax revenue and creates more jobs throughout the region, leading to greater purchasing power for families. In 2023, 20% of the suppliers we contracted were local (from the municipalities of São João da Barra or Campos dos Goytacazes), an increase of two percentage points on the previous year's 18%.



See more in disclosure
GRI 204-1 in the [Appendices](#).

Increasing local procurement resulted in a 39% increase in the total number of items contracted locally. The total amount spent on local suppliers in 2023 exceeded R\$ 34 million.

Our actions to attract and develop the local supply chain rely on important partnerships: Brazilian Micro and Small Business Support Service (Sebrae), the Rio de Janeiro State Federation of Industry (Firjan) and the leading contracting companies at the port, which totaled 12 companies in 2023.

We held the first ESG Journey in partnership with Firjan. Four meetings were held with more than 300 local suppliers to discuss best practices and how they can leverage business sustainability as a competitive advantage.

To connect supply opportunities at the port with local companies, we conducted business rounds, an initiative resulting from a partnership between the companies at Porto do Açu, Firjan, Sebrae, and regional universities.

With the technical support of Sebrae, we conducted the first comprehensive diagnosis of the North Fluminense supply chain in 2023, whose results will guide our actions in the coming years.

This effort resulted in the creation of PORTodos Fornecedores, which will be implemented in 2024 with the task of strengthening the region's production chain.





11%+
in the hiring
of local suppliers



500+
suppliers
engaged in initiatives

Attraction

- Business rounds
- Relationship platform
- Recognition mechanisms



Qualification

- Business management
- Governance
- Compliance
- Health and safety
- Diversity and inclusion





6

ENVIRONMENT AND CLIMATE

GRI 3-3: Managing environmental impacts GRI 2-23

1

Responsible environmental management

Our operations aim to achieve high-performance environmental management, focusing on driving development while protecting the surrounding environment.

We have a robust procedure for assessing the environmental aspects and impacts of our activities. Together with legal requirements and best practices, they guide our programs, monitoring measures and environmental control. We ended 2023 with excellent environmental quality results, no recorded damage-related incidents, and no non-compliance fines.

Our environmental management system obtained Ecoports certification for the second time. In line with our commitment to meeting the highest benchmark standards, we also embarked on the ISO 14001 certification process last year, which is expected to be completed in 2024.

In the environmental management efficiency and quality assessment conducted by Antaq through its

Environmental Performance Index (IDA), T-Mult achieved 13th place in the national ranking of terminals, scoring 93.19 out of 100 points, a 7% improvement over the previous year. We concluded the year with recognition from the State Environmental Department (Inea) for our commitment to environmental causes and contribution to the sustainable development of Rio de Janeiro state.



Water efficiency

62% of industrial water sourced from alternative sources, a **77%** increase compared to 2022.



Solid waste and wastewater management

56% reduction in the specific generation index at the terminal.



Climate agenda

28% reduction of our carbon footprint. Approval of Decarbonization plan.



Biodiversity conservation

Good environmental quality without affecting quality levels
Controlled exotic species allowing the start of hull cleaning activities for vessels



Environmental Education

Launch of **ECO** our environmental education program. More than **17,000** visitors at the Caruara Reserve.

53 hectares planted in the Caruara Reserve, totaling **1,322** hectares reforested

5 new scientific research projects in the Caruara Reserve, historic record for the marine turtle season with 2,673 breeding occurrences registered.

Sustainable use of water resources

GRI 3-3: Business development with long-term value creation, 303-1, 303-2, 303-4

Rational use, efficiency, circularity and prioritization of alternative sources are core factors of our water management. This approach ensures a sufficient supply of water in both quantity and quality, guaranteeing operational continuity at Açu.

We view water as a shared resource essential for the Port's development, with the Emborê Aquifer as a strategic reserve and water resilience as the goal. Açu's projects are therefore designed to optimize the use of water sources and prioritize alternative sources—seawater, reuse and rainwater—to balance long-term development with aquifer preservation. This is what we call water security.

In 2023, our circular economy project advanced for supplying reused water to future industries at Açu Complex: we signed a contract with Anglo American to develop the water reuse project from the Minas-Rio System and included this alternative source in the concept of the low-carbon hydrogen and derivatives hub project, which obtained the Preliminary License—important steps toward consolidating large-scale industrial reuse.

Last year, over 70% of the water used in the port complex stemmed from alternative sources, preventing the extraction of 1,336,000 m² of groundwater. Our total water consumption was the lowest in the past three years (111,730 m²), and we reached 62% use of alternative water sources for industrial purposes, a 77% increase compared to 2022, avoiding 63.62 m² of aquifer extraction and a 64% reduction from the previous year. The use of these sources at T-Mult was 60.3%,

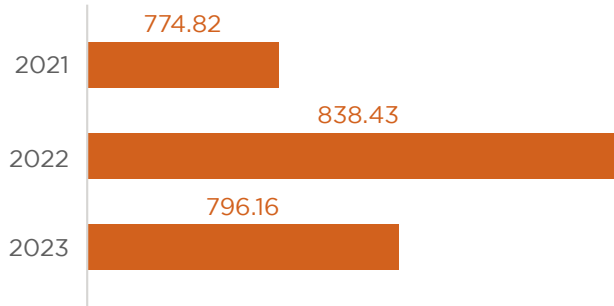
representing a 78% increase at the terminal and nearly a 50% reduction in total water consumption for industrial activities.

Following the guidelines of the Water Supply Master Plan, Águas Industriais do Açu (AIA) manages groundwater extractions and defines strategies to meet the demands of enterprises for the complex's development.

We extracted 796,161 m² of water from the Emborê Aquifer, 5% less than in 2022, considering the wells under our management.

Regarding the management of wastewater from our operations, the largest volume is related to industrial wastewater generated by spraying roads and piles to control particulate matter, captured in the drainage system of the bulk handling area at T-Mult. In 2023, our operations generated 51,400 m² of industrial wastewater, of which 22% (11,400 m²) was reused in terminal operations, 77% (39,800 m²) was treated at the Industrial Wastewater Treatment Plant (ETEI) and discharged into the sea in compliance with legal standards, and 0.2% (112 m²) was sent for external treatment. 5,700 m² of blackwater were also generated, collected and sent for external treatment.

Total groundwater withdrawn from the Emborê aquifer¹ (thousand m²) GRI 303-3

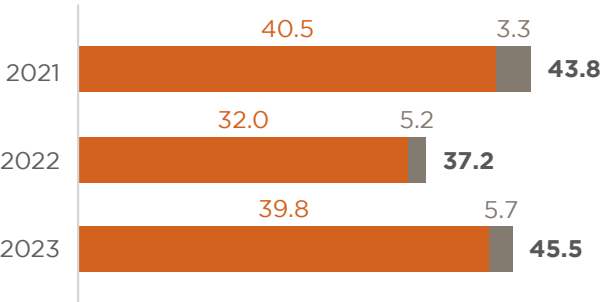


Groundwater

¹ Groundwater includes all water extracted by AIA, not just that used in PdA operations.

We maintained our participation in technical forums such as the Lower Paraíba do Sul and Itabapoana River Basin Committee, the Thematic Water Chamber of the Brazilian Business Council for Sustainable Development, and the UN Global Compact's Water and Oceans Action Platform, aiming to share experiences and expertise, in addition to engaging stakeholders.

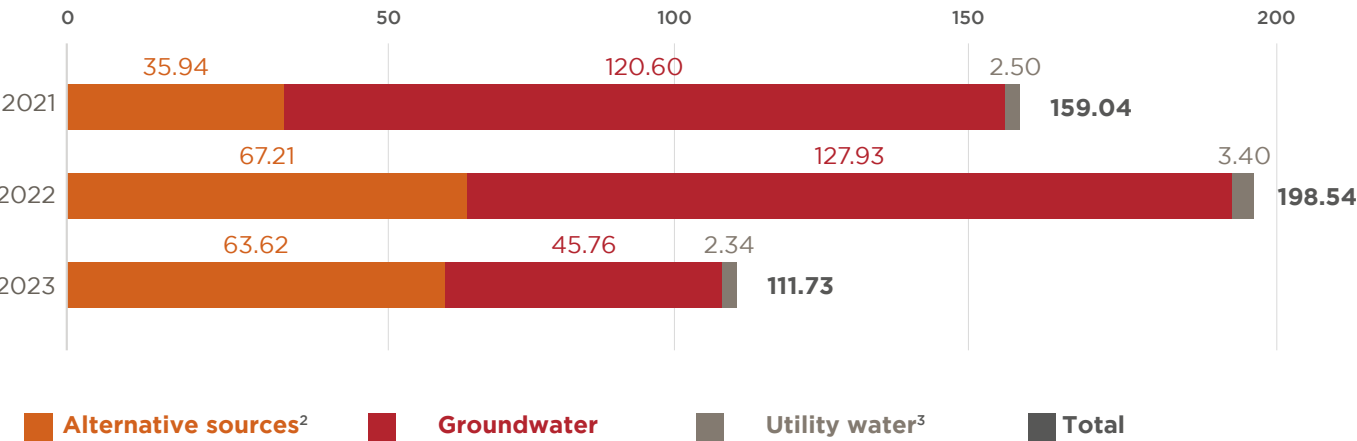
Wastewater discharge by type¹ (thousand m³) GRI 303-4



Released into the sea after treatment (Industrial)²

External treatment (Industrial and Sanitary)³

Water consumption¹ (thousand m³) GRI 303-5



Alternative sources²

Groundwater

Utility water³

Total

¹ Porto do Açu is not located in a water-stressed area, and its operations do not involve the extraction of surface water or water from water-stressed areas.

² Alternative sources: include rainwater harvesting through surface capture in artificial macro-drainage channels and reused water.

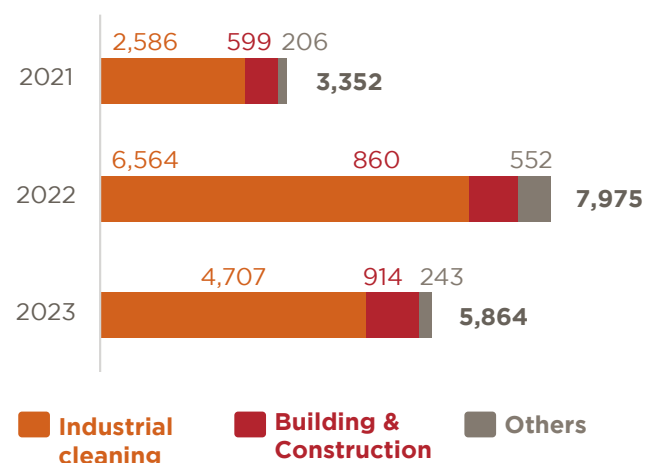
³ Third-party water includes supply water trucks for administrative activities, at the head office and Estação Açu offices, gatehouses, and T-Mult.

Solid waste management GRI 306-1, 306-2

Our solid waste management prioritizes prevention, reuse and recycling to minimize landfill disposal.

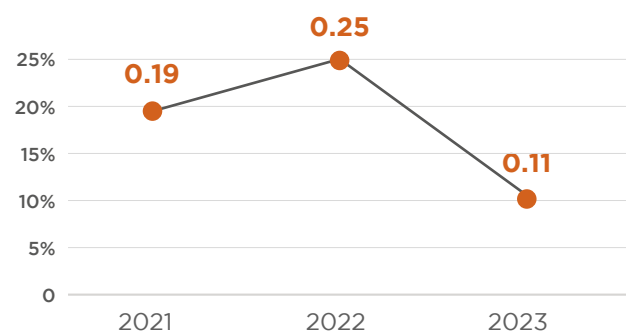
As in previous years, the main activities generating solid waste are infrastructure construction and maintenance and industrial cleaning activities carried out during T-Mult operations (sweeping). In 2023, we generated a total of 5,864 tons of waste – 1% (80 tons) hazardous and 99% (5,784 tons) non-hazardous – of which construction and industrial cleaning waste represented 96% (5,621 tons). It is important to note that waste from industrial cleaning is classified as non-recyclable.

Waste generated by category (tons)



Responsible for generating 83% of the company's waste in 2023, T-Mult's operations were more efficient, producing 0.11 kg of waste per ton of cargo handled, down by 56% on the previous year.

Specific generation (kg of waste per ton of cargo handled)¹



¹ The specific generation rate excludes industrial cleaning waste repurposed as lower-value-added cargo.

Of the 4,707 tons of sweeping waste, 96% (4,527 tons) were sold as lower-value-added cargo and 2% (86 tons) were reused externally. The remaining 2% (94 tons) were directed to landfills. Regarding construction waste, 48% (435 tons) of the 914 tons generated was directed sent for external reuse and 52% (479 tons) was sent to Class II landfills, a 40% reduction on 2022. It is important to note that 73% of the total waste directed to landfills is construction waste.

We connect with the Global Compact's Circular Connection Movement to exchange experiences and expertise. We continue with our established initiatives aimed at minimizing waste generation and fostering a circular economy, consequently reducing landfill usage. These initiatives include reducing the use of disposable items, composting organic food waste

(8 tons), recycling (49 tons), operational improvements, and educational campaigns through **ECO** to encourage selective collection. As a result, only 11% of the total waste generated (656 tons) was sent to landfill, a result similar to the previous year.

Waste disposal (t)⁵ GRI 306-4, 306-5

	2021	2022	2023
Waste diverted from disposal	2,562	7,064	5,106
Reverse logistics ¹	2	1	1
Recycling ²	44	424	49
Reuse	2,514	6,637	5,048
Composting ³	2	5	8
Waste directed to final disposal	792	912	758
Fuel for energy ⁴	60	66	102
Landfilling	732	846	656
Total	3,354	7,976	5,864

¹ Reverse logistics: batteries and chemical product packaging (IBCs).

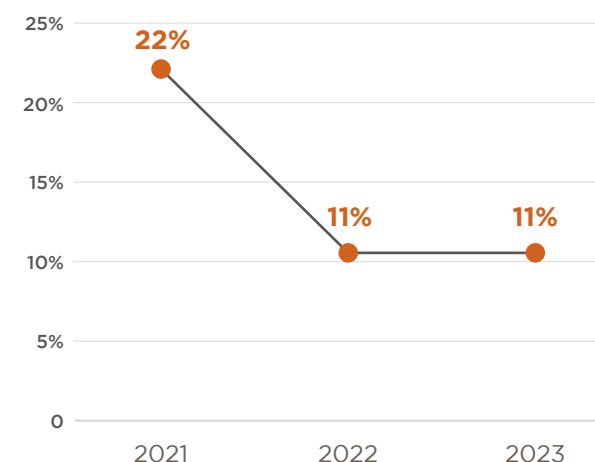
² Recycling: paper, cardboard, primary and secondary batteries, plastic, tires, electronic scrap, metal scrap and glass. Does not include co-processed waste (hazardous and wood).

³ Composting: organic food waste.

⁴ Fuel for energy: co-processing (hazardous + wood).

⁵ GRI 306-4 and 306-5 data have been restructured in terms of representation. **GRI 2-4**

Waste directed to landfill in the last three years (%)



In 2024, we will continue to tackle the challenge of finding more environmentally appropriate destinations for our waste, especially the sweeping waste resulting from the handling of bulk food products, construction waste and biofouling removed during hull cleaning activities.



**Educação ambiental
Comprometimento
Operações sustentáveis**

Environmental Education

We recognize the crucial role of education in environmental conservation. In 2023, we launched ECO, our environmental education program and a tool for community engagement.

Through activities aimed at our internal stakeholders (employees, contractors and other complex workers), we reached over 4,900 people through 192 initiatives.

Responsible for the largest environmental education program in the territory, Caruara Reserve welcomed 17,821 visitors for activities such as ecological trails, theatrical performances, fairs and exhibitions.



4,900
workers
through
192 initiatives

Dredging management

We manage the dredging operations carried out at Terminal 2, ensuring compliance with applicable legal and licensing requirements, as well as the guidelines established in our [Standard Dredging Protocol](#) for Porto do Açu.

In 2023, we dredged 2.4 million m² of sediments. On the environmental front, we monitored changes in the offshore environment around the worksite and the offshore disposal area when used. We have a special focus on preventing turtle snaring, given the port's location in a priority loggerhead turtle nesting area.

**The results
in 2023 demonstrated
we have maintained
good environmental
quality.**

We did not record any incidental snaring of turtles by dredging equipment either, demonstrating the effectiveness of the preventive measures adopted.





2

Climate agenda

GRI 3-3: Fighting climate change, 201-2

Porto do Açu is a leading player in the Brazilian port sector. Our development strategy aims to become a national benchmark in the energy transition by investing in operational and energy efficiency, developing low-carbon solutions for the logistics chain, and establishing Açu as an energy hub, driving low-carbon industrialization. These are the pillars of our Decarbonization Plan.

We recognize that climate change can impact our current operations and future development, leading to profound changes in our management and operation model in the short, medium, and long term. As the entity responsible for port administration and the future development

of Porto do Açu, it is our responsibility to manage the risks and opportunities arising from climate change appropriately.

We aim to achieve net-zero emissions by 2050, gradually easing the carbon footprint of our operations and driving the decarbonization of the entire complex and the logistics chain.

Between 2022 and 2023, we made progress in structuring our climate change management processes: we consolidated this topic in corporate risk management and company governance, completed vulnerability studies on physical risks and incorporated recommendations into our routine, revised our Strategic Planning to include energy transition risks and opportunities, approved our

Decarbonization Plan and reduction targets, and improved our emissions inventory process, aiming to maintain Brazilian GHG Protocol Program gold reporting status for the third consecutive year. **TCFD 2.A, TCFD 2.B**

Next year, we will focus on pursuing the goals outlined in the Decarbonization Plan, maintaining the developed processes and seeking improvements. Regarding the Company's strategic management, we will act on the results of the study evaluating the financial impacts of climate change.

TCFD 1.A

COP 28

In 2023, we were invited to participate in the 28th United Nations Climate Change Conference (COP 28), held in Dubai (United Arab Emirates), where we contributed to discussions on the progress and challenges of decarbonizing the offshore sector. **GRI**

201-2



Dimension	2023 Progress	2024 focus
Governance	<ul style="list-style-type: none"> Climate Change Management supervised by the Executive Board and Board of Directors. Structuring of a Working Group for the development of the Decarbonization Plan and monitoring of targets. 	<ul style="list-style-type: none"> Maintain agenda and engagement with the Board, Senior Management and Working Group.
Strategy	<ul style="list-style-type: none"> Revision of Strategic Planning to incorporate the risks and opportunities posed by the energy transition. Approval of the Decarbonization Plan, with emission reduction targets and the goal of carbon neutral. 	<ul style="list-style-type: none"> Maintain monitoring of risks and opportunities and ensure they are suitably managed in the development strategy. Factor the financial impacts of climate change into strategic business management. Maintain an engagement agenda with stakeholders at regional, national and global levels.
Risk Management	<ul style="list-style-type: none"> Identify transition risks and factor them into business strategy. Update climate change risks in corporate risk management.¹ 	<ul style="list-style-type: none"> Ensure the proper management of identified risks and the implementation of control measures and recommendations Continue monitoring and updating the risk matrix
Targets and Monitoring	<ul style="list-style-type: none"> Improve and systematize the emissions inventory, including the screening of Scope 3 emissions. Have the inventories for the years 2021 and 2022 independently audited, in line with the standard ABNT NBR ISO 14064-3:2007. Obtain gold reporting status (IGEE 2022) from the Brazilian GHG Protocol Program and make the inventory available in the Program's Public Registry. Set GHG emission reduction targets: 50% reduction in carbon intensity by 2030, 80% reduction by 2040, and carbon neutrality by 2050. 	<ul style="list-style-type: none"> Maintain emissions management and emissions inventory, making the necessary updates according to the GHG Protocol Program. Develop decarbonization projects and initiatives as per the approved Plan. Engage with port users (terminals, offshore sector and highway transport sector) to promote emission reduction solutions in the complex and integrated strategic decarbonization efforts.



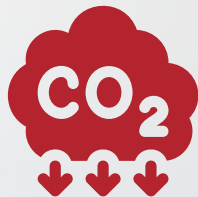
Our vision

To be recognized as the ‘one & only’ port for energy transition in Brazil



Our ambition

Net zero emissions by 2050



Our Plan

- By **2030:** Reduce carbon intensity¹ by **50%**
- By **2040:** Reduce carbon intensity¹ by **80%**
- By **2050:** Achieve carbon **neutrality**

¹ Re. 2021 (CO₂e (e1+e2+e3)/R\$ gross revenue).

We urge our partners and foster collaboration to accelerate the decarbonization of the Porto do Açu Complex and the logistics chain.



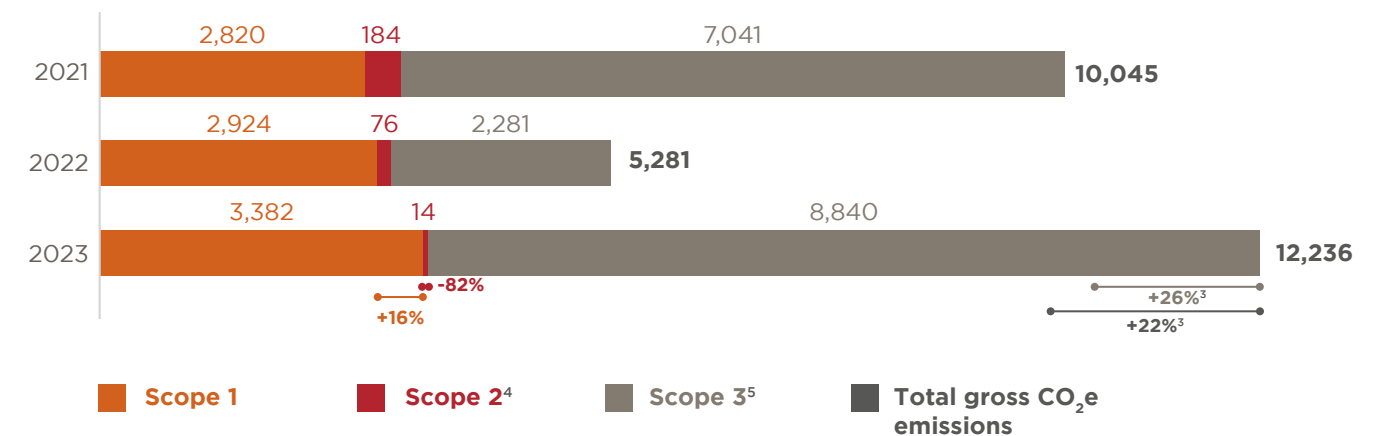
Greenhouse Gas Emissions

Over the course of our climate journey we have compiled eight Greenhouse Gas (GHG) Emission Inventories, with the 2023 inventory being the third to be independently assured and set to be published in the third quarter of 2024 under the gold reporting category of the Brazilian GHG Protocol Public Emissions Registry.

In 2023, emissions related to fuel consumed by equipment operations at T-Mult accounted for 86% of total Scope 1 emissions. As in the previous two years, when we set operational records, we observed a 16% increase in total Scope 1 emissions compared to 2022. Regarding Scope 2, in 2023, 83% of the energy acquired came from certified renewable sources, resulting in an 82% reduction in emissions from this scope compared to 2022 and a 19% reduction in the intensity indicator for T-Mult.

Scope 3 emissions, like total emissions, vary significantly due to dredging, usually carried out biennially. In 2023, dredging-related emissions (6,442 tons of CO₂e) accounted for 52% of total emissions and 73% of Scope 3 emissions. Efficiency remained relatively unchanged, with emissions of 3.2 kgCO₂e/m³ of dredged sediment.

Total Greenhouse Gas (GHG) emissions (Scopes 1, 2, and 3 in tCO₂e)^{1, 2} GRI 305-1, 305-2, 305-3 and TCFD 4.B



¹ Gases included in disclosures: CO₂, CH₄, N₂O, SF₆, HFCs and PFCs.

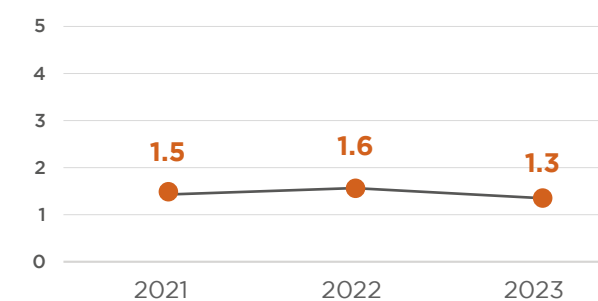
² Consolidation is carried out by operational control.

³ Dredging included in Scope 3 varies greatly, occurring biennially. The comparison between this scope and the total is therefore made between the years 2021 and 2023.

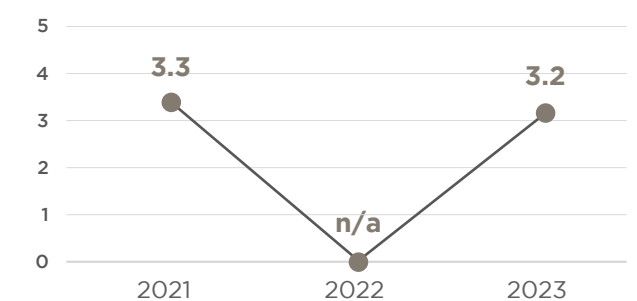
⁴ The categories inventoried are 1, 3, 4, 5, 6 and 7.

⁵ "Market-based" approach.

GHG emissions intensity^{1, 2} GRI 305-4



■ GHG emissions intensity - Scopes 1 and 2 - T-Mult³



■ GHG Emissions Intensity - Scope 3 - Dredging⁴

¹ Gases included in disclosures: CO₂, CH₄, N₂O, SF₆, HFCs and PFCs.

² Consolidation is carried out by operational control.

³ Unit: Kg of CO₂e per ton of cargo handled.

⁴ Unit: Kg CO₂e/m³ of dredged sediment.

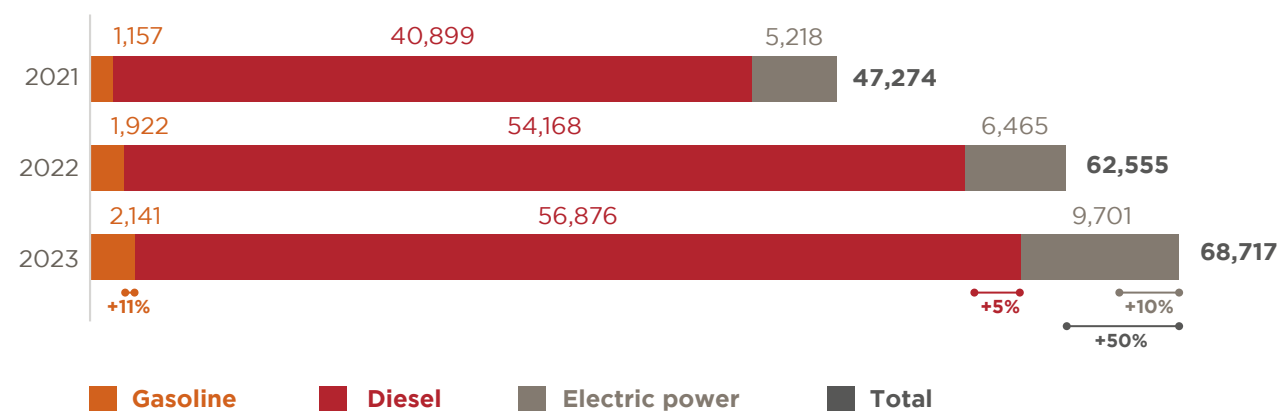
Energy efficiency

In 2023, there was a 10% increase in total energy consumption compared to 2022, mainly due to the growth of our operational and administrative activities.

Our electricity consumption rose by 50% due to investments made in the electrification of equipment and the expansion of the electrical grid.

Our photovoltaic energy generation system, created to power our administrative office at Açú, came into operation in February and generated 139,100 kW throughout the year, covering 81% of the demand (171,100 kW).

Energy consumption (GJ) GRI 302-1, 302-4





3

Biodiversity conservation

3-3: Biodiversity conservation,
GRI 304-1, 304-2, 304-3

We seek to develop the port-industry complex in balance with the conservation of the surrounding ecosystems.



RESERVA CARUARA

An impressive asset with 4,000 hectares of biodiversity hotspots, the Fazenda Caruara Private Natural Heritage Reserve (RPPN) was voluntarily created to protect an important fragment of *restinga* vegetation, with the mission to protect, restore and foster biodiversity. This is a socioenvironmental legacy for the region and Rio de Janeiro state.



Visit the [Caruara Reserve website](#) and follow it on Instagram .



40 km²
of protected area



573 wildlife
species cataloged
17 of which are endangered



1,322+ ha
of planting completed



307 species
of flora cataloged



1.8 million+
saplings produced



49 surveys
conducted



Voluntary investment of
+ R\$ 40 million



80 workers
100% of local workforce



Sustainable Tourism

Goal

Establish Reserva Caruara as a hub for sustainable tourism and education for the conservation of ecosystem services in the region.

Actions

Tourist visiting the Visitor Center.

2023 at a glance

17,821

visitors

172 visits

from schools/educational institutes

100%

visitor satisfaction (good/excellent)

85 activities

Launch of canoing, pedal boats and birdwatching.



Environmental Services

Goal

Structure Reserva Caruara as a benchmark for providing environmental consultancy services for biodiversity conservation, contributing to the port's sustainable development and leveraging existing synergies among the complex's enterprises.

Action

Reforestation.

Environmental conservation and monitoring services.

2023 at a glance

- **53** hectares planted, totaling 1,322 hectares of reforested area

- **2** new services offered: flora inventory and retrieval



Scientific Education and Research

Goal

The Reserve strives to be a leading player in biodiversity conservation in the region by spreading knowledge about the coastal ecosystem and sea turtles within the academic/scientific community and engaging local communities to maintain ecosystem services.

Actions

Development of research within the conservation unit.

Participation in technical-scientific events.

2023 at a glance

- **5** new research projects, totaling 49 conducted in partnership
- **4** research projects submitted for funding by sponsoring agencies

It received 17,821 visits in 2023, including 172 visits from 100 educational institutions, event participants, tourists and the local community. This number is four times higher than initially projected for the year. The Reserve has become an important space for leisure activities and environmental education, such as ecological trails, lectures, theater performances, exhibitions, craft fairs, academic meetings, birdwatching, canoing and paddle boating, to name but a few.

In 2023, we restored 53 hectares, reaching a significant milestone of 1,322 hectares of reforested area.

This restoration is made possible by the Seedling Nursery, the largest forest nursery dedicated to the coastal ecosystem in the country, which has produced over 1.8 million seedlings. Our expertise has allowed us to expand our scope of activities, including the development of flora inventories and retrieval efforts.



The Reserve plays a fundamental role in producing scientific knowledge about the coastal ecosystem. Besides consolidating the Researcher's House, we initiated five new research projects in 2023, totaling 49. We partner with various educational institutions in the region and the state, such as the Northern Fluminense State University (Uenf) and Instituto Federal Fluminense (IFF), with which we have a Technical Cooperation Agreement, as well as Isecensa, the Federal University of Rio de Janeiro (UFRJ), and the State University of Rio de Janeiro (UERJ).





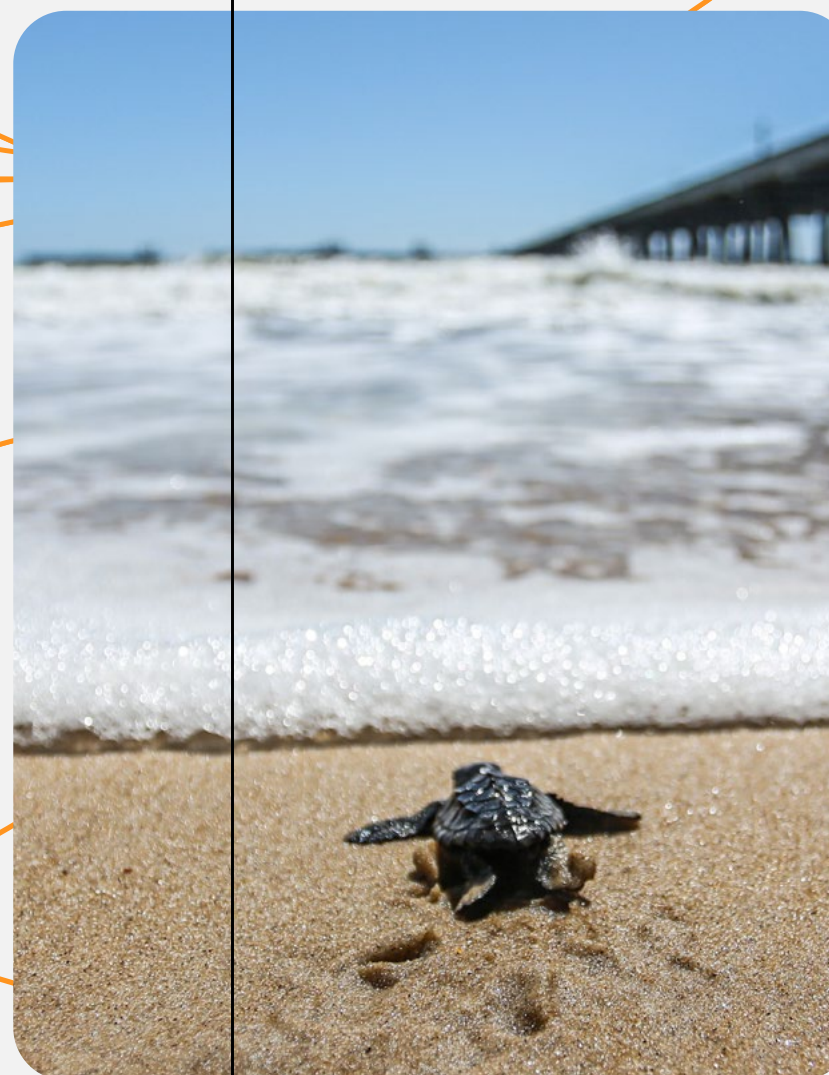
Sea turtle monitoring program

Our Sea Turtle Conservation Program celebrated 15 years of existence in 2023, witnessing the highest number of reproductive occurrences in its last season (2,672 females came onland to lay eggs in the beach). Executed in partnership with the companies Ferroport, GNA and Vast Infraestrutura, coordinated by Caruara Reserve, and implemented by the Tamar Project Foundation. We monitor 62 kilometers of coastline daily, from Pontal de Atafona in São João da Barra to Barra do Furado in Campos dos Goytacazes, recording reproductive and non-reproductive events, protecting nests and providing veterinary care when necessary. The port region is a priority nesting area for the endangered species *Caretta caretta*, known as the loggerhead turtle. Since 2008 to March 2024:

18,699 nests
protected

More than
1,3 million hatchlings
returned to the sea

62 km of beaches
monitored daily





Air quality

The air quality within and around the port complex is monitored at five data collection points. Measurements dating back to 2014 show that the port's operations have not altered the region's air quality. In 2023, the air quality was classified as good (IQAr < 40) 98% of the time, according to the parameters of Conama Resolution No. 491/2018, which uses a scale of good, moderate and poor.

To help reduce maritime chain emissions and improve regional air quality, we joined the Environmental Ship Index (ESI) in 2021, offering reduced access fees to clients with less polluting vessels.

Groundwater quality

Our monitoring network for the unconfined aquifer, the Coastal Aquifer, consists of 41 wells. It aims to assess the impact of our operational and implementation activities, referencing Conama Resolutions 396/2008 and 420/2009. Monitoring conducted in 2023, following established environmental licensing protocols, showed no changes in groundwater quality.

We also monitor the water quality and the impact of our water extraction operations on the confined aquifer, Emborê. Results from these voluntary studies and monitoring are shared annually with the environmental agency's technical teams.

Marine environment quality

We monitor water, sediment and biota in the marine environment, to track potential impacts from port activities. Comparisons are made with Conama Resolutions 454/2012 and 357/2005 and an extensive historical data series. In 2023, the results indicated that the good environmental quality of the marine environment had been maintained, with no changes due to port operations.

Protecting the Iquipari Lagoon

We protect a significant water resource located almost entirely within the Caruara Reserve. We monitor the water, sediment and biota quality, and the results show good environmental quality is being maintained for this important coastal lagoon.



Keeping exotic species in check

In 2018, we began voluntarily monitoring invasive exotic species at the Port. We have implemented control measures to mitigate potential impacts from our activities. Monitoring and controls are currently part of the environmental licensing process, and results are reported to and monitored by the state environmental agency, Inea.

These routines allow for biofouling control activities on vessels, which is strategic for marine biodiversity conservation.



7 APPENDICES

About this report

GRI 2-2, 2-3

Published for the fourth consecutive year, the Sustainability Report of Porto do Açu Operações S.A. provides information on our annual performance in Environmental, Social, Financial and Governance terms and the various actions, projects and initiatives implemented by our team throughout 2023. Prepared based on the Global Reporting Initiative (GRI) Standards, an international benchmark for sustainability reporting, the report covers the period from January 01 to December 31, 2023. For the first time, it includes disclosures from the Task Force on Climate-Related Financial Disclosures (TCFD), selected according to our materiality matrix and business scope.

The report includes information about Porto do Açu Operações S.A. and its operational affiliates, Águas Industriais do Açu S.A. and Reserva Ambiental Fazenda Caruara S.A. The company also has both operational and non-operational direct subsidiaries, including Grussaí Siderúrgica e Geração de Energia do Açu Ltda. (GSA), Siderúrgica do Norte Fluminense Ltda., G3X Engenharia S.A., and an indirect non-operational subsidiary, Pedreira Sapucaia Indústria e Comércio Ltda.

Prepared in accordance with International Financial Reporting Standards (IFRS) and Brazilian accounting practices (BRGAAP), PdA's financial statements include both the company and its six subsidiaries, which are Águas Industriais

do Açu, Pedreira Sapucaia, G3X, GSA and Reserva Ambiental Caruara. However, the operational information in the financial statements is limited to the operations of the company and its operational subsidiaries (Reserva Caruara and AIA), which is the same scope covered in the Sustainability Report.



For more information about the report and its contents, please contact comunicacao@portodoacu.com.br.

Materiality GRI 3-1

Conducted in 2020, the process that resulted in the construction of the Materiality Matrix considered the opinions of various stakeholders and identified the following 11 material topics.

We used this matrix to develop our Sustainability strategy and Policy. The most relevant topics for our stakeholders also guided the information and indicators reported in this document. In May 2024, we initiated a new materiality process.



Material topics GRI 3-2



Protecting people



Emergency preparedness and response



Human rights and suitable working conditions



Local community development



Fostering a diverse and inclusive work environment



Attracting and retaining talent



Managing environmental impacts



Climate change mitigation



Biodiversity conservation



Ethics and integrity



Business development with long-term value creation

Disclosures supplement

GENERAL CONTENT INDICATORS

Porto do Açu Operações S.A. is responsible for the administration and management of Porto do Açu. It is a privately held corporation, with 98.5% owned by Prumo Logística S.A. and 1.5% by PAI Invest N.V., headquartered in Rio de Janeiro (RJ). **GRI 2-1**

See below our proactive approach in 2023 to engage with our key stakeholders: **GRI 2-29**

Local authorities (Municipalities and State)		
Type: Surveys, dialog spaces, phone contacts, in-person meetings, extraordinary institutional actions (events, etc.)	Frequency: At least biweekly	<ul style="list-style-type: none">Tax issues; licensing (construction and zoning certificates)Traffic impactsLocal hiring
Federal Executive Branch		
Type: Surveys, dialog spaces, phone contacts, in-person meetings, extraordinary institutional actions (events, etc.)	Frequency: At least bimonthly	<ul style="list-style-type: none">Operational navigation issues, regulation (Antaq), railway (EF118), and Export Processing Zone (ZPE)
Academia		
Type: Surveys, dialog spaces, phone contacts, in-person meetings	Frequency: At least bimonthly	<ul style="list-style-type: none">Regional and local developmentsConnectivity projects (hinterland)Partnership/event coordinationInnovation
Staff		
Type: Surveys, dialog spaces, phone contacts, in-person meetings, extraordinary institutional actions (events, etc.)	Frequency: At least weekly (e.g.: DMASS, DDS)	<ul style="list-style-type: none">EmployabilityOccupational safetyTrainingCircular economyQuality of lifeBusiness developmentRegional developmentInnovation
Customers		
Type: Surveys, dialog spaces, phone contacts, in-person meetings	Frequency: At least quarterly	<ul style="list-style-type: none">Operational issues (road and waterway access, property security, etc.)
Suppliers		
Type: Surveys, dialog spaces, phone contacts, in-person meetings	Frequency: At least biannually	<ul style="list-style-type: none">Regional developmentCircular economyInclusion in the Port's supply chainTraining

Communities		
Type: Surveys, dialog spaces, phone contacts, in-person meetings, extraordinary institutional actions (events, etc.)	Frequency: At least biweekly	<ul style="list-style-type: none">Positive/negative changes in the territory: jobs, income, infrastructure, social projects, local development; crime, unemployment, displacement/ maritime erosion, loss of fishing territory, traffic risk
Media		
Type: Proactive, phone contacts, press releases, relationship events, extraordinary institutional actions (events, etc.)	Frequency: At least biweekly	<ul style="list-style-type: none">Business developmentImpactsRegional developmentEmployabilityCommunities
Trade Associations		
Type: Strategic and proactive, public policy promotion, sectoral engagement	Frequency: At least biweekly	<ul style="list-style-type: none">RegulatoryBusiness development and strategic projectsConnectivity

Total direct employees ^{1, 2, 3, 4} **GRI 2-7**

2022			2023		
Men	Women	Total	Men	Women	Total
186	111	297	198	121	319

¹ We have no non-guaranteed hours or part-time employees.
² Of the total in 2023, there is only one temporary employee in São João da Barra.
³ The data were compiled through payroll system reports, considering the closing position in December 2023, excluding terminations for that month.
⁴ There were no significant changes in the number of employees during the reporting period.

Infrastructure investments and services supported (in R\$) **GRI 203-1**

	2021	2022	2023
In infrastructure and support for services	633,364	843,173	110,866.75
Programs and projects	619,830	2,038,708	3,749,938.60
Details - Construction of the Caruara RPPN headquarters	4,182,385	2,005,586	0

Projects and activities carried out in 2023 **GRI 203-1**

Project/Activity	Level of development	Impacts on communities and local economies	Nature of investment/service	Volume, cost, and duration	Impact on communities or local economies
3D printer donation	Finalized	Positive: fostering a culture of innovation and sustainable socioeconomic development.	Free	Cost: R\$ 4,980.00 Duration: 11/06/2023 Volume: 1 3D Printer - Kepler Model	Development of new technologies and fostering a culture of innovation within the community. Donations to municipal schools in São João da Barra.



Project/ Activity	Level of develop- ment	Impacts on communities and local economies	Nature of invest- ment/ service	Volume, cost, and duration	Impact on communities or local economies
Donation of furniture	Finalized	Positive: supports youth development.	Free	Cost: R\$ 2,467.90 Duration: 12/19/2023 Volume: various MDF furniture and tables	Support for NGO NBR: Implementation of a computer lab and office setup.
Donation of furniture	Finalized	Positive: improved infrastructure for community service.	Free	Cost: R\$ 2,233.41 Duration: 11/09/2023 Volume: various MDF furniture items, chairs and tables.	Improved service and infrastructure quality for residents of the 5 th District of São João da Barra.
Donation of tables and chairs	Finalized	Positive: support for institutional infrastructure and the local community.	Free	Cost: R\$ 4,754.40 Duration: 01/12/2024 Volume: 10 sets of tables and chairs.	Improved space quality and service by the Açú Residents' Association.
Donation of boots	Finalized	Positive: donation of PPE to the institution.	Free	Cost: R\$ 6,914.77 Volume: 50 pairs of boots	Provision of PPE for those served by the Bem Faz Bem institution.
Donation of boots	Finalized	Positive: donation of PPE to the institution.	Free	Cost: R\$ 6,568.28 Volume: 50 pairs of boots	Provision of PPE for those served by the Sementes de Amor institution.
Donation of boots	Finalized	Positive: donation of PPE to the institution.	Free	Cost: R\$ 6,784.91 Volume: 50 pairs of boots	Provision of PPE for those served by Cras de Sabonete.
Donation of car servicing materials	Finalized	Positive: support for the guard to increase patrols in the region.	Free	Cost: R\$ 14,330.00 Duration: 12/18/2023 Volume: lubricants for vehicles	Increase in policing in the region.
Donation of car servicing materials	Finalized	Positive: support for the guard to increase patrols in the region.	Free	Cost: R\$ 29,048.00 Duration: 12/18/2023 Volume: car maintenance services	Increase in policing in the region.
Donation of furniture	Finalized	Positive: support for the activities of health clinics in the region.	Free	Cost: R\$ 6,938.00 Duration: 01/09/2023 Volume: various MDF furniture items	Donations delivered to the Health Department of São João da Barra to renovate the Açú Health Clinic, aiming to improve the quality of health care in the region and benefit residents who need clinical services.

Project/ Activity	Level of develop- ment	Impacts on communities and local economies	Nature of invest- ment/ service	Volume, cost, and duration	Impact on communities or local economies
Donation of furniture	Finalized	Positive: support for the activities of health clinics in the region.	Free	Cost: R\$ 9,561.52 Duration: 01/09/2023 Volume: hospital equipment and furniture	Donations delivered to the Health Department of São João da Barra to renovate the Açú Health Clinic, aiming to improve the quality of health care in the region and benefit residents who need clinical services.
Donations of hospital products	Finalized	Positive: support for the activities of health clinics in the region.	Free	Cost: R\$ 12,183.56 Duration: 01/09/2023 Volume: hospital equipment and furniture	Donations delivered to the Health Department of São João da Barra to renovate the Açú Health Clinic, aiming to improve the quality of health care in the region and benefit residents who need clinical services.
Donation of materials for installing concertina fencing	Finalized	Positive: support for the Brazilian Navy by donating materials for the installation of a fence at the São João da Barra agency.	Free	Cost: R\$ 4,102.00 Duration: 05/24/2023 Volume: materials for erecting security fences	Support for the Brazilian Navy through the donation of materials for the installation of a 45-centimeter concertina fence.

Proportion of spending on locally-based suppliers¹ GRI 204-1

Percentage of the procurement budget in key operational units	2021	2022	2023
Total budget for suppliers (R\$ million)	175	165	226
Total spend on local suppliers (R\$ million)	26	30	34
Percentage of budget spent on local suppliers	15%	18%	15%

¹ Important operational units include all functions of PdA, including its subsidiaries (Reserva Caruara and Águas Industriais do Açú).

Number of local suppliers ¹ and contracted items	2021	2022	2023
Total number of suppliers	494	510	548
Total number of local suppliers contracted	72	91	108
Percentage of local suppliers contracted	15%	18%	20%
Total number of items contracted from suppliers	8,337	7,849	8,792
Total number of items contracted from local suppliers	2,439	2,570	3,578
Percentage of items contracted from local suppliers	29%	33%	41%

¹ Local suppliers are those based in the municipalities of São João da Barra or Campos dos Goytacazes.

Additional disclosures for training and benefits GRI 401-2, 404-2

Regarding benefits, Porto do Açu follows a benefits policy for its full-time employees that does not apply to temporary or part-time employees. The company does not adopt a part-time work regime, and temporary hiring occurs only occasionally. When it does, the company ensures, through its suppliers, that the same benefits offered to direct employees are applied to temporary ones.

In addition to the benefits mentioned in the Our People chapter—maternity leave extended to 180 days, over and above the legal requirement of 120 days; 20 days of paternity leave, exceeding the legal period of five days; hybrid work option, day off,

flexible work, Gympass, online psychology service (Psicologia Viva), and telemedicine (Ihcare)—our package includes mandatory benefits such as daycare or babysitter assistance, transportation vouchers, and other non-mandatory benefits such as allowances for illness or accident leave, health check-ups, a birth kit for new parents, an employee assistance program (EAP), health insurance, dental insurance, on-site cafeteria or restaurant, life insurance and funeral assistance, chartered transportation, meal vouchers and food vouchers. We also reimburse INSS contributions for employees nearing retirement.

ENVIRONMENTAL DISCLOSURES

Energy consumption within the organization (GJ) GRI 302-1

	2021	2022	2023
Administrative	2,796.80	3,213.31	3,935.89 ³
Operational	2,421.17	3,251.82	4,057.31
Total	5,217.97	6,465.12	7,993.20

¹ No power was used for heating, steam and cooling.
² In previous years, the data was published in kWh. However, to facilitate a comparative analysis, in 2023 the unit was adjusted to GJ. **GRI 2-4**
³ The amount of 3,935.89 consumed in the administrative sector refers to 3,435.22 + 500.67 (photovoltaic panels).

Energy consumption and reduction¹ (GJ) GRI 302-4

	2021	2022 ²	2023 ²
Electricity	47,364	62,563	68,717
Percentage energy reduction	-4%	24%	11%

¹ The calculation basis for the reductions was based on a baseline year, always using the previous year as a benchmark. Data was taken from the consumption used to prepare the GHG emissions inventory, based on GHG Protocol guidelines, involving the consumption of fuels and energy for direct operations.
² The year-on-year increase in energy consumption was due to our ongoing development, with a progressive increase in activities in the administrative and operational functions.

Water consumption ¹ (thousand m³) GRI 303-3

	2021	2022	2023
Surface water ²	2	32	39
Groundwater ³	775	838	796
Utility water ⁴	2	3	2
Total	780	874	838

¹ In the immediate vicinity of the port, there are no surface sources for freshwater, so the region is not considered to be under water stress.
² Alternative sources: include reused water and rainwater harvested through surface capture in artificial macro-drainage channels.
³ Groundwater includes all water extracted by AIA, not just that used in our operations.
⁴ Utility water: includes supply via water truck, administrative activities, Estação Açu office, gatehouses and T-Mult.

Water discharge¹ (thousand m³) GRI 303-4

	2021	2022	2023
Released into the sea after treatment (industrial) ²	40.50	32.00	39.80
External treatment (industrial and sanitary) ³	3.30	5.20	5.70

¹ No water is discharged in areas with water stress.
² More than 99% of the industrial wastewater generated by T-Mult's operations is treated at the terminal's Wastewater Treatment Plant (Etei). A small portion is sent for external treatment. Industrial wastewater is mainly generated by heavy rainfall (rainwater runoff from handling and storage areas) and the use of water for air emission controls (spraying piles and roads).
³ Blackwater is collected and sent for external treatment.

Direct GHG emissions – Scope 1 in tCO₂e^{1,2} GRI 305-1

	2021	2022	2023
Production of electricity, heat or steam	1,047.21	893.7	1,021.66
Physical-chemical processing	0.3	0.95	1.34
Transportation of materials, products, waste, workers and passengers	1,769.78	1,986.15	2,159.48
Fugitive emissions	2.46	41.91	198.95
Agricultural emissions resulting from the use of fertilizers	0.54	1.06	0.50
Total gross CO ₂ emissions	2,819.75	2,923.77	3,381.94
Biogenic emissions	326.82	298.08	387.66

¹ Gases included in disclosures: CO₂, CH₄, N₂O, SF₆, HFCs and PFCs.
² Consolidation is carried out by operational control.



Total GHG emissions^{1, 2} GRI 305-1, 305-2, 305-3 e TCFD 4.B

	2021	2022	2023 ¹	Change 2022 x 2023
Scope 1	2,820	2,924	3,381	16%
Scope 2	184	76	14 ⁵	-82%
Scope 3	7,041	2,281	8,840 ⁵	26% ³
Total gross CO₂e emissions	10,045	5,281	12,235	22%

¹ Gases included in disclosures: CO₂, CH₄, N₂O, SF₆, HFCs and PFCs.
² Consolidation is carried out by operational control.
³ Dredging included in scope 3 varies greatly, occurring biennially. The comparison between this scope and the total is therefore made between the years 2021 and 2023.
⁴ Categories 1, 3, 4, 5, 6, and 7 are inventoried.
⁵ "Market-based" approach.

Other indirect (Scope 3) GHG emissions GRI 305-3

	2021	2022	2023
Goods and services purchased	4,523	1,472	7,611
Fuel- and energy-related activities	1,150	90	79
Capital goods	1,001	Not inventoried	Not inventoried
Transportation and distribution	173	172	214
Waste generated in operations	28	34	341
Business travel	24	190	236
Employee transportation	142	324	359
Total	7,041	2,281	8,840
Biogenic emissions	90	184	224

¹ Gases included in disclosures: CO₂, CH₄, N₂O, SF₆, HFCs and PFCs.
² Consolidation is carried out by operational control.

GHG emissions intensity^{1, 2} GRI 305-4

	2021 ²	2022	2023
GHG emissions intensity - Scopes 1 and 2 - T-Mult ³	1.5	1.6	1.3
GHG Emissions Intensity - Scope 3 - Dredging ⁴	3.3	n/a	3.2

¹ Gases included in disclosures: CO₂, CH₄, N₂O, SF₆, HFCs and PFCs.
² Consolidation is carried out by operational control.
³ Unit: Kg of CO₂e per ton of cargo handled.
⁴ Unit: Kg of CO₂e/m³ of dredged sediment.

IUCN Red List species and national conservation list species with habitats in areas affected by our operations

¹ GRI 304-4

Category	2022		2023	
	Sum of the lists	Consolidated list	Sum of the lists	Consolidated list
Critically endangered (CE)	2 species	2 species	2 species	2 species
Endangered (EN)	10 species	8 species	10 species	8 species
Vulnerable (VU)	17 species	12 species	17 species	12 species
Near threatened (NT)	7 species	6 species	7 species	6 species
Least concern (LC)	852 species (552 fauna + 300 flora)	852 species	852 species (552 fauna + 300 flora)	852 species

¹ The indicator includes the number of species in each threat category, regardless of the list they appear on. The first number provided considers repetitions between the lists, meaning species that may appear on more than one list, where the threat level may or may not be the same across different lists. In this case, the categories were summed regardless of whether they belong to the same species. The second number considers how many species are in each category on the consolidated list, where only one category per species was considered. The flora and fauna lists are considered together.

Waste generated by composition (in tons)⁴ GRI 306-3

	2021	2022	2023
Recyclable ¹	76	475	109
Hazardous ²	59	51	80
Organic	2	5	8
Non-recyclable ³	99	232	4,752
Building & Construction	602	860	914
Total	838	1,623	5,864

¹ Plastics, paper and cardboard, tires, metal and electronic scrap, and glass.
² Includes electronic primary and secondary batteries, contaminated and infectious waste, light bulbs, expired medications and asphalt waste.
³ The Industrial Cleaning category (sweeping) used to be reported separately, but has now been added to the Non-Recyclables category. This change aims to better align with waste classification practices and reflects a more unified approach in reporting the volumes generated. GRI 2-4



SOCIAL INDICATORS

New hires and turnover in 2023GRI 401-1

By gender	Number	Rate
Men	33	10%
Women	26	8%
By age	Number	Rate
Under 30	23	7%
30 to 50	35	11%
Over 50	1	0.3%

¹All employees are based in Southeastern Brazil.

Turnover rate¹ GRI 401-1

By gender	2023
Men	7%
Women	5%
By age	2023
Under 30	4%
30 to 50	8%
Over 50	0.3%

¹All employees are based in Southeastern Brazil.

Parental leave GRI 401-3

		2021	2022	2023
Total employees who took parental leave	Men	7	4	10
	Women	4	6	6
Total employees who returned to work during the reporting period after parental leave ended	Men	7	4	10
	Women	4	6	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	7	7	10
	Women	3	4	4
Rate of return	Men	100%	100%	100%
	Women	100%	100%	100%
Retention rate	Men	100%	100%	100%
	Women	75%	100%	67%

Rates and numbers of occupational accidents - direct employees and contractors^{1, 2} GRI 403-9

	2021			2022			2023		
	Direct employees	Contractors	Total	Direct employees	Contractors	Total	Direct employees	Contractors	Total
Total number of recordable injuries ³	0	2	2	1	1	2	0	1	1
Total number of lost-time injuries	1	1	2	0	0	0	0	0	0
Number of high-consequence work-related injuries (excluding fatalities)	0	0	0	0	0	0	0	0	0
Recordable injury frequency rate (Trif)	0.00	1.85	1.06	1.19	0.77	0.90	0	0.79	0.46
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0	0	0	0	0	0	0
Lost-time injury rates (LTIF)	0	0.93	0.53	0	0	0	0	0	0
Hours worked	803.88	1,080,362.00	1,081,165.88	842,160.00	1,299,380.00	2,141,540.00	898,480.00	1,273,086.00	2,171,566

¹ The rates have been calculated based on 1,000,000 hours worked. To calculate the rates, PdA uses: TRIF = (MTC + RWC + LTI + FAT) * 1,000,000 / MHW; LTIF = (FAT + LTI) * 1,000,000 / MHW.
² The internally monitored rate of recordable occupational accidents (TRIF) is equivalent to the rate of legally recordable occupational accidents. For the lost-time-injury frequency (LTIF) rate, any accident is considered. GRI characterizes accidents with severe consequences as those with leave exceeding six months.
³ Recordable accidents are considered as legally reportable occupational accidents.

Average hours of training per year per employee¹ GRI 404-1

By gender	2021	2022	2023
Men	65.74	22.31	10.73
Women	67.79	14.61	10.31
By employee category	2021	2022	2023
Executive Board + CEO	4.50	9.33	16.00
Managers	78.18	57.70	7.42
Coordination	71.19	29.90	4.00
Specialists	63.83	11.18	9.74
Professional	96.43	6.86	9.70
Technical/Operational	35.10	27.57	12.41
Interns	96.63	26.32	12.21
Young Apprentices	151.70	16.60	12.21
Total	66.54	19.32	10.50

¹ Includes mandatory health and safety training.



Percentage of employees receiving regular performance and career development reviews in 2023 GRI 404-3

	Men	Women	Total
Executive Board + CEO	75%	25%	100%
Managers	63%	37%	100%
Consultant	0%	0%	0%
Coordination	58%	42%	100%
Specialists	50%	50%	100%
Professional	39%	61%	100%
Technical/Operational	76%	24%	100%
Total	62%	38%	100%

Diversity of governance bodies and employees GRI 405-1

Percentage of workforce by employee category and gender	2022		2023	
	Men	Women	Men	Women
Executive Board + CEO	83%	17%	75%	25%
Managers	68%	32%	63%	37%
Coordination	58%	42%	58%	42%
Specialists	56%	44%	50%	50%
Professional	36%	64%	39%	61%
Technical/Operational	77%	23%	76%	24%
Interns	61%	39%	28%	72%
Young Apprentices	33%	67%	22%	78%

Percentage of employees, by job category and age group	2022			2023		
	Under 30	30 to 50	Over 50	Under 30	30 to 50	Over 50
Executive Board + CEO	0%	83%	17%	0%	100%	0%
Managers	0%	92%	8%	0	89%	11%
Coordination	0%	88%	12%	3%	87%	10%
Specialists	5%	79%	16%	6%	94%	0%
Professional	29%	69%	3%	28%	67%	5%
Technical/Operational	34%	66%	0%	36%	60%	4%
Interns	96%	4%	0%	97%	3%	0%
Young Apprentices	100%	0%	0%	100%	0%	0%

Percentage of the workforce of underrepresented groups by employee category	2022			2023		
	Black	Brown	Persons with disabilities (PwDs)	Black	Brown	Persons with disabilities (PwDs)
Executive Board + CEO	0%	33%	0%	0%	0%	0%
Managers	4%	4%	0%	4%	0%	0%
Coordination	12%	8%	0%	5%	2%	0%
Specialists	0%	19%	0%	0%	4%	0%
Professional	10%	21%	0%	18%	18%	40%
Technical/Operational	13%	36%	0%	45%	63%	60%
Interns	35%	30%	0%	25%	8%	0%
Young Apprentices	11%	44%	0%	4%	5%	0%

Percentage of workforce by gender and race	2022		2023	
	Men	Women	Men	Women
White	72%	86%	52%	48%
Mixed race	19%	8%	33%	31%
Black	9%	6%	15%	21%
Total	63%	37%	62%	38%

Ratio of remuneration of women to men by employee category¹ GRI 405-2

	2021	2022	2023
Managers	93%	91%	93%
Coordination	97%	85%	92%
Specialists	103%	115%	88%
Professional	81%	85%	84%
Technical/Operational	103%	101%	101%

¹ The mathematical ratio is calculated by dividing the total average base salary of women by that of men.

In 2023, we did not identify any risks related to freedom of association and collective bargaining, child labor and exposure of young people to hazardous work, or forced or compulsory labor, either in our operations or within our network of partners and suppliers. Additionally, there were no real impacts that required action plans or contract reviews.

GRI 407-1, 408-1, 409-1



GRI content summary

Statement of use	Porto do Açú reported the information cited in this GRI content summary for the period from January 01 to December 31, 2023 based on GRI standards.
GRI 1 used	GRI 1: Foundation 2021

GRI	Disclosure	Location	Omission	Global Compact Principles	SDGs
General disclosures					
The organization and its reporting practices					
GRI 2: General disclosures 2021	2-1 Organizational details	14, 22 and 118			
	2-2 Companies included in the organization's sustainability reporting	116			
	2-3 Reporting period, frequency and contact point	116 and 138			
	2-4 Restatements of information	22, 29, 95, 122 and 125			
	2-5 External assurance	PdA's external assurance is limited to financial information, as taken from the Financial Statements audited by KPMG Auditores Independentes Ltda. The ESG information is internally validated by the executive board.			
Activities and workers					
GRI 2: General disclosures 2021	2-6 Activities, value chain and other business relationships	14 and 22			
	2-7 Employees	54 and 119			8, 10
	2-8 Workers who are not employees	54			8
Governance					
GRI 2: General disclosures 2021	2-9 Governance structure and composition	40			5, 16
	2-10 Nominating and selecting the highest governance body	41			5, 16
	2-11 Chair of the highest governance body	41			16
	2-12 Role of the highest governance body in overseeing the management of impacts	41, 42 and 46			16

GRI	Disclosure	Location	Omission	Global Compact Principles	SDGs
GRI 2: General disclosures 2021	2-13 Delegation of responsibility for managing impacts	40			
	2-14 Highest governance body's role in sustainability reporting	41 and 43			
	2-15 Conflicts of interest	45		10	16
	2-16 Communicating critical concerns	41		10	
	2-17 Collective knowledge of the highest governance body	40			
	2-18 Evaluation of the performance of the highest governance body	42			
	2-19 Remuneration policies	57			
	2-20 Process for determining remuneration	57			
GRI 2: General disclosures 2021	2-21 Annual total compensation ratio		Due to confidentiality reasons, we do not report this content.		
Strategy, policies and practices					
GRI 2: General disclosures 2021	2-22 Statement on sustainable development strategy	8			
	2-23 Policy commitments	18, 45 and 89			16
	2-24 Embedding policy commitments	18 and 44			
	2-25 Processes to remediate negative impacts	20 and 75			
	2-26 Mechanisms for seeking advice and raising concerns	45 and 75			16
	2-27 Compliance with laws and regulations	None were recorded during the period.			
	2-28 Membership of associations	21			
Stakeholder engagement					
GRI 2: General disclosures 2021	2-29 Approach to stakeholder engagement	21 and 118		3	
	2-30 Collective bargaining agreements	All direct employees are covered by Collective Bargaining Agreements.			8



GRI	Disclosure	Location	Omission	Global Compact Principles	SDGs
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	116			
	3-2 List of material topics	117			
Protecting people					
GRI 3: Material Topics 2021	3-3 Management of material topics	24, 43 and 64			
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	64			8
	403-2 Hazard identification, risk assessment, and incident investigation	64			8
	403-3 Occupational health services	68			8
	403-4 Worker participation, consultation, and communication on occupational health and safety	64			8, 16
	403-5 Worker training on occupational health and safety	67			8
	403-6 Promotion of worker health	68			3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	68			8
	403-8 Workers covered by an occupational health and safety management system	64			8
	403-9 Work-related injuries	66 and 127			3, 8, 16
	403-10 Work-related ill health	65			3, 8, 16
Emergency preparedness and response					
GRI 3: Material Topics 2021	3-3 Management of material topics	24			
Human rights and suitable working conditions					
GRI 3: Material Topics 2021	3-3 Management of material topics	18 and 60			
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	84 and 129		1, 2, 3, 4, 5, 6	8
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	84 and 129		1, 2, 6	5, 8, 16
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	84 and 129		1, 2, 3	5, 8

GRI	Disclosure	Location	Omission	Global Compact Principles	SDGs
GRI 410: Security practices 2016	410-1 Security personnel trained in human rights policies or procedures	84		1, 2, 5	16
Local community development					
GRI 3: Material Topics 2021	3-3 Management of material topics	72			
GRI 202: Market presence 2016	202-1 Ratio of standard entry level wage by gender compared to local minimum wage	57 The "important operational units" are defined as the sites in São João da Barra and Rio de Janeiro.			1, 5, 8
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	72 and 119			5, 9, 11
	203-2 Significant indirect economic impacts	74 and 75		1	1, 3, 8
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on locally-based suppliers	121			8
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	74		1	
	413-2 Operations with significant actual or potential negative impacts on local communities	74		1	1, 2
Fostering a diverse and inclusive work environment					
GRI 3: Material Topics 2021	3-3 Management of material topics	60			
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	128		6	5, 8
	405-2 Ratio of basic salary and remuneration of women to men	129		6	5, 8, 10
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	A confirmed case of discrimination was identified through the whistleblowing hotline.		1, 2, 3, 4, 5, 6	5, 8
Attracting and retaining talent					
GRI 3: Material Topics 2021	3-3 Management of material topics	56			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	126		6	5, 8, 10



GRI	Disclosure	Location	Omission	Global Compact Principles	SDGs
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	68 and 122			3, 5, 8
	401-3 Parental leave	126		6	5, 8
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	127		1, 6	4, 5, 8, 10
	404-2 Programs for upgrading employee skills and transition assistance programs	59 and 122		1, 6	8
	404-3 Percentage of employees receiving regular performance and career development reviews	128		1, 6	5, 8, 10
Managing environmental impacts					
GRI 3: Material Topics 2021	3-3 Management of material topics	89			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	92		8, 9	6, 12
	303-2 Management of water discharge related impacts	92		8, 9	6
	303-3 Water withdrawal	93 and 123		8, 9	6
	303-4 Water discharge	92, 94 and 123		8, 9	6
	303-5 Water consumption	92		8, 9	6
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	94		7, 8, 9	3, 6, 11, 12
	306-2 Management of significant waste-related impacts	94		7, 8, 9	3, 6, 11, 12
	306-3 Waste generated	125		7, 8, 9	3, 6, 12, 15
	306-4 Waste diverted from disposal	95		7, 8, 9	3, 11, 12
	306-5 Waste directed to disposal	95		7, 8, 9	3, 6, 11, 12, 15
Climate change mitigation					
GRI 3: Material Topics 2021	3-3 Management of material topics	98			
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	98 and 99		7	13
GRI 302: Energy 2016	302-1 Energy consumption within the organization	104 and 122			7, 8, 12, 13
	302-4 Reduction of energy consumption	104 and 122			7, 8, 12, 13

GRI	Disclosure	Location	Omission	Global Compact Principles	SDGs
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	103, 123 and 124		7, 8, 9	3, 12, 13, 14, 15
	305-2 Energy indirect (Scope 2) GHG emissions	103 and 124		7, 8, 9	3, 12, 13, 14, 15
	305-3 Other indirect (Scope 3) GHG emissions	103 and 124		7, 8, 9	3, 12, 13, 14, 15
	305-4 GHG emissions intensity	103 and 124		7, 8, 9	13, 14, 15
Conservation of Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	106			
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	106		8, 9	6, 14, 15
	304-2 Significant impacts of activities, products and services on biodiversity	106		8, 9	6, 14, 15
	304-3 Habitats protected or restored	106		8, 9	6, 14, 15
	304-4 Discussion of process to manage risks and opportunities associated with community rights and interests	125		8, 9	6, 14, 15
Ethics and integrity					
GRI 3: Material Topics 2021	3-3 Management of material topics	18			
GRI 205: Fighting corruption 2016	205-1 Operations assessed for risks related to corruption	45		10	16
	205-3 Confirmed incidents of corruption and actions taken	None were recorded during the period.		10	16
Business development with long-term value creation					
GRI 3: Material Topics 2021	3-3 Management of material topics	92			
GRI 201: Financial performance 2016	201-1 Direct economic value generated and distributed	29			8, 9
GRI 207: Taxes 2019	207-2 Tax governance, control and risk management	28			1, 10, 17



TCFD Content Index

Recommendation	Recommended disclosures	Page
Governance	a. Describe the board's oversight of climate-related risks and opportunities	41, 43 and 99
	b. Describe management's role in assessing and managing climate-related risks and opportunities	42 and 43
Strategy	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	99
	b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	99
Risk management	a. Describe the organization's processes for identifying and assessing climate-related risks	The responses to these disclosures are included in the Porto do Açú document: Climate Risk Assessment - EXECUTIVE SUMMARY
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	
Metrics and Targets	b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	103 and 124

Sustainable Development Goals
1. No poverty
2. Zero hunger and sustainable agriculture
3. Good health & well-being
4. Quality education
5. Gender equality
6. Clean water and sanitation
7. Affordable and clean energy
8. Decent work and economic growth
9. Industry, innovation and infrastructure
10. Reduced inequalities
11. Sustainable cities and communities
12. Responsible consumption and production
13. Climate action
14. Life below water
15. Life on land
16. Peace, justice and strong institutions
17. Partnerships for the goals





Credits

Consolidation of results and information

General Management of Port Development and ESG

Content, disclosures consultancy and design

Grupo Report

Translation

LATAM Translations

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