



portosudeste

2024 SUSTAINABILITY REPORT

Index



SUSTAINABILITY
REPORT

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Introduction



Overview

(GRI 2-1; 2-2; 2-3; 2-14)

Porto Sudeste is pleased to presents its fourth Sustainability Report, which was prepared in accordance with the guidelines of the Global Reporting Initiative (GRI), an international benchmark for standards and best practices in sustainability reporting. This document covers the period from January 1 to December 31, 2024, aligning with the organization's financial reporting cycle.

Porto Sudeste do Brasil S.A. is controlled by two prominent international corporations: Mubadala, a global investment company operating in various sectors of the economy, and Trafigura, a leading multinational in the oil, metals and minerals sectors. Both are known for their ethics and responsibility in all operations.

This report was prepared by the Corporate Affairs and Sustainability Area, featuring content approved by the Executive Board. The material topics were validated by the organization's highest governance body.

For questions or comments about this report, please contact us:



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NAVIGATING THIS REPORT

Here you will find information about our main actions to continue reducing environmental impacts and increasingly contribute to sustainable development – not only in our operations, but also in the value chain and across society as a whole. The information is organized in a dynamic and interactive way.

ESG

ESG Pillars: This content is organized around three pillars – Governance, Social and Environment – providing a broad overview of our sustainable practices.



Material Topics: The list of topics most relevant to our organization is presented in the Materiality section, and each material topic is described in the respective chapter, including its management and governance, associated risks, notable projects and metrics related to the subject.



IFRS: In addition to GRI, we use concepts from the International Financial Reporting Standards (IFRS)* for reporting, connecting material topics to the organization's risk management.



GRI Content Index: Lists all information and responses regarding GRI indicators, organized by reference numbers (e.g., GRI 2-1) and the page where the content is found.

*An international organization that establishes financial and sustainability guidelines for organizations wishing to comply with global standards for reporting information to their investors.



A MESSAGE FROM THE CEO

GRI 2-22

JAYME NICOLATO | CEO DO PORTO SUDESTE

The word that best sums up 2024 for Porto Sudeste is leadership. Amid challenging economic conditions and a cyclical market, we navigated the year with determination and a focus on operational efficiency, discipline and purpose.

Looking back at everything we accomplished, even in the face of adversity, I feel a deep sense of pride in the path we have forged. We stayed the course and reaffirmed our conviction that sustainability and performance go hand in hand, guided by our non-negotiable values, the 6Hs (Honesty, Harmony, Humanity, Humility, Humor and Health), which are embedded in our culture, our teams and our operations.

In 2024, we consolidated practices that place us among the sector's leaders. We reduced emissions, expanded the use of renewable energy, advanced in water management and reached near-complete circularity in waste management, approaching zero landfill use. We strengthened our programs for inclusion, diversity and professional training, bringing the company even closer to the communities around our operations.

Our ISO 37001 certification reflects the maturity of our management, built on solid processes, a vigilant culture and ethics-driven decision-making from planning through execution.



More than an accreditation, it makes visible what we already practice every day.

People and innovation are our greatest allies in making our operations increasingly safe, efficient and sustainable. Digitalization, automation and artificial intelligence are already part of our daily routines and will continue to transform the way we operate, always with a focus on reducing negative impacts and generating shared value.

Our people are the essence of Porto Sudeste. Behind every achievement are professionals who bring our ESG strategy to life, transforming purpose into action. They are the ones who innovate, ensure safety, strengthen governance and build relationships of trust with our stakeholders. With

talent and dedication, they make sustainability not just a commitment but a daily practice that drives our growth and generates value for society as a whole.

Our commitment is to continue innovating to ensure a port prepared for the challenges of the future – one that is more efficient, sustainable and aligned with global best practices. We aim to be among the leaders of the energy transition in the port sector and are moving forward with confidence in that direction.

Our purpose is to create value consciously, guided by the principles of Conscious Capitalism, balancing the interests of employees, communities, clients, shareholders and the environment.

HIGHLIGHTS OF THE YEAR

GRI 2-22



734

professionals in our
workforce, 23% of
whom are women.



46

enrollments in the Humane Approach Program, launched in 2024 to provide support and inclusion for neurodivergent individuals.



>400

people engaged in the Inclusive Vegetable Garden Project, which combines environmental education, social inclusion and human development.

ISO 37001

Anti-Bribery Management System certification, reinforcing high standards of compliance and corporate ethics.

R\$51.9 million

invested in operational improvements, reliability, safety, sustainability and productivity.



80

projects implemented as part of the Digital Talents Program, generating R\$3.5 million in savings since 2022.



98.9%

average score in the Environmental Compliance Index in 2024 (up 0.5 percentage points from 2023).



Diamond

classification for decarbonization initiatives in the Brazilian Alliance for Port Decarbonization's 2024 Pro-Climate Program.



3,034 tCO₂e

offset, achieving zero emissions in 2024 through International Renewable Energy Certificates (I-RECs).



Water

Engagement in the Global Compact Brazilian Network's More Water Movement, committing to a target of boosting water use efficiency by 25% compared to 2010.





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About Porto Sudeste





Who We Are

(GRI 2-1)

Brazil is one of the world's largest exporters of iron ore. In 2024, the country's mineral exports amounted to around 400 million metric tons, up 2.6% from 2023, according to figures from the Brazilian Mining Institute (IBRAM). This fact underscores the importance of efficient logistics solutions for transporting output, especially dedicated port infrastructure.

In this context, Porto Sudeste operates

as a private, multi-cargo port terminal designed to efficiently export Brazil's main commodities: iron ore and oil. Strategically located, Porto Sudeste plays a key role in transporting domestic output, contributing to the logistics performance of the entire mining and energy value chain.

In operation since 2015, the terminal has established itself as a major player in the country's export logistics and a leader in port sustainability.

WHAT GUIDES US



MISSION

To provide safe, sustainable, efficient and innovative logistics solutions for the transportation of solid and liquid bulk materials.



VISION

To be a global leader in bulk logistics, recognized for our commitment to sustainability, safety and innovation.



VALUES

- Respect for life
- Social and environmental commitment
- Collaboration and empathy
- Sense of ownership
- Integrity



STRATEGIC OBJECTIVE

To establish guidelines, values and general principles for defining the organization's objectives and commitments regarding environmental, health and safety requirements, social responsibility and customer satisfaction.

OUR CULTURE



HONESTY

We need to act ethically, following company rules and guidelines. Honesty is an attitude; there are no shortcuts.



HUMILITY

Knowing how to listen and being aware of our limitations. With humility, the best idea wins.



HARMONY

The team's results are more important than individual results. Harmony brings balance and makes everyday life more pleasant.



HUMOR

Fear stifles truth and creativity. Good humor brings energy and enthusiasm to tackle challenges.



HUMANITY

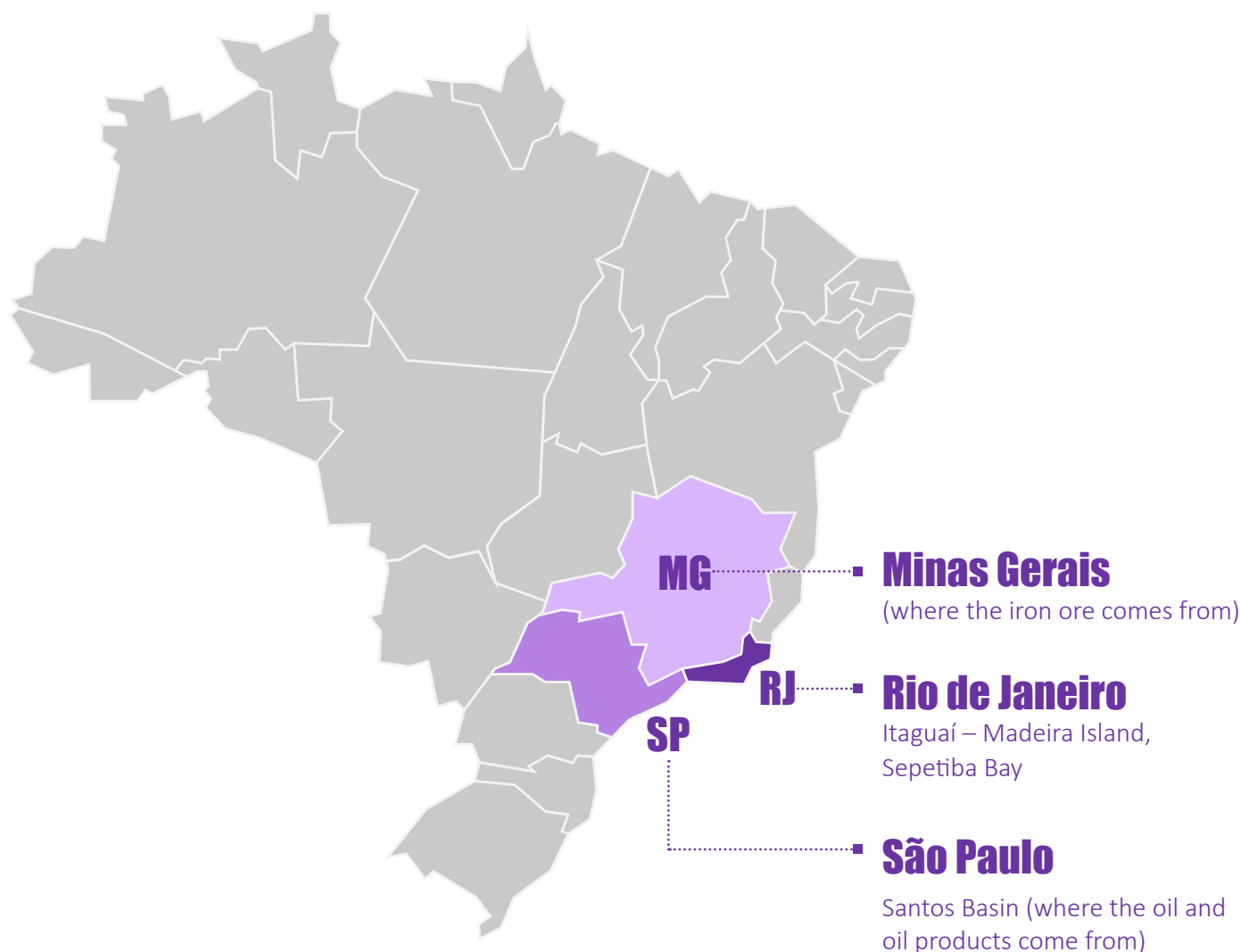
Everyone faces problems. Leaders need to know how team members are feeling. Humanity means having sensitivity and empathy when dealing with people.



HEALTH (PHYSICAL AND MENTAL)

We always prioritize physical and mental health, consistently striving for a sustainable, equitable, inclusive, diverse and transformative environment

Infrastructure and strategic location



LOCATION

- Madeira Island, Sepetiba Bay, Itaguaí (Rio de Janeiro)
- Strategic location for exporting ore extracted in Minas Gerais
- Near Santos Basin (oil and oil product logistics)



OPERATIONAL STRUCTURE

- Dedicated railroad branch line, integrated with national rail network
- 2 storage yards for solid bulk goods
- 2 berths, capable of handling Panamax, Capesize and Wozmax vessels
- High-performance equipment
- Modern and efficient infrastructure



LOGISTICS CAPACITY

50 million metric tons per year

Current capacity

100 million metric tons per year

Expansion license

PUBLIC COMMITMENTS

Sustainable development is a value embedded in our everyday activities. We are working to strengthen our position as a leader in social and environmental responsibility within the port sector, helping positively transform the industry and society as a whole.

We are members of the Brazilian Alliance for Port Decarbonization (ABDP), which brings together various companies, public and private sector ports, associations and startups around the common purpose of multiplying environmental best practices and driving the sector's decarbonization process.

Since 2022, we have been signatories to the United Nations Global Compact, aligning our business strategy with the UN Sustainable Development Goals. In 2023, we joined the International Association of Ports and Harbors, a global organization that promotes collaboration between ports, shares best practices and works on issues such as sustainability, safety and efficiency.

In 2024, with a focus on obtaining Empresa Amiga da Mulher ("Women-Friendly Company") accreditation, we signed public letters in which we committed to continuing to work to build an environment where women do not have to prove their worth or fight for respect and recognition.

Guided by the principles of the Conscious Capitalism movement, our business model balances profitability with social and environmental responsibility.

Visit the [Indicators Hub](#) to see all the associations Porto Sudeste is a member of.

BEST PRACTICES

In 2024, we received ISO 37001 – Anti-Bribery Management System certification. This international recognition reflects our commitment to the highest standards of compliance and corporate ethics, resulting from our ongoing efforts to build a resilient culture.

In addition to ISO 37001, we are also certified with ISO 9001 (Quality), ISO 14001 (Environmental Management) and NBR 16001 (Social Responsibility). While reinforcing our credibility and commitment to sustainability, these certifications set new standards for accountability and ethics.

Our ESG practices were the subject of a study in a publication titled [Guia de Melhores Práticas de Sustentabilidade Portuária: A Estratégia ESG \("Port Sustainability Best Practices Guide: ESG Strategy."](#) This publication, the first of its kind in Brazil and worldwide, highlights 43 environmental, 42 social and 13 governance practices as benchmarks for Brazil's public and private sector ports.

Strategy and business model

(GRI 2-6)

We are a private, multi-cargo port terminal licensed to handle solid bulk goods (iron ore and coal) and liquid bulk goods (oil and oil products). Located

in a sheltered area of Sepetiba Bay, on Madeira Island in the municipality of Itaguaí, Rio de Janeiro State, the terminal is strategic for the transportation of

iron ore produced in Minas Gerais. It also serves as a transshipment hub for oil and oil products from ships coming from Santos Basin – the center of oil



CAPACITY AND SERVICES

The terminal is able to handle up to 50 million metric tons per year of solid and liquid bulk materials, and it has a permit to expand to 100 million metric tons per year.

WE ARE LICENSED TO HANDLE

Iron ore

up to 32 million metric tons per year (64%)

Oil and oil products

up to 13 million metric tons per year (26%)

Other solid bulk goods

up to 5 million metric tons per year (10%)





CARGO HANDLED

Iron ore: The main commodity handled, originating in the Iron Quadrangle region of Minas Gerais. The ore arrives by rail (MRS) and is then unloaded, stored, stacked and loaded onto ships bound for Europe, China and other markets. This infrastructure benefits small- and medium-sized mining companies that do not have their own logistics.

Oil and oil products: This operation includes double banking* transfers, in which two ships dock simultaneously at the pier. The terminal stands out for its logistical efficiency and safety in handling oil products.

Imported coal: Since 2019, the terminal has also handled imported coal cargoes for the steel industry. A mobile harbor crane ensures efficient unloading.

DIRECT EXPORTS

In addition to providing services to third parties, we also export iron ore through our subsidiary Porto Sudeste Exportações. This subsidiary markets the output of Mineração Morro do Ipê, which belongs to the same group of shareholders, and that of other mining companies. We receive the cargo by rail, blend it according to market demand, store it and then ship it from our terminal facilities.

We employ logistics best practices throughout the chain, from receipt and handling to shipment, conducting operations with a focus on safety, efficiency, community well-being and respect for the environment.

*A port operation in which two ships moor simultaneously, side by side, at the same pier, allowing for the direct transfer of cargo (such as oil and oil products) between them, without the need for unloading at the terminal.

Value chain (GRI 2-6)

Upstream

01

Source

MINING AND OIL COMPANIES



- • **Transportation logistics:** Rail transport (MRS) – coastal shipping and road transport (solid bulk)
- • **Liquid bulk goods (oil and oil products)** are transferred between ships via double banking.
- • **Intermediate operators:** Warehouses, storage centers and transshipment terminals.

Porto Sudeste

02

Port operations

SERVICES



- • **Execution of port operations:** reception, storage, handling, blending and loading of solid bulk materials.
- • **Double banking operations,** environmental control and traceability.

Downstream

03

Final destination

CLIENTS



- • **Steel mills and refineries:** Consumption of iron ore, coal and related materials.
- • **Exporters and ship operators:** Shipowners, international trade operators and commodity traders.
- • **Destination ports and logistics operators:** Cargo exported to South America, Europe, China, the USA and Asia.



Supplier management

(GRI 308-1, 308-2, 414-1, 414-2)

In line with our values and commitments, suppliers are considered essential stakeholders in the implementation of our business model and strategy.

In 2024, we carried out our Annual Supplier Performance Evaluation, involving both internal clients (to evaluate deliveries, quality and relationships) and external clients through data analysis aligned with ESG criteria, using Sustainability, Balance and Respect Program forms and our “Mercado Eletrônico” (“Electronic Marketplace”) portal.

This evaluation is carried out by contract and supply managers together with the Environment and Social Responsibility areas.

APPROVAL

me.

In 2024, we also made significant progress in supplier management, reinforcing the use of the Electronic Marketplace portal as the central platform for supplier approval, re-approval and evaluation. The approval and re-approval process is conducted annually for critical suppliers and every two years for all others.

Approval includes reputational and financial analysis, carried out at the time of registration. When there is an indication of high risk, such as environmental, labor, corruption or human rights issues, the approval process is escalated to the Executive Board, ensuring accountability and integrity in the decision-making process.

CONTRACT MANAGEMENT

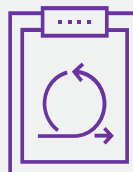
After contracts are signed by the Procurement Area, the Contract Administration Area (known by its Portuguese initials, GAC) provides administrative oversight for them, with a focus on services. GAC is responsible for contracts that meet the following criteria:

- Value exceeding R\$300,000;
- Term exceeding six months;
- Team mobilized with five or more workers.

GAC participates in each contract from its kickoff until its formal termination. During the execution phase, it performs checks regarding scope, measurements, service level agreements and ancillary contractual obligations. This is done with the support of a company that specializes in receiving, validating and controlling documentation.

+100%

of the requests
handled by GAC were
initiated on time, avoiding
emergency contracts.



The goal of R\$ 2 million

in prevented costs was exceeded, with R\$2.5 million in payments withheld after a review of measurements. Furthermore, there were R\$7.7 million in non-recurring avoidable costs due to factors such as services not rendered and inconsistencies.

PROMOTION OF LOCAL SUPPLIERS

In order to promote closer ties with suppliers and generate shared value at a local level, the following initiatives were carried out in 2024:

- Local supplier fair, held at the terminal;
- Webinar with active suppliers, providing guidance on using the supply approval system;
- Open registration on the company's website, expanding access to the pool of potential partners.

The largest contracts signed in 2024 were with companies based in the municipalities of Itaguaí and Mangaratiba, reflecting the company's commitment to the region's development.












Stakeholder engagement

(GRI 2-29)

Engaging stakeholders is a fundamental part of our strategy to build strong relationships, understand expectations, mitigate risks and identify opportunities. We continuously seek to integrate the demands of different groups into our decision making, contributing to the creation of shared value.

Relationships with stakeholders also form organically, built on ethical, long-term ties and aligned expectations. This leads to partnerships that pursue both business and societal goals. Each area is responsible for defining strategies and monitoring mechanisms appropriate for its specific groups. This promotes effective and agile exchanges that meet the objectives of every interaction.

OUR STAKEHOLDERS AND HOW WE ENGAGE WITH THEM

GROUP		RELATIONSHIP GOALS	FORMS OF ENGAGEMENT	MAIN CHANNELS
SHAREHOLDERS AND SENIOR MANAGEMENT		Transparency, strategic alignment, monitoring of results	Meetings, conferences, newsletters, disclosures of material facts, periodic reports	Atlas platform, corporate website, in-person/virtual meetings
CLIENTS AND PORT SECTOR INSTITUTIONS		Satisfaction, operational and contractual alignment	Satisfaction surveys, customer service and complaint channels, periodic meetings	Semiannual survey, emails, phone calls, meetings
EMPLOYEES AND LEADERS		Engagement, organizational culture, professional development	Visit programs, events, institutional campaigns, performance and development programs	Jornal Conexão, Integranet, WhatsApp, bulletin boards, emailed announcements
COMMUNITIES, NGOS AND PUBLIC BODIES		Strengthen city-port integration, promote local development and dialogue with public officials	Social programs and projects, in-person assistance, ombudsman office, messaging groups	Casa Porto, Fala Community channel, Jornal Aproximar (newsletter), meetings
SUPPLIERS AND SERVICE PROVIDERS		Sustainable partnerships, compliance with contracts and quality standards	Registration and approval, performance evaluation, alignment meetings	Electronic portal, Electronic Marketplace portal, Contract Administration Area (GAC) portal
VOLUNTEERING NETWORK (NGOS)		Promote social impact and corporate philanthropy	Volunteering activities aligned with the business, organized by employees	WhatsApp group, meetings, events
LICENSING BODIES, AUTHORITIES, BUSINESS SECTOR		Legal compliance, obtaining licenses, sector representation	Institutional meetings, participation in events and forums, monitoring of processes	Corporate website, LinkedIn, specialized portals

COMMUNICATION CHANNELS

We maintain a set of institutional and specific communication channels that complement our engagement practices, promoting transparency, agility and accessibility in interactions with all groups:

- **Institutional and governance channels:** Whistleblower Channel (external and independent), Integranet (internal corporate system platform), official website, LinkedIn, periodic communication with shareholders;
- **Relationships with clients and suppliers:** Electronic Marketplace portal for approving and evaluating suppliers, semi-annual satisfaction surveys, informative and technical meetings;
- **Interaction with workers:** Job Opportunity Platform, Jornal Conexão (newsletter), WhatsApp groups, internal notices, visit programs;
- **Dialogue with communities:** Fala Comunidade channel (toll-free helpline and digital platform), Casa Porto, Jornal Aproximar (newsletter), WhatsApp groups, visit programs, informative meetings.



Financial performance and results

(GRI 201-1, 203-1, 203-2)

PN10

Goal and result
management program



We manage our performance through the Professional Score 10/10 Program (Profissional Nota 10 or PN10 in Portuguese). This initiative engages all professionals in the continuous improvement of their everyday results in a transparent and meritocratic manner. Through the program, each professional commits to a performance dashboard composed of Overall Goals, Team Goals and Individual Goals.

OVERALL GOALS

+70%
of result

The Overall Goals are strategic and shared by all professionals, promoting a collective sense of responsibility for the organization's results. They are established based on the organization's strategic challenges for the following year, taking into consideration the guidelines of the Sustainable Development Policy.

For 2024, the following global targets have been set:

Weight: 3.5



EBITDA (US\$)

107.6M

3.18M PSB | 145M MMI

Weight: 0.5



SHIP-TO-SHIP OPERATIONS

12

UNITS

Weight: 1.5



EXPORTS (tons)

21.9M

Weight: 0.5



SHIPPING QUALITY

98.7%

Weight: 0.5



OTHER SOLID BULK (tons)

325k

Weight: 0.5



ESG (%)

97.4%

Environmental, Social and Governance



GOAL DEPLOYMENT

The Overall Goals and strategic challenges are approved by the CEO, considering the organization's strategy for the following year and taking into account the Sustainable Development Policy's guidelines.

The Overall Goals are broken down at two subsequent levels: Team Goals (covering leaders and teams) and Individual Goals. This structure allows each professional to monitor their own performance, clearly understanding their contribution to organizational objectives.

Team Goals reflect the expected results for each professional's business area, promoting joint and coordinated action by team members. On the other hand, Individual Goals refer to the performance directly attributed to

each individual, reinforcing a sense of responsibility, leadership and alignment with the company's purpose.

The goals – Global, Team and Individual – are integrated into each professional's dashboard, with scores ranging from 0 to 10 points. The highest possible score for a professional is 10/10, indicating that all defined objectives have been fully achieved.

The scores are accessible to everyone, ensuring transparency and forming the basis for individual performance assessments. This approach strengthens meritocracy in the recognition, promotion and talent retention processes, ensuring that professional development is aligned with the delivery of consistent results.

ECONOMIC AND FINANCIAL RESULTS (GRI 201-1)

DIRECT ECONOMIC VALUE GENERATED (R\$)




5,931M

ECONOMIC VALUE DISTRIBUTED (R\$)



5,508M



DISTRIBUTED IN
operating costs,
including wages and
labor charges.

Payroll and benefits details:

Gross total of

R\$125.9million

in salaries and charges. Allocated to payroll, health and dental insurance, food vouchers, school supplies assistance, child allowance, eyeglass/contact lens assistance, home office allowance, life insurance, transportation vouchers and other items.

ECONOMIC VALUE RETAINED*:

R\$423million

*Direct economic value generated minus economic value distributed

All of our financial statements are audited by a third party on a quarterly basis and can be accessed on our **website**. In 2024, R\$51.9 million was invested in projects focused on

operational improvements, reliability, safety, sustainability and increased productivity.



R\$51.9million

BREAKDOWN OF INVESTMENTS (2024)

-  Operational improvements
R\$6.6 million
-  Operational assurance
R\$7.9 million
-  Environmental projects
R\$8.3 million
-  General projects
R\$4.3 million
-  Capital projects
R\$22 thousand
-  Other areas
R\$24.6 million

Note: The value of investments in 2024 was impacted by cash flow restrictions adopted due to a strategic decision made by the company.

POSITIVE IMPACTS GENERATED

Economic

Increased tax revenue for the region, providing more resources for local governments to invest in municipal development.

Social

Creation of new job opportunities and local hiring, together with professional training;

Support for education and training through partnerships with technical schools and training programs;

Implementation of social, cultural and environmental projects developed by company professionals.

Environmental

Emissions control, waste and effluent management, and fauna and flora monitoring;

Environmental education, involving awareness-raising initiatives for schools, communities and workers.

Indirect positive impacts

- Indirect job creation in the areas of construction, services, automation and vocational training;

- Stimulation of local commerce, including restaurants, hotels, transportation and retail, boosting revenue;

- Acquisition of services and materials from local suppliers;

- Improvements in the management of the loading and unloading chain through technology and automation, positively impacting other economic sectors;

- Real estate appreciation, given that urban areas tend to appreciate as local infrastructure is upgraded;

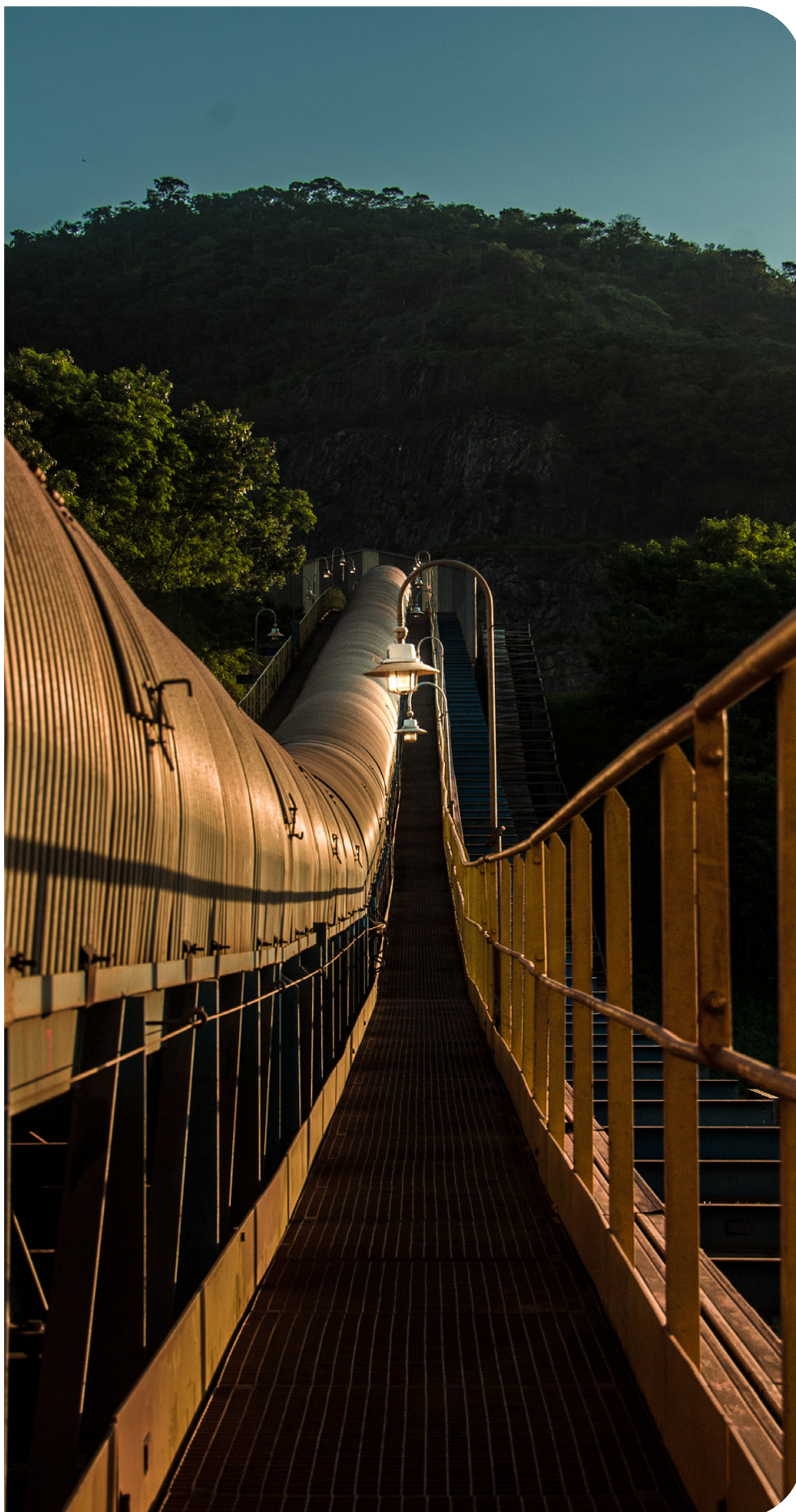
- Integration with different transportation modes (road, rail and waterway);

- Expansion of exports alongside lower logistics costs.



Indirect economic impacts, aligned with national and international standards, protocols and policy agendas, are fundamental to generating multiplier effects in the economy, promoting sustainable, secure and inclusive growth that addresses the priorities of our stakeholders.





SUSTAINABILITY STRATEGY

Achieving sustainable development means generating results for shareholders, clients, the community, suppliers, the environment, professionals and all other stakeholders. Our management is based on and inspired by Conscious Capitalism, which makes us reflect on a higher purpose, conscious culture, conscious leadership and stakeholder orientation.

Since 2022, we have had a Sustainable Development Policy, which establishes guidelines, values and general principles for defining

the organization's objectives and commitments regarding environmental requirements, people's health and safety, social responsibility and customer satisfaction.

The policy sets out our "6H" values – Honesty, Harmony, Humanity, Humility, Humor and Health (both physical and mental) – and the programs that embody these values, describing their commitments and implementation strategies.

The Executive Board is responsible for defining the sustainable

development guidelines, values and principles to be followed, as well as supporting the Investor Relations, Regulatory and Sustainability departments in the application of the Sustainable Development Policy.

This policy and all commitments made by the company are integrated with its other internal policies and standards, ensuring diligence, the application of the precautionary principle and respect for human rights. They are also approved by the CEO and the organization's highest governance body.



MANAGEMENT PROGRAMS

Management programs are the primary means of fulfilling our commitment to sustainable development, in pursuit of operational excellence and the application of development best practices across the Environmental, Social and Governance (ESG) pillars.



CAREERS PROGRAM

This program builds personal development strategies aimed at strengthening and preparing our team to achieve our purpose.

Commitments:

- Contribute to the development of Porto Sudeste professionals' performance;
- Promote team members' engagement to strengthen the organizational culture;
- Support the development and hiring of the local workforce.



GOVERNANCE, RISK AND COMPLIANCE (GRC)

This program combines governance, risk management and compliance in a coordinated model, with the goal of protecting the company and its professionals while increasing efficiency and sharing information transparently.

Commitment:

- Guarantee that our governance mechanisms, internal controls and compliance framework are fully operational and continuously evolving, ensuring transparency in the risk management process.



SUSTAINABILITY, BALANCE AND RESPECT PROGRAM

This program provides guidance on the sustainability of our actions, going beyond legal compliance. It manages risks and impacts while providing for process improvements, adherence to the Integrated Management System and social development.

Commitments:

- Develop programs/projects aimed at stakeholders;
- Manage risks by adopting environmental assessment, mitigation and monitoring measures.

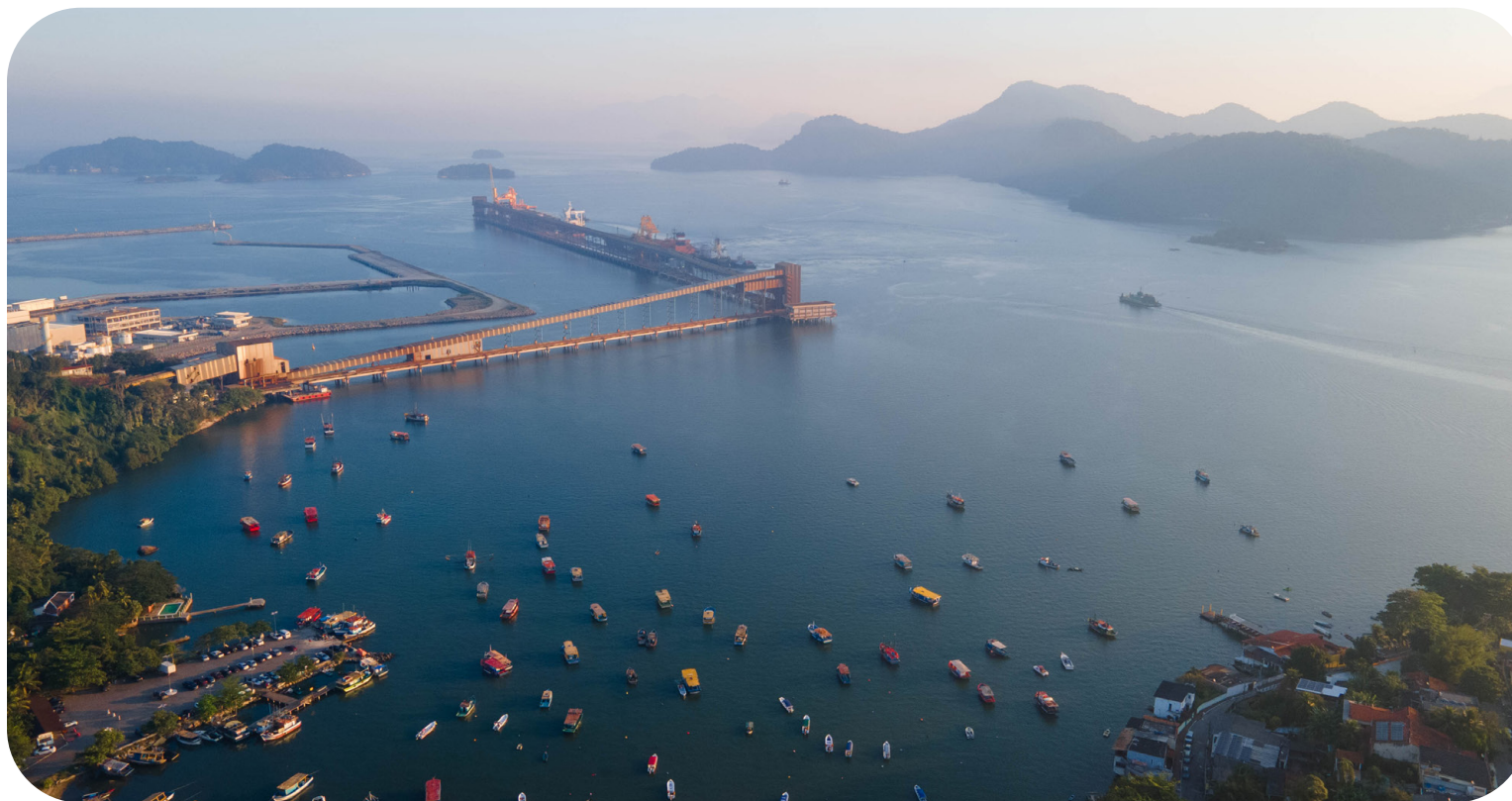


ZERO ACCIDENT PROGRAM

This program brings the perspective of health and safety to the center of our thinking and actions. It reminds us that "if it's not safe or you're not sure, don't do it, and don't let anyone else do it!" The primary goal is to achieve zero accidents at the company.

Commitments:

- Establish occupational health and safety requirements so that managers, coordinators and supervisors can manage and monitor aspects related to the topic in their operational processes;
- Promote a culture of occupational health and safety, developing and changing the behaviors of leaders and team members.



ENVIRONMENTAL PROGRAMS

We develop our environmental programs to comply with environmental licensing requirements and also to pursue our objective of promoting sustainable development in the region, in the community and across our value chain. Below are some of the programs we have implemented to date:

- Air Quality and Weather Monitoring Program
- Environmental Noise Monitoring Program
- Mangrove Monitoring Program
- Terrestrial Fauna Monitoring Program
- Degraded Mangrove Restoration Program
- Greenhouse Gas Inventory
- Environmental Training and Awareness Program
- Confined Disposal Facility Monitoring Program
- Bioaccumulation Monitoring Program
- Water Quality, Suspended Particulate Matter and Disposal Site Sediment Monitoring Program
- Berth and Turning Basin Sediment Monitoring Program
- Aquatic Community Monitoring Program
- Underwater Noise Monitoring and Cetacean and Turtle Sighting Program
- Ballast Water Management Program
- Exotic Species Monitoring Program
- Climate Strategy Project





- Sustainability, Balance and Respect Program
- Environmental Management Program for Operations
- Solid Waste Management Program
- Effluent Management Program

Our MATERIALITY

(GRI 3-1, 3-2)

In 2023, we conducted a structured process to define our strategic materiality, in line with the GRI Standards. This initiative involved different internal areas and actively listening to strategic groups, with the aim of identifying the ESG topics most relevant to our business sustainability and stakeholders.

Stages of materiality

1		CREATION OF INTERNAL WORKIGROUP	Multidisciplinary working group with representatives from key areas of the company	
2		INITIAL SELECTION OF TOPICS	ESG risk assessment and benchmarking analysis to identify potential topics	
3		MAPPING OF STAKEHOLDERS	Identification of strategic groups, including employees, clients, communities, NGOs, senior management, shareholders and suppliers	
4		PERCEPTION SURVEY	Interviews and online questionnaires to prioritize topics based on stakeholders' views	
5		FINAL VALIDATION	Analysis and approval of material topics by senior leadership	





Material topics

Principles of UN Global Compact

HUMAN RIGHTS PRINCIPLES

1. Respect and protect human rights
2. Prevent human rights violations

LABOR RIGHT PRINCIPLES

3. Support freedom of association at work
4. Eliminate forced labor
5. Eliminate child labor
6. Eliminate discrimination in the workplace

ENVIRONMENTAL PROTECTION PRINCIPLES

7. Support a preventive approach to environmental challenges
8. Promote environmental responsibility
9. Encourage technologies that do not harm the environment

ANTI-CORRUPTION PRINCIPLE

10. Work against corruption in all its forms, including extortion and bribery





Governance

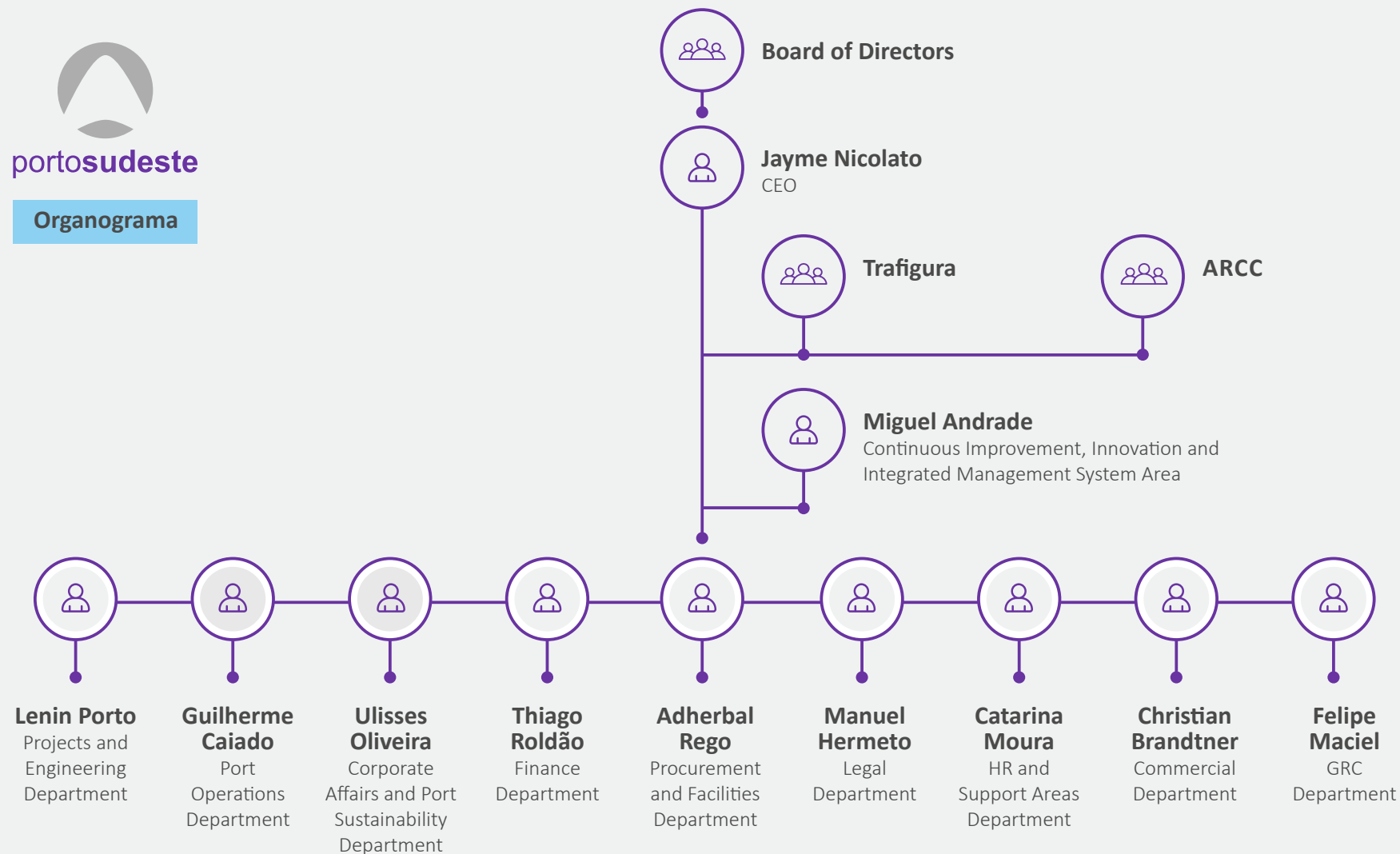
Organizational structure (GRI 2-1, 2-9, 2-10, 2-11, 2-12, 2-13, 2-17)

Porto Sudeste do Brasil S.A. is controlled by PSAPS – Fundo de Investimento em Participações Multiestrategia, which holds 99.35% of the company's shares. In turn, PSAPS is owned by Mubadala, a global investment company operating in various sectors of the economy, and Trafigura, a leading multinational in the oil, metals and minerals sectors.

The General Shareholders' Meeting is Porto Sudeste's highest governing body, followed by the Board of Directors and the Executive Board, which are statutory bodies. The Audit, Risk and Compliance Committee (ARCC) and the Technical and Operational Port Committee – which are non-statutory – advise the senior management bodies. The executive team reinforces the company's values at all executive and management meetings, focusing on the sustainable development of Porto Sudeste and its stakeholders, supported by communication and training plans.



Organograma



BOARD OF DIRECTORS

Our Board of Directors is composed exclusively of individuals who do not hold executive positions within the company. The board members serve concurrent one-year terms and have extensive experience on boards and in executive positions at other organizations, contributing significantly to the company's governance.

- **Responsibilities:** The board is responsible for overseeing and analyzing the management of the economic, social and environmental impacts of the company's operations and strategies.

- **Supervision and delegation:** Quarterly ordinary meetings are held with company leaders, who present updates on their areas. Following analysis, the Board of Directors delegates to the Executive Board the responsibility for

managing any identified impacts related to each activity or topic.

- **Approval of policies:** Following validation by the Executive Board, the Board of Directors is responsible for approving all policies and updates related to human resources, health and safety, the environment, institutional relations, the regulatory environment, external communication, compliance, risk management and financial management.

- **Appointment:** Members are elected at General Shareholders' Meetings, as established in the bylaws and in accordance with the terms of the shareholders' agreement and applicable legislation. The selection of members takes into account the candidates' seniority and corporate experience.

Sustainability on the Board of Directors

To strengthen the Board of Directors' understanding of sustainable development, the topic is addressed on a recurring basis at quarterly ordinary meetings. On these occasions, the board members receive in-depth analyses, accompanied by justifications that highlight the relevance of ESG issues to the continuity and advancement of the business. By incorporating this perspective into the decision-making process, the board expands its ability to integrate sustainable practices into the company's strategic guidelines.



Members of the Board of Directors in 2025



**Oscar Pekka
Fahlgren**
Chairman of
the Board of
Directors,
representing
the
shareholder
Mubadala



**William
Kenneth
Loughnan**
Vice chairman
of the Board
of Directors,
representing
the
shareholder
Trafigura



**Carlos
Bernardo
Pons Navazo**
Representing
the
shareholder
Trafigura



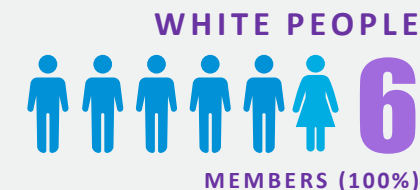
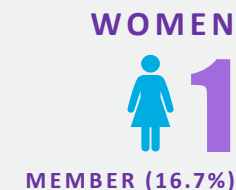
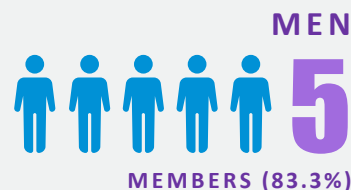
**Kelly
Michele
Thomson**
Representing
the
shareholder
Mubadala



**Jesús
Fernandez
López**
Representing
the
shareholder
Trafigura



**Hani
Barhoush**
Representing
the
shareholder
Mubadala



ADVISORY COMMITTEES

The Board of Directors is supported by two advisory bodies: the Audit, Risk and Compliance Committee (ARCC) and the Technical and Operational Port Committee. Their members are elected by the Board of Directors from candidates nominated by the controlling shareholders, either through a vote at a General Shareholders' Meeting or by direct nomination.

Audit, Risk and Compliance Committee (ARCC)

The members of this committee have no executive function and do not hold other positions at Porto Sudeste. They are finance, audit, risk and/or compliance executives who work at the controlling shareholders, with extensive experience in matters relevant to the ARCC. The initial term of office may be up to four years.



Members of the ARCC



**Alexandra
Catherine de
Haan**
Chairwoman of the ARCC,
representing
the
shareholder
Mubadala




**Jean
Philippe Vin**
Representing
the
shareholder
Mubadala



**Guillaume de
Contenson**
Representing
the shareholder
Trafigura



**Marcantonio
Maglione**
Representing
the shareholder
Trafigura

MEN
 **2**
MEMBERS (50%)

WOMEN
 **2**
MEMBERS (50%)

WHITE PEOPLE
 **4**
MEMBERS (100%)

Technical and Operational Port Committee

The members of the Technical and Operational Port Committee do not hold executive positions in the organization and have an initial term of up to four years. They are executives who work at the controlling companies, with experience in the subjects discussed by the committee.



Members of the Technical and Operational Port Committee



Julian Sanchez

Chairman of the Technical and Operational Port Committee



Greg Morris



Ricardo Paes



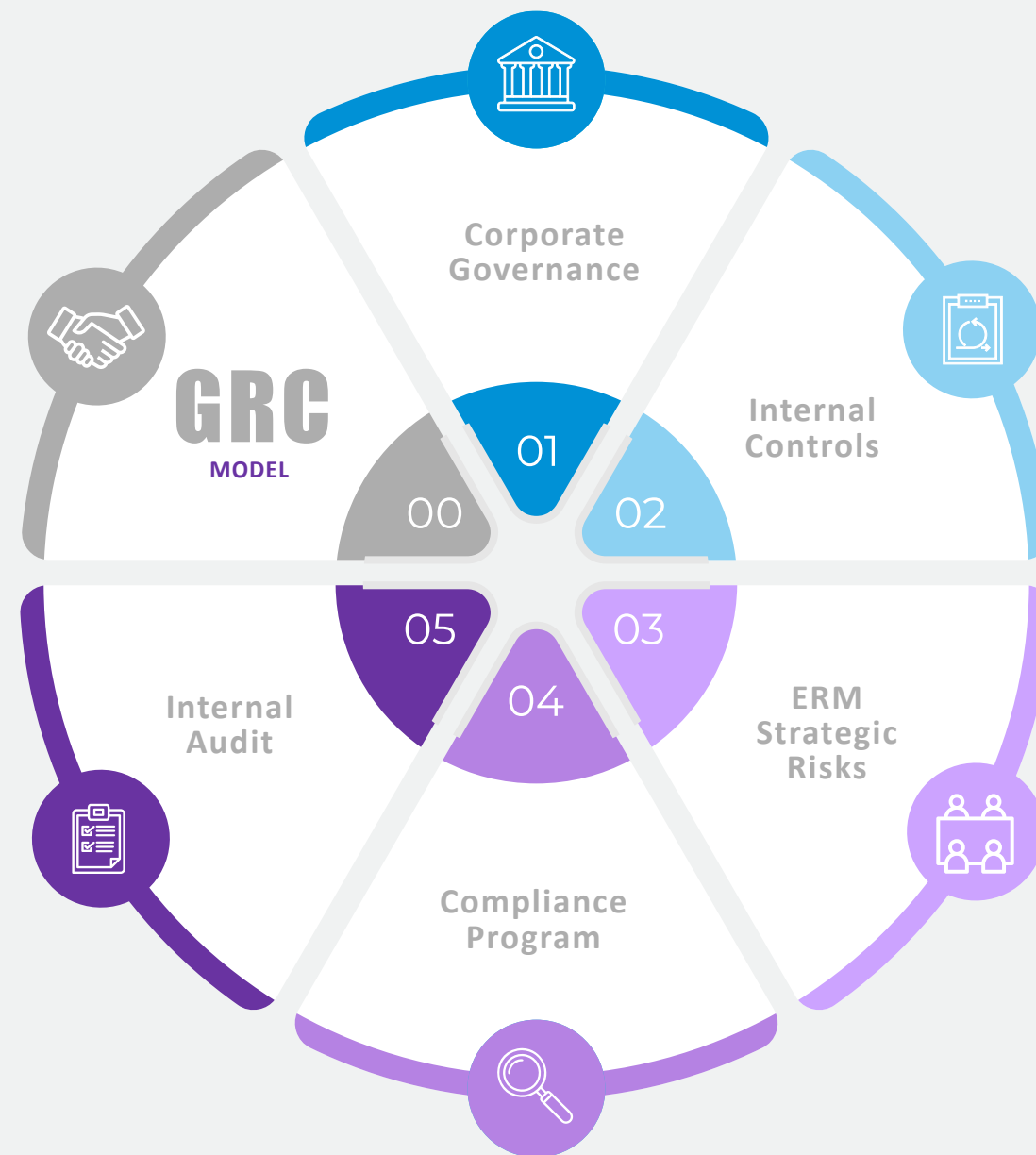
Vinicius Rodriguez



Governance, risk and compliance

The Governance, Risk Management and Compliance areas are part of a coordinated model designed to protect the company and its employees while promoting efficiency and transparency in information management.

In recent years, we have worked continuously to strengthen this structure, ensuring that every decision is aligned with the highest standards of ethics and transparency.





Compliance Program

(GRI 2-15, 2-16, 2-23, 2-24, 2-25, 2-26, 2-27, 205-1, 205-2, 205-3, 206-1, 406-1, 407-1, 408-1, 409-1)

Our Compliance Program is structured around an integrated set of policies, standards and procedures, and aims to ensure that corporate practices are aligned with the highest standards of ethics, integrity and regulatory compliance.

The main instruments that underpin the Compliance Program are the Code of Conduct and Ethics, the Anti-Corruption Policy and the Conflict of Interest Management Standard. These

instruments require all professionals and candidates to sign statements of adherence, committing to staying informed of any changes. The program also includes specific rules for third-party due diligence and reputational incident management, among other matters. All these documents are approved by the company's responsible bodies and made available to all stakeholders, thus helping reinforce an organizational culture of integrity and transparency.

Case

THIRD-PARTY DUE DILIGENCE: SHARED RESPONSIBILITY

We follow a structured third-party due diligence process as part of our Compliance Program, based on the guidelines of the Third-Party Reputational Due Diligence Standard Conflict of Interest Management Standard. The goal is to gain in-depth knowledge of the counterparties with whom we do business, ensuring that they share the same ethical and governance standards and comply with legal, financial, technical, environmental and social requirements.

This analysis involves multiple pillars – registration data, reputational risk, legal-corporate, financial, tax and labor – and features the integrated participation of many areas. Suppliers undergo an approval process in our e-Procurement system, involving risk and criticality classifications. (Learn more in Supplier Management).

The process also covers the prevention and management of conflicts of interest, requiring contractors and employees to declare relationships that could influence or compromise business impartiality. In high-risk cases, mitigation measures approved by the company's governance bodies are applied.

This approach allows strategic partners to align with our ESG commitments, strengthening our corporate reputation and reducing regulatory and reputational risks while promoting responsible and sustainable business relationships.



“The due diligence process is an essential practice for any large company. It involves gaining in-depth knowledge of the counterparties with whom we do business, ensuring security and mitigating reputational risks. In the field of governance and compliance, it is not enough to appear ethical; we need to be ethical, responsible and committed to our values. This analysis guarantees that our partners share and practice these values on a daily basis, taking care of the present and preparing for the future.”

Luis Antonio Pedroza Pereira,
Governance, risk and compliance
manager



CORPORATE POLICIES

Our commitments to sustainable development are reflected in our internal policies and standards, while internal programs, such as the Compliance Program, are the primary means of implementing these commitments. The Delegation of Authority Policy delegates responsibilities to all managers. All our **policies** are available to employees on the Corporate Governance Portal. The management of regulatory documents is certified and recertified under ISO 9001.



- **Code of Conduct and Ethics**
- **Anti-Corruption Policy**
- **Diversity and Inclusion Policy**
- **Strategic Risk Management Policy**
- **Sustainable Development Policy**
- **Delegation of Authority Policy**
- **Climate Change Policy**
(launched in 2024)

Communication and training

All our commitments, policies, standards and procedures are communicated to our professionals through announcements and training. We provide continuous training to our employees and contractors, led by the Governance, Risk and Compliance (GRC), Social Responsibility, Environment, and Occupational Health and Safety teams, to ensure alignment

with our commitments to responsible conduct and our business strategy.

In the case of clients, the New Business Area presents our policies during the due diligence process, ensuring compliance with our rules and procedures as well as alignment with our values and commitments. Suppliers also formally accept our policies.

100%

adherence of direct employees, including directors and the CEO, to the Compliance Program's declarations (734 employees as of December 2024)



No cases
of corruption identified.



No cases
of noncompliance with laws and regulations that resulted in fines or monetary penalties



No lawsuits
related to unfair competition or violations of antitrust and anti-monopoly laws.

>40

communication

campaigns and >300 due diligence processes executed.



ISO 37001 certification
obtained in 2024, attesting to the effectiveness of the company's Anti-Bribery Management System



CONFLICTS OF INTEREST

Conflict of interest management is conducted systematically at Porto Sudeste. All professionals undergo analysis of potential conflicts upon admission, during internal transfers and whenever a new risk is identified. This analysis is performed by the Governance, Risk and Compliance (GRC) and Human Resources (HR) teams.

The process follows three main steps:

- Completion or updating of conflict-of-interest declaration;

- Risk analysis and classification; Approval of action plan for high-risk conflicts.

- Sensitive cases or those classified as high risk are submitted for deliberation by the Ethics and Compliance Committee, which determines the measures to be taken. To mitigate these risks, a specific action plan is developed. In addition, high-risk conflicts of interest are reported quarterly to the Audit, Risk and Compliance Committee, which monitors and reviews the corrective actions implemented.

WHISTLEBLOWER CHANNEL

We maintain an external, independent and confidential Whistleblower Channel, available 24 hours a day via internet or phone, allowing any interested party – internal or external – to report violations of the Code of Conduct and Ethics, Anti-Corruption Policy, Conflict of Interest Policy or any other company policy.

Allegations are reviewed by the Governance, Risk and Compliance (GRC) team, with support from HR. Cases of a behavioral nature are referred to the Ethics and Compliance Committee, which decides on administrative measures. 100% of allegations are

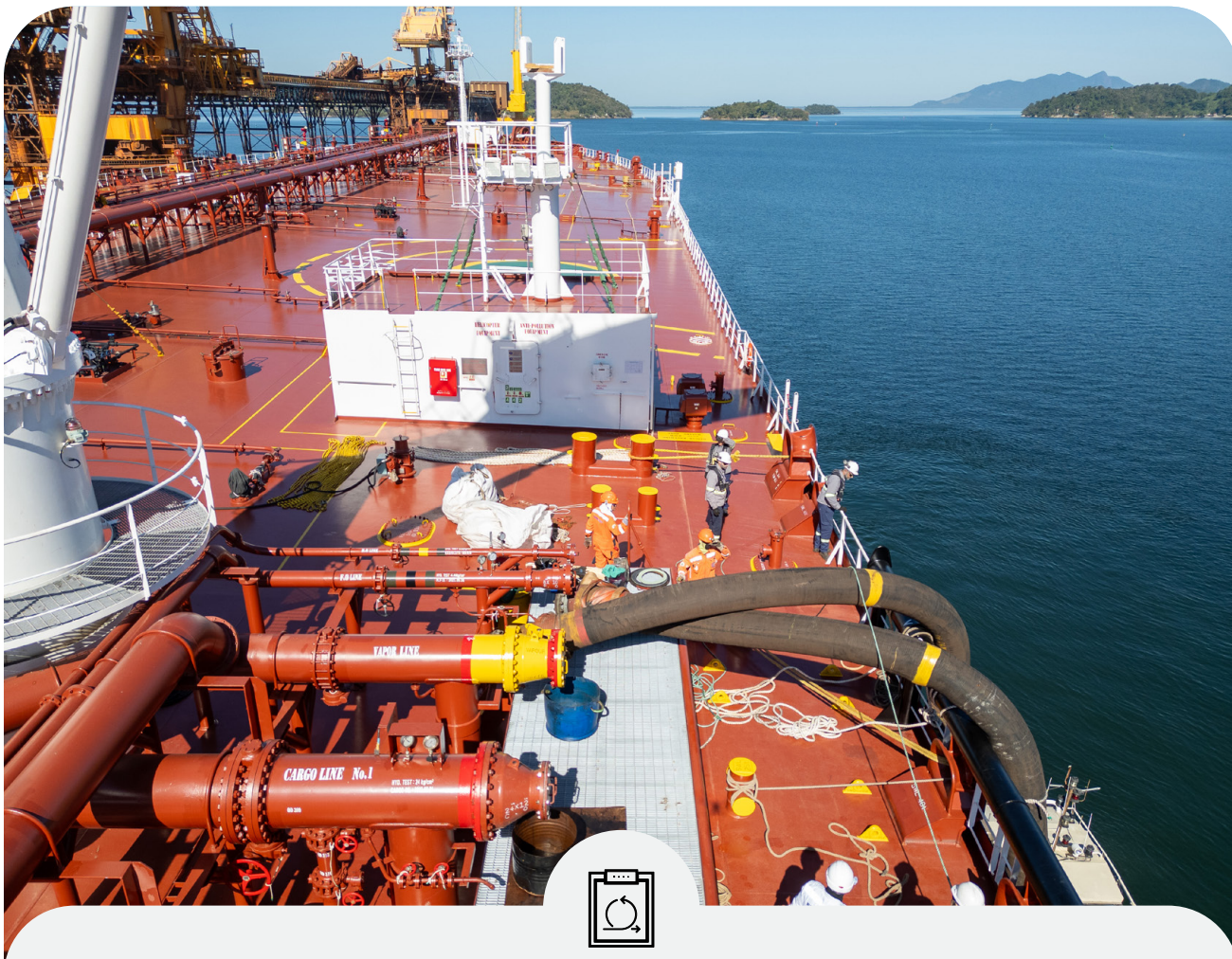
investigated, and the results are presented quarterly to the Audit, Risk and Compliance Committee, which is composed of shareholder representatives. The most sensitive and urgent complaints are communicated to senior management as a priority, while others are included in quarterly reports.

The complaints received through the Whistleblower Channel are recorded in the ALIANT system, classified by type and handled in accordance with rules established in internal regulations.

Indicators in 2024

In 2024, eight lawsuits were reported to be underway, mostly of a social or environmental nature (claims for damages, annulment of environmental fines, and public-interest civil actions brought by fishermen), in addition to corporate lawsuits, including a dispute with MMX.

These were considered to be the company's key concerns during the reporting period and, due to their relevance, were communicated to the highest governance body.



Our value proposition for the topic of **Risk Management, Ethics, and Integrity** is to establish processes that determine total commitment to the integrity of attitudes and behaviors of professionals and the company towards its stakeholders and the prevention of risks linked to our administrative and operational activities.

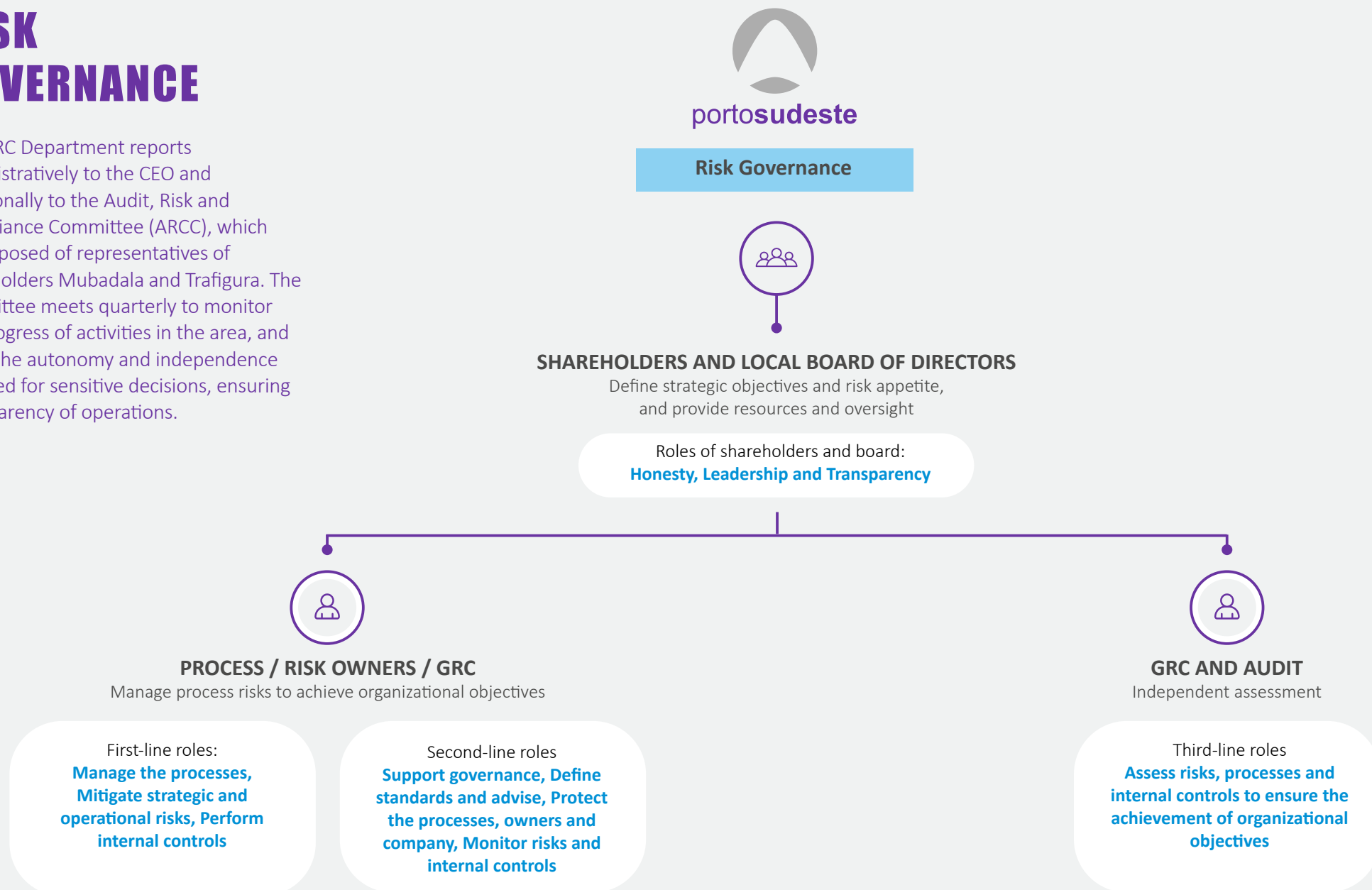
Risk Management, Ethics and Integrity

(GRI 3-3, 205-1,205-2, 205-3, 206-1)

GOALS	STATUS
Increase the maturity level of internal controls and process management	ACHIEVED ●
Implement internal audit	ACHIEVED ●
Conduct mandatory training	ACHIEVED ●
Compliance with routines	ACHIEVED ●
Strategic risks mapped, recorded and monitored on the ERM Portal	ACHIEVED ●
Operational risk management and mapping of internal controls	ACHIEVED ●

RISK GOVERNANCE

The GRC Department reports administratively to the CEO and functionally to the Audit, Risk and Compliance Committee (ARCC), which is composed of representatives of shareholders Mubadala and Trafigura. The committee meets quarterly to monitor the progress of activities in the area, and it has the autonomy and independence required for sensitive decisions, ensuring transparency of operations.



STRATEGIC RISK MANAGEMENT

The Strategic Risk Management Policy establishes the standard methodology used by all areas of the company, with joint responsibility shared by different levels of the organization: the ARCC, Board of Directors, managers, those responsible for risks and controls, the internal audit team and external control bodies.

The main management support tools include:

- mapping and prioritizing risks on the ERM Portal;
- applying severity and probability tables;
- classifying risks by impact on people, the environment, human rights, reputation and finance;
- formulating action plans for risks without adequate control;
- the annual strategic risk review cycle.

In 2024, 136 strategic risks were reviewed, focusing on the application of recognized prioritization methodologies, the use of heat maps and the development of action plans. Specific training on risk assessment was provided to key workers.



Internal controls

Internal control and compliance activities are directly linked to risk mitigation and compliance with internal and external standards. In 2024, the Internal Controls Area revised the Internal Processes and Controls Management Policy, published 149 flowcharts and mapped 203 internal controls.

Over the course of the year, 204 action plans were also completed as part of compliance management, guaranteeing the effective implementation of corrective and preventive measures. Regulatory management continued to advance with the publication of 217 documents, up 37% from the previous year.

INTERNAL AUDIT AREA

The Internal Audit Area was formally implemented in 2024, with the completion of the Integrated Audit Plan. The model combines locally conducted projects with audits integrated with the shareholders' audit team, promoting knowledge transfer and alignment with regulatory requirements.

Six audit projects were completed in 2024, covering:

- Industrial Control Systems;
- Treasury;
- Human Resources;
- Management of Goals in the Professional Score 10/10 Program (PN10);
- Contingency Management.

The 2025 Audit Plan was approved at the last ARCC meeting of 2024. Five audits were scheduled, covering 17 mapped strategic risks and other transactional risks.

ETHICS AND INTEGRITY

Ethics and integrity are pillars of the GRC model. The Compliance Program, anchored in the Code of Conduct and Ethics, the Anti-Corruption Policy, and specific due diligence and conflict-of-interest rules, guides the conduct of all company professionals. Actions in this area include:

- management of the Whistleblower Channel, including investigation of 100% of allegations;

- continuous ethics and integrity training;
- mandatory declarations signed by all professionals;
- ongoing communication about standards and expected conduct.

The company also has a systematic policy for analyzing and monitoring conflicts of interest, involving action plans for high-risk cases and periodic reporting to the ARCC.



EVALUATION AND SATISFACTION

In order to continuously improve processes and services, the GRC Department conducts internal customer satisfaction surveys at the end of each project, as well as an annual assessment with shareholders. In 2024, the results showed a high level of approval:

96%

internal satisfaction rating
(average score of 4.8/5)

92%

satisfaction rating among shareholders
on the ARCC (average score of 4.6/5)

METRICS



GOVERNANCE

217

regulatory
documents
published

204

action plans
completed

ISO 37001

ANTI-BRIBERY MANAGEMENT
CERTIFICATION



RISK MANAGEMENT, PRO- CESSES AND INTERNAL CONTROLS

136

strategic risks
revised

>40

remeetings held
during the annual
risk review cycle

14

risk-based action
plans completed

149

flowcharts
published



INTERNAL AUDITS

6

audit projects finalized:

- Industrial Control Systems – covering Porto Sudeste do Brasil (PSB)
- Human Resources
- Treasury – PSB
- Management of Goals in Professional Score 10/10 Program, PN10 (PSB)
- Contingency Management (PSB)

2025 AUDIT PLAN

approved, with two audits scheduled

ROADMAP

for 2025 strategic risk review approved



COMPLIANCE

100%

adherence to mandatory
declarations:

- Code of Ethics Acceptance Declaration
- Conflict of Interests Declaration
- General Data Protection Law Awareness Declaration
- Corporate Integrity Declaration (annual)

Social





Our workforce

(GRI 2-7, 2-8, 2-30)

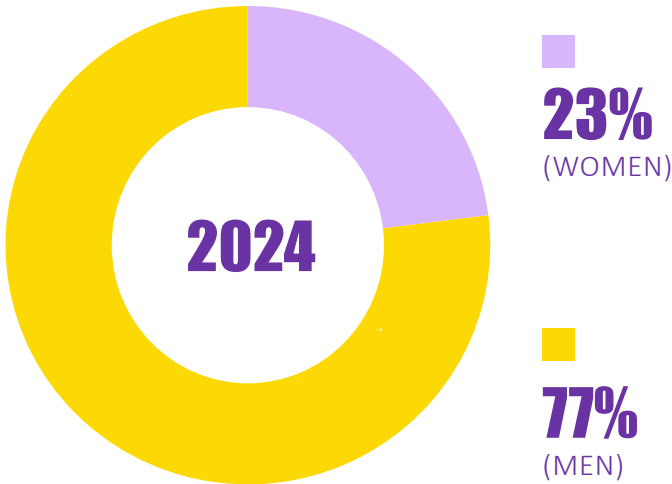
In 2024, our workforce totaled 734 professionals, of whom 23% were women.*

All permanent employees work full-time, according to their contractually established schedules. Of total employees, 97.41% (715) are covered by collective bargaining agreements, while interns and young apprentices are subject to specific agreements. Statutory officers (the CEO, CFO and COO) have specific contracts, in accordance with labor legislation.

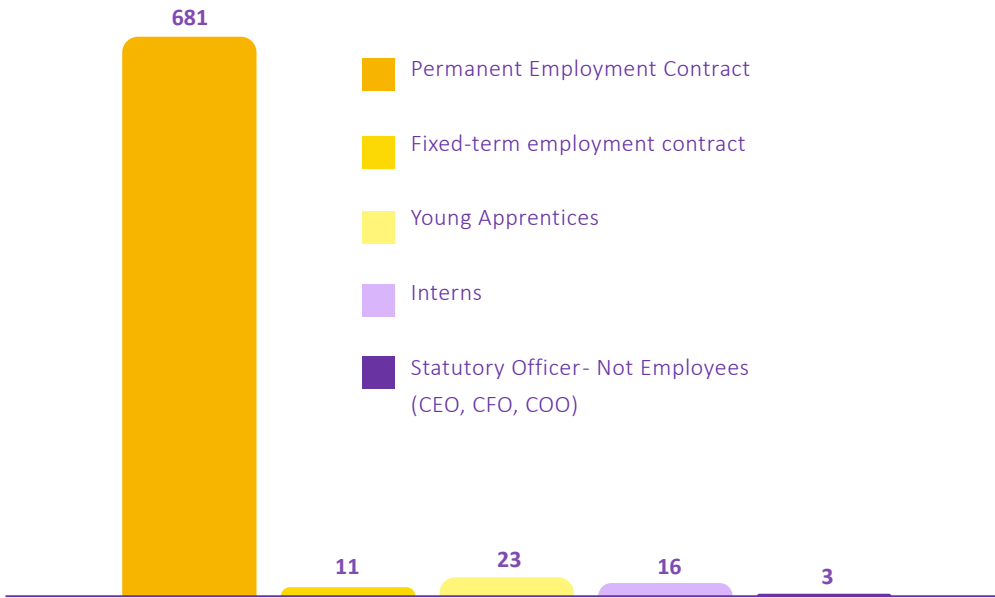
* This information was taken from the RM Labore payroll system, based on data as of December 2024.

EMPLOYEES BY GENDER

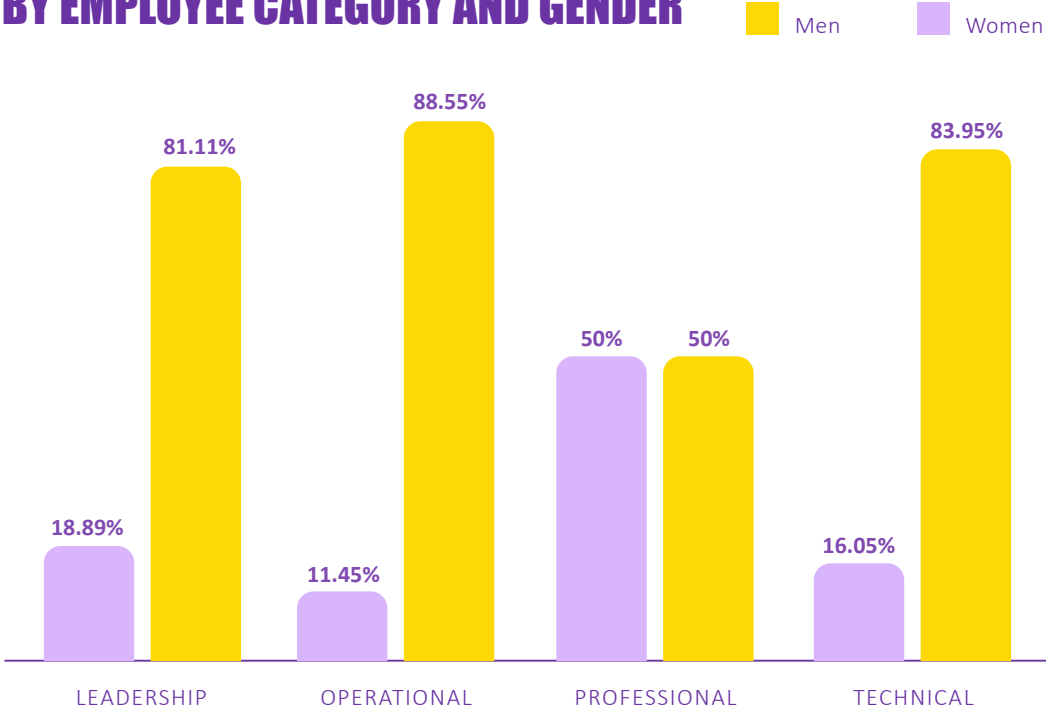
Total number of employees (including statutory officers, young apprentices and interns) as of December 2024



EMPLOYEES BY CONTRACT TYPE



BREAKDOWN OF PROFESSIONALS BY EMPLOYEE CATEGORY AND GENDER



BREAKDOWN OF PROFESSIONALS BY EMPLOYEE CATEGORY AND AGE GROUP

CATEGORY	TOTAL	UNDER 30	30 TO 49	OVER 50
Leadership	90	2.22%	76.67%	21.11%
Operational	227	23.79%	67.84%	8.37%
Professional	174	28.73%	64.37%	6.9%
Technical	243	19.34%	71.19%	9.47%

For complete tables of workforce profile indicators, see the **Indicators Hub**.

CONTRACTORS

We also work with employees of contractor companies, whose hiring is managed by the Procurement Department, in accordance with the legal and formal procedures established between the parties. In 2024, 963 contractors were working at the company.*

Data on these workers is collected through a monthly statistical report submitted by contractor companies, providing information on the number of workers and hours worked. This information is consolidated in an electronic database and on the Occupational Health and Safety Portal.

In 2024, contractors mainly provided services in the following areas:

- Engineering – maintenance support;

- Construction – infrastructure assembly;
- Operational support (loading and unloading of solid bulk cargo) – consulting;
- Emergency support (civil firefighters) – maritime support;
- Industrial cleaning – property security;
- Social and environmental consulting – waste collection and disposal;
- Technical/specialized support – facilitation (ESG);
- Operation of equipment to support operations – infrastructure.

*Information consolidated in December 2024. Fluctuations in the number of contractors are due to the termination of contracts, construction work and/or projects.





Our value proposition for the material topic of **People Management** is to establish processes that contribute to a positive work environment, talent attraction and retention, and the development, training and capacity building of professionals and other stakeholders.

People management

(GRI 3-3, 2-19, 2-20, 2-21, 401-1, 401-2, 401-3, 402-1, 404-1, 404-2, 404-3)

MANAGEMENT OF THIS TOPIC

Our people management approach is based on valuing human capital, strengthening organizational culture, and continuously developing the technical and behavioral skills of our professionals.



PEOPLE MANAGEMENT TOOLS



PERFORMANCE APPRAISAL

Diagnosis:
Impulse system →
monitoring of Individual
Development Plan



CORPORATE EDUCATION PORTAL

Personalized training:
training is offered,
aligned with business and
professional needs



TRAINING PROGRAMS

Technical and behavioral
development: including
the Leadership Academy,
intern training and specific
learning pathways



LOW-PERFORMANCE MANAGEMENT

Intervention and evolution:
to identify professionals
with gaps and provide
tailored training and
guidance to facilitate
improvement



CAREER MANAGEMENT AND MOBILITY PROGRAM

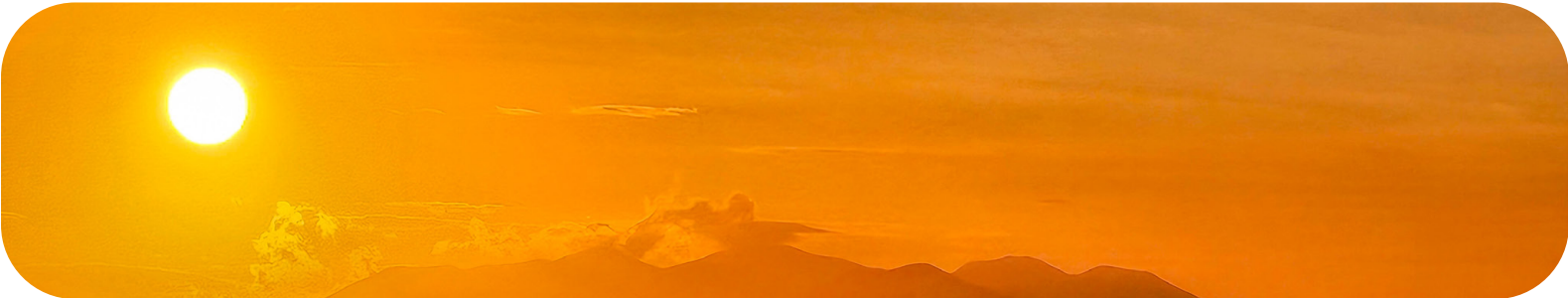
mapping
of role alignment and
succession preparation for
critical positions

RISK MANAGEMENT

The company’s growth and the expansion of its workforce from 400 to almost 700 in recent years (reaching 734 in 2024) require constant reassessment of the organizational structure and the adoption of more modern systems to support people management, expand internal opportunities and contribute to mitigating business risks.



RISKS INVOLVING PEOPLE MANAGEMENT		
MAPPED RISKS	REASON FOR RISK	RISK MITIGATION
Loss of professionals	<ul style="list-style-type: none">• Remuneration• Position’s challenges• Personal issues	<ul style="list-style-type: none">• Preventive actions• Advance preparation for the replacement of essential professionals to ensure business continuity• Personalized analysis of each professional in a critical position
Operational quality and continuity	<ul style="list-style-type: none">• Departure of professionals	<ul style="list-style-type: none">• Design of the organizational structure to ensure that in the absence of a leader, other team members can share activities and keep processes running• Cascading hierarchy (with senior, mid-level and junior tiers) to reduce the vulnerability of relying on a single individual



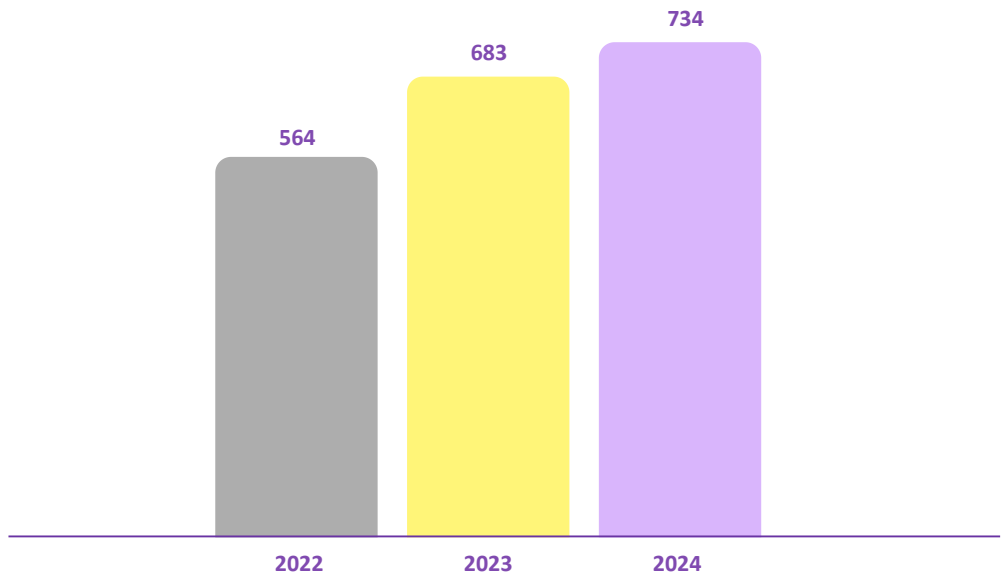
TALENT ATTRACTION AND RETENTION

The Careers Program is one of the drivers of our people strategy, strengthening and preparing our team to meet business challenges. Through it, whenever possible, we offer internal opportunities to our employees. For new hires, we prioritize local labor, initially offering positions to residents of the region where we are located, and only extending the search if there are no qualified local candidates for the positions.

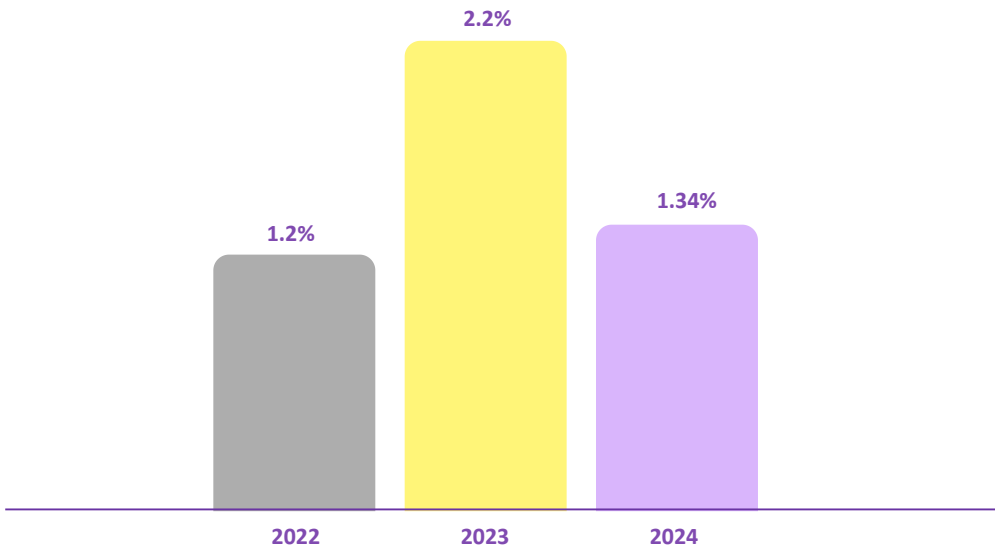
Staff turnover is a relevant indicator for assessing people management practices, as it reflects the dynamics of retaining and replacing professionals over time (Reference: GRI 401, 2021).

In 2024, our average monthly turnover rate was 1.34%, down 0.9 percentage points from 2023.

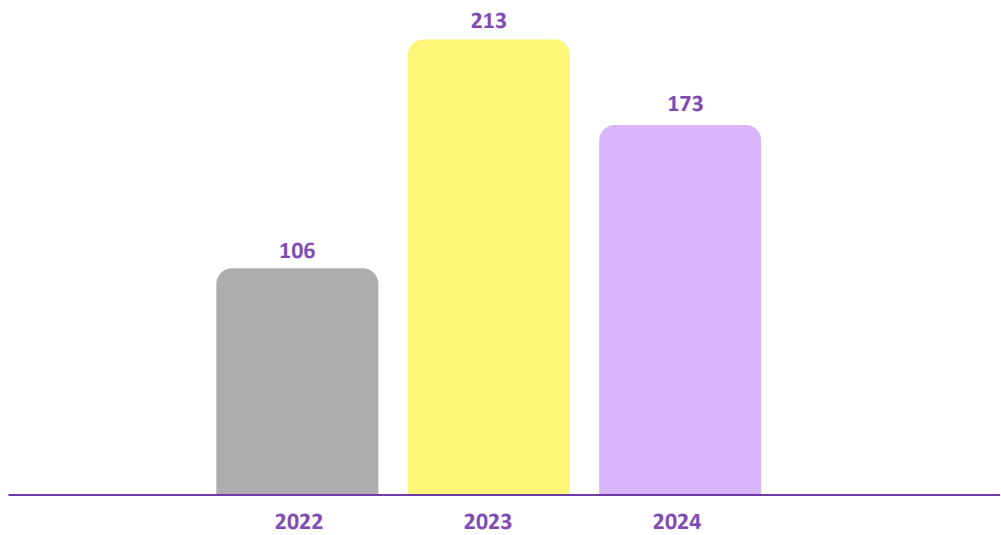
CHANGE IN WORKFORCE OVER TIME



AVERAGE MONTHLY STAFF TURNOVER OVER TIME



NEW HIRES



REMUNERATION

The development and determination of remuneration policies follow technical criteria, in line with applicable legislation, focusing on internal balance, market attractiveness and financial sustainability.

The company's remuneration structure involves the following:

Supervision and updates: An annual pay survey is conducted with the support of specialized consultants. This data serves as the basis for updating salary ranges, which are submitted to the CEO and CFO for approval. The company does not have an independent compensation committee.

Specialized consulting support: The pay ranges are defined based on market research conducted by external consultants, ensuring impartiality and alignment with the sector.

Stakeholder participation: Stakeholders' opinions are considered through the approval of the annual personnel budget, which includes an inflation adjustment forecast. The updating of the ranges does not imply an automatic increase; rather, adjustments are applied according to the budget forecast. Changes in benefits are subject to approval by the Board of Directors and subsequent discussions with the labor union.

Senior management

The company's top executives (CEO, CFO and COO) receive fixed remuneration as stipulated in their contracts, paid monthly. Performance-based pay is linked to the achievement of previously agreed targets and the Profit-Sharing Program. Other directors hired under the Consolidated Labor Laws regime receive a monthly salary, vacation pay, a Christmas bonus (known in Brazil as "13th monthly salary") and Profit-Sharing Program payments.

Severance payments abide by applicable labor legislation and contracts.

Performance-based pay is directly linked to the achievement of environmental, social and governance (ESG) goals, as well as budget adherence, EBITDA and cost control.

Equity indicators and transparency*

In 2024, the annual compensation of the highest-paid professional at the company was 21 times the average of all other employees (excluding the professional in question, as well as interns and apprentices).

In 2024, the total annual compensation of the highest-paid professional was raised by 4.06% (in line with inflation).

The average increase in compensation for other employees was 1%.

*This information was taken from the RM Labore payroll system, based on data as of December 2024.



BENEFITS

All permanent and temporary employees and apprentices have access to **benefits** that go beyond what is required by Brazilian labor legislation. In addition to health insurance, which is offered to all employees, interns are provided with life insurance through CIEE (a nonprofit organization that facilitates internships at companies). Child allowance, school supplies assistance and eyeglass/contact lens assistance – benefits specifically provided under our collective bargaining agreement – are only offered to permanent employees, excluding apprentices and interns.



- **Hiperlink Benefits**
- **Life insurance**
- **Health insurance**
- **Gympass**
- **Dental insurance**
- **VIK (health and well-being app)**
- **Professional support program (known as the Care Program)**
- **On-site meals, planned by a nutritionist**

PARENTAL LEAVE

We offer 180-day paid maternity leave and 20-day paternity leave (upon proof of completing the “Present Father” course) to all permanent and temporary employees, interns and apprentices. We also provide paid adoption leave. All of these benefits are stipulated in the collective bargaining agreement.

100%

of professionals are entitled to parental leave.

4 workers

(3 women and 1 men) took parental leave in 2024.

100%

The return and retention rates* were both 100% in 2024 for the professionals who took parental leave

*The return rate is the percentage of professionals who return to work after parental leave, and the retention rate is the percentage of professionals who are still at the company 12 months after returning to work.



Pregnant Women’s Program

The Pregnant Women’s Program is run in partnership with insurance broker WTW and is offered to professionals and their dependents. It provides support during pregnancy, including personalized guidance on care in each trimester and the importance of prenatal care. The program also provides a channel for answering questions, which extends to the postpartum period, covering initial care for babies.

COLLECTIVE BARGAINING AGREEMENTS AND UNION RELATIONS

We take steps to support the right to freedom of association and collective bargaining, ensuring active union participation and ongoing dialogue between the parties. Collective bargaining is conducted annually, and the union has free access to employees, promoting transparency and respect for labor rights.

When it comes to formulating collective bargaining agreements, all employees are invited to contribute suggestions and proposals, and all subjects are discussed with the goal of achieving the best possible outcome.

The collective bargaining agreement's base date is August 1, and preliminary negotiations typically begin in May or June. The latest collective bargaining agreement signed, covering the period from August 1, 2024 to July 31, 2025, states the following:

- Clause 1 – Term and Base Date: This collective bargaining agreement will be valid for one year, beginning on August 1, 2024;
- Clause 38 – Monitoring of the Agreement: Quarterly meetings between company and union representatives will take place, to be convened by either party with at least 15 days' notice, based on a previously defined agenda.

MINIMUM NOTICE PERIOD FOR OPERATIONAL CHANGES

Before significant operational changes are implemented, all issues are discussed by leaders, from direct managers to senior executives. Communication is always clear, transparent and as far in advance as possible, even if there is no formally defined legal deadline. This practice strengthens the engagement and alignment of professionals regarding major impacts on the work environment.

TRAINING AND CAPACITY BUILDING

All professionals who have been with the company for over six months participate in the annual performance evaluation cycle as part of the Careers Program. This results in the development of Individual Development Plans, supported by leaders and aligned with the needs of company areas.

Training – key numbers

100%

of professionals were trained in 2024, with an average of 4 hours of training per person.

Training was provided to

695

professionals (140 women and 555 men).

82

leaders participated in specific training.



The company's programs include incentives for graduate, language, technical and behavioral courses, as well as mandatory training.



Our value proposition for the material topic of **Health and Safety** is to strengthen the company's health and safety system and improve the prevention of workplace accident risks for professionals, service providers and the surrounding communities.

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)

GOALS

STATUS

Guarantee that our governance mechanisms, internal controls and compliance framework are fully operational and continuously evolving, ensuring transparency in the risk management process.

PENDING ●

MANAGEMENT OF THIS TOPIC

Occupational health and safety management is a core value for Porto Sudeste and is incorporated at all levels of the organization. Since 2020, the company has structured its approach in this area around the Zero Accident Program (known by its Portuguese initials, PAZ). This program serves as the main management guideline for this issue, featuring targets directly linked to performance-based pay.

In 2024, the program's governance underwent a significant transformation with the implementation of a revised corporate standard and the integration of processes into its own digital ecosystem, allowing monitoring to shift from monthly to continuous and dynamic.

A notable structural advance was the reorganization of the technical team. This involved the hiring of four new safety technicians to work exclusively on approving tasks classified as special, i.e., higher-risk ones.

This expanded team allows for more than 200 technical releases per day with greater safety and control. The team's new structure exceeds the size required by law, reflecting our commitment to safety beyond mere compliance.



GOVERNANCE

Health and safety management involves leaders and managers, who monitor around 15 monthly indicators with the support of tools such as self-assessments, audits and action plans.

The Zero Accident Program's governance involves:

- occupational health and safety monitoring by leaders (directors, managers, coordinators and supervisors);
- investigation and treatment of deviations based on routines and root causes;
- promotion of a culture of safety and key role for "area owners";
- recognition of safe behaviors and preventive actions;
- integration of safety into ESG strategy, with indicators reviewed in executive forums.

Management processes are organized around the Zero Accident Program's 15 elements, aligned with the company's internal guidelines:

- Federal Ordinance 3,214 of June 8, 1978 (a set of regulatory standards for occupational health and safety);
- Code of Conduct and Ethics;
- Anti-Corruption Policy;
- Sustainable Development Policy;
- Zero Accident Program Standard;
- Golden Rules Standard;
- Humanity Program Standard; and
- Alcohol and Other Drug Use Prevention Program Standard.



Health and Safety Committee

The Health and Safety Committee brings together representatives of Porto Sudeste's management and executive leadership. It meets monthly to monitor occupational health and safety indicators, determine corrective measures, evaluate resources and foster the Zero Accident Program's culture.

Its objectives include promoting the integration of actions, strengthening the system's maturity, recognizing good practices, and giving workers a voice in building a safer environment.

The information discussed is widely communicated through training, meetings and internal channels, fostering transparency and active participation at all levels of the organization.



RISK MANAGEMENT

Occupational health and safety risk management at the company is based on structured processes, which cover hazard identification, risk assessment and the use of preventive measures, in accordance with legal requirements and industry best practices.

We have adopted our own occupational risk management procedure, focused on identifying hazardous conditions and assessing the risks associated with various operational activities, including those potentially involving material losses, production stoppages, injuries or fatalities. This process serves as the basis for prioritizing risks, improving existing controls, implementing new controls, and continuously monitoring corrective actions, deadlines and those responsible.

Risk Management Instruments

Risk Management Program

Assessment and consolidation of occupational risks in all activities

Preliminary Risk Analysis

Applied to non-routine tasks or new operations

Occupational Risk Inventory

A living document that brings together hazards, preventive measures, affected areas and responsible parties



IDENTIFIED RISKS	IMPACTS ON THE ORGANIZATION
Fire in liquid bulk operations	Severe damage to infrastructure and harm to workers as a result of fire in professional liquid bulk operations
Structural collapse in operational areas	Interruption of operations, risk to workers' safety and potential environmental damage caused by structural collapse in operational areas
Injuries or fatalities in incidents involving port operations	Reduction or operational shutdown, need for investment in safety and impact on the company's image due to injuries or fatalities in incidents involving port operations
Workers run over by vehicles, machinery or equipment	Harm to workers' physical integrity and possible loss of life, generating a negative impact on the company's morale and safety culture due to the risk of being run over and incidents involving employees and contractors
Events involving lightning at company sites	Risk of fires and explosions, impacting the continuity of operations and workers' safety, due to lightning accidents at company sites
Operations shut down by regulatory agency due to noncompliance with occupational health and safety regulations	Shutdown of operations, significant financial losses and damage to reputation

Risk classification

Our activities' risks are classified in line with severity and probability criteria, using traceable variables such as degree of exposure, level of awareness of the hazard, and number of people exposed. This approach enables the definition of risk classes and guides the prioritization of control measures.

The risk inventory is kept up to date and includes:

- characterization of work environments and activities;
- a description of hazardous conditions;
- groups of exposed workers;
- preventive measures implemented.

Our employees and partners are encouraged to communicate hazards and dangerous situations using Deviation and Near Miss Reports – a tool for formally recording situations that pose a risk of workplace accidents, allowing corrective or preventive measures to be subsequently taken.

When our professionals identify a serious and imminent accident risk, we follow the right to refuse dangerous work procedure.



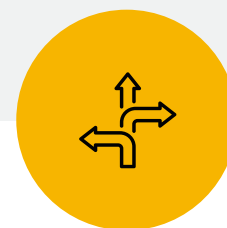
Risk identification

The professional informs the supervisor if they do not feel safe to start or continue a task due to a serious risk.



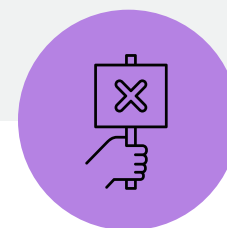
Risk analysis

The supervisor and the professional assess the situation using tools such as Preliminary Risk Analysis.



Decision

If the risk is resolved, the task can be started or resumed. If corrective action is necessary, the correction must be made before continuing.



Disagreement

The professional stops work, fills out the Right to Refuse Dangerous Work Form in duplicate, and gives one copy to the supervisor.



Notification and action

The supervisor informs the Occupational Health and Safety Area and the manager, who, together with the professional, assess the case and arrange for corrective measures.



“IF IT'S NOT SAFE OR YOU'RE NOT SURE, DON'T DO IT, AND DON'T LET ANYONE ELSE DO IT!”



OCCUPATIONAL HEALTH

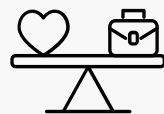
Our occupational health and safety structure has a dedicated team, composed of in-house and third-party professionals, focused on identifying and eliminating risks, and promoting safe and healthy work environments.

The in-house health team is composed of nine professionals:

- 1 occupational physician;
- 1 occupational nurse;
- 1 nurse;
- 2 occupational nursing technicians (administrative);
- nursing technicians working shifts.

The outsourced team consists of 13 civilian firefighters, responsible for frontline emergency management and supporting an internal response team of 110 trained volunteers.

Outpatient care is offered to all professionals, both employees and contractors, who work permanently at the site. In addition, monthly health and wellness campaigns are held, with a focus on prevention and education.



Occupational health and safety training

Workers' occupational health and safety training follows a structured flow, featuring stages ranging from onboarding to continuous refresher training, according to the needs of functions and areas. The process begins with initial guidance provided by the Human Resources Department, which is responsible for welcoming professionals and orienting them on our procedures. Next, everyone participates in an occupational health and safety onboarding training session, which presents key information on occupational health and safety, followed by an assessment to verify retention of the concepts covered.

In the next stage, a training matrix defines the regulatory training and specific operating procedures required for each activity. Finally, the process includes ongoing training and refresher courses, carried out periodically or on demand, according to the requirements of the activities performed.

Emergency management

We also maintain a specialized structure to respond to urgent and emergency situations, consisting of:

- a 24/7 medical unit;
- a mobile intensive care unit ambulance;
- aerial monitoring by drone, using thermal and infrared sensors (to identify fires and victims at sea);
- continuous camera monitoring, operated by the Corporate Security Operations Center;
- a state-of-the-art fire truck, equipped with foam-generating liquid, an 8-m³ water tank and an automatically activated cannon with a range of up to 60 meters;
- a firefighting system distributed throughout the port, including portable extinguishers, fire hydrants, equipment for working at heights and in confined spaces, and electrical rooms with fixed detection and suppression systems.



Monthly emergency drills are conducted, focusing on victim care and firefighting, involving different areas and professionals, in order to maintain team readiness and guarantee the effectiveness of operational safety procedures.

Incident investigation

The management of occupational incidents is guided by the Incident Communication, Recording, Analysis and Classification Procedure, which establishes clear guidelines for handling occurrences in a standardized, fast and effective manner, strengthening the company's culture of prevention.



How we handle occupational incidents



Process stages

Communication (24 hours – toll-free phone number and radio)

Registration (up to 4 hours)

Analysis (using Cause Tree and Systematic Cause Analysis Technique methodologies)

Classification (level + potential)



Response levels

Level 3: immediate communication and analysis within 36 hours

Level 4 or 5: immediate investigation

Near miss with critical potential: mandatory investigation



People involved in analysis

Area supervisor

Injured professional

Occupational physician (in the case of occupational illness)



Disclosure

Central Occupational Health and Safety Committee

Safety Call meetings

Communication to public authorities (Emergency, Fire and Panic Response Plan, known by its Portuguese initials, PECIP)

See the **Indicators Hub** for a list of hazards that posed the risk of workplace accidents with serious consequences in 2024.

HUMANITY PROGRAM

In order to promote a sustained culture of wellbeing and self-care, we run the Integral Health Humanity Program. This initiative recognizes that health goes beyond direct occupational risks, encompassing the physical, mental, emotional and social dimensions of professionals' lives.

The Humanity Program aims to strengthen workers' readiness by taking preventive action to mitigate factors that could compromise their overall health and safety, both inside and outside the workplace. To this end, it combines technology and health promotion strategies, using specific tools and systematic monitoring.

The initiative also incorporates artificial intelligence to monitor workers' readiness, making it possible to rapidly detect and respond to potential signs of physical or mental exhaustion. This integrated approach directly contributes to a safer and healthier environment, strengthening our commitment to genuine care for people.

The program's areas of activity

Vik

A smartphone app that encourages regular physical activity and exercise, promoting engagement in healthy practices and setting challenges that

foster well-being. It also contributes to the monitoring of individual and collective health indicators.

"Prontos!" ("Ready!") System

An online platform that tracks neurological, psychological and physiological data in order to identify behaviors that impact professionals' readiness and overall state of attention and response. The tool allows for personalized interventions, focusing on the prevention of risks related to fatigue, stress and other circumstantial variables.

Care Program

A support structure that offers direct assistance to professionals and their families in times of emotional, financial or social vulnerability. The focus is on expanding access to resources and support services for those who need them most, in an ethical and confidential manner.

Regular meetings and activities

Teams participate in meetings focused on preventing psychosocial risks, promoting emotional health, and collectively building solutions to manage fatigue and well-being at work.

The Vik app's results in 2024



29,723
activities recorded



35,958
coins awarded



42,128 km
of exercise, recorded via GPS



14,723 km
cycling



15,269 km
running



12,136 km
walking

74%

of users initially classified as sedentary now regularly doing physical activity

>61

hours of classes, encompassing 99 activities, recorded via Zoom videoconferencing

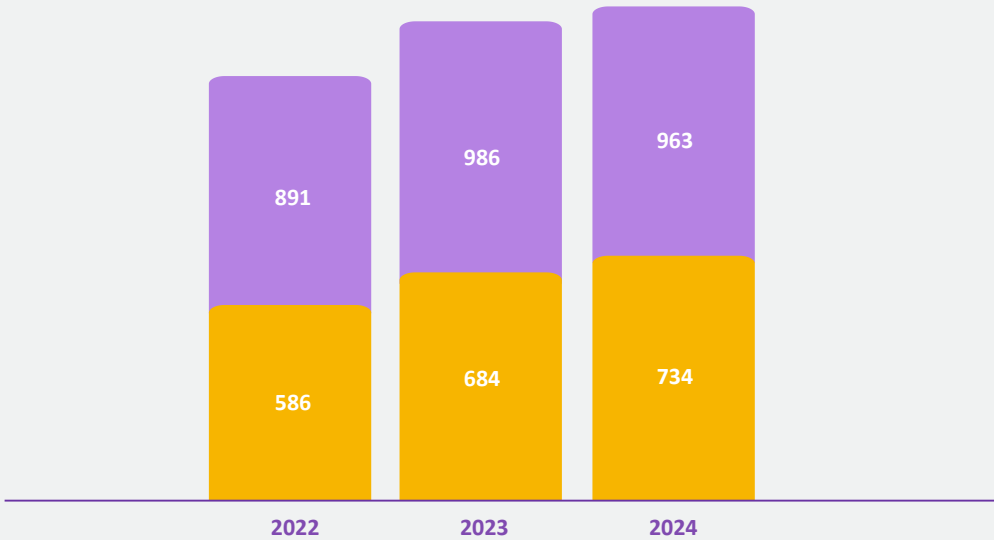
6.7

average* Vik Score
6.0 Physical well-being
6.5 Mental well-being
7.2 Social well-being
7.2 Professional well-being

*An average score of between 6 and 8 is considered "satisfactory."

Metrics

WORKERS COVERED BY OCCUPATIONAL HEALTH AND SAFETY SYSTEM




100%

100% of our security team members (both in-house and outsourced) have received formal training on our specific human rights policies and procedures and their application to security. Annual training sessions are held, following voluntary security principles, with a focus on human rights.

WORK-RELATED INJURIES – EMPLOYEES*

	2022		2023		2024	
	Number	Rate	Number	Rate	Number	Rate
Number of fatalities resulting from work-related accidents	0	0	0	0	0	0
Number of high-consequence work-related injuries (except fatalities)	0	0	1	0.29	3	0.86
Number of recordable work-related injuries	3	2.04	1	1.36	5	1.44
Number of fatalities resulting from work-related ill health	0	0	0	0	0	0
Number of cases of recordable work-related ill health	0	0	0	0	0	0
Interdição por órgão regulamentador devido ao descumprimento	0	0	0	0	0	0
Number of hours worked	1,465.397		1,471.057		3,483.998	
Main types of work-related injuries	Non-lost-time injury		Non-lost-time injury		Non-lost-time injury	
Main types of work-related ill health	No cases		No cases		No cases	

*The rates were calculated based on 1,000,000 hours worked.

Metrics

WORK-RELATED INJURIES – CONTRACTORS*

	2022		2023		2024	
	Number	Rate	Number	Rate	Number	Rate
Number of fatalities resulting from work-related accidents	0	0	0	0	0	0
Number of high-consequence work-related injuries (except fatalities)	0	0	0	0	0	0
Number of recordable work-related injuries	1	0.6	3	1.51	1	0.55
Number of fatalities resulting from work-related ill health	0	0	0	0	0	0
Number of cases of recordable work-related ill health	0	0	0	0	0	0
Interdição por órgão regulamentador devido ao descumprimento	0	0	0	0	0	0
Number of hours worked	1,659.14		1,984.030		1,827.669	
Main types of work-related injuries	Non-lost-time injury		Non-lost-time injury		Non-lost-time injury	
Main types of work-related ill health	No cases		No cases		No cases	

*The rates were calculated based on 1,000,000 hours worked.



ASSESSMENT OF RESULTS

In 2024, we recorded three lost-time worker injuries, ending a streak of more than five years without such an incident. During the reporting period, the company faced a higher-risk environment due to the rapid growth of Porto Sudeste, the creation of new coordination and leadership structures, the hiring of personnel and the execution of major projects.

In contrast to these adverse events, our proactive indicators improved significantly. The number of near misses fell from 231 in 2023 to 183 in 2024, and the quality of records increased, due to the growing maturity and risk remediation capacity of different company areas. The number of Deviation and Near Miss Reports went from 3,873 in 2023 to 6,424 in 2024.



Our value proposition for the material topic of **Diversity and Inclusion** is to establish processes that demonstrate our commitment to internally including underrepresented groups, embracing diversity and promoting equal opportunities.

Diversity and inclusion

(GRI 3-3, 405-1, 405-2, 406-1)

MANAGEMENT OF THIS TOPIC

We continuously promote an inclusive organizational culture that recognizes and values diversity as a driver of transformation. We seek to cultivate an environment of respect, acceptance and recognition of differences as elements that enrich our relationships and strengthen our organization.

We have a meritocratic hiring and promotion process, aware that our sector has historically had a higher concentration of male professionals. We have taken concrete steps to increase diversity in our teams and promote equal opportunities for all talent.

In 2024, our primary focus was on gender and people with disabilities, supported by structured initiatives and continuous indicator monitoring. We also addressed other key pillars such as race, ethnicity and the LGBTQIAPN+ community throughout the year, though with a lower intensity of specific actions.

Diversity and Inclusion Policy

Our Diversity and Inclusion Policy establishes principles, guidelines and values that guide us in building a pluralistic and respectful environment where each person can express themselves authentically and act with confidence.

Olho: We believe that a truly diverse environment is made up of people of different cultures, generations, genders, ethnic groups, sexual orientations and nationalities, with different abilities, social backgrounds and life experiences – each with their own unique value and essential contribution.

Our commitment to this agenda is formalized in this policy and also in our Diversity and Inclusion Manual, which sets out practical guidelines to raise awareness and boost engagement on the topic.

It is up to all professionals to ensure compliance with these guidelines and to report any inappropriate conduct through the available channels, such as the Whistleblower Channel. The Ethics and Compliance Committee is responsible for monitoring and deliberating on any deviations, strengthening our alignment between ethics, integrity and inclusion.

Systemic initiatives

Our diversity and inclusion framework is based on three pillars:

1

Diversity Committee: Responsible for coordinating strategic actions aimed at promoting diversity and inclusion. It is made up of professionals in key areas of the company, such as Operations, Governance, Risk and Compliance (GRC), Human Resources Management, Legal, Corporate Affairs, and Education and Diversity. The committee acts as a guiding body for the development of a more inclusive and pluralistic culture, to ensure that diversity is integrated into organizational decisions and practices.

2

We Are Diverse Group: It brings together representatives from different areas of the organization, including Communication and Social Responsibility, as well as members of the Affinity Group. Its main responsibility is to validate and guide the initiatives proposed by the Affinity Group, ensuring alignment with the Diversity Committee's guidelines. The group also monitors the implementation of actions and provides spaces for dialogue on diversity in the corporate environment.

3

Affinity Group: Its mission is to strengthen a sense of belonging and promote the engagement of professionals in issues related to diversity. Its members meet regularly to share experiences, discuss relevant topics and propose actions around specific identities and groups, such as gender, race and ethnicity, disability, the LGBTQIAPN+ community and different generations. It acts as a catalyst for practical inclusion and education actions.

In addition, the Careers Program directly contributes to promoting equity by establishing clear links between positions, responsibilities and compensation, enhancing fairness and transparency in the professional journey.

In 2024, we implemented actions that were part of a calendar planned by the We Are Diverse Group, based on a diversity and inclusion survey of our team, which revealed employees' level of knowledge on this subject within the company.





The implementation of breastfeeding support rooms in 2024 reflects the company's commitment to the inclusion and well-being of mothers in the workplace.



Gender-neutral bathrooms have been installed, based on demand identified after a transgender person was hired. This initiative arose from a specific situation and was incorporated as an inclusion practice.



80% of participants in Young Apprentice Program are women

In recent years, areas traditionally considered masculine have attracted increasing interest from women, who are occupying more and more positions. Of the 25 members of the Young Apprentice Program who arrived at our terminal in 2024, 20 are women. All are students on a technical course in mechanics delivered by the National Industrial Training Service (SENAI) through a partnership aligned with our efforts to professionalize the local workforce.

Pamela Nascimento, a student on the course, said she has long been interested in working with mechanics and found a path into the field through the Young Apprentice Program. “I’m really enjoying the course. I want to continue to develop professionally in the job market and expand my knowledge. This experience has made me fascinated with maritime work. Looking ahead, I’d like to stay in the port sector,” she said.

The Young Apprentice Program aims to facilitate the entry of young people into the job market through theoretical and practical vocational training, and to contribute to social inclusion and the development of the local workforce.

Support for neurodiverse conditions

Within the Humanity Program (learn more in Occupational Health and Safety – link), various initiatives were created to support, care for, assist and strengthen the bonds between employees, their respective managers and the company. The Humane Approach Program is one of these initiatives, created to support neurodivergent individuals (employees or their family members) with conditions such as autism, attention deficit hyperactivity disorder (ADHD) and dyslexia. The program was created based on the company's direct experience of hiring autistic people and demands identified by in-house health analysts.

The program's objectives include creating a psychologically safe and welcoming environment, raising awareness among leaders and teams about neurodiversity, offering practical support to employees and their families, reducing prejudice, strengthening bonds and expanding the support network.

46

people signed up
when the program was
launched in April 2024.

24

active participants,
including employees and
caregivers.



Recognition:
The program
was a finalist in
a national award
for best practices
in diversity and
inclusion.

How it works



Leadership: The program is led by holistic health analysts (with a social work background), with the support of the Occupational Medicine Area and the Diversity Committee.



WhatsApp group: A space for listening, exchanging experiences and sharing content on neurodiversity.



Conversations: The topics are suggested by the group and guest experts;



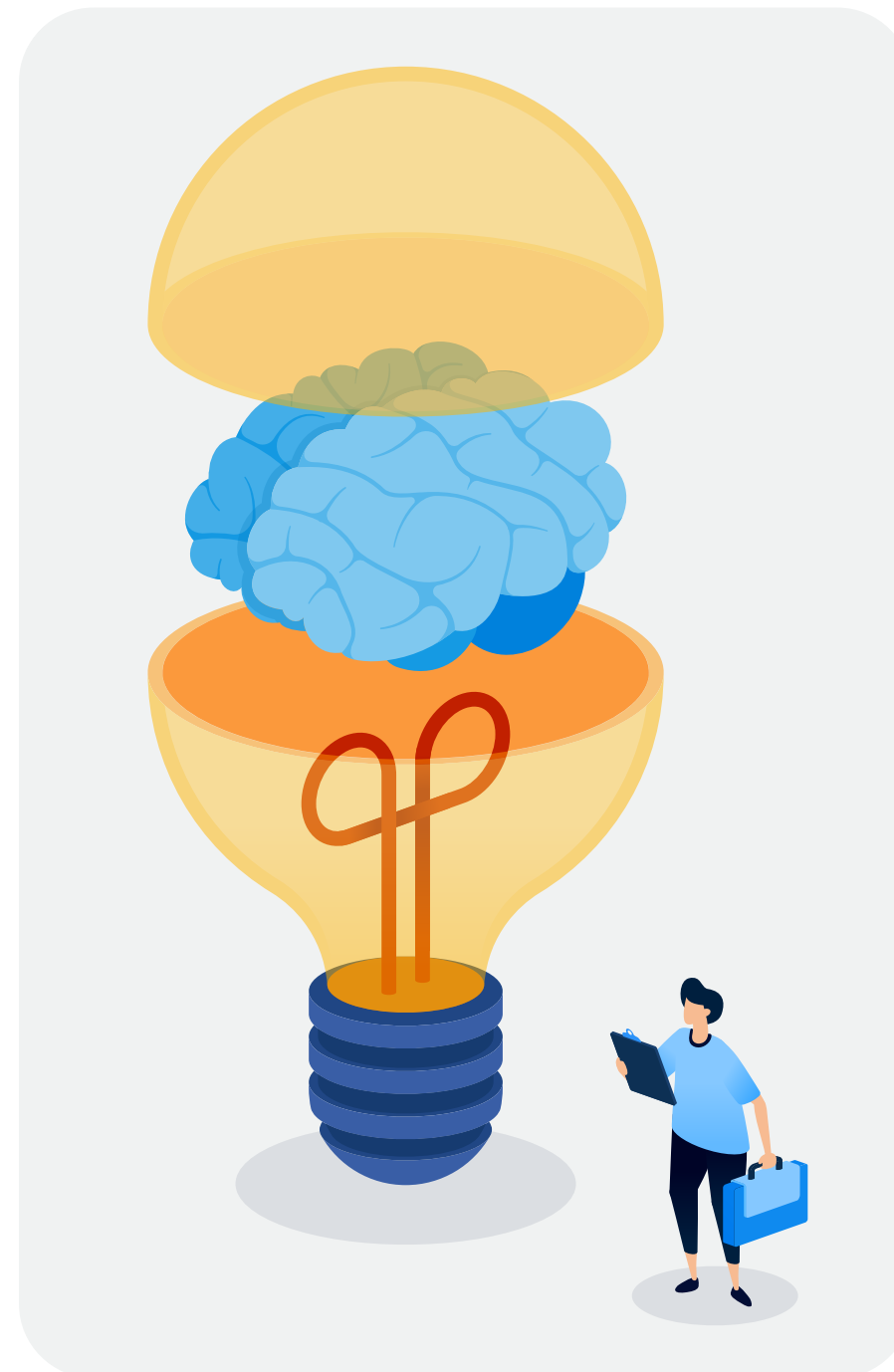
Mapping of treatments: The program surveys the types of therapies used (whether in the public health system, through health insurance or via self-pay) and identifies difficulties.



Coordination with health insurers to improve access.



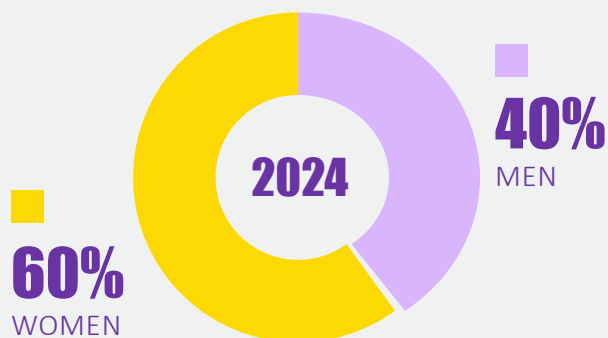
Support via Care Program: Psychological, legal and social assistance, as well as guidance on dealing with schools and institutions.



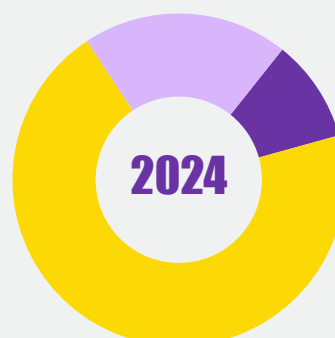
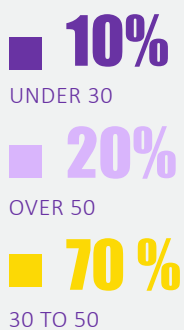
Metrics

DIVERSITY IN GOVERNANCE BODIES* IN 2024*

• Gender



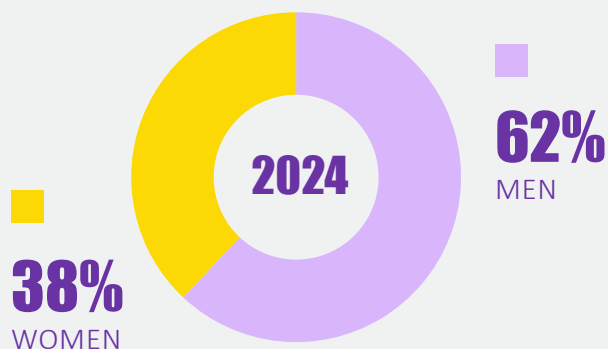
• Age groups



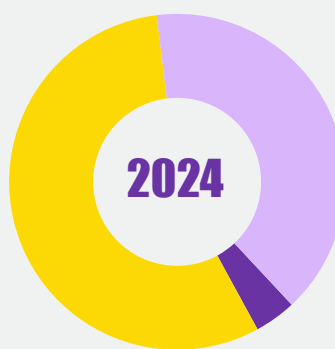
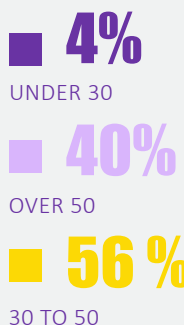
* Bodies encompassed: Board of Directors; Audit, Risk and Compliance Committee (ARCC); and Technical and Operational Port Committee..

DIVERSITY AMONG NEW HIRES IN 2024

• Gender



• Age groups

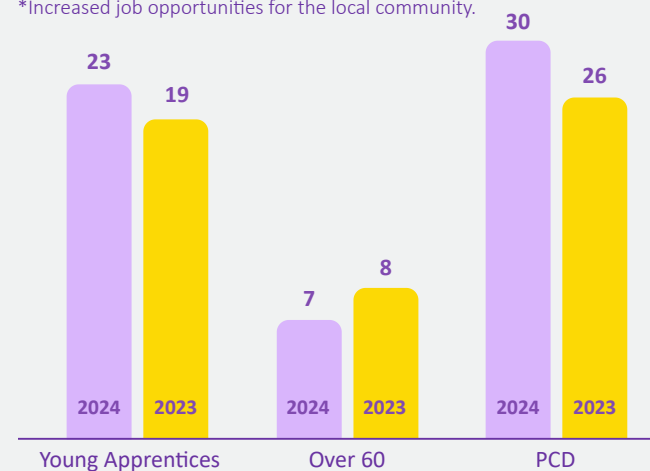


GENDER REPRESENTATION

CATEGORY	WOMEN		MEN	
Leadership	17	19%	73	81%
Operational	26	11%	201	89%
Professional	87	50%	87	50%
Technical	39	16%	204	84%
Total	169	23%	565	77%

INCLUSION AT PORTO SUDESTE *

*Increased job opportunities for the local community.





Our value proposition for the material topic of **Communication, Relationships and Community Development** is to foster relationship-building processes that contribute to the social, environmental, cultural and economic improvement and development of the communities surrounding our operations, including actions to encourage volunteering.

Communication, relationships and community development

(GRI 3-3, 411-1, 413-1, 413-2)

GOALS

STATUS

Guarantee that 100% of community complaints and grievances are addressed within 72 hours.

ACHIEVED ●

Conduct communication with stakeholders that is aligned with the ESG agenda.

ACHIEVED ●

Strengthen a culture of volunteering among company employees.

ACHIEVED ●

MANAGEMENT OF THIS TOPIC

Supporting the communities surrounding our site is a core part of our work. We understand that the terminal's development only makes sense if it also serves as a driver of positive change for the people who live, work and do business in the region. Accordingly, our relations with local communities are conducted in a structured and strategic manner, with a focus on social dialogue, active listening and the creation of opportunities.

Our purpose goes beyond generating value for shareholders: we seek to share the operation's benefits with the local community, partner companies and the environment.

This vision underpins the work of the Corporate Affairs and Social Responsibility Area, which coordinates programs and projects focused on communication, vocational training, people development and strengthening neighboring communities.

In addition, our Internal Accident Prevention Committee and the Health, Safety, Environment and Community (HSEC) Committee are part of the governance framework for this topic, listening to workers and monitoring the possible impacts of operational activities. .

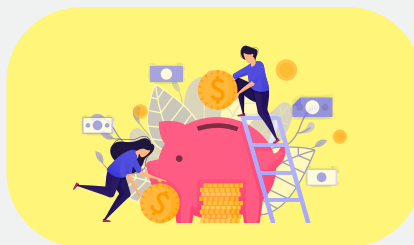
Areas of social action



COMMUNITY RELATIONS: involving actions to build relationships with the residents of neighboring areas, listen to them and interact with them.



REGULATORY AND LICENSING MANAGEMENT: ensuring compliance with legal requirements, as well as social and environmental commitments, in line with guidelines such as the Equator Principles.



PRIVATE SOCIAL INVESTMENT: to structure and implement projects focused on education, inclusion and local development.



VOLUNTEER NETWORK: made up of Porto Sudeste employees, who have formed an NGO to work together with the company's social initiatives, supported by executive leadership.

Advances in management

In 2024, we made progress regarding the management tools used for this topic within the company.

We published our Community Service Standard, improved our complaints and grievance procedure and launched our Corporate Affairs Policy. The latter includes standards in the areas of regulatory management, external communication, land tenure management, and institutional management.

The internal corporate affairs and social responsibility portal, created in 2024, brings together indicators, targets and results related to the management of these areas of work, making them available for consultation by everyone in the company.



Communication and transparency initiatives

Social Responsibility Exhibition: an annual event held at the company's premises, presenting social indicators and the results of projects carried out with the community

Jornal Aproximar: a newsletter co-created with the community, featuring articles and content on social and environmental initiatives in progress

Social Port: monthly videos posted on the company's internal and external channels, providing updates on community projects

Quarterly reports: documents produced and filed with the environmental regulator, promoting transparency in social and environmental management

Casa Porto: Strengthening ties with the community

Casa Porto is an important initiative to strengthen Porto Sudeste's relationship with the local community. Located by the sea and equipped with facilities suitable for courses, workshops, and cultural and educational projects delivered by the company and partner institutions, the space seeks to bring the company closer to local residents. Casa Porto is a place for meeting, exchanging knowledge and fostering development for everyone who lives near the terminal.

Results in 2024

✓ **26**
activities

✓ **41**
visits

✓ **1.260**
visitors

✓ **24**
training
courses



Ranked as a top-tier port (Category A) by the National Waterway Transportation Agency (ANTAQ), Porto Sudeste has a history free of fines or violations and continues to advance in the agency's Environmental Performance Index, consolidating its reputation as a leader in compliance and social and environmental responsibility.



Local development programs

Based on a structured strategy aligned with licensing requirements, our local development programs seek to go beyond legal obligations, responding to society's demands with active listening, investment in partnerships and long-term solutions.

These initiatives cover multiple areas, such as social communication, environmental education, vocational training, income generation, cultural appreciation and support for artisanal fishing. They are implemented in constant dialogue with local leaders, public institutions, civil society organizations and surrounding residents.

In this report, we present some updates and highlights from 2024. To learn about all the programs, visit the **Social Responsibility** section of our official website.

Case

INCLUSIVE VEGETABLE GARDEN

According to Brazil's 2022 national census, whose results were published in 2025, Brazil has approximately 14.4 million people with disabilities (7.3% of the population aged two years or older). They face significant inequalities in access to education: one in five is illiterate and only 25.6% have completed high school education.

Created in 2024 as an offshoot of the Vegetable Garden Program (2018), the Inclusive Vegetable Garden Project produces accessible and multidisciplinary spaces that combine environmental education, social inclusion and human development. More than just growing food, it has transformed vegetable gardens into therapeutic and educational environments, hosting collaborative practices that stimulate cognitive, motor and social-emotional skills.

The idea is to use vegetable gardens – and their natural rhythms, sensory diversity and collaborative practices – as

powerful therapeutic and educational environments for the community. Events are organized for people with disabilities, promoting inclusion through caring for the land, contact with nature and active participation in building a common space.

We have implemented the initiative at Elmira Figueira Municipal School (focusing on students with autism spectrum disorder) and at APAE, a charity that serves adults with intellectual and hearing disabilities and Down syndrome. In 2025, the project will be expanded to include wheelchair-friendly vegetable patches, accessible educational materials, and social and environmental impact indicators. Measures will be taken to foster greater participation from people with visual impairments. We will also expand the network of sponsors – educators who mobilize the community and families to help maintain these spaces and use them for educational purposes.

Results in 2024

>1.000
vegetable seedlings planted

30 students
trained as multipliers

>400 people
engaged in workshops and activities

9 plant beds
set up in 2 gardens

30
environmental education activities

>500
meals supplemented with vegetables



“The vegetable garden goes beyond food production: it is a space for inclusion, learning and belonging. Activities adapted to different realities and led by environmental educators stimulate cognitive, motor and socio-emotional skills, as well as strengthening community ties and reaffirming the importance of education for diversity.”

Carla Matos, Corporate affairs and social responsibility manager, Porto Sudeste

Extraordinary Women Project

The Extraordinary Women Project was launched in 2024 to strengthen gender equity, promote women's autonomy and expand their opportunities for personal and professional development.

The initiative is structured around three pillars – “I See Myself,” “I Know My Rights,” and “Together We Can Move Forward” – and includes educational activities, discussion groups, mentoring, training and networking focused on employability. The project takes a sensitive and strategic approach to addressing historical challenges related to gender inequality, violence and lack of access to basic rights and economic opportunities.

In addition to contributing to individual empowerment, Extraordinary Women encourages the creation of support and solidarity networks among participants, valuing the exchange of experiences and collective leadership.



Results in 2024

- **Of 114 participants, 15 were recruited in the local community**, while the remainder were professionals working in different areas of Porto Sudeste.
- The community participants received a total of **16 hours of training** during the initial immersion, covering topics such as resume writing, job interviews, professional skills and entrepreneurship.
- The project promoted the establishment of support networks among participants, including the creation of the “Extraordinary Women” WhatsApp group, encouraging sisterhood and solidarity among women from different backgrounds and life trajectories.

Proquali

The Professional Qualification Program (Proquali) provides free, high-quality technical education for young people and adults in the communities surrounding our terminal in the municipality of Itaguaí, Rio de Janeiro.

The program offers educational support, social guidance and initiatives to help students stay in school. It enables participants not only to begin but also to successfully complete their technical training, aligned with a clear career path. The overall objective is to expand access to high-quality technical education and help residents successfully enter the labor market, thereby promoting the social and economic development of the region.



Results in 2024

- 50 places offered on high school-level technical courses in industrial automation and mechanics, certified by the National Industrial Training Service (SENAI)
- 42 workshops held in the different training areas of our educational and social responsibility programs, broken down as follows:
- 8 Reflect Program workshops, addressing subjects such as human rights, social responsibility, the job market, an intervention project and a life plan
- 10 workshops on human rights and diversity as part of the Intervention Project
- 8 workshops on social responsibility, connecting values, ethics and sustainability
- 8 workshops focused on the professional market, encouraging reflection on identity, purpose and careers
- 8 Life Project workshops, promoting the structured planning of personal and professional goals

STAKEHOLDER ENGAGEMENT

Relationships with stakeholders are managed in a structured manner through the Annual Community Relations Plan, which is developed based on continuous stakeholder mapping. This plan defines the levels of engagement and activities planned for each group, focusing on value creation, social risk prevention and strengthening of dialogue.

The actions include social responsibility initiatives, emergency drills with the community, crisis management strategies, partnerships and programs that promote mutual trust. The plan is submitted for approval by the area's leadership and guides the actions for the following year.

Risk and impact management

Social risk management and impact assessments are conducted in an integrated manner by the Risk, Governance and Social Responsibility areas. A social impact matrix allows for the identification of strategic risks, such as harassment, discrimination and slave-like labor, enabling preventive and corrective measures through

internal policies, a code of ethics and specialized committees.

The impact management methodology considers scope, probability and severity, aligning with international standards such as those of the International Finance Corporation. The matrix divides impact management actions into three categories:

- 1 Encourage:** actions to maintain or expand positive impacts;
- 2 Prevent:** actions to avoid potential negative impacts;
- 3 Mitigate or eliminate:** actions to address high-severity negative impacts that cannot be ignored.

The main impacts identified in the regions where we operate include interference with fishing activities and accidents involving vessels.

In 2024, there were no reports of incidents related to fishing activities involving Porto Sudeste.



Specific channels
available for contact,
complaints and
suggestions:



Fala Comunidade channel:
canaldatransparencia.com.br



Phone/WhatsApp:
0800 942 3135



Website:
www.portosudeste.com



Positive impacts

- Creation of new jobs (risk: increased flow of people and overload of public services)
- Strengthening of the local economy through increased consumption and creation of small businesses (risk: overload of local infrastructure)
- Promotion of education and training (risk: low adherence and high dropout rates)
- Increase in municipal tax revenue (risk: inequality in investments)

Negative impacts

- Operational failures (risk: conflicts and legal disputes with the community and loss of credibility in the event of social and environmental failures)
- Iron ore spills in the sea (risk: disruption or impact on the everyday life of the local community and litigation)
- Increased maritime traffic (risk: interference with tourism activities)



Introduction

Message from
leaders

Highlights
of the year

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Our vision for
the future

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Environmental





Our value proposition for the material topic of **Environmental Management** is to strengthen actions and processes to improve the company’s environmental management system, with a focus on increasing eco-efficiency and mitigating impacts.

Environmental management

(GRI 3-3)

GOALS	STATUS
2024 Sustainability Department PN10 Goal: Comply with the ESG agenda	ACHIEVED 
2024 Sustainability Department PN10 Goal: Strengthen ESG pillars	ACHIEVED 
2024 Sustainability Department PN10 Goal: Ensure regulatory licensing	ACHIEVED 
2024 Environment Area PN10 Goal: Comply with schedule for publishing Sustainability Report	ACHIEVED 
2024 Environment Area PN10 Goal: Management of Sustainability, Balance and Respect Program	ACHIEVED 
2024 Environment Area PN10 Goal: Maintain and renew PSB’s licenses (track licenses and guarantee compliance with 100% of conditions, as well as renew licenses)	ACHIEVED 
2024 specific goal: 95% Area Compliance Rate in Sustainability, Balance and Respect Program	ACHIEVED 
2024 specific goal: Zero violations of legal limit for particulate matter emissions	ACHIEVED 
2024 specific goal: 100% adherence to the environmental training schedule planned for the year	ACHIEVED 
2024 specific goal: 100% adherence to the schedule of environmental emergency drills planned for the year	ACHIEVED 

MANAGEMENT OF THIS TOPIC

Promoting the social, environmental and economic development of the region in which we operate is part of our purpose. We believe in the strength of the community and the people around us, which is why we always seek to strike a balance between port activity growth and environmental stewardship.

Our environmental governance is aligned with corporate guidelines and commitments made to our stakeholders. We operate based on internal policies, standards and procedures, with our Sustainable Development Policy as our main guideline.

In 2024, we took an important step with the launch of our Climate Change Policy, reaffirming our commitment to a more resilient and conscious operation in the face of climate risks.



ENVIRONMENTAL MANAGEMENT GOVERNANCE

In 2024, we restructured our Environment team, bolstering a more strategic model that is closer to operations. We are assisted by a multidisciplinary technical team, composed of an oceanographer, environmental engineers, chemical engineers, biologists and biodiversity specialists. This team carries out processes ranging from environmental controls and monitoring to tracking legal conditions and requirements.

We also rely on professionals from contractor companies, who are part of our team for the execution of specialized activities. These activities include waste management and the operation of our water and sewage treatment plants, air quality stations and Emergency Response Center.

Additionally, we continuously pursue improvements in environmental processes, always with a focus on sustainable development. We have

strengthened the role of environmental planning in the annual budget cycle, prioritizing projects with the greatest potential for positive impact. Environmental criteria – efficient management of water resources in processes, waste generation, vegetation removal, fuel and energy consumption, and emissions reduction – are now included in evaluations of new capital expenditure requests, allowing each project to be assessed from the perspective of its environmental and climate impacts prior to approval.

Our environmental governance is also supported by regulatory documents that guide the company's actions:

- Sustainability, Balance and Respect Program Standard;
- Environmental Aspect and Impact Management Standard;
- Environmental Licensing Standard; Environmental Emergency Response Plan Standard.

Integrated management

Our environmental activities are wide-ranging and integrated, encompassing:

- environmental licensing and compliance with conditions;
- management of basic environmental programs;
- waste and effluent management;
- water resource management, from drinking water to reused water for industrial processes;
- management of atmospheric emissions and greenhouse gases
- environmental emergency control;
- Control, monitoring, and preservation of biodiversity;
- preparation for risks and climate change;
- ISO 14001 certification.

These topics are continuously monitored and are part of our compliance and continuous improvement routine.

Innovation and artificial intelligence

Innovation has become an ally of environmental management. We have advanced projects underway that leverage artificial intelligence, enhancing the efficiency of our analyses, the accuracy of our data and our decision-making capabilities. Our Environment and Innovation areas are evaluating the use of AI for weather forecasting. This will allow us to anticipate extreme events – such as heavy rainfall or strong winds – and automatically activate operational control protocols. This initiative aims to minimize environmental and operational risks with even greater agility.

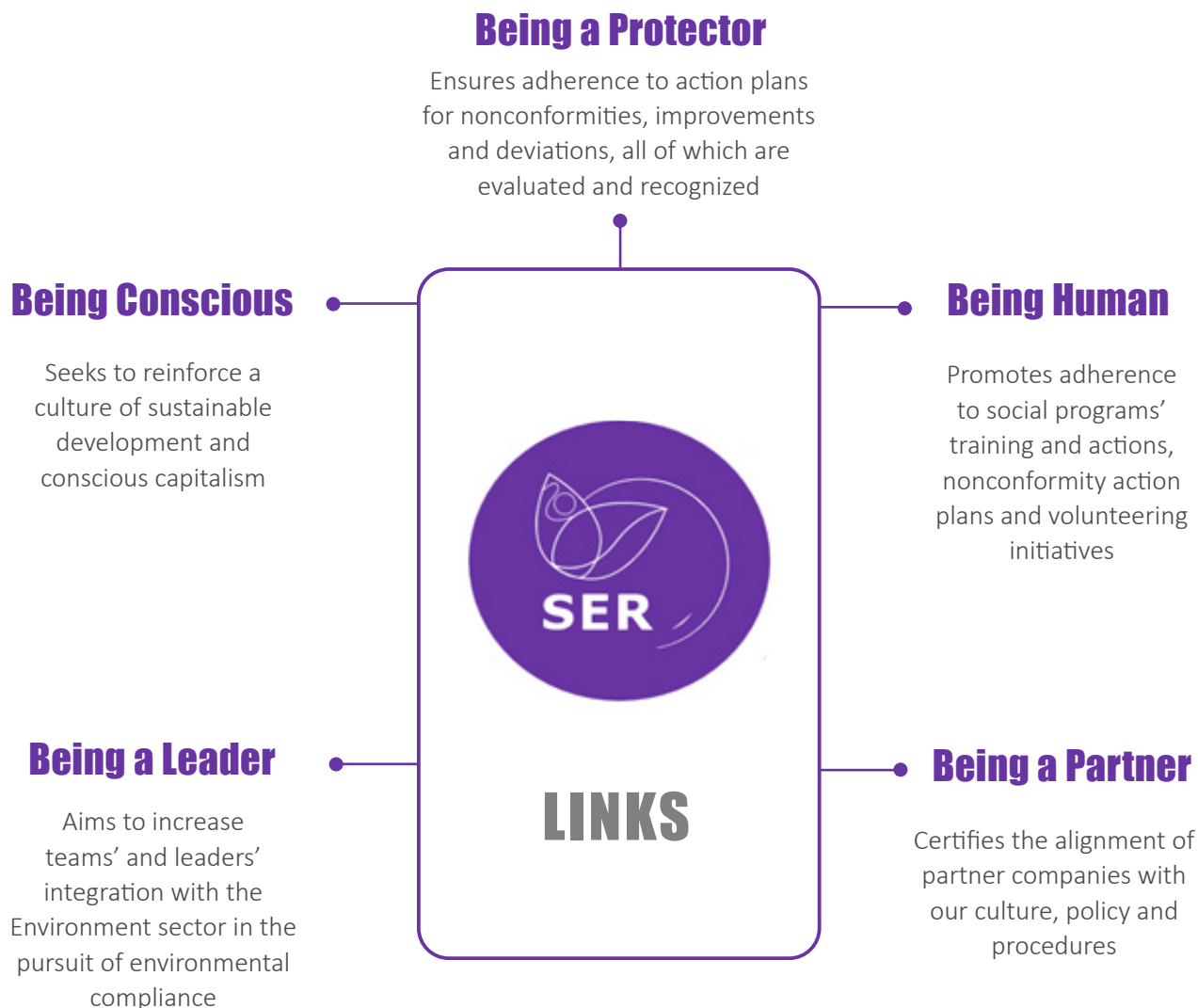


SUSTAINABILITY, BALANCE AND RESPECT PROGRAM

We believe that sustainability goes far beyond compliance with legal obligations. Rather, it is a conscious choice that translates into responsible everyday actions. Our commitment considers not only the present, but also continuous growth, always with a focus on sustainable development.

The Sustainability, Balance and Respect Program (known by its Portuguese initials, SER) is our main tool for cultivating this culture in our daily operations – a culture based on care, shared responsibility, and the continuous pursuit of environmental and social improvements.

The SER Program is structured around five broad areas – the links that connect our strategy to the practical actions of each leader:



Each link brings together indicators and actions that are part of the evaluations of managers, coordinators and supervisors. In all, there are 16 indicators and four bonus actions, distributed in such a way as to offer a comprehensive view of leaders' social and environmental performance.

The SER Program's activities include:

Weekly dialogues between leaders and teams on environmental and social issues;

Routine inspections of operational areas, focusing on compliance with license conditions and legal requirements, continuous environmental control and monitoring, and voluntary environmental best practices;

Monthly audits, conducted by the Environment team;

Frequent training, promoting environmental education and social responsibility.

These actions help build a feeling of belonging and a real sense of responsibility for the impacts of port activities.

Indicators that create value

The Area Compliance Rate is one of the main metrics of the SER Program. It is calculated using a technical checklist that assesses each area's compliance with aspects such as:

- waste and effluent management;
- water resources and quality;
- chemical control;
- greenhouse gas and other air emissions;
- license conditions and legal requirements.

Additionally, material topics defined in our Sustainability Report – such as GHG emissions, energy, water and waste – are also monitored through checklists, with the Ser Program influencing the outcome of the goals through its daily application.

98.9%

average Area Compliance
Rate in 2024, up 0.5
percentage points from
2023.

2,042

environmental deviations
recorded, down 16.11%
from the previous year.

These positive results reflect enhanced environmental awareness thanks to our “Sustainability Cycle” and “Sustainability, Balance and Respect Minute” meetings together with partner companies. They are also due to the engagement of all company areas participating in the SER Program, partners’ efforts to make improvements, and the success of noncompliance management.



RISK MANAGEMENT

Managing environmental risks, especially those related to licensing, is one of our priorities. We are committed to remaining in compliance with all legal requirements, and to this end we rely on automated systems that strengthen our controls and ensure agility in monitoring obligations.

We use the SOGI software system to monitor environmental licenses and other requirements applicable to our operations. This platform allows us to record and track deadlines, issue automatic alerts and create action plans. Legal requirements are also managed on the platform, ensuring that we comply with all applicable legislation. Using this tool, we have been able to maintain 100% adherence to environmental conditions and legal deadlines, without any irregularities.

Strategic risks

Our risk matrix is updated regularly and guides both strategic and operational decisions. Risks are classified based on our risk appetite and analyzed according to their potential impact on business continuity. The mapped strategic risks are:

- Breaches of social and environmental license conditions

- Ineffective control of waste, effluents and emissions
- Suspension of environmental licenses
- Fires in vegetated areas
- Fuel oil leaks
- Rising sea level

For each identified risk, we develop mitigation plans, which are reviewed periodically, according to the degree of criticality. The idea is to always be ready to act, preventing harm and continuously improving our processes.



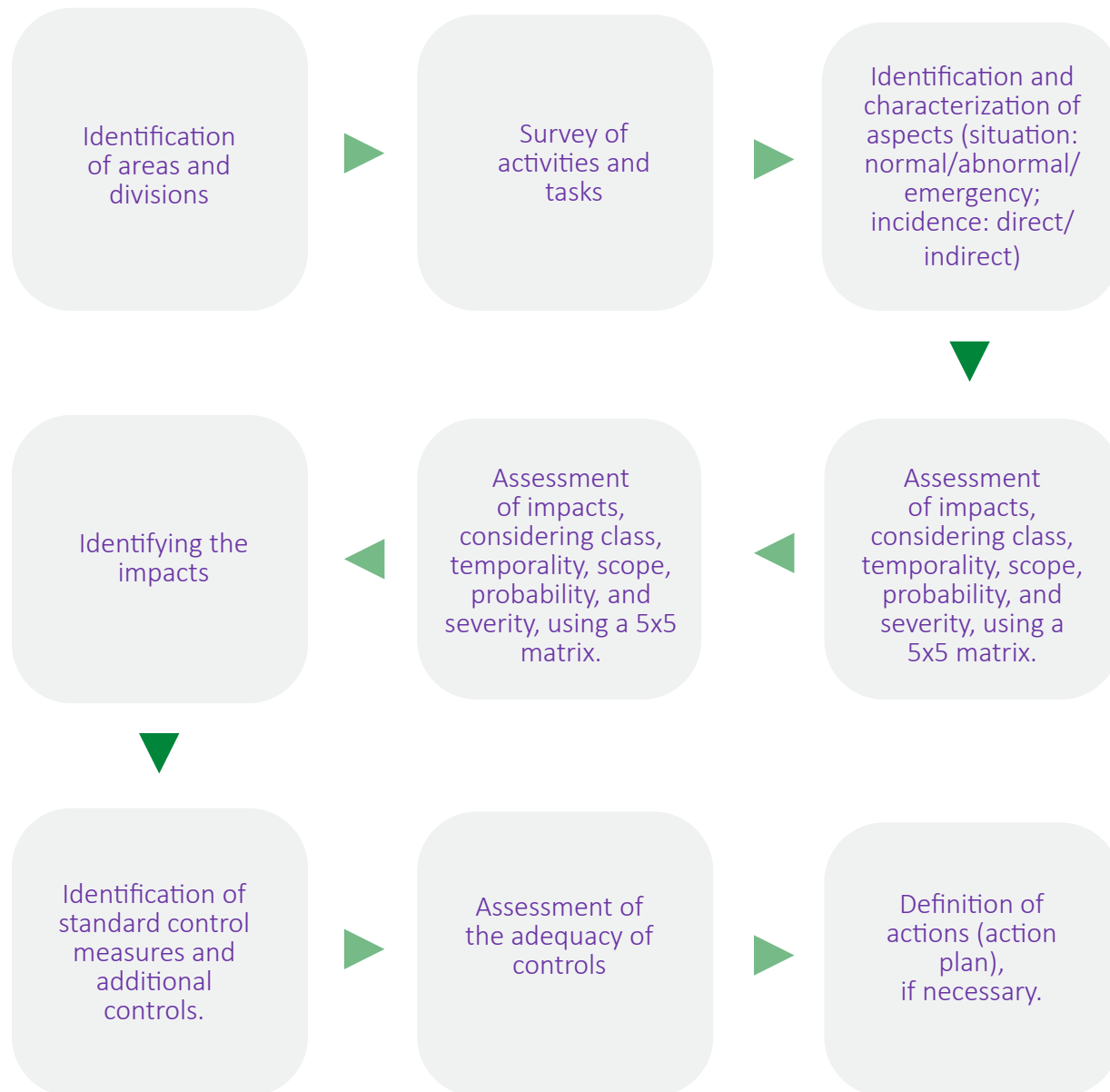
Environmental aspect and impact management

Mapped operational risks (particulate emissions, chemical spills and climate-related threats such as heat waves, windstorms, storms and droughts) are subjected to environmental aspect and impact management. This methodology is regulated by an internal standard, aligned with other company standards and updated whenever there are significant changes in activities.

- Evaluations consider a wide range of factors, such as the following:
 - All terminal areas, divisions and processes;
 - Routine and non-routine activities;
 - Normal, abnormal and emergency situations;
 - Contractors, visitors and third parties;
 - Infrastructure, equipment and management systems;
 - Operational changes and new projects;
 - Indirect aspects and human factors;
 - Legal obligations and ergonomic designs of areas;
 - Stages of the life cycle over which we have influence.

Risks are identified and assessed based on interviews, inspections, audits and field observations. Any professional can initiate this process by communicating with the respective area manager, who will then forward the request to the Environment sector.

ENVIRONMENTAL ASPECT AND IMPACT MANAGEMENT FLOWCHART



Environmental emergency response

Environmental risk management is a priority in our operations. We have an Environmental Emergency Response Plan, which establishes guidelines for action in eight scenarios: interaction with wildlife, onshore oil spills, onshore chemical spills, offshore oil spills, offshore iron ore spills, gas leaks, sanitary effluent leaks, and vegetation fires. Each scenario has specific protocols to ensure environmental protection, personal safety and impact mitigation.

For offshore oil spills, in addition to the Environmental Emergency Response Plan, we have an Individual Emergency Plan, approved by the environmental agency, which details containment, retrieval and monitoring actions.

We maintain an annual schedule of environmental drills, fully executed in 2024, ensuring the effectiveness of plans and team readiness. We are supported by our Emergency Response Center, which specializes in offshore response, expanding our capacity to act and ensuring agility in our actions



IMPACT MANAGEMENT

Our environmental impact management is integrated into our corporate sustainability strategy, focusing on risk mitigation and the generation of social and environmental benefits. Actions are developed through the Sustainability, Balance and Respect Program (SER Program) and a series of initiatives that promote control, prevention and awareness.

Main programs



Waste and effluent management

Segregation and correct disposal of solid waste, prioritizing reuse, recycling and composting. Sanitary effluents are treated internally, as are most oily effluents. In the latter case, the separated water is piped to Rainwater Treatment and Recovery Plants (ETRAP, in Portuguese), while the oil is sold, generating revenue for the company. Oily waste is only sent for licensed external treatment in exceptional situations, such as during maintenance of internal systems.



Air quality and weather monitoring

Use of sprinkler systems with biodegradable polymer, mist cannons, enclosure of transfer facilities, wheel washers for vehicles, and real-time weather monitoring, reducing particulate matter emissions.



Awareness raising and training

Educational talks and initiatives with an environment focus, such as “Sustainability Cycle” and “Sustainability, Balance and Respect Minute” meetings, which connect operational teams with environmental topics.



Water resource monitoring

Assessment and monitoring of the quality of raw water withdrawn from tubular wells, effluents generated in local treatment systems, drinking water intended for consumption, and water leaving treatment systems for reuse purposes.



GHG emissions control

Survey and control of greenhouse gas emission sources, identifying opportunities to mitigate the impacts of our activities on climate change.



Monitoring and control of air emissions

Real-time monitoring of air quality in the areas surrounding the port, in addition to monitoring of diesel-powered vehicles (including those at the terminal and those operated by partner carriers), ensuring compliance with legislation and reducing pollutants.



Emissions and noise monitoring

Continuous assessment of air emissions and environmental noise levels, together with corrective actions to minimize impacts on neighboring areas.



Voluntary engagement

Mobilization of teams in actions such as collecting floating waste in the sea and training residents to act as maritime agents, strengthening ties with the community and amplifying positive impacts.

Metrics

SER PROGRAM'S RESULTS IN 2024

5,518

forms evaluated, up
6% from 2023

4,149

environmental
inspections conducted,
up 29% from 2023

1,326

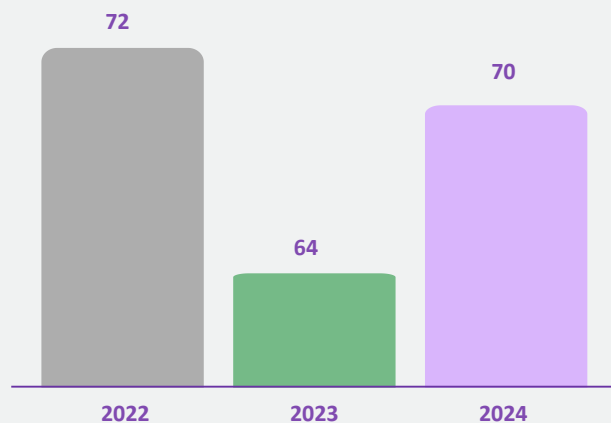
inspections carried out by
Environment team, up 4%
from 2023

AVERAGE AREA COMPLIANCE RATE

2023 – 9.84%

2024 – 9.89%

• Total environmental incidents



In 2024, we recorded 70 environmental incidents, up 20.29% from 64 in 2023. This increase underscores the need to maintain continuous vigilance, improve our operational controls and strengthen our culture of environmental prevention.

Analysis of these incidents reveals some common patterns:

- **Nature of incidents:** The most frequent incidents involved onshore oil spills, particulate matter emissions, and iron ore spills into the sea. These events were largely associated with adverse weather conditions, such as heavy rain and strong winds, highlighting the need to improve containment and drainage systems, as well as environmental support infrastructure.

- **Classification of severity:** Most incidents were classified as having a low environmental impact, demonstrating the effectiveness of our immediate containment and response actions. However, some cases of moderate impact were also identified, requiring structural interventions and a review of operating procedures.

ENVIRONMENTAL KPIS IN 2024

462 action plans

83% compliance rate

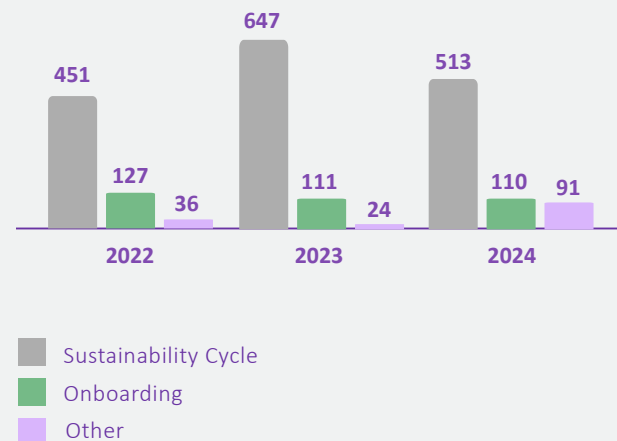
384 completed – **83%**

44 ubmitted for approval – **10%**

34 expired – **7%**

AVERAGE NUMBER OF PROFESSIONALS TRAINED PER YEAR

5,436
hours of training in 2024



PERCENTAGE PARTICIPATION IN 2024 SUSTAINABILITY CYCLE

45.8%
of direct employees

36%
of contractors



Our value proposition for the material topic of **Greenhouse Gas Emissions and Climate Change** is to develop management actions and practices to reduce and offset emissions of carbon dioxide and other gases.

Greenhouse gas emissions and climate change

(GRI 3-3, 305-1, 305-2, 305-3, 305-4, 305-5, 201-2)

GOALS	STATUS
2024 Sustainability Department PN10 Goal: GHG emissions efficiency	ACHIEVED ●
2024 Environment Area PN10 Goal: Comply with PSB's climate agenda	ACHIEVED ●
Specific goal: Reduce the port operations' Scope 1 and 2 GHG emissions by 50.4% by 2033	ACHIEVED ●
2024 specific goal: Reduce Scope 1 and 2 GHG emissions per metric ton of bulk goods handled by 0.05 tCO2e/kt	ACHIEVED ●

GOVERNANCE AND STRATEGY

In 2024, we officially launched our new Climate Change Policy, reinforcing our commitment to decarbonization. The document establishes internal governance for this topic and defines the responsibilities of each area. It also strengthens our ongoing initiatives to reduce our port operations' Scope 1 and 2 GHG emissions by 50.4% by 2033. As part of this governance framework, we developed a Greenhouse Gas Emissions Inventory and Assessment Standard, which is set to be published in 2025.

Thus, we are working in multiple areas, ranging from emissions monitoring to decarbonization and offsetting initiatives.

Monitoring

In accordance with Rio de Janeiro State Environment Council (CONEMA) Resolution 97 of 2022, we voluntarily report our greenhouse gas emissions to the State Environmental Institute (INEA) every year. Our emissions are monitored monthly, and the results are

reported against targets for all levels of the organization.

Data consolidation, which is constantly being improved, is carried out with the support of a specific software tool, WayCarbon Ecosystem. A key advancement in 2024 was the adoption of real data to monitor refrigerant gas consumption in the port's operations, replacing the previous reliance on estimates.

Our continuous improvements in monitoring work led to our Greenhouse Gas Inventory once again receiving gold accreditation from the Brazilian GHG Protocol Program in 2024. This recognition underscores our high technical standards and transparency in reporting.

Decarbonization

In 2024, we began testing electric equipment at our terminal. During this period, we had the opportunity to evaluate two pieces of equipment in operation, marking a significant advance in the search for more efficient, innovative and sustainable solutions for our activities. These were a dump truck and a wheel loader. During the 11-day test, the latter consumed only 1,800 kW of electricity, replacing the approximately 170 liters of diesel that would have been needed to operate during the same period. The result was considered positive in terms of operational, safety, environmental and financial aspects.

The feasibility of installing charging points for electric equipment closer to operations is being studied, as changes in infrastructure will be necessary to accommodate this innovation.

Throughout 2024, we also actively promoted the replacement of fossil fuels with renewables in our light vehicle fleet, with a preference for ethanol.

These efforts, combined with the adoption of new methodologies to monitor refrigerant gas consumption, brought about major positive results in 2024:

17%

reduction in Scope 1 GHG emissions in relation to 2023

48.77%

reduction in fugitive emissions (which occur unintentionally due to leaks in pipes and ducts) compared to 2023

54,226

liters of ethanol consumed in 2024, up 950% from 5,693 liters in 2023

43%

reduction in gasoline consumption, from 80,032 in 2023 to 45,180 liters in 2024

Thanks to our decarbonization efforts, we were one of three terminals recognized in 2024 with diamond accreditation from the 2024 Pro-Climate Accreditation Program, run by the Brazilian Alliance for Port Decarbonization (ABDP).

Renewable electricity

We once again acquired International Renewable Energy Certificates (I-RECs), purchased from energy management and trading company Comerc Energia, confirming our exclusive use of renewable electricity in our operations. In doing so, we offset 3,034 metric tons of CO₂ equivalent emissions, achieving net-zero emissions for the year 2024.

The International Renewable Energy Certificate (I-REC) Standard is a global system that enables the trading of renewable energy certificates. It acts as a guarantee of the origin of the power a company is consuming, certifying that it has purchased renewable electricity from a specific supplier. The sources that fall into this category are wind, solar and hydro, all of which are renewable, with zero carbon emissions, in addition to biomass.

The certification is used to account for Scope 2 emissions, following the most rigorous international standards. Each Renewable Energy Certificate (1 REC) is equivalent to 1 MWh of renewable energy, which is used to offset greenhouse gas emissions from electricity consumption. In turn, each average MWh of electricity consumed is equivalent to 540 metric tons of CO₂ emissions.



RISK MANAGEMENT

We are aware of the global challenge posed by climate change and want to set a positive example in responding to this challenge. To this end, we have mapped the main risks related to this issue, with the support of external consultants, in a process that involved:

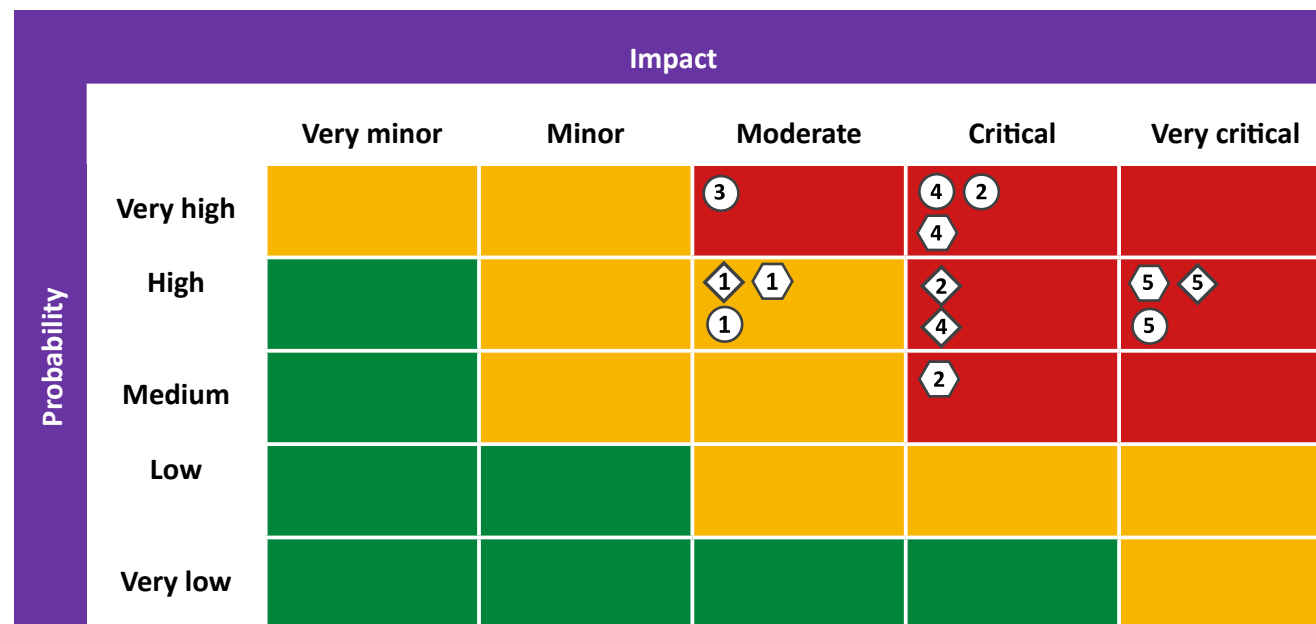
- historical records of climate events;
- benchmarking with other companies in the sector on climate change;
- a workshop with professionals from different areas of the port.

The outcome was the determination of five high-priority physical risks, which were classified by level (high, medium and low), based on an internal probability and impact matrix, and subsequently divided into operational and strategic risks. The methodology used was MOVE®, developed by WayCarbon, and the scenario used was **SSP 3-7.0**.

The Intergovernmental Panel on Climate Change (IPCC) has developed a methodology with the aim of designing possible socioeconomic scenarios for the future according to different levels of climate change, ranging from the most optimistic to the most pessimistic.

For Porto Sudeste's risk management, we chose to work with the SSP 3-7.0 scenario, which represents an intermediate future in which temperatures rise by between 2.8°C and 4.6 °C by 2100. This is a socioeconomic scenario characterized by regional competition and inequality, including slow economic growth, weak governance and institutions, low investment in the environment and technology, and high population growth, especially in developing countries.

High-priority risks



Time horizon

- ◇ History
- ⬡ 2030
- 2050

Threat

- 1- Heat waves
- 2- Storms
- 3- Sea level rise
- 4- Droughts
- 5- Windstorms

Risco

- High
- Medium
- Low

Among the five selected high-priority risks, heat waves, storms, droughts and windstorms were classified as operational, while sea level rise is deemed a strategic risk. Including both chronic effects and acute events, which could affect critical areas – such as railroads essential for cargo transportation – the latter risk could critically impact the continuity of our operations and therefore requires special attention in its management.

Risk mitigation

Risk management at Porto Sudeste is based on defining a risk tolerance margin, which is determined based on its financial impact and severity. Each level of severity requires specific controls for mitigation. All teams follow this same methodology, which is managed centrally through an internal portal, allowing for corporate mapping of the process.

In addition to the control and mitigation initiatives already underway, we continue to seek artificial intelligence innovations to make our weather forecasting and alert system more localized and accurate.

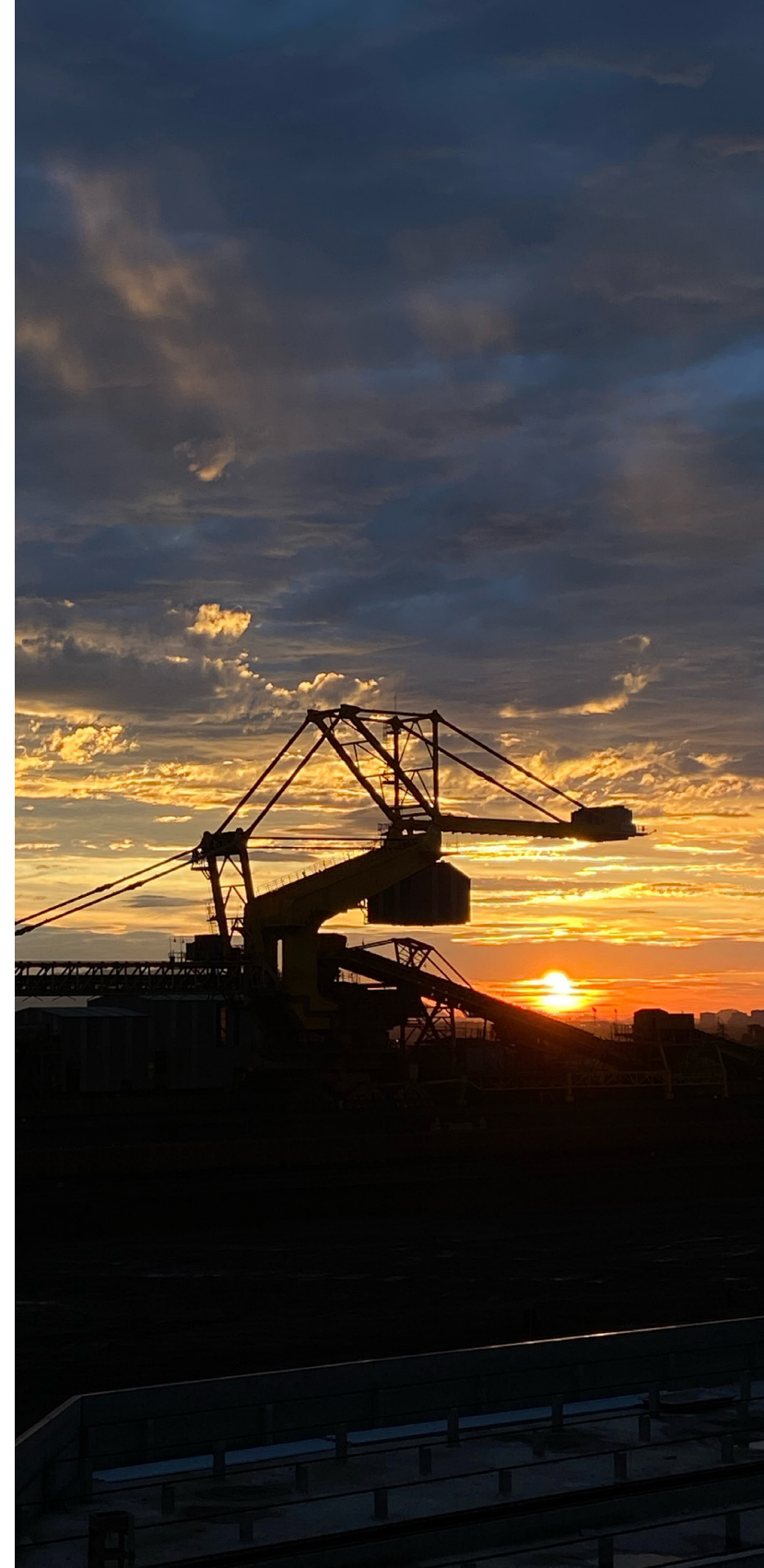
IMPACT MANAGEMENT

Focusing more specifically on sea level rise, we have mapped a series of possible impacts on our port operations:

- Obstruction of access to operational areas in the yard due to flooding, posing a high risk to business continuity;
- Functional loss of mooring bollards and sea defenses, compromising the safety of port operations;
- Damage to structures and equipment caused by flooding and/or corrosion;

- Submersion of bridge and pier support piles, with the potential to cause cracks and compromise structural integrity.

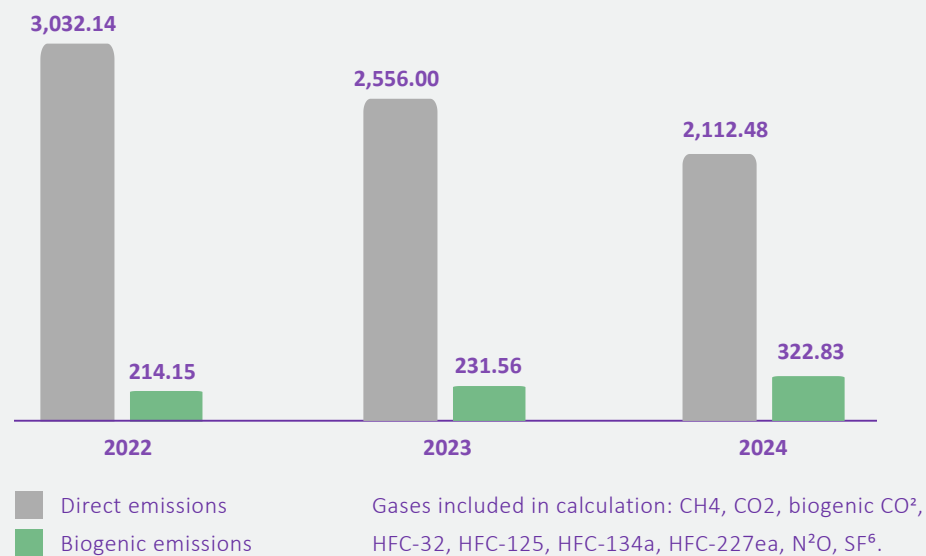
These impacts are assessed qualitatively in terms of financial, reputational, social, human rights, people and environmental aspects, but it is still difficult to measure when they may materialize and to what extent they could affect our operations. Additionally, we have identified the impacts associated with



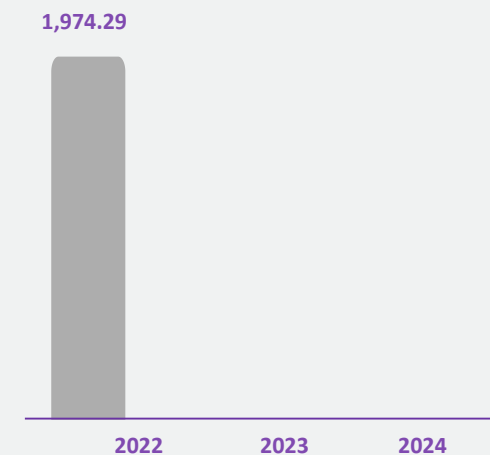
Metrics

GHG EMISSIONS MONITORING PROGRAM

• Scope 1 direct emissions (tCO₂e)



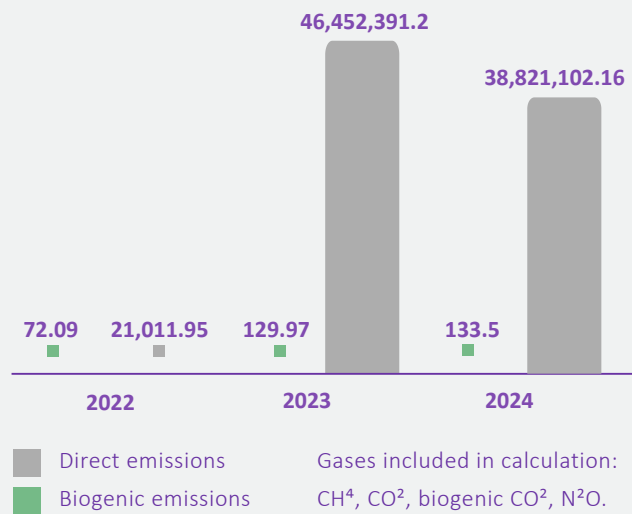
• Scope 2 indirect emissions (tCO₂e)



Gases included in calculation: CO₂

In 2024, we offset our indirect (Scope 2) GHG emissions – 3,033.64 tCO₂e – by purchasing International Renewable Energy Certificates (I-RECs). All the energy consumed came from wind power, with a zero-emission factor.

• Scope 3 emissions (tCO₂e)



• GHG emission intensity in tCO₂e/1,000 me-
tric tons (kt) of bulk goods handled



Gases included in calculation: CH₄, CO₂, biogenic CO₂, HFC-22, HFC-125, HFC-32, HFC-227ea, HFC-134a, N₂O, SF₆.

INDIRECT EMISSIONS: CATEGORIES AND
ACTIVITIES INCLUDED IN THE CALCULATION

CATEGORY 1.

Purchased Goods and Services

CATEGORY 2.

Capital Goods

CATEGORY 3.

Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2

CATEGORY 4.

Upstream Transportation and Distribution

CATEGORY 5.

Waste Generated in Operations

CATEGORY 6.

Business Travel

CATEGORY 7.

Employee Commuting

CATEGORY 9.

Downstream Transportation and Distribution

CATEGORY 10.

Processing of Sold Products

CATEGORY 11.

Use of Sold Goods and Services

CATEGORY 12.

End-of-life treatment of products sold.

CATEGORY 13.

Downstream leased assets

CATEGORY 14.

Franchises

CATEGORY 15.

Investments

REDUCTION IN GHG EMISSIONS AS A DIRECT RESULT OF REDUCTION INITIATIVES

In 2024, we recorded a 48.77% reduction in our Scope 1 fugitive emissions. This was due to changes in our consumption management and the mapping of refrigerant gas emissions, with a particular focus on R-410a, the primary refrigerant used in our facilities.

With regard to Scope 2 emissions, we recorded a 22.21% increase under the location-based approach, driven by a 41.42% rise in the emission factor for this source. However, we offset these emissions by purchasing I-RECs from wind power sources.

By prioritizing the use of ethanol, a renewable biofuel, we were able to significantly reduce emissions from our light vehicle fleet. Between 2023 and 2024, these emissions fell by 42.64%, from 136.42 tCO2e to 78.25 tCO2e, representing an absolute reduction of 58.17 tCO2e.

In terms of Scope 3 emissions, a reduction in the generation of non-recyclable waste sent to landfills and hazardous waste sent for co-processing, together with other waste management actions, generated a 26.96% decrease in emissions in the Waste Generated in Operations category

RESULTS AND PROGRESS TOWARD THE GOAL

In 2024, we achieved a 74.16% reduction in Scope 1 and 2 emissions under the market-based approach, compared to the 2021 base year, mainly due to the purchase of I-RECs for Scope 2 emissions.

Regarding Scope 1, there was also a 49.93% decrease in emissions in the fugitive category, compared to the 2021 baseline, mainly associated with a reduction in the consumption of R-410a refrigerant. In the Solid Waste and Liquid Effluents category, the 100% reduction is related to a decrease in sanitary sewage disposal.




GHG EMISSIONS IN 2021 AND 2024 BY SCOPE AND CATEGORY (tCO ₂ e) – MARKET-BASED APPROACH				
Scope and category	2021 (tCO ₂ e)	2024 (tCO ₂ e)	Change (tCO ₂ e)	Change (%)
Escope 1	2,158.24	2,112.48	-45.76	-2.12
Stationary Combustion	18.91	96.04	77.13	407.86
Acetylene	4.52	50.87	46.35	1,025.84
Diesel / Brazil	14.39	45.17	30.78	213.85
Mobile Combustion	1,346.83	1,623.04	276.21	20.51
Diesel / Brazil	1,166.79	1,544.80	378.01	32.40
Marine Diesel Type A	5.78	0.00	-5.78	-100.00
Hydrous Ethanol	0.00	0.77	0.77	22,164.02
Gasoline / Brazil	174.25	77.48	-96.78	-55.54
Fugitive Emissions	785.63	393.39	-392.24	-49.93
CO ₂	0.00	0.70	0.70	0.00
HFC-134a	195.91	88.40	-107.51	-54.88
HFC-227ea	0.00	0.00	0.00	0.00
HFC-32	0.00	0.00	0.00	0.00
R-410A	589.72	304.30	-285.42	-48.40
SF ₆	0.00	0.00	0.00	0.00
Land Use Change	0.00	0.00	0.00	0.00
Native Vegetation	0.00	0.00	0.00	0.00
Solid Waste and Liquid Effluents	6.87	0.00	-6.87	-100.00
Sanitary Sewage	6.87	0.00	-6.87	-100.00
Escope 2	6,016.30	0.00	-6,016.30	-100.00
Purchased Electricity	6,016.30	0.00	-6,016.30	-100.00
Electricity / Brazil	6,016.30	0.00	-6,016.30	-100.00
Electricity / Renewable Electricity	0.00	0.00	0.00	0.00
Total	8,174.54	2,112.48	-6,062.06	-74.16



Our value proposition for the material topic of **Biodiversity** is to strengthen our measures to prevent and mitigate impacts on biodiversity resulting from the company's operational activities.

Biodiversity

(GRI 3-3, 304-1, 304-2, 304-3, 304-4)

GOALS	STATUS
2024 Sustainability Department PN10 Goal: Strengthen the company's reputation in ESG pillars	ACHIEVED 
2024 Environment Area PN10 Goal: Comply with the ESG agenda regarding marine biodiversity	ACHIEVED 
2024 specific goal: Comply with the biodiversity monitoring program schedules	ACHIEVED 

GOVERNANCE AND STRATEGY

Our terminal in Itaguaí is adjacent to a mangrove (separated from it by a public road, at a distance of approximately 25 meters) and is also located near two other environmental protection areas, both recognized for their significant biodiversity value:

- Boto Cinza Marine Environmental Protection Area, located around 3,000 meters from the terminal;
- Cunhambebe State Park, situated approximately 3,700 meters from Porto Sudeste.

Given the port's location and the extent of our operations, which are spread over an area with a radius of approximately 1.29 km, we address biodiversity through comprehensive environmental control, including risk and impact management and the implementation of marine and terrestrial monitoring programs in the region. Our initiatives are guided by our Sustainable Development Policy and Environmental Licensing Standard, as well as environmental programs carried out in accordance with the site's Environmental Impact Assessment and Report and conditions.



RISK MANAGEMENT

We have mapped the following risks to local biodiversity:

- Noncompliance with social and environmental license conditions;
- Ineffective control of waste, effluents and emissions;
- Suspension of current environmental licenses for Porto Sudeste's operations and expansion;
- Fuel oil spills caused by assets under our responsibility;
- Introduction of exotic species;
- Loss of biodiversity in the region;
- Vegetation fires.

In addition to the environmental, effluent, waste and emissions management measures already discussed in this report, which address biodiversity in a cross-cutting manner, we also employ technology to help us manage risks.

An example of this is the implementation of Sipremo O2S, a state-of-the-art technological system that combines machine learning, deep learning and forecasting models with physical parameters to support us in the processes of forecasting, monitoring and intelligently responding to offshore oil spills.

This tool processes large volumes of oceanographic data (currents, tides, temperature salinity) and meteorological data (winds and precipitation) to generate accurate forecasts, which are able to predict the dispersion of the oil slicks on different temporal (short, medium and long term) and spatial (local and regional) scales.

In this way, we have increased our effectiveness in an important aspect of risk management at Porto Sudeste: the monitoring, control and mitigation of major impacts mapped in multiple areas.



IMPACT MANAGEMENT

The risks we have mapped, as well as the characteristics of our operations, imply the following impacts on marine biodiversity:

REQUIREMENT	IMPACT	NATURE
Construction or use of plants, mines and transportation infrastructure	None	-
Pollution	Sound	Ship propellers
Introduction of invasive species, pests and pathogens	Species detected in the region characterized as low risk	Ballast water, biofouling on ship hulls
Habitat conversion	No changes that have had an impact on habitat conversion	-
Changes in ecological processes outside the natural range of variation	No changes that have had an impact on habitat conversion	-
Collisions and suction of cetaceans and chelonians	Damage to the local population of the species	Dredging and ship traffic

Based on this mapping work, we have specific monitoring and control programs in place, as described below.



Ballast Water Management Program

Ballast water is seawater that is collected and stored in tanks to stabilize ships and then discharged when the vessel reaches its destination. On the one hand, it is important to ensure safety during the journey; on the other, it is a risk factor for the introduction of exotic species or pathogens into the marine ecosystem.

In 2024, we improved the management of this issue through stricter verification of the documentation presented by ships in port. They must now present a Ballast Water Reporting (BWR) form and an International Ballast Water Management Certificate (IBWMC), to prove that their ballast water management complies with the requirements of the International Convention for the Control and Management of Ships' Ballast Water and Sediments. Furthermore, they must employ technologies that ensure the proper treatment of this water for disposal, reducing the load of living organisms in the ballast and the resulting environmental impact.

In addition to this documentation, we also require up-to-date certificates on the origin of the anti-fouling paints used on ships, ensuring that they do not contain agents capable of upsetting the aquatic ecosystem and that they act effectively as a preventive barrier against biofouling on submerged structures.

All documentation is verified before a ship docks at the port. If any noncompliance or irregularity is found, we request the necessary explanations and/or information from the competent authorities. If necessary, we may also prevent the ship from docking. To date, no document-related irregularities have been recorded on ships that have accessed Porto Sudeste.

Exotic Marine Species Monitoring Program

In 2024, we began routine environmental monitoring of exotic species in the piles of Porto Sudeste's access bridge and pier. This process builds on a diagnosis made in 2023, through which it was possible to identify, down to the lowest taxonomic level, the presence of 13 species not native to the Brazilian coast:

- Feather duster tubeworm (*Branchiomma luctuosum*);
- Pleated sea squirt (*Styela plicata*);
- Encrusting bryozoan (*Schizoporella errata*);
- Snowflake coral (*Carijoa riisei*);
- Brown mussel (*Perna perna*);
- Pacific oyster (*Magallana gigas*);
- Titan acorn barnacle (*Megabalanus coccopoma*);
- Brown bryozoan (*Bugula neritina*);
- Speckled sea squirt (*Clavelina oblonga*);
- White colonial sea squirt (*Didemnum perlucidum*);
- Green mussel (*Perna viridis*);
- Hooded oyster (*Saccostrea cucullata*);
- Sponge (*Sycettusa hastifera*).

Among the species identified, 11 had already been previously observed in Sepetiba Bay and were considered established, not generating any type of impact on local biodiversity. The two remaining species, although considered invasive, do not have the potential to cause impacts on local biodiversity and, therefore, the diagnosis indicated that their presence did not justify removal.

Through routine monitoring, our goal is to periodically monitor the situation mapped in the diagnosis and quickly identify the presence of new species, so that we can remove them in a timely manner and prevent the spread of other invasive organisms.

In 2024, we started a project focused on marine biodiversity, building on previous environmental actions. This initiative focuses on monitoring ship ballast water and the marine area around the port, with the aim of mapping the organisms present in Sepetiba Bay and assessing the risk of exotic species being introduced, considering the origins of the vessels.

To this end, we are using genomic analysis techniques, which allow us to accurately identify the transported species. We are also assessing the effectiveness of ballast water treatment systems, in accordance with the International Maritime Organization's International Convention for the Control and Management of Ships' Ballast Water and Sediments and Brazilian standard NORMAM-401. We have already collected samples from 30 ships and five points in Sepetiba Bay. These samples will support the development of a rapid and accurate diagnostic tool (proof of concept), based on advanced molecular methods. The project is due to be completed in 2026.

Mangrove Monitoring Program

We monitor the health of 256 hectares of mangroves adjacent to the port's activities, encompassing the following factors:

- ✓ Water and air quality;
- ✓ Impacts on fauna and flora;
- ✓ Changes in physical and chemical parameters;
- ✓ Land movements;
- ✓ Local particulate matter emissions;
- ✓ Local plant species monitoring.

In 2024, no significant changes were detected, only those expected due to seasonal variations.



Terrestrial Fauna Monitoring Program

We conduct quarterly monitoring of amphibian, reptile, mammal, bat and bird species in our area of influence, through campaigns in which individuals are captured, recorded, marked and later returned to their habitats.

The objective of this process, which is always carried out in accordance with all applicable laws and ethical guidelines, is to understand how the presence of animals in our area of influence evolves, as well as to monitor the movement of species.

We work to protect animals that enter the port area, whether wild or domestic. Wild animals are assessed by a biologist: if they are healthy, they are reintroduced to their natural habitat; if they are weak, they receive veterinary treatment before being released. In the event of death, the individuals are sent to research institutions, contributing to scientific studies and wildlife conservation actions.

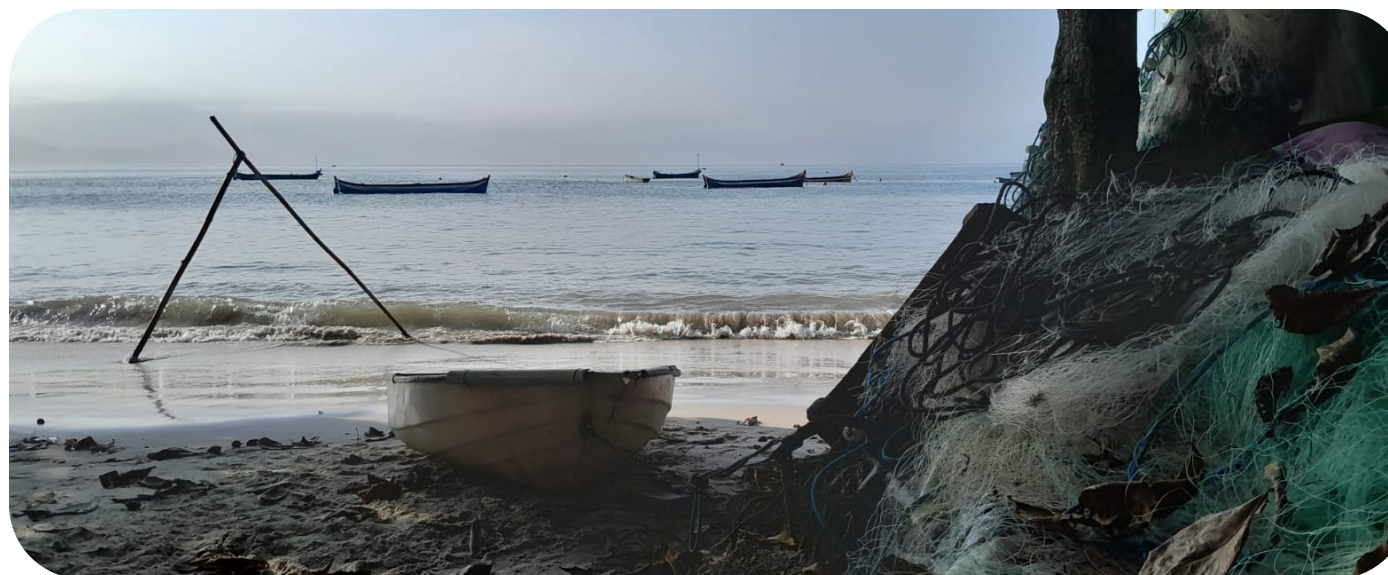
Rescued domestic animals receive care at partner veterinary clinics and, after recovery, are referred for responsible adoption, promoting animal welfare and social engagement.

Aquatic Community Monitoring Program

We continuously monitor aquatic biota in our area of influence, focusing on possible changes caused by dredging and the maritime terminal's operations. This monitoring includes organisms such as plankton and benthos, which are important indicators of ecosystem health.

Bioaccumulation Monitoring Program

We monitor concentrations of metals such as cadmium and zinc, and the semi-metal arsenic, in bioindicator organisms such as oysters. This analysis allows us to gather relevant information about any pre-existing environmental liabilities and thus improve our environmental actions to enhance the quality of Sepetiba Bay.



Underwater Noise Monitoring and Cetacean Sighting Program

We systematically monitor the sound pressure levels generated by vessels passing through the navigation channel, with the aim of assessing potential impacts on the behavior of cetaceans (whales, dolphins and porpoises) and chelonians (turtles and tortoises) present in our area of influence. Acoustic measurements are taken every two weeks, covering cargo, tourist and recreational vessels, including tour boats, whose effects are analyzed separately. At the same time, we monitor sightings of these animal groups to identify possible behavioral changes associated with the presence and traffic of vessels. This integrated approach allows for a more accurate assessment of the relationship between nautical activity and local marine fauna.

Metrics

ENDANGERED SPECIES DETECTED IN AREAS NEAR PORTO SUDESTE

RISK OF EXTINCTION	NUMBER OF SPECIES	GROUP	REFERENCE
Critically Endangered	0	-	-
Endangered	2	Birds	RJ
Vulnerable	4	Marine fauna	IUCN, MMA, RJ
		Birds	IUCN, MMA, RJ, IUCN, MMA, MMA
Near Threatened	3	Terrestrial mammals	IUCN
		Birds	IUCN, RJ
Least Concern	17	Reptiles and amphibians	IUCN
	10	Terrestrial mammals	
	10	Flying mammals	
	226	Birds	

IUCN: International Union for Conservation of Nature
MMA: Brazilian Environment Ministry (MMA) National List of Endangered Species
RJ: List of Endangered Fauna and Flora in Municipality of Rio de Janeiro



We consider water to be a strategic resource, far more than a simple operational input. We value its efficient management and continuously invest in improving our processes and strengthening our environmental and sustainability practices, with a focus on efficient water management. **We prioritize reusing water from our own treatment systems, and we promote the circular economy as part of our commitment to the environment.**

Water resource management

(GRI 3-3, 303-1, 303-2, 303-3, 303-4, 303-5)

GOALS	STATUS
2024 Sustainability Department PN10 Goal: Efficiency of new water consumption per metric ton of solid bulk goods handled (ESG)	ACHIEVED ●
2024 Environment Area PN10 Goal: Improvement in water resource management	ACHIEVED ●
2024 specific goal: Increase industrial water reuse rate to 90% (specific goal)	Not achieved, due to a prolonged drought in the year ●
2024 specific goal: Reduce new water consumption to 0.5 liters per metric ton of solid bulk goods handled	Not achieved, due to a prolonged drought in the year ●

GOVERNANCE AND STRATEGY

Every year, we set targets and critical indicators for water and effluent management, integrated with the Sustainability, Balance and Respect Program. This approach has led to continuous improvements in our figures. Governance of this issue is guided by our regulatory documents, such as the Water Resource Management Standard.

In 2024, we reaffirmed our commitment to efficient water resource management by joining the More Water Movement, led by the Global Compact Brazilian Network. Accordingly, we committed ourselves to the following goals: increase water use efficiency by 25% in our production processes, compared to 2010; improve water quality by reducing pollution, eliminating dumping, and minimizing the release of chemicals and hazardous substances; and halve the proportion of untreated wastewater while substantially increasing safe recycling and reuse.

Considering the characteristics of the water withdrawn by Porto Sudeste from different sources to supply different port operations, our management work in this area is focused on two main systems:

Industrial water system

This system handles water consumed through six artesian wells (whose use is regulated in accordance with permits issued by the environmental authorities), and internal and external drainage systems. The internal drainage system channels water after it has been used for storage yard sprinkling, road wetting and industrial cleaning, as well as rainwater. This water flows through the storage yards, along internal roads, and along the pier, mixing with solid bulk residues. The external drainage system carries rainwater from surrounding slopes. In emergencies, drinking water is used, supplied by the water utility and/or purchased from water trucks.

The water collected from the drainage system is directed to the Rainwater Treatment and Recovery Plants, and the water from the wells is directed to the Water Treatment Plant. Subsequently, it is sent to the industrial water supply system, which includes firefighting systems, storage yard sprinkling, supplying water trucks for road wetting, and industrial cleaning. Subsequently, the water is collected again to undergo new cycles at the treatment plants.

The reused water from these systems is rigorously monitored by a specialized team to ensure efficient treatment and adherence to previously established quality standards, in accordance with applicable environmental legislation and industrial use requirements.

Drinking water system

This system handles water supplied by the local concessionaire Rio+Saneamento and, in emergencies, by water trucks hired from specialized and licensed companies. By default, this water supplies the terminal's water tanks 3 and 4, for human consumption, but it may also be used in emergencies in industrial systems during periods of low rainfall.

The Administrative Area is responsible for managing the company's Rio+Saneamento water accounts, while the Treasury Area makes the payments to the concessionaire. When water trucks are needed, our Environment team evaluates the water's potability to ensure the quality and consistency of our water resource indicators.



Water and wastewater treatment infrastructure

ETRAPs (3 units): physical-chemical treatment of rainwater, reducing turbidity and correcting pH before use in the industrial system.

WWTP (ETE): treatment of 100% of the sanitary effluents generated internally at PSB, with reuse in the industrial water system.

WTP (ETA): treatment of water extracted from underground wells and intended for industrial purposes.

Sedimentation tanks (sumps): separation of solids by gravimetry for water reuse.

Water-oil separators (SAO): systems that separate oily effluents through density differences. Used lubricating oils and the oil collected from the SAOs are sent for re-refining by licensed companies. The water from the SAOs goes to treatment at the ETRAPs and enters the industrial water system for reuse.

Grease traps: devices to retain grease and avoid clogging. Effluents from grease traps are sent for external biological treatment by licensed companies, generating fertilizer. No discharge occurs into water bodies.



Case

THE CIRCULAR ECONOMY APPLIED TO SANITATION

In Brazil, only 50.8% of wastewater is treated, which means the equivalent of 5,300 Olympic-sized swimming pools of untreated sewage is discharged into rivers, lakes and oceans every day. In Itaguaí, where our terminal is located, and in the neighboring municipalities of Seropédica and Mangaratiba, a large portion of domestic wastewater is still released untreated into Sepetiba Bay.

Faced with this reality, we chose to be part of the solution. All sanitary effluent generated within the terminal's facilities is collected, treated and redirected to our industrial water system, ensuring that nothing is discharged into the external environment.

Today, we can say that 100% of our treated effluent is reused. The treated water is returned as industrial water for environmental control processes, reducing groundwater extraction and making more water available to surrounding ecosystems and communities. The sludge resulting from biological treatment is converted into fertilizer and used in our landscaping projects.

By transforming what would otherwise be waste into a resource, we demonstrate that it is possible to generate value not only for the company but also for the community and the environment, in alignment with the United Nations Sustainable Development Goals, particularly those related to clean water and sanitation, responsible consumption, and climate action

86%
of water
used in operations was
reused, equivalent to
213,743 m³.



“The MBBR technology (Moving Bed Biofilm Reactor, a biological effluent treatment technology) used at the WWTP allows us to treat all sewage at Porto Sudeste without the use of chemicals, which reduces costs and environmental impacts. We now reuse this treated effluent for moistening roads and ore, eliminating the need to send sewage for external treatment and reinforcing Porto Sudeste’s commitment to sustainability.”

Bernardo Castello, Environmental
Manager at Porto Sudeste.

IMPACT MANAGEMENT

Based on the risks associated with our water management, we have mapped a series of possible impacts, such as changes in water quality, insufficient water for human use, and environmental controls imposed due to water scarcity.

In addition to the systems already discussed, which are designed to enhance the water efficiency of our operations, we manage these impacts through monitoring programs, environmental awareness campaigns, and our Environmental Education Program for Workers.

We also continue to seek to expand our knowledge base to help us make informed resource management decisions and prepare for different possible scenarios. Accordingly, in 2024 we began a water resilience study for Porto Sudeste, scheduled for completion in 2025, with the aim of analyzing the impacts of climate change on water supply and demand going forward.

Industrial Water and Effluent Discharge Quality Monitoring Program

The Industrial Water and Effluent Discharge Quality Monitoring Program seeks to guarantee environmental control of port operations through continuous assessment of the physical, chemical and biological

parameters of generated water and effluents. This monitoring allows for the identification of possible impacts, ensures compliance with applicable legislation, and enables corrective and preventive actions that contribute to the preservation of water resources and the sustainability of industrial activities in the port's surroundings.

Water Quality, Suspended Particulate Matter and Disposal Site Sediment Monitoring Program

To ensure responsible stewardship of the marine environment, monthly samples are taken at points near Porto Sudeste's navigation channel. These samples are analyzed in the laboratory to assess water quality in the area directly influenced by the port, observing physical and chemical parameters and the presence of suspended particles. We also monitor the sediments dredged from the channel, which are sent to a specific and duly licensed disposal area. This guarantees that the entire process occurs safely and in compliance with environmental standards.

Berth and Turning Basin Sediment Monitoring Program

We monitor environmental changes in the port terminal's turning basin and mooring area by collecting sediments and conducting laboratory analyses. This monitoring follows National Environment Council (CONAMA) guidelines to ensure the quality of the material collected.

Confined Disposal Facility Monitoring Program

We carry out various monitoring activities to assess the environmental quality of the water in the vicinity of confined disposal facilities (structures designed to confine contaminated dredged material, isolating it from the surrounding aquatic environment). The following indicators are monitored:

- Geophysical assessment of capping stability;
- Water quality;
- Interstitial waters;
- Sediments;
- Suspended particulate matter;
- Analysis of benthic organism recolonization.

Metrics

TOTAL WATER WITHDRAWAL

SOURCE	2023	2024	
Groundwater	26.1 ML	18.5 ML	From licensed wells
Third-party water	57.0 ML	67.3 ML	From the state concessionaire
Produced water	285.1 ML	251.1 ML	Drainage system
Produced water	246.2 ML	213.7 ML	Consumed

Of the total water consumed by third parties, 100% is freshwater.

WATER DISCHARGE

37,3 ML | Treated water meeting discharge parameter requirements

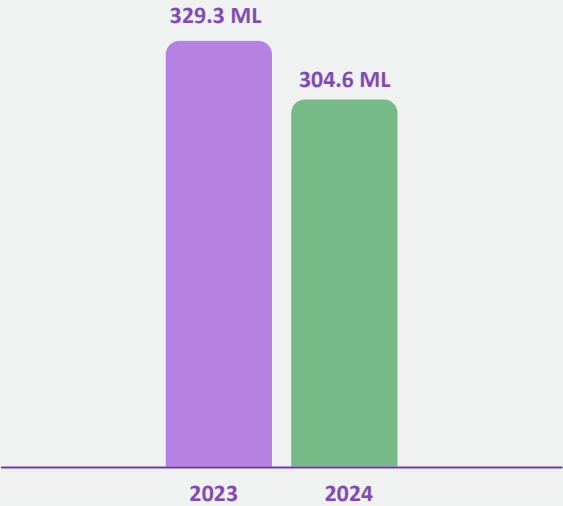
DESTINAÇÃO DE EFLUENTES

TYPE OF EFFLUENT	2022	2023	2024
Sanitary effluent sent for treatment by a specialized company – before the sewage treatment plant begins operating or in emergency cases	1,574.8 m³	589.5 m³	764.7 m³
Vegetable oils and fats sent to a specialized and licensed company for off-site effluent treatment* .	31,977.4 Kg	27,940.0 Kg	25,280.5 Kg

*In 2024, this indicator began to be monitored in kilograms. For comparison purposes, the 2022 and 2023 values were converted from liters to kilograms using a density coefficient of 0.91 kg/L.

WATER CONSUMPTION

Total consumption, including industrial and potable water.





Our value proposition for the material topic of **Energy Management** is to develop actions and processes to improve the company's energy efficiency and use of clean energy.

Energy management

(GRI 3-3, 302-1, 302-3)

GOALS

STATUS

ESG PN10 Goal: GHG Emissions Efficiency

ACHIEVED 

GOVERNANCE AND STRATEGY

Our energy management is led by the Engineering team and features an energy efficiency monitoring system capable of tracking indicators such as consumption, demand, power and electrical disturbances in real time, enabling preventive maintenance and improvements in energy efficiency.

We have also been operating in Brazil's deregulated power market since 2014 and have been acquiring International Renewable Energy Certificates (I-RECs) since 2023. Governance of this issue is aligned with our Climate Change Policy and GHG Emissions Inventory and Assessment Standard, which guide both our reduction targets and the monitoring of energy indicators.

Despite financial challenges, we continue to seek to diversify our energy supplies and study alternatives to enhance our operational efficiency, such as the electric vehicle tests we discussed in the **Greenhouse Gas Emissions and Climate Change section**.

RISK AND IMPACT MANAGEMENT

The main risk mapped within this topic is the unavailability of energy resources for port operations, leading to the temporary shutdown of our activities. To manage this risk, we are pursuing a flexible strategy that facilitates our adaptation to market fluctuations and hydrological conditions. At the same time, we are exploring other opportunities, such as energy purchases benefiting from tax incentives, with the following in mind:

- Redundancy in the transmission lines and transformers that supply the terminal;
- Guaranteed stability of supply;
- Improved strategic decision making.

We are supported by a consulting firm that provides monthly reports on the market and consumption, as well as monitoring the performance of reservoirs,

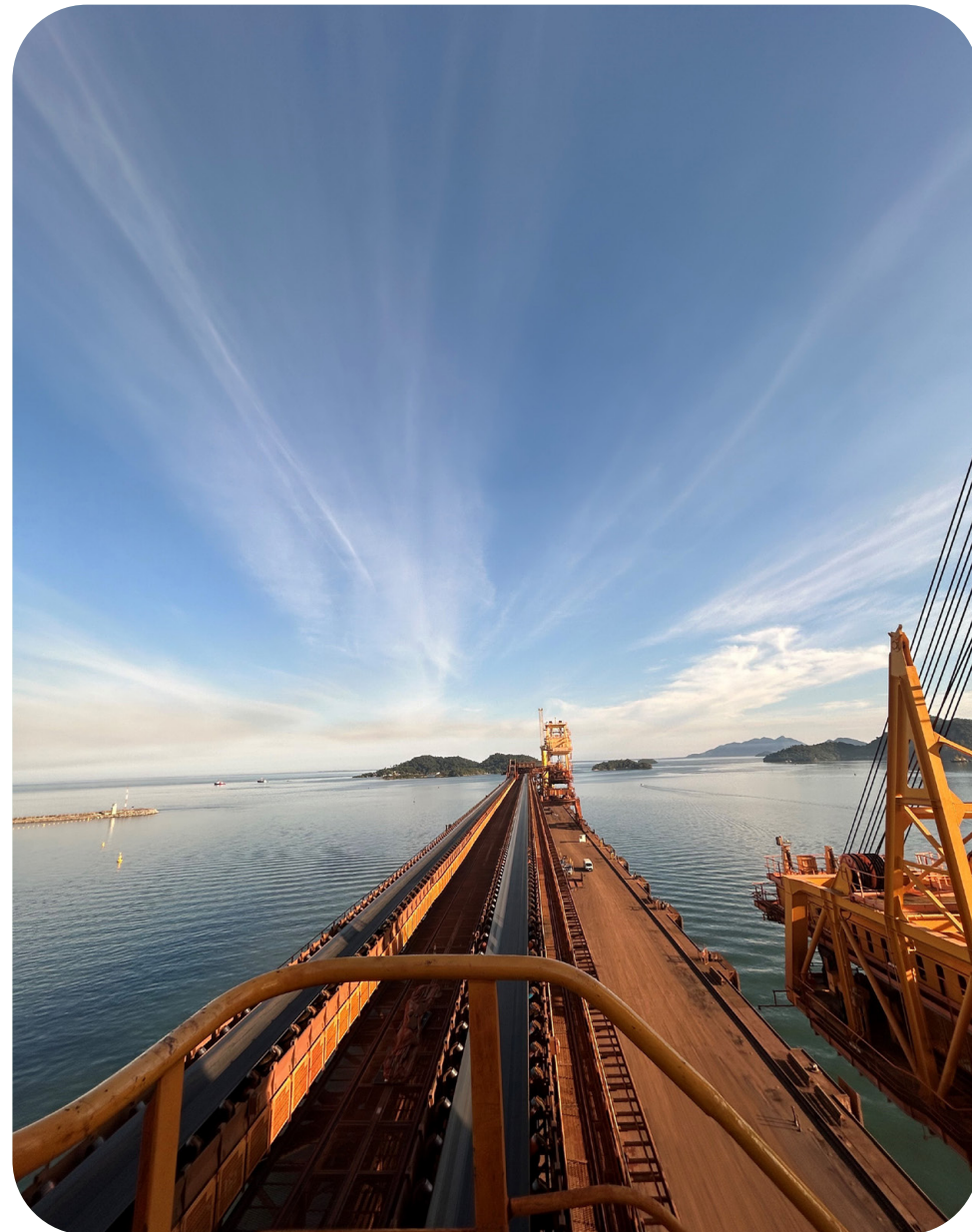
renewable sources and market conditions for different types of energy.

At the same time, we seek to constantly improve the monitoring of internal energy indicators, while studying the creation of more accurate metrics to measure our efficiency, considering that monthly variations in production make it difficult to perform accurate analyses.

On this front, in 2024 we also moved forward with a project to monitor energy consumption in the port's substations and key equipment, seeking to identify the systems and equipment with the highest consumption and thus guide other efficiency measures.

Reactive management

While strengthening our systems and processes for monitoring energy efficiency, we remain focused on reactive management, which aims to reduce Scope 2 greenhouse gas emissions, mainly through the purchase of clean energy certificates.



Metrics

FUEL CONSUMPTION (MWH)

	2022	2023	(IN MWH) 2024	(IN GJ) 2024
NON-RENEWABLE				
Acetylene	11.68	16.50	187.50	675.00
Diesel	9,579.17	10,195.54	9,665.85	34,796.79
Gasoline	999.25	865.99	553.85	1,993.86
LPG	143.39	174.54	184.38	663.76
Aviation kerosene	320.36	421.61	281.52	1,013.46
Fuel oil	70,492.93	25,107,765.47	209,704,491.65	754,930,130.51
RENEWABLE				
Ethanol	13.82	33.75	321.43	1,157.13

ELECTRICITY CONSUMPTION (MWH)

2022	2023	2024
47,290.6 MWh	63,893.42 MWh	57,398,000.0 KWh

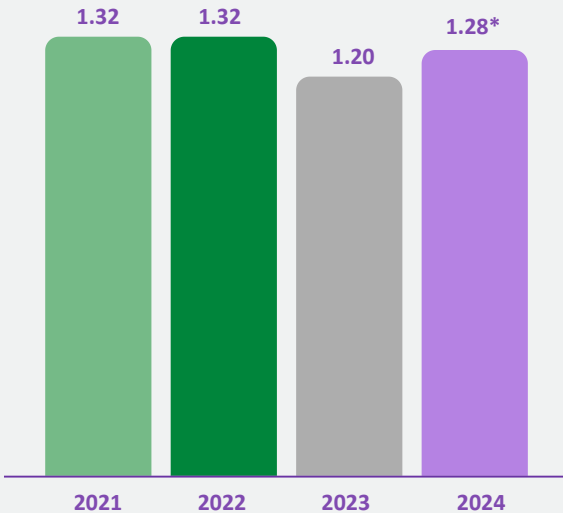
Readings from the boundary meters recorded by the electricity concessionaire Light, which is responsible for the metering system.

TOTAL ENERGY CONSUMED (MWH)

2022	2023	2024
128,851.29 MWh	25,183,367.03 MWh	206,632,594.8 MJoule

ENERGY INTENSITY RATE

Electricity consumption (kWh) /
Solid bulk goods handled (metric tons)



*The increase in 2024 may be associated with higher prices due to the prolonged and atypical drought. Another factor was the higher rate of use of electrical equipment in operations, meaning that the rise in volume handled was greater than the rise in power consumption.



We go beyond the environmentally appropriate disposal of waste: **we prioritize efficient and sustainable treatment solutions, actively contributing to the circular economy, environmental preservation and sustainable development.** The entire process is monitored from generation, through transportation, to the final disposal of waste, with strict control through environmental audits.

Waste management and the circular economy

(GRI 3-3, 306-1, 306-2, 306-3, 306-4, 306-5)

GOALS	STATUS
2024 specific goal: Increase the recycling rate to 90%*	ACHIEVED (98%) ●
2024 specific goal: Reduce the amount of solid waste sent to landfills to 2.6 kg/kt of solid bulk goods handled	Not achieved due to the reduction in bulk cargo handling; however, we reduced the absolute amount of solid waste sent to landfills ●
2024 specific goal: Reduce the amount of hazardous waste generated to 0.8 kg/kt of solid bulk goods handled	ACHIEVED (0,6) ●

GOVERNANCE AND STRATEGY

The waste generated at Porto Sudeste generally comes from liquid and solid bulk material handling operations, as well as the site's maintenance activities, outpatient clinic, cafeteria, laboratory and administrative areas. In terms of management, we seek to promote internal circularity, which can take different forms:

- Rubber, scrap metal, copper scrap, and electronic waste parts are sold;
- Lubricating oil from the water and oil separator boxes (SAO) is sent for re-refining;
- Contaminated waste is sent for co-processing;
- Organic waste generated by the cafeteria and by mowing and pruning activities, as well as sludge from the Effluent Treatment Plant, undergoes composting and is used in port landscaping or directed to social projects (such as Vegetable Garden Program).

The reuse of waste in our operations is incentivized as a sustainable action through the Sustainability, Balance and Respect Program, encouraging circularity in our day-to-day activities.

These and other waste management actions are conducted by a specialized company, which undergoes document-based and on-site inspections, while segregation, storage and disposal controls for each waste category are determined by Porto Sudeste's internal regulations, in accordance with the National Solid Waste Policy.

Our goal is to send zero waste to landfills. To achieve this, we have a strict monitoring system: all waste exits are controlled by weighing and the issuance of a Waste Transportation Manifest, as required by law. This process allows for real-time tracking of our indicators.

Currently, we also have a reserved, controlled-access area for the disposal of waste from our partner companies located on-site. In this area, each company is responsible for the correct weighing and segregation of the material they generate. This practice is linked to our 5Rs awareness campaigns and the internal monitoring of waste produced at the port, strengthening our commitment to reducing the amount of waste sent to landfills.

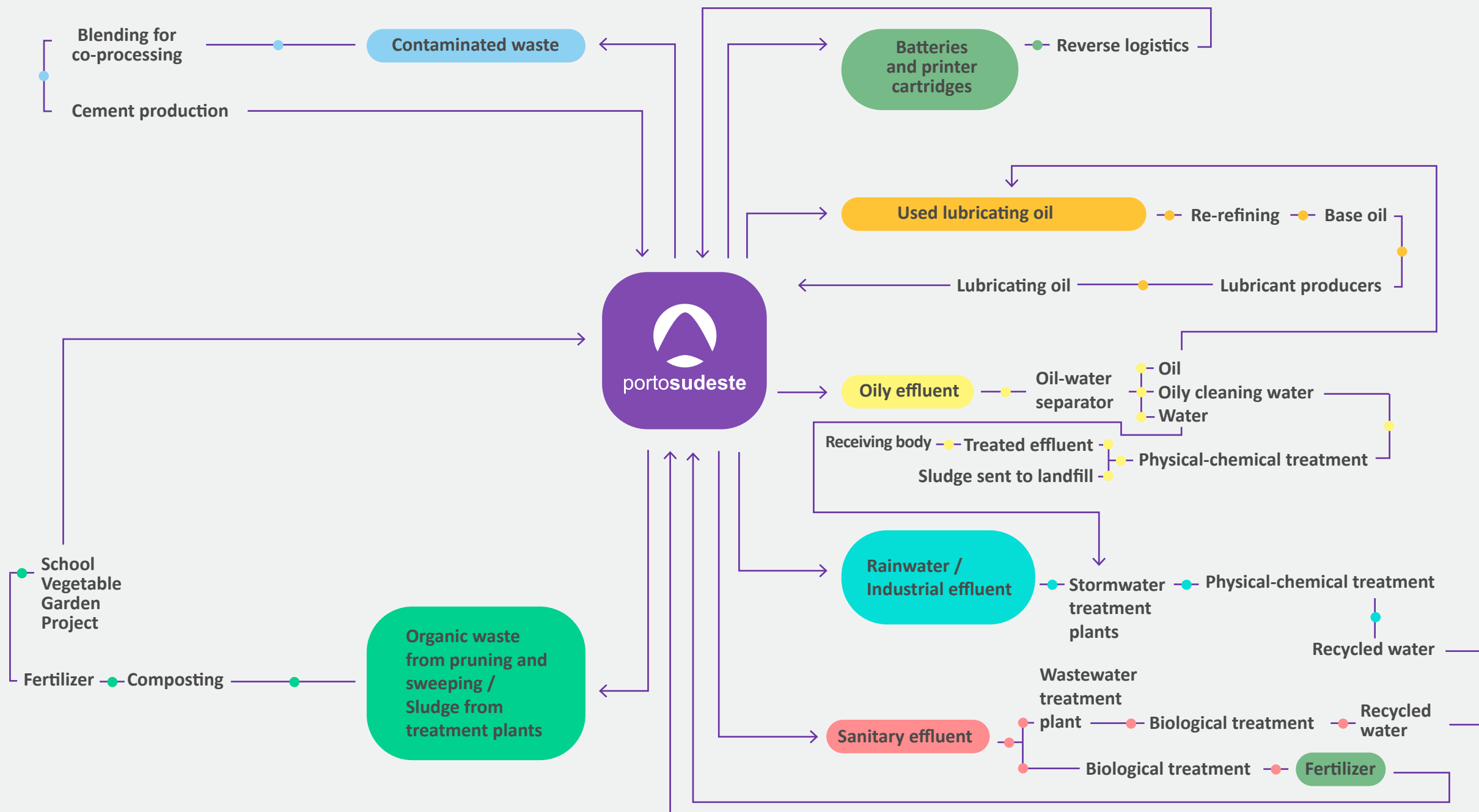
All waste generated is transported and disposed of by companies duly licensed by the environmental authorities, guaranteeing legal compliance at all stages of transportation, treatment and final disposal. In addition, periodic audits are carried out of the waste recipients, as specified in our internal Waste

Management Standard. This step ensures that waste is disposed of by legally compliant companies and treated in accordance with the reported technology, respecting the required standards.

In 2024, after several years of progress in waste management, we achieved a 99.1% recycling rate for solid and operational waste at Porto Sudeste.



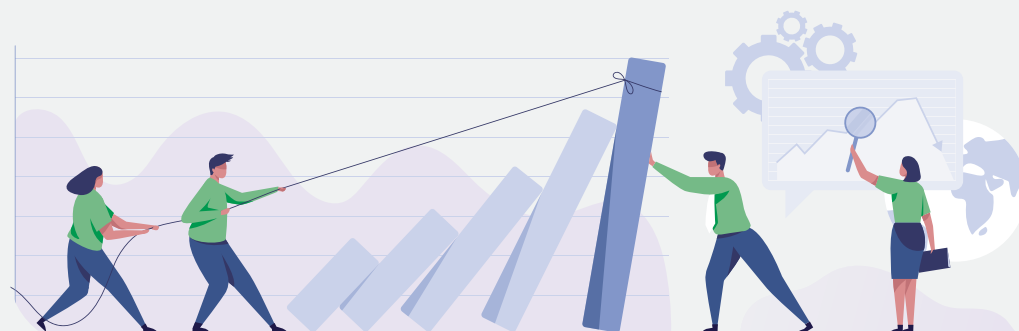
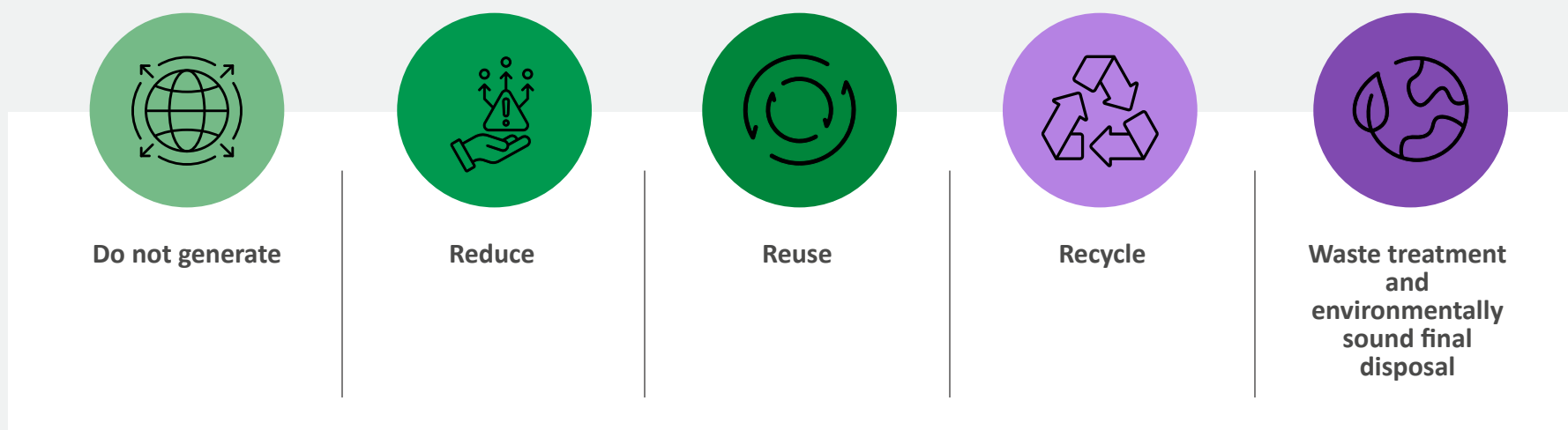
WASTE CIRCULARITY AT PORTO SUDESTE



RISK AND IMPACT MANAGEMENT

The main risk mapped for this topic is ineffective waste control, which has potential impacts such as soil, water and air pollution, as well as harm to our reputation and fines or other penalties. To mitigate this, we have a Solid Waste Management Program, which determines the hierarchy of priorities for our management work:

Prioritization Diagram in Waste Management



Within this process, we prioritize reuse and reverse logistics, ensuring the return of materials and packaging while reducing waste production at source. When this is not possible, we look for uses with lower risks of accidents and environmental impacts and recipients that are close to the port, seeking to increase efficiency and reduce transportation costs and aggregate GHG emissions.

Metrics

WASTE GENERATED

YEAR	WASTE GENERATED (METRIC TONS)	SENT FOR RECYCLING	RECYCLING TARGET
2022	10,635.0	88%	82%
2023	25,791.1	95%	90%
2024	14,896.6	99.1%	90%

WASTE NOT SENT FOR FINAL DISPOSAL, BY TYPE

TYPE	2022 (METRIC TONS)	2023 (METRIC TONS)	2024 (METRIC TONS)	CATEGORY	DISPOSAL METHOD
Class I – Hazardous	29.28	43.53	25.44	Contaminated Waste	Blending for co-processing
	482.21	484.98*	494.07	Metal	Recycling/commercialization
	261.26	276.44**	171.01	Wood	Recycling
	38.65	17.81	12.53	Organic Waste	Composting
	11.30	10.35**	7.41	Plastic	Recycling
Class II – Non-Hazardous	15.59	12.38**	11.72	Paper/Cardboard	Recycling
	675.45	487.22**	287.65	Rubber	Recycling/commercialization
	8,348.25	17,441.08**	21.46	Rubble (Construction)	Recycling/repurposing
	244.51	2,830.35**	13,402.52	Yard Sweepings	Recycling/commercialization
	221.03	118.55**	0	Soil (Construction)	Recycling/repurposing
	4.78	6.46	5.65	Electronic Waste	Recycling/commercialization

*Adjusted value compared to the previous cycle, due to a conversion error.

**Adjusted values compared to the previous cycle, after indicator revision for alignment with INEA waste transportation manifest data.

0.2%

is hazardous solid waste
(Class I)

99.2%

of the total is operational
waste (not including
construction waste)

99.1%

of the waste generated
is recycled

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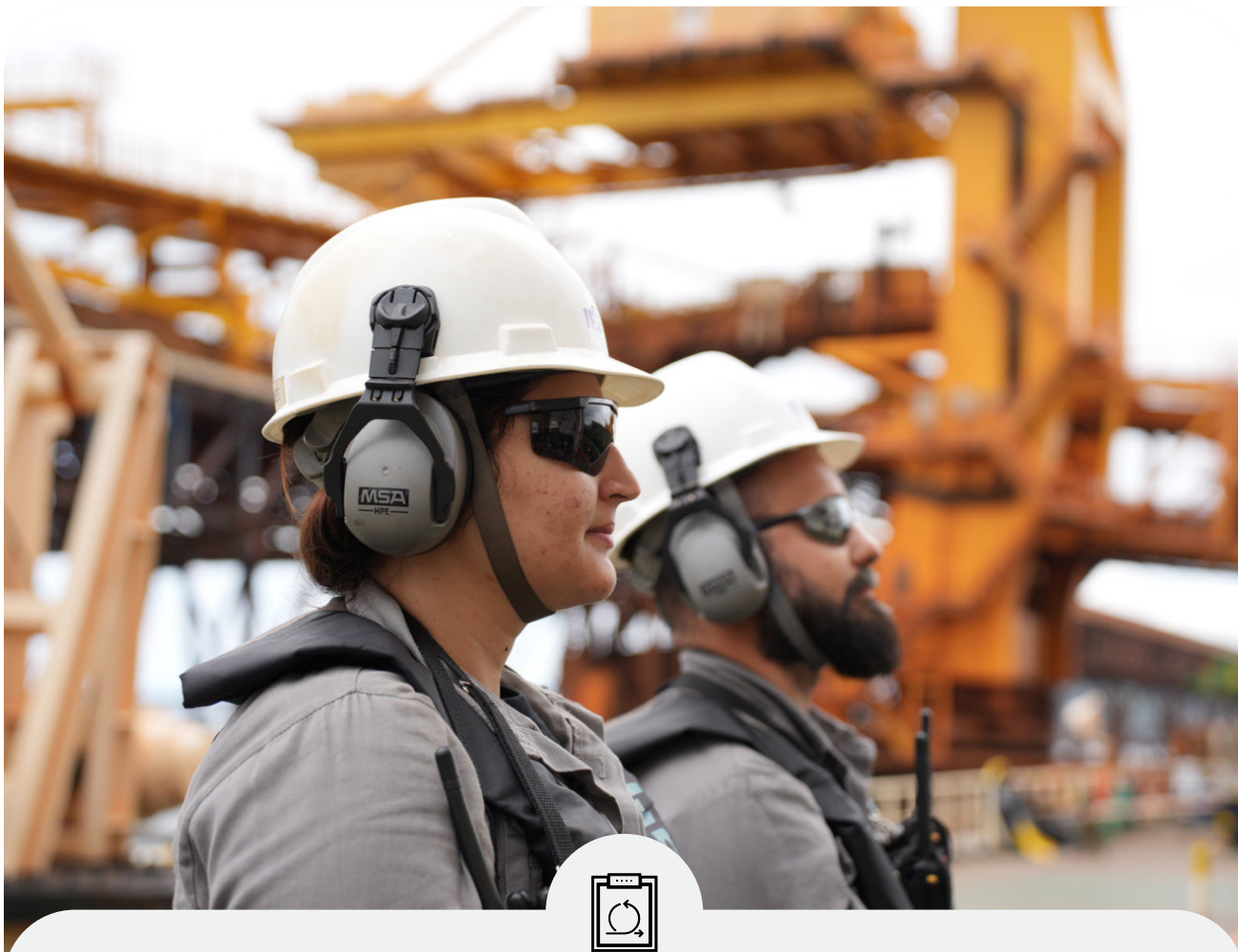
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Innovation





Our value proposition for the material topic of **Innovation** is to strengthen our research, development and innovation infrastructure, to enable improvements and advances in quality, efficiency, and the social and environmental performance of the company's processes, products and services.

Innovation at Porto Sudeste

(GRI 3-3)

METAS	STATUS
Accelerate digital transformation by increasing transparency, standardization, and governance.	ACHIEVED ●
Training in continuous improvement and innovation.	ACHIEVED ●
Development of ambassadors in Continuous Improvement and Innovation	ACHIEVED ●

MANAGEMENT OF THIS TOPIC

Innovation is directly linked to the real needs of our business and is applied to solutions that contribute to efficiency, sustainability and social impact. This approach allows us to develop solutions that have a direct impact on mitigating social and environmental risks.



Innovation in the management of Porto Sudeste

1

Innovation governance CEO

Innovation Area reports
directly to the CEO

Upholds topic's
strategic importance
within the company

2

Continuous Improvement and Innovation Area

Area responsible for innovation
governance and continuous
improvement

Works on project management,
innovation culture and knowledge
dissemination

3

Coordinators reporting to Continuous Improvement and Innovation Area

Operational Excellence Coordinator
Ensures annual targets are met based
on continuous improvement

Continuous Improvement, Innovation
and Digital Transformation Coordinator
Leads technological adaptations
and innovative solutions applied to
operations

In addition to project management, the Continuous Improvement and Innovation Area leads initiatives to foster a culture of innovation and promote organizational learning in continuous improvement.

BRILLIANT IDEAS PROGRAM

Brilliant Ideas is our main internal program for promoting continuous improvement and innovation. The goal is to encourage problem solving, waste elimination and the creation of solutions that have a direct impact on the terminal's activities.

Initiatives are carried out in three broad areas:

- 1** Kaizen solutions: low-complexity improvements, usually applied directly to routines;
- 2** Plan-Do-Check-Act (PDCA) challenges: medium-complexity improvements, featuring structured steps;
- 3** Innovation challenges: more complex and often disruptive ideas with the potential to transform processes.

All proposals are screened by the Continuous Improvement and Innovation Area and evaluated by a specialized panel to determine awards. The winning initiatives are recognized at an annual event, highlighting the teams involved and the diversity of participating areas.

See **Metrics** for indicators related to this program.



Metrics

KAIZEN SOLUTIONS*

896

submissions in 2024 cycle*

31

management areas involved (94% of the total)

75

submissions per month, on average

253

workers engaged (50% of all professionals in the respective management areas)

756

completed

246

PN10

96

Sustainability, Balance and Respect Program

201

Zero Accident Program

34

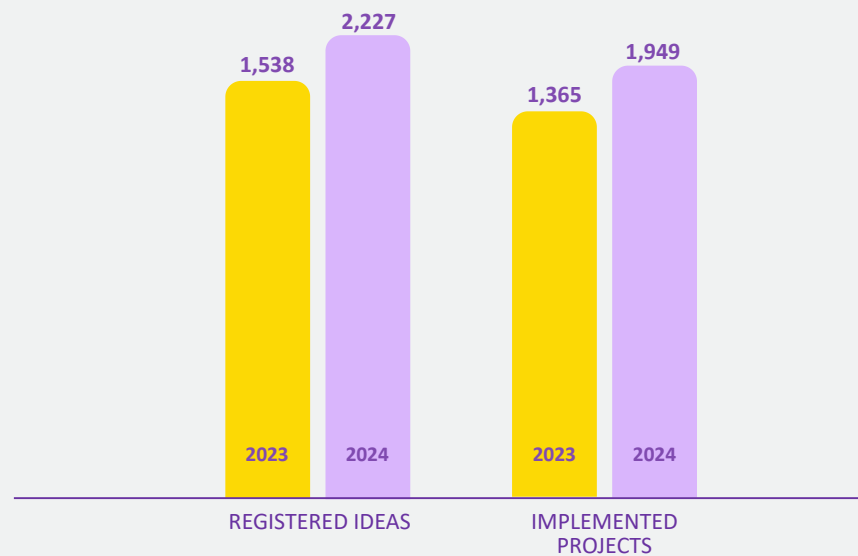
Governance, Risk and Compliance

179

Careers Program

*Campaign from November 1, 2023 to October 30, 2024.
Completed projects

BRILLIANT IDEAS PROGRAM



Case DIGITAL TALENTS PROGRAM

The Digital Talents Program is an initiative aimed at training employees in the use of low-code digital tools, such as Power BI and Power Automate. The goal is to encourage autonomy and applied innovation through the automation of routine processes, the use of data, and internally developed technological solutions.

Each training cycle lasts three months and includes 32 hours of training, with content on governance, digital security and Power Platform tools. The training is conducted at Integranet Lab, a secure environment for testing and prototyping.

Based on this training journey, digital talents have begun to develop solutions with a direct impact on operations, such as:

- An industrial cleaning management system, yielding gains in productivity and information security;
- An app for controlling unused materials, leading to reduced waste and greater traceability;
- A budget dashboard for real-time monitoring of costs and expenses.

To ensure governance, scalability and technical support for the initiatives developed, we structured the Center of Digital Excellence – a strategic hub that monitors and leverages our internal digital transformation results. The center is composed of three specialized teams:

- **Indicator Factory:** Responsible for validating and publishing dashboards in Power BI, ensuring quality, traceability and institutional alignment of the data used by leadership. Each report undergoes a technical review, hierarchical approval and official publication;
- **Solution Factory:** Dedicated to developing automations, applications and internal systems with Power Apps and Power Automate. The team works to solve complex demands, focusing on efficiency and applied innovation;
- **Governance and Support:** Conducts user service activities, environment monitoring and quality management for digital solutions. This team is responsible for ensuring compliance with security guidelines, maintaining service availability and promoting continuous process improvement.

Each team has specialized professionals who are prepared to support digital talents and develop more robust, secure solutions that are integrated with corporate systems.

Results to date (2022–2024):

>60

participants completed the Digital Talents Program

80 projects

implemented, including dashboards, automations and internal applications

R\$ 3.5 million

in total savings, requiring R\$450,000 of investment



“The industrial cleaning management system helps the team monitor productivity and improve internal communication. The solution has had a major impact on the operation, resulting in greater precision and control over the cleaning process.”

— Yasmin Campos, Digital Transformation Analyst, Industrial Cleaning Area

OPEN INNOVATION

In 2024, we strengthened our open innovation efforts through structured efforts focused on connecting with the innovation ecosystem, technological experimentation and solving real operational challenges. This strategy is supported by the following pillars:

Connections with the innovation ecosystem: Active participation in hubs, networks and events to bring us closer to universities, startups and strategic institutions. For example, Porto Hub connects companies in the port sector to innovative solutions through proofs of concept, partnerships with startups and coordination with research centers, strengthening a culture of innovation and operational sustainability;

Partnerships to enhance legal certainty: Establishment of technical cooperation agreements and non-disclosure agreements to ensure agility and trust in the joint development of solutions;

Dynamic innovation culture: Training of innovation ambassadors, internal live streams and worker engagement actions;

Intelligence for continuous innovation: Mapping of internal challenges and monitoring of funding

announcements, seeking opportunities to leverage innovative projects;

Experimentation with focus on real challenges:

Proofs of concept and proofs of value geared at solving internal problems and promoting continuous improvement.

This year, two projects stood out on our environmental innovation agenda. The first is the Ballast Water Control pilot project with the Rio de Janeiro State Federation of Industry (FIRJAN), which seeks to develop an innovative solution for ballast water management in ships, using genomic tools and bioinformatics to monitor invasive species and contribute to the preservation of marine biodiversity.

The second is the prototype Oil Slick Prediction tool, created with the Brazilian government's Startup Industria program, which structured and tested an intelligent system based on AI to predict the trajectory and dispersion of oil slicks at sea, with a focus on port emergencies.

Both projects reinforce our commitment to innovation applied to sustainability and the protection of coastal ecosystems.

Results to date

39

challenges mapped. 06
projects carried out

2

NDAs signed

>200

ecosystem partners
registered



Data privacy

(GRI 418-1)

Because we maintain ongoing virtual relationships with stakeholders (primarily clients, suppliers and partners), data protection and privacy are essential issues. Therefore, we are committed to the security and reliability of these stakeholders' data.

We have a Privacy Policy and Terms of Use for our website, which discuss what personal data is **collected**, how it may be used and managed, and the rights that interested parties have in relation to their personal data.

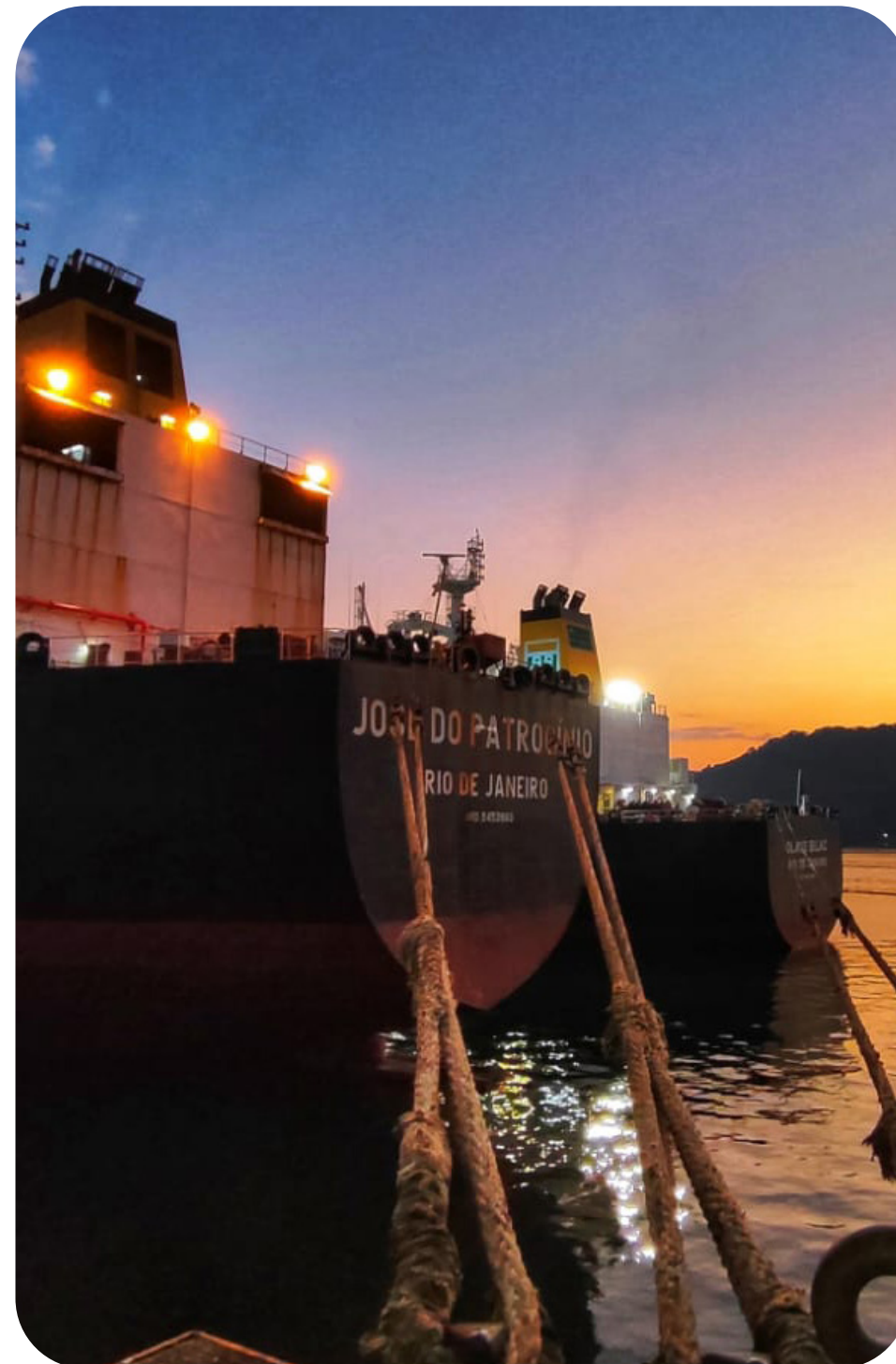


We collect personal data from the following individuals, which they provide to us consciously and voluntarily:

- Representatives of our suppliers, clients and other business contacts;
- Contractors;
- Users of our website (when visiting the site and filling out forms);
- Visitors to our facilities;
- People who contact us by any means (phone, email, website, social media, third-party apps and similar technologies);
- Job applicants.

In 2024, no substantiated complaints were identified regarding privacy violations and loss of customer data.

Comments, questions and requests related to our Privacy Policy and how we handle personal data are welcome and should be sent via our **Data Protection Officer contact form**.





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Our vision for the future

Our vision for the future

We believe that sustainability, innovation and responsible governance go hand in hand in building a resilient port that is prepared for the challenges of the future.

Our long-term vision is connected to reducing environmental impacts, strengthening our ethical and integrity pillars, intelligent risk management, and the continuous search for innovative solutions that bring efficiency, safety and positive impact to society as a whole, respecting human rights and promoting social responsibility as essential foundations for sustainable development. For each of our material topics, we have compiled proposals for actions, solutions, investments and improvements in practices and operations, considering short-, medium- and long-term horizons.



GOVERNANCE

Risk management, ethics and integrity

We will revisit our Strategic Risk Inventory annually, reviewing the 110 mapped risks and adapting the scenarios to changes in the company's internal and external environment.

We will continue to strengthen the use of the ERM Portal, expanding its integration with other management tools for better prioritization and response to critical risks.

We will continue to reinforce our ethical culture through training, periodic communications and preventive analysis of conflicts of interest, always reported to the Audit, Risk and Compliance Committee (ARCC).

INNOVATION

We will continue to co-create Porto Hub, focusing on disruptive solutions with environmental, social and operational efficiency impacts unique to the port sector, with the goal of setting a national benchmark for open innovation.

We will hold a new round with BLUERIO, an environment that encourages innovative actions and solutions focused on the blue economy in the state of Rio de Janeiro.

We will maintain our initiatives to share experiences and seek new innovative solutions with the market, especially through our membership of the Association of Private Port Terminals (ATP), the Brazilian Alliance for Port Decarbonization (ABDP) and the International Association of Ports and Harbors (IAPH).

We will continue with the Brilliant Ideas Program, with new structured campaigns and incentives for participation from all areas, aiming to increase the number of solutions with a direct social and environmental impact.

We will reinforce the use of artificial intelligence to prevent and mitigate environmental risks, such as in our project to predict oil spills and extreme weather events.

In partnership with our Integrated Automation Master Plan Multidisciplinary Committee, we are implementing a technology maturity map, which covers all the terminal's processes and will result in a strategic dashboard to guide the journey toward total automation. This transformation, which cements our "Port of the Future" vision, is expected to be completed within five years.





SOCIAL

People management

We will continue to invest in strengthening our organizational culture, focusing on inclusive and safe environments that are conducive to the technical and behavioral development of our teams.

We will continue to work to reinforce the use of people management tools as drivers of performance and individual development, promoting a culture of results together with human development.

We will promote the continuous reinforcement of the use of the Corporate Education Portal, with personalized training tracks aligned with business needs.

In 2025, the strategy for adapting to identified risks will be presented to the municipal government of Itaguaí, contributing to local public policies.

Health and safety

We will complete the transformation of our Zero Accident Program by fully implementing its new digital ecosystem and strengthening its governance, building on the progress made in 2024.

We will continue to invest in the professionalization of safety management, focusing on authorization for

critical activities, exceeding legal requirements with a dedicated structure of specialized technicians.

We will continue to systematically perform emergency drills, increasing the level of preparedness and integrated response capacity in critical scenarios.

We will reinforce our culture of prevention through training and ongoing communication, encouraging professionals to take the lead in building a safer and healthier work environment.

Communication, relationships and community development

We will expand the role of Casa Porto as a reference point for training, culture and community relations, offering more courses, workshops and projects in partnership with local institutions.

We will continue to invest in structured vocational training programs, such as Proquali, with a focus on employability, local development and income generation.

We will continue to strengthen projects for gender inclusion and gender equity, such as Extraordinary Women, valuing diversity and encouraging female empowerment in the surrounding region.

We will continue to enhance our channels and practices for communicating with communities, prioritizing active listening, data transparency and strengthening ties with different local audiences.

Diversity and inclusion

We will consolidate the Diversity Committee as a strategic body, with cross-functional activities in different areas and an active role in guiding systemic inclusion actions.

We will establish formal goals and indicators for diversity pillars, together with action plans integrated into people management and organizational culture.

We will continue to encourage the entry and development of women in technical areas, especially through the Young Apprentice Program and other partnerships focused on local vocational training.

We will continue to develop initiatives aimed at neurodiversity, welcoming neurodivergent professionals and their families through conversation sessions, support groups and coordination with health insurers.



ENVIRONMENTAL

GHG emissions and climate change

Porto Sudeste's decarbonization journey continues to advance steadily, underpinned by a long-term vision. Based on the Climate Change Policy launched in 2024, our actions are structured to achieve the goal of reducing Scope 1 and 2 GHG emissions by 50.4% by 2033. In 2025, we will continue to strengthen our technical monitoring, operational innovation and climate governance, maintaining alignment with best practices and international commitments.

On the decarbonization front, following the positive results of 2024, studies are underway to expand the use of electric equipment, based on our wheel loader and dump truck tests. The plan to gradually replace the light fleet with ethanol-powered vehicles continues to be implemented, and this is expected to increase our renewable fuel consumption. A project involving diesel exhaust fluid will be monitored and may be expanded, depending on environmental performance indicators.

We will continue to refine our climate survey model, applying it more frequently and adding topics to help identify opportunities for improvement in different areas.

Marine biodiversity

The Sipremo O2S system, based on artificial intelligence and predictive modeling, will continue to be used to more accurately predict and monitor possible oil spills in the ocean.

In 2025, we will continue the Exotic Marine Species Monitoring Program, focusing on early identification of invasive organisms in the pier area and taking corrective measures whenever necessary.

Our project in partnership with the Rio de Janeiro State Federation of Industry (FIRJAN), which began in 2024, will continue to genomically map Sepetiba Bay and develop rapid tests for detecting organisms in ballast water, expanding preventive controls against the introduction of invasive species.

Environmental management

In 2025, we will continue to develop integrated, strategic and future-oriented environmental management. Our focus is on continuously improving processes, strengthening our internal culture of sustainability and anticipating risks.

Water resource management

The results of our water resilience study, which is analyzing Porto Sudeste's vulnerability to water

scarcity and increased demand for water, will support our decision making and provide a bases for new adaptation strategies through 2030.

We will continue to reinforce our voluntary goals as members of the Global Compact Brazilian Network's More Water Movement, prioritizing projects that help us advance in reducing new water consumption and increasing reuse, always based on reliable evidence and indicators.

Energy management

We will move forward with the acquisition of a solar farm under a distributed generation model, enabling a clean and renewable source capable of meeting 100% of our power demand in future. Negotiations began in 2024 and are expected to be completed in the near future.

Waste management and the circular economy

We will continue to reinforce our waste management goals, prioritizing projects that help us reduce the amount of waste sent to landfills and increase recycling and upcycling, always based on reliable evidence and indicators.



Commitment to the future

GRI 2-22

ULISSES OLIVEIRA | DIRECTOR
OF CORPORATE AFFAIRS AND SUSTAINABILITY



After the records set in 2023, the year 2024 brought us significant challenges in the economic field. But that did not prevent us from maintaining sustainability as a strategic priority, reflecting the institutional maturity we have achieved over the years. We navigated this period with responsibility and resilience, without giving up on social and environmental investments— a choice that reinforces our long-term vision of not only contributing to a more just and balanced future, but also building solid and lasting competitive advantages.

Today, sustainability is present in Every decision made at Porto Sudeste. More than just a governance guideline, it is a living part of our culture, our teams, and our routine. In 2024, we saw this reflected in the daily engagement of our workers, the training provided, the awareness cycles, the collective goals, the results, and, above all, in the constant quest to include sustainability in our day-to-day operations.

Proof of this is the annual increase in suggestions aimed at mitigating environmental impacts and actions to engage with the community submitted through our Brilliant Ideas program.

Because sustainability cannot thrive without innovation, we continue to forge partnerships with strategic allies to co-create solutions that balance economic development and environmental conservation. We are forming alliances with leading institutions such as Firjan and IAPM—a research institute affiliated with the Brazilian Navy—to develop projects that deepen studies on ballast water and invasive species. These efforts reaffirm our commitment to science-based approaches for environmental preservation and maritime safety.

We are planning for the future with responsibility and consistency. As we expand our operational capacity,

we are also scaling up our environmental and social investments proportionally, in both capital and operational expenditures. This ensures that our growth remains firmly aligned with sustainability principles and the creation of shared value.

Our initiatives have already positioned us ahead of many Brazilian terminals—and I dare say we are approaching the standards of international ports. But we aim higher. We aspire to be among the leaders of the port sector's energy transition. And we are well on our way—from implementing our workforce's brilliant ideas to adopting market-driven solutions.

Our commitment is to continue moving forward every day toward operations that are increasingly sustainable, innovative, and in sync with global transformations. And it is with this ambition that the entire Porto Sudeste team remains fully engaged.



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GRI 2-7

Employees by region and gender

LOCATION	MEN	WOMEN	LOCATION	MEN	WOMEN	LOCATION	MEN	WOMEN
Aripuanã	1	0	Itaúna	1	0	Teresópolis	0	1
Barra Mansa	1	1	Japeri	1	0	Vila Velha	2	0
Belford Roxo	1	2	Manaus	1	0	Vitória	2	0
Belo Horizonte	10	12	Mangaratiba	31	10	Volta Redonda	2	2
Betim	1	0	Niterói	3	0	Total	565	169
Bom Jesus da Lapa	1	0	Nova Iguaçu	10	0			
Brumadinho	3	0	Nova Lima	3	0			
Cabo Frio	0	1	Paracambi	5	0			
Campinas	0	1	Petrópolis	1	0			
Congonhas	5	0	Queimados	1	0			
Conselheiro Lafaiete	2	0	Ribeirão das Neves	0	1			
Duque de Caxias	4	0	Rio de Janeiro	189	57			
Fortaleza	1	0	São Gonçalo	1	0			
Igarapé	2	0	São João de Meriti	1	0			
Itaboraí	3	0	Sarzedo	6	1			
Itaguaí	255	76	Seropédica	15	4			

GRI 2-7

Employees with fixed-term contracts, by location and gender

EMPLOYEES WITH FIXED-TERM CONTRACTS			
WOMEN	4	MEN	7
Itaguaí	3	Itaguaí	1
Rio de Janeiro	1	Rio de Janeiro	1
		Volta Redonda	6
TOTAL GERAL: 11			

Employees with permanent contracts, by location and gender

EMPLOYEES WITH PERMANENT CONTRACTS - WOMEN	
LOCATION	
Barra Mansa	1
Belford Roxo	2
Belo Horizonte	12
Cabo Frio	1
Campinas	1
ITAGUAI	1
Itaguaí	52
Mangaratiba	6
Ribeirão das Neves	1
Rio de Janeiro	52
Sarzedo	1
Seropédica	3
Teresópolis	1
Volta Redonda	2

Employees with permanent contracts, by location and gender

EMPLOYEES WITH PERMANENT CONTRACTS - MEN		EMPLOYEES WITH PERMANENT CONTRACTS - MEN	
LOCATION		LOCATION	
Aripuanã	1	Mangaratiba	29
Barra Mansa	1	Mangaratiba	1
Belford Roxo	1	Niterói	2
Belo Horizonte	10	Nova Iguaçu	10
Betim	1	Nova Lima	1
Bom Jesus da Lapa	1	Paracambi	5
Brumadinho	3	Petrópolis	1
Congonhas	5	Queimados	1
Conselheiro Lafaiete	2	Rio de Janeiro	185
Duque de Caxias	4	São Gonçalo	1
Fortaleza	1	São João de Meriti	1
Igarapé	2	Sarzedo	6
Itaboraí	3	Seropédica	15
Itaguaí	244	Vila Velha	2
Itaúna	1	Vitória	2
Japeri	1	Volta Redonda	1
Manaus	1		

EMPLOYEES WITH PERMANENT CONTRACTS TOTAL	
WOMEN	136
MEN	546
TOTAL	681

GRI 2-28

We are members of various institutions that manage partnerships and offer opportunities to advance our sustainable development initiatives

- Itaguaí Commercial, Industrial and Agricultural Association (ACIAPI);
- Association of Private Port Terminals (ATP);
- International Association of Ports and Harbors (IAPH);
- Brazilian Oil and Gas Institute (IBP);
- Brazilian Alliance for Port Decarbonization (ABDP);
- Rio de Janeiro State Federation of Industry (FIRJAN) – member of Environment Committee, Social Responsibility Committee and Infrastructure Committee;
- United Nations Global Compact – signatory and member of working groups;
- Cunhambebe State Park and Mangaratiba Environmental Protection Area – member of Advisory Board;
- Rio de Janeiro State Association of Maritime Shipping Agencies and Related Activities (SINDARIO);
- Itaguaí Association of Port Operators (SINDOPITA);
- Rio de Janeiro State Port Workers’ Union (STSPPERJ);
- Latin American Association of Oil Terminal and Monobuoy Operators (SLOM).

GRI 403-9

Hazards that posed risks of workplace accidents with serious consequences in 2024

1 – WORK WITH ELECTRICITY

Risk prevention and mitigation procedures:

Creation of conditional work orders for the installation of temporary generators;

Adaptation of panels to the NR 10 standard, in accordance with existing loads;

Inclusion of temporary grounding in the maintenance procedure for cubicles (13.8kV);

Registration of the circuit breaker (350 A – Pedreira cafeteria) in the Control Center’s lockout control;

Development of a systemic inspection plan for panels in the administrative area;

Team instruction on the use of lockout devices for circuit breakers;

Performance of a scope analysis in other areas and on panels with generators;

Development of electrical schematics for panels identified for correction;

Development of an operating procedure for generator installation, including communication flow, control measures and a checklist;

Study of the technical/financial feasibility of installing cameras in substations;

Creation of a monthly emergency response drill plan for hazardous activities;

Reinforcement campaign for the Zero Accident Program – “If it’s not safe or you’re not sure, don’t do it, and don’t let anyone else do it!”

Structuring of a training program on electrical installations and professional techniques;

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Training for management on the Riskex system to create risk treatment plans;

Refresher training plan for the maintenance team with a focus on Preliminary Risk Analysis;

Installation of new panels or the restructuring of existing installations;

Specific training for professionals who perform generator installation;

Research on current detection instruments/devices for individual use;

Installation of automatic transfer switches in locations with generators.

2 – EXPOSURE TO CONVEYOR BELT MOVING PARTS

Risk prevention and mitigation procedures:

Replacement of safety guards on the belts of sampling line 1;

Reporting of accidents to Internal Accident Prevention Committee and maintenance teams;

Inspection of operational yard to identify

absent or faulty guards;

Retraining of teams on the lockout and tagout procedure, together with a written evaluation;

Review of maintenance process mapping and identification of necessary procedures to control critical activities;

Mandatory inclusion of supervisor or qualified professional review/approval in critical activities;

Reformulation of the safe behavior observation tool, linking it to regular evaluations of all workers exposed to risks;

Mandatory guideline for blocked access to only be released with managerial authorization;

Installation of guards and an emergency stop cord on the belts and other lines;

Evaluation and adaptation of guard designs, ensuring safe access to alignment spindles;

Full survey of the port facility to identify absent guards and schedule repairs;

Ensure that emergency stop systems comply with legal requirements;

Development of a specific procedure for belt alignment and qualification of the team involved;

Creation of a performance evaluation process for the base maintenance teams, with goals linked to the Zero Accident Program;

Reassessment of the criticality classification of Deviation and Near Miss Reports, with categorization (Critical, Major, Moderate, Low) initially performed by the occupational health and safety team;

Inclusion of Occupational Health and Safety, Environment and Social Responsibility areas in onboarding programs and promotion processes for new leaders;

Implementation of a buddy system for new employees exposed to operational risks, with structured training and follow-up.

3 – LIFTING AND MOVING LOADS

Risk prevention and mitigation procedures:

Detailed inclusion of “how-to” section in service orders;

Creation of a specific procedure for changing rotary car dumper drive pinions;

Training for mechanical maintenance team on this specific procedure;

Review and alignment of associated procedures and documents;

Installation of cameras for monitoring crane activities;

Mandatory participation of cargo lifting team in safety briefings with activity leader;

Installation of a device to adjust height of rotation pinion set;

Requirement for a safety plan from companies hired to lift and move loads with a crane, including risk mapping per task;

Daily safety meeting about this work with the maintenance team;

Daily safety meeting for alignment among the teams involved regarding the safe movement of loads.



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Porto Sudeste do Brasil S.A has reported the information cited in this GRI content summary for the period from January 1 to December 31, 2024, based on the GRI Standards.
GRI used: GRI 1: Foundation 2021 | **Applicable GRI Sector Standard(s):** Not applicable

GRI STANDARD	CONTENT	PAGE	INFORMATION
GENERAL DISCLOSURES			
THE ORGANIZATION AND ITS REPORTING PRACTICES			
GRI 2: General Disclosures 2021	2-1 Organizational details	4, 9, 31	
	2-2 Entities included in the organization's sustainability reporting	4	
	2-3 Reporting period, frequency, and contact point	4	
	2-4 Restatements of information	-	Instances of information restatements are indicated throughout the report.
	2-5 External assurance	-	The report has not undergone external assurance.
ACTIVITIES AND WORKERS			
GRI 2: General Disclosures 2021	2-6 Activities, value chain, and other business relationships	13, 15	
	2-7 Employees	46, 135	
	2-8 Workers who are not employees	48	
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GRI 2: General Disclosures 2021	2-9 Governance structure and composition	31	
	2-10 Nomination and selection of the highest governance body	31	
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	2-15 Conflicts of interest	39	
	2-16 Communication of critical concerns	39	

GRI STANDARD	CONTENT	PAGE	INFORMATION
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GRI 2: General Disclosures 2021	2-17 Illective knowledge of the highest governance body	32	Information unavailable. No specific actions are carried out for this topic.
	2-18 Evaluation of the performance of the highest governance body	-	
	2-19 Remuneration policies	53	
	2-20 Process to determine remuneration	53	
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	2-30 Collective bargaining agreements	46	
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GRI 3: Material Topics 2021	3-1 Process to determine material topics	28	
	3-2 List of material topics	29	
BIODIVERSITY			
GRI 3: Material Topics 2021	Management of material topics	99	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	100	
	304-2 Significant impacts of activities, products, and services on biodiversity	101	
	304-3 Habitats protected or restored	102	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	104	

GRI STANDARD	CONTENT	PAGE	INFORMATION
RISK MANAGEMENT, ETHICS AND INTEGRITY			
GRI 3: Material Topics 2021	3-3 Management of material topics	40	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	38, 40	
	205-2 Communication and training on anti-corruption policies and procedures	38, 40	
	205-3 Confirmed incidents of corruption and actions taken	38, 40	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	38, 40	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	16	
	308-2 Negative environmental impacts in the supply chain and actions taken	16	
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		We are not aware of any operation or supplier that may be involved in risks indicated in the standard, especially regarding freedom of association and collective bargaining, child labor, and forced or compulsory labor.
GRI 408: Child Labor 2016	408-1 Operações e fornecedores com risco significativo de casos de trabalho infantil	37	We do not allow any type of child labor in our operations and we have no employees under 18 years old.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	37	We are not aware of any operation or supplier that may be involved in risks indicated in the standard, especially regarding freedom of association and collective bargaining, child labor, and forced or compulsory labor.
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	16	
	414-2 Negative social impacts in the supply chain and actions taken	16	
ENERGY MANAGEMENT			
GRI 3: Material Topics 2021	Management of material topics	111	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	113	
	302-2 Energy consumption outside the organization	113	
	302-3 Energy intensity	113	
	302-4 Reductions in energy consumption		Information unavailable. No specific actions are carried out for this topic.
	302-5 Reductions in energy requirements of products and services		Not applicable.

GRI STANDARD	CONTENT	PAGE	INFORMATION
WATER RESOURCE MANAGEMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	105	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	106	
	303-2 Management of impacts related to water discharge	107, 109	
	303-3 Water withdrawal	110	
	303-4 Water discharge	110	
	303-5 Water consumption	110	
GREENHOUSE GAS EMISSIONS AND CLIMATE CHANGE			
GRI 3: Material Topics 2021	3-3 Management of material topics	91	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) greenhouse gas (GHG) emissions	96	
	305-2 Indirect (Scope 2) GHG emissions from energy acquisition	96	
	305-3 Other indirect (Scope 3) GHG emissions	97	
	305-4 GHG emissions intensity	97	
	305-5 Reduction of GHG emissions	98	
	305-6 Emissions of substances that deplete the ozone layer (ODS)		Not applicable.
	305-7 Emissions of NOx, SOx, and other significant air emissions		Not applicable.
WASTE MANAGEMENT AND CIRCULAR ECONOMY			
GRI 3: Material Topics 2021	3-3 Management of material topics	114	
GRI 306: Waste 2020	306-1 Waste generation and significant impacts related to waste	115	
	306-2 Management of significant impacts related to waste	117	
	306-3 Waste generated	118	
	306-4 Waste diverted from disposal	118	
	306-5 Waste directed to disposal	118	
PEOPLE MANAGEMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	49	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	51	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	54	
	401-3 Parental leave	54	
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	55	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	55	

GRI STANDARD	CONTENT	PAGE	INFORMATION
GRI 404: Training and education 2016	404-2 Programs for upgrading employee skills and assistance for career tran- sition	50, 55	
	404-3 Percentage of employees receiving regular performance and career development reviews	55	
HEALTH AND SAFETY			
GRI 3: Material Topics 2021	3-3 Management of material topics	56	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	57, 65	
	403-2 Hazard identification, risk assessment, and incident investigation	60	
	403-3 Occupational health services	62	
	403-4 Worker participation, consultation, and communication on occupational health and safety	61	
	403-5 Worker training on occupational health and safety	62	
	403-6 Promotion of worker health	64	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships		Not applicable.
	403-8 Workers covered by an occupational health and safety management system	65	
	403-9 Work-related injuries	65, 137	
	403-10 Work-related ill health	65	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	65	
DIVERSIDADE E INCLUSÃO			
GRI 3: Material Topics 2021	3-3 Management of material topics	67	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity in governance bodies and employees	71	
	405-2 Ratio of basic salary and remuneration of women to men	71	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		No cases were reported in 2024.
COMMUNICATION AND COMMUNITY DEVELOPMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	72	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	21	
	203-2 Significant indirect economic impacts	21	

GRI STANDARD	CONTENT	PAGE	INFORMATION
COMMUNITY ENGAGEMENT AND DEVELOPMENT			
GRI 411: Rights of Indigenous and Traditional Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	78	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	73	
	413-2 Operations with significant actual and potential negative impacts on local communities	78	
INNOVATION			
GRI 3: Material Topics 2021	3-3 Management of material topics	120	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and loss of customer data	126	
ECONOMIC PERFORMANCE			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	21, 23	
	201-2 Financial implications and other risks and opportunities due to climate change	94	
	201-3 Defined benefit plan obligations and other retirement plans		Not applicable.
	201-4 Financial assistance received from government		Not applicable.

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