

Sustainability Report 2024



Indicators Booklet

Understand how our proactive approach worked in 2024 to engage our key stakeholders:

GRI 2-29

Local power (City Halls and State)		
TYPE: Research, spaces for dialogue, telephone contacts, face-to-face meetings, extraordinary institutional actions (events, etc.)	FREQUENCY: At least every two weeks	<ul style="list-style-type: none">• Tax issues; licensing (works and zoning certificates)• Road impacts• Local employability• ZPE
Federal Public Power		
TYPE: Research, spaces for dialogue, telephone contacts, face-to-face meetings, extraordinary institutional actions (events, etc.)	FREQUENCY: At least monthly	<ul style="list-style-type: none">• Operational issues of navigation, regulation (Antaq), railway (EF118)
Academy		
TYPE: Research, dialogue spaces, telephone contacts, face-to-face meetings	FREQUENCY: At least bimonthly	<ul style="list-style-type: none">• Regional and local developments• Connection projects (hinterland)• Coordination for partnerships/ events• Innovation
Employees		
TYPE: Research, spaces for dialogue, telephone contacts, face-to-face meetings, extraordinary institutional actions (events, etc.)	FREQUENCY: At least weekly (e.g.: DMASS, DDS)	<ul style="list-style-type: none">• Employability• Occupational Safety• Training• Circular economy• Quality of life• Business development• Regional development• Innovation

Clients		
TYPE: Research, dialogue spaces, telephone contacts, face-to-face meetings	FREQUENCY: At least quarterly	<ul style="list-style-type: none">• Operational issues (road and water access, property security, etc.)
Suppliers		
TYPE: Research, dialogue spaces, telephone contacts, face-to-face meetings	FREQUENCY: At least biannually	<ul style="list-style-type: none">• Regional development• Circular economy• Integration into the Port's supply chain• Training
Communities		
TYPE: Research, spaces for dialogue, telephone contacts, face-to-face meetings, extraordinary institutional actions (events, etc.)	FREQUENCY: At least every two weeks	<ul style="list-style-type: none">• Positive/negative changes in the territory: jobs, income, infrastructure, social projects, local development; crime, unemployment, expropriation/ marine erosion, loss of fishing territory, traffic risk
Media		
TYPE: Proactive, telephone contacts, sending of press releases, relationship events, extraordinary institutional actions (events, etc.)	FREQUENCY: At least every two weeks	<ul style="list-style-type: none">• Business development• Impacts• Regional development• Employability• Communities
Associations		
Type: Strategic and proactive, promotion of public policies, sectoral engagement	FREQUENCY: At least every two weeks	<ul style="list-style-type: none">• Regulatory• Business development and strategic projects• Connectivity

Total number of employees

GRI 2-7

	2022	2023	2024
Men	186	198	225
Women	111	121	169
Total	297	319	394

Note: There are no employees without guaranteed working hours or part-time. In 2023 and 2024, there were 1 and 63 temporary employees, respectively. The data were compiled through payroll system reports, considering the closing of December, without including the layoffs of this month.

Investment in infrastructure and support for services (in R\$)

GRI 203-1

	2022	2023	2024
Infrastructure and service support	843,173	110,866.75	285,582.561
Programs and projects	2,038,708	3,749,938.60	981,873.92
Others	2,005,586	0	81,936.43
Total	4,887,467.00	3,860,805.35	1,349,392.91

Note: In 2022, the value of others refers to the construction of the headquarters of RPPN Caruarra and, in 2024, it refers to computers and a basic food basket.



Projects and activities developed in 2024

GRI 203-1

PROJECT / ACTIVITIES	LEVEL OF DEVELOPMENT	IMPACTS ON COMMUNITIES AND LOCAL ECONOMIES	NATURE OF INVESTMENT / SERVICE	VOLUME, COST AND DURATION
Entrepreneurial Youth	Completed	Positive: Generate opportunities for young people, promoting social inclusion and entrepreneurship training. In addition to strengthening the local economy by encouraging the creation and improvement of new businesses, diversifying the region's economy. The project also contributes to reducing inequalities and developing essential skills, offering young people tools to improve their living conditions and generate innovative solutions for the community.	Programs and Projects	Cost: R\$ 150,000.00 Duration: 04/15/2024 - 01/31/2025 Volume: Expanded to 9 municipalities in the North of Rio de Janeiro, with 128 registered, 68 young people trained, 10 businesses boosted
PORTodos Visiting Program	Completed	Positive: The Visitors Program is a strategic tool for dialogue that facilitates the construction of solid relationships between companies and the community. It allows companies to strengthen their connection with the territory, promoting active engagement and generating shared value for all involved.	Programs and Projects	Cost: R\$ 18,462.68 Duration: 01/15/2024 - 12/12/2024 Volume: 36 visits carried out, 1,048 visitors
Strengthening Family Farming in the 5th District	In progress	Positive: By supporting small producers with resources, training and technical assistance, we improve productivity and income. As a result, we have increased the planted area by 12% and income by 13%. It contributes to local food security and generates employment and income through sustainable agricultural practices.	Programs and Projects	Cost: R\$ 143,584.96 Duration: 03/04/2024 - 03/04/2025 Volume: 19 Rural Producers, +430 individual assistances, 02 conversation circles, 1 planting campaign with 1,170 seedlings planted, 300kg of material collected in the packaging campaign, 36% of producers did crop rotation, 03 CAF renewals, 01 social technology produced: artificial pollinator
EMPRETEC Jovem	Completed	Positive: We offer entrepreneurial training and the development of essential skills for young people. In addition, we encourage the entrepreneurial spirit, encouraging young people to develop their own business ideas and become leaders in their communities. In addition, we promote financial independence and contribute to job creation and local economic diversification.	Programs and Projects	Cost: R\$ 27,000.00 Duration: 07/15/2024 - 07/20/2024 Volume: 66 registrations, 23 participants

PROJECT / ACTIVITIES	LEVEL OF DEVELOPMENT	IMPACTS ON COMMUNITIES AND LOCAL ECONOMIES	NATURE OF INVESTMENT / SERVICE	VOLUME, COST AND DURATION
Furniture Donation - Coração Gigante	Completed	Positive: Improvement in the quality of space and service at the Instituto Coração Gigante.	Donations	Cost: R\$ 192.07 Duration: 08/12/2024 - 08/12/2024 Volume: 04 wardrobe cabinets, 01 tall cabinet, 5 drawers
Furniture Donation - Associação de Moradores do Açú - AMA	Completed	Positive: Improvement in the quality of space and service.	Donations	Cost: R\$ 4,754.40 Duration: 01/11/2024 - 01/11/2024 Volume: 10 units of table and chair set
Furniture Donation - Associação dos Moradores de Cajueiro	Completed	Positive: Improvement in the quality of space and service.	Donations	Cost: R\$ 1,666.35 Duration: 08/12/2024 - 08/12/2024 Volume: 4 base cabinets, 3 drawers, 1 chair with armrest, 1 wardrobe, 1 mobile drawer and 3 tables.
Furniture Donation - Associação de Desenvolvimento Comunitário de Cazumba	Completed	Positive: Improvement in the quality of space and service.	Donations	Cost: R\$ 1,175.04 Duration: 08/12/2024 - 08/12/2024 Volume: 5 base cabinets, 4 drawers, 2 chairs with armrests, 1 wardrobe, 1 mobile drawer unit and 5 tables.
Qualification Course	Completed	Positive: The courses offer technical training in areas of high demand in the job market, such as confectionery and pizza and snack production, promoting social inclusion and the development of skills that generate employment and entrepreneurship opportunities. The partnership with Firjan - SENAI expands the scope of these courses, while strengthening the needs of the local population. With the qualification offered, participants can improve their competitiveness in the market, whether in their own businesses or in companies in the food sector, resulting in increased income and even the creation of new small businesses.	Programs and Projects	Cost: R\$ 33,318.30 Duration: 04/29/2024 - 09/26/2024 Volume: 3 courses, with 60 enrolled and 47 certified participants.

PROJECT / ACTIVITIES	LEVEL OF DEVELOPMENT	IMPACTS ON COMMUNITIES AND LOCAL ECONOMIES	NATURE OF INVESTMENT / SERVICE	VOLUME, COST AND DURATION
Feira no Porto	Completed	Positive: The Feira no Porto represents an important initiative to help the resettled residents of Vila da Terra, creating new economic opportunities, promoting social inclusion and strengthening the community's identity in a new context. It offers residents the opportunity to sell their rural products, such as vegetables, fruits, processed foods and other items. This represents an important source of income for many families who, before the resettlement, depended on agricultural activities. Income generation provides greater financial autonomy and an improvement in the quality of life of participants.	Programs and Projects	Cost: R\$ 16,071.41 Duration: 01/03/2024 - 12/18/2024 Volume: 7 stallholders who held 47 fairs promoted by Porto do Açú Operações, with the amount raised of R\$ 47,828.80.
Community Dialogue Space	Completed	Positive: We act as a channel of communication and interaction between the local community and Porto do Açú. These spaces are essential for promoting transparency, inclusion and citizen participation, and are important instruments for strengthening the relationship between the port enterprise and the communities impacted or involved in its surroundings. In 2024, we encourage the active participation, empowerment and social transformation of young people and philanthropic institutions.	Programs and Projects	Cost: R\$ 18,000.00 Duration: 05/22/2024 - 06/26/2024 Volume: It benefited 90 young people from 7 state schools and 31 social organizations in São João da Barra.
Pop Course	Completed	Positive: The partnership between Porto do Açú and the Brazilian Navy to offer a professional training course for fishermen, which took place in Farol de São Thomé, resulted in professional qualification, increased income generation, appreciation of local culture, and environmental sustainability. In addition, it contributed to social integration and the strengthening of the Port's corporate social responsibility. This project not only offers a new economic perspective for fishermen, but also presents navigation safety and shared management of maritime space.	Programs and Projects	Cost: R\$ 20,000.00 Duration: 10/28/2024 - 11/11/2024 Volume: 1 class with 30 enrolled, 28 graduating participants.
Culture Course	Completed	Positive: The courses “Resenha com Arte” and “Production and Management of Cultural Projects”, in partnership with Sesi and Porto do Açú, promoted the appreciation of local culture, professional training and economic diversification through the creative economy. In addition, these projects encourage the strengthening of social inclusion, economic sustainability and personal development of residents, enabling participation in state, federal and municipal funding. Thus, creating a more resilient society that is integrated with the growth of the municipality.	Programs and Projects	Cost: R\$ 0 Duration: 09/10/2024 - 11/14/2024 Volume: 2 classes: 1 class of Resenha com arte with 30 enrolled and 27 students graduating; and 1 class of Production and Management of Cultural Projects with 40 enrolled and 39 graduating.

PROJECT / ACTIVITIES	LEVEL OF DEVELOPMENT	IMPACTS ON COMMUNITIES AND LOCAL ECONOMIES	NATURE OF INVESTMENT / SERVICE	VOLUME, COST AND DURATION
Fisheries Monitoring	Completed	Positive: Long-term, positive social impact on local fishing communities. Collects data on productivity, number, flow of fishing vessels and dynamics of the fishing sector and the impacts of port activity. Supports the economic and social development of communities and strengthens local governance. Ensures that fishing continues to be a viable source of livelihood and development for future generations.	Programs and Projects	Cost: R\$ 140,000.00 Duration: 01/01/2024 - 12/31/2024 Volume: Total fishing fleet monitored: 251 Total landings: 14,693 Estimated total fishing production: 2,965,335
HackAÇU	Completed	Positive: The event strengthens its image as an innovative company committed to the development of the region, while for the local community it offers a platform for the development of technological skills, digital inclusion, entrepreneurship and innovative solutions to local challenges.	Programs and Projects	Cost: R\$ 114,670.24 Duration: 09/27/2024 - 09/29/2024 Volume: 2,132 people engaged, 1,299 participants, 85 solutions developed, 24 Brazilian states and 60 partners
Startup Win	Completed	Positive: It fostered innovation, entrepreneurship, promoted business training and strengthened the regional economy. The strengthening of the innovation ecosystem and support for new businesses was an important catalyst for the growth and sustainable development of the region.	Programs and Projects	Cost: R\$ 81,087.00 Duration: 08/05/2024 - 11/25/2024 Volume: 15 teams each with at least 3 participants, 09 municipalities and 58 hours of classes and mentoring
AbrAÇU	Completed	Positive: The program is a powerful tool for social transformation, which goes beyond the simple act of donation. It contributes to strengthening social cohesion, community empowerment, promoting values of solidarity and creating opportunities for personal development. With its social support initiatives, the program works to build a more just and inclusive society.	Programs and Projects	Cost: R\$ 35,158.75 Duration: 03/27/2024 - 12/10/224 Volume: 06 social actions and 12,349 people benefited
Local Development Council	Completed	Positive: Contributes to local economic development and strengthening social cohesion. Creates an environment of mutual trust, allowing the demands of the community to be heard and the company's actions to be more aligned with local needs.	Programs and Projects	Cost: R\$124,895.89 Duration: 04/25/2024- 10/24/2024 Volume: 13 advisors, 4 meetings and 3 strategic themes
Transit	Completed	Positive: The actions contribute to road safety, improving people's quality of life, strengthening the culture of responsible traffic and promoting collective well-being. In addition, these campaigns help reduce accidents and we are committed to sustainable development and social responsibility.	Programs and Projects	Cost: R\$ 30,450.00 (Summer without accidents was paid by CORE) Duration: 01/01/2024 - 12/31/2024 Volume: 30 actions and 4,777 approaches

PROJECT / ACTIVITIES	LEVEL OF DEVELOPMENT	IMPACTS ON COMMUNITIES AND LOCAL ECONOMIES	NATURE OF INVESTMENT / SERVICE	VOLUME, COST AND DURATION
Donation of Computer Labs	Completed	Positive: Improvement in the quality of education, development of digital skills, reduction of inequality in access to technology, strengthening of school infrastructure and promotion of social inclusion. We contribute to the formation of citizens who are better prepared for the job market and to the economic and social development of the region. By investing in education, Porto do Açu also strengthens its image as a responsible company committed to the well-being of the community.	Donations	Cost: R\$ 162,764,30 Duration: 07/04/2024 Volume: 30 Thinkcentre m80q gen3, 30 Thinkvision s22 e-19, 30 mice, 30 keyboards, 2 air conditioning units 30,000 TUs, 2 air conditioning units 18,000 BTUs, 4,400 copper tube 3/8 kg, 0.680 copper tube 1/4 kg, 7,100 copper tube 5/8 kg, 5 sponge tubes 5/8, 5 sponge tubes 3/8, 5 sponge tubes 1/4, 40 PP cables 2.5 mm², 2 supports, 100 electrical cables, 40 crystal hoses 1/2, 20 PVC tapes, 2 insulating tapes, 2 routers, 30 stabilizers
Donation Rain AbraÇU	Completed	Positive: We contribute to mitigating the effects of the crisis, supporting the recovery of the affected community of Bom Jesus do Itabapoana and promoting greater local resilience. It reinforces the company's image as a responsible social actor, committed to the well-being of the people around it.	Donations	Cost: R\$ 28,055.25 Duration: 03/28/2024 - 03/28/2024 Volume: 4,333 mineral waters, 400 soaps, 500 toilet papers, 400 detergents, 150 toothpastes, 50 blankets and 50 mattresses
Donation Rain AbraÇU	Completed	Positive: We contribute to mitigating the effects of the crisis, supporting the recovery of the affected community of Campos dos Goytacazes and promoting greater local resilience. In addition, it reinforces the company's image as a responsible social actor, committed to the well-being of the people around it.	Donations	Cost: R\$ 20,620.25 Duration: 04/05/2024 - 04/05/2024 Volume: 4,333 mineral waters, 400 soaps, 500 toilet papers, 400 detergents, 150 toothpastes

Expenses with local suppliers

GRI 204-1

Amount spent on important operational units	2022	2023	2024
Amount spent on suppliers (R\$ million)	165	226	287
Amount spent on local suppliers (R\$ million)	30	34	45
Percentage spent on local suppliers	18%	15%	16%

Note: Important operational units are all areas of Porto do Açu, including its subsidiaries (Reserva Caruara and Águas Industriais do Açu). Local suppliers are those headquartered in the municipalities of São João da Barra or Campos dos Goytacazes.

Communication and training in anti-corruption policies and procedures

GRI 205-2

	2022		2023		2024	
Members of the governance body	Nº	%	Nº	%	Nº	%
Communicated	10	91	9	90	9	90
Trained	10	91	8	80	8	80
Employees	Nº	%	Nº	%	Nº	%
Communicated	328	100	358	100	394	100
Trained	201	61	311	87	282	73

Environmental Indicators

Energy consumption within the organization (GJ)

GRI 302-1

	2022	2023	2024
Fuels from non-renewable sources	42,487	47,754	46,406
Gasoline	1,338	1,573	952
Diesel	41,148	46,180	45,451
Acetylene	1	1	3
Fuels from renewable sources	7	2	938
Ethanol	7	2	938
Energy consumed	6,494	7,839	9,149
Administrative units	3,243	3,435	4,222
Operational units	3,252	4,057	4,081
Photovoltaic - Açu Station	0	311	820
Photovoltaic - Caruara Reserve	0	35	28
Energy sold	0	0	0
Total	48,989	55,595	56,494

Note: Data was taken from the consumption used to prepare the GHG emissions inventory, based on the GHG Protocol regulations, involving the consumption of fuels and energy by direct operations. Our electricity consumption is entirely from renewable sources, as we purchase I REC. The information in 302-1 was adjusted to better reflect the information requested in the standard, which reflected changes in data from previous years. GRI 2-4.

Water consumption within the organization (GJ)

GRI 303-3, 303-5

	2022	2023	2024
Surface waters ¹	67.21	63.62	88.32
Groundwater ²	127.8	45.76	65.5
Third party water ³	3.40	2.34	2.55
Seawater	0	0	0.1
Total	198.4	111.72	156.47

Note: The Port region is not considered to be under water stress. ¹Includes reused water and rainwater reuse through surface capture in artificial macro-drainage channels. ²Groundwater includes only water captured and used in our operations, unlike previous years, which includes all water captured by the affiliate AEWS, then AIA (GRI 2-4). ³ Third-party water: includes supply via tanker truck, administrative activities, Estação Açú office, gatehouses and T-Mult.

Water discharge (thousand m³)

GRI 303-4

	2022	2023	2024
Released into seawater after (industrial) treatment ¹	32	39,8	25,3
External treatment ²	5.38	5.81	8.1
Total	37.38	45.61	33.4

Note: There is no water discharge in areas of water stress. ¹More than 99% of the industrial effluents generated by T-Mult operations are treated at the terminal's industrial effluent treatment plant (Etei). A small portion is sent for external treatment. The generation of industrial effluent is mainly related to the intensity of rainfall (rainwater from handling and storage areas) and the use of water to control atmospheric emissions (wetting of piles and roads). ² Sanitary effluents are collected and sent for external treatment.

Direct (Scope 1) GHG emissions (in tCO₂e)

GRI 305-1

	2022	2023	2024
Generation of electricity, heat or steam	893.70	1,021.66	1,159.13
Physical-chemical processing	0.95	1.34	1.41
Transportation of materials, products, waste, employees and passengers	1,986.15	2,159.48	1,896.72
Fugitive emissions	41.91	198.95	245.65
Agricultural emissions resulting from the use of fertilizers	1.06	0.50	0.23
Total emissions	2,923.77	3,381.93	3,303.14
Biogenic emissions	298.08	387.66	455.49

Note: Gases included in the calculation: CO₂, CH₄, N₂O, SF₆, HFCs, PFCs. Consolidation is carried out through operational control.

Total GHG emissions (in tCO₂e)

GRI 305-2, 305-3, TCFD 4.B

	2021	2022	2023	2024
Scope 1	2,820	2,923.77	3,381.93	2,729
Scope 2	184	76.00	14.00	0
Scope 3	7,041	2,282.00	8,840.00	3,949
Total GHG emissions	10,045	5,281.77	12,235.93	6,678

Note: Gases included in the calculation: CO₂, CH₄, N₂O, SF₆, HFCs, PFCs. Consolidation is carried out by operational control and shareholding in AEW. Dredging included in scope 3 undergoes major variations, occurring every two years, therefore, comparisons in this scope and in total are made in relation to the years 2021 and 2023. In scope 2, the approach is by purchase choice since 2023.

Other indirect (Scope 3) GHG emissions (in tCO₂e)

GRI 305-3

	2022	2023	2024
Goods and services purchased	1,472.00	7,611.00	2,435.54
Activities related to energy and fuels	90.00	79.00	55.90
Transport and distribution	172.00	214.00	67.65
Waste generated in operations	34.00	341.00	586.08
Business travel	190.00	236.00	319.82
Employee transportation	324.00	359.00	483.77
Total emissions	2,282.00	8,840.00	3,948.76
Biogenic emissions	184.00	224.00	744.94

Note: Gases included in the calculation: CO₂, CH₄, N₂O, SF₆, HFCs, PFCs. Consolidation is performed by operational control.

Species included in the IUCN Red List and in national conservation lists with habitats in areas affected by the organization's operations

GRI 304-4

Category	2022	2023	2024
Critically Endangered (CR)	2	2	3
In danger (EN)	8	8	9
Vulnerable (VU)	12	12	14
Near Threatened (NT)	6	6	6
Least Concern (LC)	852	852	875

Waste generated by composition (in tons)

GRI 306-3

Category	2022	2023	2024
Recyclables	475	109	118
Dangerous	52	80	51
Organics	5	8	8
Non-recyclable	6,618	4,752	8,266
Civil Construction	860	914	2,176
Total	8,010	5,863	10,677

Note: The recyclable category includes plastics, paper and cardboard, tires, metal and electronic scrap, and glass. The hazardous category includes electronic batteries, contaminated and infectious materials, light bulbs, expired medicines, and asphalt residue.

Waste disposal by operation (in tons)

GRI 306-4, 306-5

	2022	2023	2024
Waste recovery operation	7,166	5,208	10,408
Reverse logistics	1	1	0
Recycling	424	49	118
Reuse	6,670	5,048	10,097
Composting	5	8	8
Energy use	66	102	185
Waste disposal operation	843	656	269
Landfill confinement	843	656	269
Total	8,010	5,64	10,676

Note: Reverse logistics includes batteries and chemical product packaging (IBCs); recycling includes paper, cardboard, batteries, plastic, tires, electronic scrap, metal scrap and glass; composting includes organic food waste; and energy use includes co-processing of hazardous material (X t) and wood. Of the waste sent for final disposal, 0.47% is hazardous and 99.52% is non-hazardous.

Social Indicators

New employee hires

GRI 401-1

	2023		2024	
By gender	Hiring	Rate	Hiring	Rate
Men	33	10%	38	10%
Women	26	8%	37	9%
By age group	Hiring	Rate	Hiring	Rate
Under 30 years old	23	7%	52	13%
30-50 years old	35	11%	21	5%
Over 50 years old	1	0.3%	2	1%
Total	59	18%	75	19%

Note: All workers are located in the Southeast region.

Employee turnover

GRI 401-1

	2023		2024	
By gender	Layoffs	Rate	Layoffs	Rate
Men	32	10%	32	8%
Women	37	12%	26	7%
By age group	Layoffs	Rate	Layoffs	Rate
Under 30 years old	39	12%	34	9%
30-50 years old	28	9%	21	5%
Over 50 years old	2	1%	3	1%
Total	69	22%	58	15%

Note: All employees are located in the Southeast region. 2023 layoff data has been corrected. GRI 2-4

Maternity/paternity leave

GRI 401-3

		2022	2023	2024
Total number of employees that took parental leave	Men	4	10	7
	Women	6	3*	6
Total number of employees that returned to work in the reporting period after parental leave ended, by gender	Men	4	10	7
	Women	6	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	10	9
	Women	4	4	3
Return to work rate	Men	100%	100%	100%
	Women	100%	100%	100%
Retention rate	Men	100%	100%	90%
	Women	100%	67%	100%

Note: * revised number GRI 2-4.

Complementary training and benefits indicators

GRI 401-2, 404-2

Regarding benefits, Porto do Açú follows a policy of benefits 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 cases are isolated. When this occurs, the company ensures, through its suppliers, that the same benefits offered to direct employees are applied to temporary employees. In addition to the benefits mentioned in the chapter Our People – maternity leave extended to 180 days, despite the legal requirement of 120 days; paternity leave of 20 days, exceeding the legal period of five days; hybrid work option, day off, flexible work, Wellhub**, online psychology service (Psicologia Viva) and telemedicine (IH Care) – our package includes mandatory benefits such as childcare or babysitting assistance, transportation vouchers, and other non-mandatory benefits such as supplements for sickness or accident benefits, health check-ups for executives*, birth kits for new parents, an employee support program (PAE), health insurance, dental insurance, cafeteria or restaurant in the company, life insurance and funeral assistance, chartered transportation, food vouchers and meal vouchers. We also provide reimbursement of INSS contributions for employees close to retirement.

Rates and numbers of work accidents – direct employees and contractors

GRI 403-9

	2022			2023			2024		
	Direct employees	Contractors	Total	Direct employees	Contractors	Total	Direct employees	Contractors	Total
Number of reportable accidents	1	1	2	0	1	1	2	1	3
Number of lost-time injuries	0	0	0	0	0	0	2	0	2
Number of highconsequence work-related injuries (excluding fatalities)	0	0	0	0	0	0	0	0	0
Total Recordable Injury Frequency	1.19	0.77	0.93	0	0.79	0.46	2.0	0.7	1.2
Rate of highconsequence work-related injuries (excluding fatalities)	0	0	0	0	0	0	0	0	0
Lost Time Injury Frequency	0	0	0	0	0	0	2.0	0	0.8
Number of hours worked	842,160	1,299,380	2,141,540	898,480	1,273,086	2,171,566	998,140	1,461,568	2,459,708

Note: The rates were calculated based on 1,000,000 hours worked. To calculate the rates, PdA uses: TRIF = (MTC+RWC+LTI+FAT)*1,000,000/HHT; LTIF = (FAT+LTI)*1,000,000/HHT. The internally monitored reportable accident rate (TRIF) is equivalent to the rate of mandatory reportable accidents. The rate of accidents with lost time (LTIF) considers any accident – GRI defines accidents with lost time of more than six months as serious consequences. Reportable accidents are considered mandatory reportable accidents.

Average hours of training per year per employee

GRI 404-1

By gender	2022	2023	2024
Men	22.31	10.73	10.48
Women	14.61	10.31	9.37
By employee category	2022	2023	2024
Directors + CEO	9.33	16.00	21,2
Manager	57.70	7.42	33,24
Coordinator	29.90	4.00	28.65
Specialist	11.18	9.74	26.18
Professional	6.86	9.70	8.49
Technician / Operational	27.57	12.41	3.04
Intern	26.32	12.21	5.78
Young Apprentice	16.60	12.21	5.41
Total	19.32	10.50	9.96

Note: Includes mandatory health and safety training.



Percentage of employees receiving regular performance and career development reviews

GRI 404-3

	2023			2024		
	Men	Women	Total	Men	Women	Total
Directors + CEO	100%	100%	100%	100%	100%	100%
Manager	100%	100%	100%	100%	100%	100%
Coordinator	100%	100%	100%	100%	100%	100%
Specialist	100%	100%	100%	100%	100%	100%
Professional	100%	100%	100%	100%	100%	100%
Technician / Operational	100%	100%	100%	100%	100%	100%
Total	100%	100%	100%	100%	100%	100%

Note: The 2023 information was revised, after a better understanding of the indicator data.



Diversity of employees

GRI 405-1

Percentage of employees by category and gender	2022		2023		2024	
	Men	Women	Men	Women	Men	Women
Directors + CEO	83	17	75	25	80	20
Manager	68	32	63	37	72	28
Coordinator	58	42	58	42	59	41
Specialist	56	44	50	50	44	56
Professional	36	64	39	61	37	63
Technician / Operational	77	32	76	24	75	25
Intern	61	39	28	72	29	71
Young Apprentice	33	67	22	78	41	59
Total	60	40	58	42	57	43

Percentage of employees by category and age group	2022			2023			2024		
	< 30 years old	30-50 years old	> 50 years old	< 30 years old	30-50 years old	> 50 years old	< 30 years old	30-50 years old	> 50 years old
Directors + CEO	0	83	17	0	100	0	0	100	0
Manager	0	92	8	0	89	11	0	79	21
Coordinator	0	88	12	3	87	10	3	90	7
Specialist	5	79	16	6	94	0	6	94	0
Professional	29	69	3	28	67	5	26	69	4
Technician / Operational	34	66	0	36	60	4	32	63	5
Intern	96	4	0	97	3	0	86	14	0
Young Apprentice	100	0	0	100	0	0	100	0	0
Total	31	65	4	35	61	4	33	61	6

Percentage of employees of underrepresented groups by category	2022			2023			2024		
	Black	Mixed-race	PwD	Black	Mixed-race	PwD	Black	Mixed-race	PwD
Directors + CEO	0	33	0	0	20	0	0	0	0
Manager	4	4	0	7	0	3	3	1	1
Coordinator	12	8	0	10	7	0	2	2	0
Specialist	0	19	0	0	25	0	0	1	0
Professional	10	21	0	12	23	5	13	21	5
Technician / Operational	13	36	0	17	39	3	30	68	5
Intern	35	30	0	42	19	0	11	13	0
Young Apprentice	11	44	0	22	56	0	2	5	0
Total	12	27	0	18	32	3	15	28	3

Note: the percentages for the year 2023 were modified due to adjustments in the calculation rationale. **GRI 2-4**

Ratio of the basic salary and remuneration of women to men for each employee category

GRI 405-2

	2022	2023	2024
Manager	91%	93%	84%
Coordinator	85%	92%	95%
Specialist	103%	115%	98%
Professional	85%	84%	85%
Technician / Operational	101%	101%	98%

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



Consolidation of results and information
General Management of Port Development and ESG

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