

SUSTAINABILITY REPORT

2023



portosudeste





SUMÁRIO

About this Report	pág. 03	1	
A Message from the CEO	pág. 05	2	
About Porto Sudeste	pág. 07	3	
Our ESG Agenda	pág. 11	4	
Governance and Compliance	pág. 16	5	

Social	pág. 28	6	
Environmental Management	pág. 44	7	
Financial Statements	pág. 59	8	
Our Vision for the Future	pág. 62	9	
GRI Content Index	pág. 64	10	



ABOUT THIS REPORT

ABOUT THIS REPORT

GRI 2-3 | 2-4 | 2-5

Sustainability steers our actions and defines our primary mission as a conscientious company. Furthermore, our dedication and advancements in this domain are encapsulated in our second Sustainability Report. This 2022 edition aligns with the international standards set forth by the Global Reporting Initiative (GRI), underscoring our unwavering commitment to providing transparent and high-quality information regarding our impacts on the economy, the environment, and society.

Throughout this document, we will detail our 2022 achievements and initiatives related to the Environmental, Social, and Governance (ESG) agenda, which serve as the cornerstones of Porto Sudeste's organizational strategy, deeply rooted in our core values and ingrained in our daily operational activities.

Our Sustainability Report serves as a crucial management tool, both internal and external. Its primary objective is to maintain transparent communication and further enhance our engagement with our stakeholders.

In addition to showcasing our past accomplishments, we are committed to sharing our forthcoming plans and objectives for the future. We will collaboratively tackle fresh challenges in our pursuit of operating an increasingly ethical, compassionate, and responsible company in the coming years.

The contents of this document pertain to the time span from January 1, 2022, to December 31, 2022. Both the report and the determination of materiality have been sanctioned by the governing bodies within the various areas constituting our ESG pillars.

Should you have any inquiries or suggestions regarding the content presented in this report, please feel free to reach out to us at <https://canaldatransparencia.com.br/falacomunidade/>



* Please note that this report has not undergone external validation.



- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10



A MESSAGE FROM THE CEO

resultado do t... mais imp...
ue o resultado... al. A ha...
az equilíbrio e... dia a dia...
gradável.



A MESSAGE FROM THE CEO

GRI 2-2



portosudeste

The year 2022 marked our evolution into a multi-cargo terminal, distinguished not only by its modernity and efficiency but also by a steadfast commitment to social and environmental responsibility. For us, the embrace of practices aligning with ESG pillars is not merely a passing trend; it forms the very foundation that informs our business decisions and long-term strategies.

Throughout the year, we encountered a range of challenges, from disruptions in mining production due to adverse weather conditions to heightened lockdown measures in China triggered by the COVID-19 pandemic. Despite these hurdles, we not only sustained commendable results in the dry bulk segment but also successfully launched a new operational domain: the transshipment of oil under moored conditions (Double Banking).

Nevertheless, our definition of success extends beyond the figures on our financial statement. While we acknowledge the fundamental importance of profit and economic growth, our dedication extends to the sustainable development of society at large. We aspire to serve as a catalyst for positive change, contributing to the creation of a fairer Brazil and sharing prosperity with our local community.

In this context, we are resolute in conducting operations that are increasingly clean and secure without compromising efficiency. Innovation stands as our ally on this journey, enabling us to not only pinpoint challenges but also to implement solutions that elevate our sustainability, safety, and operational excellence.

This philosophy is underscored by the results presented in this Sustainability Report. Our accomplishments to date validate the effectiveness of our business model, founded on a delicate balance between profitability and social and environmental responsibility. Our progress in critical areas of governance and risk management reaffirms our commitment to ethical and transparent conduct, always with a focus on community well-being and environmental preservation.

Behind all the initiatives we undertake, our central focus remains on the individuals who operate guided by a set of values that shape their every action – our 5Hs (Honesty, Humility, Humanity, Harmony, Humor, and Physical and Mental Health). Our team of professionals is highly skilled and experienced, fully committed to embodying best practices on a daily basis, thereby fostering the sustainable growth of our business. Ultimately, the health of our company is intrinsically tied to the well-being of our community.



A STORY INITIATED IN 2015 THAT NOW SPANS ACROSS THE OCEANS



ABOUT PORTO SUDESTE

GRI 2-1 | 2-2 | 2-6

Porto Sudeste do Brasil S.A. stands as a pivotal player in the private port logistics sector in Brazil. Our terminal boasts two storage yards, two berths, and state-of-the-art equipment, positioning it as one of the most efficient facilities. With its modern infrastructure and a team of specialized professionals, our terminal excels in handling both solid and liquid bulk operations. Notably, among our operational cargoes, we manage two of Brazil's three primary commodities: iron ore and oil.

Our company adheres to the highest standards in the logistics process, encompassing material unloading, stockpile formation, handling, and ship loading. In fulfilling our commitment, Porto Sudeste harmonizes the progress stemming from port operations with initiatives that promote community well-being and environmental responsibility.

Porto Sudeste do Brasil is a joint venture controlled by two prominent international corporations. One of them is Impala, a global terminal operator and a subsidiary of the Trafigura Group, a leading multinational involved in the trade of oil, metals, and minerals. The other partner is Mubadala, a global investment company headquartered in Abu Dhabi, active across various industries in over 50 countries. Both entities enjoy international recognition for conducting their businesses with ethical responsibility and a long-term perspective.

Situated on Madeira Island, in Itaguaí, within the state of Rio de Janeiro and overlooking Sepetiba Bay, Porto Sudeste serves as the most direct link between iron ore products from the Iron Quadrangle in Minas Gerais and their transoceanic clients.

Commencing our operations in 2015, today, we facilitate the export of Brazilian-produced ore to the global market, supplying major consumers such as those in Europe and Southeast Asia.

Our accomplishments have reshaped the national port landscape, forging new avenues for growth, job creation, and income generation.



TIMELINE

JUNE 2010	Beginning of Porto Sudeste's construction works.
SEPTEMBER 2011	The tunnel is completed (Porto Sudeste's inaugural major structure).
AUGUST 2012	Conclusion of construction works for Porto Sudeste's maritime structures.
FEBRUARY 2013	Arrival of the ship loaders.
AUGUST 2013	Assembly of the wagon tippers.
JUNE 2014	Término da construção civil do pátio 06.
SEPTEMBER 2015	Beginning of Porto Sudeste's operations.
FEBRUARY 2016	Porto Sudeste welcomes two ships at the pier for the first time.
2019	Beginning of coal import operations.
2021	Completion of the waterway access channel to the Itaguaí Port Complex through underwater rock cutting with a diamond wire.
JULY 2022	Beginning of liquid bulk operations.



Porto Sudeste stands as a private port terminal that has significantly empowered small and medium-sized mining enterprises within the Iron Quadrangle of Minas Gerais. We have granted these companies an avenue to transport their productions independently, freeing them from the dependence on large mining corporations that, up to that point, held a monopoly over the logistics market for iron ore in the southeastern region of Brazil. Traditionally, these large entities had prioritized their cargo handling.

In addition to extending port services to third parties, we export ore directly through one of our subsidiaries, Porto Sudeste Exportações. This subsidiary procures iron ore from various miners. Furthermore, we export ore through Mineração Morro do Ipê, a mining company under the same economic group. All these cargoes are received by rail, mixed as per market requirements, and then stored and shipped at our facilities.

Since 2019, we have also been receiving coal imports. Coal is a crucial input for the steel industry, which, in turn, plays an indispensable role in the economic landscape of the state of Rio de Janeiro. The handling of this cargo at Porto Sudeste adheres to the most stringent environmental control standards. We have made substantial investments in installing mist cannons to regulate emissions and wheel washers for the trucks that internally transport the cargo at the terminal, which are consistently covered with tarpaulins.

Our terminal boasts the capacity to handle up to 50 million tons of solid and liquid bulk annually, with the potential for expansion to a staggering 100 million tons per year.

We have remained vigilant about market dynamics and have identified a splendid opportunity to broaden our activities. This has been driven by the surge in oil exploration in the pre-salt fields and the ensuing market demand. Our strategic location, situated in proximity to the largest pre-salt fields in the Santos Basin, within sheltered waters with minimal tidal variations, has empowered us to initiate Double Banking operations in July 2022, with safety, efficiency, and minimal interference from meteorological variations.

The Double Banking operation involves the transfer of oil between ships moored at the pier, arranged closely and enclosed by containment barriers. This process guarantees heightened safety, environmental oversight, and efficiency in the transportation of offshore-extracted oil. It negates the necessity for lengthy sea journeys, subsequently reducing operational costs and the inherent risks of operating far from infrastructure that can cater to varied needs, thus lowering insurance costs. This practice is steadily gaining ground in Brazil, largely due to the escalating oil production in the country.

Our achievements reshape the national port landscape, paving the way for development, generating employment, and fostering economic prosperity.



In just the initial months of oil transshipment operations, we achieved remarkable performance indices. We secured the top spot in the annual statistics published by the National Waterway Transport Agency – ANTAQ. Our organization was ranked as the most efficient terminal concerning the average operational board (which only considers operating time) and ranked second regarding the overall average board (which encompasses all docked time). Our priority lies in safety and environmental controls, transcending any operational efficiency index.

VISION

To become one of the most innovative companies, celebrated for our unwavering dedication to the environment and our people and a source of pride for our employees.

MISSION

To advance logistical solutions for bulk and mineral production in a manner that prioritizes safety, efficiency, and innovation.

VALUES

Our core values are rooted in reverence for life, a strong commitment to social and environmental responsibility, active collaboration and empathy, a sense of ownership, and integrity.

Furthermore, we adhere to the 5 Hs principles, which form an integral part of our Sustainability Policy:

- Honesty
- Harmony
- Humanity
- Humility
- Humor
- Physical and mental Health

“We remain firm in our purpose. We strive for sustainability.”



OUR ESG AGENDA

MATERIALITY
STAKEHOLDER ENGAGEMENT
ODS PRIORITIZATION



MATERIAL TOPICS

GRI 3-1 | 3-2 | 3-3

Materiality is a strategic management approach that seeks to identify the most significant issues pertinent to our business, drawing from the perspectives of both Porto Sudeste's internal and external stakeholders. This process allows us to align our expectations with our strategic contributions.

Within this section, we expound upon the process that underpins the construction of materiality, which plays a pivotal role in shaping our ESG (Environmental, Social, and Governance) agenda.

The construction of materiality involved a structured sequence of stages, as delineated below:

MATERIALITY STAGES

• INTERNAL ESG WORKING GROUP:

Porto Sudeste established an Internal Working Group (WG) responsible for formulating the ESG Agenda and crafting our materiality framework. This Working Group comprised professionals from various domains within the company, including Environment, Social Responsibility, Governance, Internal and External Communication, Occupational Health and Safety (OHS), Legal, New Business, Ship to Ship (STS), Management System (SGI), Human Resources (HR), and Commercial areas. Additionally, professionals from other departments were engaged in specific activities under the purview of the WG.

• PRELIMINARY IDENTIFICATION OF MATERIAL ISSUES:

A selection of ESG issues pertinent to our business was initially identified through suggestions put forth by the Working Group. These selections were made based on an evaluation of ESG-related risks and opportunities, as well as insights derived from sector benchmark surveys. Subsequently, all preliminary issues were subjected to evaluation by the company's board of directors.

• SELECTION AND PRIORITIZATION OF STRATEGIC STAKEHOLDERS:

The same procedure used for the preliminary ESG thematic listing was employed to determine the prioritization of strategic stakeholder groups. Building upon the identification of ESG risks and opportunities, the Working Group, with the subsequent endorsement of the company's board of directors, defined the key stakeholder groups to be engaged in assessing and prioritizing the company's ESG issues. These groups encompass:

- * Employees
- * Clients
- * Communities, NGOs, and Associations
- * Senior Management (Managers and Directors)
- * Shareholders and Investors
- * Public authorities
- * Suppliers and service providers

• MATERIALITY SURVEYS:

Two distinct surveys were conducted to gauge stakeholder perspectives, disseminated across all stakeholder categories:

- * Fifteen (15) comprehensive interviews were conducted to gather insights and glean stakeholder perceptions regarding the organization's ESG facets and the strategic challenges facing Porto Sudeste.
- * An online survey was administered, generating 247 responses that explored perceptions of materiality, capturing feedback from all our priority stakeholders.

• DEFINITION OF STRATEGIC MATERIALITY:

The prioritization of preliminary material topics, coupled with a risk analysis that incorporated insights from stakeholders and the market, laid the foundation for strategic focal points. The prioritized thematic list was then presented to senior management for the final determination of materiality.



Upon conclusion of this process, 12 priority topics were established for Porto Sudeste, accounting for the viewpoints of our prioritized stakeholders.

E (ENVIRONMENT)	S (SOCIAL)	G (GOVERNANCE)
GHG Emissions and Climate Change	People Management	Risk Management, Ethics and Integrity (Senior Management)
Marine Biodiversity	Health and Safety	Innovation (Service Providers)
Environmental Responsibility	Communication, Relationships and Community Development	
Water Resources Management (Suppliers and Service Providers)	Diversity and Inclusion (Communities)	
Energy Management (Senior Management, Public Authorities, Service Providers)		
Waste Management and Circular Economy (Clients)		

*temas em negrito são temas priorizados de forma geral por todos os grupos, já os demais são temas priorizados por grupos específicos de stakeholders.

“Our management adheres to the principles of Conscious Capitalism, serving as the foundation and inspiration for our actions. This approach prompts us to contemplate a Higher Purpose, foster a Conscious Culture, exhibit Conscious Leadership, and uphold Stakeholder Orientation.”

DEFINITION OF STAKEHOLDERS GRI 2-25 | 2-29

Apart from our prioritization of strategic stakeholder groups, as outlined in our materiality assessment, our Integrated Management System (IMS) has long encompassed a comprehensive mapping and analysis of this key audience.

As such, we actively undertake **Stakeholder Mapping and Engagement** to establish a systematic approach for identifying, prioritizing, and engaging with stakeholders relevant to our

operational context and business, taking into account their expectations and interests. Additionally, our “Handling of Conflicts or Disagreements” Procedure has been instituted to effectively manage any conflicts or disagreements arising from our activities and the associated contexts, allowing us to apply appropriate resolutions to address issues identified as valuable to our stakeholders.

Our aim is to establish recognition as a company that delivers value to all stakeholders and sets a benchmark for our relationships with them.

STAKEHOLDER MAPPING

Stakeholder mapping is a collaborative effort across various functional areas of the company, each tailored to the unique nature of the stakeholder groups.

Concerning community relations, our social department is entrusted with the responsibility of managing this aspect based on stakeholder mapping and analysis. Through this process, we meticulously plan and execute engagement initiatives with these audiences and local communities.

Following the completion of each stage, we develop a “Community Relations Plan,” serving as our compass for engaging with these stakeholders. This plan runs in tandem with the mapping process.

Once we have gathered the outcomes of our Mapping and Network Analysis, we formulate an annual plan. This plan encompasses our commitment level to each community where we operate programs and projects.

Stakeholder management is a responsibility divided among the company’s areas of interest. These entities are tasked with mapping and engaging stakeholders pertinent to their domain (Customers – Commercial, Suppliers – Procurement, Shareholders – Legal).

COMMUNICATION CHANNELS AND STAKEHOLDER ENGAGEMENT

* Contact Us: Our primary avenue of communication with the community is through our Telephone Center at 0800-942-3135.

* Whistleblowing Channel: We have implemented an external, independent communication platform for all our stakeholders to submit complaints. It can be accessed at <https://www.canalconfidencial.com.br/psbmmi/>

* Casa Porto: In progress is Casa Porto, a vital initiative designed to fortify our relationship with the neighboring community. This site will serve as a hub for cultural and educational projects, both those initiated by the company and our partner institutions.

* Corporate Website: Visit our website to access information about the company, including details on socio-environmental programs, financial statements, and sustainability reports. <https://www.portosudeste.com/>

* Electronic Marketplace: Our supplier approval system includes an evaluation based on sustainability standards and legal requirements. <http://ipemineracao.miisy.com/>

* LinkedIn: In this corporate social network, we share internal and external initiatives, engage in dialogue, and publicize job opportunities. Connect with us at <https://www.linkedin.com/company/portosudeste/>

* Customer Satisfaction Survey: We send out evaluation surveys to our clients every six months.

* Job Openings: A job opportunity platform designed for managing and advertising open positions. <https://trabalheconosco.vagas.com.br/porto-sudeste>

Stage I	Stage II	Stage III
<p>Defining the Scope and Stakeholder Mapping: During this initial stage, we focus on the analysis of information and data collected through the implementation of the Basic Environmental Programs (PBAs).</p>	<p>Identification and Examination of Social Stakeholders: Following the defined scope, we identify formal community representatives and their constituents, as well as key informal influencers. This process enhances integration efforts, preparing the community for potential emergencies. de emergências que possam acontecer.</p>	<p>Network Analysis and Stakeholder Mapping Finalization: The registration and identification of key actors are accomplished through a mapping process involving regular updates and monitoring interviews (as part of our monthly routine or initiated in response to emergency needs).</p>

SDG PRIORITIZATION

The 2030 Agenda for Sustainable Development, endorsed by the United Nations (UN) member states in 2015, presents a comprehensive framework guiding us toward global peace and prosperity for both present and future generations. At its core, this agenda revolves around the 17 Sustainable Development Goals (SDGs), which serve as a pressing call to action for all nations, underpinned by a commitment to a worldwide partnership.

While remaining attentive to all 17 SDGs, we have identified six specific goals for prioritization. This approach enables us to direct our efforts effectively on two distinct levels:

* Primary Level: Focusing on goals that align closely with our operations' fundamental nature.

* Secondary Level: Concentrating on goals where, based on our strategic positioning, we possess the greatest potential to make significant contributions towards attaining the objectives outlined in the 2030 Agenda.





CORPORATE GOVERNANCE

INTEGRITY,
TRANSPARENCY AND
ORGANIZATION RISK MANAGEMENT





CORPORATE GOVERNANCE

Our Governance, Risk, and Compliance (GRC) department plays a pivotal role in safeguarding the organization’s integrity, transparency, and risk management. We are committed to adhering to the highest industry standards that bolster the sustainability of our operations. In this context, we spare no effort to enhance our performance.

The GRC department is responsible for defining roles and responsibilities, thus ensuring a well-structured control framework. This approach is designed to minimize the potential impact of events that could lead to harm, losses, or impede the realization of our objectives, all while adhering to both internal and external Corporate Governance guidelines. Our unwavering focus is on achieving superior outcomes.

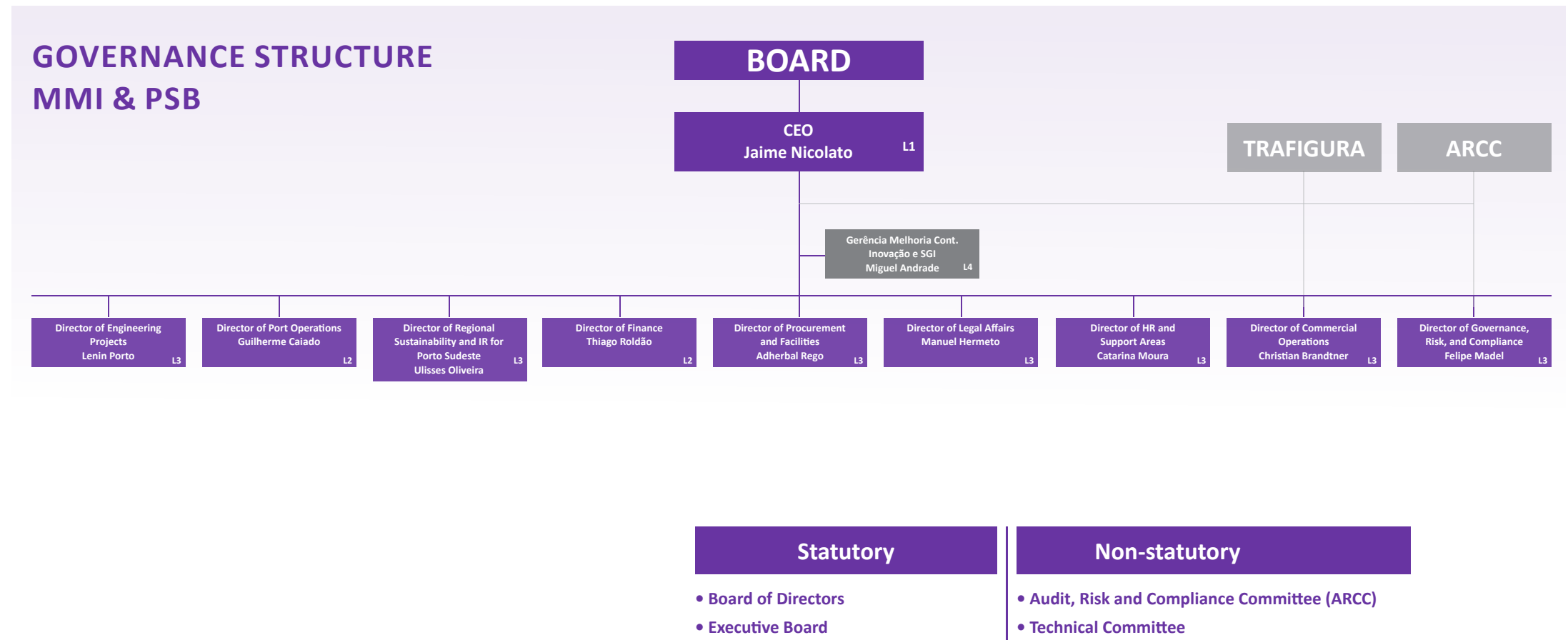
Our ultimate goal is to maintain a resilient governance structure that champions corporate sustainability in all aspects of our business practices.

CORPORATE GOVERNANCE STRUCTURE

2-9 | 2-10 | 2-11 | 2-12 | 2-14 | 405-1

Nossa estrutura de Governança Corporativa está atrelada aos princípios da transparência, prestação de contas, equidade e responsabili-

dade corporativa. Focamos nossas ações por meio da ética, afinal, seguimos as melhores estratégias para nosso negócio.





COMPOSITION OF GOVERNANCE BODIES

Each corporate governance body serves a specific role, as delineated within their respective statutes. The expertise of each member within these bodies is pivotal to the success of our

operational practices, contributing to the alignment of our interests with those of our associated parties.

CORPORATE GOVERNANCE BODIES:

BOARD OF DIRECTORS

Porto Sudeste’s Board of Directors consists of individuals who do not hold executive roles within the company, serving a unified one-year term with the possibility of re-election. These

AUDIT, RISK AND COMPLIANCE COMMITTEE (ARCC)

The ARCC comprises individuals who do not hold executive positions within the company and are elected for terms of up to four years. They bring to the table extensive expertise in finance, audit, risk management, or compliance matters derived from their roles within the parent companies.

TECHNICAL COMMITTEE

The Technical Committee, similar to the ARCC, consists of non-executive members who are affiliated with the parent companies, serving with a mandate of up to four years.

Members of the Board of Directors

Oscar Pekka Fahlgren,
(Chairman), representing the shareholder Mubadala.

William Kenneth Loughnan,
(Vice-Chairman), representing the shareholder Trafigura.

Carlos Bernardo Pons Navazo,
representing the shareholder Trafigura.

Kelly Michele Thomson,
representing the shareholder Mubadala;

Jesús Fernandez López,
representing the shareholder Trafigura;

Hani Barhoush,
representing the shareholder Mubadala.

Members of the ARCC

Alexandra de Haan,
(Chairman), representing Mubadala.

Jean Philippe Vin,
representing Mubadala.

Guillaume de Contenson,
representing Trafigura.

Marc Maglione,
representing Trafigura.

Members of the Technical Committee

Julian Sanchez,
(Chairman).

Greg Morris,

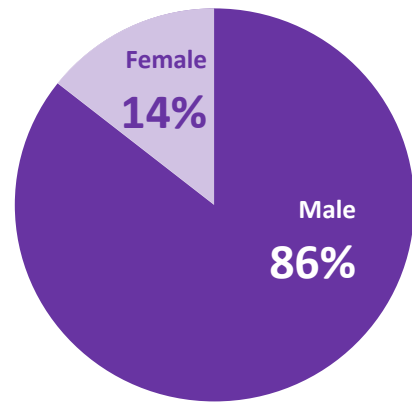
Ricardo Paes,

Leonardo Finkler,

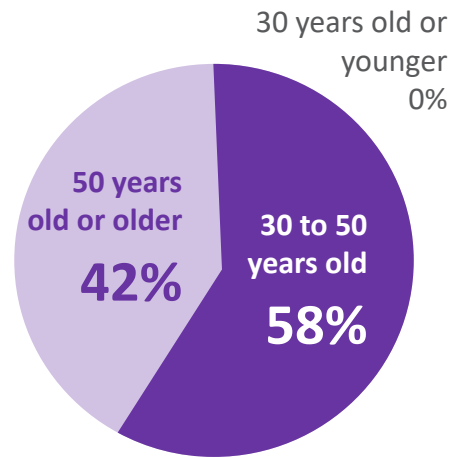


DIVERSITY CATEGORIES FOR GOVERNANCE BODY MEMBERS:

GENDER



AGE GROUP



APPOINTMENT

The selection process for the highest governance body and the Committees involves nominations by the controlling shareholders. Appointments to the Board of Directors are conducted during the General Shareholders’ Meeting. In the case of the ARCC and the Technical Committee, appointments are made during meetings of the Board of Directors in accordance with the company’s Bylaws, shareholders’ agreement, and relevant legislation.

When nominating shareholders, factors such as the executives’ seniority and their prior corporate experience are considered. However, it is important to note that there are currently no established criteria within specific rules or procedures for these nominations.



IMPACT MANAGEMENT THROUGH CORPORATE GOVERNANCE

2-13 | 2-16 | 2-17

To effectively address economic and environmental impacts, Porto Sudeste's Board of Directors exercises oversight during its regular meetings. During these sessions, relevant updates on these matters are presented by the respective areas, offering explanations and justifications for their impact and significance.

This practice involves quarterly reports to the Board of Directors, serving as a recurring internal mechanism for informing board members about the company's social and environmental concerns. This is the recurring internal practice aimed at informing the Board members about the company's relevant socio-environmental issues.

RESPONSIBILITY FOR IMPACT MANAGEMENT

The executive board holds regulatory authority for addressing economic, environmental, and social impacts. They appoint non-statutory executives to directly handle these matters.

Quarterly reports on these impacts are submitted to the Board of Directors, and in cases of heightened relevance or urgency, immediate reports are provided.

In instances of critical concerns, written communication is made to the highest governance body, ensuring swift attention. Otherwise, such concerns are incorporated into the regular quarterly reports.

During the period covered by this report, the following incidents were reported.

- * Three socio-environmental occurrences, including a Public Civil Action, Action to Annul an Environmental Fine, and a Police Inquiry into an alleged environmental infraction.
- * A tax-related case, specifically a tax enforcement action.
- * A civil case.

For further pertinent information, please refer to our Financial Statements, available at: <https://www.portosudeste.com/investidores/demonstracoes-financeiras/>

CONFLICTS OF INTEREST

2-15

The management of employees' conflicts of interest is meticulously handled through our Compliance Portal, with assessments conducted by both the GRC and Human Resources (HR) teams at various stages, such as during hiring, transitions, or whenever a potential conflict is detected. Complex or sensitive cases are ultimately deliberated upon by the Audit, Risks, and Compliance Committee (ARCC).

For all conflicts of interest classified as high risk, an action plan is developed to ensure that the risk in question does not materialize. These cases are also reported quarterly to the Audit, Risk, and Compliance Committee.

CONFLICT OF INTEREST MANAGEMENT PROCESS

Filling/ Updating the Conflict of Interest Declaration

FILLING/UPDATING THE CONFLICT OF INTEREST DECLARATION

Nossos colaboradores têm o dever de atualizar. Our employees are required to update their Conflict of Interest Declaration annually or as soon as changes in their circumstances, which may give rise to a conflict of interest, occur.

Therefore, as soon as any change in the scenario is identified, the employee simply needs to fill out the declaration again so that the relevant departments are notified and can proceed with the appropriate actions.

Risk Analysis and Classification

RISK ANALYSIS AND CLASSIFICATION

Upon submission of the Conflict of Interest Declaration via the Compliance Portal, the GRC conducts a comprehensive analysis to categorize the risk level (high, medium, low) associated with reported conflicts.

Declarations without apparent conflicts are systematically archived. In instances classified as high risk, the GRC develops an action plan, which is sent through the Compliance Portal for managerial approval. The HR Department is also kept informed about all high-risk cases, providing essential support to managers in executing the action plans aimed at mitigating identified risks.

Approval of the High-Risk Conflict Action Plan

APPROVAL OF THE HIGH-RISK CONFLICT ACTION PLAN

For conflicts of interest identified as high risk, the respective area manager is responsible for assessing, validating, and approving the action plan proposed by the GRC team, all accomplished through the Compliance Portal. Once approved, it becomes the responsibility of the relevant area manager, with HR support, to implement the corrective actions necessary to mitigate the identified risks.



REMUNERATION POLICIES

GRI 2-19 | 2-20 | 2-21 | 405-2

Our remuneration policy encompasses our principles and practices for determining how our employees are compensated for their work, a crucial motivational factor. It also addresses various types of employment contracts, including Consolidation of Labor Laws (CLT) and Statutory arrangements.

Under the framework of the CLT, our employment contracts are subject to Collective Bargaining Agreements. These agreements are renewed annually through assemblies to establish wage adjustments aimed at countering inflation and defining benefits.

In contrast, Statutory employment contracts are individually negotiated between the professional and the company. Presently, this type of contract applies to three key positions: CEO, CFO, and COO.

To ensure our competitiveness in the job market, we collaborate with a specialized consultancy that conducts an annual Total Remuneration survey, encompassing both the broader job market and the specific logistics and mining sectors.

This survey enables us to gauge our strategic positioning concerning the remuneration of all position groups and families at Porto Sudeste. It is through this survey that we fine-tune our salary scales, ensuring that our compensation remains attractive relative to the market. Additionally, our remuneration structure adheres to all CLT and Collective Agreement provisions, including Collective Labor Agreements and Collective PLR Agreements.

Variable Remuneration is linked to the achievement of predefined company targets, which encompass EBITDA, ESG (Environmental, Social, and Governance), Productivity, Sales, and other key performance indicators. The payment model is subject to approval during meetings and is transparently communicated to employees. The entire process is closely monitored by the Union, from its conceptualization to the disbursement stage.

In terms of the salary ratio, the relationship between the highest-paid individual's annual total remuneration and the average annual total remuneration of all employees is 13.6 times the average for all employees, excluding the highest-paid individual.

Furthermore, the ratio between the percentage increase in the annual total remuneration of the highest-paid individual in the organization is 9.99%, while the average percentage increase in the annual total remuneration of all employees (excluding the highest-paid) stands at 10.22%.

It is noteworthy that all employees are hired based on their roles, and salary progression is closely aligned with performance evaluations.



We ensure pay equity between men and women in identical positions, thereby eliminating any distinctions while assessing each role's requirements.



MEMBERSHIP ASSOCIATIONS

GRI 2-28

We actively engage with institutions that operate within our industry and count ourselves as members or participants of the following organizations:

- * Association of Private Port Terminals (ATP)
- * Brazilian Oil and Gas Institute (IBP)
- * Union of Maritime Navigation Agencies (SINDARIO)
- * Itaguaí Port Operators Union (SINDOPITA)
- * International Association of Ports and Harbors (IAPH)

In addition to our memberships, we also hold a position on the Advisory Board of the Mangaratiba Environmental Protection Area (APAMAN). Furthermore, we have affiliations with the Federation of Industries of the State of Rio de Janeiro (FIRJAN), where we actively participate in the Infrastructure, Environment, and Social Responsibility Business Councils. We are integral members of the Port Authority Council (CAP) of the Port of Itaguaí and maintain association with the Itaguaí Commercial, Industrial, and Agricultural Association (ACIAPI).

COMPLIANCE

GRI 2-23 | 2-24 | 2-26 | 2-27 | 406-1 | 408-1 | 409-1

WHISTLEBLOWING CHANNEL AND COMPLIANCE PROGRAM

Our Whistleblowing Channel is an external and independent platform that empowers both internal and external stakeholders to voice their concerns or report any forms of non-compliance with our Code of Ethics, Anti-Corruption Policy, Conflict of Interest Standard, or any other regulatory documents governing Porto Sudeste. It also serves as a platform to report any unlawful activities that contravene our ethical principles.

Complaints and reports can be submitted around the clock through our dedicated portal at <https://www.canalconfidencial.com.br/psbmmi/> or by calling 0800 882 0411.

All complaints are investigated by our Governance, Risk, and Compliance (GRC) and Human Resources teams. Behavioral cases are deliberated by the Audit, Risk, and Compliance Committee, which determines and applies the appropriate administrative sanctions. On a quarterly basis, the GRC division presents all the complaints received during the period to the Audit, Risk, and Compliance Committee, along with the outcomes of the investigations and details regarding the sanctions imposed.

In 2022, we addressed the following types of complaints, applying the necessary sanctions as warranted:

Categories of Complaints:

Favoritism and conflict of interest	8
Violation of labor laws	5
Breach of contract	2
Non-compliance with occupational health and safety legislation	1
Non-compliance with internal policies	1
Fraud	1
Bullying (behavioral)	4
Discrimination (behavioral)	3
Misconduct (behavioral)	2
Sexual harassment (behavioral)	1

Control of Investigations:

Confirmed Cases	8
Unconfirmed cases	15
Ongoing investigations	5

Disciplinary Measures Applied to Confirmed Cases:

Employee reorientation	3
Third-party notification	4
Written guidance	1

Furthermore, our statements and the Whistleblowing Channel constitute integral components of Porto Sudeste’s Compliance Program.

All declarations outlined in our Compliance Program are mandatory for job applicants and are also completed by 100% of our employees.

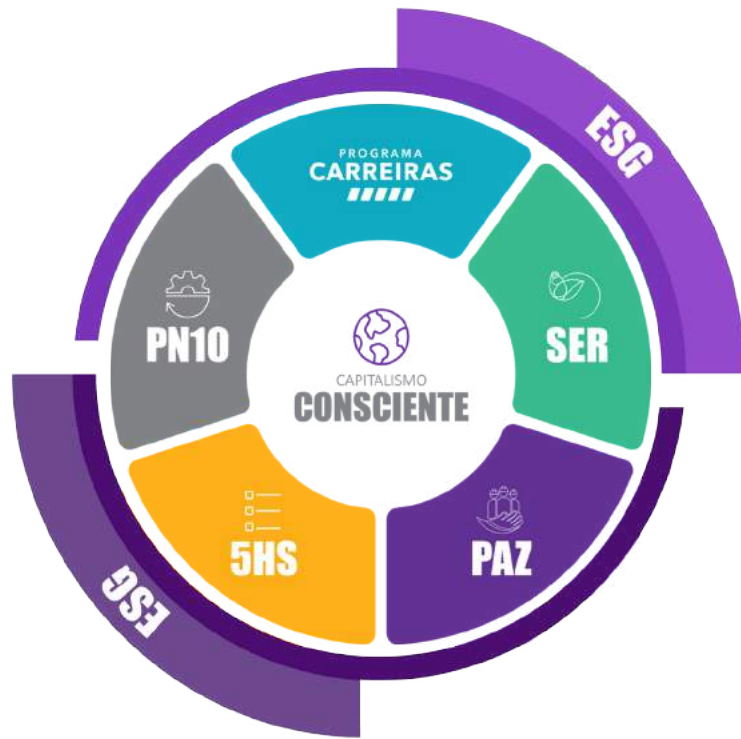
These include:

- * Declaration of Acceptance of the Code of Conduct and Ethics and Anti-Corruption Policy (DCE)
- * Declaration of Conflict of Interest (DCI)
- * LGPD Declaration of Consent for Processing Personal Data (DCL)
- * Data Protection Officer (DPO) Contact Declaration
- * Corporate Integrity Declaration (DIE)

To access the Code of Conduct and Ethics, the Anti-Corruption Policy, and the Conflict of Interest Management Standard, please refer to the dedicated section on our website: <https://www.portosudeste.com/governanca/programa-de-compliance/>

For the period under review, no instances of non-compliance with laws and regulations resulted in fines or non-monetary sanctions imposed on the company. Additionally, we have not identified any cases of forced labor, labor conditions akin to slavery, or child labor within our operations or those of our suppliers.

In April 2021, the Itaguaí Municipal Department of the Environment issued a notice of infraction following an inspection conducted across companies in the region. The inspection alleged non-compliance with licensing conditions and contamination of soil and water due to ore spillage. Subsequently, after the rejection of the defense and appeal at the administrative level, in August 2021, an annulment action was initiated, seeking the cancellation of the infraction notice on the grounds of nullity and lack of motivation. An injunction was secured to suspend the enforceability of the fine, and the annulment action is currently pending judgment.



COMMITMENTS AND INTEGRATION OF POLICIES

We are signatories of the Global Compact, and our actions are thoughtfully aligned with the Sustainable Development Goals outlined in the 2030 Agenda. In addition, we are actively associated with the Instituto Capitalismo Consciente Brasil and hold certifications for ISO 14001, ISO 9001, and NBR 16001.

Our commitments are firmly enshrined in our organization’s internal Policies and Standards, gaining approval from the competent authorities within the company.

Our business ethics emphasize legality, ethical conduct, and adherence to internal standards, policies, and procedures. We have established a Delegation of Authority (DoA) Policy, whereby shareholders delegate their responsibilities to all managers, with approval granted by the Board of Directors.

Moreover, we have a comprehensive suite of governing documents, including a Code of Ethics, Anti-Corruption Policy, Conflicts of Interest Policy, Ethics and Compliance Committee Rules, Sustainability Policy, and more, all duly endorsed by the relevant bodies within the organization. For re-

sponsibilities not covered by the DoA, we have additional approved policies and standards that are readily accessible on the Corporate Governance Portal available to all our employees.

Our Sustainable Development Policy sets forth guiding principles and general values that underpin our organizational goals and commitments, spanning environmental mandates, health and safety, social responsibility, human rights, and customer satisfaction. This policy applies to our employees and is seamlessly integrated into our supplier contracting processes as an annex to the contract.

Our Sustainable Development Policy can be accessed here: <https://www.portosudeste.com/media/t2umt1tb/polbraesg001.pdf>.

We are signatories of the Global Compact, and our actions are thoughtfully aligned with the Sustainable Development Goals outlined in the 2030 Agenda. In addition, we are actively associated with the Instituto Capitalismo Consciente Brasil and hold certifications for ISO 14.001, ISO 9.001, and NBR 16.001.

To ensure a coherent and widespread understanding of our policies, standards, and procedures, we maintain a standardized dissemination process. This includes communication and training initiatives as needed. Our normative document management process aligns with ISO 9.001 certification standards.

All our policies and standards are published and readily accessible to all employees through our Intranet, where you can also find information about processes and their respective custodians.

Policies and updates concerning Human Resources, Health and Safety, Environment, Compliance, Risk Management, and Financial Management are subject to approval by the Board of Directors following validation by the Executive Board.

We conduct training sessions throughout the year on these policy themes, facilitated by various departments, and provide online exercises via the Corporate University.

ANTI-CORRUPTION POLICY

GRI 205-1 | 205-2 | 205-3

Our Anti-Corruption Policy comprises a set of internal guidelines that outline the principles of conduct and the methodologies for compliance, inspection, monitoring, training, and the investigation of violations concerning Anti-Corruption Rules. The responsibilities delineated within this policy are unwavering and non-negotiable for Porto Sudeste.

Additionally, we uphold a stringent third-party due diligence standard, which mandates the thorough analysis and evaluation of all third-party relationships. Those deemed to carry a high or very high degree of risk require approval from the Executive Board (RDE) and the Audit, Risks, and Compliance Committee.

Notably, 100% of our workforce, including our directors and CEO, are committed to the principles and declarations outlined in our anti-corruption policies.

During the reporting period, no instances of corruption involving the company were recorded.

GENERAL DATA PROTECTION LAW – LGPD

GRI 418-1

Our LGPD Compliance Management Standard underscores our unwavering commitment to this matter. Every process involving the collection of personal data, as well as any updates, is meticulously recorded in the data inventory found on the LGPD Compliance Portal.

The responsibility for maintaining the accuracy of this inventory and ensuring the avoidance of excessive data collection lies with the manager of each respective department. Individuals with inquiries about the use of their personal data, how to exercise their rights, data incidents, or any questions regarding the standard are encouraged to contact the data controller.

Additionally, we provide accessible forms on our compliance portal and corporate website, including:

- * Declaration of Consent for LGPD-Compliant Personal Data Processing (DCL)
- * Data Protection Officer Contact Declaration (DPO)

Further information can be accessed here: <https://www.portosudeste.com/governanca/aderencia-a-lgpd/>

We are pleased to report that during this reporting period, no substantiated complaints were registered concerning privacy breaches or the loss of customer data.



Transformation of the Governance, Risks and Compliance Area

Felipe Maciel – Director of Governance, Risks and Compliance (GRC)

We take great pride in sharing the recent structural transformation of our Governance, Risks, and Compliance (GRC) function, which has now evolved into a robust and highly efficient department. This transformation is particularly significant, given the increasing prominence of this area as one of the key pillars of our ESG framework.

Over the past few years, we have dedicated substantial effort to enhancing our corporate governance, strategic risk management, operational risk management, and the comprehensive mapping of internal controls to ensure effective risk mitigation. Our journey began by addressing the most critical areas, and we continue to evolve, systematically bringing methodology and best market practices to every facet of our organization.

To support the multifaceted responsibilities of the Governance, Risks, and Compliance area, which include ensuring compliance with current legislation and employees' adherence to the Code of Ethics and Conduct and Anti-Corruption Policy, we have

implemented a range of systems. These systems include the External and Independent Whistleblowing Channel, the System for Managing Regulatory Documents, the Strategic Risk Management System, the Process and Internal Controls Management System, the Audit Point Monitoring System, and the System for safeguarding evidence of the Compliance Program, among others. Presently, we have mapped approximately 350 internal controls across various departments and processes within our organization.

Our achievement of an efficient Compliance Program fills us with pride, and the acknowledgment of its effectiveness by our stakeholders reflects this remarkable progress. Today, we stand as a benchmark within our group, recognized for having one of the most mature Compliance Programs, as well as exemplary Governance, Risk Management, and Internal Control practices. This accomplishment sets a standard for other group assets to follow.

“The GRC team used to handle its activities manually and inefficiently. In 2022, we set a benchmark by standardizing processes, creating regulations, and systematizing the Governance, Risks, and Compliance Department. Our GRC team, comprised of eight dedicated employees (including six men and two women), now efficiently manages a multitude of tasks, such as overseeing 600 regulatory documents, 350 internal controls, 450 action plans stemming from audits and compliance investigations, and 5,500 compliance program declarations, among others. All these performance indicators are systematically monitored through automatic dashboards, integrated into our systems, and developed in-house, leveraging the expertise of our skilled GRC team. The GRC area was established with a core objective: to safeguard our company and its employees by mitigating risks, and I am proud to say that we excel in this mission.”

Felipe Maciel

SOCIAL



SOCIAL

OUR PEOPLE

GRI 3-3 | 2-7 | 2-8

Our workforce forms an indispensable component of Porto Sudeste, serving as catalysts for the ongoing transformation of the company and fortifying our ability to achieve optimal outcomes.

We maintain a vigilant focus on our people. In alignment with the “Social” pillar of our ESG framework, we hold in high regard the quality of life and well-being of our employees. This emphasis is rooted in their sustained engagement and their professional and personal growth.

TOTAL EMPLOYEES

(excluding statutory employees, young apprentices, and trainees):

CITY	NUMBER	STATE (%)	WOMEN	MEN	WOMEN (%)	MEN (%)
Itaguaí	213	37,77%	33	180	15,49%	84,51%
Mangaratiba	31	5,50%	7	24	22,58%	77,42%
Rio de Janeiro	231	40,96%	47	184	20,35%	79,65%
Seropédica	14	2,48%	2	12	14,29%	85,71%
MG	43	7,62%	11	32	25,58%	74,42%
Other	32	5,67%	4	28	12,50%	87,50%
Total	564	100,00%	104	460	18,44%	81,56%

TOTAL NUMBER OF EMPLOYEES WITH INDEFINITE CONTRACTS UNTIL DECEMBER 2022

(excluding statutory employees, young apprentices, and trainees):

CITY	NUMBER	STATE (%)	WOMEN	MEN	WOMEN (%)	MEN (%)
Itaguaí	200	35,46%	28	172	14,00%	86,00%
Mangaratiba	30	5,32%	6	24	20,00%	80,00%
Rio de Janeiro	225	39,89%	44	181	19,56%	80,44%
Seropédica	11	1,95%	1	10	9,09%	90,91%
MG	41	7,27%	10	31	24,39%	75,61%
Other	31	5,50%	3	28	9,68%	90,32%
Total	538	95,39%	92	446	17,10%	82,90%

TEMPORARY EMPLOYEES, CATEGORIZED BY GENDER AND REGION:

CITY	NUMBER	STATE (%)	WOMEN	MEN	WOMEN (%)	MEN (%)
Itaguaí	13	2,30%	5	8	38,46%	61,54%
Mangaratiba	1	0,18%	1	0	100,00%	0,00%
Rio de Janeiro	6	1,06%	3	3	50,00%	50,00%
Seropédica	3	0,53%	1	2	33,33%	66,67%
MG	2	0,35%	1	1	50,00%	50,00%
Other	1	0,18%	1	0	100,00%	0,00%
Total	26	4,61%	12	14	46,15%	53,85%

*These data are collected and tracked through our internal RM Labore payroll system.

*All our employees work on a full-time basis.

We are committed to fostering a transparent relationship built upon mutual respect and ethical conduct. Through this, we endeavor to collectively act as agents of change in our community and as champions of sustainable development.

In 2022, we engaged a total of 1,095 employees from service providers. The contractual arrangements are made directly with the management of the department requesting services and with the procurement department.

Our commitment to conducting business in accordance with the highest standards of integrity is deeply rooted in our company values, represented by our 5Hs principles (Honesty, Harmony, Humanity, Humility, Humor, and Health). Therefore, we actively seek out suppliers who share our commitment to ethics, sustainability, and respect for communities and employees.

All contracted companies are expected to adhere to current legislation and fully align with Porto Sudeste’s Code of Ethics and Conduct, Anti-Corruption Policy, and Sustainable Development Policy.

Our contracted suppliers offer a diverse range of services, including:

- * Engineering
- * Maintenance
- * Infrastructure
- * Civil works
- * Structural assembly
- * Equipment operation
- * Industrial cleaning
- * Property security
- * Facility management
- * Operational support (loading and unloading dry bulk)
- * Emergency support (firefighters and nursing technicians)
- * Maritime support
- * Waste collection and disposal
- * Environmental monitoring
- * Environmental emergency response center

Data is collected from our contracted suppliers on a monthly basis through the Monthly Statistical Report (MSR). The contracted companies respond by electronically submitting the REM, which includes the details of their employees and the hours worked. This data is then processed and managed by our team. The collected information is stored in an electronic database and is accessible on the Occupational Health and Safety (OHS) department portal.

Furthermore, we also receive monthly data regarding the local labor force hired by our partner companies, allowing us to maintain a comprehensive record of this information.

In 2022, we had an average of 586 in-house employees at Porto Sudeste, in addition to 891 permanent employees and 49 short-term employees.

COLLECTIVE BARGAINING AGREEMENTS

GRI 2-30 | 407-1

During 2022, a total of 564 employees were subject to a Collective Bargaining Agreement (CBA), accounting for 93.38% of the company's active workforce. Trainees and young apprentices, under distinct regulations, do not fall under the purview of a CBA. Similarly, statutory employees operate under specific contracts as mandated by labor legislation.

The 2022 CBA was ratified with the endorsement of 94% of the employees who attended the assembly convened by the Rio de Janeiro State Port Services Workers' Union (STSPPERJ).

NEW HIRES AND EMPLOYEE TURNOVER

GRI 401-1

Our recruitment and selection process is designed to identify, attract, and select candidates who align best with Porto Sudeste's requirements and expectations.

Our primary focus is on recruiting local talent and fostering a culture that celebrates diversity and individuals' potential while maintaining a strict stance against any form of discrimination. As part of our commitment to valuing our workforce, we proactively explore internal opportunities through our Careers Program. This program enables us to invest in our employees' growth and cultivate their confidence in their own development.

Hiring in 2022:
106 new employees hired

Turnover in 2022:
Average monthly turnover was 1.2% (2022)

Porto Sudeste remains dedicated to fostering regional development, creating job opportunities, and enhancing the income of the local community. A significant 66% of our workforce consists of residents from the local area.

BENEFITS

GRI 401-2

Our employee benefits go beyond the provisions of the Consolidation of Labor Laws (CLT). They are determined through a Collective Bargaining Agreement and undergo annual reviews, considering remuneration surveys and industry best practices. These benefits include:

- * **Life Insurance and Funeral Aid:** Extended to all permanent, temporary, and apprentice employees, while trainees receive life insurance through the Centro de Integração Empresa Escola ("Center for Integration of Business and School," CIEE).
- * **Health and Dental Plans:** Available to all permanent and temporary employees, apprentices, and trainees.
- * **Parental Leave:** Provided to all permanent, temporary, trainee, and apprentice employees.
- * **Food Vouchers:** Offered to all permanent and temporary employees.
- * **In-House Cafeteria or Partner Restaurant:** Accessible to all permanent and temporary employees, apprentices, and trainees.
- * **Transport:** Provided for all permanent, temporary, apprentice, and trainee employees.
- * **CUIDAR:** A support program for employees and their dependents.
- * **School Supply Assistance:** A one-time educational allowance for employees and their school-age dependents who are duly enrolled.
- * **Dary Care Allowance:** A monthly benefit for employees with children up to four years, 11 months, and 29 days old. This allowance is also extended to widowed and divorced employees with custody of their children.

PARENTAL LEAVE

GRI 401-3

At Porto Sudeste, all of our employees are eligible for parental, maternity, and adoption leave, which reflects our commitment to supporting family well-being.

* Paternity Leave: 10 days, available to all permanent, temporary, trainee, and apprentice employees.

* Maternity Leave: 180 days, extended to all permanent, temporary, trainee, and apprentice employees.

* Adoption Leave: Leave duration for adoptive parents is determined based on the age of the adopted child.

It is noteworthy that the return-to-work and retention rates of employees who have availed parental leave stand at a remarkable 100%.

OPERATIONAL CHANGES

GRI 402-1

All significant changes that impact or may impact our employees are discussed among the leadership teams from various departments up to senior management. There is no set timeline for discussing operational changes, as these are carried out in response to unfolding events.

Our commitment to transparency and clear communication means that we strive to provide information as early as possible.

In the context of our Collective Bargaining Agreement (ACT) negotiations, we actively engage with our employees, providing them with opportunities to participate, voice suggestions, and make demands. These negotiations are thoughtfully scheduled and conducted collectively to ensure the best outcomes for all parties involved. Our reference date is August 1st, and the alignment and development of negotiations typically commence in the months of May and June, fostering a collaborative atmosphere and constructive dialogue.

TRAINING AND EDUCATION

GRI 404-1 | 404-2 | 404-3

At Porto Sudeste, we believe that investing in the growth of our employees is synonymous with investing in the overall prosperity of our company. We place a premium on the knowledge and expertise of each individual, recognizing that, collectively, we shape a promising future.

Corporate University

With a dedicated focus on cultivating the skills vital to sustaining our operations, our Corporate University provides tailored educational solutions. These encompass leadership training, technical and mandatory courses, and the cultivation of essential competencies across all our employees.

In 2022, we allocated an investment of R\$923,000.00 toward the development of our workforce.

A total of **21,269 training** hours were delivered, spanning both in-person and online sessions. These sessions were conducted by our in-house instructors representing various fields and content areas. Furthermore, we have established partnerships with specialized training and development consultancies. We also offer educational support for a range of programs, including:

- * Language development in English and Mandarin
- * Support for postgraduate and MBA courses
- * Short courses covering technical and behavioral aspects
- * Technical training and mandatory courses

These programs are tailored to the specific requirements of each job role and department, ensuring a comprehensive approach to skill enhancement.

THE CAREERS Program



In alignment with our core values and strategic objectives, we have introduced the Annual Performance Evaluation Cycle as part of the Careers Program. Under this program, all employees with more than six months of service are subject to assessments of their behavioral competencies:

- * Basic Skills: Teamwork, Focus on Results, Business Vision, SER Program¹; Zero Accident Program (PAZ)²
- * Technical Skills: Impact and Influence, Knowledge Management
- * Management Competence: Leadership and People Management

These evaluations follow a structured cycle that includes:



Informed by these evaluations, decisions are made regarding promotions, salary adjustments, and potential departmental transfers. The ultimate goal is to enhance employee engagement and cultivate opportunities for personal growth.

Furthermore, the Careers Program serves the purpose of devising strategies for addressing employees' developmental needs and establishing a succession planning framework. This initiative enables the company to assess the depth of its talent pipeline and succession coverage for key positions, both in leadership roles and their technical career counterparts.

SUPPLIERS

GRI 414-1 | 414-2

In October 2022, we introduced the Mercado Eletrônico ("Electronic Marketplace," ME) Portal, which involved reevaluating our supplier databases.

As part of this registration procedure, the Governance, Risks, and Compliance department conducts an in-depth assessment of each supplier. This assessment includes an analysis of adverse media exposure, evaluating the supplier's risk level across various dimensions, such as environmental, social, and labor aspects, among others. Ultimately, this analysis serves as a crucial step in our ongoing efforts to minimize the potential risk associated with engaging suppliers whose operations may have adverse effects on our business.

¹For further details on the program, refer to the Environmental Responsibility Section.

²For further details on the program, refer to the Occupational Health and Safety section.



OCCUPATIONAL HEALTH AND SAFETY

GRI 3-3 | 403- 1 | 403-2 | 403-3 | 403-4 | 403-5 | 403-6 | 403-7 | 403-8 | 403-9 | 403-10 | 410-1

If it's not safe, don't do it,
and don't let someone else do it!

Our commitment to health and safety in the workplace is embedded in our core values, fostering a robust culture of safety through our **Zero Accident Program**, known as **PAZ**. PAZ is designed to make occupational health and safety a top priority, ensuring accident-free operational activities at Porto Sudeste.

Under the PAZ program, the following requirements and parameters are upheld by all directors, managers, coordinators, and supervisors:

- * Proactively managing and monitoring occupational health and safety aspects in their respective processes to prevent workplace accidents and promptly address any deviations as per the program's defined protocols.
- * Cultivating a culture of PAZ ("PEACE") within the company, fostering behavioral changes and personal development among our employees.
- * Encouraging the practice of the "area owner" concept, promoting a shared responsibility for safety among both managers and employees.
- * Acknowledging and rewarding employees for their proactive efforts and safe practices.

All employees are responsible for the Zero Accident Program. For this, we rely on our OHS areas, managers, employees, and Governance, Risks and Compliance Management.

HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION

At Porto Sudeste, we employ a range of internal procedures to enhance our risk assessment capabilities and the thorough investigation of incidents. These procedures include:

► Occupational Risk Management Procedure

Our Occupational Risk Management process is designed to identify potentially hazardous conditions and evaluate the risks associated with various company activities. This approach encompasses risks that have the potential to lead to significant material losses, production interruptions, costly repairs, and, most importantly, injuries or fatalities.

We implement the Bow Tie methodology, which allows us to map critical risks within scenarios that have the potential to impact our business. All data related to the identification of hazardous

conditions and occupational risk assessments is consolidated in our occupational risk inventory. This systematic assessment is guided by a commitment to informed decision-making, enabling us to prioritize risks, enhance existing controls, implement new controls, and continuously monitor the actions taken. This is achieved by establishing clear deadlines and assigning responsibilities for their execution.

Additionally, we provide our employees with a reporting tool to communicate unsafe conditions, health and safety deviations, and near-miss incidents. This tool is known as the Register of Deviations and Near Misses (RDQA), a formal document that records situations presenting a risk of workplace accidents. The RDQA enables the prompt implementation of corrective measures to mitigate potential hazards.

► Right to Refuse Work Procedure

At Porto Sudeste, we uphold the principle of safety above all, and our Right to Refuse Work Procedure underscores our commitment to providing employees with the ability to decline work if they identify any serious and imminent risk of an accident. This procedure aligns with our overarching safety philosophy as embodied in the PAZ program's motto: "If it's not safe, don't do it, and don't let someone else do it."

Employees encountering such circumstances are expected to promptly report the situation to their supervisor. This collaborative approach ensures that they can collectively analyze the situation and implement necessary corrective actions.

► Work-related Incidents: Classification and Reporting

Every work-related incident at Porto Sudeste undergoes a rigorous examination in accordance with the guidelines outlined in the Reporting, Recording, Analysis, and Classification of Incidents procedure.

Our analysis employs methodologies such as the "Tree of Causes" and the Systematic Analysis of Causes Technique (TASC) to evaluate incidents thoroughly. Depending on their nature and severity, incidents are categorized into distinct levels, allowing for appropriate action:

* For incidents classified at Level 3 and higher, the accident is reported via telephone call or SMS to the Occupational Health and Safety (OHS) General Manager. Additionally, the area supervisor submits formal communication within four hours.

* For Level 3 incidents, communication is made with relevant public authorities, environmental agencies, the Military Police, and other relevant parties in compliance with legal requirements. This facilitates the preservation of the work environment and the collection of evidence.

* Within a maximum of 36 hours, a formal analysis is conducted and disseminated to all employees involved in similar activities for Level 3 incidents.

* For accidents categorized as Levels 4 and 5, immediate investigations are carried out, and information is communicated to all Porto Sudeste employees, including contractors and subcontractors.

* Incidents recorded as "Near Misses" and classified as Level 1 are subject to thorough investigations to identify causes and prevent future occurrences.

* In line with our commitment to accountability and transparency, we convene an Incident Investigation and Analysis Meeting.

Incident analysis findings are shared publicly through a report presented at the Health, Sa-

fety, Environment, and Community Committee (HSEC) meeting. The presentation is made by the respective manager or the highest-ranking authority in the sector or area where the incident took place. Moreover, to ensure efficient communication regarding incident timelines, we have dedicated hotlines.

Our 24/7 occupational incident hotline, reachable toll-free at 0800 122 1234, is always available to receive and process incident-related information promptly.

OCCUPATIONAL RISK MANAGEMENT PROCEDURE

Our Occupational Risk Management process is designed to identify potentially hazardous conditions and evaluate the risks associated with various company activities. This approach encompasses risks that have the potential to lead to significant material losses, production interruptions, costly repairs, and, most importantly, injuries or fatalities.

We implement the Bow Tie methodology, which allows us to map critical risks within scenarios that have the potential to impact our business. All data related to the identification of hazardous conditions and occupational risk assessments is consolidated in our occupational risk inventory. This systematic assessment is guided by a commitment to informed decision-making, enabling us to prioritize risks, enhance existing controls,

implement new controls, and continuously monitor the actions taken. This is achieved by establishing clear deadlines and assigning responsibilities for their execution.

Additionally, we provide our employees with a reporting tool to communicate unsafe conditions, health and safety deviations, and near-miss incidents. This tool is known as the Register of Deviations and Near Misses (RDQA), a formal document that records situations presenting a risk of workplace accidents. The RDQA enables the prompt implementation of corrective measures to mitigate potential hazards.



► Right to Refuse Work Procedure

At Porto Sudeste, we uphold the principle of safety above all, and our Right to Refuse Work Procedure underscores our commitment to providing employees with the ability to decline work if they identify any serious and imminent risk of an accident. This procedure aligns with our overarching safety philosophy as embodied in the PAZ program's motto: "If it's not safe, don't do it, and don't let someone else do it."

Employees encountering such circumstances are expected to promptly report the situation to their supervisor. This collaborative approach ensures that they can collectively analyze the situation and implement necessary corrective actions.

► Work-related Incidents: Classification and Reporting

Every work-related incident at Porto Sudeste undergoes a rigorous examination in accordance with the guidelines outlined in the Reporting, Recording, Analysis, and Classification of Incidents procedure.

Our analysis employs methodologies such as the "Tree of Causes" and the Systematic Analysis of Causes Technique (TASC) to evaluate incidents thoroughly. Depending on their nature and severity, incidents are categorized into distinct levels, allowing for appropriate action:

* For incidents classified at Level 3 and higher, the accident is reported via telephone call or SMS to the Occupational Health and Safety (OHS) General Manager. Additionally, the area

supervisor submits formal communication within four hours.

* For Level 3 incidents, communication is made with relevant public authorities, environmental agencies, the Military Police, and other relevant parties in compliance with legal requirements. This facilitates the preservation of the work environment and the collection of evidence.

* Within a maximum of 36 hours, a formal analysis is conducted and disseminated to all employees involved in similar activities for Level 3 incidents.

* For accidents categorized as Levels 4 and 5, immediate investigations are carried out, and information is communicated to all Porto Sudeste employees, including contractors and sub-contractors.

* Incidents recorded as "Near Misses" and classified as Level 1 are subject to thorough investigations to identify causes and prevent future occurrences.

* In line with our commitment to accountability and transparency, we convene an Incident Investigation and Analysis Meeting. Incident analysis findings are shared publicly through a report presented at the Health, Safety, Environment, and Community Committee (HSEC) meeting. The presentation is made by the respective manager or the highest-ranking authority in the sector or area where the incident took place. Moreover, to ensure efficient communication regarding incident timelines, we have dedicated hotlines.

Our 24/7 occupational incident hotline, reachable toll-free at 0800 122 1234, is always available to receive and process incident-related information promptly.

OCCUPATIONAL HEALTH SERVICES

To ensure the utmost safety and well-being within our workplace, Porto Sudeste maintains an in-house Occupational Safety and Health (OSH) team consisting of one (1) occupational physician, one (1) occupational nurse, and two (2) occupational nursing technicians. In addition, we collaborate with dedicated outsourced personnel, including 13 civil firefighters and four (4) first responders.

This comprehensive approach is integral to our **Emergency Management**, enabling us to address urgent situations efficiently and securely. Our specialized team for urgent and emergency care is supported by a range of resources, including:

- * 24-Hour Medical Unit: Ensuring continuous access to medical expertise.
- * Mobile ICU (Advanced Support Unit) Ambulance
- * A Drone equipped with IF (Fire Monitoring and Man Overboard)
- * 24-Hour Camera Monitoring by Operational Security Center (COSE)
- * A professional Team of Firefighters Leading the Brigade, consisting of 110 volunteers

* A Firefighting Truck equipped with LGE (foam-generating liquid), an 8m³ water tank, and a monitor cannon with automatic activation, offering an impressive range of up to 60 meters.

* Firefighting Resources strategically deployed throughout operational areas, including portable extinguishers, electrical rooms equipped with fixed detection and suppression systems, and hydrant networks.

We conduct monthly emergency drills focused on victim assistance and fire response, aiming to enhance our emergency response capabilities.

EMPLOYEE HEALTH AND WELL-BEING PROMOTION

The World Health Organization (WHO) defines health as “a state of complete physical, mental, and social well-being, and not merely the absence of disease or infirmity.” Embracing this holistic perspective, we have introduced the Humanizing Program, designed to cultivate a culture of care and self-care that addresses the overall well-being of our employees—physical, mental, emotional, and social. This initiative equips them with the necessary tools and resources to enhance their quality of life.

As part of the ongoing program, we are in the process of hiring dedicated professionals who will be responsible for attending to and monitoring the social and psychological aspects of our employees. In addition, we have implemented a range of initiatives aimed at promoting the health and well-being of our workforce, which include:

THE CARING PROGRAM

Our Cuidar Program, which translates to the “Caring Program,” is dedicated to providing our employees and their dependents with comprehensive support that encompasses legal, psychological, and social assistance, as well as financial guidance. These services are available remotely and online, ensuring confidentiality and are offered free of charge. The Cuidar Program is aimed at addressing the various challenges that impact our employees’ lives, striving to enhance their well-being and comfort. In

2022, we recorded a total of 510 interactions through this vital support channel.

EMPLOYEE AND SERVICE PROVIDER ENGAGEMENT IN “OCCUPATIONAL HEALTH AND SAFETY”

A cornerstone of our commitment to the well-being and safety of our workforce is the regular convening of our Health and Safety (HS) Committee. This forum features the active participation of managers, executives, and leaders from our contracted service providers. The primary objective is to foster collaboration, facilitate ongoing enhancement, and bolster the robustness of our Occupational Health and Safety (HS) system, all in our **unwavering pursuit of the goal of Zero Accidents.**

The HS Committee functions as an executive body comprising representatives from various directorates, collectively dedicated to the evaluation of Health and Safety programs, the determination of joint initiatives, and the receipt of valuable feedback from our partner companies. These interactions include presentations of HS actions already underway and those planned for implementation.

Furthermore, the HS Committee has a range of critical responsibilities, including:

- * Monitoring performance indicators related to Health and Safety (HS).
- * Promoting the acknowledgment and sharing of commendable practices and notable achievements.
- * Defining corrective measures for noteworthy

non-conformities and deviations identified during meetings.

- * Tracking the execution of planned initiatives and periodically reviewing their progress.
- * Evaluating HS programs and ensuring the provision of essential resources for their effective implementation.

TRAINING EMPLOYEES AND SERVICE PROVIDERS IN OCCUPATIONAL HEALTH AND SAFETY

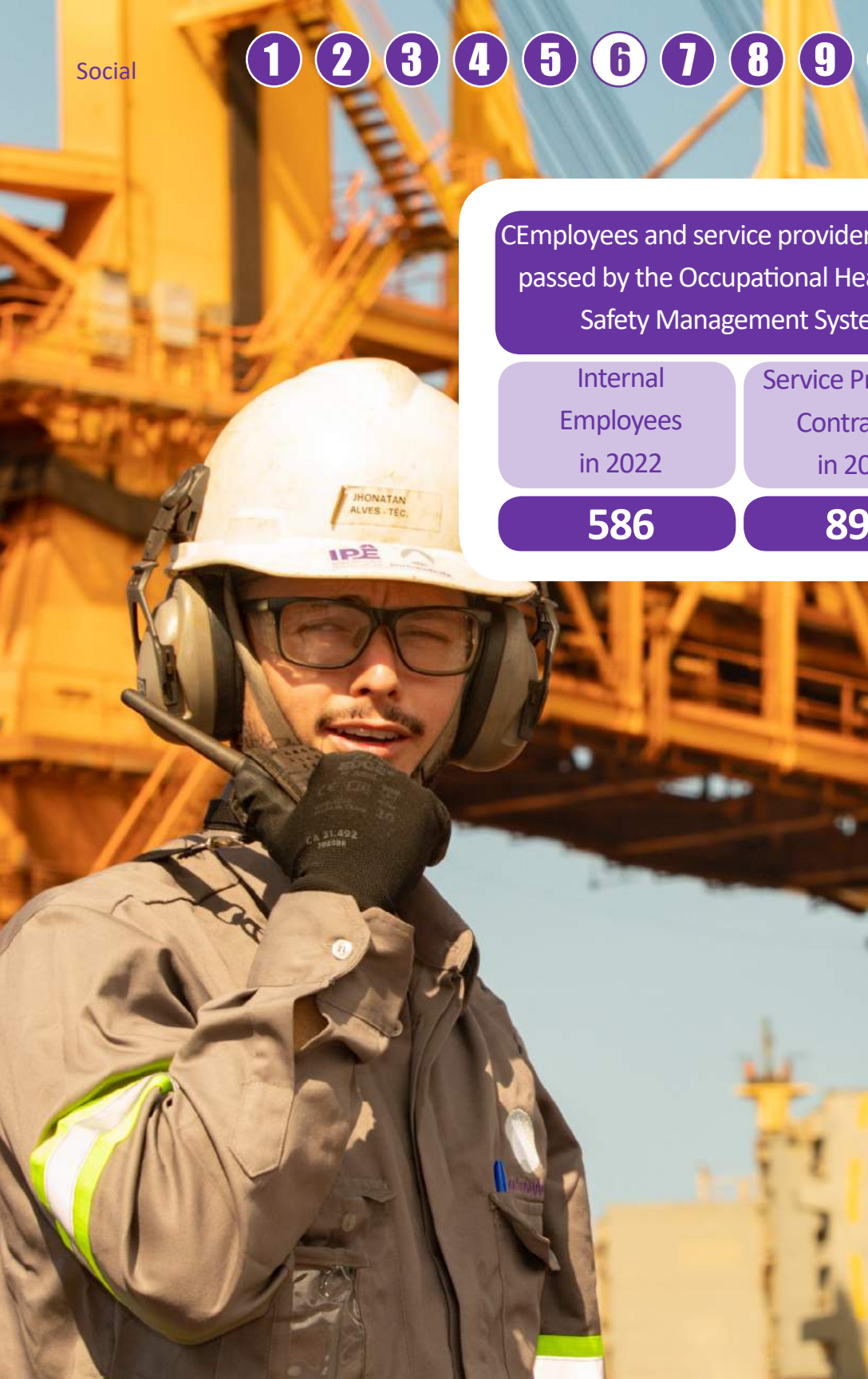
We prioritize the training of our employees and service providers to foster a culture of health and safety in the workplace. By nurturing strong human bonds and establishing a secure and healthy working environment, we collectively pursue our goals with unwavering responsibility.

Upon joining our organization, new employees receive a warm welcome from our dedicated Human Resources (HR) team. They are then guided to engage in comprehensive onboarding training facilitated by our Occupational Health and Safety (OHS) experts.

During this phase, all essential information pertaining to occupational health and safety, along with Porto Sudeste’s standards, is communicated to ensure that all employees grasp the core principles. Furthermore, assessments are conducted to verify the absorption of the content and concepts presented. Our employees also receive training in our established standards and procedures, a



responsibility overseen by the Human Resources (HR) department at Porto Sudeste, in close collaboration with other department managers. As an additional commitment, our security team members receive specialized training in the specific human rights policies and procedures governing their role. They partake in annual human rights training to further align their practices with these principles. This training places a strong emphasis on voluntary security practices, which are closely intertwined with the principles of human rights.



Employees and service providers encompassed by the Occupational Health and Safety Management System

Internal Employees in 2022

586

Service Providers Contracted in 2022

891

ENCOMPASSING ALL EMPLOYEES:

Number and rate of fatalities resulting from work-related injuries:	Count = 0; Rate = 0.00
Number of high-consequence work-related injuries (except fatalities):	Count = 0; Rate = 0.00
Number and rate of recordable work-related injuries:	Count = 4; Rate = 1.26
The most common work-related accidents:	Non-lost time incident
Man-Hours Worked:	MHW = 3,172,705

ENCOMPASSING ALL service providers who are not employees but whose work and/or workplace are controlled by the organization:

Number and rate of fatalities resulting from work-related injuries:	Count = 0; Rate = 0.00
Number of high-consequence work-related injuries (except fatalities):	Count = 0; Rate = 0.00
Number and rate of recordable work-related injuries:	Count = 1; Rate = 0.60
The most common work-related accidents:	Non-lost time incident
Man-Hours Worked:	MHW= 1,659,144

*All incident rates have been calculated based on every 1,000,000 hours worked.

Regarding the risks associated with accidents, the following were subject to mandatory reporting:

- * Interaction with hand tools.
- *Interaction with rotating portable electric tools.
- *Handling of metal pipes.
- *Replacement of operational components.



To mitigate hazards and reduce the risk of accidents, Porto Sudeste has implemented the following measures:

- * Conducting refresher training on risk recognition and safety procedures.
- * Providing a manual or IT-based work guide for hydraulic equipment usage.
- * Creating informative materials highlighting the prohibition of using hydraulic bags with electric pumps.
- * Promoting internal reporting of accidents.
- * Defining leadership responsibilities in risk assessment and the preparation of APR (risk analysis) and proposals for task method improvements.
- * Requiring new risk analysis for unplanned activities (interferences or changes to scenarios or projects).
- * Delivering leadership training in risk perception, assessment, control, and analysis.
- * Sharing lessons learned.
- * Ensuring comprehensive team training on procedures.
- * Designing ergonomically sound ascent and descent equipment for equipment access.
- * Analyzing the feasibility of a safer equipment handling device (roller), among other measures.

OCCUPATIONAL DISEASES

In 2022, there were no reported cases of notifiable occupational diseases or any other related illnesses.

DIVERSITY AND EQUAL OPPORTUNITY

GRI 405-1

We aspire to evolve more and more towards an inclusive corporate culture, valuing diversity as a driving force. Therefore, we understand and embrace any and all differences.

WE ARE DIVERSE

Em 2022 formamos um grupo de trabalho comIn 2022, we established a dedicated working group comprising 36 employees representing diverse backgrounds and levels within our organization. This group serves as a vital embodiment of our commitment to diversity and inclusion. Their mission is to develop inclusive strategies for Porto Sudeste, with a broad range of perspectives to facilitate informed discussions and reflections on how best to incorporate and value diversity.

As a result of the group’s efforts, we proudly introduced the “Diversity and Inclusion Manual” in 2022, accompanied by comprehensive training sessions for our leaders and affinity groups.

PEOPLE WITH DISABILITIES AND YOUNG APPRENTICES

We currently have 23 People with Disabilities (PWDs) in the company, which is always above the quota established by law. In addition, we also have a Young Apprentice program, which has a selection process actually carried out in our community. The program offers opportunities to 23 young people from the local community, aged between 18 and 24.

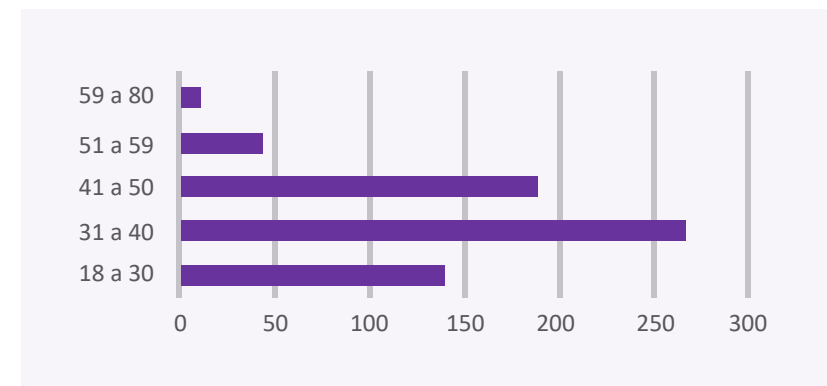
DIVERSITY – GENDER

Percentage of employees by gender category:

	Jan	Fev	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
MALE	80,29%	81,82%	80,42%	79,73%	79,59%	79,73%	79,70%	79,44%	80,29%	80,29%	80,29%	80,29%
FEMALE	19,71%	18,18%	19,58%	20,27%	20,41%	20,27%	20,30%	20,56%	19,71%	19,71%	19,71%	19,71%

AGE DIVERSITY

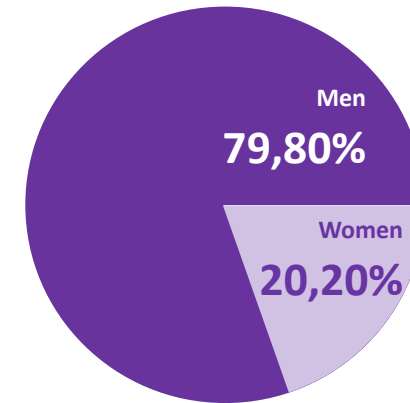
Percentage of employees by age group: under 30, 30 to 50, over 50:



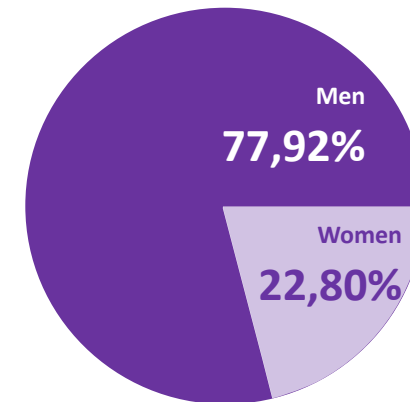


SUMMARY TABLE OF DIVERSITY INDICATORS:

Gender



Leadership/Gender



23 PCD's We strive for inclusion beyond mere quota compliance



Older Workers 04 employees are over 60 years old



YOUNG APPRENTICE 23 individuals between the ages of 18 and 24
Greater % of vacancies for the surrounding community



COMMUNITY ENGAGEMENT

GRI 3-3 | 413-1 | 413-2

Our commitment to building strong connections with the communities in which we operate has been unwavering. We continuously strive to nurture transparent and meaningful relationships, acknowledging that we are an integral part of these communities.

Our core purpose extends beyond serving the interests of our shareholders; it encompasses sharing prosperity with all stakeholders, including local residents, businesses, and the environment.

At Porto Sudeste, we firmly believe in the potential of the region and are dedicated to fostering the growth of individuals and small enterprises. This commitment materializes through our investments in a range of socio-environmental projects, including:

*** Work and Income Generation Program:** In our pursuit of strengthening the regional economy, we are dedicated to supporting initiatives that stimulate local income generation and contribute to the creation of a more equitable society.

Porto Sudeste supports the development of local craftswomen in Itaguaí (RJ) by offering training in management, entrepreneurial vision, and access to technological tools. Additionally, our investment in the “Pertinho de Casa” (“Close to Home”)³ platform connects local entrepreneurs with potential clients in the Itaguaí region (RJ), with over 50 businesses already registered.



*** Agroecological Fair:** This initiative provides local artisans with a platform to directly sell their products to Porto Sudeste employees on our premises.



*** Local Fishing Productive Chaining Project:** Through a series of lectures, workshops, and collective consultancies, we work to enhance the management skills of fishing entrepreneurs. This project enables these small businesses to meet the purchasing requirements of larger companies, resulting in increased efficiency.



*** Gerando Falcões:** “Gerando Falcões” (“Breeding Falcons”) is a social development organization that functions as a network to accelerate the impact of leaders from peripheral areas and communities. It sets up local accelerator units to empower these leaders and foster local development.



*** Social Responsibility Exhibition:** This annual event, held on our premises, showcases social indicators, with participation from both employees and the local community.



*** The Volunteer Network (an NGO featuring its own governance, encouraged by Porto Sudeste’s senior management):** Porto Sudeste, along with its employees and third-party staff, collaborates in this initiative. It focuses on socio-educational and philanthropic actions.

³ The Pertinho de Casa platform is part of a larger purpose aimed at promoting economic development in various Brazilian cities and involves local economies, engaging both the public sector and the private sector to strengthen communities. Learn more at www.pertinhodecasa.com.br



*** The Hortas Program (PH):** In partnership with various organizations, including the Municipal Department of Education and Culture, the Municipal Department of Social Assistance, the Association of Parents and Friends of the Handicapped, and the Assembly of God Church Monte Gileade Congregation, the “Hortas Program” (“Gardens Program”) encourages the cultivation of organic gardens to improve the quality of life and promote the preservation of natural resources. It consists of the projects “Horta Escola” (“School Garden”) and “Horta Comunitária” (Community Garden), which together make up Productive Units distributed in public educational institutions and community organizations in Itaguaí (RJ).



*** Social Communication Program (PCS):** This program is designed to ensure transparency by developing communication strategies and actions to build a positive and dialogical relationship between the company and the community.



*** Culture Enhancement Subprogram:** Collaborative initiatives with the community are organized to promote communication efforts and preserve local culture.



*** Socio-Economic Interference Monitoring Program/Epidemiological Control Sub-Program:** We continuously monitor socio-economic factors in our project’s influence area. This includes tracking public safety, quality of life, infrastructure, demographics, and economic indicators. Through this mapping, the company provides organized databases for consultation and support to public authorities. Health promotion educational campaigns are conducted through Health Dialogue Cycles, targeting both employees and the population of Itaguaí (RJ) and Mangaratiba (RJ) in collaboration with the municipal governments of these cities.



*** Relocation Program:** To mitigate the impacts resulting from our project’s construction, we offer families a new home to ensure the continuation of their social ties and economic activities.



*** Program to Support the Hiring of Local Labor:** We implement strategies to increase the employment of individuals residing in the project’s scope of influence, creating additional job opportunities.



*** Professional Qualification Program:** In partnership with Senai, we provide training and qualification for local residents, prioritizing their employment in port activities, thereby generating employment opportunities for Porto Sudeste and other regional projects.



*** Environmental Education Program:** We collaborate with the community to promote environmental education, fostering reflection on our port enterprise, territory, and environmental responsibility processes.



*** Environmental Education Program for Workers (Employees and Service Providers):** Conducting internal environmental education activities for employees and service providers. The program aims to stimulate reflections on the daily work routine and the nature of our activities related to the social, cultural, economic, and environmental aspects of the local community where we operate.



*** Fishing Activity Compensation Program** This program focuses on compensating for potential project-related impacts by investing in the sustainable development of the fishing production chain in Sepetiba Bay.

Impacta ODS
Incentivo à leitura



*** Impacta OSD Project – Incentive to Reading** Benefiting 62 municipal schools in Itaguaí (RJ) and two units of the Social Assistance Reference Center (CRAS) – Itacuruçá and Muriqui, in Mangaratiba (RJ), this program distributes “Turma da Mônica” almanacs with themes related to the United Nations Sustainable Development Goals (SDGs) to encourage reading.

For more information on the programs, visit <https://www.portosudeste.com/sustentabilidade/responsabilidade-social/>



THE IMPACTA ODS PROJECT, AN INCENTIVE TO READING

Carla Matos - Corporate Affairs and Social Responsibility Manager

The commitment to the sustainable development of the planet is not only part of Porto Sudeste's DNA but of all of us, its employees. We must disseminate information on this topic and generate greater interest in order to engage the entire community. And encouraging reading and knowledge is the first step towards achieving the goals. The Impacta OSD Project brought these two possibilities together.

With the help of Mauricio de Sousa and "Turma da Mônica," we have integrated the United Nations Sustainable Development Goals (SDGs) into our strategy to encourage reading.

We took 2,75 thousand almanacs of Brazil's most beloved characters, talking about issues such as climate change and equal opportunities, to 62 municipal schools in Itaguaí (RJ) and two units of the Social Assistance Reference Center (CRAS) – Itacuruçá and Muriqui, in Mangaratiba (RJ).

And our target was not only children and teenagers. We extended the project to public institutions and private companies in order to increase the number of multipliers of sustainable development.

By integrating the SDGs into the strategy of encouraging reading, we see a great chance of witnessing the commitment of its participants grow by involving them in an agenda that is part of their daily lives. We also believe that we have expanded the possibility of creating a space for reflection on the issues that help in the critical formation of readers.

However, we didn't achieve all this alone. We counted on the fundamental support of the Department of Education and Culture of Itaguaí (RJ), the Department of Social Assistance and Human Rights of Mangaratiba (RJ), the International Organization Aldeias Infantis SOS, Dream Purposes and, of course, the Maurício de Sousa Institute.

"Education projects are always a reference and need to be treated with care. Working with schools and children, above all, means leaving a legacy. It's about transforming mentalities, building a more conscious and equal future."

Carla Matos

Our company's business strategy is aligned with the 2030 Agenda, and all actions and targets are defined in accordance with the SDGs established by the UN. Our main purpose is to promote sustainable growth and citizenship, always acting with balance and respect for society and the environment. We are committed to the movement, implementing projects and solutions that increasingly contribute to a fairer and more equal society now and in the future.

In addition to the programs listed, we also have the "Volunteer Network" because we believe that volunteering brings people together, creates bonds of cooperation and transforms the community. For this reason, the company encouraged its employees to create this network, which aims to carry out voluntary actions to support the population living in socially vulnerable conditions around the development.

Through donations and active participation in various social actions, employees become agents of change in their environment.

The Network currently has 60 volunteers.

We also have an “Annual Community Relations Plan.” This material is drawn up based on stakeholder mapping, which includes a definition of the level of engagement and activities adopted by the company for each stakeholder mapped.

An activity is any initiative aimed at improving relations with the community, focused on adding value to the business and mitigating social risks. The material also includes the levels of engagement intended for the coming year, treatment of risks, resources, partnerships, social responsibility, actions motivated by legal requirements, actions arising from accident/emergency scenarios, actions to carry out and monitor simulations involving communities and demands from crisis or conflict situations.

In view of the activity we carry out and its associated risks, we have an exclusive communication channel with local residents. Through “Fala Comunidade” (“The Community Speaks”), the local population can report on the company’s relationship with the community, either identifiably or anonymously.

*Considering the period reported (January to December 2022), no infraction notices have been issued by public administration bodies or convictions in legal action due to non-compliance related to local communities.



ENVIRONMENTAL MANAGEMENT





ENVIRONMENTAL MANAGEMENT

GRI 3-3

Our commitment is to advance the development of the region where we operate responsibly. Therefore, we firmly believe in investing in our local community and its residents to make a positive impact and foster ongoing engagement. To achieve this, we have implemented various social and environmental initiatives that strengthen our community.

Our efforts include the promotion of artisanal fishing, the preservation and celebration of local culture, workforce training, and continuous environmental conservation initiatives. These actions underscore our dedication to both community and environmental well-being.

Along these lines, we intend to maintain actions to develop port activity while taking care of the environment and our region, which for us is unique. We believe that all these actions are the foundation of a company that is, above all, humanized.

SOCIAL AND ENVIRONMENTAL INITIATIVES:

GRI 2-25 | 2-29 | 404-2

In alignment with our purpose and values, we execute a range of socio-environmental programs designed to monitor and mitigate the impacts stemming from our project.

THE SER PROGRAM (“THE TO BE PROGRAM: SUSTAINABILITY, BALANCE, AND RESPECT”) - This program holds paramount significance for everyone at Porto Sudeste, as it serves the purpose of harmonizing our daily operations and reinforcing the culture of sustainable development and social responsibility.

The SER comprises a meticulous assessment of our daily practices, with a focus on promoting environmental and social enhancements in accordance with the tenets of Conscious Capitalism and the Sustainable Development Goals (SDGs). It also seeks to ensure compliance with legal mandates and other pertinent requirements, thereby enhancing the company’s consciousness, sustainability, and responsibility.

The specific objectives of SER encompass:

- * Establishing a tool to manage employees' socio-environmental practices, complete with quantifiable indicators.
- * Evaluating the social and environmental dedication of the company's leadership and, consequently, their teams.
- * Safeguarding the terminal's social and environmental compliance, leading to a reduction in negative impacts and mitigating legal and reputational risks.
- * Contributing to the realization of the Sustainable Development Goals (SDGs) on a local scale, consequently fostering improvements within the society where the company operates.

The program comprises five structural axes, namely Being a Leader, Being Conscious, Being Protective, Being Human, and Being a Partner, each of which reflects the overarching motto that guides the activities of all our employees and service providers:

"The health of our company is grounded in the well-being of our community."



Structural Axes of the SER Program.

Drawing from these axes, we have defined a set of indicators and bonus actions for the assessment of employees in leadership roles, such as managers, coordinators, supervisors, or positions equivalent within the company's career framework. This comprehensive framework comprises a total of 16 indicators and four bonus actions thoughtfully distributed across the axes.

Furthermore, we actively encourage the practice of "Minuto SER" ("A Minute for Being"), where leaders engage with their teams, including those from partner companies, before commencing their daily tasks. These interactions

encompass discussions on environmental and social matters, serving as a means to foster awareness of the project's environmental facets and impacts, along with guidance on establishing harmonious community relationships. The ultimate aim is to prevent incidents and cultivate a heightened sense of vigilance throughout the workday.

The SER methodology has been meticulously crafted to engage all of the company's employees proactively in responsible social and environmental practices, further reinforcing the company's commitment to sustainable development.

ENVIRONMENTAL MANAGEMENT PROGRAM:

- Our Operation Environmental Management Program is designed to provide daily oversight and control over our operational activities. It involves rigorous inspections to ensure compliance with operational legal requirements and the management of key performance indicators. Routine inspections encompass the monitoring of industrial water collection wells, water collection activities for analysis, oversight of all other environmental programs, and the evaluation of environmental performance indicators. These measures collectively contribute to more sustainable operations.

SOLID WASTE MANAGEMENT PROGRAM -

Our Solid Waste Management Program reflects our commitment to align with the principles of the National Solid Waste Policy. Moreover, we are dedicated to supporting the realization of the objectives set forth in the 17 Sustainable Development Goals (SDGs) outlined in the 2030 Agenda and the responsible management of our generated waste.

12

SUSTAINABLE
PRODUCTION AND
CONSUMPTION

Through these efforts, we are actively contributing to SDG 12 (Sustainable Production and Consumption).



CASE WASTE MANAGEMENT

Bernardo Castello – Environment Manager

Over the past two years, Porto Sudeste has set a paramount goal: to minimize the volume of materials destined for landfills. Through dedicated environmental education and fostering employee awareness, we've achieved a notable reduction in waste generation. This was made possible by optimizing the correct segregation of waste at its source and maximizing reuse and recycling processes.

Leveraging the data we gathered, we strategically placed garbage bins and dumpsters throughout the terminal, each identified by distinct colors corresponding to the type of material, facilitating precise waste segregation.

Through our SER Program, we educate our employees on the importance of accurate waste segregation to prevent contamination of recyclable materials and to maximize their reuse whenever possible.

Since its inception, Porto Sudeste has taken a proactive approach to managing the waste generated at the terminal. When we commenced operations in 2015, we diligently segregated waste from both construction sites and daily operations, following strict waste management protocols outlined in environmental legislation.

Following the completion of our terminal construction phase, our focus shifted towards a deeper understanding of operational waste management, with a commitment to enhancing it further.

This endeavor led us to conduct a comprehensive assessment of our waste inventory, encompassing all materials generated during our operations. This holistic approach offered invaluable insights into the scale of waste produced by the company.

Furthermore, we've invested in a branch shredder, enabling us to process the material from tree and plant pruning. Once shredded, this material is repurposed for composting. Additionally, all organic waste generated in our cafeteria is composted, and the resulting fertilizer is employed in our gardens and landscaping projects.

Through these initiatives, in 2022, we accomplished an impressive 88% reuse of all waste generated by the company. This equates to nearly 11,000 tons of carbon dioxide (CO₂) that will no longer be released into the atmosphere.

Throughout the year, 38,000 tons of organic waste were redirected for composting, yielding nearly 9,000 kilograms of fertilizer, which is reinvested in our "Horta Escola" socio-environmental project and our internal landscaping endeavors, thereby strengthening the circular economy. The recycling of waste from our cafeteria and gardening activities (including mowing and pruning, the latter following shredding) prevented the emission of 43 tons of CO₂ that would have otherwise been released into the atmosphere if sent to landfills. Similarly, the recycling of operational waste, including met-

al, wood, paper, plastic, rubber, and rubble from internal works, prevented the emission of 10,700 tons of CO₂.

These remarkable figures underscore our unwavering commitment to cultivating a culture of sustainability throughout the terminal. Every member of our team is aware of their role in preserving the environment and championing sustainability. After all, these principles are fundamental to Porto Sudeste.

Looking ahead to future challenges and results, we remain steadfast in our pursuit of partnerships that promise even greater opportunities in waste management, including innovation and technology. These endeavors will enable us to uncover new solutions and enhancements.

Bernardo Castello

WATER RESOURCES MANAGEMENT PROGRAM – WATER TREATMENT AND REUSE SYSTEM - This program is dedicated to the recycling of industrial and sanitary effluents, which, after undergoing treatment, serve a dual purpose in controlling particulate matter emissions and facilitating industrial cleaning at the terminal. To achieve this objective, Porto Sudeste has implemented the following key components:

- * Three Rainwater Treatment and Reuse Plants (ETRAPs)
- * Wastewater Treatment Plant (WWTP)
- * Water Treatment Plant (WTP) – Focused on enhancing the quality of water extracted from underground wells.

Oily effluents and waste from grease traps are outsourced for professional treatment, while used lubricating oil effluents are forwarded for re-refining. All external disposal and treatment activities are managed by licensed and specialized firms.

Historically, the treated water from the ETRAPs was primarily utilized for dust suppression on the bulk piles stored in the yards. For other industrial purposes at Porto Sudeste, water was sourced from underground wells duly authorized by the competent environmental agency. In a dedicated effort to curtail groundwater extraction for industrial use and reduce on-site effluent generation, we have fine-tuned and enhanced our terminal's Water Management

system. This enhancement encompasses the installation of two distinct drainage systems that segregate rainwater flowing down slopes and hills (clean water) from rainwater flowing through the storage yards (industrial effluent). During drier periods, a system of guillotines facilitates the redirection of clean water into the industrial water system, maximizing the utilization of rainwater resources.

The first system is designated for the conveyance of uncontaminated rainwater, free from solid bulk waste. Meanwhile, the second system serves to gather wastewater and rainwater mixed with solid bulk, channeling this combined effluent towards reservoirs known as "sumps." These sumps are primarily used for the storage and settling of industrial effluent, promoting the gravimetric sedimentation of waste particles.

All water and/or effluent is collected and subsequently directed either by pumping or through gravity flow to the Rainwater Treatment and Reuse Plants (ETRAPs). At these facilities, the effluent undergoes physical-chemical treatment, transforming it into reusable water suitable for industrial purposes. Rainwater originating from the slopes can be directed to the ETRAP or allowed to follow its natural course.

As a result of these system enhancements and optimizations, we have expanded the use of reused water throughout the entire industrial water network within the port. This reused wa-

ter is now employed for a range of applications, including sprinkling wagon turners and conveyor belts, dampening internal roads, supplying wheel washers, and facilitating industrial cleaning of the site, machinery, and equipment. This increased reliance on reused water has consequently led to a reduction in groundwater usage, thereby ensuring a more abundant water supply for the surrounding environment, the ecosystem, and the community.

In 2022, a significant portion of the water used in our operations, accounting for 80% and approximately 162,000 cubic meters – equivalent to meeting the water needs of 7,364 households, each comprising four individuals – was sourced from ETRAPs. This strategic shift resulted in a remarkable 37% reduction in our reliance on well water.

It is important to emphasize that this program aligns directly with the objectives outlined in SDG 6 – Drinking Water and Sanitation) and SDG 12 – Responsible Consumption and Production).



AIR QUALITY MONITORING AND METEOROLOGY PROGRAM - To uphold the air quality within our operational vicinity, we maintain a rigorous control and monitoring system for dust emissions. This comprehensive program includes five monitoring stations, consisting of three automatic and two semi-automatic units, tasked with tracking various pollutant types and collecting samples of suspended particulate matter in the area. Additionally, three meteorological stations are in operation to monitor weather conditions.

ENVIRONMENTAL NOISE MONITORING PROGRAM - We conduct ongoing monitoring of environmental noise levels generated by our activities, both during the day and at night. When necessary, we implement measures to minimize noise emissions.

MANGROVE MONITORING PROGRAM: The critical mangrove ecosystem surrounding Porto Sudeste undergoes meticulous monitoring of key environmental indicators. This encompasses assessing the quality of water and air within the ecosystem, monitoring the condition of the vegetation along the coastline, and evaluating potential impacts on the local fauna and flora. Supplementary studies are also conducted to identify and minimize any interference resulting from our operations within this ecosystem.

Program Monitoring Initiatives:

- * Groundwater and Interstitial Water Monitoring
- * Sediment Monitoring
- * Terrain Status and Movement Assessment
- * Vegetation Monitoring – Phytosociological Evaluation
- * Air Quality Monitoring

TERRESTRIAL FAUNA MONITORING

PROGRAM - AWe conduct quarterly monitoring campaigns to observe the various species of wildlife within our sphere of influence. These campaigns involve the study and documentation of amphibians, reptiles, mammals, bats, and birds.

During these campaigns, animals are captured, documented, and marked, with full compliance with legal regulations and ethical guidelines pertaining to animal handling. All animals captured for monitoring purposes are subsequently released back into their natural habitats.

In addition, we also engage in the rescue of wild animals discovered within the terminal area. These animals undergo a thorough evaluation by a veterinarian, with healthy specimens being returned to their natural habitats. Animals that are found to be debilitated receive necessary veterinary care and rehabilitation before being reintroduced to their native environments. Furthermore, in 2022, we extended our rescue efforts to encompass domestic

animals found within the Porto Sudeste area. These rescued animals are transported to a veterinary clinic for treatment and are subsequently made available for adoption.

PROGRAM FOR THE RESTORATION OF DEGRADED MANGROVE AREAS - This program focuses on the reforestation of mangrove areas that have been impacted within the vicinity of our project’s influence.

As part of this initiative, we have successfully reforested 11.4 hectares of mangroves in the Guaritiba biological reserve. This ongoing reforestation is closely monitored and will continue to be observed for a minimum of four years, ensuring the optimal recovery of the previously degraded area.

In earlier phases of this program, we undertook the reforestation of 136 hectares of Atlantic Forest, primarily along the banks of the Guan- du River and in the municipality of Rio Claro. This equates to a substantial area of 1,360,000 square meters, which is equivalent to over seven soccer fields the size of the Maracanã stadium.

Furthermore, we have implemented a Green Belt composed of native regional species in our “Pátio 6”. This serves as a protective barrier for the adjacent mangroves, establishing a natural safeguard to preserve the integrity of this vital ecosystem.

ENVIRONMENTAL TRAINING AND AWARENESS PROGRAM - We employ two key approaches to enhance the environmental consciousness of our employees and service providers, fostering ecologically responsible behavior:

- * Sustainability Cycle: This facet involves delivering presentations on topics of environmental significance, equipping individuals with insights into how we can better safeguard our environment.
- * SER Minute (Sustainability, Balance, and Respect): Following a structure akin to the Daily Dialogue but with a less formal approach, this initiative aims to bring environmental issues closer to operational teams. It involves addressing queries and encouraging questions and is seamlessly integrated into the routine practices at SER. Leaders conduct these sessions, which may also involve the participation of our Environmental team.

CONFINED AQUATIC DISPOSAL (CAD) CELLS MONITORING PROGRAM - Various follow-ups are carried out to identify changes in the environmental quality of the water in the area surrounding the Confined Aquatic Disposal (CAD) Cells. These are submerged cavities designed to confine contaminated dredged material not from Porto Sudeste operations but from liabilities prior to our installation, which isolate the material and prevent possible contamination of watercourses.

Our comprehensive monitoring of Confined Disposal Cells encompasses the following aspects:

- * Geophysics (assessment of capping stability)
- * Water quality
- * Interstitial waters
- * Sediment
- * Suspended particulate matter

BIOACCUMULATION MONITORING

PROGRAM - We meticulously monitor the concentrations of metals (cadmium and zinc) and the semi-metal arsenic within bioindicator organisms, specifically oysters. This program provides essential insights into potential pre-existing liabilities prior to our operations. The data gathered empowers us to enhance our environmental initiatives, ultimately contributing to the ecological well-being of Sepetiba Bay.

MONITORING OF WATER QUALITY AND SPM IN THE DIA⁴ AND SEDIMENT OF THE DREDGED MATERIAL DISPOSAL AREA⁵ -

A We employ water and sediment samples to monitor alterations in environmental quality indicators within our vicinity and the dredged material disposal area. Utilizing on-site measurements and laboratory analyses, we assess the levels of the physicochemical parameters under scrutiny, discerning variations in each of them.

⁴Suspended Particulate Matter in the Direct Influence Area of Porto Sudeste – These are fixed stations where monthly water samples are collected for analysis. The stations are located near the navigation channel.

⁵Location where dredged sediments are deposited in the navigation channel.

BERTH AND EVOLUTION BASIN SEDIMENT MONITORING PROGRAM - Our monitoring initiatives extend to environmental shifts through the collection of sediment samples within the port terminal's evolution basin and berthing area. The monitoring process adheres to the general guidelines and procedures outlined by the National Environmental Council (CONAMA) when evaluating the collected materials.

AQUATIC COMMUNITIES MONITORING PROGRAM - This program entails the continuous monitoring and evaluation of potential modifications in aquatic biota, encompassing plankton and benthos, within the sphere of influence of the dredging operation and maritime terminal implementation.

UNDERWATER NOISE MONITORING AND CETACEAN SIGHTINGS PROGRAM - We conduct a comprehensive study assessing the level of sound intensity emitted during ship transits and its potential impacts on the behavior of cetaceans located in the vicinity of our project.

GREENHOUSE GAS INVENTORY - Annually, we chart the sources of greenhouse gas (GHG) emissions, identifying and quantifying the emissions stemming from our activities. To achieve this, we employ a GHG emission quantification system based on the sources integrated into our activities. This quantification process enables us to pinpoint the most substantial contributors to our emissions and devise solutions to curtail and mitigate these emissions.

CLIMATE STRATEGY PROJECT - We are in the final stages of developing our Climate Strategy project. This endeavor is geared toward defining the most effective array of decarbonization and climate change adaptation strategies.

We have conducted comprehensive studies to assess the physical risks associated with five climate-related threats, which are most likely to impact Porto Sudeste's operations in the 2030 and 2050 scenarios:

- * Heatwaves
- * Windstorms
- * Rising sea levels
- * Storms
- * Weather droughts

As part of this study, we have also proposed strategies to adapt to the potential risks identified. These suggested strategies will undergo a thorough evaluation by the responsible team upon the project's conclusion.

Ultimately, the finalized study will be shared with the municipal government of Itaguaí (RJ) in an effort to contribute to the development of local strategies and public policies aimed at mitigating the climate risks identified in the medium and long term.



WATER AND EFFLUENTS

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

Estamos alinhados com a Política Nacional de Recursos Hídricos. We operate in line with the National Water Resources Policy (PNRH). In pursuit of this objective, we have established tools for the management of these resources and have set ambitious goals. Our primary aim is to optimize resource reuse and curtail the consumption of fresh water, thereby underscoring our dedication to the ecosystem, the neighboring community, and our social and environmental responsibilities.

To ensure the sustainable management of water resources and secure a stable water supply for our operations, we have implemented the following measures:

WATER COLLECTION

* External drainage system: Made up of channels that carry rainwater uncontaminated by solid bulk waste from the slopes, which may or may not be directed to the ETRAPs (Rainwater Treatment and Reuse Plant).

* Internal drainage system: Made up of channels that drain water from the storage yards, internal roads and pier (water mixed with solid bulk), water from sprinkling, wetting roads, industrial cleaning, effluent treated by the Effluent Treatment Plant (ETE) and rain. This water is directed to reservoirs for storing and decanting industrial effluent (Sumps) and then treated at the Rainwater Treatment and Reuse Plants (ETRAPs).

* Underground wells: We have six (6) wells whose uses are defined according to the permits issued by the environmental agency.

* Concessionaire: The potable water tanks are supplied exclusively by the state concessionaire.

* Water trucks: Occasional supply of potable water by an outsourced company (certified and licensed) using water trucks. The service is only requested in emergency situations, where the requesting area makes the request to the Supplies area and informs the Environment team of the volume purchased and the water potability report.

The data from all the sources listed are accounted for in the operation's environmental management controls.

WATER CONSUMPTION

* Industrial Water System: The industrial water system can be sourced from the Rainwater Treatment and Reuse Plants (ETRAPs), wells, and the utility company (the latter two sources are considered to be freshwater). This system provides water for the following purposes:

- Fire-fighting system
- Sprinkler system for the storage yards and wagon turner
- Water trucks for road moistening
- Industrial cleaning



We prioritize **the consumption of treated and reclaimed water** to reduce our reliance on freshwater resources. We adhere to the parameters defined in federal resolutions and guidelines, such as those set by ANA and NBR 13.969. In emergency situations, particularly during periods of low rainfall, the industrial water system may receive potable water to ensure the integrity of environmental controls and support the fire-fighting system.

Potable Water System: Our potable water system is exclusively provided by the local concessionaire and includes water tanks and reservoirs within the terminal. In cases of water scarcity from the utility company, a formal request can be initiated to procure water from authorized water truck suppliers, following the established procedure managed by the Supplies Department.

WATER DISCHARGE

The release of water is reserved solely for emergency situations characterized by heavy rainfall, causing the ETRAP tanks to reach their maximum capacity. Under these circumstances, treated water may be released, subject to compliance with the minimal quality parameters specified by environmental legislation and the Rain Plan (a strategy for managing resources resulting from rainfall, a primary water source for Porto Sudeste, especially during intense rainfall periods or water scarcity).

Furthermore, during any water discharge event, samples are collected and subjected to laboratory analysis to ensure that the discharged water adheres to the applicable legal standards. These assessments strictly adhere to state guidelines (NT- 202.R-10) governing effluent discharge criteria. The Environment department maintains records of sample results for the purpose of verification during both internal and external inspections and audits.

In 2022, we achieved a historic milestone by achieving an 80% water resources reuse rate, surpassing our initial target of 65%. This accomplishment corresponds to a remarkable 37% reduction in well water consumption, yielding a new water efficiency rate of 1.1 liters per ton of bulk cargo handled.

In 2022, Porto Sudeste ceased utilizing 162,000m³ (162 million liters) of freshwater, equivalent to the water needs of 7,364 households consisting of four members. This translates to 68,104 m³ (68.104 million liters) more water being reclaimed compared to 2021.

WATER-RELATED IMPACT EVALUATION

The evaluation of environmental impacts at Porto Sudeste is conducted by means of a comprehensive survey and appraisal of environmental aspects and their associated impacts (LAAI), which encompasses the aspects pertaining to water utilization. This methodology is formulated through an in-house procedure duly sanctioned in alignment with the prevailing internal guidelines.

In the course of identifying and evaluating these aspects and impacts, a multitude of factors come under consideration, encompassing:

- * All extant sectors and divisions within the organization, as well as the related processes.
- * Routine and non-routine activities.
- * Standard and abnormal operational conditions, in addition to reasonably predictable contingencies.
- * Activities carried out by individuals granted access to the workplace, including contractors and visitors.
- * Aspects and impacts that are not intrinsically tied to our operations but may potentially emanate from the activities of third parties over whom we wield no direct authority; however, where possible, we may exert some degree of influence.
- * Pertinent human factors, such as competencies, behaviors, constraints, and other relevant variables.

KEY PERFORMANCE INDICATORS – WATER

Within our array of environmental indicators, we annually designate critical metrics known as KPIs (Key Performance Indicators), which are essential to the accomplishment of our environmental objectives and goals. Progress in these KPIs has been notably evident over the years, particularly since the launch of the SER Program. The project's implementation has propelled us towards consistent year-over-year improvements in our outcomes.

The company refrains from sourcing water in regions experiencing high water stress and is actively working to alleviate its impact on the local water supply, with a target of achieving an 80% water reuse rate by 2022.

Moreover, in 2022, we established a goal to curtail the consumption of freshwater (i.e., not recycled) concerning the handling of solid bulk cargoes. **This effort resulted in a decrease from 1.5 L/ton in 2021 to 0.95 L/ton, surpassing our target of 1.1 L/ton for 2022.**

These achievements underscore the reinforcement of our socio-environmental ethos and practices, emphasizing sustainability as an integral facet of our daily operations and an unwavering commitment to environmental compliance.

TOTAL WATER COLLECTION IN ALL AREAS IN MEGALITERS (ML):

GROUNDWATER	PRODUCED WATER	THIRD-PARTY WATER
34,194 ML sourced from licensed wells.	A total of 222,044 ML from the drainage system were collected and treated, with 161,807 ML being utilized.	A total of 59,419 ML sourced from the state concessionaire were consumed.

Water Consumption:

In 2022, our total water consumption reached 255,420 ML, encompassing both industrial and drinking water. Notably, 161,807 ML of this total was sourced from internal treatment for the reuse of industrial and sanitary effluents.

It is important to emphasize that Porto Sudeste does not collect water in regions characterized by high or extremely high water stress.

EFFLUENT DISPOSAL

EFFLUENT DISPOSAL	
AMOUNT	TYPE OF WASTE
1,574.76 tons	Sanitary effluents are sent for treatment by a specialized company Before the WWTP starts operating or in emergency cases;
35,410 m ³	Vegetable oils and fats are directed for external effluent treatment in a specialized and licensed company.



BIODIVERSITY

GRI 3-3 | 304-1 | 304-2 | 304-3 | 304-4

Our terminal is not situated within or adjacent to designated environmental protection areas, whether owned, leased, or managed. However, there is a nearby mangrove area where the mangrove monitoring program is conducted⁶.

Geographical location of Porto Sudeste: 22° 54.990'S / 43° 49.868'W

Geographical location of the adjacent mangrove swamp: 22° 54.462'S/ 43° 50.199'W



The port boundaries are approximately 25 meters away from the edge of the mangrove swamp, separated by a public road and the Green Belt planted around Patio 6.

⁶For further details, refer to the Environmental Programs section.

BIODIVERSITY MONITORING

We conduct several offshore monitoring programs to track marine biodiversity. Additionally, a terrestrial fauna monitoring program is implemented to oversee the area within the project’s vicinity. In the region where the terminal is situated, the following have been identified:

NUMBER OF SPECIES	CONSERVATION STATUS
2	Endangered
9	Vulnerable
8	Near Threatened

* Numerous species with Least Concern status.

Throughout the years of monitoring, we have not observed any decline in biodiversity within the sphere of influence of our project.



BIODIVERSITY IMPACTS

In 2022, there were no construction activities carried out beyond the operational boundaries of the port that would have direct or significant effects on the species, affected areas, or habitat conversion.

We are currently in the process of engaging specialized companies to conduct an assessment of exotic species in the vicinity of the access bridge and the mooring pier. An environmental assessment report will be compiled by the end of 2023, along with a monitoring and mitigation plan if any adverse impacts related to these species are identified.

We currently conduct regular monthly monitoring of aquatic ecosystems and cetaceans in the port’s sphere of influence. There is no evidence of species decline in these areas. Our monitoring processes indicate that the noise emitted by small boats poses the greatest threat to dolphins, and there is no evidence of terrestrial fauna species decline.

No alterations to ecological parameters and processes associated with our operations have been observed in the context of biodiversity. We consistently monitor parameters such as salinity, groundwater levels, pH, and temperature, among others, and no evidence of changes in the measured parameters has been found.

HABITATS PROTECTED OR RESTORED

As previously mentioned, we conduct environmental monitoring within 256 hectares of mangrove ecosystems in adjacent areas situated in the municipality of Itaguaí (RJ). This comprehensive monitoring encompasses the year-round assessment of physical and chemical parameters, the evaluation of terrain dynamics, the monitoring of particulate matter emissions within these zones, and the continuous tracking of plant species in the area.

PROGRAM FOR THE RESTORATION OF DEGRADED AREAS (PRAD)

The PRAD area is closely monitored, and the seedling development process is overseen by a specialized partner company with expertise in rehabilitating degraded areas. This partner also coordinates local awareness initiatives in collaboration with the park ranger team from the Guaratiba Biological Reserve. The reporting and execution methodologies of the PRAD program adhere to the guidelines set forth in INEA Resolution No. 143/2017.

Total number of species included on the IUCN (International Union for Conservation of Nature) and in national conservation lists identified in the project's area of influence:

Critically Endangered	Endangered	Vulnerable	Near Threatened	Least Concern
None	<p>Herpetofauna: RJ (Caiman latirostris).</p> <p>Ornithofauna: RJ (Sporophila falcirostris).</p>	<p>Marine fauna: IUCN, MMA, RJ (Sotalia guianensis – Guiana dolphin).</p> <p>Ornithofauna: IUCN, MMA, RJ (Amazonastur lacernulatus); RJ (Cairina moschata, Anhinga anhinga, Parula pitiayumi, Cyanoloxia brissonii.); IUCN (Tangara peruviana); IUCN, MMA (Sporophila falcirostris); MMA (Thalasseus maximus).</p>	<p>Terrestrial mammals: IUCN (Lontra longicaudis).</p> <p>Ornithofauna: IUCN, RJ (Primolius maracana, Ramphodon naevius, Sporophila collaris); RJ (Platalea ajaja, Chroicocephalus cirrocephalus, Rynchops niger, Tangara peruviana).</p>	<p>Some examples, such as:</p> <p>Herpetofauna: IUCN (Rhinella ornata, Rhinella icterica, among others).</p> <p>Terrestrial mammals: IUCN (Didelphis aurita, Gracilinanus microtarsus, Metachirus nudicaudatus, among others).</p> <p>Flying mammals: IUCN (Desmodus rotundus, Chrotopterus auritus, Phyllostomus hastatus, among others).</p> <p>Ornithofauna: IUCN (Cairina moschata, Dendrocygna viduata, among others).</p>



CLIMATE CHANGE AND ATMOSPHERIC EMISSIONS MANAGEMENT

GRI 3-3 | 305-1 | 305-2 | 305-3 | 305-4 | 305-5 | 305-6 | 305-7

Recognizing the significance of climate change and its potential impacts, we conduct an annual greenhouse gas (GHG) inventory to quantify our emissions and implement reduction measures.

This commitment is integral to our management approach, with our organization being accountable for 100% of GHG emissions within our operational control. This commitment is integral to our management approach, with our organization being accountable for 100% of GHG emissions within our operational control.

Direct (Scope 1) GHG Emissions

Total Direct Emissions (Scope 1)	Gases Included in the Calculation	Biogenic CO ₂ Emissions in Metric Tons of CO ₂ Equivalent:
3.318,10 tCO ₂ e	CH ₄ ; CO ₂ ; CO ₂ biogênico; HCFC-22; HFC-125; HFC-134a; HFC-227ea; N ₂ O; SF ₆	214,15 tCO ₂ e

⇒ All emissions from scopes 1, 2, and 3 are accounted for in the calculation.

Direct (Scope 2) GHG Emissions

Total Indirect Emissions (Scope 2)	Gases Included in the Calculation	Total Indirect GHG Emissions (Scope 2) from Energy Purchases in Metric Tons of CO ₂
1.974,29 tCO ₂ e	CO ₂ only	Not applicable

Other Indirect (Scope 3) GHG Emissions

Total Indirect Emissions (Scope 3)	Gases Included in the Calculation	Biogenic CO ₂ Emissions in Metric Tons of CO ₂ Equivalent:
21.084,04 tCO ₂ e	CH ₄ , CO ₂ , CO ₂ biogênico, N ₂ O	72,09 tCO ₂ e

⇒ The categories involved in calculating Scope 3 emissions are as follows: goods and services purchased, waste generated in operations, business travel, employee commuting, and other Scope 3 emissions. This last category encompasses emissions from trains and ships while they are in operation at Porto Sudeste.

INTENSITY OF GREENHOUSE GAS EMISSIONS (GEE):

0,72 KgCO₂e/ton of bulk handled.

* We continuously monitor the GHG emissions intensity, measured in kilograms of CO₂ equivalent, resulting from the total bulk cargo movement, whether solid or liquid. This allows us to establish a direct correlation between our cargo activities and our emissions.

It is important to note that CFC-11 is not utilized in our operations. We exclusively use HCFC-22 gas, primarily in older air-conditioning units, which are gradually being replaced. As equipment reaches the end of its lifecycle, we systematically replace it with models that do not rely on HCFC-22. In 2022, our consumption of HCFC-22 stood at 40.8 kg.

REDUCING GREENHOUSE GAS EMISSIONS (GEE)

Porto Sudeste is committed to reducing emissions as part of our decarbonization strategy. We have established an emissions baseline and are actively working to reduce our carbon footprint further.

The reduction in scope 3 emissions can be

Total Emissions – 2021	Total Emissions – 2022
26.51 thousand tCO ₂ e	26.02 thousand tCO ₂ e

* There was a reduction in total emissions compared to 2021 due to the fact that the average emission factor for 2022 was reduced by 66.6% compared to 2021.

Scope 2 Emissions – 2021	Scope 2 Emissions – 2022
6.02 thousand tCO ₂ e	1.97 thousand tCO ₂ e
Scope 3 Emissions – 2021	Scope 3 Emissions – 2022
1,313.62 tCO ₂ e	282.54 tCO ₂ e

largely attributed to changes in waste disposal practices. Through heightened awareness and logistical adaptations, we have significantly reduced waste sent to landfills, instead favoring more environmentally friendly disposal methods. For example, rubble is now directed towards recycling and organic waste is processed through composting.

EMISSION CALCULATIONS

Our emission calculations are based on the emission factors associated with gases and activities linked to Porto Sudeste for the current inventory year, which is 2022. For benchmarking purposes, the inventory relies on data from the preceding year, 2021.

The calculation and development of our emissions inventory adhere to the NBR ISO 14064 standard, the verification protocols of the Brazilian GHG Protocol Program, and guidelines established by the IPCC.

These calculations are facilitated through the use of an online system designed to consolidate greenhouse gas emission inventories.

WASTE MANAGEMENT

GRI 306-1 | 306-2 | 306-3 | 306-4 | 306-5

All waste generated by Porto Sudeste, as well as the waste produced by contracted companies providing services within the port terminal area, is handled in strict accordance with our Waste Management Standard. This standard encompasses our PGRS (Solid Waste Management Plan) and PGRSS (Health Service Waste Management Plan), both of which have been submitted to the environmental agency for approval.

Waste is generated across various activities, including:

- * Operation of solid and liquid bulk cargoes
- * Maintenance
- * Outpatient services
- * Cafeteria operations
- * Laboratory activities
- * Improvement works
- * Administrative facilities

The flow of inputs and outputs is meticulously tracked in alignment with the established standard. We have defined segregation, storage, and disposal protocols based on the waste classification, all aimed at preventing any potential environmental impacts.

Our overarching approach prioritizes waste avoidance, reduction, reuse, and recycling. Whenever feasible, we engage in reverse logistics arrangements with our suppliers.

To manage waste effectively, we enlist a third-party company that adheres to our internal standards. This involves navigating the contracting process, fulfilling our approval requirements, and complying with internal mandates. Furthermore, the contracted company must adhere to all relevant legal provisions and undergo periodic document reviews and field inspections.

Prior to disposal, all waste undergoes a rigorous process, including weighing, the issuance of a waste transportation manifest, and the collection of all relevant management data.

WASTE GENERATION

In 2022, 10,635 tons of waste were generated. Remarkably, 97% of this volume was directed toward recycling, reuse, or other environmentally sustainable disposal methods.

Out of the waste that was disposed of, only 19% constituted operational waste, which excludes materials related to expansion and improvement projects. In fact, operational waste achieved a recycling rate of 88%. Moreover, a mere 1.1% of the total waste generated was categorized as hazardous waste (class I).

One of the key performance indicators closely monitored with established targets is the recycling rate of operational waste. This target for 2022 was set at 82%, yet the year's performance surpassed expectations, reaching an impressive 88%.

In 2022, a significant amount of waste, totaling 10,336.8 tons, was directed toward recycling, reuse, or other sustainable disposal methods. These included:

Waste Recycling Destination

Amount	Type of Waste
29.28 tons	Contaminated waste (class I): Sent for blending to facilitate co-processing.
482.21 tons	Metal: Sent for recycling or trading.
261.26 tons	Metal: Sent for recycling or trading.
38.655 tons	Organic waste: Sent for composting.
11.305 tons	Plastic: Sent for recycling.
15.59 tons	Paper/cardboard: Sent for recycling.
675.45 tons	Rubber: Sent for recycling or trading.
8,348.250 tons	Debris (construction): Sent for recycling or reuse.
244.51 tons	Yard sweeping waste: Sent for recycling or commercialization.
221.03 tons	Soil waste (construction): Sent for recycling or reuse.
5,115 L (4.501 tons)	Lubricating oil (class I): Sent for re-refining.
4.78 tons	Electronic waste: Sent for recycling or trading.

WASTE DIRECTED TO FINAL DISPOSAL

In 2022, 217.7 tons of waste were designated for final disposal in landfills. When including waste from oil and water separators, the total amount of non-recyclable waste reached 298,401 tons.

Waste Directed to Landfills

Amount	Tipo de Residuo
0.217 tons	Outpatient waste (class I) subjected to autoclave treatment before disposal by the recipient.
1,682 units (0.505 tons)	Bulbs sent for decontamination, with non-hazardous components disposed of by the recipient.
119.03 tons	Waste deemed non-recyclable or non-reusable, directed to landfills.
65.880 tons	Construction rubble waste that could not be repurposed, directed to landfills.
32.110 tons	Yard sweeping waste that could not be repurposed, directed to landfills.

Other Waste Diverted from Landfills

Amount	Type of Waste
80.66 tons	Waste from oil and water separator boxes sent to a licensed external effluent treatment plant

ENVIRONMENTAL ASSESSMENT OF SUPPLIERS

GRI 308-1 | 308-2

In 2022, no new suppliers were selected based on environmental criteria. However, we are in the process of implementing a supplier evalua-

tion stage that incorporates SER environmental criteria within the supplier registration portal (Electronic Marketplace). In certain service procurement processes, the scores achieved through the suppliers' PAZ and SER programs are utilized as evaluation criteria, potentially resulting in the disqualification of companies in the selection process.

FINANCIAL STATEMENTS



FINANCIAL STATEMENTS

GRI 201-1 | 201-2 | 203-1 | 203-2

Our financial statements undergo external and independent audits on a quarterly basis and are accessible on our website.

We maintain a diligent, prudent, and efficient financial management approach, facilitating informed decision-making, managing the risks associated with our business, and supporting operational activities in their pursuit of excellence and safety.

In 2022, Porto Sudeste continued to deliver strong operational and financial performance, sustaining its pace of sustainable growth despite the challenges posed by commodity market volatility and the heavy rainfall experienced during the first quarter of the year.

ECONOMIC VALUE GENERATED
Gross Revenue of **R\$ 4,3 billion.**

ECONOMIC VALUE DISTRIBUTED:
R\$ 3,6 bilhões was allocated to operating costs, covering expenses such as ore purchases from the Iron Quadrangle, administrative costs, and port terminal operations. We disbursed R\$44 million in salaries and wages, and our contributions to taxes exceeded R\$170 million.

IN 2022, OUR TOTAL EXPENDITURE ON EMPLOYEE BENEFITS AMOUNTED TO R\$67 MILLION, encompassing payroll, health and dental insurance, food vouchers, school supplies, assistance for younger children, eyeglasses/lenses, home office allowances, life insurance, transportation vouchers, and other employee support programs.

RETAINED ECONOMIC VALUE: Almost all of Porto Sudeste's cash generation is directed toward servicing its creditors, particularly senior debt banks, with minimal capital retention.



CLIMATE CHANGE RISKS AND OPPORTUNITIES

In addressing climate change-related risks and opportunities, we have conducted a comprehensive study of physical climate risks as an integral part of the development of **Porto Sudeste's Climate Strategy**.

Our findings have highlighted that the climate threat posed by rising sea levels is classified as a strategic risk for our business, given that the thermal expansion of the ocean and the melting of glaciers can have an impact on the continuity of our operations.

The potential impacts attributed to this risk include:

- * Obstruction of access to operational areas in the yard due to flooding.
- * Functional loss of mooring bollards and sea fenders.
- * Damage to structures and equipment resulting from flooding or corrosion.
- * Submergence of the bridge and pier support piles, with the possibility of structural damage.

Regarding the obstruction of access to the terminal, we projected the flood risk area, considering the 2050 scenario outlined by the Intergovernmental Panel on Climate Change (IPCC). In the event of such an occurrence, the potential impact could be significant, potentially presenting challenges to our operational activities. As for the other identified impacts, we are actively considering further studies to gain a more comprehensive understanding of their effects on our operations.

In light of this risk scenario, we have yet to establish specific tolerance thresholds for severity; however, we are diligently formulating mitigation and adaptation controls based on the severity levels identified.

We have diligently recorded all identified risks, assigned responsible process owners, and implemented a range of mitigation and adaptation controls to enhance our overall risk management capabilities.

INVESTMENTS IN INFRASTRUCTURE AND SUPPORT SERVICES

Throughout 2022, we committed substantial resources amounting to nearly R\$120 million to fund projects geared toward enhancing our operations. These investments were dedicated to ensuring reliability, bolstering safety measures, protecting the environment, and elevating productivity standards.



OUR VISION FOR THE FUTURE



PARA CAIXA
UEIO DE
O VIRADOR
OES 01



OUR VISION FOR THE FUTURE

We are confronted with a multitude of challenges, and we are unwavering in our determination to achieve our objectives. Our primary focus is on the continuous enhancement of our operations, with a strong emphasis on making a progressively positive impact on our stakeholders. Above all, we aspire to distinguish ourselves as a leading terminal by upholding the best practices in the port sector.

We are firmly dedicated to the ESG (Environmental, Social, and Governance) agenda, as sustainable development serves as the cornerstone of our entire business strategy.

As a contemporary and efficient multi-cargo terminal, our central commitment revolves around social and environmental responsibility. Rooted in principles of sustainability, equilibrium, and respect, our primary mission is the responsible development of the region in which we operate.

Given the annual growth of national oil production, Porto Sudeste is preparing to meet this surging demand and contribute to the logistics of the country's port sector.

In pursuit of this goal, the company successfully applied for and received a license to install mooring dolphins. This strategic move enables us

to carry out liquid bulk operations in dedicated berths starting in 2024.

Optimizing and expanding our iron ore storage yards is a pivotal component of our plan to further solid bulk handling, with a particular focus on iron ore, our flagship product.

In 2022, we handled 17.4 million tons of iron ore. Other solid bulk cargoes accounted for around 500,000 tons, especially within the unloading segment. Our projections for 2023 are to surpass the 20 million-ton mark.

Furthermore, we have proactively initiated the process by completing a comprehensive study to identify and assess physical climate risks directly impacting port operations.

Building on the insights garnered, we are on the cusp of putting our climate strategy into action, with the overarching objective of reducing CO² emissions in our operations in the coming years.

We are currently in the study phase of investments geared towards enhancing energy efficiency. This would result in our terminal sourcing 100% of its energy from renewable sources, including solar, wind, or small hydroelectric plants.

Moreover, we intend to extend our energy supply to the vessels docking at our pier, employing the Onshore Power Supply (OPS) method. By making electricity accessible to the vessels, this approach obviates the need for burning copious amounts of fossil fuels, thereby contributing significantly to the reduction of CO₂ emissions and other pollutants in the atmosphere.

Expanding our water reservoirs is another pivotal focus area, as we heavily rely on this resource for environmental control in our operations. At present, 80% of the industrial water used at the terminal is derived from the treatment and reuse of rainwater and sanitary effluents. Our ultimate objective is to achieve 100% reuse, thereby completely eliminating groundwater consumption and ensuring that this resource is preserved exclusively for the surrounding area, ecosystem, and community.

We remain unwavering in our commitment to addressing discussions and delivering solutions that are geared toward upholding excellence in port operations. We place a premium on innovation, safety, and environmental conservation. To achieve the necessary transformations, we rely on the dedication of our entire workforce, working collaboratively to drive our ongoing evolution.



GRI CONTENT INDEX

GRI CONTENT INDEX

Standard	Disclosure	Page(s)	Rationale and Exclusions	Supplementary Details
----------	------------	---------	--------------------------	-----------------------

GENERAL DISCLOSURES

The organization and its reporting practices

GRI 2: General Disclosures 2021 The organization and its reporting practices	2-1: Organizational Details	8		
	2-2: Entities included in the organization’s sustainability reporting	2	This report exclusively covers Porto Sudeste of Brazil.	
	2-3: Reporting period, frequency and contact point	4		
	2-4: Restatements of information	4		
	2-5: External assurance	4	This report has not undergone external validation.	

Activities and workers

GRI 2: General Disclosures 2021 – Activities and workers	2-6: Activities, value chain and other business relationships	8		
	2-7: Employees	29		
	2-8: Workers who are not employees	29		

Governance

GRI 2: General Disclosures 2021 – Governance	2-9: Governance structure and composition	17		
	2-10: Nomination and selection of the highest governance body	17		
	2-11: Chair of the highest governance body	17		

GRI CONTENT INDEX

Standard	Disclosure	Page(s)	Rationale and Exclusions	Supplementary Details
----------	------------	---------	--------------------------	-----------------------

GENERAL DISCLOSURES

Governance

GRI 2: General Disclosures 2021 – Governance	2-12: Role of the highest governance body in overseeing the management of impacts	17		
	2-13: Delegation of responsibility for managing impacts	17		
	2-14: Role of the highest governance body in sustainability reporting	17	Endorsed exclusively by the Boards overseeing the individual areas constituting the ESG pillars.	
	2-15: Conflicts of interest	20		
	2-16: Communication of critical concerns	20		
	2-17: Collective knowledge of the highest governance body	20		
	2-18: Evaluation of the performance of the highest governance body		This topic currently does not involve any specific initiatives.	
	2-19: Remuneration policies	22		
	2-20: Process to determine remuneration	22		
	2-21: Annual total compensation ratio	22		

GRI CONTENT INDEX

Standard	Disclosure	Page(s)	Rationale and Exclusions	Supplementary Details
----------	------------	---------	--------------------------	-----------------------

GENERAL DISCLOSURES

Strategy, policies and practices

GRI 2: General Disclosures 2021 Strategy, policies and practices	2-22: Statement on sustainable development strategy	5		
	2-23: Policy commitments	23		
	2-24: Embedding policy commitments	23		
	2-25: Processes to remediate negative impacts	13; 45		
	2-26: Mechanisms for seeking advice and raising concerns	23		
	2-27: Compliance with laws and regulations	23		
	2-28: Membership associations	23		

Stakeholder engagement

GRI 2: General Disclosures 2021 Stakeholder engagement	2-29: Approach to stakeholder engagement	19, 45		
	2-30: Collective bargaining agreements	30		

MATERIAL TOPICS

Management approach disclosures

GRI 3: Material Topics 2021	3-1: Process to determine material topics	12		
	3-2: List of material topics	12		
	3-3: Management of material topics	12; 29; 33; 40; 45; 53; 56		

GRI CONTENT INDEX

Standard	Disclosure	Page(s)	Rationale and Exclusions	Supplementary Details
----------	------------	---------	--------------------------	-----------------------

GENERAL DISCLOSURES

THEMATIC CATEGORIES

ECONOMIC-FINANCIAL

Economic Performance

GRI 201: Economic Performance 2016	201-1: Direct economic value generated and distributed	60		
	201-2: Financial implications and other risks and opportunities due to climate change	60		
	201-3: Defined benefit plan obligations and other retirement plans		Not applicable. No defined benefit plan and/or other retirement plans are in place.	
	201-4: Financial assistance received from government		No financial support was extended or received during 2022.	

Market Presence

GRI 202: Market Presence 2016	202-1: Ratios of standard entry level wage by gender compared to local minimum wage		Not reported; not deemed a material topic for Porto Sudeste.	
	202-2: Proportion of senior management hired from the local community		Not reported; not deemed a material topic for Porto Sudeste.	

Indirect Economic Impacts

GRI 203: Indirect Economic Impacts 2016	203-1: Infrastructure investments and services supported	60		
	203-2: Significant indirect economic impact	60		

GRI CONTENT INDEX

Standard	Disclosure	Page(s)	Rationale and Exclusions	Supplementary Details
----------	------------	---------	--------------------------	-----------------------

GENERAL DISCLOSURES

THEMATIC CATEGORIES

ECONOMIC-FINANCIAL

Procurement Practices

GRI 204: Procurement Practices 2016	204-1: Proportion of spending on local suppliers		Not reported; not deemed a material topic for Porto Sudeste.	
-------------------------------------	--	--	--	--

Anti-corruption

GRI 205: Anti-corruption 2016	205-1: Operations assessed for risks related to corruption	26	Not reported; not deemed a material topic for Porto Sudeste.	
	205-2: Communication and training about anti-corruption policies and procedures	26		
	205-3: Confirmed incidents of corruption and actions taken	26		

Anti-competitive Behavior

GRI 206: Anti-competitive Behavior 2016	206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		The company is not currently involved in any lawsuits pertaining to this matter.	
---	--	--	--	--

Tax

GRI 207: Tax 2019	207-1: Approach to tax		The company is not currently involved in any lawsuits pertaining to this matter.	
	207-2: Tax governance, control, and risk management		Not reported; not deemed a material topic for Porto Sudeste.	
	207-3: Stakeholder engagement and management of concerns related to tax		Not reported; not deemed a material topic for Porto Sudeste.	
	207-4: Country-by-country reporting		Not reported; not deemed a material topic for Porto Sudeste.	

GRI CONTENT INDEX

Standard	Disclosure	Page(s)	Rationale and Exclusions	Supplementary Details
----------	------------	---------	--------------------------	-----------------------

GENERAL DISCLOSURES

THEMATIC CATEGORIES

ENVIRONMENT

Inputs and raw materials

GRI 301: Materials 2016	301-1: Materials used by weight or volume		The production, industrialization, and packaging of products are not integral to Porto Sudeste’s logistics operations.	
	301-2: Recycled input materials used		The production, industrialization, and packaging of products are not integral to Porto Sudeste’s logistics operations.	
	301-3: Reclaimed products and their packaging materials		The production, industrialization, and packaging of products are not integral to Porto Sudeste’s logistics operations.	

Energy

GRI 302: Energy 2016	302-1: Energy consumption within the organization		Total consumption amounted to 1,082,891.2 liters, comprising 55,917.7 liters of gasoline, 1,025,206.0 liters of diesel, and 1,767.5 liters of marine diesel.	
			The fuel consumption, measured in liters, is monitored. Additionally, the energy consumption is recorded as follows: 1,560,103.83 megajoules (MJ) for gasoline, 36,907,416.00 MJ for diesel, and 70,920.1598 MJ for marine diesel.	
	302-2: Energy consumption outside of the organization		Not applicable.	
	302-3: Energy intensity		1.32 kWh/ton in 2022.	
	302-4: Reduction of energy consumption		While this information is not subject to systematic monitoring, targeted actions are implemented. Presently, there is no dedicated program aimed at reducing energy consumption. Sodium vapor lamps are systematically replaced with en	

GRI CONTENT INDEX

Standard

Disclosure

Page(s)

Rationale and Exclusions

Supplementary Details

GENERAL DISCLOSURES

THEMATIC CATEGORIES

ENVIRONMENT

Energy

GRI 302: Energy 2016	302-4: Reduction of energy consumption		ing team has implemented LED streetlights on the access bridges to the pier. Continuing from its introduction in the 2021 report, Trafigura’s #GreenZone campaign, a shareholder initiative, remains in effect. This campaign encourages simple, daily actions to curtail energy consumption, including practices like turning off screens and shutting down computers at the end of the day.
	302-5: Reductions in energy requirements of products and services		While this information is not subject to systematic monitoring, targeted actions are implemented. Presently, there is no dedicated program aimed at reducing energy consumption.

Water and Effluents

GRI 303: Water and Effluents 2018	303-1: Interactions with water as a shared resource	51	
	303-2: Management of water discharge-related impacts	51	
	303-3: Water withdrawal	51	
	303-4: Water discharge	51	
	303-5: Water consumption	51	

Biodiversity

GRI 304: Biodiversity 2016	304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high	53	
----------------------------	---	----	--

GRI CONTENT INDEX

Standard

Disclosure

Page(s)

Rationale and Exclusions

Supplementary Details

GENERAL DISCLOSURES

THEMATIC CATEGORIES

ENVIRONMENT

Biodiversity

GRI 304: Biodiversity 2016

biodiversity value outside protected areas	53		
304-2: Significant impacts of activities, products, and services on biodiversity	53		
304-3: Habitats protected or restored	53		
304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations	53		

Emissions

GRI 305: Emissions 2016

305-1: Direct (Scope 1) GHG emissions	56		
305-2: Energy indirect (Scope 2) GHG emissions	56		
305-4: GHG emissions intensity	56		
305-5: Reduction of GHG emissions			

GRI CONTENT INDEX

Standard

Disclosure

Page(s)

Rationale and Exclusions

Supplementary Details

GENERAL DISCLOSURES

THEMATIC CATEGORIES

ENVIRONMENT

Emissions

GRI 305: Emissions 2016	305-5: Reduction of GHG emissions	56		
	305-6: Emissions of ozone-depleting substances (ODS)	56		
	305-7: Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	56	Not applicable. Porto Sudeste does not use NOX, SOX, and other gases with significant atmospheric emissions.	

Waste

GRI 306: Waste 2020	306-1: Waste generation and significant waste-related impacts	57		
	306-2: Management of significant waste-related impacts	57		
	306-3: Topic-specific disclosures: Waste generated	57		
	306-4: Topic-specific disclosures: Waste diverted from disposal	57		
	306-5: Topic-specific disclosures: Waste directed to disposal	57		

GRI CONTENT INDEX

Standard	Disclosure	Page(s)	Rationale and Exclusions	Supplementary Details
----------	------------	---------	--------------------------	-----------------------

GENERAL DISCLOSURES

THEMATIC CATEGORIES

ENVIRONMENT

Supplier Environmental Assessment

GRI 308: Supplier Environmental Assessment 2016	308-1: New suppliers that were screened using environmental criteria		A tool is currently being implemented to address this issue.	
	308-2: Negative environmental impacts of the supply chain and measures taken.		A tool is currently being implemented to address this issue.	

SOCIAL

Employment

GRI 401: Employment 2016	401-1: New employee hires and employee turnover	30	The report information is not broken down by gender, age group, etc. Data is presented generally in the demographics.	
	401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	30	The company does not offer private pension plans or stock acquisition plans. The report information is not broken down by gender, age group, etc.	
	401-3: Parental leave	31	There is no specific report for paternity leave. All employees are entitled to this and receive the 10 days as stipulated in the ACT (Collective Labor Agreement), as recorded in the timekeeping system.	

Labor/Management Relations

GRI 402: Labor/Management Relations 2016	402-1: Minimum notice periods regarding operational changes	31		

GRI CONTENT INDEX				
Standard	Disclosure	Page(s)	Rationale and Exclusions	Supplementary Details
GENERAL DISCLOSURES				
THEMATIC CATEGORIES				
SOCIAL				
Occupational Health and Safety				

GRI 402: Labor/Management Relations 2016	GRI 403: Occupational Health and Safety 2018	33		
	403-2: Hazard identification, risk assessment, and incident investigation	33		
	403-3: Occupational health services	33		
	403-4: Worker participation, consultation, and communication on occupational health and safety	33		
	403-5: Worker training on occupational health and safety	33		
	403-6: Promotion of worker health	33		
	403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	33		
	403-8: Workers covered by an occupational health and safety management system	33		

GRI CONTENT INDEX

Standard	Disclosure	Page(s)	Rationale and Exclusions	Supplementary Details
----------	------------	---------	--------------------------	-----------------------

GENERAL DISCLOSURES

THEMATIC CATEGORIES

SOCIAL

Occupational Health and Safety

GRI 402: Labor/Management Relations 2016	403-9: Work-related injuries	33		
	403-10: Work-related ill health	33		

Training and Education

GRI 404: Training and Education 2016	404-1: Average hours of training per year per employee	31		
	404-2: Programs for upgrading employee skills and transition assistance programs	31		
	404-3: Percentage of employees receiving regular performance and career development reviews	31		

Diversity and Equal Opportunity

GRI 405: Diversity and Equal Opportunity 2016	405-1: Diversity of governance bodies and employees	38		
	405-1: Diversity of governance bodies and employees	22		

Non-discrimination

GRI 406: Non-discrimination 2016	406-1: Incidents of discrimination and corrective actions taken	23		
----------------------------------	---	----	--	--

GRI CONTENT INDEX

Standard

Disclosure

Page(s)

Rationale and Exclusions

Supplementary Details

GENERAL DISCLOSURES

THEMATIC CATEGORIES

SOCIAL

Freedom of Association and Collective Bargaining

GRI 407: Freedom of Association and Collective Bargaining 2016

407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

30

Child Labor

GRI 408: Child Labor 2016

408-1: Operations and suppliers at significant risk for incidents of child labor

23

Forced or Compulsory Labor

GRI 409: Forced or Compulsory Labor 2016

409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor

23

Security Practices

GRI 410: Security Practices 2016

410-1: Security personnel trained in human rights policies or procedures

33

Rights of Indigenous Peoples

GRI 411: Rights of Indigenous Peoples 2016

411-1: Incidents of violations involving rights of indigenous peoples

The mapping did not reveal the presence of indigenous, quilombola, or riverside (except for artisanal fishermen) communities in the project's area of influence.

Local Communities

GRI 413: Local Communities 2016

413-1: Operations with local community engagement, impact assessments, and development programs

40

GRI CONTENT INDEX

Standard	Disclosure	Page(s)	Rationale and Exclusions	Supplementary Details
----------	------------	---------	--------------------------	-----------------------

GENERAL DISCLOSURES

THEMATIC CATEGORIES

SOCIAL

Local Communities

GRI 413: Local Communities 2016	413-2: Operations with significant actual and potential negative impacts on local communities	40		
---------------------------------	---	----	--	--

Supplier Social Assessment

GRI 414: Supplier Social Assessment	414-1: New suppliers that were screened using social criteria	32		
	414-2: Negative social impacts in the supply chain and actions taken	32		

Public Policy

GRI 415: Public Policy 2016	415-1: Political contributions		The company does not engage in this form of contribution.	
-----------------------------	--------------------------------	--	---	--

Customer Health and Safety

GRI 416: Customer Health and Safety 2016	416-1: Assessment of the health and safety impacts of product and service categories		Not applicable.	
	416-2: Incidents of non-compliance concerning the health and safety impacts of products and services		Not applicable.	

Marketing and Labeling

GRI 417: Marketing and Labeling 2016	417-1: Requirements for product and service information and labeling		Not applicable.	
	417-2: Incidents of non-compliance concerning product and service information and labeling		Not applicable.	

Norma	Conteúdo	Página(s)	Informações e razões sobre a omissão	Outras Informações
GENERAL DISCLOSURES				
THEMATIC CATEGORIES				
SOCIAL				
Marketing and Labeling				
GRI 417: Marketing and Labeling 2016	417-3: Incidents of non-compliance concerning marketing communications		Not applicable.	
Customer Privacy				
GRI 418: Customer Privacy 2016	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	32	Not applicable.	