

# Sustainability Report 2024



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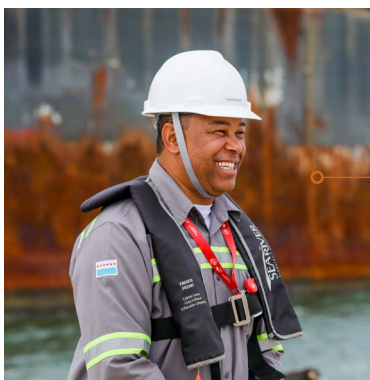
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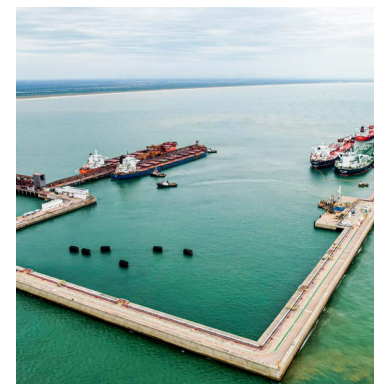
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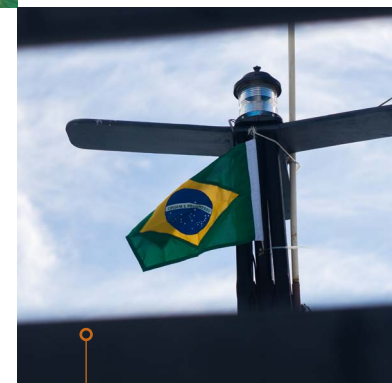
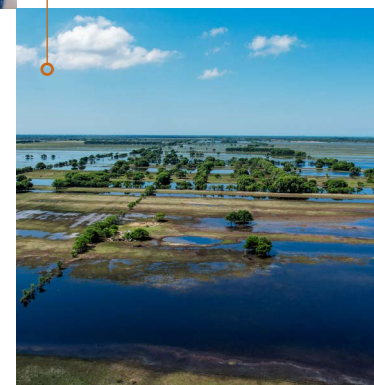
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# Foreword

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# Message from the CEO

GRI 2-22

The year 2024 was remarkable for the Porto do Açu. We completed 10 years since the first operation of our Industrial Port — a decade of growth, achievements and transformation. We celebrated this milestone with record revenue, significant advances in the development of the low-carbon industrial cluster, expansion of our service portfolio, diversification of cargo handled and the strengthening of our commitment to social and environmental responsibility.

It was a year in which we made important progress in industrial projects: we signed strategic contracts for the development of the hydrogen and low-carbon derivatives hub, in addition to making significant progress in initiatives aimed at the HBI Hub, an important movement in the decarbonization of the steel industry, and sustainable dismantling.

Our good financial performance has allowed us to move forward with strategic investments that consolidate the Porto do Açu as one of the main logistics and industrial hubs in the country. We have expanded our terminal, made improvements to the port infrastructure and, at the same time, strengthened our investments in people, in the

surrounding communities, in environmental conservation and in innovation.

We adopt an integrated approach that ensures safe, socially and environmentally responsible operations, as we know that sustainable growth is only possible on a solid and structured basis.

For the third consecutive year, we are ranked among the best companies to work for in Rio de Janeiro — and this year we rose to eighth place. We continue to build an increasingly inclusive, diverse and safe environment. We work hard to increase gender and racial representation in our team and to promote our culture of safety and quality of life.

We actively contribute to the conservation of ecosystems and the protection of aquifers in the region. We have made progress in biodiversity conservation and sustainable tourism in the Caruara Reserve, and our sea turtle conservation program has broken a historic record for reproductive occurrences.

We remain committed to the climate agenda, seeking to make our operations more resilient and contribute to the decarbonization of the complex, of

Brazil and the world. We believe that the energy transition is a real opportunity for development — and we want to be protagonists in this movement, building the Porto do Açu as the Port of Energy Transition in Brazil.

No results or achievements would be possible without the involvement of people. They are the greatest asset of Porto do Açu, a committed team, guided by purpose and engaged in building, every day, a legacy of sustainable development.

We are building a unique project, with a national identity and a global vocation. An enterprise that boosts the country's competitiveness, promotes positive impacts on people and effectively contributes to the decarbonization of the planet. We remain firmly committed to this purpose — and convinced that this journey is just beginning.

I invite you to explore this report and learn in detail about our 2024 results. Enjoy your reading!

**Eugenio Figueiredo**  
Chief Executive Officer  
Porto do Açu Operações S.A.



# Message from the Chairman of the Board of Directors



More than a period of solid financial results, 2024 reaffirmed our vocation as an agent of transformation — at the local, national and global levels.

In addition to being critical infrastructure for global trade, ports play an essential role as links in various supply chains and will be key players in the decarbonization of sectors that are difficult to decarbonize, such as maritime and steel, in the production of low-carbon hydrogen and in the movement of critical minerals. In this sense, the energy transition process represents an opportunity for Brazil to take advantage of its renewable energy matrix and induce low-carbon reindustrialization in the vicinity of its ports.

## **Rogério Zampronha**

Chairman of the Board of Directors  
Porto do Açu Operações S.A.

For this reason, in 2024, we are consolidating an ambitious strategy: to position Porto do Açu as the main port for the energy transition in Brazil. We have signed important contracts aimed at the production of clean fuels, such as hydrogen, green ammonia and e-methanol, in addition to advancing with structural projects related to HBI, sustainable decommissioning and industrial circularity.

These advances are only possible thanks to the talent, dedication and sense of purpose of the people who build the Porto do Açu every day. They are the ones who drive our development, making a vision of the future based on sustainability a reality.

Innovation has been at the heart of this journey. Our ecosystem has enabled the development of unique solutions on the global stage by integrating logistics, natural resources and creativity. We have established synergies between different initiatives — from corn

ethanol and SAF production to the efficient use of water and the reuse of industrial byproducts — strengthening a circularity agenda with concrete impact.

Governance has played an essential role in this journey. We have dedicated committees that rigorously monitor critical issues such as people management, risk monitoring and financial performance.

Sustainability is intrinsically incorporated into our business model, our decision-making process, as a lever for growth and differentiation, and the way we understand our role in the corporate world.

The Board of Directors has been active, promoting in-depth discussions and supporting the company's management in the search for a balance between a long-term vision, consistent results in the present, and positive impacts on Brazil's socioeconomic development.

# Highlights

## Business and Operations

**R\$ 546.7 million**

of Gross Revenue, an increase of 16% compared to 2023

**R\$ 1.8 million**

tons moved in the T-Mult

Start of sustainable pre-decommissioning operations

**3** new contracts of area leasing for industrial development

Ebitda of **R\$ 220.3 million,**

an increase of 21% compared to 2023

## Innovation

**+45**  
partners and  
**115**  
innovation initiatives



**R\$ 3.2 million**

in resources raised for innovation initiatives, an increase of 113% compared to 2023

## Governance

**95%**  
confidence in the Whistleblower Channel



Adhesion to the **Brazilian Pact** for Business Integrity

Social

23%  
increase in the  
number of local  
suppliers


  
98%  
local workforce

7.5%  
increase in the  
total number of  
women in the  
company

20%  
increase in the  
total number of  
black people in  
the company

  
9,300  
hours of training

100%  
of employees  
covered by the Quality  
of Life Program

  
ISO 45.001  
Certification

Caruara Reserve:  
13,500  
of visitors in 2024

+51,000  
beneficiaries of Social Agenda


  
12,300  
beneficiaries of Abraço  
Volunteering Program


1.2 TRIF<sup>1</sup>

Environmental

24,300  
of reproductive  
occurrences of sea turtles  
From 2011 to December/24


14%  
reduction in GHG  
emissions intensity in the  
T-Mult (scope 1 and 2)



  
ISO 14.001  
Certification

14,000  
participants in ECO's  
environmental educational  
initiatives

61%  
of the water used in  
our operations comes  
from alternative  
sources



Only  
3%  
of waste sent  
to landfill

28  
hectares planted in  
2024, totaling 1.4  
thousand hectares  
reforested in the  
Caruara Reserve

1. Total Recordable Injury Frequency.

# Awards and recognitions



### IAPH 2024 Sustainability Awards

Winner in the Infrastructure Category with the project “Hydrogen and Low Carbon Derivatives Hub”.



### Antaq Award

First place in the Environmental Performance Index with T-Mult, among Private Use Terminals, and in the “Innovative Initiatives” category with Cais Açu Lab.



### Award from the Associação de Terminais Portuários Privados (ATP)

Third place in the Social Impact category for the Caruara Reserve Project: Biodiversity for All.



### PIANC World Association for Waterborne Transport Infrastructure

Recognition in the ‘Supporter of Working with Nature’ category for the project Management of Port Navigation Channels and Reuse of Dredged Material.



### Gold Seal from the Brazilian GHG Protocol Program

Achieved for the third consecutive year for its greenhouse gas (GHG) inventory.



### Pró-Clima Seal in the Diamond category

ABDP (Brazilian Alliance for Decarbonization of Ports) seal achieved due to decarbonization efforts, as a highlight among companies in the port and waterway sector in Brazil.



### Great Place to Work (GPTW)

Recognized among the 10 best medium-sized companies in the state of Rio de Janeiro, celebrating our debut in the Diversity Ranking as the 18th Best Company to Work For – Women’s Ranking.



### Award Ser Humano ABRH-RJ

Recognition with the case “An identity made of people: the cultural essence of the Prumo group #GenteBoa, #GenteQueSeImporta and #GenteQueFaz”.



### 100 Open Startups 2024

Top 3 Transportation and Logistics  
Top 8 Middle Market  
Top 87 in the overall Open Corps ranking



### Prêmio Inovativos 2024

Winner in the Port Operations and Management Category with the case Digital twins in port asset management: application in nautical signaling buoys.



# Porto do Açu Operações

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We are Porto do Açu Operações S.A, formed by the partnership between Prumo Logística S.A. and Port of Antwerp-Brugges International N.V., responsible for port administration and the development of Porto do Açu, the only 100% private port enterprise in Brazil. **GRI 2-1**

## Mission

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

## Vision

To be recognized as the energy transition Port of Brazil

## Purpose

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



# Our Operations

GRI 2-6

## Port administration and area leasing

Structured to ensure the development of operations and new businesses at the Porto do Açu, we focus on innovation and long-term sustainable growth.

With transparent rules that guide the use of the port-industry, we develop and manage a modern port infrastructure. We offer innovative nautical structures, guarantee safe and efficient maritime and road access, in addition to fostering the growth of operations and the creation of new businesses.

We work to expand the complex's operations, with the development of industrial, logistics and renewable energy projects, with a focus on attracting new businesses, especially promoting the circular economy, energy transition and connectivity.



## Logistics operations

We develop integrated logistics solutions for the storage and distribution of cargo at the Multicargo Terminal (T-Mult), which handles more than 10 types of solid bulk cargo. T-Mult is a world-class port solution that mainly serves the markets of Minas Gerais, Goiás, Espírito Santo, Rio de Janeiro and São Paulo.

## Specialized services for port support and the Oil & Gas sector

As a strategic cluster to serve the O&G market, we provide port and logistics support solutions for the offshore operations chain, including pre-dismantling services and activities.



## Environmental services

Since 2012, we have been responsible for managing the Caruara Reserve – the largest private conservation unit dedicated to preserving the restinga ecosystem in Brazil, covering 40 km². Our work is focused on three pillars: Education and Scientific Research, Environmental Services and Sustainable Tourism.

# The Porto do Açu

Located in São João da Barra, in the north of the state of Rio de Janeiro, the Porto do Açu is a port-industrial complex with an integrated infrastructure and strategically positioned to access the country's main markets. In these 10 years of operation, completed in October 2024, impressive figures and accomplishments have been achieved, with an average growth of 27% per year<sup>1</sup>.

With the vision of becoming a reference for the development of the low-carbon industry, the Porto do Açu is establishing itself as an important ecosystem of industrial projects in key sectors, including alternative fuels and biofuels, energy, steel and fertilizers.

11  
private terminals

26  
companies  
installed

7,353  
maritime accesses  
in 2024

7,000  
direct jobs

136,000  
land accesses  
(trucks) in 2024

78 million  
tons handled

3<sup>rd</sup> largest private  
iron ore terminal  
in Brazil

44 km<sup>2</sup>  
for industrial  
development

1/3 of the country's  
exported oil passes  
through the oil  
terminal

3 GW  
of thermoelectric  
generation capacity  
using Natural Gas

Largest  
offshore  
support base in  
the world

1. Considers the volume of tons moved from 2015 to 2024 disclosed by Antaq through the terminals of the Açu port complex.

Input



Human Capital

- Our essence;
- Our own and outsourced employees;
- A qualified, diverse, ethical and honest team.



Social and Relationship Capital

- Strategic partnerships;
- Engagement for sustainable development;
- Local communities, port community and business partners;
- Advocacy and institutional relations.



Natural Capital

- Water;
- Caruara Reserve;
- Energy.



Intellectual Capital

- Innovation through Cais Açú Lab;
- Research and development;
- Management system.



Financial Capital

- Investments in infrastructure;
- Investments in operational and energy efficiency;
- Revenue generated by operations.

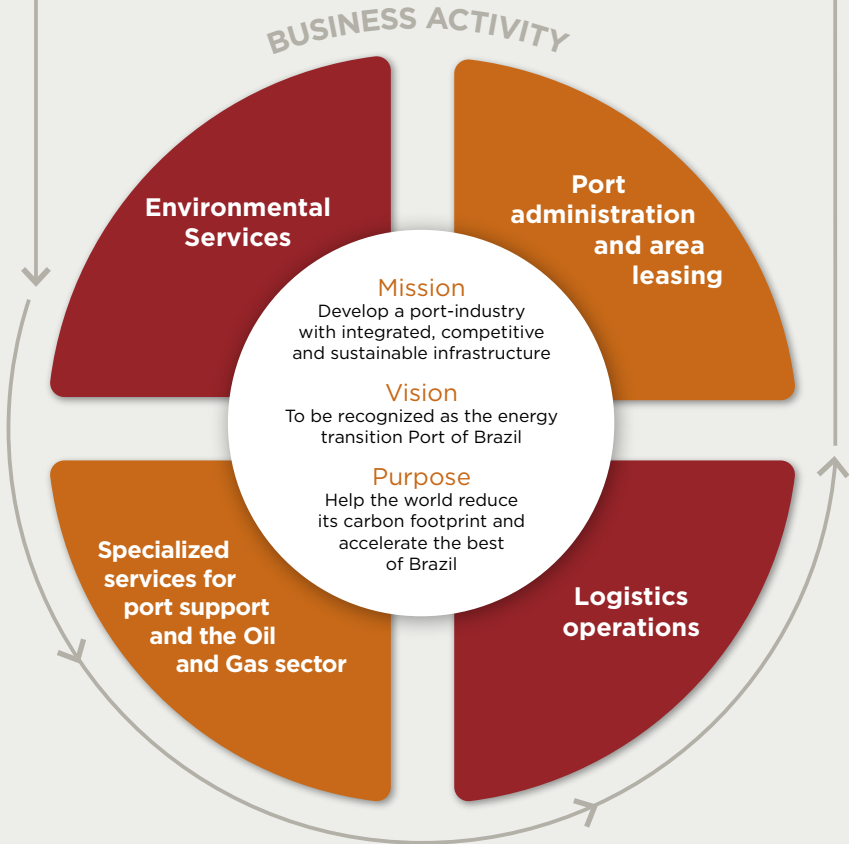


Manufactured Capital

- Integrated and sustainable port infrastructure;
- Emergency Response and Operations Center.

# Business Model

GRI 2-6



Impacts



Human Capital

- Corporate culture and responsible citizenship;
- Diverse and inclusive work environment;
- Health and quality of life;
- Safety culture;
- Talent development.



Social and Relationship Capital

- Regional development;
- Strengthening of local chains;
- Inclusion of local workforce and suppliers.



Natural Capital

- Biodiversity conservation;
- Environmental quality;
- Climate change;
- Water security.



Intellectual Capital

- Development and implementation of new technologies.



Financial Capital

- Revenue growth;
- Improvement in profitability.



Manufactured Capital

- Expansion of port infrastructure and increase in operational capacity;
- Safe and efficient operations and services.

# Commitment to sustainability

GRI 2-23, 2-24, 3-3: Ethics, integrity and compliance; Local development and community relations; Government relations and advocacy

Our development is guided by our Sustainability Policy. It formalizes Porto do Açú's commitments to adopting best ESG practices, encouraging innovation and digitalization, seeking continuous improvement in environmental, social and governance (ESG) aspects and promoting long-term sustainable business growth.

In this approach aligned with the 2030 agenda, we seek to contribute to the Sustainable Development Goals (SDGs) and prioritize six in which we have the greatest capacity to act: affordable and clean energy; decent work and economic growth; industry, innovation and infrastructure; climate action; life below water; and life on land.

In addition, we apply guidelines contained in Prumo Logística's Code of Conduct, Human Resources Policy and Diversity and Inclusion Policy, reinforcing the culture of responsibility and governance at all levels.

## Materiality

GRI 3-1
























Due to business changes and recognizing the importance of continuous engagement with our various stakeholders, in 2024 we promoted a new materiality process aimed at guiding the Company's performance on ESG issues. The process involved extensive consultation with the various stakeholders and, for the first time, we carried out double materiality, aiming at greater robustness of the process. The result was the basis for reviewing our strategy and long-term goals, approved by the Board of Directors in the first quarter of 2025, and which developments will be carried out throughout this year and incorporated in the next Sustainability Report.

- Stakeholder mapping
- Identification of relevant topics and their socio-environmental and financial impacts.

### Materiality: Steps



GRI 3-2

MATERIAL TOPICS	DEFINITION	RELATED SDG
Climate change	Management of Greenhouse Gas (GHG) emissions scopes 1, 2 and 3. Management of risks (physical and transition) and opportunities associated with the materialization of Climate Change. Acting as a vector of the transition to a low-carbon economy, challenge of attracting associated value chains.	  
Local development and community relations	Prioritizing relationships with the local community through qualification programs, job creation and social projects, in addition to the development of local suppliers. Great concern for the presence of the Port to be perceived positively, which ensures a collaborative environment between the company and the community.	 
Innovation and Technology	Investments to enable increased operational efficiency, improved safety, promoted sustainability and maintained competitiveness in the sector, meeting the demands of decarbonization and energy transition. Incentives for scientific research.	   
Health, well-being and safety	Promotion of a safety culture, which leads to reduced operational risks, improved productivity, employee appreciation and strengthening of the company's reputation among stakeholders. Investments in training, adequate infrastructure and health and well-being programs.	 
Biodiversity and ecosystems	Focus on promoting biodiversity conservation and environmental education, which leads to a reduction in environmental impacts and strengthens the company as an example of responsible management.	  
Government relations and advocacy	Interactions with municipal, state and federal authorities on adequate infrastructure, tax incentives, efficiency in the environmental licensing process and attractiveness for investments. Challenge of dealing with legal uncertainty and regulatory complexity in Brazil. Opportunity to promote sustainable development through the articulation and influence of the broad network of stakeholders.	
Ethics, integrity and compliance	Accounting transparency, compliance with anti-corruption standards, laws and practices, promotion of the code of conduct and ethical attributes in organizational processes, such as anti-bribery and anti-corruption practices. Strict care in relations with public agents.	
Data Privacy and Security	Secure management of the collection, retention and use of sensitive and confidential data, ensuring cybersecurity and privacy in the use of information, in compliance with the General Data Protection Law (LGPD).	
Water management	Business opportunities related to water reuse. Risks of social conflicts linked to water resilience resulting from sharing water sources with society.	 
Diversity, inclusion and equity	Promotion of diversity, equity and inclusion in terms of race, gender, age, PcD and the LGBTQIAPN+ community, in addition to ensuring respect for the plurality of opinions.	   



# Strategic relationship with stakeholders

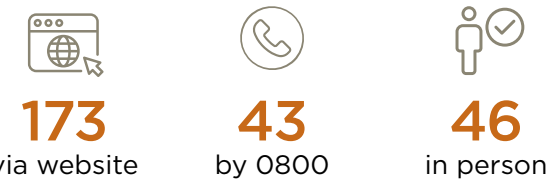
GRI 2-25, 2-29

Our goal is to be a catalyst for regional development, recognizing that the progress of the Porto do Açu is intrinsically linked to the well-being and progress of the surrounding communities.

Since the beginning of operations, we have maintained open, transparent and permanent channels of dialogue with stakeholders, while promoting a Private Social Investment agenda. This commitment includes ongoing engagement with communities of influence, structured by initiatives such as the Local Development Council and Community Dialogue Spaces, where we discuss issues related to the development of Açu and the region.

The performance is regularly monitored by perception surveys and the most recent one, conducted by Institute for Research in Reputation and Image in 2024, provided valuable information to guide our actions. Interviews were conducted with residents of São João da Barra and Campos dos Goytacazes and other stakeholders were involved, including government, academics, companies and port users, associations of entities and the media, resulting in 85% positive evaluation of image and reputation. The best performances were, among others, in the categories of the best company operating in the city and degree of impact on the lives of residents. The Port also stood out in its contribution to boosting job creation and the local economy.

The channel to contact the Port (Fale Com o Porto do Açu) is available daily, from 8 am to 8 pm, by phone 0800 729 0810 and on the website [canalconfidencial.com.br/falecomoportodoacu](https://canalconfidencial.com.br/falecomoportodoacu), in addition to face-to-face and email assistance, registering 262 contacts in 2024:



Interaction with stakeholders is essential to guide practices and information about our operations, which are publicly available on the ESG portal. These initiatives reinforce our commitment to transparency, inclusion and sustainable development in the region.

The growth strategy is guided by the generation of shared value, with the goal of leaving a lasting positive legacy for the North Fluminense region.

The growth strategy is guide by the generation of shared value, with the aim of leaving a lasting positive legacy for the North Fluminense region.

# Partnerships and engagement

GRI 2-28

We constantly seek commercial synergies and business development aligned with the best environmental, social and governance practices. In 2024, we consolidated our presence in 27 sector associations, marking our presence in specialized forums and strategic initiatives of national and international relevance.

At the international level, we hold the vice-presidency of the South and Central America region and the vice-presidency of the technical committee on Climate and Energy of the International Association of Ports and Harbors (IAPH). Working with the entity that represents around 180 of the largest ports in 84 countries, we contribute to the Global Ports Sustainability Program in working groups focused on safety, resilience and decarbonization.

Still within the partnerships for positive impact, we lead the Sustainability Committee of the Brazilian Association of Private Port Terminals (ATP) – Sustentar and we lead the Innovation and Sustainability Committee of APLOP - Association of Portuguese Language Ports via ATP; we play an active role in the Brazil-Germany Chamber of Commerce (AHK), the

India-Brazil Chamber of Commerce (IBCC) and the Brazilian Association of Oil Service Companies (Abespetro); and, in the Federation of Industries of the State of Rio de Janeiro (Firjan), we hold the vice-presidency of the Environmental Council.

Since 2023, we have led the Ocean Business Working Group (WG), a partnership with the UN Global Compact Network Brazil with 79 members that aims to drive decarbonization and energy transition in maritime transport and ports. In 2024, the WG completed a year of work and made its first publication, “Accelerating Port and Maritime Decarbonization in Brazil,” whose content includes the main recommendations identified to leverage opportunities. We also work on the Brazilian Business Council for Sustainable Development (CEBDS), the Brazilian Wind Energy Association (ABEEólica), the Road Safety Observatory and the Global Maritime Forum.

Another important partnership built during 2024 and completed in January 2025 was the adherence to the World Economic Forum’s Transitioning Industrial Clusters Initiative. Together



with the companies HIF and Fuella AS, both of which have signed contracts of leasing in our hydrogen and low-carbon derivatives hub, we have become part of the global movement to accelerate the transition of industrial clusters.

With a proactive approach to engaging our stakeholders, we strengthen

relationships through transparent and structured communication. More details about these actions are available in the Indicators Booklet, which details the relationship with different stakeholders in 2024. **GRI 2-29**

# Operational performance

## Multicargo Terminal (T-Mult)

GRI 2-1, 2-6

We concluded 2024 with a total of 1.8 million tons handled at T-Mult. Despite the 13% reduction in volume compared to the previous year, we expanded the diversity of cargoes and clients: 2 new cargoes and 8 new clients joined the Terminal's portfolio. Furthermore, as part of the Company's strategy to expand the Multicargo Terminal (T-Mult) with a multiplier effect on terminals and industries in Açú, works were started to

expand the pier to implement an additional berth. This expansion phase is scheduled for completion in 2025, when it will be possible to dock two large vessels simultaneously, increasing the terminal's operational capacity to meet the growing demand for mineral cargoes and opening up even more space for new cargoes related to agribusiness, including the movement of grains and fertilizers.

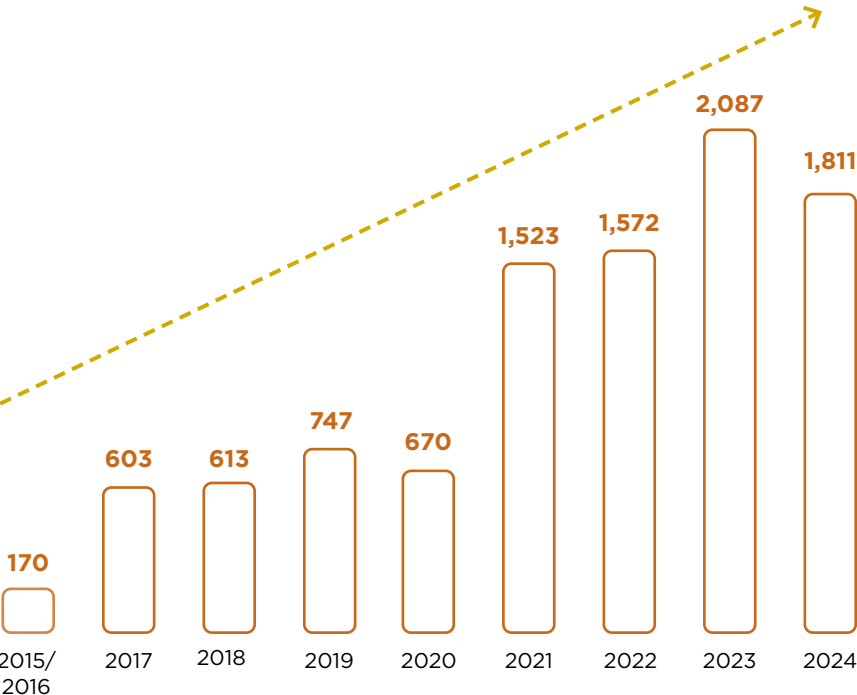


### Multicargo Terminal | T-Mult

**22**  
PRODUCTS  
**2 new in 2024**  
coffee and iron ore

**59**  
CLIENTS  
**8 new clients in 2024**

**1,8**  
MILLION  
tons of cargo handled





## Specialized services for port support and the Oil and Gas sector

The year 2024 was marked by significant growth in our service portfolio.

A major milestone was the start of activities under the pre-dismantling contracts signed with Petrobras, at the end of 2023, for the arrival of 3 units for temporary docking and provision of services, such as hull cleaning, effluent disposal, power supply, and removal of underwater structures. With the arrival of 2 units at the Port in 2024, these services were pioneers in the execution of the client's decommissioning strategy.

We increased synergy with companies operating in the port, strengthening the one-stop-shop concept, generating efficiency and ease for users. Among the main new services provided the following stand out: maritime traffic control services for T1 and management of dredging projects; port support services for large vessels in T1 and provision of anchoring, maintenance, and mooring services.

# Center of Operations and Emergency Responses

GRI 3-3: Health, well-being and safety

The Center of Operations and Emergency Responses (CORE) was created in 2021 and operates continuously to ensure the continuity of operations at the Porto do Açu, monitoring the maritime and land areas, and being responsible for managing maritime traffic and for the risks and emergencies management in the complex.

Vessel movement is controlled in real time by the Vessel Traffic Service (VTS), which has been ISO 9001 certified since 2020 and, in 2024, had its operating license renewed once again by the Brazilian Navy. The VTS Center operates integrated with the Port Management Information System (PMIS), through which routines take place to assure the proper functioning of the Porto do Açu, including the scheduling of vessel arrivals and departures, invoicing of applicable port fees, among other routines associated with port management.

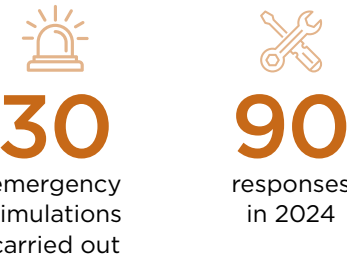
The port's infrastructure includes a modern nautical signaling system, meteoceanographic monitoring and forecasting systems, bathymetry monitoring (which helps in dredging

management) and satellite monitoring service for fire outbreaks and atmospheric discharges (which helps in preventing accidents on land).

In 2024, we had a 15% increase in accesses to the port, totaling 7,353 maritime accesses in the year, while land cargo accesses saw a small drop of 3%, totaling 136 thousand accesses in the year.

## Risk Management and Emergency Response

The integration of emergency response plans is carried out through CORE, with mechanisms to expand, facilitate and/or improve the efficiency of the response to be implemented in cases of accidents that go beyond the foreseen structures in the emergency control plans of the companies in the complex. In addition, CORE is responsible for responding to emergencies in the complex area. In 2024, the center carried out 90 responses, covering different scenarios. To ensure the preparation of the response teams, an annual calendar of simulated exercises is carried out, totaling 30 exercises last year.



## CORE Academy

The main objective of CORE Academy is to disseminate technical knowledge

and promote integration in the port community regarding crisis and emergency management, corporate security and operational monitoring.

The project was launched in April and, throughout the year, approximately 400 people participated in the training and events held. The initiative has advanced in the involvement of several companies inside and outside the Port, with the involvement of authorities, leading companies in the market and renowned experts.



See details about all plans [here](#).

# New Business

GRI 2-6

## Development of low carbon industry

In 2024, we signed the first leasing contracts for the Hydrogen and Low Carbon Derivatives Hub with the companies: Fuella AS, HIF Global and Yamna.

The agreement with the Norwegian Fuella aims to implement a green ammonia plant based on water electrolysis. The project can reach 400 thousand tons of green ammonia per year with logistics integrated with the Açú Liquids Terminal, for export or domestic use.

The contract with Yamna also foresees the development of a green ammonia plant. This first project by the UK company in Brazil is expected to have the capacity to generate up to one million tons per year, with the first green molecules being produced in 2030.

The agreement with HIF Global, a Chilean e-fuels multinational, provides for the development of an e-methanol facility.

The leasing mark the advancement of the development of our Hydrogen and Low Carbon Derivatives Hub project.

It is the first industrial cluster in Brazil dedicated to low greenhouse gas emission products, connecting the production of low carbon hydrogen with the production of ammonia and methanol, integrated with the port infrastructure and industrial areas of the complex.

With the Port of Açú positioned as a platform of the Hydrogen Hub, we plan to expand operations based on the development and adoption of logistics and industrial solutions, low-carbon technologies, connectivity, circular economy and renewable energy sources.

Another important milestone of the year was the start of the development of the HBI (Hot Briquetted Iron) Hub project, with the start of engineering and environmental studies and the opening of the environmental licensing process. The result of a partnership with Vale, the project aims to establish an important hub in Açú, connected to the national and global steelmaking chain.

Also in 2024, we signed an agreement between Prumo and Eletrobras, to evaluate the implementation of

low-carbon projects in the port, focusing on the production of renewable hydrogen and its derivatives. The agreement will assess the technical, environmental and financial feasibility of installing the plant, as well as the use of resources for research and development or public and private financing that encourage related projects.

In addition, as part of our plans to structure ourselves as a hub to support the offshore wind industry in Brazil, we signed an agreement with the Belgian company Sarens to study logistics solutions to move components of the offshore wind energy chain in the complex.

### Adhesion to the Transitioning Industrial Clusters

With the aim of contributing to global decarbonization, leveraging low-carbon industrial development in Açú and boosting economic growth through job creation and regional development, the Porto do Açú joined the global initiative Transitioning Industrial Clusters of the World Economic Forum, alongside the business partners Fuella and HIF Global.

With this move, Açú joins 33 business groups from 16 countries with the aim of accelerating the decarbonization of industrial clusters through collaboration between companies, governments and other stakeholders. The initiative seeks to foster strategic partnerships, share best practices and attract investments in sustainable technologies, with a focus on reducing greenhouse gas emissions, increasing energy efficiency and adopting renewable energy in strategic industrial regions.

**The progress of the Hydrogen Hub demonstrates our ongoing search for projects with priority and potential to drive the development and decarbonization of strategic sectors.**

# Agro

The Port of Açú has expressed its potential as a logistics solution for the Brazilian agricultural sector and, in 2024, we handled new volumes of cargo and signed new contracts. To meet this growing demand, we have made strategic investments in infrastructure for storage and product segregation, besides adopting technologies aimed at logistics optimization and preserving the quality of the products received.

In 2024, we signed an important agreement with the Government of Goiás' State to develop a specialized infrastructure for agricultural exports. The initiative seeks to take advantage of Porto do Açú strategic differentials,

increasing the competitiveness of Brazilian agribusiness and reducing logistics costs. Opportunities for strengthening national logistics were also driven by partnerships aimed at developing the railway connection and the future integration of production zones with the Port of Açú.

An important 20-year contract was signed with the Minas Port group, which invested R\$104 million in the area. Two storage warehouses with a storage capacity of 70,000 tons of grains, such as soybeans and corn, were opened. The Minas group will begin construction of a fertilizer mixing plant in the port area, which is expected to start operating in 2025.

In line with its expansion strategy in the sector, a Memorandum of Understanding (MoU) was signed in 2024 to assess the feasibility of building a terminal dedicated exclusively to agribusiness. Operations are scheduled to begin in the first quarter of 2027.



## Support for sustainable ship recycling

Besides the pre-dismantling activities already underway at Açú, the Port is positioning itself as an integrated proposal for the entire dismantling cycle of maritime units, complying with international standards and operating through a circular economy model.

Our strategy is to house the country's main hub, integrating regional and national chain services with efficiency and sustainability.

The Sustainable Dismantling Hub project moved forward in 2024, with the start of the project development and environmental studies. For the coming years, we seek to install the hub through partnerships and contracts with operators.



## Solutions for Data Centers

With ideal characteristics for the installation of data centers, such as ample space, access to water from various sources, clean energy connected to the National Interconnected System (SIN) and the possibility of maritime connection for submarine cables, Açú has been positioning itself as a solution for establishing Data Centers in Brazil. In 2024, we signed a Memorandum of Understanding (MoU) to study the feasibility of implementing data centers of up to 1 GW in the complex.

The partnership with Consag Engenharia, part of the Andrade Gutierrez Group, and Vertin, controlled by Consag, foresees operational and financial pre-feasibility analyses, possible areas, types of suitable infrastructure, potential investors, among other requirements for the construction of data centers.



## Connectivity

Aiming at the development and expansion of the port-industrial complex, we are working on the project's connectivity, with important advances to improve our road and rail connections.

In 2024, we donated to the Federal Government the studies necessary for the concession process of the EF-118 railway, which will connect Espírito Santo and Rio de Janeiro. The project foresees 575 kilometers of railway network, creating a railway arch, connecting all ports and capitals of the Southeast.

In early 2025, the National Land Transportation Agency - ANTT held public hearings regarding the concession process, and the Federal Government expects the notice to be published in 2025.

Projections indicate that the railway has the potential to increase the volume of grain flow by more than four times, in addition to expanding the ore flow capacity, currently at 26 million tons per year.

Regarding the road connection, we had important advances in 2024 with the start of improvement works on the Rodovia dos Ceramistas and the completion of works on the Ponte da Integração, both carried out by the State Government.

## Porto do Açu

Located in São João da Barra, a strategically located municipality in Rio de Janeiro, it offers integrated solutions to the oil and gas, energy and mining sectors.

# Financial Performance

GRI 207-2

Assertive governance to ensure legal compliance, discipline and continuous business development are the guidelines for our financial management. Our Investment Committee completed one year of operation and worked hard to allocate capital, where we strive to be an example of efficiency and thus meet the expectations of our shareholders and our Board.

The responsibility for tax strategy falls to specific executive positions within the organization, ensuring that the tax approach is integrated into operations and fully adheres to current legislation. This tax control structure, which prioritizes integrity and transparency, is proven by tax compliance certificates issued by federal, state and municipal agencies. We conduct annual risk analyses to identify, assess and manage potential threats. In 2024, one of the focuses of risk management was identifying weaknesses. We hired consultants to assist with internal controls and mapping of financial processes - all financial results are presented in Financial Statements (FSs) audited by KPMG Brazil.

In 2024, we achieved exceptional financial performance. Gross revenue grew 15% compared to the previous year, while EBITDA reached R\$ 220.3 million — an increase of 21% — reflecting a significant improvement in margin quality. This impressive result was driven mainly by the expansion of the service portfolio, with emphasis on the execution of new contracts, combined with rigorous cost and expense management.

In the first quarter, we finalized the renegotiation of our debt with creditors to ease cash flow and review the capital structure, which allowed us to invest more

to grow the complex. Approximately R\$ 110 million were invested in infrastructure, including the expansion of the T-Mult pier, investment in warehouses and the development of industrial hub projects, which allowed us to spread revenue and diversify our portfolio.

We completed the sale of part of the shares of Águas Industriais do Açu S.A., resulting in a reduction in Porto do Açu's stake to 49%. The company maintained its influence within the business, but ceased to be the controlling company and became an affiliate of the new company Ambipar Environment Water Solutions Açu S.A., in partnership

with the company Environmental Esg Participações S.A.

Financial advances went hand in hand with the strengthening of the ESG agenda. All socio-environmental commitments were honored as planned, and investments in this area remained consistent throughout the year. In addition, the company's human capital also evolved: the workforce increased by 24% compared to 2023, reinforcing our commitment to people development and building an increasingly solid organizational culture that will enable our growth in the coming years in a safe and efficient manner.

## Direct economics value generated and distributed GRI 201-1

	2022		2023		2024	
Economic values distributed	362,425		471,719		546,753	
Direct economic value distributed	1,142,351	100%	93,129	100%	864,103	100%
Operating costs	235,834	20.64%	274,360	25.10%	304,141	35.20%
Goods and services purchases	59,808	5.24%	65,458	5.99%	82,061	9.50%
Employee wages and benefits	55,572	4.86%	59,076	5.40%	59,183	6.85%
Payments to providers of capital	741,974	64.95%	637,214	58.29%	351,346	40.66%
Taxes	49,163	4.30%	57,021	5.22%	67,372	7.80%
Economic value retained	-779,926		-621,410		-317,350	

Note: Values in R\$ thousand. In 2023, the items 'payments to capital providers' and 'tax payments' underwent a downward adjustment due to the change in calculation methodology.

# Innovation

GRI 3-3 Innovation and technology

In 2024, Porto do Açu consolidated its position as a benchmark for innovation in the port and logistics sector in Brazil, evolving from a program to a mature ecosystem and receiving awards that corroborated this progress. Through strategic initiatives and partnerships, we achieved significant results with Cais Açu Lab – Collective of Actions in Innovation and Sustainability, combining energy transition, digital transformation, new businesses and process improvement, fostering regional development.

Consolidated as a strategic asset of Porto do Açu, Cais Açu Lab develops solutions for sector challenges, boosting the complex's competitiveness.

We raised R\$3.2 million in resources for innovation initiatives.

## Strategic pillars of Cais Açu Lab

- 42 Digital Transformation INITIATIVES  
aiming to develop the Port of Açu as a Smart Port.
- 16 Energy Transition INITIATIVES  
to encourage sustainable business, low-carbon industrialization and shared value generation.
- 40 Process improvement INITIATIVES  
increasing efficiency and positive ESG impacts.
- 17 New business INITIATIVES  
in order to use the port ecosystem to develop new opportunities through intrapreneurship and circular economy.

# Collective Actions in Innovation and Sustainability

## - Cais Açú Lab



The Porto do Açú has shown exponential growth in innovation indicators, with more than 45 partners and 115 initiatives distributed among the strategic pillars of Cais Açú Lab: digital transformation, energy transition, process improvement and new businesses.

Other figures indicate significant progress, such as the development of 28 Proofs of Concept (POCs); 27 R&D projects in the development and implementation phases; 45 formalized partnerships; 24 internal areas engaged in the innovation process;

16 scientific publications resulting from research projects; and a 113% increase in resources raised for innovation initiatives compared to 2023.

In addition to the projects already highlighted, Cais Açú Lab strengthens its relevance by consolidating digital transformation and open innovation practices, promoting the energy transition with a focus on decarbonization, and developing strategic partnerships with startups, universities, and funding agencies.

### Program of Internal Ideas

We encourage intrapreneurship to engage employees, strengthen the culture of innovation, identify improvements, propose solutions and increase efficiency. To this end, we created the Cais Açú Lab Ideas Program.

The initiative was born at the Multicargo Terminal (T-Mult) as a space for employees to propose ideas and develop projects focused on operational challenges. Thus, in addition to optimizing processes and bringing operational gains, it demonstrated that each professional plays an active role in building a more innovative environment. As a result, 34 ideas were registered, with some of the 5 winning ideas in the implementation phase.

Given the success of the ideas program at T-Mult, it was expanded to the entire company, originating the Cais de Ideias - launched in the first quarter of 2025.

## Cubo Maritime & Port Innovation Hub



We are jointly responsible for maintaining, together with Wilson Sons and Hidrovias do Brasil, the Cubo Maritime & Port Hub, an innovation hub of Cubo Itaú that promotes advances in the maritime and port sector. The goal is to foster collaboration between startups and companies, monitor technological trends and seek solutions to challenges and opportunities in the sector.

With several fronts of activity and a current community of 20 startups, the Cubo Maritime & Port Hub signed, in 2024, a new international partnership with the Hub Port Innovators Network (PIN). Composed of the hubs HomePORT (Port Authority of Hamburg), Opentop (Port of Valencia), The PIER (Port Authority of Halifax), Smartport Lab (Port of Bahía Blanca), 2050 Maritime Innovation Hub (Port of Tyne).

PIN drives innovation in the global port ecosystem by connecting communities of innovation hubs to share ideas, experiences, results, methodologies and best practices related to innovation. Also in 2024, a strategic meeting was organized to align actions and explore synergies between the maritime and port sector and the sustainability and innovation agendas promoted by the UN Global Compact and the ESG Hub.

Another milestone was the coordination of the Manifesto for Innovation in the Maritime and Port Sector, launched in March 2024. The document encourages debate on the importance of strengthening the innovation ecosystem in the maritime, port and waterway sector, seeking to overcome the logistical, regulatory and cultural bottlenecks that limit Brazil's sustainable development.

## HackAçu: record participation

One of the largest online innovation meetings focused on regional development, HackAçu, had a record participation in its third edition. There were 1,162 participants from 141 cities, from 22 Brazilian states, for the marathon that took place between September 27 and 29, 2024.

The event was attended by 122 mentors and 41 partners who guided the projects. There were developed 124 innovative solutions in the areas of ecotourism, education and mobility.

Connected to HackAçu, the Startup Win Ideation program promoted emerging solutions in the region, in partnership with the Brazilian Micro and Small Business Support Service (Sebrae), and had 55 participants. Distributed across 15 teams, they were encouraged to undertake the development of technology-based startups.

## Awards and recognition

In 2024, Cais Açú Lab won six highly relevant awards. We came first in the Innovative Initiatives category of the Antaq 2024 Award, promoted by the National Waterway Transportation Agency (Antaq). This recognition is a milestone that reaffirms our leading role in innovation in the waterway sector, contributing to efficiency, sustainability and the development of exemplary practices.

In the 100 Open Startups, the main reference in open innovation in Latin America with a ranking that gathers data for companies and investors interested in collaborative innovation, the Porto do Açú advanced from 7th place in 2023 to 3rd place in 2024 in the Transportation and Logistics category. In addition, we reached 8th place in the general Middle Market ranking and 87th place in the general Open Corps ranking, representing a growth of 160% compared to 2023.

These results are proof of our commitment to collaboration with startups and entrepreneurs, reinforcing open innovation.

In the Port Operations and Management Category of the 2024 Innovative

Awards - a specialized and strategic forum focused on digital innovation - we came in third place with the case “Digital Twins in Port Asset Management: application in nautical signaling buoys”. The technology, a pioneer in the country and in the maritime-port sector, is based on the development of 4D digital modeling of nautical signaling buoys. Used in the access channel to Terminal 2 of the port complex, the resource allows us to monitor the condition of the component, including wear, corrosion and operation, preventing problems and ensuring greater efficiency and safety for our operations.

Another important recognition for the impressive results obtained by Grupo Prumo and Cais Açú Lab was third place in the Transportation and Logistics category of the Valor Inovação Brasil Award. The award celebrates the most innovative companies in the country.

At the Cubo 2024 award, the autonomous vessel case of the startup TideWise in partnership with Cais Açú Lab was recognized. The operation included 90 uninterrupted hours of navigation and covered approximately



320 km, with a reduction of more than 70% in combustion gas emissions.

At the end of the year, the head of innovation at Cais Açú Lab, Juliane Carneiro, was awarded in the development category of the Protagonists of Innovation Award 2024 ABGi and ANPEI (National Association of Research and Development of Innovative Companies).

# Conecta Cais

The year 2024 marked the first Research, Development and Innovation event held by Cais Açú Lab, called “Conecta Cais”.

Organized in a hybrid format, the event had more than 110 participants, bringing together experts, representatives of startups, companies, universities and development institutions to discuss innovation and sustainability. The event highlighted Cais’s maturity stage and the diversity of connections that the ecosystem has been achieving inside and outside the Port.

In addition, the first edition of the Cais Açú Lab Award was held, which recognized innovative and sustainable initiatives in the port complex, with 14 submissions from nine companies. The award was divided into two categories, each designed to recognize different efforts. The first, “Disruptive Collaboration”, highlighted partnerships between different actors that developed innovative and sustainable projects, integrating different actors in the ecosystem to create high-impact solutions. The second category, “Impact Case”, recognized internal initiatives that, in addition to being innovative, brought concrete and scalable results to port operations. The three winners in each category were selected by a committee of independent external experts, who evaluated criteria such as originality, economic viability, environmental and social impact, and commitment to solid governance practices.



# Corporate governance

- 30** Management structure
- 32** Ethics and integrity
- 33** Government relations
- 34** Risks
- 35** Privacy and data protection

Our corporate policies and standards, which are divided into several internal programs, are aligned with the guidelines of Prumo, our controlling shareholder. Among these guidelines, Prumo's Compliance Program stands out, whose pillars of action are prevention, identification, improvement and response.

We follow the best practices of the Brazilian Institute of Corporate Governance (IBGC) and the guidelines of our Bylaws, conducting our business based on the principles of ethics, transparency, equity, corporate responsibility and accountability.

# Management structure

GRI 2-9, 2-13

The Company's governance is structured by the General Meeting, the Board of Directors, the Executive Board and the non-permanent Fiscal Council, all with functions clearly defined in its Bylaws. In addition, the company has an ESG Committee, an Investment Committee and thematic working groups, such as the ESG and Climate groups.

This governance structure is integrated with that of the shareholder Prumo, through participation in its Advisory Committees to the Board of Directors and the Board. **GRI 2-17**

## General Meeting

Composed of shareholders, it is installed and chaired by the CEO. Its main responsibilities include electing the members of the Board of Directors; choosing the members of the Fiscal Council; analyzing and deliberating on financial statements; defining the allocation of net profits; and approving the overall remuneration of Company's executives.

## Board of Directors (BoD)

The Board of Directors defines and executes the corporate strategy. The scope includes establishing guidelines and monitoring the company's performance, reviewing and approving the mission, vision, values, purpose, goals and strategic planning; and analyzing and approving material issues and guidelines of the sustainability strategy and policy. **GRI 2-12, 2-14**

Since the second half of 2024, this board has been composed of six members appointed by shareholders. The selection criteria consider stakeholder opinions, diversity, independence and relevant skills. The focus is on qualifications and experiences aligned with the Company's strategy and values. **GRI 2-10**

The Chairman of the Board of Directors does not hold executive functions and is responsible for ensuring strategic management, ensuring control and monitoring of results. **GRI 2-11 | TCFD 1.A**

At ordinary meetings, the results obtained and the main risks are presented. In 2024, the Board of Directors assessed, at all ordinary meetings, the renewable projects being developed by the Company, such as green hydrogen, a logistics base for offshore wind, a biogas and methanol plant, a solar plant and a decommissioning hub. In general, at extraordinary meetings of the Board of Directors, commercial issues and long-term agreements for the Company were discussed. **GRI 2-16 | TCFD 1.A**

Although there is no formal evaluation process for the Board of Directors, the company's activities and the performance of each of its members are conducted in accordance with ESG standards. **GRI 2-18**

**[Click here](#)** to access the names and biographies of the members of the Board of Directors and of the executive board.

Executive Board

The Executive Board is responsible for implementing, monitoring and reporting the results of the Company’s strategic initiatives. It also approves metrics and manages sustainability performance, which is monitored by the General Management of Port Development and ESG. **GRI 2-12 | TCFD 1.B**

Fiscal Council

The Fiscal Council is not permanent and acts independently, reporting directly to the shareholders. It monitors the actions of the directors, ensuring compliance with the law, the Bylaws and the Company’s internal regulations. The Fiscal Council was not installed in 2024.

ESG Committee

Created in 2023, it supports the Executive Board in implementing the Sustainability Strategy, promoting ESG culture, the adoption of good practices, performance management and indicator reporting. Composed mostly of members of the Executive Board, it has the participation of listeners from different areas. **GRI 2-14 | TCFD 1.B**

Investment Committee

The Investment Committee has two main objectives: to monitor and track investments already made, and to outline clear action plans and evaluate and present the Company’s main capital projects for investment decisions.

Advisory Committee of Prumo’s Board of Directors

Since we are connected to the Prumo holding company structure, our executive directors, whenever necessary, participate in advisory committees to Prumo’s Board of Directors.

Prumo has the following committees:

- **Strategy Committee**  
Works on the execution and periodic review of the Prumo Group’s long-term strategic plan and the evolution 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 the risks associated with finances, in addition to recommending the approval of the annual risk report. It also oversees the internal audit activities and the Compliance Program.

- **People and ESG Committee**  
Supports Prumo’s Board of Directors and Executive Board in risks related to people, the environment, society and corporate governance, assisting in the sustainability strategy, in the assessment of performance indicators and in priority projects and initiatives.



# Ethics and integrity

All of our employees must follow corporate guidelines to ensure a safe, honest and respectful work environment. Our business conduct is guided by several internal rules, including Prumo’s Code of Conduct, which is fully applicable to Porto do Açú.

The Code is a valuable reference to our Essence, presenting our commitment to ethics and integrity and objectively translating the behaviors expected in our daily lives. We do not tolerate any form of harassment, discrimination of any nature, favoritism for personal interests, physical or verbal violence, threats or actions that violate human rights.

The Code of Conduct is also widely disseminated to all our suppliers, service providers and business partners, who in turn follow the guidelines contained in the Business Partner Conduct Guide. The document aims to establish guidelines for honest and transparent conduct in commercial relations with Prumo’s business partners and its subsidiaries that follow its Compliance Program. And with our background check process, we assess the integrity of suppliers, business partners and employees before they are linked to the company. **GRI 205-1**

Applicable since 2023, the Standard for Interaction with Public Agents determines that only people authorized and trained by the Compliance area should interact with public agents. Training and events related to corporate integrity are held throughout the year to reinforce the rules and guidelines of the Code of Conduct, such as Compliance Week (an activity carried out annually in conjunction with Prumo Group companies). **GRI 2-29**

In 2024, we were able to reach 100% of employees with our communications about the company’s practices, in addition to achieving training rates of 80% among governance members and 73% among employees.

**The Code of Conduct establishes integral and transparent guidelines for commercial relations with business partners.**

## Conflict of interest

**GRI 2-15**

We have internal processes to manage and mitigate potential conflicts of interest. These are situations in which an employee’s personal interests may potentially or effectively conflict with those of the company, compromising their professional duties and potentially causing internal harm. These situations are identified from the moment the employee is hired and throughout their time as an employee of the company.

As established in the Company’s shareholders’ agreement, minority shareholders are guaranteed that transactions with related parties that do not occur under arm’s length conditions (normal market conditions and in line with the company’s usual practice with third parties) must be approved by the Board of Directors.



## Whistleblower Channel

**GRI 2-25, 2-26**

Available 24 hours a day and managed by an independent company, the Whistleblower Channel exists to protect and strengthen our work environment, and is open to our employees, third parties and the community in general, free of charge, in English or Portuguese. Anyone can report cases of violations of the Code of Conduct, laws, internal regulations, including issues involving bribery and corruption.

Reports can be made anonymously, if the whistleblower prefers. In addition, the channel offers the option of being attended by a female professional. Reports can be made by calling 0800-729-0810 or through the website <https://canalconfidencial.com.br/prumologistica>.

# Government relations

GRI 3-3: Government relations and advocacy

In 2024, we will consolidate our role as strategic players in Brazil's economic and logistics development, promoting an open and transparent dialogue with public authorities and regulatory institutions. We seek to contribute to the development of policies that promote industrial development, innovation, sustainability and competitiveness in the sector in which we operate.

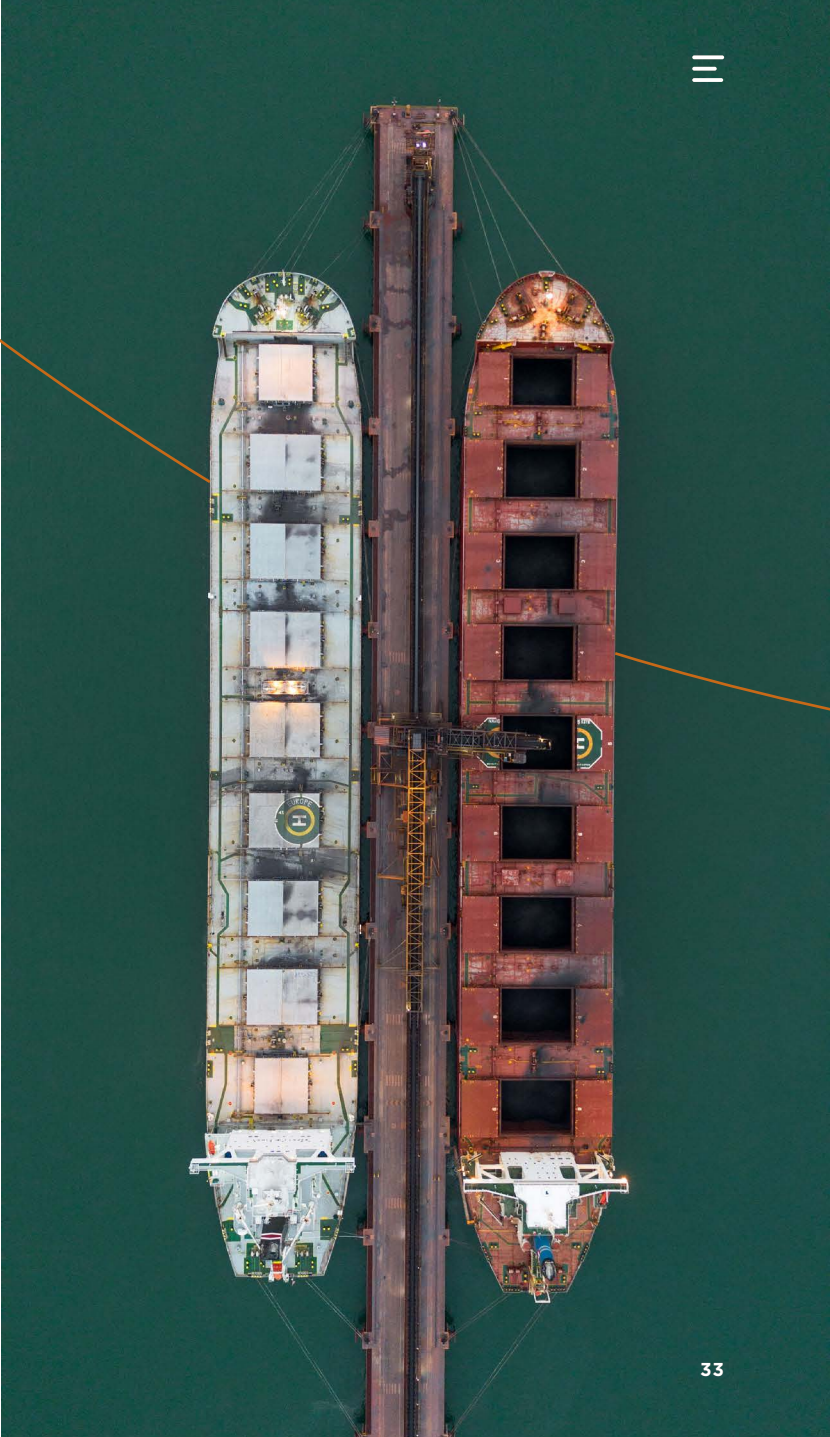
We seek to articulate advances in legal frameworks. Thus, we intend to leverage industrial and energy transition projects that are priorities for our business, such as fertilizers, alternative fuels, hydrogen and offshore wind power, the latter approved at the end of 2024.

During 2024, we contributed to different forums to monitor and contribute to discussions on the climate agenda and developments for the sector. We were part of the Energy Transition & Climate, Finance & Infrastructure and Trade & Investment Task Forces of the B20, the commercial arm of the G20, and actively participated in the Oceans20 agenda and the Ocean Dialogues promoted in preparation for the G20 meeting held in Rio de Janeiro, hosting one of them in the city of Rio, where we were organizers, and we worked throughout the year

in different specialized forums. We were also present at the G20 Social, which preceded the G20 Summit, participating in the Maritime Transport Decarbonization agenda, promoted by the Ministry of Ports and Airports, in the SEAS Conexão Rio 2030, the Positive Nature Workshop, the Innovation Workshop and the Energy Transition Roundtable.

In early 2025, we joined the Pact for Sustainability, which is part of the new Sustainability Policy of the Ministry of Ports and Airports (MPor). With this initiative, we intend to contribute to the reduction of greenhouse gas emissions, the implementation of social and environmental programs and maintain our alignment with the global goals of the 2030 Agenda. These cooperations between government, ports and other strategic partners are important for our sector to be a vector of sustainable development.

We also have important work related to the Port's connectivity, in order to guarantee access by sea and land, providing advances in improvements to road access and in the development of the railway network of the 118 (EF-118) railway, which connects Espírito Santo to Rio de Janeiro. These are long-term projects, which involve the public and private spheres and many planning stages.





# Risks

GRI 2-12

Our Risk Management model is based on recognized international frameworks, such as ISO 31000 and the Committee of Sponsoring Organizations of the Treadway Commission (Coso), which ensures effectiveness in identifying and mitigating risks. In 2024, we revised the annual corporate risk management cycle to include a specific stage for reviewing risks related to ESG aspects, integrating formal discussion steps in the P&ESG Committee.

The Board of Directors plays a fundamental role in this process, overseeing the impacts identified during the corporate risk review cycle and the deliberations made. Based on the results of these assessments, the body validates the necessary mitigation actions and strategies, a process that includes engagement with stakeholders to support the implementation of the proposed solutions. The Board also analyzes the effectiveness of the Risk Management model annually, or more.

The Audit Committee (Caudit) is responsible for monitoring and critically analyzing risks, which receives support from the People and ESG Committee for risks related to people, the environment, and governance.

Currently, our Risk Management covers the following categories:

- **Compliance:** Ensures adherence to legal requirements and promotes organizational integrity.
- **Strategic:** Involves risks associated with medium- and long-term objectives, with a focus on maintaining the attractiveness and critical knowledge for business development at Porto do Açu.
- **Financial and Tax:** Pays attention to liquidity risks, foreign exchange exposure, and financing.
- **Operational:** Covers risks from activities carried out at the complex, with potential impact on operational continuity, the physical integrity of people, and the environment.
- **Reputational:** Focuses on relationships with stakeholders to prevent risks that may affect the company's reputation.

# Privacy and data protection

## GRI 3-3: Data Privacy and Security

With Porto do Açu becoming increasingly digitalized, investing in advances in management systems and the use of digital technologies, cybersecurity has become essential to ensure the integrity of our operations. Since 2020, we have invested strategically in this area, consolidating governance focused on people, processes and technology.

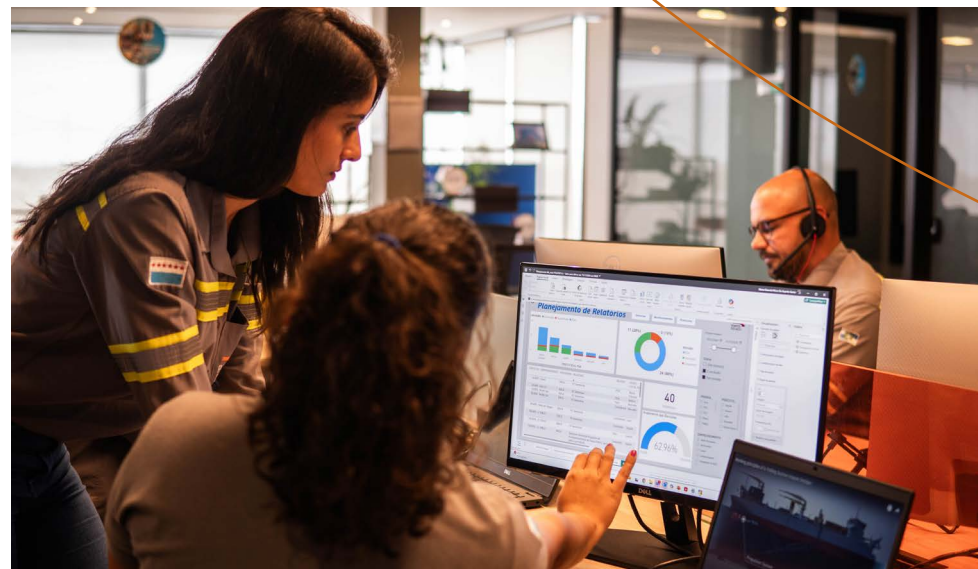
With this integrated approach, we seek to ensure the protection of digital assets and business continuity in the face of potential existing risks. The milestones of this evolution – which began with the update and creation of standards and procedures for cybersecurity governance, aligned with market best practices – reflect the organization's commitment to remaining at the forefront of information security.

Year after year, we have matured our practices. We have implemented a data governance system that ensures the integrity, confidentiality and availability of critical information, and a security management system for technology assets that aims to promote the protection of essential systems and

infrastructures. We have an information security monitoring and operations center with a proactive incident detection and response structure, and we conduct periodic intrusion tests to assess the resistance of systems to potential attacks.

In 2023, we strengthened identity and access management, ensuring that only authorized individuals could access critical information and systems. Additionally, we implemented segregation of duties, which reinforced controls over permissions, reducing risks associated with improper or abusive access.

The year 2024 was marked by the incorporation of technologies based on artificial intelligence and protection mechanisms to keep data safe. We established a robust business continuity and disaster recovery process to ensure the rapid restoration of critical operations in the event of incidents, strengthening business resilience and sustainability. We currently work in a controlled environment, with restrictions to prevent the loss of sensitive data.



Recognizing that people are the first line of defense against cyberattacks, we have implemented a comprehensive awareness program, with regular training and incident simulations, strengthening the security culture among employees. With technology, well-defined processes and a skilled team, we continue to build a safe and resilient digital environment. These advances

protect the organization against cyber threats and reinforce the trust of partners, customers and other stakeholders in our operations.

**We ensure effective risk management to identify and mitigate threats in a timely.**

# Our people

- 40** Talent attraction and retention
- 43** Diverse and inclusive environment
- 45** Safety, health and quality of life

We are fully aware that it is our People who make all our projects and operations possible. Therefore, we invest in the development, engagement and quality of life of our employees, fostering a more diverse, inclusive environment that values the talent of our teams.

GRI 3-3 Diversity, inclusion and equity; Health, well-being and safety

In 2024, we achieved a significant milestone in the Great Place to Work (GPTW) certification: we rose from 13th place in 2023 to 8th on the list of Best Medium-Sized Companies to Work for in the state of Rio de Janeiro. This advancement reflects our commitment to promoting an excellent place for our TimAçu to work.

Based on the results, we developed action plans within the Radar Açu program, always focusing on continuous improvement.

Together with Prumo, we were recognized once again by the Brazilian Human Resources Association (ABRH-RJ), which granted us the 2024 Human Being Award, given to companies with innovative practices that have achieved significant quantitative and qualitative results and that can be considered a reference in the market. Our winning case, “An identity made of people: the cultural essence of the Prumo group”, highlighted the

positive impact of the transformation of the company’s culture and of the entire Prumo Group, achieving improvements in employee satisfaction and engagement metrics.

It is worth noting that engagement with leaders was intense in 2024, especially with the arrival of the new CEO, Eugênio Figueiredo. Several actions were carried out, including meetings involving different groups with their leaders and with the participation of Prumo CEO, Rogério Zampronha, in some meetings.

We continue to make efforts to develop our leaders, promoting training in the same skills, with a focus on innovation, psychological safety and ways to exercise leadership in the best possible way.

In the DE&I agenda, we continue to work with the pillars of LGBTQIAPN+, gender, race, and people with disabilities. In 2024, we focused on actions aimed at PwDs, while maintaining our programs and initiatives related to other groups.



The essence of our TimAçu

Good People

The employees at Porto do Açu are a diverse, committed, talented team that works together. We want to make a difference.

People who care

We take care of our team, develop the communities where we operate and protect the environment. We are proud to leave a legacy for society. Therefore, our actions must reflect the care and respect we have for

our workplace, our people and the environment.

People who do

We love challenges, we make decisions and take responsibility, with ethics and transparency. We are restless and always looking to go further. We believe that true growth is that which is based on an ethical and honest environment, generating positive impacts for society.



The Quality of Life Program was remodeled in 2024, highlighting new initiatives to strengthen mental health.

The Pact for Safety Agenda grew and the actions of the safety programs reached 6,000 participants and more than 5,000 hours of training and campaigns. The year was also marked by the obtaining of the ISO 45001 Certification for the Occupational Health and Safety Management System, attesting to the efficient control of risks and the implementation of appropriate procedures and measures to prevent and mitigate impacts for everyone. An increase in reportable accidents was recorded in the period, whose causes and preventive actions were identified in investigation processes and are being incorporated to improve results and strengthen the culture.

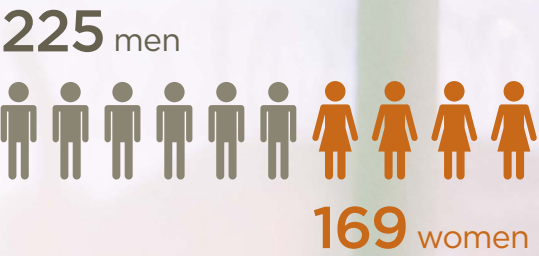
Regarding occupational health, we have not recorded any cases of occupational disease in the company, nor have we recorded any deaths resulting from occupational diseases. The risks related to occupational health and safety have been identified and described in the Risk Management Program (RMP). The measures implemented to mitigate these risks comply with the hierarchy of controls recommended in the Regulatory Standard: risk elimination, risk reduction, application of administrative measures and use of Personal Protective Equipment (PPE).  
**GRI 403-10**

	Attraction	Development	Diversity, Equality and Inclusion	Health, Safety and Well-Being
Goal	Attracting talent and expanding the hiring and development of the local workforce	Professional development through the promotion of learning at all levels and training focused on leadership, mapping of talents and successors, and performance recognition actions	Development of a specific agenda focused on valuing diversity and promoting a respectful and inclusive work environment	Ambition for zero accidents and action focused on employee well-being, aiming to promote physical and mental health and balance between personal and professional life
Programs and initiatives	<ul style="list-style-type: none"><li>• Açu experience: technical and higher level internships, young apprentices</li><li>• PORTodas</li><li>• PORTodos Incluir</li><li>• PORTodos Jovens</li><li>• Employability Network</li><li>• Conexão Açu</li></ul>	<ul style="list-style-type: none"><li>• Performance management</li><li>• Leadership development</li><li>• Succession and talent mapping</li><li>• Radar Açu</li></ul>	<ul style="list-style-type: none"><li>• Literacy and awareness</li><li>• Affinity Groups - Porto In</li><li>• D&amp;I as a driver for the pillars of attraction and development</li><li>• Forum D&amp;I – Port Complex, PORTodas, PORTodos Incluir</li><li>• Research in D&amp;I</li></ul>	<ul style="list-style-type: none"><li>• PACT for Safety</li><li>• Quality of Life Program</li></ul>
Highlights 2024	<ul style="list-style-type: none"><li>• 98% local workforce</li><li>• 24 local women qualified for port operations</li><li>• 500 young people and 12 local schools participating in the launch of PORTodos Jovens</li><li>• 44% of young people from São João da Barra in gateway programs</li><li>• + 21 thousand young people in Conexão Açu actions</li></ul>	<ul style="list-style-type: none"><li>• Confidence index (GPTW For All): 89%</li><li>• Leadership maturity (GPTW) classified at stage 4 (good leader)</li><li>• Ranked among the 10 best companies to work for in the GPTW ranking in the state of Rio de Janeiro</li><li>• Annual performance management cycles for 100% of the workforce</li></ul>	<ul style="list-style-type: none"><li>• Ranked 18th in the GPTW 2024 Best Companies to Work for Women Ranking</li><li>• 7,5 % increase in the number of women in the overall workforce.</li><li>• 20% increase in the number of black people in the company</li></ul>	<ul style="list-style-type: none"><li>• 100% of employees covered by the Quality of Life Program</li><li>• 2 accidents with time off work</li><li>• 5,144 hours of training and more than 6,000 participants in safety campaigns</li><li>• ISO 45001 certification for the Management System</li></ul>

# Employee profile

By the end of 2024, we had a total of 394 employees, including all types of employment, 328 full-time and 66 temporaries. Of this total that makes up our TimAçu, 225 are men and 169 are women, distributed in São João da Barra (324) and Rio de Janeiro (67). This number represents a 24% increase in the company's direct workforce compared to the previous year. **GRI 2-7**

Among the outsourced employees, we had a total of 600 professionals, 537 men and 62 women and 1 not informed. They are not direct employees of the company and have varied contractual relationships, working in various types of specialized and temporary activities. **GRI 2-8**



# Attraction and development of talent

GRI 3-3: Health, well-being and safety



Our employees are a TimAçu dedicated to achieving positive results for the Company and, to attract and retain these talents, we prioritize a safe and diverse work environment, supported by a structured compensation and benefits policy. The promotion of quality of life, both in the workplace and outside it, happens through several initiatives.

Our people management system fosters employee autonomy in their careers, with Individual and Corporate Development Programs, as well as Performance and Career Management. We also seek to permanently improve the work environment, one of the tools we use is Radar Açu.

Porto do Açu pays close attention to leadership and teams when it comes to developing their talents, encouraging learning and providing resources that foster personal and professional growth. The company has a performance management cycle, where employees have the opportunity to discuss goals, results, performance and the development of their skills, in addition to reflecting on their careers.

With a focus on attracting a diverse audience and fostering a more inclusive environment,

we promote Gateway Programs that aim to strengthen our daily commitment to Diversity and Inclusion.

Our goal is to discover new talent for future positions in the company, increase our local representation and attract an increasingly diverse public. Therefore, the Açu Experience program has three levels: Young Apprentice, Technical Internship and Higher Internship.

In 2024, we had the Integrated Technical Internship Program with the Prumo Group companies (Prumo, Porto do Açu, Ferroport, Vast and Dome). In total, there were approximately 2,700 candidates in the process, considering vacancies for the Port and for the office in the city of Rio de Janeiro.

In addition, we ended the year with the Selection Process for our Young Apprentice Program, which received more than a thousand applications. We strengthened our commitment to the local community, with 98% of our employees from the region. All of these initiatives are strongly structured by our D&I strategy that values the promotion of a plural and respectful environment.

## Remuneration

In 2024, the lowest salary paid by the company to both genders was R\$2,129.22, 13% higher than the legal or union minimum wage of R\$1,587.00. This minimum wage was established by the Collective Labor Agreement at the operational units in São João da Barra and Rio de Janeiro. **GRI 202-1**

The remuneration of members of the highest governance body and senior executives is linked to performance in the economic, environmental and social areas. Besides, there is a short-term incentive based on performance that takes into account the achievement of corporate and individual goals defined annually, in addition to a behavioral reflection. This ensures that we overcome our challenges in a manner that is aligned with our values. **GRI 2-19**

Our executive compensation strategy seeks to position the value offered (salary + short-term incentive) in accordance with market practices, using benchmarking conducted by external consultants. The salary scale

is organized into grades and bands, and is periodically reviewed by a consulting firm hired to maintain its competitiveness. The independence of the consultants ensures impartiality in the salary definition process. **GRI 2-20**

We have a compensation strategy that includes an analysis of salary comparisons and variable compensation against market best practices, as well as an analysis of the benefits available to our employees. We offer a package that includes daycare and babysitting assistance (for fathers and mothers), 180 days of maternity leave and 20 days of paternity leave; a hybrid work model with flexible hours; a day off on birthdays; medical and dental assistance, including check-ups for executives; telemedicine; Psicologia Viva, which offers online therapy with a network of accredited professionals; Gympass (Wellhub); chartered transportation; food vouchers, meal vouchers or our own cafeteria, and other benefits aligned with market best practices. **GRI 401-2**



# Employee training

GRI 404-2

In 2024, we revised our development strategy, reinforcing a learning culture that places employees at the center of their development. Decola (Açu Employee Development) is a learning ecosystem that brings together several development actions, based on four important pillars: business, development culture, continuous learning and coaching leadership.

The actions cover employees from all areas and hierarchical levels, including technical, behavioral and mandatory training, carried out in person or virtually.

## Leadership

Our development program paid special attention to training focused on leadership, combined with talent and successor mapping and performance recognition actions.

Among the priority topics selected for leadership development during the year, the following stand out: innovation, psychological safety, unintentional mistakes, restlessness about the status quo and preparedness to exercise leadership.



4,200

hours of development training



# Diverse and inclusive environment

GRI 3-3: Diversity, inclusion and e equity

We value a work environment that respects human rights and provides adequate conditions for all employees, with an emphasis on diversity and inclusion. We cultivate an inclusive culture, which is essential for the development of a plural and respectful environment, after all, a diverse environment contributes to strengthening innovation. We also encourage best practices in the port community and in our supply chain.

In 2024, we reinforced our D&I strategy, bringing in addition to priority actions for gender and race, the launch of PORTodos Incluir, a program aimed at developing our employees with disabilities and attracting new talent to the organization. This program seeks to promote professional growth and the appreciation of diversity, ensuring equal opportunities for all employees.

Regarding female representation, we have actions aimed at combating gender discrimination, reporting channels and

other practices for the development of women.

The PORTodas professional qualification program aims to train women to work in Port Operations, strengthening female inclusion in the port community. The initiative, which had the support of the Instituto Federal Fluminense (IFF) and the city government of São João da Barra and Campos, had a significant turnout, with more than 1,700 applications for the selection process, demonstrating the great interest and potential of women in entering the port sector.

Regarding black leadership, we are committed to developing a career acceleration program aimed at this public, scheduled to launch in 2025. Our goal is to promote growth opportunities and strengthen representation in leadership positions, contributing to a more equitable and inclusive work environment.

## Inclusive Port

Through the Inclusive Port Program, we work in partnership with other companies in the port complex to make the Port of Açú a reference in diversity and inclusion, enhancing positive socioeconomic impacts through job and income generation and professional qualification. The initiative seeks to intensify synergies between companies and includes literacy and awareness-raising actions, diagnosis of the port community and integrated projects.



Our Goal

By 2026, **increase the participation of women** in the general workforce by 30%, increasing female representation in leadership by 80%, compared to 2021.

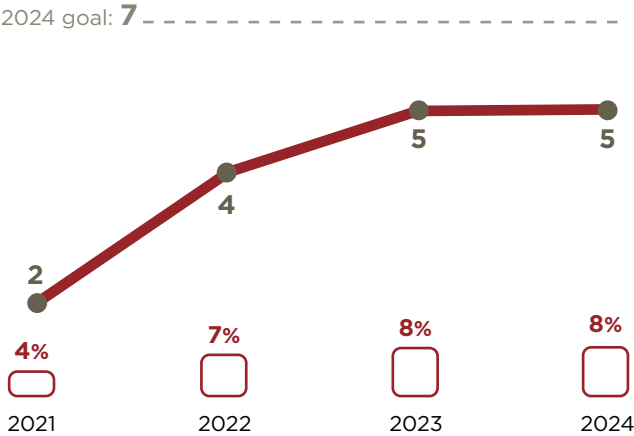
By 2026, **increase the participation of black people** in the general framework by 50%, increasing black representation in leadership by 20% compared to 2021

In 2024, we recorded significant progress in the composition of our workforce, with a 7.5% increase in the number of women and a 20% increase in the number of black people. In leadership positions, we maintained similar results to the previous year, which reinforces the importance of intensifying our efforts to increase the representation of these groups. In 2025, in addition to continuing our agenda of initiatives, we will work on implementing career acceleration programs, with the aim of fostering the advancement of internal talent to promote increasingly diverse leadership.

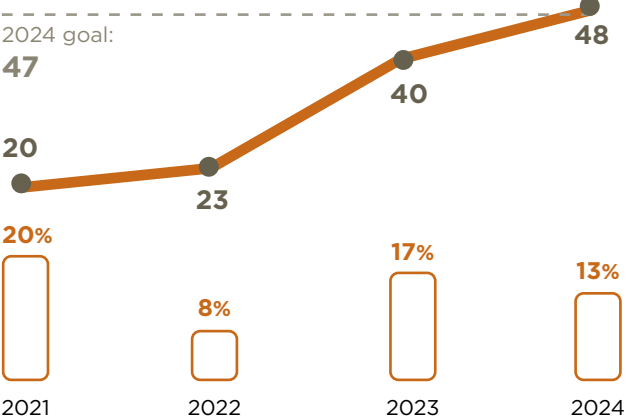
Check out our indicators of diversity in governance bodies in the Indicators Booklet.



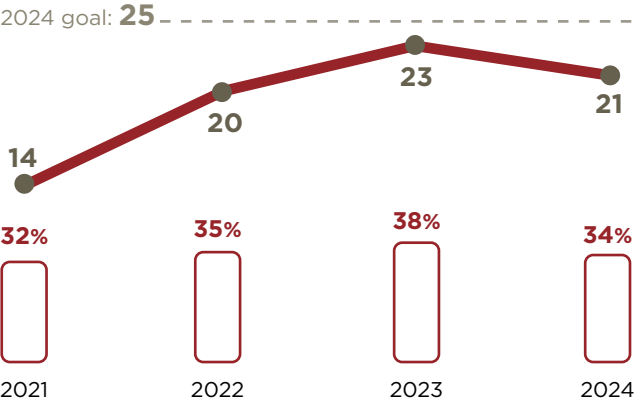
Percentage of Blacks in Leadership



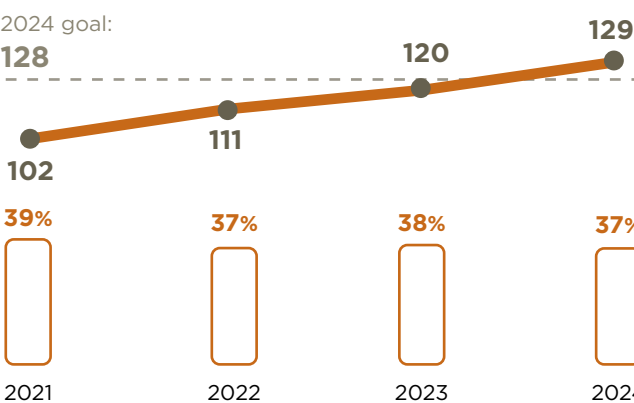
Percentage of Blacks in the Company



Percentage of Women in Leadership



Percentage of Women in the Company



Interns and young apprentices are not included.

# Health, safety and quality of life

GRI 3-3: Health, well-being and safety, 403-1, 403-2, 403-4

Our commitment to a culture of health and safety is constant – we focus on prevention and respect for life. Our processes are organized in the Occupational Health and Safety Management System, which covers 100% of our operations and our own and third-party employees, ensuring compliance with legal requirements and applying best market practices. In 2024, we obtained ISO 45001 certification for our management system, attesting to our compliance with international occupational health and safety standards. **GRI 403-8**

Another important milestone of the year was the 2nd Biannual Safety Culture Survey, conducted by an independent external company. The survey resulted in the maintenance

of the intermediate level of maturity. Among the highlights were the management systems implemented, the corporate programs to promote Health & Safety and the human factors in the Health & Safety agendas. Among the points for improvement are safety as a priority topic in the corporate culture and in people management; the clear definition of leadership roles and responsibilities, in addition to the development of operational leadership. The importance of improving communication at the operational levels and with contractors was also identified. These results and recommendations will guide our actions in the coming years, aiming to strengthen the safety culture and achieve the proactive level of maturity.

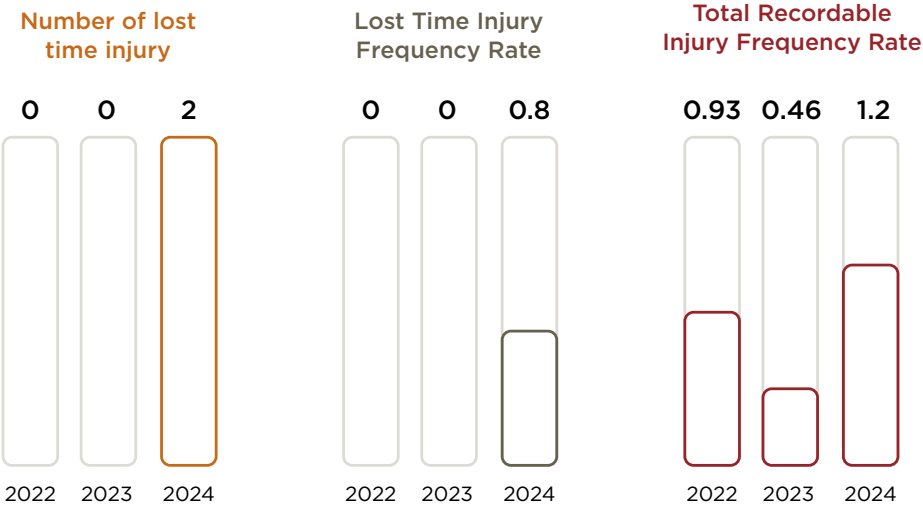



# Pact for Safety

The Pact for Safety Program was created in 2021 to promote a safe environment and achieve the goal of zero accidents. Last year, we worked on preventive and proactive actions to strengthen the Safety Culture, structured on the pillars of culture, skills, resources and processes. We invested in the development of human capital: in total, there were 5,144 hours of training and more than 6 thousand participants in campaigns and actions, involving our employees, the port community and the external public.

Within our program, we work in the areas of Engaged Leadership, Development and Autonomy, and the Golden Rules, which are fundamental to preventing accidents and saving lives. In 2024, we worked on the theme of human factors and cognitive perception in initiatives to strengthen our organizational learning capacity.

In 2024, we did not record any cases of occupational diseases or deaths related to professional activities. Two accidents with time off work were recorded during the year, involving our own employees, and one accident without time off work, involving a third party, during our activities, impacting accident rates. The severity rate closed the year at 60.2. All incidents went through investigation processes by an independent commission and corrective and preventive actions were implemented after the process, as well as the evaluation of effectiveness and dissemination of lessons learned to the entire workforce, with the aim of preventing recurrences and promoting a safer work environment. **GRI 403-9**



 Check the breakdown of work accidents in the GRI 403-9 in the Indicators Booklet.



## AS 5 REGRAS DE OURO DE SEGURANÇA.

**P**  
PLANEJE AS ATIVIDADES

**A**  
ABORDE E REGISTRE DESVIOS

**C**  
CONHEÇA E UTILIZE OS EPIS

**T**  
TRAFEGUE DEFENSIVAMENTE

**O**  
OPERE E MOVIMENTE CARGAS COM SEGURANÇA

## Impact Partner Award

The commitment to Safety Culture, the internalization of the Pact for Safety and good practices are fundamental pillars that support our operations and ensure an increasingly safe and efficient work environment.

Every year, we hold an award ceremony to recognize partners who have excelled in integrating the Pact into their organizational culture. The award recognizes contracted companies that stand out in promoting our safety culture and developing processes, in addition to achieving positive results for the safety and health of employees working in our operations. These results are a clear demonstration of our commitment to quality, safety and efficiency, principles that we value and strive for every day.



## Psychological health at SIPATP

During the 13th Internal Week for the Prevention of Accidents in Port Work (SIPATP), we addressed issues related to psychological health, with the theme “Healthy mind, safe work”. During the four days of the event, different initiatives were held, including lectures, dynamics and awareness-raising actions. More than 4 thousand people participated in SIPATP, which takes place annually and aims to address the different risks present in the work environment and how to act in the prevention of accidents and occupational diseases.





# Training and awareness

GRI 403-5

We invested 5,144 hours in training focused on occupational safety in 2024. The topics covered include risk management and perception, defensive driving, human factors, chemical products, safety in machinery and equipment, and mandatory legal training.

In addition to training, we hold monthly meetings of the Integrated Technical Group with external providers, and forums such as Sempre Seguro and the Health and Safety Forum, aimed at the port community.

# Traffic Safety

We promote traffic safety inside and outside the complex. In four years of our Traffic Safety Program, we have achieved memorable milestones that give the initiative a positive result in all areas. In the education area, for example, we managed to involve more than 13 thousand people and nine partner companies in 60 educational blitzes and 50 lectures and actions. More details can be found in Safe Traffic, in the Social Development chapter.



# Health and well-being

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



With the Quality of Life Program (QLP), we promote the health and well-being of our employees with initiatives that include running and walking groups; nutritional monitoring and food education, and in-company stretching, relaxation and shiatsu practices. Maintaining the routine of good practices, we carried out 160 appointments for complementary exams and consultations with

specialists, 625 occupational exams (100% within the deadline), 844 consultations by the health team, in addition to routine blood pressure measurements and random breathalyzer tests.

Last year, QLP participants traveled a total of 7,000 kilometers together, 73% achieved the goals established for improving their eating habits,



and we had 1,530 participants in the relaxation activities.

In addition, we carried out the Biennial Health Profile Mapping, which included the Emotional Check-Up, with 95% of employee's engagement. The results contributed to the development strategy of the Mental Health Program, meeting the goal of addressing the topic in a more comprehensive and structured manner.

In addition to the annual flu campaign, in 2024, we improved the vaccination

management of our employees, through individual verification of vaccination certificates and guidance on updating them.

Other benefits and actions of the program include encouraging the practice of sports through the partnership with Wellhub; 180 days of maternity leave and 20 days of paternity leave; hybrid work option and flexible hours; day-off on birthdays; telemedicine; and the Psicologia Viva platform for employees, dependents and referred people. **GRI 401-2**

# Social development

GRI 3-3 Local development and community relations, 413-1, 413-2

**53** Inclusion of local workforce and suppliers

**56** Generation of opportunities

**58** Engagement for sustainable development



We are committed to creating opportunities for the local population, fostering entrepreneurship, the development of the local supply chain and encouraging the innovation ecosystem. We generate opportunities and protagonism, valuing local chains and traditions.

In 2024, we allocated more than R\$1 million in voluntary investments to leverage our Social Agenda and promote support for local Public Authorities through services, projects and infrastructure. We reached more than 51 thousand people with our actions and initiatives throughout the year. **GRI 203-1**

**We are a driver of development and transformation in the communities in which we operate. Our growth strategy generates opportunities and shared value for society as a whole.**





## Inclusion of local workforce and suppliers

- PORTodos Fornecedores:** 11% increase in hiring of local suppliers with more than **500** local suppliers.
- PORTodos Jovens:** 12 schools in São João da Barra and more than **500** young people.
- PORTodas:** 24 women trained for port operations.



## Generation of opportunities

- Family Farming Project:** strengthening the 5th district of São João da Barra with a **12%** increase in planted area and **14%** in income.
- Feira no Porto:** 55% increase in income generation and **136** actions carried out.
- Relationship with Fishing Communities:** 28 fishermen qualified in the training course and three colonies involved in the Fishing Dialogue Space.
- Entrepreneurship and professional qualification programs:** 68 young entrepreneurs developed in the Youth Entrepreneurship program; 219 qualified professionals.

## Engagement for sustainable development

- Community dialogue forums:** 121 participants.
- Visit programs:** 1,048 visitors.
- Visits to the Caruara Reserve:** 13,527 this year, 35,800 since its inauguration.
- Traffic safety program:** 4,700 traffic stops in 30 integrated actions.
- AbrAçu Volunteer Program:** 12,300 beneficiaries and 64 volunteers.

# Inclusion of local workforce and suppliers


GRI 203-2

We prioritize the attraction and development of local talent and suppliers to increase inclusion in port operations, creating opportunities and contributing to positive impacts on the local economy.

## PORTodos Fornecedores

The operations of the Porto do Açu generate direct and indirect economic impacts on the local economy, boosting tax collection and job creation in the region, which increases the purchasing power of families. In 2024, 20% of the suppliers contracted by Porto do Açu Operações were local (from the municipalities of São João da Barra or Campos dos Goytacazes). Although we maintained the same proportion as the previous year, we increased the number of local suppliers contracted by 23%. The total amount spent on local suppliers in 2024 was R\$ 45 million, which represents a 32% increase compared to 2023.

Find out more about the GRI 204-1 indicator in the Indicators Booklet.



In 2024, PORTodos Fornecedores was implemented, a program that aims to strengthen the region’s production chain. As part of this program, we held business rounds to connect supply opportunities in the Port with local companies and Development Journeys, in order to discuss best practices and ways in which suppliers can work on business sustainability as a competitive advantage.

Our initiatives include partnerships with Sebrae, Firjan and other companies in Porto, in which 288 suppliers participated in 2024. In collaboration with Sebrae, we held a Workshop with dynamic and practical content on preparing commercial proposals, demonstrating cash flow and managing costs, expenses and sales prices to improve financial discipline and increase



the competitiveness of your business in relation to the surrounding area as a whole. The meeting brought together more than 70 local suppliers to discuss competitiveness strategies.

We held a Business Round specifically for the Civil Construction Sector and the 2nd major Business Round involving the entire port complex in partnership with Firjan, bringing together more than 100 suppliers from Campos dos

Goytacazes and São João da Barra. Participants had the opportunity to showcase their products and services to companies in the port complex. In addition, it was an opportunity to foster the development of new business initiatives and encourage business between companies.

# Employability network

To create opportunities, promote regional development and increase inclusion in our port operations, we prioritize attracting and developing local talent. With this goal in mind, we have maintained the Employability Network initiatives, which facilitate registration and access to resumes, allowing companies operating in the complex to identify and take advantage of local labor, in addition to mapping the needs for mobilizing professionals.

## Conexão Açú

We carry out engagement and dialogue actions with professionals from the surrounding area through Conexão Açú, promoting lectures, webinars and workshops at local units and schools to share professional experiences, disseminate knowledge and discuss topics related to the job market. In 2024, these actions reached more than 21 thousand students in the region.

In addition to opening more vacancies for the Technical and Higher Education Internship Program, in November, as part of our engagement actions, we were present at the 7th IFF Opportunities Fair in Campos. In this way, we contributed to creating an environment of integration and new perspectives for young people in the area of influence of Porto do Açú.

# PORTodos Jovens

PORTodos Jovens, which began in 2023 and was consolidated in 2024, accompanies students from municipal schools in São João da Barra for four years from the end of the 9th year of high school. The objective is to boost the student's training, with two years of theoretical part with the IFF and another two years of practice and mentoring in the port complex, in the experience as a young apprentice and intern.

This initiative promotes inclusion and social impact, increasing learning potential and vision for the future, encouraging entrepreneurship, innovation and leadership, and developing behavioral, social and technical skills. The goal is to enhance the insertion of young people into the job market, encouraging leadership in career management, and placing these young people on a journey of learning and experience in the corporate world.

This first edition involved the engagement and mobilization of 500 students from 12 schools and the participation of 60 students from the Waterway Transportation

courses, where ten young people were selected to begin the practical learning journey. They became Young Apprentices, with a scholarship, access to the development track and

mentoring at the industrial complex facilities, and will be encouraged to continue, having the opportunity to participate in the selection for the Technical Intern program.





Programa de Qualificação

**PORTODAS**  
Para todas



The PORTodas professional qualification program held its graduation ceremony in January 2024, and in this first year of implementation, 24 women were trained, of which nine have already entered the job market: five at Porto do Açu Operações, two at Dome and two at Brasil Port. The initiative, supported by IFF and the city governments of São João da Barra and Campos, attracted more than 1,700 applications for the selection process.

In 2024, the program achieved a success rate of over 50% among participants who completed the practical stage as an employee at the port complex, consolidating its positive impact on the insertion of women into the job market.

A new class is planned for 2025, with the inclusion of more partner companies, to expand opportunities for interested participants. The goal is to expand the program's reach and offer an even more diverse experience.

# Generating opportunities

We carry out initiatives to strengthen local chains, encouraging entrepreneurship and promoting professional qualifications. By supporting education and the region’s innovation ecosystem, we expand income generation opportunities and boost the local economy.

## Young entrepreneurs

With the purpose of promoting sustainable businesses, connecting young people to income generation alternatives, and strengthening their entrepreneurship for the future, Porto do Açú promoted the third edition of the Youth Entrepreneurship program in 2024.

In partnership with the Integrated Center for Studies and Programs for Sustainable Development (Cieds), the initiative received 277 interested parties, of which 68 were selected for a six-month immersion in the program that includes development trails, ideathon and mentoring. At the end, the entrepreneurs had the opportunity to exhibit their initiatives at the project’s Business Fair and the winners received cash prizes.

Another action developed was Empretec, a methodology developed by the UN that aims to develop entrepreneurial behavior characteristics and identify new business opportunities. The program provides greater security in decision-making, broadens the vision of opportunities and improves the performance of participants.

Porto do Açú and Sebrae held the Empretec class in São João da Barra, with support from Cieds. The selection was carried out by Artificial Intelligence through the Empretec system. Aimed primarily at young people, it received 66 applications and had 23 participants.





## Professional Training

With professional training initiatives that benefited more than 210 people in 2024, we offer new income opportunities for the local population. Partnerships with Firjan, the Social Service of Industry (Sesi) and the National Service for Industrial Training (Senai) promoted courses in the areas of gastronomy and culture, with the participation of more than 130 people.

Through Caruara Reserve, we promote courses for the local population in partnership with other companies in the port complex, with IFF and Firjan. In 2024, the Reserve qualified more than 60 people ([learn more about Caruara Reserve's activities in the Biodiversity Conservation section](#)).

## Family Farming Project

The Feira no Porto project fosters collective and participatory organization for the marketing of agricultural products from the Vila da Terra community. The initiative generated a 55% increase in income generation compared to last year for farmers in the Vila da Terra Rural Resettlement.

We also work to strengthen the community in the 5th district of São João da Barra by offering technical and economic support for the development of 19 family farms, in partnership with Chevron Brasil. In 2024, a diagnosis of the Community was carried out with the participation of 53 farmers, indicating a 12% increase in the planted area and 14% in the producers' income.

## Innovation promotion programs

Aiming to strengthen the local innovation ecosystem, expanding socioeconomic opportunities and boosting the region, we support programs focused on regional development, such as HackAçu and Startup Win Ideation ([learn more about these programs in the "Innovation" section](#)).

## Relationship with Fishing Communities

In our engagement with the fishing community, we promote three spaces for dialogue to increase actions that contribute to navigation safety, management of shared use of marine space and support for artisanal fishing activities. We also carry out Fishing Monitoring, in partnership with the companies Vast Infraestrutura and GNA, through which we monitor the movement of this economic activity in the region.

We supported the fishing leadership in holding the II Northern Fluminense Fishing Forum, which was attended by 54 people, consolidating itself as an important space for dialogue and integration between the fishing sector and local companies.

In partnership with the Brazilian Navy and fishing communities, we offered waterway courses – (Professional Fisherman) that had 28 students. These courses aim to train fishermen to obtain qualifications that guarantee safe navigation in small vessels, both at sea and on land.

# Engagement for sustainable development

GRI 2-29

We seek open dialogue and transparent and lasting relationships with partners and local communities, generating engagement for the growth and sustainable development of the region and the port. To this end, we use instruments for greater participation and channels of dialogue to promote improvements in our performance. **GRI 203-2**

## PORTodos Visiting Program

The program promotes interaction with the community in the Porto do Açu region and educational institutions, being an important form of dialogue and relationship. In 2024, the complex was visited by 1,048 people.



## Community Dialogue Forums

Our engagement with local communities is structured mainly through actions in Community Dialogue Spaces (CDS).

In CDSs, meetings are held with representatives of local communities to maintain this channel of dialogue and relationships, with a focus on the development of the region. These discussions promote a clearer understanding of the demands and limits of action and responsibility with respect to the territory.

In 2024, the proposal took place in a different format to serve young people, NGOs, associations, entrepreneurs and suppliers. In the year, the CDS meetings brought together seven state schools in São João da Barra, the IFF and the local Municipal Youth Council and had more than 120 participants.

In addition to the Spaces, our integration with local communities takes place

through the periodical newspaper Por Dentro do Açu, in which we report every three months on the results of our social and environmental actions and the progress of port operations.

Another important engagement initiative maintained by the Port is the Local Development Council (LDC), a voluntary forum for discussions on strategic territorial development priorities aligned with the UN 2030 Agenda. The LDC is formed by representatives of different social actors from Campos dos Goytacazes and São João da Barra who maintain a schedule of quarterly meetings throughout the year to address strategic issues regarding the development of the Port and the region.



## Safe traffic

Among the priority topics we address on the social agenda, Traffic Safety stands out due to the relevance of the topic and its relationship with the Port’s operations. For this reason, we constantly carry out engagement and awareness-raising actions with port users and the local community, involving all companies located in the complex, institutions, regulatory agents and public authorities.

In 2024, there were 4,777 approaches and 30 educational actions at various points in Porto do Açu and on the busiest external streets and avenues. In the three months of the Accident-Free Summer Campaign, around 3,400 people were also sensitized on the region’s beaches with educational

blitzes, lectures and traffic education messages on digital media, chat apps and on billboards on the roads.

In the Yellow May Movement, a global initiative to draw attention to road safety, we promoted six lectures and three educational blitzes, impacting more than a thousand people.

In December, a new edition of the Summer Campaign was launched with the slogan “Road safety is a serious matter for us”. In partnership with Laço Amarelo, a road safety awareness campaign run by the National Road Safety Observatory, the initiative included the participation of nine companies that shared their main efforts and measures to contribute to improving mobility in the region.



## AbrAÇU Volunteering

In AbrAÇU, our volunteer program, employees from different companies in the complex participate. In 2024, it supported more than 12 thousand people through blood donations, support for victims of the floods in Rio Grande do Sul, donation of sanitary pads in the Safe Flow campaign, environmental education, among others.

On December 5th, to mark Volunteer Day, the volunteer work force brought together 400 people in the Açu community and provided a series of health, well-being and recreation services, including the delivery of gifts by Santa Claus.





# Environment and climate

GRI 3-3 Climate change, 3-3 Biodiversity and ecosystems, 3-3 Water management

**62** Environmental management

**67** Biodiversity conservation

**70** Climate agenda

We seek to develop the port-industry complex in balance with the conservation of the surrounding ecosystems. To this end, we focus our efforts on three fronts: (i) Responsible environmental management, with continuous monitoring of our environmental interfaces and promotion of environmental education, (ii) Conservation of biodiversity, with a focus on coastal and marine ecosystems, and (iii) Climate Agenda: development of operations that are resilient to climate change and reduction of greenhouse gas emissions.

Water efficiency

**61%** of industrial water comes from alternative sources.

Climate agenda

**14%** reduction in the intensity of GHG emissions in T-Mult (scope 1 and 2).

Environmental Education

More than  
**13,500**  
visitors to the Caruara Reserve.

Solid waste management

**73%**  
reduction in waste sent to landfill.

Biodiversity conservation

**Good environmental quality**, without alteration of quality indices.

**Control of exotic species** with more than 80 tons of biofouling removed from the hulls of vessels.

**28** hectares planted in the Caruara Reserve in the year 2024.

**1,350**  
hectares already reforested.

**5** new scientific research in the Caruara Reserve in 2024.

More than  
**2,100** reproductive occurrences in the season (until March/25).

# Environmental management



Our operations are based on a robust management system based on the assessment of the environmental aspects and impacts of our activities. These assessments, together with legal requirements and best practices in the sector, guide our programs and environmental monitoring and control measures.

In 2024, our system was extensively verified, undergoing eight audits, and received important recognitions. Certified since 2021 and recertified in 2023 by Ecoports, it obtained ISO 14001 certification for the first time, the most recognized international standard for environmental management systems. It specifies the requirements for an organization to proactively identify and understand the environmental aspects of its activities and services and the associated environmental impacts.

We launched the Açú Port Environmental Technical Group, which brings together companies in the complex for cooperation and promotion of the

sharing of environmental information, experiences and good practices and seeks to integrate initiatives that support the achievement of environmental sustainability in our operations, strengthening the collective commitment to responsible practices.

Demonstrating our dedication to continuous improvement, operational excellence and responsible environmental management, the Multicargo Terminal won first place in the “Environmental Performance Index - EPI”, among Private Use Terminals in Brazil. This recognition, based on the 2023 assessment, marked a 7% increase in the score compared to 2022. The award, promoted by the National Waterway Transportation Agency (ANTAQ), is the highest recognition for sustainability performance in the port sector in Brazil. The EPI is the main instrument for monitoring and evaluating environmental management in Brazilian ports and terminals based on factors such as risk prevention, waste management, efficiency in energy use, among others.

**We operate with high performance, reconciling development and preservation of the surroundings.**

## Environmental Education

Recognizing the importance of education for environmental conservation, we continued, in 2024, our ECO environmental education program to further involve the port community in environmental protection initiatives.

With 40 initiatives, we reached more than 14 thousand people, including direct employees, third parties and other professionals in the complex. Through Reserva Caruara, which leads the region’s environmental education initiatives, we reached more than 13.5 thousand visitors this year for activities such as ecological trails, plays, fairs and exhibitions.

# Environmental Quality

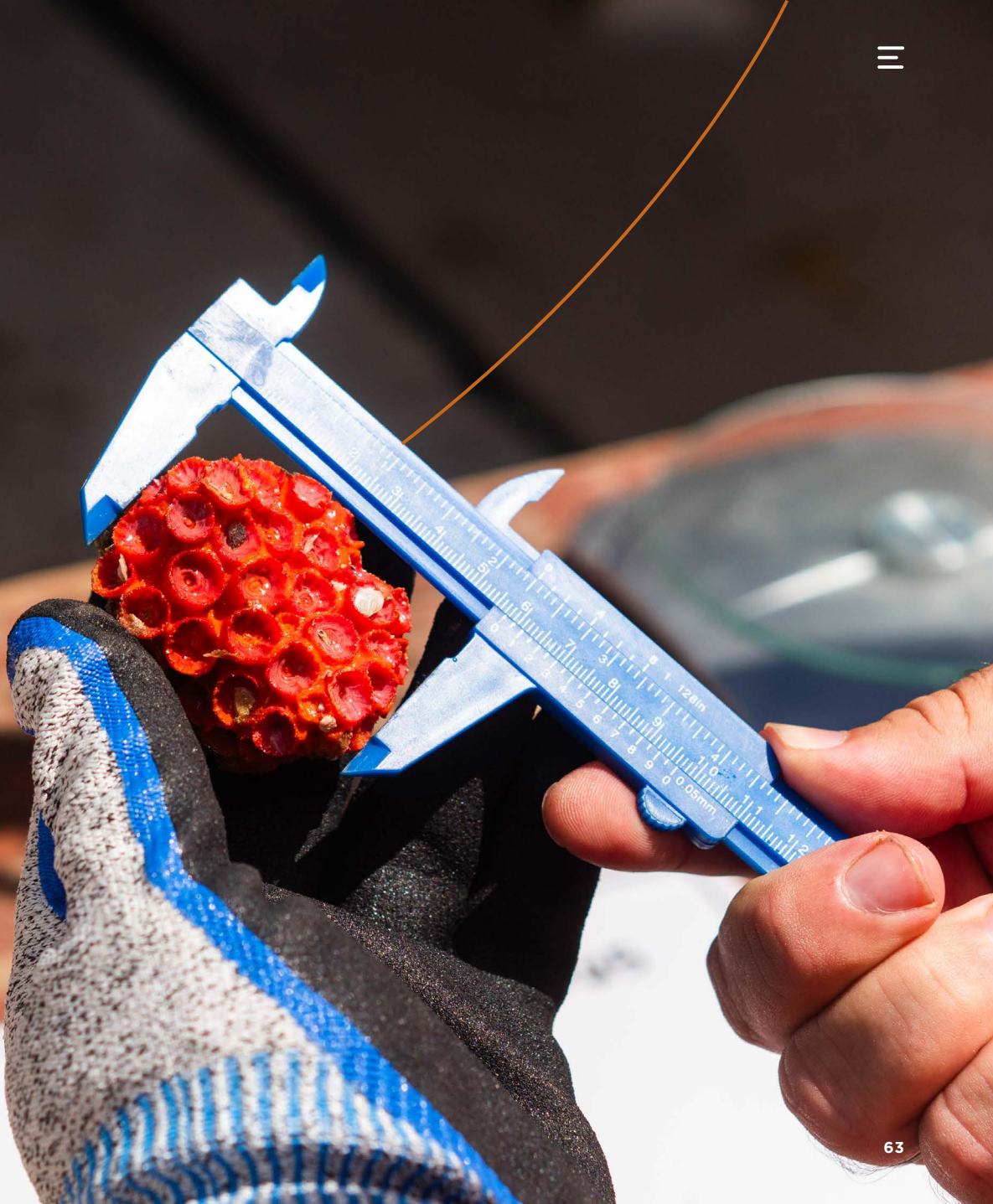
We systematically collect information on the environmental quality of our surroundings in order to guide the management of our operations and our conservation actions. We regularly monitor groundwater, the marine environment, the Iquipari Lagoon, air quality, and the biota itself, such as assessing the bioaccumulation of metals in filter-feeding organisms, the presence of exotic species in the port infrastructure, and the actions carried out in the [Sea Turtle Monitoring Program](#). We also monitor changes in the dynamics of sediments on adjacent beaches.

In 2024 we had good results, demonstrating the maintenance of good environmental quality, without changes resulting from the Port's operations.

## Prevention and control of exotic species

Since shipping is one of the main routes for introducing exotic species, controlling these species in the port environment is a strategic action for the integrity and preservation of marine biological diversity.

We have implemented a comprehensive control strategy in our port infrastructure and have been carrying out control of exotic species fouling vessels since 2022. As a result, we have removed more than 115 tonnes of biofouling, of which approximately 80 tonnes were removed in 2024 alone.



# Sustainable use of water resources

GRI 3-3 Water management, 303-1, 303-2, 303-3, 303-5

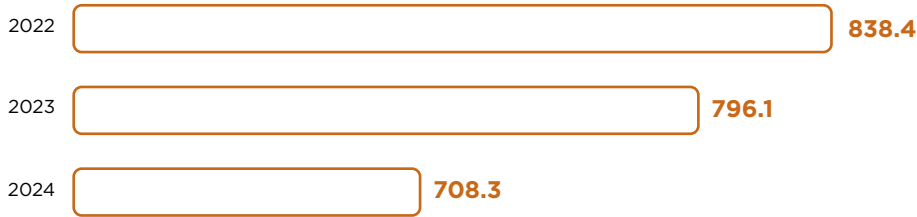
Our water resources management is guided by the principles of rational use, efficiency, circularity and prioritization of alternative sources. These pillars ensure the supply of water in sufficient quantity and quality for the continuity of operations at the Porto do Açu, with a focus on preserving the Emborê Aquifer, a strategic reserve. Thus, Açu projects are designed to make the best use of water sources and prioritizing alternative sources – from the sea, reuse and rain – to make long-term development compatible with the preservation of the aquifer.

In 2024, most of the water consumption came from alternative sources (61%). We recorded a 39% increase in water use during the year due to the increased use for environmental controls at T-Mult (wetting piles and tracks, washing wheels and industrial cleaning).

The affiliate WSA managed the underground water intakes and defined supply strategies in accordance with the Water Supply Master Plan. In 2024, we extracted 708 thousand m³ from the Emborê Aquifer, a reduction of 11% compared to 2023.

We maintained our participation in technical forums, such as the Lower Paraíba do Sul and Itabapoana River Basin Committee, the Water Thematic Chamber of the Brazilian Business

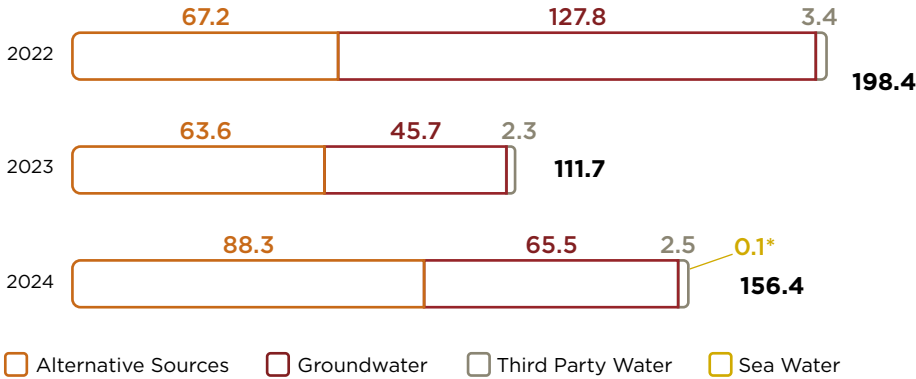
## Water withdrawal from the Emborê aquifer (thousand m³)



Council for Sustainable Development and the Water and Oceans Action Platform of the UN Global Compact, aiming at sharing experiences and exchanging knowledge, in addition to engaging with interested parties. **GRI 2-28**

Regarding the management of liquid effluents from our operations, the largest volume is related to industrial effluents generated in the T-Mult bulk handling area. In 2024, 38,000 m³ of industrial effluents were generated, of which 27% (10,000 m³) were reused; 67% (25,000 m³) were treated at the Effluent Treatment Plant (ETE) and discarded at sea in accordance with legal standards; 6% (2,700 m³) were sent for external treatment. In addition, 5.4 m³ of sanitary effluents were generated and sent for external treatment.

## Water consumption in our operations (thousand m³)

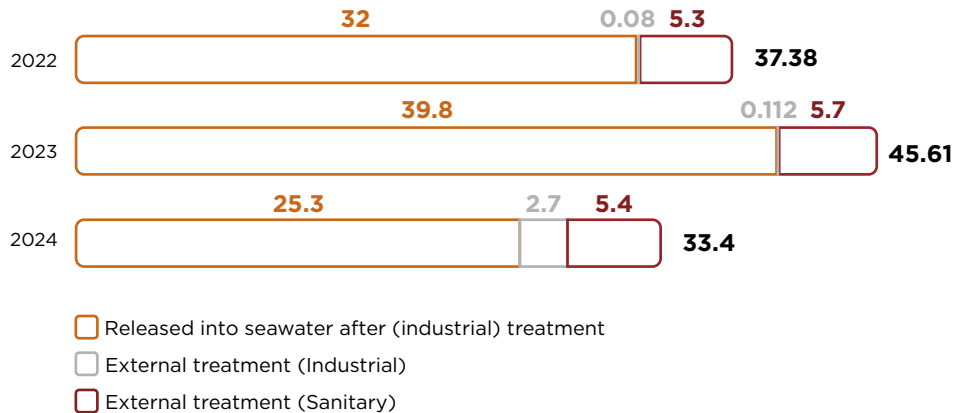


\*Seawater used in the load test of one of T-Mult's cranes.



Effluent disposal by type (thousand m³)

GRI 303-4

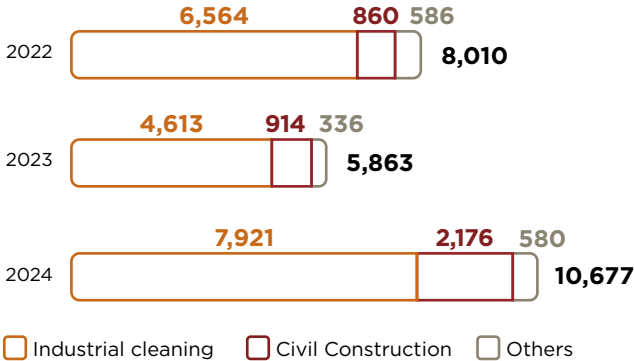


Solid Waste Management

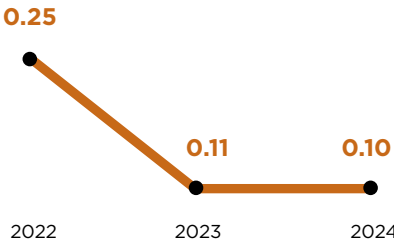
GRI 306-1, 306-2

Our solid waste policy prioritizes non-generation, followed by reuse and recycling, with the aim of minimizing confinement in landfills. Among the main results for 2024, we highlight the generation of 10,677 tons of waste, of which 0.4% (50.6 tons) is hazardous and 99.6% (10,626.34 tons) is non-hazardous, mainly construction and industrial cleaning waste (95.12% of the total).

Waste generated by category (t)



Waste (kg) per load moved (t)



At T-Mult, responsible for 92% of the waste generated, efficiency increased, with a generation of 0.10 kg of waste per ton of cargo handled, a 9% reduction compared to 2023. Of the waste from industrial cleaning (7,920 tons), 98.7% was sold as lower value-added cargo; 0.7% was reused externally; and 0.6% was sent to landfills. Construction waste (2,176 tons) was 98% reused and 2% sent to landfills, a 48% reduction compared to 2023.

We continue with the initiatives already implemented to minimize waste generation and the circular economy, with a consequent reduction in landfill disposal, such as reducing the use of disposables, composting organic food waste (8 tons), recycling (118 tons), operational improvements and educational campaigns, through ECO, to encourage selective waste collection. As a result, only 3% of the total waste generated (308 tons) was sent to landfills, a reduction of 73% compared to the previous year.

Reinforcing our commitment to the circular economy, since 2023, we have been part of the UN Global Compact's Circular Connection Movement, in which we have the opportunity to contribute to a broad network of stakeholders to promote good practices and improve results.

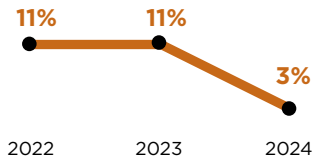
Paving streets with waste

From the challenge of finding more environmentally appropriate destinations for our waste, especially for that from civil construction, in 2024 we implemented a project to reuse this waste for paving roads.

We store and process (crushing, when necessary) so that they can be used in the preparation of subgrades and sub-bases for paving roads and construction sites (and other similar applications) as a replacement for conventional inputs, such as BGS.

As benefits, in addition to reducing the amount of waste sent to landfills, we also reduce the consumption of natural resources.

Waste sent for confinement in landfill (%)



Dredging management

We manage dredging operations at Terminal 2, ensuring compliance with legal requirements, licensing and the guidelines of our Standard Protocol for Dredging at the Porto do Açu, which defines control measures and procedures aimed at preventing and mitigating impacts on sea turtles to be adopted during maintenance dredging carried out in our area of coverage.

This work followed the guidelines formulated by Centro Tamar/ ICMBio, incorporating the requests for environmental licensing from INEA, and had technical coordination conducted by American specialists.

In 2024, we dredge approximately 360,000 m<sup>3</sup> of sediment and we are preparing for 2025, when we will carry out maintenance dredging of an estimated volume of 2 million m<sup>3</sup>. From an environmental point of view, we monitor changes in the marine environment around the construction site and in the ocean dump, when used.

International recognition

The Management of Port Navigation Channels and Reuse of Dredged Material was awarded in 2024, becoming a model of an environmentally sustainable circular economy and efficient dredging for the entire port sector.

The project, which transforms the mud removed from the canals into bricks, blocks and mortar for civil construction, received certification in the “Supporter of Working with Nature” category from the Pianc World Association for Waterborne Transport Infrastructure, an organization that brings together experts in coastal and port works from several countries around the world, to which we are associated. This recognition reinforces the Porto do Açu as an example of efficiency and sustainable innovation in the sector.



# Biodiversity conservation

GRI 3-3 Biodiversity and ecosystems, GRI 304-1, 304-2, 304-3

We seek to promote the conservation of coastal and marine ecosystems, aiming to achieve a positive impact on biodiversity.

## Caruara Reserve

The Caruara Reserve, located in the Grussaí district, between the Grussaí and Iquipari lagoons, is the largest remaining fragment of restinga in a private area in Brazil. Created in 2012 to protect, restore and promote local biodiversity, it is classified as a Conservation Unit, of the RPPN (Private Natural Heritage Reserve) type.

With this voluntary project to conserve the restinga ecosystem, which through the forest restoration program has already planted more than 1.4 million seedlings, we won bronze in the Social Impact category in the second edition of the award promoted by the Association of Private Port Terminals (ATP).

Another important initiative during the year, in partnership with the IFF, was the training course for Tour Guides in environmental conservation units. Lasting nine months, the first group graduated 15 people, who are now able to guide visitors through natural tourist attractions in the region.



40 km<sup>2</sup>  
of protected area



+1.9 million  
seedlings produced



573  
species of fauna  
catalogued, 17 threatened  
with extinction



54  
research  
developed



1,350 ha  
of planting completed



Voluntary investment of  
+50 million



334  
catalogued flora  
species



80  
workers  
100% local  
labor force

# Caruara Reserve’s area of activity



## Sustainable Tourism

**GOAL:**  
Consolidate the Caruara Reserve as a hub for sustainable tourism and education for the conservation of ecosystem services in the region.

**ACTIONS:**  
Tourist visit at the Visitor Center.

**HIGHLIGHTS 2024:**  
**13,500** visitors in the year, including 15 new schools and two social projects

**8** new activities open to the public

**10** external activities (corporate events and environmental education initiatives)



## Environmental Services

**GOAL:**  
Make the Caruara Reserve a reference in environmental consultancy for biodiversity conservation and, taking advantage of the existing synergies between the projects installed in Porto, contribute to the sustainable development of the complex.

**ACTIONS:**  
Forest restoration and conservation services and environmental monitoring.

**HIGHLIGHTS 2024:**  
**28** hectares planted  
**752 ha** paid off by INEA, of which 308 in 2024, reaching 56% of the total obligations

**2** new services offered: forest inventory and landscaping/tree planting



## Education and Scientific Research

**GOAL:**  
Transform the Reserve into a central agent for the conservation of biodiversity in the area, expanding knowledge about the restinga and sea turtles in the academic/scientific environment and engaging local communities in the maintenance of ecosystem services.

**ACTIONS:**  
Development of research in the conservation unit and participation in technical and scientific events.

**HIGHLIGHTS 2024:**  
**5** new authorized searches (54 in total)  
**4** research grant submissions R&D with FINEP, UENF, IFF and UFF in partnership with Cais Açú Lab  
**2** approved research notices (UENF) worth R\$400 thousand

Since 2008:

**62 km**

of spawning areas  
monitored daily.

**+20,200**

protected nests.

**+1.4 million**

hatchlings returned to the sea  
by March 2025.

Record attendance at  
the turtle walk:

**4,800**

(30% increase compared to  
the previous season)

## Sea turtle conservation program

The Porto do Açú region is a priority area for the spawning of the loggerhead turtle (*Caretta caretta*), an endangered species. In the 2024/2025 season, our Sea Turtle Conservation program recorded more than 2,100 reproductive occurrences up to March 2025.

In this partnership with Ferroport, GNA and Vast Infrastructure, coordinated by Reserva Caruara and executed by Fundação Projeto Tamar, we monitor 62 kilometers of coastline daily, between Pontal de Atafona, in São João da Barra, and Barra do Furado, in Campos dos Goytacazes. The objective is to record reproductive and non-reproductive events, protect nests and provide veterinary care, when necessary.

With a focus on environmental education, during the reproductive season, the program promotes the traditional walk of baby turtles to the sea. The action, linked to the Reserve's summer program, is open to the public.



# Climate agenda

GRI 3-3 Climate change

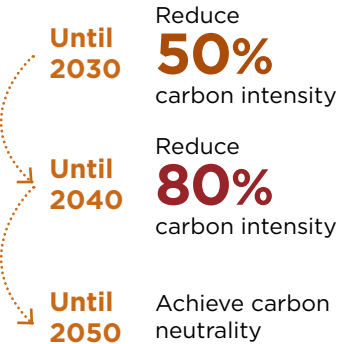
The Port of Açu is an important player in the Brazilian port sector, positioned as a strategic platform for the development of low-carbon industry and maritime decarbonization in the country. With the vision of becoming a national reference in the energy transition, we seek to transform the Port into an ecosystem of low-carbon industrial projects.

Our goal is to promote the local development of industrial chains, including the production of steel, chemicals, fertilizers and low- and zero-emission fuels, by increasing the local availability of energy and fuels from renewable sources in an efficient and safe infrastructure.

Our strategy includes investments in operational and energy efficiency, low-carbon logistics solutions for port users and the establishment of Açu as an energy hub to promote sustainable industrialization. These are the pillars that support our Decarbonization Plan. Our ambition is to achieve net zero emissions by 2050, gradually reducing our carbon footprint and also providing opportunities for the decarbonization of the port complex and its logistics chain.

TCFD 2.A, TCFD 2.B

## Our Plan



In 2024, we will continue to advance with the projects outlined in our Plan, with emphasis on: acquisition of certified renewable energy and self-generation, with neutralization of scope 2 emissions; development of the project for the use of fuel with renewable content (HVO) in tugboats, port support vessels and port machinery, with the first tests starting in the first quarter of 2025; implementation of the infrastructure for supplying shore power to port support vessels, whose start of operations is scheduled for the first half of 2025; and the development of an R&D project with a partner for the use of Green Hydrogen in assisted combustion.



With the UN Global Compact’s Ocean Business Working Group, we launched the report “Accelerating Port and Maritime Decarbonization in Brazil - Framework for Action”, a document that consolidates 1 year of work by the group and presents proposals for advancing the maritime and port energy transition. We also stood out in the port sector by receiving the Pro-Clima Seal - Diamond Category, being among the 3 ports in Brazil

to achieve the highest level of the Seal. This certification is an initiative of the Brazilian Alliance for the Decarbonization of Ports and reflects our efforts in the climate agenda and advances towards decarbonization.

Find out more at:  
Assessment of Climate  
Risks GRI 201-2



Participation in events

We work with our network of partners to contribute to the advancement of the Brazilian and global climate agenda. Among other important events of the year, we participated in the United Nations Conference on Climate Change (COP29), in Baku, Azerbaijan, to monitor the progress and challenges in reducing GHG emissions and the preparations for COP30, which will be hosted in Brazil in 2025. We were also present at the 82nd Session of the Marine Environment Protection Committee – MEPC 82, of the International Maritime Organization (IMO), together with the IAPH delegation. The event, held in September, was the stage for important decisions regarding the advancement of maritime decarbonization and related international regulations. In this context, aiming to contribute to the agenda, we work with the IAPH Climate and Energy Committee, which monitors and works to contribute, in an official manner, to the advancement of discussions and negotiations at the IMO.

Furthermore, in 2024, we were present and contributed to important meetings to exchange experiences and collaborate, among which we can highlight: participation in the UN Oceans Conference, in Barcelona in March; in the 1st National Climate Week, which took place in São Paulo in August; in Climate Week, in New York in September; and in the IAPH International Ports Conference, in Hamburg in August.

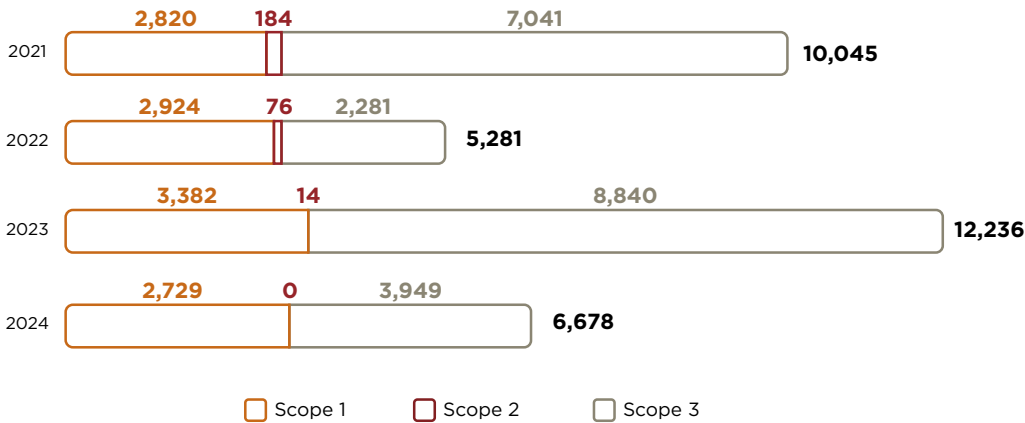
We were also part of the Energy Transition & Climate, Finance & Infrastructure and Trade & Investment Task Forces of the B20, the commercial arm of the G20, and actively participated in the Oceans20 agenda and the Ocean Dialogues promoted in preparation for the G20 meeting held in Rio de Janeiro – we organized one of them in the city of Rio, and we worked throughout the year in different specialized forums.

Greenhouse Gas Emissions

GRI 305-1, 305-2, 305-3, TCFD 4.B

Since 2016, we have been carrying out an annual greenhouse gas inventory for our operations, covering scopes 1, 2 and 3. The 2024 inventory, the most recent, verified by an independent audit, will be published in the gold category – for the fourth consecutive time – in the Public Emissions Registry of the Brazilian GHG Protocol Program.

Greenhouse Gas Emissions (tCO<sub>2</sub>e)



Note: Gases included in the calculation: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, SF<sub>6</sub>, HFCs, PFCs. Consolidation is carried out by operational control. In scope 2, the approach is by purchasing choice, since 2023. In scope 3, categories 1, 3, 4, 5, 6 and 7 are inventoried.

GRI 305-5

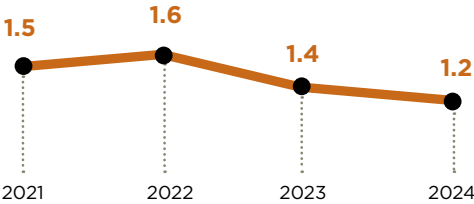
In 2024, we recorded a total of 6,678 tons of CO2 equivalent, a 45% reduction compared to 2023 – which is mainly the result of the reduction in the volume of operations at the Terminal and the lower volume of dredging. At T-Mult, there was a 14% reduction in the carbon intensity of cargo handling, which shows an increase in the operational efficiency of our terminal.

Our scope 1 emissions represent 41% of total emissions and are mostly (91%) related to combustion in machinery, equipment and vehicles. In scope 2, we had zero emissions in the year due to investments in photovoltaic self-generation and the acquisition of certified energy. Scope 3 includes emissions from port support vessels, expansion works and machinery and equipment, in addition to emissions from dredging operations carried out to expand our terminal.

In 2024, we recorded a significant reduction in the company's carbon footprint, measured in kilograms of CO2eq per thousand reais of gross revenue: 59% compared to 2023 and 37% compared to 2022 - the year with the lowest volume of dredging operations. This result reflects an increase in efficiency and reduction in emissions caused by projects already implemented, in addition to the change in the company's revenue profile, which should be monitored over the coming years.

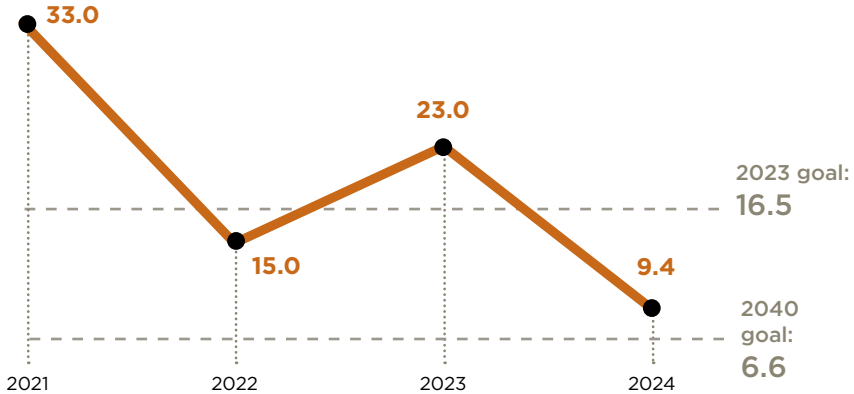
Our investments in decarbonization projects continue to advance as mapped out in the Decarbonization Plan and, in the coming years, we will have direct results in the company's carbon footprint, with increased electrification of port machinery, replacing fossil fuel combustion, land electrification for vessels, and replacement of traditional fuel with biofuels and alternatives.

GHG Emission Intensities  
(Scopes 1 and 2 – T-Mult)



Note: Unit: Kg of CO<sub>2</sub>e/ton of cargo moved in T-Mult.  
**GRI 305-4**  
There was an adjustment in the 2023 value. **GRI 2-4**

Carbon Footprint of Porto do Açu



Note: Unit: Kg CO<sub>2</sub>e/10<sup>3</sup> R\$ gross revenue.

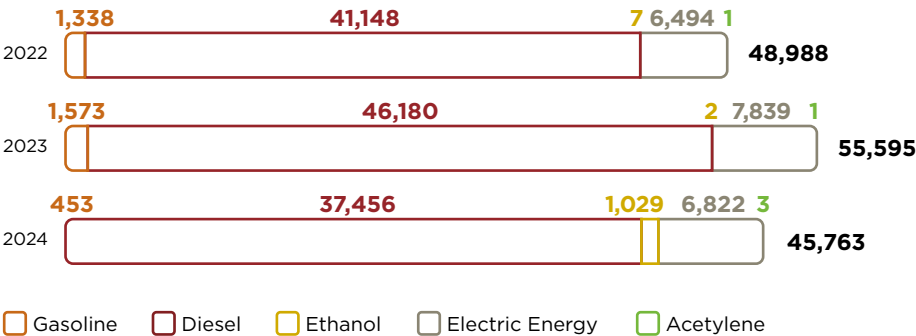
# Energy and Efficiency

GRI 302-1, 302-4

Our energy consumption is concentrated in port operations, cargo handling machinery and port support vessels. In 2024, the reduction in the volume of energy consumed is related to the reduction in the volumes of cargo handled at the terminal and also to the variation in the cargo profile.

Another important change in the energy consumption profile in 2024 was the reduction in the use of gasoline and the increase in the use of ethanol, a result of the fuel replacement project, which resulted in a 77% reduction in emissions from light vehicles.

## Energy consumption (GJ)



# Appendices

- 75** About this report
- 76** GRI content index
- 83** TCFD content index

# About this report

GRI 2-1, 2-2, 2-3

The fifth edition of the Sustainability Report of Porto do Açu Operações S.A. provides information to the public about our annual performance in the Environmental, Social, Financial and Governance aspects. The document brings together the various actions, projects and initiatives carried out throughout 2024 aimed at developing the port-industry and strengthening it as the port of Brazil's energy transition.

Prepared based on the Global Reporting Initiative (GRI) Standards, an international reference for sustainability reporting, this annual report covers the period from January 1 to December 31, 2024. The content of the publication takes into account our new materiality with 10 priority themes. In this way, we report on our areas of activity, the corporate governance model, the engagement of the team, suppliers, customers and other stakeholders, as well as our commitment to the environment.

The information in the report includes the company itself, its direct operational subsidiary Reserva Ambiental Fazenda

Caruara S.A., in addition to the direct non-operational subsidiaries Grussaí Steel and Energy Generation of Açu Ltda. (GSA), Siderúrgica do Norte Fluminense Ltda., G3X Engenharia S.A., and an indirect non-operational subsidiary, Pedreira Sapucaia Industry and Trade Ltda.

Prepared in accordance with the International Financial Reporting Standards (IFRS) and accounting practices adopted in Brazil (BRGAAP), the Financial Statements of Porto do Açu cover, in their consolidated information, both the company and its five direct and indirect subsidiaries, namely Pedreira Sapucaia, G3X, GSA, Reserva Ambiental Caruara and Siderúrgica do Norte Fluminense. The operational information in the Financial Statements is restricted to the operations of the company and its operating subsidiary (Reserva Caruara), with the same scope covered in the Sustainability Report.

For more information about the report and its contents, please contact [sustentabilidade@portodoacu.com.br](mailto:sustentabilidade@portodoacu.com.br).



# GRI Content Index

**Statement of use** Porto do Açú has reported the information cited in this GRI content index for the period of January 1st to December 31st, 2024 with reference to the GRI Standards.

**GRI 1 used** GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	GLOBAL COMPACT PRINCIPLES	SDG
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	2-1 Organizational details	p. 10, 18, 75			
	2-2 Entities included in the organization’s sustainability reporting	p. 75			
	2-3 Reporting period, frequency and contact point	p. 75 e 84			
	2-4 Restatements of information	p. 24, 72 and Indicators Booklet (p. 9, 10, 12, 14 e 16)			
	2-5 External assurance	External verification is limited to financial information extracted from the Financial Statements audited by KPMG Auditores Independentes Ltda. ESG information is validated internally by the board of directors.			
	2-6 Activities, value chain and other business relationships	p. 11, 13, 18, 21			
	2-7 Employees	p.39 and Indicators Booklet (p. 3)			8, 10
	2-8 Workers who are not employees	p. 39			8
	2-9 Governance structure and composition	p. 30			5,16
	2-10 Nomination and selection of the highest governance body	p. 30			5,16
	2-11 Chair of the highest governance body	p. 30			16
	2-12 Role of the highest governance body in overseeing the management of impacts	p. 30, 31, 34			16



GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	GLOBAL COMPACT PRINCIPLES	SDG
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	p. 30			
	2-14 Role of the highest governance body in sustainability reporting	p. 30, 31			
	2-15 Conflicts of interest	p. 32		10	16
	2-16 Communication of critical concerns	p. 30		10	
	2-17 Collective knowledge of the highest governance body	p. 30			
	2-18 Evaluation of the performance of the highest governance body	p. 30			
	2-19 Remuneration policies	p. 41			
	2-20 Process to determine remuneration	p. 41			
	2-21 Annual total compensation ratio		For reasons of confidentiality, we do not report this content.		
	2-22 Statement on sustainable development strategy	p. 4			
	2-23 Policy commitments	p. 14			16
	2-24 Embedding policy commitments	p. 14			
	2-25 Processes to remediate negative impacts	p. 16, 32			
	2-26 Mechanisms for seeking advice and raising concerns	p. 36			16
	2-27 Compliance with laws and regulations	They were not registered in the period.			
	2-28 Membership associations	p. 17			
	2-29 Approach to stakeholder engagement	p. 16, 17, 32, 58 and Indicators Booklet (p. 2)		3	
	2-30 Collective bargaining agreements	100% of employees under CLT are covered by the Collective Labor Agreement.			8



GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	GLOBAL COMPACT PRINCIPLES	SDG
MATERIAL TOPICS					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	p. 14			
	3-2 List of material topics	p. 15			
Biodiversity and Ecosystems					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 60, 67			
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	p. 67		8, 9	6, 14, 15
	304-2 Significant impacts of activities, products and services on biodiversity	p. 67		8, 9	6, 14, 15
	304-3 Habitats protected or restored	p. 67		8, 9	6, 14, 15
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Indicators Booklet (p. 11)		8, 9	6, 14, 15
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	p. 65		7, 8, 9	3, 6, 11, 12
	306-2 Management of significant waste-related impacts	p. 65		7, 8, 9	3, 6, 11, 12
	306-3 Waste generated	Indicators Booklet (p. 11)		7, 8, 9	3, 6, 11, 12
	306-4 Waste diverted from disposal	Indicators Booklet (p. 11)		7, 8, 9	3, 11, 12
	306-5 Waste directed to disposal	Indicators Booklet (p. 11)		7, 8, 9	3, 6, 11, 12, 15
Local Development and Community Relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 14, 50			
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	p. 24			



GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	GLOBAL COMPACT PRINCIPLES	SDG
<b>GRI 203: Indirect economic impacts 2016</b>	203-1 Infrastructure investments and services supported	Indicators Booklet (p. 3 e 4)			5, 9, 11
	203-2 Significant indirect economic impacts	p. 53, 58		1	1, 3, 8
<b>GRI 204: Procurement practices 2016</b>	204-1 Proportion of spending on local suppliers	p. 53 and Indicators Booklet (p. 9)			8
<b>GRI 413: Local communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	p. 50		1	
	413-2 Operations with significant actual and potential negative impacts on local communities	p. 50		1	1,2
<b>Diversity, Equity and Inclusion</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	p. 37, 43, 44			
<b>GRI 202: Market presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	p. 41			
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Indicators Booklet (p. 12)		6	5, 8, 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 41, 49 and Indicators Booklet (p. 13)			3, 5, 8
	401-3 Parental leave	Indicators Booklet (p. 12)		6	5, 8
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Indicators Booklet (p. 14)		1, 6	4, 5, 8, 10
	404-2 Programs for upgrading employee skills and transition assistance programs	p. 42 and Indicators Booklet (p. 13)		1, 6	8
	404-3 Percentage of employees receiving regular performance and career development reviews	Indicators Booklet (p. 14)		1, 6	5, 8, 10
<b>GRI 405: Diversity and Equal Opportunity2016</b>	405-1 Diversity of governance bodies and employees	Indicators Booklet (p. 15 e 16)		6	5, 8
	405-2 Ratio of basic salary and remuneration of women to men	Indicators Booklet (p. 16)		6	5, 8, 10



GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	GLOBAL COMPACT PRINCIPLES	SDG
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	The reporting channel identified a confirmed case of discrimination, for which a redress plan was implemented.		1, 2, 3, 4, 5, 6	5, 8
<b>Ethics, Integrity and Compliance</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	p. 14			
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	p. 32		10	16
	205-2 Communication and training about anti-corruption policies and procedures	Indicators Booklet (p. 9)			
	205-3 Confirmed incidents of corruption and actions taken	There were no confirmed cases of corruption.		10	16
<b>GRI 206: Anti-competitive behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There were no lawsuits for unfair competition, trust practices or monopoly.			
<b>GRI 207: Tax 2019</b>	207-2 Tax governance, control, and risk management	p. 24			1, 10, 17
<b>Water Management</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	p. 60, 64			
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	p. 64		8, 9	6, 12
	303-2 Management of water discharge-related impacts	p. 64		8, 9	6
	303-3 Water withdrawal	p. 64		8, 9	6
	303-4 Water discharge	p. 65 and Indicators Booklet (p. 10)		8, 9	6
	303-5 Water consumption	p. 64 and Indicators Booklet (p. 10)		8, 9	6



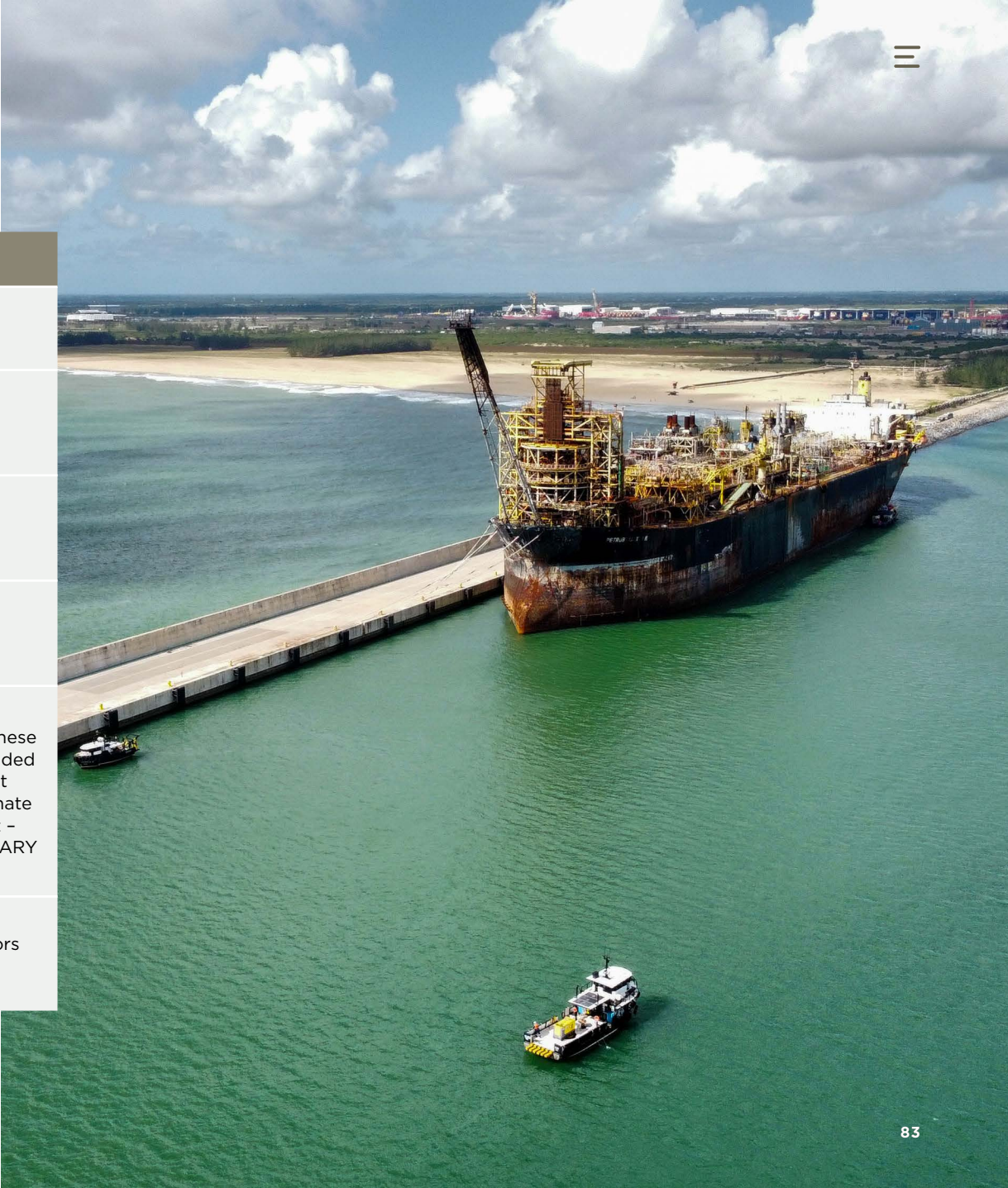
GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	GLOBAL COMPACT PRINCIPLES	SDG
Innovation and Technology					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 25			
Climate Change					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 60, 70			
GRI 201: Economic performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	p. 70 and Climate Risk Assessment		7	13
GRI 302: Energy 2016	302-1 Energy consumption within the organization	p. 73 and Indicators Booklet (p. 9)			7, 8, 12, 13
	302-4 Reduction of energy consumption	p. 73			7, 8, 12, 13
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p. 71 and Indicators Booklet (p. 10)		7, 8, 9	3, 12, 13, 14, 15
	305-2 Energy indirect (Scope 2) GHG emissions	p. 71 and Indicators Booklet (p. 10)		7, 8, 9	3, 12, 13, 14, 15
	305-3 Other indirect (Scope 3) GHG emissions	p.71 and Indicator Booklet (p. 10 e 11)		7, 8, 9	3, 12, 13, 14, 15
	305-4 GHG emissions intensity	p. 72		7, 8, 9	3, 12, 13, 14, 15
	305-5 Reduction of GHG emissions	p. 72		7, 8, 9	3, 12, 13, 14, 15
Data Privacy and Security					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 35			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no complaints regarding privacy violations and loss of customer data.			



GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	GLOBAL COMPACT PRINCIPLES	SDG
Government Relations and Advocacy					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 14, 33			
GRI 415: Políticas Públicas 2016	415-1 Políticas Públicas	We do not make financial political contributions, in accordance with national legislation.			
Health, Well-being and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 20, 37, 40, 45			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p. 45			8
	403-2 Hazard identification, risk assessment, and incident investigation	p. 45			8
	403-3 Occupational health services	p. 49			8
	403-4 Worker participation, consultation, and communication on occupational health and safety	p. 45			8, 16
	403-5 Worker training on occupational health and safety	p. 48			8
	403-6 Promotion of worker health	p. 49			3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 49			8
	403-8 Workers covered by an occupational health and safety management system	p. 45			8
	403-9 Work-related injuries	p. 45 and Indicators Booklet (p. 13)			3, 8, 16
	403-10 Work-related ill health	p. 38			3, 8, 16
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	100% of security personnel are trained in human rights.		1, 2, 5	16

# TCFD Content Index

RECOMMENDATION	RECOMMENDED DISCLOSURES	ANSWER / PAGE
Governance	a. Describe the board’s oversight of climate-related risks and opportunities	p. 30
	b. Describe management’s role in assessing and managing climaterelated risks and opportunities	p. 31
Strategy	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	p. 70
	b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning	p. 70
Risk management	a. Describe the organization’s processes for identifying and assessing climate-related risks	The responses to these indicators are included in the document Porto do Açú: 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	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	p. 71 and Indicators Booklet (p.10)





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

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