



portosudeste

Sustainability Report 2025



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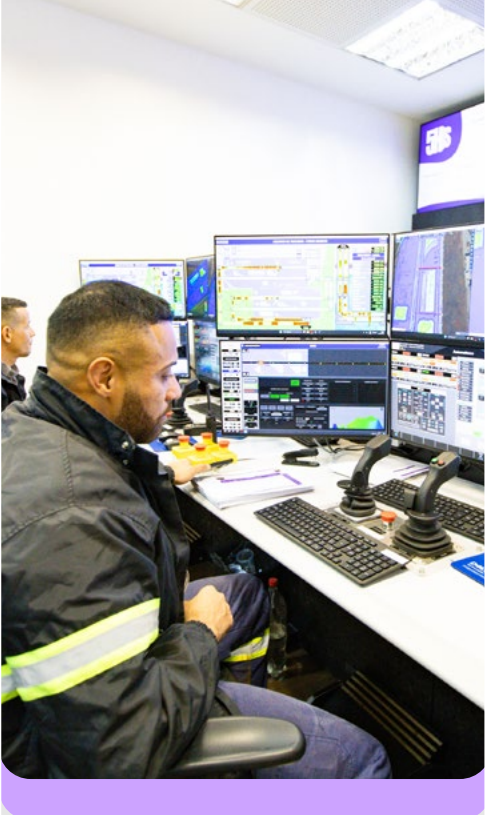
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Overview



A Message from Leadership

GRI 2-22

Reaching the 10-year mark is about more than celebrating a milestone. It is about recognizing a journey built day by day by people who turn responsibility into action, build trust through our operations and create lasting value through our results.

From the outset, we have been guided by a clear conviction: to grow sustainably while creating value for all our stakeholders – customers, employees, communities, partners, shareholders and the region where we operate. This vision continues to guide our decisions and the way we conduct our business.

Over the past decade, the market has evolved, logistics chains have transformed and expectations regarding the role companies play have grown. We have evolved with them. We have strengthened our governance, improved our processes, increased our operational efficiency and built a more

resilient Company, prepared to respond with agility while staying true to the principles we will never compromise on: safety above all, ethics and compliance as enduring principles, respect for the environment, transparent relationships with communities and the continuous development of our people.

More than infrastructure and results, we have built a culture. The incorporation of the 6H brought greater clarity to the behaviors that shape the way we operate. The SER and PAZ programs have consolidated the values that guide our relationships, our leadership and our decisions. The PN10 program has strengthened our ability to transform and continuously improve, fostering a more agile, integrated and excellence-driven culture. Initiatives such as Ideias Geniais (Brilliant Ideas) show that innovation is not driven by technology alone, but also by our ability to listen, collaborate and give people the opportunity to take the lead.

This Sustainability Report reflects that journey. It presents important achievements, as well as challenges and opportunities for further progress. We share our progress transparently because we believe credibility is built through consistency, responsibility and a continuous commitment to improvement.

Looking ahead, we remain guided by the same ambition that has brought us this far: to operate with excellence, create sustainable value and establish Porto Sudeste as a benchmark not only for what we deliver, but for how we deliver it.

I am deeply grateful to every professional, partner and stakeholder who has helped build these first 10 years. The future will require even greater integration, innovation, discipline and courage to evolve. And it is with this spirit that we will continue moving forward – together.



JAYME NICOLATO
CEO, PORTO SUDESTE

About this Report

GRI 2-1, 2-2, 2-3, 2-14

Porto Sudeste presents its 5th Sustainability Report, prepared in accordance with the Global Reporting Initiative (GRI) Standards, an internationally recognized reference for sustainability reporting standards and best practices. This report covers the period from January 1 to December 31, 2025, which corresponds to the same reporting period as the organization's financial statements.

Porto Sudeste do Brasil S.A. is controlled by two internationally recognized companies: Mubadala, which operates across multiple economic sectors, and Trafigura, a leader in the trading of oil, metals and minerals. Both are recognized for their commitment to ethics and responsible business practices across their operations.

The report was prepared by the Corporate Affairs and Sustainability department and validated by the Executive Board. We hope you enjoy reading it.

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Learn More

Here you will find information about our key initiatives to reduce environmental impacts and contribute increasingly to the sustainable development of our operations, value chain and society as a whole. The information is presented in a dynamic and interactive format.

ESG Pillars: The content is organized around the Governance, Social and Environmental pillars, providing a broad overview of our sustainability practices.

Material Topics: The list of topics most relevant to our organization is presented in the Materiality section, while each material topic is discussed in detail in the corresponding chapter, covering its management and governance, associated risks, key projects and related metrics.

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

GRI Content Index: This section provides all GRI disclosures and responses, organized according to their reference numbers (e.g., GRI 2-1) and the page on which the relevant content can be found.



2025 Highlights

ISO **37301**

refers to the Compliance Management System and reflects the evolution of our integrity and compliance mechanisms.



787 employees,

25.2% of whom are women, 2.2 percentage points above 2024.



27.8 million

metric tons of iron ore handled at the terminal.



More than **34,000**

hours of safety training, involving more than 13,500 participants.

98.1%

average in the Compliance Index for Operational Areas, demonstrating a high level of adherence to environmental requirements.

Diamond Category

in the ESG Certification awarded by the Ministry of Ports and Airports.

76%

reduction in CO₂ emissions between 2021 and 2025, based on the market-based approach.

100%

of energy consumed covered by renewable energy certificates.

More than **5 million**

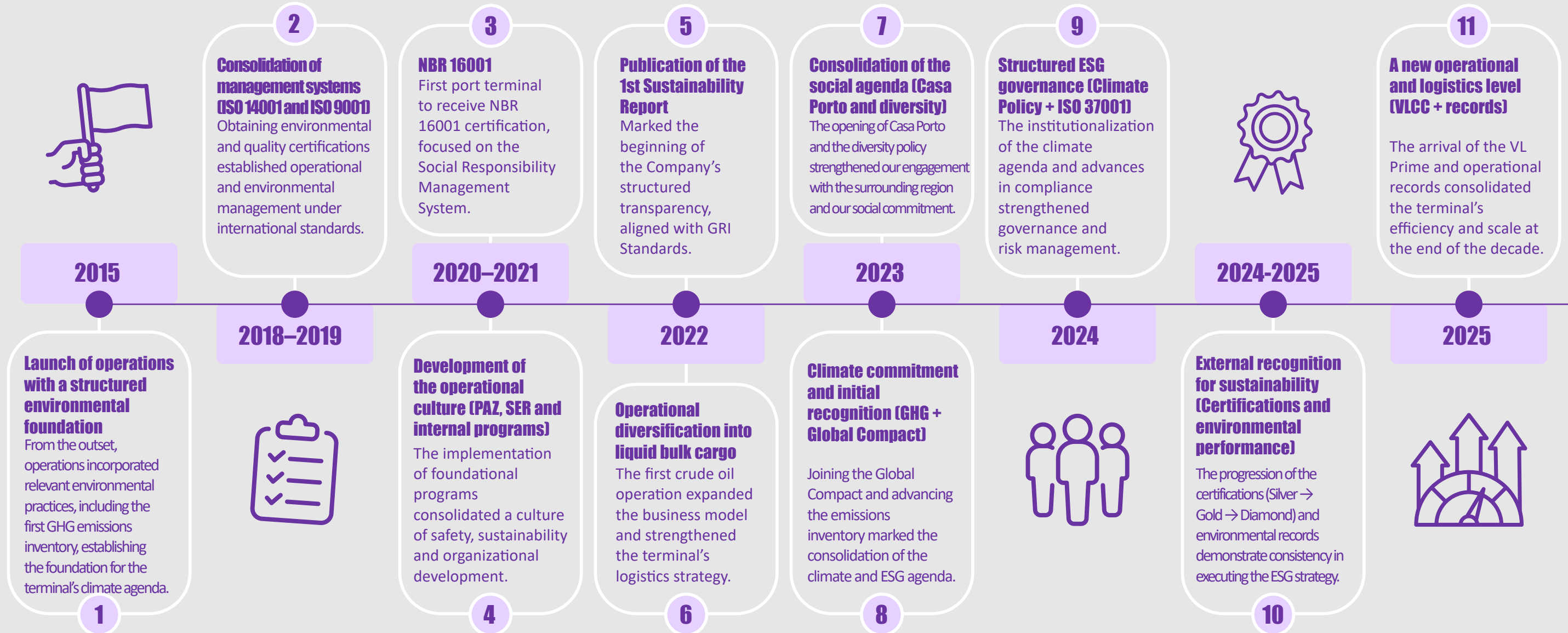
visits to the Integranet and more than 100 creators of automations and applications.

More than **2,000**

registered through the Brilliant Ideas Program, including projects with social and environmental impacts.



Our 10-Year Journey



About Porto Sudeste



About Porto Sudeste

GRI 2-1, 2-6

After 10 years of operations, Porto Sudeste has established itself as a relevant player in Brazil's export logistics, with recognized performance in port sustainability as well. It is a private, multipurpose port terminal designed to efficiently handle the export of two of Brazil's major commodities: iron ore and oil. Strategically located, Porto Sudeste plays an essential role in moving Brazil's production to market, contributing to the logistics performance of the entire mining and energy value chain.

By handling two of Brazil's three major commodities, iron ore and oil, Porto Sudeste holds a strategic position in the country's logistics network. In 2025, Brazil's mineral exports totaled approximately 416 million metric tons, according to the Brazilian Mining Institute (IBRAM, its Brazilian Portuguese acronym). At the same time, the production of oil and its byproducts require efficient, specialized infrastructure for transportation, further underscoring the importance of port infrastructure equipped to handle different cargo flows.

WHAT GUIDES US



Mission

To provide safe, sustainable, efficient and innovative logistics solutions for handling solid and liquid bulk cargo.



Vision

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



Values

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



STRATEGIC OBJECTIVE

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



Our culture – 6H



1

HONESTY:

Our conduct must be ethical and comply with the Company's rules and guidelines.



2

HARMONY:

The team's results are more important than individual results.



3

HUMANITY:

Leaders must demonstrate sensitivity and empathy when dealing with people.



4

HUMILITY:

Knowing how to listen and being aware of our limitations.



5

HUMOR:

Truth and creativity overcome fear, while a good sense of humor brings energy and motivation to face challenges.



6

PHYSICAL AND MENTAL HEALTH:

Striving for a sustainable, equitable, inclusive, diverse and transformative environment is our daily purpose.



Infrastructure and strategic location

LOCATION



- Madeira Island, Sepetiba Bay – **Itaguaí, Rio de Janeiro**;
- Strategic location for moving mineral production from **MG**;
- Close to the **Santos Basin** (oil and oil byproducts logistics).

OPERATIONAL STRUCTURE



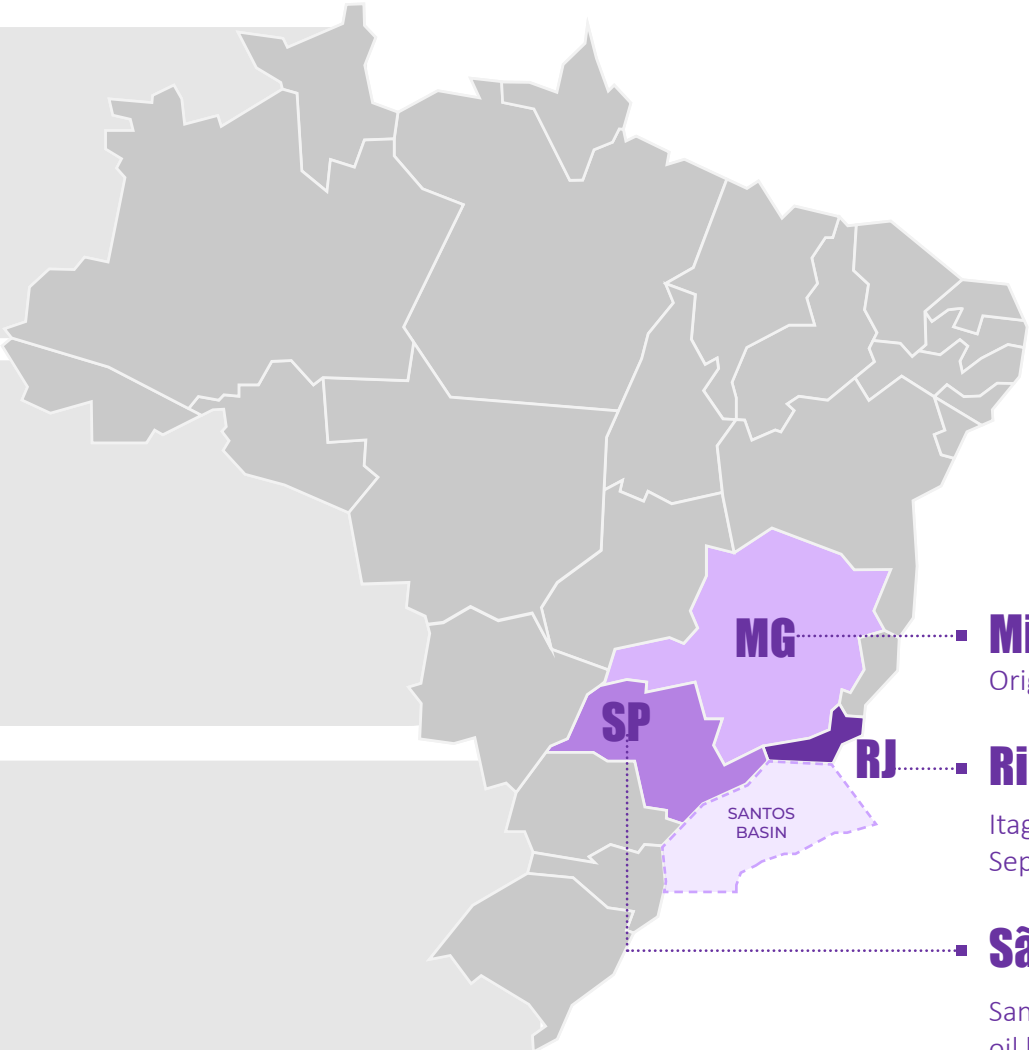
Dedicated rail branch: integration with the national rail network;
2 solid bulk storage yards;
2 berths: Panamax, Capesize, Wozmax;
High-performance equipment;
Modern, efficient infrastructure.

LOGISTICS CAPACITY



50 million metric tons/year
Current capacity

100 million metric tons/year
Expansion license



Minas Gerais
Origin of iron ore

Rio de Janeiro
Itaguaí – Madeira Island /
Sepetiba Bay

São Paulo
Santos Basin (oil and
oil byproducts flow)



Public commitments

GRI 2-28; 201-2

Sustainability guides our strategic and operational decisions, shaping the way we plan, carry out and evaluate our activities. We have consistently worked to strengthen our position as a benchmark in social and environmental responsibility in the port sector, making a concrete contribution to the industry’s sustainable development.

In 2025, we advanced the consolidation of this strategy by strengthening the governance of ESG topics, incorporating climate risks into the corporate risk matrix and establishing shared targets across areas, which strengthens internal engagement and the integration of sustainability into our business strategy. Even amid market volatility, social and environmental investments remained a priority, reaffirming their foundational and non-negotiable role for the Company.

We are part of the Brazilian Alliance for Port Decarbonization, a collaboration among several companies, public and private ports, associations and startups with the shared purpose of scaling up environmental best practices and

decarbonizing operations. In 2025, we renewed our Diamond Certification under the Brazil Pro-Climate Program, a recognition granted based on the submission of a structured plan, evidence of implementation and proof of decarbonization results, reinforcing the consistency of our climate management.

We have been signatories to the UN Global Compact since 2022, we have incorporated the Sustainable Development Goals into our initiatives and, in 2023, we joined the International Association of Ports and Harbors, an NGO recognized by several UN agencies. We have aligned with the concept of Conscious Capitalism since 2021.

As part of strengthening our climate resilience agenda, in 2025 we began a structured planning to diversify our water sources following significant impacts caused by periods of drought. The topic has become an even more strategic part of our risk management, with technical studies and testing aimed at increasing the water security of the operation.

See the **Indicator Dashboard** for all the organizations with which Porto Sudeste is affiliated.

Best Practices

GRI 2-23; 2-24; 2-27; 205-1; 205-2

We have received significant recognition that reinforces Porto Sudeste’s progress across different dimensions of the ESG agenda. In the social dimension, we received the Empresa Amiga da Mulher (women-friendly company) Award for the first time, highlighting the strengthening of initiatives focused on gender equity and the development of women in the surrounding communities

In the governance dimension, we obtained ISO 37301 certification for the Compliance Management System,

reflecting the evolution of our integrity and compliance mechanisms. We received the Diamond Certification under the Ministry of Ports and Airports’ Sustainability Pact, an achievement that reflects our commitment to sustainable practices in the port sector, integrating environmental stewardship, social development and responsible governance. The public report is available on the website.

The Company maintains ISO 37001 certification – Anti-Bribery Management System – which establishes requirements for the prevention and control of bribery risks, strengthening internal integrity mechanisms.

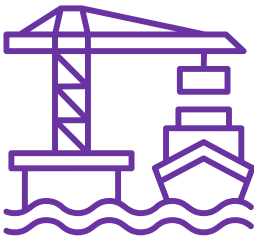
The ISO 9001 – Quality Management System, ISO 14001 – Environmental Management System, and NBR 16001 – Social Responsibility Management System certifications also remain renewed and in effect.

Taken together, these certifications establish the Company’s formal guidelines for conduct, management and compliance, contribute to meeting applicable legal and regulatory requirements and support mechanisms for preventing and addressing corruption risks.

Strategy and business model

GRI 2-6

Established as a private, multipurpose port terminal, Porto Sudeste is licensed to handle solid bulk cargo – iron ore and coal – as well as liquid bulk cargo, including oil and oil byproducts. Located in a sheltered area of Sepetiba Bay, on Madeira Island in Itaguaí, Rio de Janeiro, the terminal occupies a strategic position in Brazil’s logistics network, enabling the transportation of iron ore produced in Minas Gerais and supporting the oil transshipment operations originating primarily from the Santos Basin, including the pre-salt region, as well as oil byproducts.



Capacity and services

Installed capacity

Current total capacity:

→ up to **million** metric tons/year

Expansion license:

→ up to **million** metric tons/year

Current capacity distribution by cargo type

Solid bulk cargo:

→ up to **37 million** metric tons/year

Liquid bulk cargo:

→ up to **13 million** metric tons/year

Future capacity distribution by cargo type

Solid bulk cargo:

→ up to **50 million** metric tons/year

Liquid bulk cargo:

→ up to **50 million** metric tons/year

Capacity distribution by product

Iron ore:

→ up to **32 million** metric tons/year

→ up to **64% of total licensed** capacity
Strategic product for transporting production from Minas Gerais.

Oil and oil byproducts:

→ up to **13 million** metric tons/year

→ up to **26% of total licensed** capacity
Includes double-banking in ship-to-ship (STS) transfer operations (TCA, its Brazilian Portuguese acronym) associated with the Santos Basin.

Other solid bulk cargo:

→ up to **5 million** metric tons/year

→ up to **10% of total licensed** capacity
Includes various solid cargoes authorized under the environmental licensing process.

Cargo handled

GRI 2-6

Iron Ore

The terminal’s main solid bulk cargo, iron ore, originates in the Quadrilátero Ferrífero (Iron Quadrangle) region in Minas Gerais. The product is transported by rail to the terminal, where it undergoes unloading, storage, stacking and subsequent loading onto vessels bound for international markets such as Europe and China. The available infrastructure helps enable the logistics of small and medium-sized mining companies that do not have their own transportation infrastructure.

Oil and oil byproducts

In the liquid bulk segment, the terminal performs transshipment operations for oil and oil byproducts through double-banking in ship-to-ship (STS) transfer operations, in which one vessel is moored at the quay and the other is positioned alongside it for cargo transfer. Operations in this segment are part of the logistics chain associated primarily with the Santos Basin, reinforcing operational efficiency and the high safety standards adopted for cargo handling.

Imported coal

Since 2019, the terminal has also handled imported coal for the steel industry. The operation uses a mobile port crane, ensuring speed and efficiency in the unloading process.

Porto Sudeste Exportações

In addition to providing port services to third parties, the terminal also exports iron ore through Porto Sudeste Exportações, a subsidiary responsible for marketing the production of Mineração Morro do Ipê – a company belonging to the same shareholder group – as well as production from other mining companies.

The iron ore is transported by rail to the terminal facilities, where it undergoes blending according to market specifications, followed by storage and subsequent shipment to the international market.

Largest operation in our history

In 2025, the terminal carried out the largest operation in its history by receiving the VL Prime, a VLCC-class ship with a capacity of 2 million barrels of oil (approximately 320,000 metric tons). Arriving from China, the vessel was loaded with 1 million barrels at the terminal and then proceeded to the Port of Santos and subsequently to Rotterdam in the Netherlands.



Value Chain

GRI 2-6

Upstream

Supply – Mining and Oil Companies

The initial stage of the value chain involves the supply of cargo from mining and oil and gas companies.

Transportation logistics:

Iron ore is transported exclusively by rail to the terminal, while liquid bulk cargo (oil and oil byproducts) is transported by sea through ship-to-ship (STS) transfer operations using the Double-Banking method.

Intermediary operators:

These include warehouses, storage facilities and transshipment terminals that are part of the mining and energy logistics chain.

Supply chain:

This encompasses services that support operations, such as facilities management, maintenance, bulk cargo handling, PPE supply and specialized technical services.

Port Operations – Services

At the heart of the value chain, the terminal conducts port operations with a focus on logistics efficiency, operational control and environmental compliance.

Port operations execution:

Receipt of cargo, unloading, storage, handling, blending (when applicable) and loading of solid bulk cargo, as well as the handling of liquid bulk cargo.

Double-banking in ship-to-ship transfer operations (TCA):

Cargo transfers between vessels using the Double Banking method, with operational monitoring and environmental controls.

Downstream

Final Destination – Customers

The final stage involves the delivery of cargo to consumer markets.

Steel mills and refineries:

Consumption of iron ore, coal and oil byproducts.

Destination ports and logistics operators:

Cargo exported to South America, Europe, China, the United States and Asia.

Exporters and shipping operators:

Shipowners, international trade operators and commodity traders.





UPSTREAM



- Mining and Oil Companies



- Rail and maritime transportation



- TCA Operations



- Supply chain services

PORT OPERATION



- Receipt



- Storage



- Blending



- Loading



- TCA Operations

DOWNSTREAM



- Steel mills



- Refineries



- Traders



- International ports

Supplier Management

GRI 308-1, 308-2, 414-1, 414-2

We advanced the consolidation of supplier management as a strategic pillar of our business model. More than an administrative process, supplier qualification has come to be understood as a foundational tool for risk mitigation and strengthening the value chain.

Throughout the year, we deepened the integration among Procurement, Contract Administration Management (GAC, its Brazilian Portuguese acronym) and technical areas, increasing the rigor applied to the analysis of ESG, reputational and financial criteria. Supplier qualification and requalification continued to be carried out through the Mercado Eletrônico Portal, with annual assessments for critical suppliers and biennial assessments for other suppliers, maintaining traceability and governance throughout the decision-making process.

Third-party due diligence remained a mandatory step before establishing any significant business relationship, reinforcing our commitment to integrity, ethics and regulatory compliance. Cases involving potential social and environmental, labor or reputational risks continued to be escalated to

the appropriate levels of authority, promoting collective and transparent decision making.

In 2025, we also observed greater maturity in incorporating ESG criteria into contracting decisions. Factors such as environmental compliance, labor compliance, adherence to internal policies and alignment with sustainability commitments began to play a more structured role in procurement and contracting processes.

As a complement to this process, we maintained the SER Program (learn more in the **Environmental Management** section) as a tool for the social and environmental assessment of suppliers operating at the terminal. During the period, partner companies operating on site conducted 393 self-assessments, covering 37 suppliers that met the program's criteria.

These results support the ongoing monitoring of the environmental performance of the supply chain and the definition of continuous improvement actions. We assess suppliers based on environmental, reputational,

occupational safety and operational impact criteria. This analysis also considered complexity, environmental and production-impact criteria, as well as environmental incidents identified in a report issued by the Environmental Department, with 10 incidents recorded at Porto Sudeste and performance monitored through the SER Program.

When we identify significant incidents, we conduct a criticality analysis and define treatment measures as part of the supplier qualification, requalification and performance assessment processes. When environmental incidents recorded by regulatory agencies are classified as high risk, we conduct a relevance assessment to determine whether to qualify or requalify the supplier. During the period, we recorded no cases resulting in the termination of business relationships for environmental reasons.

No new suppliers were contracted in 2025 based on environmental criteria. At the same time, we continued implementing a SER Program assessment step in the supplier registration portal, which is expected to cover new service providers mobilized at Porto Sudeste.

We maintained reputational analysis as part of the supplier qualification and requalification process, conducted annually for critical suppliers and every two years for non-critical suppliers. When we identify incidents related to social aspects, such as child labor or forced labor, classified as high risk, we conduct an analysis to determine whether to qualify or requalify the supplier. For suppliers operating at the terminal, any incidents are also assessed as part of the SER Program and the annual performance assessment. We maintained the same reputational and social assessment guidelines adopted in previous cycles.

Regarding negative social impacts in the supply chain and the measures taken, we continued to conduct reputational analysis as part of the supplier qualification and requalification process and, when significant social risks are identified, such as human rights violations or labor liabilities, the case is reviewed by the appropriate bodies to determine the measures to be taken.

Partner companies conducted 804 environmental inspections. In addition, we conducted 170 field inspections, achieving an average score of 97.7% in the Compliance Index for Operational Areas, demonstrating a high level of adherence to the established environmental requirements.

Contract management

In the stage following contracting, which is carried out by the Procurement department, the Contract Administration Management (GAC) maintained an active role in the administrative oversight of service contracts, particularly those meeting the following criteria:

- Value exceeding R\$300,000;
- Duration exceeding six months;
- Mobilized team of five or more workers.

In 2025, GAC strengthened its preventive approach by expanding oversight from the kickoff through the formal termination of the contracts. The focus was on verifying scope, measurements, SLAs and ancillary contractual obligations, with specialized support for document validation.

Systematic monitoring helped mitigate operational and financial risks, prevent improper payments and reinforce contractual discipline. The area's structured approach contributed to greater budget predictability and fewer emergency contracts, consolidating a culture of planning and control.

Contract management and performance – control and efficiency indicators

88
contracts meeting
GAC criteria

15%
of contracts
monitored by GAC

80%
of requests opened
within the established
timeframe

15
contracts/orders
with annual
performance
assessments

Encouraging local sourcing

Strengthening the regional supply chain remained a priority in 2025. We sought to strengthen engagement with local suppliers, supporting economic development in the surrounding area and promoting shared value creation.

The open registration process available through the corporate website continued to serve as an entry point for new partners,

expanding the pool of potential suppliers. In addition, ongoing guidance on the supplier qualification process contributed to greater transparency and predictability in business relationships.

Contracts entered into with companies in the region reinforced our commitment to local development and to building long-term partnerships.



Stakeholder Engagement GRI 2-29

Stakeholder engagement is a foundational element of Porto Sudeste's sustainability strategy. Ongoing dialogue with priority stakeholders helps strengthen institutional relationships, improve risk management and identify opportunities for shared value creation.

Engagement takes place both through structured processes and organically, based on principles of transparency, ethics and alignment of expectations. Each area of the Company remains responsible for defining mechanisms appropriate to the profile of its stakeholders, maintaining interactions consistent with business objectives and ESG commitments.

The operational growth observed in 2025, particularly in liquid and solid bulk operations, reinforced the need to intensify technical and institutional dialogue with customers, authorities and communities, promoting ongoing alignment on operational, environmental, and regulatory requirements.

Within Governance, Risk and Compliance (GRC), stakeholder engagement is detailed in the Governance chapter of this report.

In the area of Social Responsibility, the process is conducted based on stakeholder mapping and structured in three stages:

- Defining the area of influence and identifying impacted communities, considering environmental licensing and the Social Environmental Basic Programs.
- Identifying and analyzing social stakeholders, such as formal and informal leaders, public authorities, NGOs, private institutions, local media, suppliers and workers, recorded in the Stakeholder Matrix and updated quarterly under the Social Communication Program.
- Network analysis and development of the Community Engagement Plan, which guides engagement activities and strengthens community preparedness for emergencies and institutional relationships.





Our stakeholders and engagement methods

STAKEHOLDER GROUP	STRATEGIC FOCUS IN 2025	HOW WE ENGAGE	CHANNELS USED IN 2025	PROGRESS/ CONTINUITY DURING THE YEAR
Shareholders and Senior Management	Transparency, strategic alignment and monitoring of economic, operational and ESG performance, particularly in light of increased operations.	Periodic meetings, executive presentations, management reports and institutional communications.	Corporate platforms, corporate website, in-person and virtual meetings.	Operational growth strengthened the integration between strategic planning and ESG indicator monitoring.
Customers and Port Sectors	Operational and contractual alignment, operational safety and logistics predictability.	Recurring technical meetings, operational performance monitoring, due diligence and formal service channels.	Technical meetings, corporate emails and direct contact with operational teams.	Increased operations required more intensive technical dialogue and joint monitoring of operational indicators.
Employees and Leadership	Internal engagement, strengthening of organizational culture and professional development, with an emphasis on integrity, safety and sustainability.	Periodic training conducted by GRC, Environment, Social Responsibility and Health and Safety, as well as internal communications and institutional initiatives.	Intranet, internal communications, team meetings and institutional campaigns.	Employee engagement survey being enhanced, with more frequent administration and analysis by department.
Communities, NGOs and Public Authorities	Strengthening city-port integration, promoting transparent dialogue and contributing to local development.	Social and environmental programs and projects, informational meetings, follow-up on requests and ongoing institutional dialogue.	Casa Porto, Fala Comunidade (Community Voices) program – toll-free and digital platform –, in-person meetings and technical visits.	Environmental and biodiversity monitoring remain relevant technical tools for dialogue with authorities and specialized institutions.
Suppliers and Service Providers	Strengthening sustainable partnerships, contractual compliance and alignment with ESG commitments.	Structured registration and qualification, third-party due diligence, performance assessments and technical alignment meetings.	Electronic qualification portal, electronic market and GAC Portal.	Integration between Procurement and GAC was strengthened, promoting greater contractual predictability and preventive control.
Licensing Authorities, Government Authorities and Business Sector	Regulatory compliance, obtaining and maintaining licenses and institutional representation.	Technical meetings, monitoring of regulatory proceedings and participation in industry forums.	Corporate website, corporate LinkedIn and formal communications with relevant authorities.	Continued strengthening of institutional representation and regulatory compliance.

Communication channels

We maintain a structured set of institutional and specific channels that complement our engagement practices and provide transparency, accessibility and agility in our interactions with stakeholders.

In 2025, we maintained these channels and strengthened our in-person presence in the surrounding region through Casa Porto, which continues to serve as a direct point for listening to and addressing community requests.

The Visitor Program also continued to strengthen institutional transparency, with nearly 500 participants between 2024 and 2025.

We continue to seek improvements to our dialogue mechanisms, prioritizing active listening, timely handling of concerns and integration between technical teams and community relations.



Institutional and governance channels:

Confidential Channel (external and independent), Integranet (internal platform and corporate systems), corporate website, LinkedIn, YouTube, WhatsApp Channel and periodic communications with shareholders.



Customer and supplier relationships:

Electronic market for supplier qualification and assessment, technical and operational meetings, formal communications and performance monitoring.



Engagement with workers:

Vagas (Vacancies) platform, Conexão (Connection) newsletter, internal communications, messaging groups and visitor programs.



Community engagement:

Fala Comunidade (Community Voices) program – toll-free and digital platform –, WhatsApp, Casa Porto, Aproximar (Approach) newsletter, informational meetings and the Visitor Program.



Financial performance and results

GRI 3-3-ECONOMIC PERFORMANCE



PN10 Goals and results management program

We maintained performance management through PN10 – the Goals and Results Management Program – which integrates global, team and individual goals, promoting alignment between corporate strategy and operational execution.

The program remains structured around transparency and merit-based performance, encouraging continuous improvement and shared accountability for organizational results.

Global goals

For 2025, global goals were established in line with the strategic challenges of the business and the guidelines of the Sustainability Development Policy.

Key drivers continued to include:

- Export volume
- Quality of cargo loaded
- EBITDA
- ESG performance
- Operational efficiency

The year was marked by the consolidation of operational performance, highlighted by the monthly record for iron ore handling recorded in August (3.3 million metric tons), demonstrating logistics resilience and operational responsiveness.



2025 Indicators

Exports (metric tons)

27.8 million

metric tons of iron ore handled in 2025

ADER – quality of cargo loaded

100%

EBITDA (US\$)

176.6 million

TCA Operations (No.)

38 oil

transshipment operations (28 billings)

Other Solid Bulk Cargo (t):

280,000

metric tons of other solid bulk cargo

ESG performance (%):

100%

adherence to the ESG indicator

Cascading goals

Global goals and the strategic challenges for 2025 were defined by executive leadership, taking into account planning for the following cycle and the Company’s sustainability guidelines.

Goals are cascaded across two complementary levels:

- Team Goals, associated with the collective results of each area;
- Individual Goals, linked to each professional’s performance.

This model enables each employee to understand their direct contribution to organizational objectives.

Global, Team and Individual Goals are incorporated into the internal performance management system, with scores ranging from 0 to 10 points. The maximum score represents full achievement of the established objectives.

The model remains grounded in transparency, merit-based performance and continuous professional development, ensuring alignment between results delivery and individual growth. This approach continued to be applied, maintaining consistency with the corporate strategy.

Economic and financial results

GRI 201-1

ECONOMIC VALUE DISTRIBUTION

R\$6,506,151,000

TOTAL ECONOMIC VALUE DISTRIBUTED

R\$515,830,000

ECONOMIC VALUE RETAINED

R\$171,716,000

SALARIES AND BENEFITS

R\$7,021,981,000

DIRECT ECONOMIC VALUE GENERATED

Total economic value distributed: operating costs, including salaries and employment-related charges, payments to suppliers, taxes and investments.

Economic value retained (value generated less value distributed)

Salaries and benefits: includes salaries, health insurance, educational benefits, meal allowances, transportation, among others

In 2025, we maintained budget discipline and continuous risk monitoring, supporting financial predictability and long-term sustainability.

Since the beginning of our operations, we have continuously increased cargo throughput and expanded our services to other types of bulk cargo. In 2025, we achieved significant results, including an annual record for iron ore loaded (27.8 million metric tons) and a monthly record

(3.3 million metric tons). Compared with 2024, we recorded growth in cargo throughput, as well as an increase in Double-banking in ship-to-ship transfer (TCA) operations, which totaled 26 operations during the period.

These indicators reinforce our competitive position and demonstrate our capacity for sustainable long-term growth. These achievements reflect our commitment to operational excellence, innovation

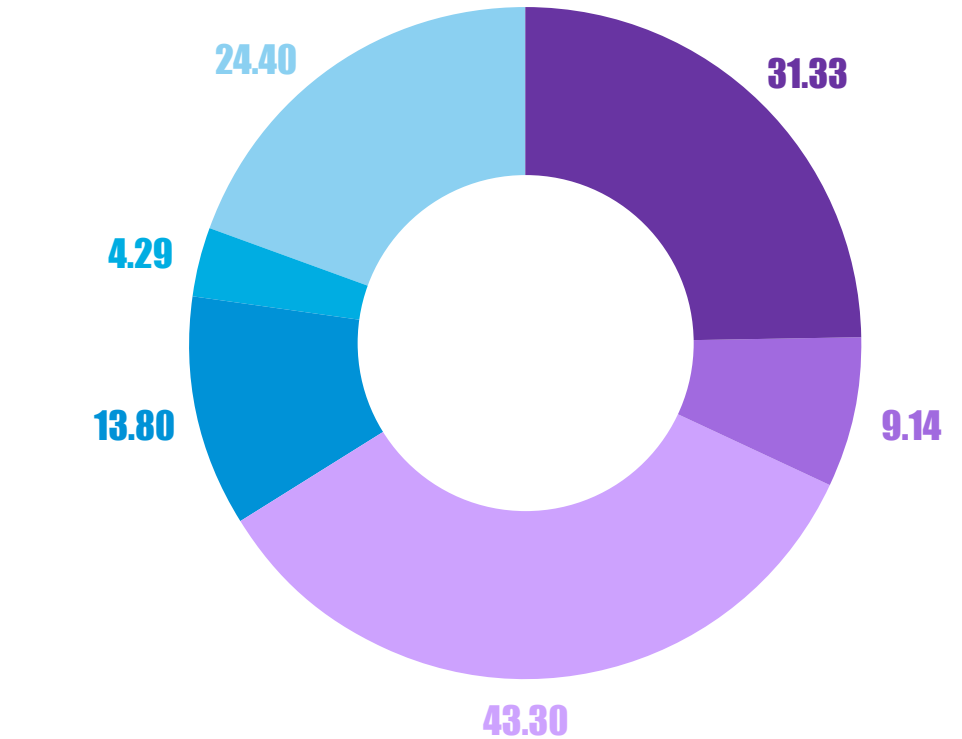
and efficiency. As a result, we continued to advance our economic performance consistently, in line with our sustainable growth trajectory.

The terminal's installed capacity remains at up to 50 million metric tons per year, with a license to expand to up to 100 million metric tons, reinforcing its potential for future value creation.

2025 Investments

GRI 203-1

AMOUNT IN R\$ MILLION



- Capital Projects
- Operational Improvements
- Operational Assurance
- Environmental Projects
- General Projects
- Other Areas

R\$126.26
million invested
in total

Positive impacts generated

GRI 203-2

Porto Sudeste's operations contribute to generating positive economic and social impacts in the region where it operates.



Economic

- Contribution to regional tax revenue
- Value creation across the mining logistics chain
- Stimulation of port and rail activity
- The 2025 operational record increased the economic impact associated with mineral cargo handling



Social

- Direct and indirect job creation
- Local hiring and professional training
- Development of regional suppliers



Environmental

- Investments in emissions control and environmental monitoring
- Waste and effluent management
- Environmental education and awareness-raising programs



Indirect positive impacts

- Stimulation of local commerce and services
- Enhancement of urban infrastructure
- Integration with road, rail and waterway modes
- Strengthening of exports through logistics gains



Indirect economic impacts remain aligned with national and international sustainable development guidelines, contributing to responsible growth and shared value creation.

Sustainability strategy

Sustainability remained integrated into the corporate strategy, guiding decisions, priorities and commitments undertaken by the organization. We maintained a management approach grounded in awareness of our economic, social and environmental role, reinforcing the connection between operational performance and corporate responsibility.

We understand that sustainable development involves delivering consistent results for shareholders, customers, employees, suppliers, communities and other stakeholders, balancing growth, risk management and positive impacts in the region.

Since 2022, we have had a Sustainable Development Policy that establishes general guidelines, values and principles related to environmental protection, people's health and safety, social responsibility and customer satisfaction. In 2025, this policy continued to be applied across operational and corporate areas, strengthening the integration between strategic planning and execution.

The 6H values – Harmony, Honesty, Humanity, Humility, Humor and Physical & Mental Health – guide behaviors and decisions. The commitments and strategies that support their practical application are also described.

The Executive Board is responsible for defining guidelines and overseeing the implementation of the commitments undertaken, promoting alignment with the organizational strategy and with environmental, social and governance requirements.

The corporate policy and commitments remain incorporated into internal standards and management processes, ensuring due diligence, application of the precautionary principle, and respect for human rights. These commitments remain approved by senior leadership and integrated into the organization's governance.

The Company's management continues to be guided by the principles of Conscious Capitalism, which direct its operations toward a higher purpose, a responsible organizational culture and stakeholder-oriented leadership.



Management programs

GRI 2-23, 2-24

Management programs are central tools for implementing our sustainable development strategy, promoting operational excellence and strengthening practices aligned with the ESG (Environmental, Social and Governance) pillars.

The management structure remains grounded in integrated programs that bring together organizational culture, governance, sustainability and safety, promoting consistency between strategic guidelines and operational execution.



CAREERS PROGRAM

Initiatives focused on professional development and strengthening organizational culture. The program seeks to prepare professionals for future challenges by promoting training, skills alignment and internal development.

Commitments:

- Contribute to the ongoing development of professional performance;
- Support the strengthening of organizational culture;
- Encourage talent development and retention.
- Development initiatives remain integrated into the Company's goals and performance management model.

GOVERNANCE, RISK AND COMPLIANCE (GRC)

The GRC Program focuses on the integrated management of corporate governance, risk management, compliance and internal audit, with a focus on protecting the organization and ensuring process transparency. The coordinated risk management model remains structured to support decision making, promote operational efficiency and ensure compliance with regulatory requirements.

Commitment:

- Ensure that governance, internal controls, compliance and internal audit mechanisms remain effective, promoting continuous monitoring and process improvement.

SUSTAINABILITY, BALANCE AND RESPECT PROGRAM

This program guides the Company's sustainability initiatives, broadening the focus beyond legal compliance and integrating the management of environmental and social impacts. We prioritize the systematic monitoring of environmental risks and impacts, as well as the monitoring of indicators associated with process improvement and the Integrated Management System.

Commitments:

- Develop initiatives aligned with stakeholder expectations;
- Manage social and environmental risks;
- Monitor and mitigate environmental impacts.

ZERO ACCIDENT PROGRAM

This program has become a reference in health and safety management, reinforcing the principle that prevention is everyone's responsibility. The program focuses on awareness, strengthening the safety culture and holding leaders accountable for operational risk management.

Commitments:

- Establish health and safety requirements for managers and teams;
- Promote a culture of prevention;
- Continuously monitor and improve processes related to operational safety.

The management programs remain integrated into the Company's strategic model, demonstrating continuity and the maturity of institutional practices. The consolidation of operational performance took place in alignment with these programs, demonstrating that sustainability remains embedded in business management.

Environmental programs

Porto Sudeste's environmental programs structure actions to monitor, prevent and mitigate impacts associated with the activities of the terminal. Aligned with the conditions established under environmental licensing and best social and environmental management practices, these initiatives contribute to the systematic monitoring of environmental conditions in the region and the protection of ecosystems within the area of influence of the project. The programs implemented include:

- Sustainability, Balance and Respect Program
- Environmental Management Program for Operations
- Solid Waste Management Program
- Effluent Management Program
- Air Quality and Meteorological Monitoring Program
- Opacity Monitoring Program
- Environmental Noise Monitoring Program
- Mangrove Monitoring Program
- Terrestrial Fauna Monitoring Program

- Mangrove Degraded Area Recovery Program
- Greenhouse Gas (GHG) Inventory
- Environmental Training and Awareness Program
- Confined Disposal Facility Monitoring Program
- Aquatic Communities Monitoring Program
- Bioaccumulation Monitoring Program
- Water Quality, Suspended Particulate Matter in the DAI* and Dredged Material Disposal Site**

Monitoring Program

- Berth and Turning Basin Monitoring Program
- Underwater Noise and Cetacean and Sea Turtle Sighting Monitoring Program
- Bioinvasion Management Program
- Exotic Species Monitoring Program
- Decarbonization and Climate Transition Program
- Dredging Monitoring Program

**Suspended Particulate Matter in Porto Sudeste's Direct Area of Influence: fixed monitoring stations where water samples are collected monthly for analysis. The stations are located near the navigation channel.*

***Location where sediment dredged from the navigation channel is disposed of.*

Social programs

Porto Sudeste's social programs structure initiatives focused on regional engagement and local development, going beyond institutional communication. Aligned with the conditions established under environmental licensing and best social and environmental management practices, these initiatives strengthen ties with surrounding communities and contribute to promoting citizenship and quality of life. The programs implemented include:

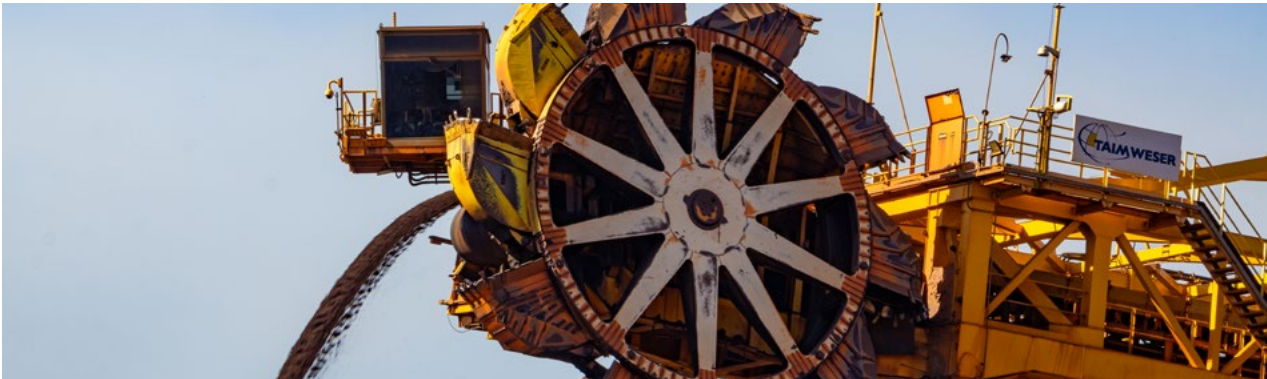
- Social Communication Program
- Environmental Education Program
- Environmental Education for Workers
- Monitoring of Socioeconomic Interference
- Local Workforce Hiring
- Professional Training (ProQuali)
- Generation of Employment and Income
- Fishing Activity Compensation
- Relocation Program
- Fishing Landings Monitoring Program
- Heritage Education Program



Our Materiality

GRI 3-1, 3-2

We conducted a structured process to define our strategic materiality, aligned with the GRI Standards. The initiative involved different internal areas and active listening of strategic stakeholders, in order to identify the ESG topics most relevant to business sustainability and to our stakeholders.



Materiality assessment steps



1. Formation of the internal Working Group

Multidisciplinary working group with representatives from the Company's key areas.



2. Initial topic selection

Assessment of ESG risks and benchmark analysis to identify potential topics.



3. Stakeholder mapping

Identification of strategic stakeholders:

- employees
- customers
- communities
- NGOs
- senior leadership
- shareholders
- suppliers
- other



4. Perception survey

Interviews and an online questionnaire were conducted to prioritize topics based on stakeholders' perspectives.



5. Final validation

Analysis and approval of the material topics by Senior Leadership.



Material topics

UN Global Compact principles

- 1 Respect and protect human rights;
- 2 Prevent human rights violations;

LABOR RIGHTS PRINCIPLES

- 3 Support freedom of association in the workplace;
- 4 Abolish forced labor;
- 5 Abolish child labor;
- 6 Eliminate discrimination in the workplace;

ENVIRONMENTAL PROTECTION PRINCIPLES

- 7 Support a precautionary approach to environmental challenges;
- 8 Promote environmental responsibility;
- 9 Encourage environmentally friendly technologies.

ANTI-CORRUPTION PRINCIPLE

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



Governance

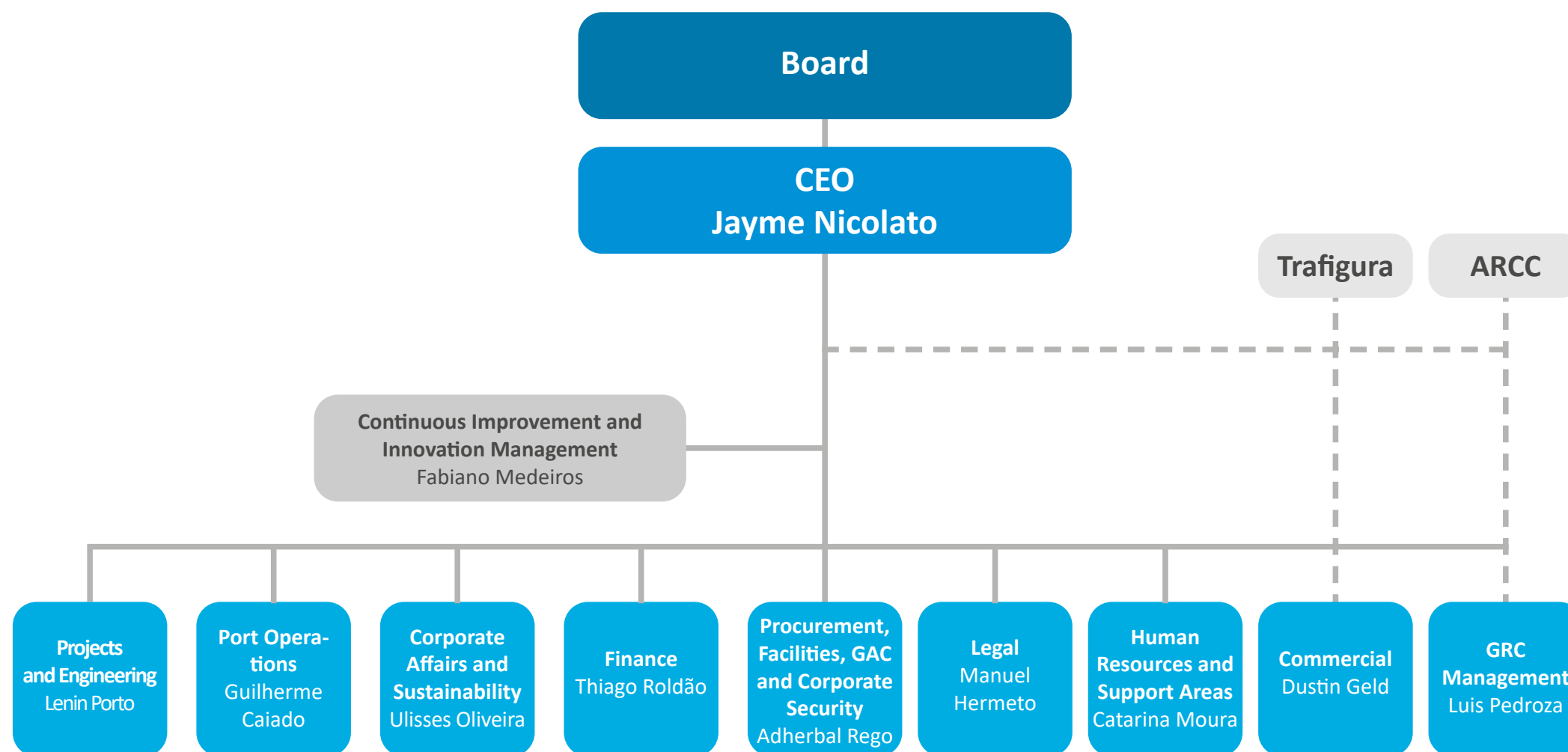


Organizational structure GRI 2-9

Porto Sudeste do Brasil S.A. is controlled by PSA – Fundo de Investimento em Participações Multiestratégia, which holds 99.35% of the Company's shares and is composed of the shareholders Mubadala, a global investment company, and Trafigura, a multinational company with global operations in the trading of oil, metals and minerals.

The Company's corporate governance structure is designed to ensure transparency, integrity and strategic alignment in decision making. The Annual Shareholders' Meeting is the Company's highest governance body, followed by the Board of Directors and the Executive Board, which are responsible for defining and implementing the Company's strategic guidelines.

The Audit, Risk and Compliance Committee (ARCC) and the Technical and Operational Committee of the Port – both non-statutory – advise the Company's senior management bodies. The executive team reinforces the Company's values in all executive and management meetings, focusing on the Company's sustainable development and that of its stakeholders, supported by communication and training plans.



Board of Directors

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-17, 2-18

The Porto Sudeste Board of Directors is composed exclusively of members who do not hold executive positions in the Company. Board members have consolidated experience in corporate governance and have held strategic positions in different organizations – criteria considered by shareholders when making appointments – contributing to the oversight of the Company’s guidelines and the strengthening of its management.

Among the Board’s duties is overseeing the management of economic, social and environmental impacts associated with Porto Sudeste’s operations and strategies. This oversight helps ensure that corporate decisions are aligned with best corporate governance practices and the Company’s ESG commitments. Although there are no formal processes in place for developing Board members’ knowledge, skills and experience in sustainability-related topics, these matters are discussed at Board meetings through presentations by the Executive Board and the responsible areas, which periodically provide information and updates.

Regular meetings are held quarterly and include the participation of executive leadership, who provide updates on their respective areas of expertise. Based on these analyses, the Board provides guidance and delegates to the Executive Board the management of actions related to the Company’s impacts and strategies.

The Board is also responsible for approving corporate policies and their updates, including guidelines related to human resources, health and safety, the environment, institutional relations, the regulatory environment, external communications, compliance, risk management and financial management.

There are currently no formal processes for evaluating the performance of the Board of Directors, representing an opportunity to improve the Company’s governance.

Board of Directors Composition

Oscar Pekka Fahlgren

Chair of the Board of Directors, representing controlling shareholder Mubadala

William Kenneth Loughnan

Vice Chair of the Board of Directors, representing controlling shareholder Trafigura

Matthew James Hadfield

Board member, representing controlling shareholder Trafigura

Kelly Michele Thomson

Board member, representing controlling shareholder Mubadala

Jesús Fernandez López

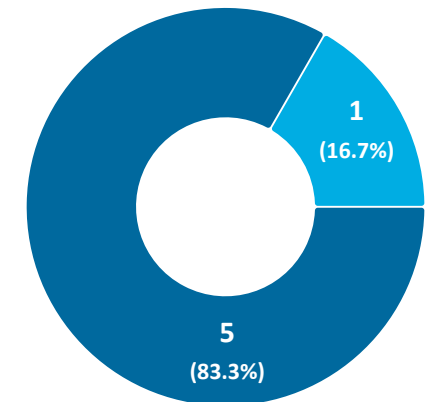
Board member, representing controlling shareholder Trafigura

Leonardo Righi de Barros Cunha

Board member, representing controlling shareholder Mubadala

Board diversity indicators

6 members



Men Women



Advisory committees

Two advisory committees report to the Porto Sudeste Board of Directors: the Audit, Risk and Compliance Committee (ARCC) and the Technical and Operational Committee of the Port. These bodies support the Board in analyzing strategic matters and overseeing aspects relevant to governance and the conduct of operations.

Committee members are elected by the Board of Directors, and their selection is based on nominations by the controlling shareholders, which may be made directly at a Annual Shareholders' Meeting or through indirect nomination.

Audit, Risk and Compliance Committee (ARCC)

ARCC members do not hold executive positions at Porto Sudeste or any other positions within the Company. The committee is composed of executives with experience in finance, auditing, risk management and compliance, affiliated with the controlling companies. This composition helps strengthen the analysis and monitoring of critical matters related to corporate

governance, risk management and the Company's control and compliance mechanisms.

The members' initial term may be up to four years, allowing continuity in discussions and monitoring of the committee's activities.

ARCC Representatives

Alexandra Catherine de Haan

Chair of the ARCC, representing controlling shareholder Mubadala

Jean Philippe Vin

Representative of controlling shareholder Mubadala

Paulina Rodriguez

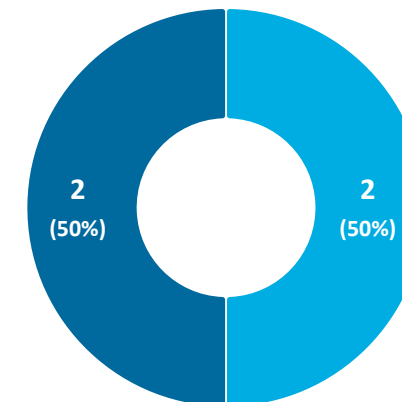
ARCC member, representing controlling shareholder Trafigura

Marcantonio Maglione

Representative of controlling shareholder Trafigura

Committee diversity indicators

4 members



Men

Women



4 white individuals
(100%)





Technical and Operational Committee

The Technical and Operational Committee of the Port serves as an advisory body to the Board of Directors, supporting the analysis of matters related to operational performance and terminal activities.

Its members do not hold executive positions in the organization and have experience in areas relevant to the matters discussed by the committee. This composition helps broaden the technical analysis supporting decisions related to port operations.

The committee members are executives of the controlling companies, and their initial term may be up to four years, allowing continuity in discussions and monitoring of strategic operational matters.

Maciej Sciazko
Committee member

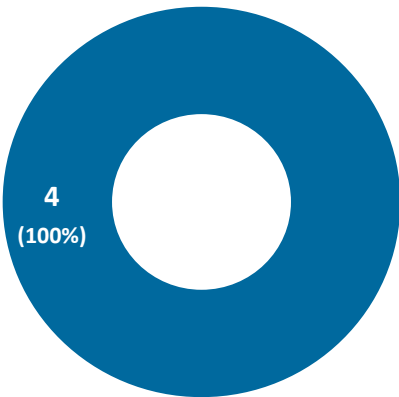
Gregory John Morris
Committee member

Richard Sobkiewicz
Committee member

Vinicius Bueno
Committee member

Committee diversity indicators

4 members



Men



4 white individuals
(100%)

Governance, risk and compliance

Governance, Risk and Compliance (GRC) practices structure the mechanisms used to ensure the integrity, control and oversight of our activities. This model organizes processes, responsibilities and management tools that contribute to transparency, regulatory compliance and the protection of the business.

The integrated approach across these areas supports the identification and management of relevant risks, while strengthening decision making and operational oversight. In this way, the GRC system helps ensure that the Company's activities are conducted in accordance with ethical principles, internal policies and procedures, as well as applicable legal requirements.



Compliance Program

GRI 2-23, 2-24, 2-25, 2-26, 2-27, 205-1, 205-2, 205-3, 206-1

Standards, policies and procedures aimed at promoting ethics, integrity and regulatory compliance in the Company's activities are the focus of the Compliance Program. In 2025, this system was strengthened through the achievement of ISO 37301 – Compliance Management System certification, an internationally recognized certification of the governance structure and processes adopted to prevent and manage compliance risks.

The certification complements the previously obtained ISO 37001 – Anti-Bribery Management System certification, consolidating the corporate integrity model we have adopted.

The main instruments supporting the Compliance Program include the Code of Conduct and Ethics, Anti-Corruption Policy and Conflict of Interest Management Standard, which guide the conduct of professionals and establish guidelines for relationships with customers, suppliers and other business partners. These documents are subject to formal acknowledgments of adherence by employees and candidates, reinforcing individual commitment to the Company's standards and principles.

The program also includes specific guidelines related to third-party due diligence and the management of reputational incidents, contributing to risk prevention and the development of business relationships aligned with our ESG values and commitments.

Due diligence and strategy

As part of our corporate integrity practices, we have adopted due diligence procedures for the assessment of third parties, with the aim of supporting risk management and strengthening compliance in the Company's business relationships.

This process involves analyzing relevant information about partners and suppliers before contracts are formalized or activities begin, considering aspects such as reputational history, compliance with legal requirements and alignment with the organization's ethics and integrity guidelines.

This verification contributes to the early identification of potential regulatory or reputational risks, allowing the Company to adopt mitigation measures whenever necessary. By integrating due diligence into our governance, risk and compliance practices, we seek to promote transparent business relationships aligned with the principles that guide our business conduct.

Strategic process

1. Identification of the partner or supplier
2. Collection of relevant information
3. Assessment of integrity and compliance risks
4. Definition of mitigation measures (when applicable)
5. Approval or review of the business relationship



Corporate policies and dissemination of the Compliance Program

GRI 2-23, 2-24, 2-27, 205-1, 205-2, 205-3, 206-1

Our commitments to ethics, integrity and regulatory compliance are reflected in the set of corporate policies and internal standards that guide the Company's areas and establish guidelines for conducting activities and relationships with different stakeholders.

The main instruments supporting the Compliance Program and governance structure include the Code of Conduct and Ethics, Anti-Corruption Policy, Sustainable Development Policy and Climate Change Policy, as well as internal standards and procedures related to document management, third-party due diligence and communication of corporate guidelines. Although not all of these documents apply exclusively to compliance, they establish responsibilities, support decision making and contribute to ensuring that the organization's practices are aligned with the principles of ethics, integrity, sustainability and compliance adopted by the Company.

The governance of these documents is supported by a Document Management Standard, which establishes guidelines, standards, responsibilities and approval hierarchies for policies, standards, bylaws and operating procedures. In 2025, we continued disseminating these guidelines through communications and ongoing training, covering employees, third parties and business partners, in line with the compliance structure and the Company's corporate commitments.

Communication and training

Communication and training initiatives aimed at disseminating the guidelines of the Compliance Program among our employees are daily commitments. These initiatives seek to expand knowledge of corporate policies and reinforce the importance of conduct aligned with the principles of ethics, integrity and compliance adopted by the Company.

Activities are conducted by the Governance, Risk and Compliance (GRC) area and include the dissemination of internal standards, periodic campaigns on the Compliance Portal and programs also aimed at suppliers. In addition, online training is available through the Corporate University, with records and supporting evidence maintained by Human Resources, promoting the continuous dissemination of an ethics and compliance culture throughout the organization. The policies are made available to employees on the [Corporate Governance Portal](#).

Governance figures in 2025

- **100%** adherence to Compliance Program declarations
- **1,441** active employees covered by integrity declarations
- **More than 40** internal communication campaigns on ethics and integrity
- **More than 360** third-party due diligence assessments conducted under the program
- **ISO 37001** – Anti-Bribery Management System
- **ISO 37301** – Compliance Management System (2025)
- **ISO 9001** – Quality Management System
- **ISO 14001** – Environmental Management System
- **NBR 16001** – Social Responsibility Management System
- **0** confirmed cases of corruption
- **0** sanctions or fines for regulatory non-compliance
- **0** lawsuits related to unfair competition or antitrust

Conflicts of interest and whistleblowing hotline

GRI 2-15, 2-16

We have adopted structured mechanisms for identifying, recording and addressing potential conflicts of interest as part of the Company's corporate integrity and governance practices.

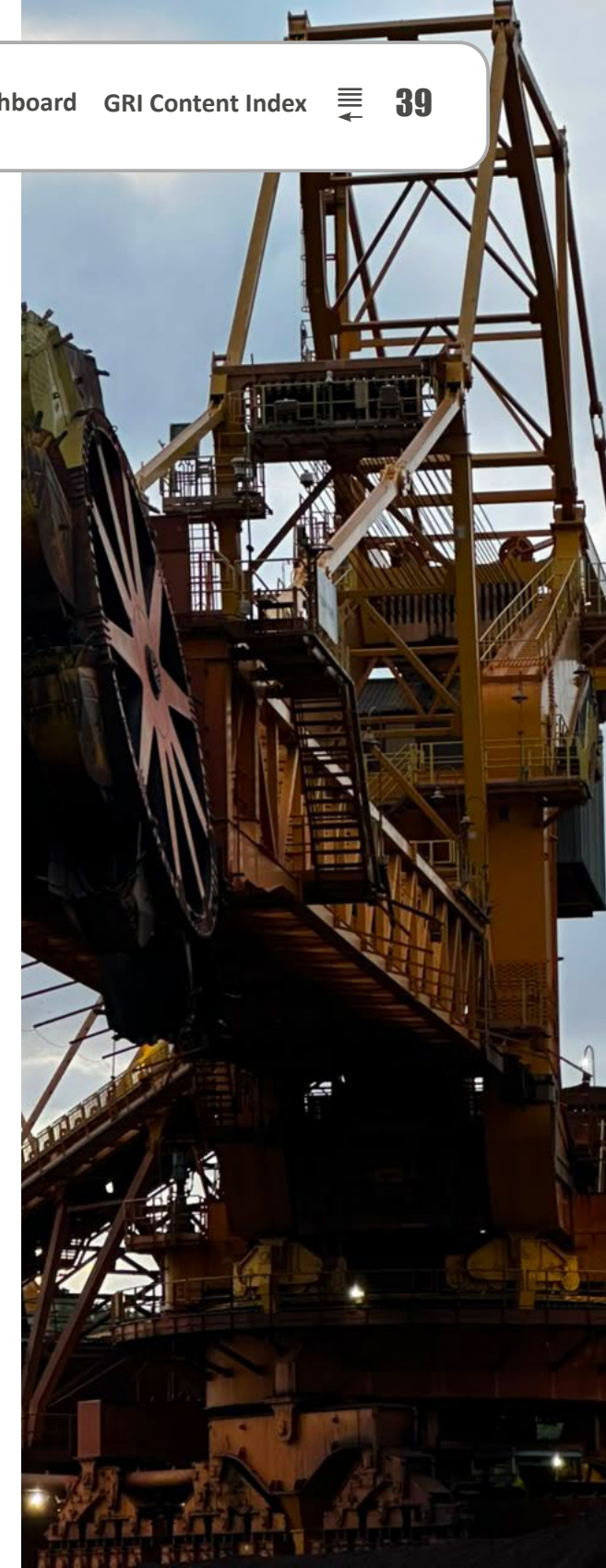
The process is conducted by the Governance, Risk and Compliance (GRC) and Human Resources areas, which review declarations submitted by employees at stages such as onboarding, internal transfers or whenever a potential conflict situation is identified. The information is recorded in a dedicated corporate system, allowing reported situations to be monitored and assessed.

When necessary, cases are classified according to their level of risk and may result in the definition of mitigation measures. All conflicts of interest classified as high risk must have a specific action plan to ensure that the identified risk does not materialize.

Situations considered more critical are submitted to the Ethics and Compliance Committee, which is responsible for deliberating on the appropriate administrative measures.

High-risk cases are also periodically reported to the Audit, Risk and Compliance Committee, reinforcing governance oversight of these matters and contributing to transparency in their management.

In addition, supplier contracts are only finalized after completion of the due diligence process, conducted through a specific questionnaire designed to identify and mitigate potential conflicts of interest between the Company and its suppliers. Learn more in Due Diligence and Strategy.





Whistleblower hotline

GRI 2-15, 2-16, 2-27

We provide a confidential whistleblowing hotline administered by an independent company, allowing employees and external stakeholders to submit reports by telephone or through a digital platform, either identified or anonymously.

Reports received are recorded in the ALIANT system, classified according to their nature and forwarded to the GRC area for analysis, with support from the responsible areas. This process helps ensure that incidents are appropriately addressed and supports the identification of potential irregularities or non-compliance with corporate standards.

Indicators

We monitor and report to the Company's governance structure legal proceedings considered relevant to risk management and institutional transparency. During the period, eight ongoing legal proceedings were reported and monitored through quarterly reports. The proceedings involve different matters, with most

related to social and environmental topics, including claims for damages, an action to annul an environmental fine and a public civil action filed by fishermen. Corporate matters were also recorded, associated with a potential dispute with MMX involving an action for the production of documents. These proceedings are monitored by the responsible areas and reported to the Company's governance bodies, contributing to risk monitoring and transparency in the management of relevant matters.

Urgent concerns are immediately reported in writing by email to the highest governance body. In other cases, reporting takes place quarterly, both through the materials prepared and during regular meetings of the Board of Directors.

NOTE: In April 2021, the Municipal Department of Environment of Itaguaí

issued a notice of violation against Porto Sudeste for alleged non-compliance with license conditions and environmental pollution. After the defense and administrative appeal were denied, an action to annul the notice was filed and an injunction was granted suspending the fine. At the end of 2025, a favorable judgment recognized the regularity of the activity licensed by the Rio de Janeiro State Environmental Institute (INEA, its Brazilian Portuguese acronym) and fully annulled the notice of violation due to the lack of supporting grounds and technical evidence of environmental damage. The municipality filed a motion for clarification, which was submitted for decision on March 13, 2026, and remained pending as of the closing of this report.

Risk management, ethics and integrity

GRI 3-3 – RISK MANAGEMENT, ETHICS AND INTEGRITY

In 2025, we continued to strengthen our Risk Management, Ethics and Integrity structure, focusing on the continuous improvement of control, transparency and risk prevention mechanisms related to the Company’s administrative and operational activities.

The approach adopted helps ensure that organizational decisions and practices are aligned with the principles of integrity and corporate responsibility, guiding the conduct of our professionals and the Company in its relationships with different stakeholders.

In this context, we have established processes and tools aimed at monitoring risks, complying with internal and external standards and promoting ethical conduct across all areas of the organization.

TARGETS	STATUS
Review and submit for approval by the process owner the mapping (flowcharts) of one company process (port, mine or corporate) per two-month period	ACHIEVED
Participate in at least one refresher course, training session, seminar or workshop related to our industry every two-month period, which may be external or internal	ACHIEVED
Review at least one company standard or policy (port, mine or corporate) per two-month period	ACHIEVED
Register controls for approval by the process owner (risk and control matrix) related to one company process (port, mine or corporate) per two-month period	ACHIEVED

Risk governance

Porto Sudeste’s risk governance structure supports the identification, analysis and monitoring of key corporate risks, promoting alignment between operational activities and the Company’s strategic objectives.

The Governance, Risk and Compliance (GRC) Department reports administratively to the CEO and functionally to the Audit, Risk and Compliance Committee (ARCC), which is composed of representatives of both shareholders Mubadala and Trafigura. The committee holds periodic meetings to monitor the progress of the area’s activities, contributing to independent oversight of governance practices and transparency in corporate decisions.

Risk management is structured based on the Three Lines Model, which defines roles and responsibilities across the organization’s different bodies:

Shareholders and Executive Board

Responsible for defining the Company’s strategic objectives, risk appetite and governance guidelines, as well as providing resources and overseeing corporate risk management.

1st Line – Process / Risk Owners

Composed of the operational areas responsible for managing processes, identifying and mitigating strategic and operational risks and implementing the internal controls required to achieve organizational objectives.

2nd Line – GRC

Responsible for supporting corporate governance, establishing standards and methodologies, providing guidance to process owners and monitoring risk management and internal controls, contributing to the protection of the Company.

3rd Line – Audit

Acts independently in assessing risks, processes and the effectiveness of internal controls, providing recommendations that support improvements to the management system and the achievement of strategic objectives.

This structure helps integrate risk management into corporate governance, promoting transparency, accountability and continuous improvement of organizational processes.

Strategic risk management

The Strategic Risk Management Policy establishes the methodology adopted by the Company to identify, assess and address risks relevant to its operations. This approach involves different levels of the organization, including the ARCC, the Board of Directors, managers, risk and control owners, Internal Audit and external oversight bodies.

The main tools supporting this management approach include:

- risk mapping and prioritization on the **ERM Portal**;
- application of severity and probability criteria;
- classification of impacts across the dimensions of **people, the environment, human rights, reputation and finance**;
- definition of action plans for risks requiring treatment;
- periodic review cycles for strategic risks.

Internal controls

Internal control and compliance activities help strengthen risk mitigation and promote compliance with internal and regulatory requirements.

In this context, initiatives were carried out to improve process and control management, including:

- review of the Process and Internal Controls Management Policy;
- publication of **91 flowcharts**;
- mapping of **310 internal controls**.
- **29 strategic risks** reviewed

In addition, **160 action plans related to compliance management were completed**, contributing to the implementation of improvements and the monitoring of corrective and preventive measures adopted by the Company.

Regulatory management also advanced with the publication of **100 normative documents**, representing an increase compared with the previous cycle.

Internal audit

Our Internal Audit function was maintained in 2025 as a tool supporting the strengthening of governance, risk management and internal control practices at the Company. We completed the 2025 Annual Internal Audit Plan, which included five audits defined based on a risk-based approach. The plan prioritized work focused on assessing the effectiveness of governance, risk, and internal control processes, contributing to the identification of improvement opportunities, strengthening the control environment and supporting decision making by Senior Management.

The audits completed in 2025 were:

- Port Licenses, Concessions and Rights
- Mining Licenses, Concessions and Rights
- Administrative Contract Management
- Porto Sudeste Maintenance Planning and Control
- Mineração Morro do Ipê Maintenance Planning and Control

We also approved the 2026 Internal Audit Plan, with four audits planned: one related to an operational process at Porto Sudeste do Brasil and three at the corporate level. These audits will cover a total of 15 risks mapped in the Strategic Risk Management Process (Enterprise Risk Management – ERM), as well as other transactional business risks, in alignment with the organization’s risk mitigation strategy and our commitment to governance and operational efficiency.

Assessment and satisfaction

In order to continuously improve the activities conducted by the GRC Department, we conduct satisfaction surveys with internal customers at the end of projects, as well as periodic assessments with shareholders.



Metrics

Risk management, processes and internal controls

100

normative documents published

29

strategic risks reviewed

91

flowcharts published

310

internal controls mapped

160

action plans completed

31

effectiveness tests of controls for strategic risks Internal audit

5

audit projects completed

Audit plan approved for the following cycle, covering strategic and transactional risks across four audits

Compliance

100%

adherence to mandatory declarations

ISO 37001

Certification Anti-Bribery Management System

Mandatory disclosures

DCE – Code of Ethics Acknowledgment Disclosure

DCI – Conflict of Interest Disclosure

DCL – LGPD Acknowledgment Disclosure

DCE (annual) – Corporate Integrity Disclosure

Planning

- Audit plan approved for the next cycle
- Strategic risk review roadmap approved for the following period

Social





Our workforce

GRI 2-7, 2-30

In 2025, 787 professionals were part of our workforce, a 7.2% increase from the previous year, when the workforce comprised 734 employees. Direct employees are distributed across the Company's administrative, operational and technical areas. The workforce composition reflects the range of skills required for port operations and corporate activities, bringing together professionals with different backgrounds and career paths.

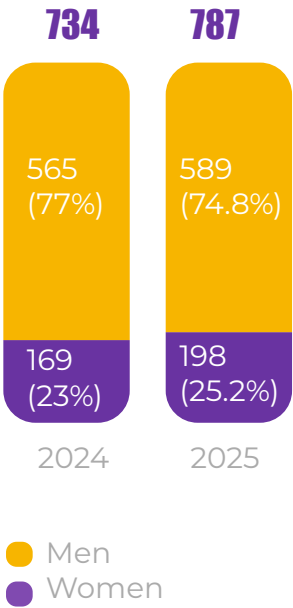
Women accounted for 25.2% of the workforce, up from 23% in the previous year, reflecting an increase in female representation compared with previous years and reinforcing our commitment to promoting increasingly diverse and inclusive workplaces. Also in 2025, 52% of Porto Sudeste professionals resided in

the municipalities of Itaguaí and Mangaratiba, in the state of Rio de Janeiro, highlighting the Company's contribution to employment and income generation in the areas surrounding its operations. The Company also has a significant presence of professionals in other locations, reflecting the integrated work of its administrative and support areas.

We maintain ongoing dialogue with the labor unions representing our professionals to ensure compliance with the conditions established in collective bargaining agreements and applicable labor regulations.

Workforce profile GRI 2-7*

Distribution by gender

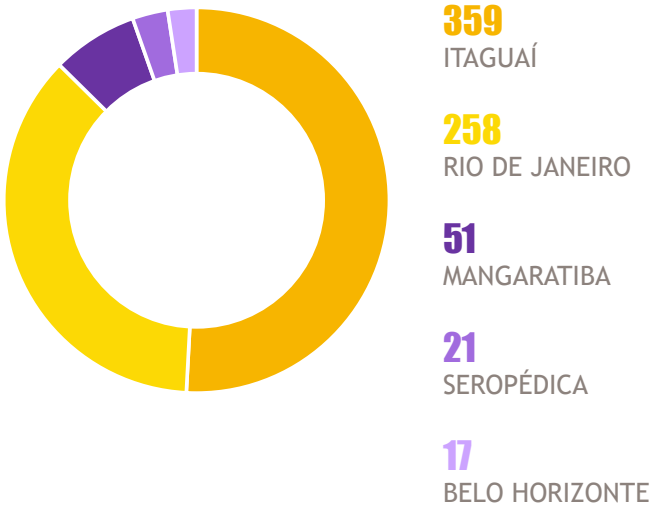


2025 Highlights

 increase in workforce size

 increase in female representation from 23% to 25.2%

Geographic distribution of professionals (main locations)



More than 52% of professionals work in municipalities directly associated with the terminal's area of influence (Itaguaí and Mangaratiba), highlighting the Company's contribution to employment generation in the region.

Employment contract type

As of December 2025

787 employees on the payroll:

712 Permanent employment contracts

23 Fixed-term employment contracts

23 Young Apprentices

26 Interns

03 Statutory Executive Officers

Of this total, 735 employees are covered by the Collective Bargaining Agreement, representing 93.39% of the workforce eligible for collective bargaining. The remaining employment relationships (apprentices, interns and statutory executive officers) are not covered by the Collective Bargaining Agreement because they are governed by specific legislation and legal instruments.

Distribution by job category and age group

CATEGORY	TOTAL	<30	30-50	>50	%
Executive Officers	7	0	4	3	0.89
Managers	22	0	16	6	2.81
Coordination	31	1	24	6	3.95
Supervisory	26	0	20	6	3.30
Administrative	188	38	139	11	23.89
Operational	464	76	346	42	58.96
Apprentice	23	23	0	0	2.92
Interns	26	25	1	0	3.30
Trainee	0	0	0	0	0.00
Total	787	163	550	74	100.00

*The information was prepared based on consolidated data from the official RM Labore payroll system, considering employment relationships, working hours and location. The segmentations required by the GRI were organized based on official registration fields, without the use of estimates or samples.

Outsourced professionals GRI 2-8

In addition to our own workforce, we have professionals contracted through service providers who perform activities supporting the Company’s operations and administrative routines. In 2025, approximately **84 outsourced companies** provided services at the Porto Sudeste facility, totaling about **1,510 contracted workers**.

These professionals are hired in accordance with applicable legal and contractual requirements. The main areas requesting these services are Engineering, Maintenance, Operations, Environment and Facilities, with contracts formalized in accordance with internal and legal procedures. Outsourced teams are monitored through periodic statistical reports

submitted by contracted companies, containing information on the number of workers and hours worked. This data is consolidated in an electronic database and also monitored through the Occupational Health and Safety (OHS) Portal, allowing the Company to monitor requirements related to safety, occupational health and working conditions. The integration of these professionals into the terminal’s routines includes training and procedures aligned with the Company’s safety standards and corporate guidelines, contributing to the safe and efficient execution of activities.



People management

GRI 3-3- PEOPLE MANAGEMENT

We continue to enhance our people management practices, focusing on valuing human capital, promoting balanced work environments and attracting and retaining talent. This work is carried out through structured processes that strengthen the organizational culture and expand opportunities for training and monitoring employees' professional development.

People management tools

People management is supported by a set of tools and programs focused on professional development, performance assessment and strengthening the organizational culture. These initiatives seek to align professionals' skills with business needs, encourage continuous learning and expand opportunities for growth within the Company. The tools used include assessment systems, structured training

programs and initiatives aimed at monitoring employees' professional development, as well as mechanisms that support well-being and quality of life in the workplace.



Key tools

1

**PERFORMANCE
ASSESSMENT**

**Assessment
and monitoring
of professional
development**

Impulse system, used to assess professionals' performance, monitor the implementation of Individual Development Plans (IDPs) and map successors, aligning individual goals with the needs of the areas and the organization.

2

**CORPORATE
EDUCATION PORTAL**

**Business-aligned
training**

Digital platform that brings together learning content and learning paths focused on the technical and behavioral development of professionals, providing access to training aligned with the needs of the areas and career objectives.

3

TRAINING PROGRAMS

**Technical and leadership
development**

Training initiatives focused on the ongoing development of professionals, including specific programs such as the Leadership Academy, intern training and technical development paths.

Well-being and social support initiatives

Well-being and quality-of-life initiatives include access to the **Wellhub** and **VIK** platforms to encourage physical activity, as well as corporate programs focused on the well-being and health of professionals. As a form of social support, the Employee Social Support Standard establishes guidelines for identifying, welcoming, supporting,

monitoring and referring situations involving emergencies or social risks that may affect employees' health, well-being, safety and professional performance, including mobilization of support networks, emergency benefits and assistance to family members, when applicable.

Risk management and talent retention

GRI 401-1

The growth of operations and the gradual expansion of the workforce over the past few years require ongoing attention to the organizational structure and people management mechanisms. In this context, we have adopted practices aimed at identifying and addressing risks that may affect business continuity, talent retention and team development.

Risk management considers factors such as the potential departure of professionals in strategic positions, challenges related to technical qualifications and the need to ensure continuity of operational activities. In order to address these aspects, we have structured our teams to distribute knowledge and responsibilities across different professional levels, reducing reliance on specific individuals and strengthening organizational resilience.

Measures adopted include monitoring professional career paths, succession planning for critical positions and implementing programs focused on the technical and behavioral development of employees. These

initiatives help strengthen the organization’s ability to retain qualified professionals who are prepared to respond to business challenges.

Talent attraction and retention are also supported by initiatives such as the Careers Program, which encourages internal mobility and, whenever possible, prioritizes opportunities for professionals already working at the Company. For positions requiring external recruitment, the Company initially seeks candidates in communities in the surrounding area, expanding the reach of the recruitment process when necessary.

Turnover rate analysis is one of the tools used to monitor the dynamics of employee retention and replacement within the organization. This indicator helps assess labor market trends and the effectiveness of the Company’s people management practices.

People management-related risks

RISK	RATIONALE	MITIGATION STRATEGIES
Loss of professionals	Compensation, job challenges or personal matters	preventive actions, monitoring of critical positions, talent and successor mapping and internal recruitment.
Qualification and continuity of operations	Departure of key professionals	organizational structure with senior, mid-level and junior positions and distribution of responsibilities; succession and talent mapping; Merit-based approach

Careers Program and Recruitment and selection

- internal mobility
- preparation for strategic positions
- professional development
- succession mapping
- prioritization of local workforce: positions initially advertised in communities in the surrounding area
- merit-based approach



Turnover

GRI 401-1

Monitoring the evolution of the workforce and turnover allows us to assess the organization’s growth dynamics and team stability over time. These indicators support the analysis of the effectiveness of people management practices, including initiatives focused on talent attraction, retention and development.

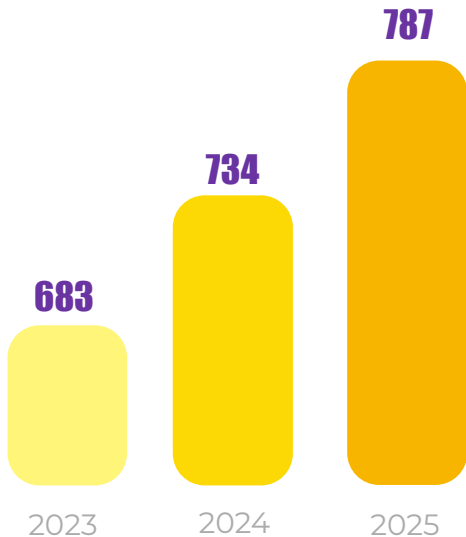
In recent years, Porto Sudeste has recorded gradual workforce growth, accompanying the expansion of operations and the consolidation of the Company’s activities. In 2025, the workforce reached **787 professionals**, maintaining the growth trajectory observed in previous periods.

Turnover analysis also helps us understand the dynamics of employee

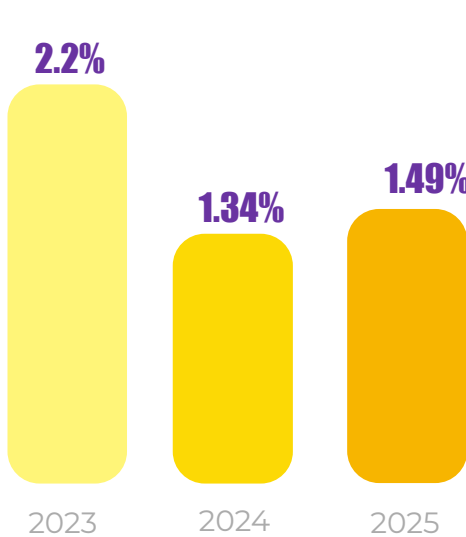
retention and replacement over time. In 2025, **the average monthly turnover rate was 1.49%**, slightly above the 1.34% recorded in the previous year, a natural variation resulting from normal workforce movements and indicating stability in the workforce during the period analyzed.

These indicators are regularly monitored by the areas responsible for people management and help guide decisions related to workforce planning and organizational development.

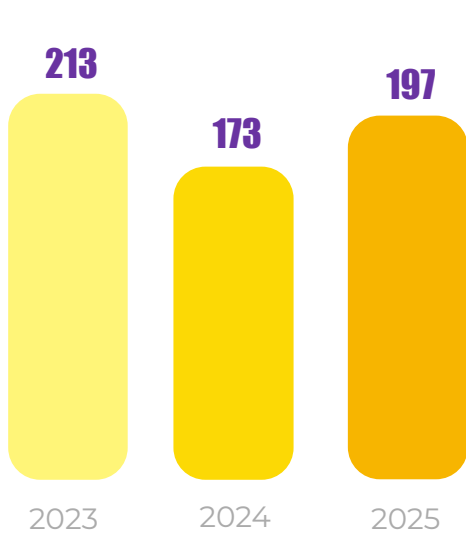
Workforce growth



Average monthly turnover



New hires



7.2%
growth from 2024
to 2025



Compensation

GRI 2-19, 2-20; 2-21

Porto Sudeste's compensation structure is defined based on technical criteria designed to maintain internal equity across positions, market competitiveness and financial sustainability for the business. The guidelines adopted consider the responsibilities associated with each position, industry practices and organizational performance.

Salary ranges are updated based on periodic salary surveys conducted with the support of specialized consulting firms, which analyze market benchmarks and support the assessment of the competitiveness of the compensation offered by the Company. The results of these analyses are used as a basis for reviewing salary structures, which are subsequently submitted for evaluation by Senior Management.

The process also considers the participation of relevant stakeholders. Stakeholder views are considered primarily through the approval of the annual personnel budget, which includes projections for salary adjustments and potential benefit

reviews. Changes to collective benefits are submitted to the Board of Directors for consideration and discussed with the union representing the employee category, in accordance with the Company's governance practices.

Senior leadership

Senior leadership, comprising the statutory executive officers (CEO, CFO and COO), is compensated under their respective service agreements and receives a fixed component and annual variable compensation (bonus), subject to the achievement of quantitative and qualitative targets approved by the Company. Other directors hired under Brazil's Consolidated Labor Laws (CLT) follow the compensation policy applicable to employees, including 12 annual salaries, vacation, a 13th-month salary and participation in the Profit-Sharing Plan (PSP), in accordance with the Company's applicable rules.



Salary adjustment trends

Regarding the evolution of salary adjustments, the analysis conducted for 2025 indicates that the ratio between the annual percentage increase in total compensation for the highest-paid professional and the average increase applied to other employees ranged from 0.21x to 1.03x. This result is based on a comparison between the 5.13% adjustment applied to

the highest-paid professional and the range of adjustments observed among other employees during the period, which varied from 5% to 25%.

This data indicate that the compensation growth for the highest-paid position remained aligned with the adjustment practices applied across the workforce, reinforcing the Company’s commitment to transparency and balance in its compensation policy.

Pay equity indicators

INDICATOR	VALUE
Ratio between highest compensation and average employee compensation	15.66x
Increase for highest-paid professional	5.13%
Average increase for other employees	5% – 25%
Ratio between salary increases	0.21 x – 1.03 x



Benefits

GRI 401-2, 401-3

The Company offers a structured portfolio of benefits to its professionals, complementing those required under labor legislation and contributing to the promotion of health, well-being, quality of life and financial security. Eligibility for benefits varies according to contractual status and covers CLT employees, statutory executive officers, interns and apprentices.

The main benefits provided include medical and dental coverage, life insurance with funeral assistance, the Cuidar (Caring) Program, the Wellhub platform, the VIK app, meal and food benefits, transportation and other benefits subject to specific eligibility criteria. Medical and dental coverage is extended to eligible dependents of CLT employees and statutory executive officers.

The Company continues to invest in health and well-being through Wellhub, which provides access to gyms and services focused on quality of life, and through the VIK app, a platform that encourages healthy habits and employee engagement.

Both programs are available to CLT employees, statutory executive officers, interns and apprentices.

In addition, the Company provides the Cuidar Program, which offers psychological, social, legal and financial support to employees and their dependents, subject to eligibility, strengthening the support network for holistic well-being. The program is available to CLT employees, statutory executive officers, interns and apprentices.

Professionals covered by the CLT regime also receive benefits provided under the Collective Bargaining Agreement, such as grocery vouchers, school supply assistance, assistance for children under the age of 18, reimbursement for corrective lenses or eyeglass frames, educational assistance, extended maternity leave, extended paternity leave and participation in the Profit-Sharing Plan (PSP), in accordance with applicable rules and criteria. Interns have access to grocery vouchers, medical coverage, Wellhub, VIK, the Cuidar Program and life insurance

through the Center for Company-School Integration (CIEE). Apprentices receive medical coverage, Wellhub, VIK, the Cuidar Program and life insurance paid for by the Company.

Interns and apprentices are not eligible for the allowances provided for under the Collective Bargaining Agreement or for the inclusion of dependents in corporate benefits.

Benefits offered to workers

- Health insurance
- Dental plan
- Life insurance
- Grocery vouchers
- On-site meals (planned by nutritionist)
- Cuidar Program – emotional, social and financial support for professionals and their family members
- VIK – app focused on promoting healthy habits and well-being
- Wellhub – access to gyms and physical activities (replaced Gympass in 2025)

Benefits provided for under the Collective Bargaining Agreement (exclusive to CLT workers):

- Assistance for children under the age of 18
- School supply assistance
- Corrective lens or eyeglass frame assistance
- Profit-Sharing Plan (PSP)



Parental leave

As part of our initiatives to support parenthood and work-life balance, we provide 180 days of maternity leave and 20 days of paternity leave, as established under the Collective Bargaining Agreement. The policy also provides adoption leave for the same period granted for maternity leave and reinforces the organization’s commitment to supporting families, early childhood development and the well-being of professionals. During 2025, five employees began maternity leave, according to records maintained by the Human Resources department. Considering the professionals whose return to work was expected during the period analyzed, the return-to-work rate was 100%, reflecting the continuity of the practices adopted by the Company to support parenthood and promote employee retention following leave.

100%
of professionals
are entitled to
parental leave

5
employees began
maternity leave
in 2025

100%
was the return-to-
work rate among
professionals
whose return was
expected during
the period

Pregnancy Program

The Pregnancy Program, developed in partnership with WTW, provides support throughout pregnancy to professionals and their dependents. The initiative includes personalized guidance during each trimester of pregnancy, reinforcing the importance of prenatal care and providing information on health care. The program also maintains a channel for questions that remains available through the postpartum period, contributing to the care of both mother and baby.

Leave provided:

180 days – maternity leave
20 dias – Paternity leave

Labor relations and professional development

GRI 2-30, GRI 402-1

People management considers transparent dialogue with our professionals and union representatives an essential element in building a balanced work environment aligned with the Company’s needs. We maintain channels of communication with employee representative organizations so that collective bargaining and dialogue processes can take place in an organized and transparent manner.

Collective bargaining agreements and labor relations

The working conditions and benefits applicable to our professionals are defined through a collective bargaining agreement entered into with the union representing the professional category. This instrument establishes parameters related to compensation, working hours, benefits and other employment

conditions, helping ensure predictability and balance in labor relations.

The collective bargaining agreement is negotiated based on the category’s bargaining reference date, when clauses related to working conditions, salary adjustments and other aspects established in the collective instrument are discussed and updated. The clauses covered include provisions related to compensation, benefits, working hours, occupational health and safety, leave and other conditions applicable to the employment relationship.

Throughout 2025, we maintained ongoing relations with the union representing our employees, conducting collective bargaining processes and monitoring the collective bargaining agreement in accordance with labor legislation and best corporate governance

practices. Ongoing dialogue with employee representatives contributes to strengthening labor relations and developing balanced solutions for both employees and the Company.

Communication of operational changes

Whenever relevant operational changes may affect working conditions or the organization of activities, the Company, with a focus on transparency, communicates with teams and representative organizations, as provided for under applicable regulations and the collective instruments in effect.

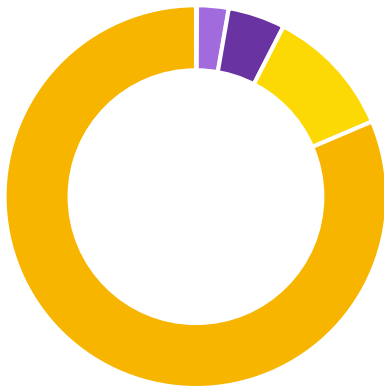
Training and development

GRI 404-1, 404-2, 404-3

The Company conducted training initiatives aimed at enhancing the technical and behavioral capabilities of its teams, including operational training, mandatory programs related to the safety of port activities, and leadership development initiatives.

In 2025, **7,819 hours of training** were recorded, covering professionals at different levels of the organization. Training activities are planned based on the operational needs of the areas and the Company’s strategic challenges, with the aim of strengthening team qualifications and supporting the professional development of workers. During the period, 738 professionals participated in training, with an average of 10.6 training hours per worker.

Distribution of training hours by position



862
SUPERVISORY

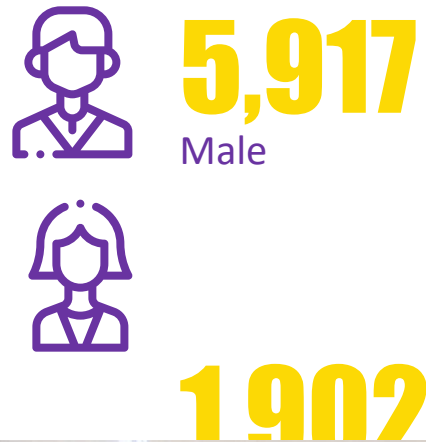
6,366
OTHER EMPLOYEES

376
COORDINATORS

209
MANAGERS

6
OFFICER

Distribution of hours by gender





Health and Safety

GRI 3-3 - HEALTH AND SAFETY, 403-1, 403-8

Considering the characteristics of port activities, we adopt a preventive approach to identifying, assessing and controlling occupational risks, promoting safe working conditions for both our own and third-party workers.

Management of this topic is structured around internal policies, standards and procedures that guide hazard identification, risk assessment and the implementation of preventive measures in operations. These mechanisms are supported by indicators and monitoring processes that enable continuous assessment of safety performance.

In this context, we have structured our safety management around the Zero

Accident Program, an initiative that guides corporate measures aimed at preventing accidents and strengthening the safety culture across our operations. The Company's Health and Safety system covers 100% of its own and outsourced workers.

Governance of this topic is fully consolidated, with internal controls and compliance operating fully, transparently and in an auditable manner. Risk identification and control processes are mature, while training, communication and active participation strengthen the culture of prevention. Indicators are rigorously monitored, demonstrating a continuous reduction in accidents and ongoing improvement in the management system.

TARGET

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

STATUS

ACHIEVED

Management of this topic

GRI 403-1, 403-4, 403-5

In 2025, prevention initiatives included more than 13,500 participations in training sessions – totaling 34,000 hours of training delivered – as well as inspections of tools and equipment, DSD and safety Pit Stops, operational checklists and internal safety campaigns. These actions are part of our Occupational Health and Safety (OHS) management practices and reinforce the preventive culture promoted by the Zero Accident Program. The program also establishes targets and performance indicators linked to

variable compensation, encouraging the engagement of leaders and teams in adopting safe practices.

In recent years, the governance of the program has undergone significant improvements. These advances include the revision of the corporate Occupational Health and Safety standard and the integration of monitoring processes into a proprietary digital ecosystem, which enables continuous monitoring of indicators and information related to operational safety.

More than **13,500**
participations in
training sessions

More than **34,000**
hours of training delivered

More than **2,000**
technical safety inspections

More than **6,700**
safe behavior observations

More than **5,000**
safety dialogues

12
safety campaigns

12
emergency response drills

52
leadership-led trap-
hunting inspections



Health and Safety Governance

GRI 403-1, 403-2

Governance involves leaders and managers from different areas, who are responsible for monitoring indicators and implementing continuous improvement initiatives. Monitoring covers approximately 15 monthly indicators, assessed with the support of management tools, internal audits, self-assessments and action plans.

Management of the Zero Accident Program – the Company’s main prevention guideline – is conducted in an integrated manner with the organization’s strategy, with the active participation of operational leaders.

Key practices structuring OHS governance include:

- monitoring of indicators by leadership
- investigation of deviations with root cause analysis
- strengthening of the safety culture

- recognition of safe behaviors and preventive initiatives

System management is structured based on the following:

- Ordinance No. 3,214 of June 8, 1978 (Regulatory Standards for Occupational Safety and Health)
- Code of Ethics and Professional Conduct
- Anti-Corruption Policy
- Sustainability Development Policy
- Zero Accident Program Standard
- OHS Golden Rules Standard
- Humanity Program Standard
- Alcohol and Drug Abuse Prevention Program Standard



Health and Safety Committee

Governance of this topic also includes the Health and Safety Committee, composed of representatives of the Company's management and executive leadership. The committee meets monthly to monitor OHS performance indicators, assess the results of prevention initiatives, discuss required resources and strengthen the Zero Accident Program culture. The information and decisions discussed by the committee are disseminated through training sessions, internal meetings and corporate channels, promoting transparency and alignment across the organization's different levels.

Main objectives

- promote the integration of safety initiatives across the Company's areas
- monitor the evolution of the maturity of the OHS management system
- recognize best practices and safe behaviors
- increase worker participation in building a safer work environment

Golden Safety Rules

GRI 403-2

As part of the preventive culture promoted by the Zero Accident Program, we have adopted a set of operational principles known as the Golden Rules, which guide the safe behavior of all workers, both our own and third-party workers, in activities carried out at the terminal. The rules are widely disseminated through training sessions, internal campaigns and awareness-raising activities conducted by the relevant department.

These guidelines reinforce individual and collective responsibility for accident prevention and consolidate the principle that guides the Company's approach to safety:

"If it is not safe or, in doubt, don't do it and don't let others do it!"

Fundamental Principles of the Golden Rules

— 1. Preliminary Risk Analysis (PRA)

Before beginning any task, an assessment of the risks involved must be conducted, with compliance with the operational procedures established.

— 2. Training and authorization

Activities should only be performed by properly trained and authorized professionals.

— 3. Safe operation of vehicles and equipment

Operations must comply with operational limits and traffic rules in terminal areas.

— 4. Cargo handling and lifting

A safe distance must be maintained from suspended cargo and handling areas.

— 5. Lockout of hazardous energy sources

Lockout procedures must be strictly followed before performing interventions on equipment.

— 6. Work at height

Fall prevention standards and measures

must be followed.

— 7. Movement of people

Remaining or moving through hazardous areas, such as between railcars or on railroad lines, is prohibited.

— 8. Appropriate tools and equipment

Appropriate equipment in good condition must be used, without makeshift solutions.

— 9. Confined spaces

Activities must follow specific procedures and have the required authorizations.

— 10. Special activities

Tasks classified as critical require technical clearance and full compliance with safety protocols.

Health and Safety Risk Management

403-2, 403-7

Risk management is conducted through structured processes involving hazard identification, risk assessment and the adoption of preventive measures aimed at protecting people and ensuring the safe continuity of operations.

The Company adopts specific risk management procedures, considering the characteristics of the port and industrial activities carried out at the terminal.

This process makes it possible to identify potentially hazardous conditions, assess the likelihood and severity of events and establish appropriate control measures for each situation.

The main tools used include:

Risk Management Program (RMP)

Responsible for consolidating and monitoring occupational risks associated with the Company’s activities.

Preliminary Risk Analysis (PRA)

Applied especially to non-routine activities or specific operations that require a detailed assessment of safety conditions.

Occupational Risk Inventory

A document that consolidates the identified risks, affected areas, exposed workers and preventive measures adopted.

Main operational risks monitored

IDENTIFIED RISKS	IMPACTS ON THE ORGANIZATION
Fire during liquid bulk cargo operations	Severe damage to infrastructure and workers as a result of fires during liquid bulk cargo operations.
Structural collapse in operational areas	Interruption of operations, risks to worker safety and potential environmental damage caused by structural collapse in operational areas.
Injuries or fatalities in incidents during port operations	Operational reduction or shutdown, need for investment in safety and impact on the Company’s image due to injuries or fatalities in port operation incidents.
Worker struck by vehicles, machinery or equipment	Compromised physical integrity of workers and potential loss of life, negatively affecting the Company’s morale and safety culture due to the risk of workers being struck and incidents involving our own and third-party professionals.
Events involving lightning strikes at the Company’s facilities	Risk of fires and explosions, affecting operational continuity and worker safety due to lightning-related accidents in the Company’s areas.
Shutdown by a regulatory authority due to non-compliance with Occupational Health and Safety regulatory standards	Operational shutdown, significant financial losses and reputational damage.

Risk classification

GRI 403-2, 403-8

The risks associated with Porto Sudeste’s activities are classified based on technical criteria that consider the severity of the impact and the likelihood of occurrence. This process also takes into account variables such as the degree of exposure to the risk, the level of hazard awareness and the number of people potentially exposed.

Based on this methodology, risk classes are defined to guide the prioritization of control and prevention actions.

The occupational risk inventory contains detailed information on:

- work environments and activities
- identified hazardous conditions
- groups of exposed workers
- prevention measures implemented

In addition to technical analyses, the Company encourages its own and outsourced workers to report risk situations or unsafe conditions.

For this purpose, the HSE Deviations and Near-Miss Report is used, a tool that allows incidents to be recorded and the necessary corrective actions to be monitored.

Another important practice adopted is the Right to Refuse Dangerous Work, a mechanism that ensures workers have the option to stop an activity when they identify a serious and imminent risk to their own safety or that of others.

In such cases, the professional reports the situation to their supervisor, who, together with the OHS area, assesses the risk and defines the necessary measures before the task can resume.

Occupational health

GRI 403-3, 403-6

Occupational Health and Safety (SSO) management includes a dedicated structure focused on promoting safe and healthy work environments, with activities aimed at identifying risks, preventing incidents and monitoring workers’ health. The team comprises nine professionals in total:

- 1 occupational physician
- 1 occupational nurse
- 1 nurse
- 2 occupational nursing technicians (working in administrative activities)
- 4 nursing technicians working shifts

In addition to the internal team, the Company has outsourced support from 13 civil firefighters, responsible

for providing initial emergency response and supporting an internal emergency response brigade comprising 110 trained volunteers.

Outpatient medical care is available to both our own and third-party workers operating at the facility, ensuring ongoing support for occupational health-related situations.

Periodic campaigns to promote health and well-being are also conducted, with a preventive and educational focus and addressing topics relevant to the quality of life and safety of professionals.

Training

Worker training in health and safety follows a structured process that begins when professionals join the

Company and continues throughout their professional careers.

The process includes:

- initial onboarding conducted by the Human Resources area
- Occupational Health and Safety induction training
- an assessment to verify understanding of the content presented
- definition of mandatory training through the Training Matrix, which establishes regulatory requirements and operating procedures for each position

This process also includes periodic updating and recycling actions, carried out in accordance

with operational demands and applicable legal requirements.

Emergency management

Porto Sudeste maintains a specialized structure to respond to emergency situations, consisting of human resources, equipment and technologies aimed at protecting people and operations.

Key resources available include:

- 24/7 medical unit
- ambulance with mobile ICU structure
- drone-based aerial monitoring
- continuous camera monitoring conducted by the Corporate Security Operations Center

- state-of-the-art firefighting truck
- firefighting system deployed throughout the terminal

Emergency response drills involving different areas of the Company, focused on victim response and firefighting, are conducted monthly to maintain team readiness and the effectiveness of operating procedures.

Occupational incident investigation

GRI 403-9, 403-10

Occupational incidents are managed through a structured Incident Communication, Recording, Analysis and Classification procedure, which establishes guidelines for the proper handling of incidents and for strengthening the culture of prevention. This process is designed to ensure that all incidents are handled in a standardized manner, with speed and technical rigor, contributing to the identification of causes and the implementation of corrective measures.

Stages of the process

The investigation process comprises the following steps:

COMMUNICATION AND RECORDING

Incidents are reported by workers or leaders through available channels, including telephone, radio or internal systems. Formal recording must take place within four hours of the occurrence.

INCIDENT ANALYSIS

The investigation uses specific methodologies, such as Cause Tree Analysis and TASC, to identify the factors that contributed to the event.

INCIDENT CLASSIFICATION

Incidents are classified according to their severity level and potential impact.

DEFINITION OF RESPONSE LEVELS

- **Level 3:** Immediate communication and review within 36 hours
- **Levels 4 or 5:** Immediate investigation
- **Near misses with critical potential:** Mandatory investigation

Investigation participants

The analysis involves different professionals, including:

- area supervisor
- worker involved in the incident
- occupational physician, when related to occupational disease

COMMUNICATION AND ORGANIZATIONAL LEARNING

Investigation results are shared internally through:

- Central OHS Committee
- Safety Call meetings
- communication to public authorities, when applicable

See the [Indicator Dashboard](#) (GRI 403-9) for the list of hazards that presented risks of serious work-related accidents in 2024.

Humanity Program

Strengthening a lasting culture of care and self-care is the purpose of the Humanity Program – Holistic Health, an initiative that recognizes workers’ holistic health across the physical, mental, emotional and social dimensions. The initiative seeks to increase worker readiness by taking a preventive approach to factors that may compromise their overall health and safety both inside and outside the workplace. To this end, the program combines technology, systematic monitoring, and health promotion strategies, reinforcing the Company’s commitment to genuine care for people.

One of the program’s initiatives is the Prontos System, an online neuropsychophysiological tracking platform used to identify behaviors that may affect workers’ readiness and overall state of alertness and responsiveness. The tool enables personalized interventions focused on preventing risks associated with fatigue, stress, and other situational variables. Another initiative is the Cuidar Program, a support structure that assists professionals and family

members during periods of emotional, financial or social vulnerability. The initiative seeks to expand access to support resources and services in an ethical and confidential manner, contributing to people’s well-being and comprehensive protection.

The program also includes periodic meetings and initiatives in which teams participate in sessions focused on preventing psychosocial risks, promoting emotional health and jointly developing solutions related to fatigue management and well-being at work.

Among the tools used to encourage healthy habits, Porto Sudeste uses the Vik App, an application that encourages regular physical activity, increases engagement in well-being challenges and supports the monitoring of individual and collective health indicators. Another platform is Wellhub, which provides access to gyms and services focused on quality of life.

Vik App Results

INDICATOR	RESULT
Activities recorded	28,830
Coins accumulated	40,090
Distance recorded by GPS	40,436 km
Cycling	17,261 km
Running	12,915 km
Walking	10,260 km
Athletes classified as sedentary in motion (moved out of sedentary lifestyle)	194 (76%)
Hours of activities recorded	+68,254
Hours of classes attended on the app	41h43
Average Vik Score	7.0
Physical well-being	6.2
Mental well-being	6.8
Social well-being	7.5
Professional well-being	7.3

From 6 to 8, the average is considered satisfactory.

METRICS

Safety – own workers and outsourced workers

GRI 403-9

We continuously monitor occupational health and safety performance indicators, using metrics aligned with the GRI Standards and applying the same principles, training and prevention programs to our own and outsourced workers. The indicators enable us to assess the effectiveness of prevention measures, guide improvements to the OHS management system and monitor the evolution of the Company’s safety culture.

In 2025, the Company recorded no work-related fatalities or lost-time injuries among workers. During the period, one high-consequence accident was recorded, an indicator monitored by the Occupational Health and Safety area for cause analysis and improvement of preventive measures.

Monitoring these metrics is part of the set of prevention initiatives adopted by the Company, including training, operational inspections, internal safety campaigns and initiatives related to the Zero Accident Program.

Workplace Accidents

INDICATOR	2023		2024		2025	
	NUMBER	RATE	NUMBER	RATE	NUMBER	RATE
Number of workplace-related fatalities	0	0	0	0	0	0
Number of work-related injuries with lost time	1	0.29	3	0.86	3	0.78
Accident severity rate	4	-	213	-	12	-
Number of work-related injuries without lost time	5	1.45	2	0.57	0	0
Total number of recordable work-related injuries	6	-	5	-	3	-
Fatalities resulting from occupational diseases	0	-	0	-	0	-
Number of cases of occupational diseases	0	-	0	-	0	-
Total hours worked (MHW)	3,455,085	-	34,839,988	-	3,839,918	-

Note: Beginning with this report (2025 reporting year), the indicators include both own and outsourced workers, better reflecting the Company’s management of this topic, as the Company does not distinguish between the groups of professionals with regard to guidelines, principles and initiatives.



Diversity and Inclusion

GRI 3-3 - DIVERSITY AND INCLUSION, 405-1, 405-2

In 2025, we reaffirmed diversity and inclusion as a material topic for our management, demonstrating that they remain central to our agenda. Throughout the year, we strengthened initiatives aimed at gender equity and women's empowerment, such as the Mulheres Extraordinárias (Extraordinary Women) project, which gained visibility and external recognition, receiving the 2025 FIRJAN Sustainability Award, the 2025 Blend Edu Diversity in Practice Award and the Empresa Amiga da Mulher (women-friendly company) Gold Certification, granted by the Government of the State of Rio de Janeiro. While these recognitions do not, in themselves, change the Company's diversity structure, they reinforce that we are maturing our practices and expanding the reach of initiatives to promote and protect women's rights.

Despite this progress, we recognize that our structural composition does not yet fully reflect the diversity we seek. In 2025, our governance bodies had seven members, six of whom were

men (85.71%) and only one of whom was a woman (14.29%). This shows that women's representation in decision-making bodies remains a minority and that we have not yet been able to make significant progress in this area.

We are aware of this challenge and acknowledge that we need to make consistent progress to increase women's representation in leadership and governance positions. We remain committed to turning our initiatives into structural results, strengthening diversity as an essential part of our culture and the Company's sustainability.

Diversity and Inclusion Policy

GRI 403-9, 403-10

The Diversity and Inclusion Policy remains the main institutional

framework guiding Porto Sudeste's approach to the topic. The guidelines are still associated with building a pluralistic, respectful work environment that reflects the diversity of profiles, backgrounds and experiences within the organization.

Regarding compensation, the Company is committed to equal pay and does not differentiate compensation between men and women performing equivalent roles. Compensation practices are based on objective criteria, such as position, responsibilities, experience and performance.

This commitment is reflected not only in the policy itself, but also in the Diversity and Inclusion Manual, which provides practical guidance to raise awareness and foster engagement on the topic. The Company also maintains mechanisms for reporting inappropriate conduct through its available channels, with reported cases reviewed by the appropriate bodies.



Structure

Porto Sudeste's diversity management structure includes the **Diversity Committee**, which is responsible for coordinating strategic initiatives related to the topic and integrating different

areas into discussions on inclusion. It brings together professionals from key areas such as Operations, GRC, HR, Legal, Corporate Affairs and Education and Diversity, serving as a forum for connecting institutional guidelines with organizational practice.

The second pillar is the **Somos Diversos Group**, a forum for validating and guiding initiatives proposed by internal groups, with participation from areas such as Communications, Social Responsibility and members of the Affinity Group. Its role is relevant because it organizes the topic at an intermediate level between strategic formulation and day-to-day mobilization, helping ensure that initiatives do not become fragmented.

The third pillar is the **Affinity Group**, whose role is to strengthen the sense of belonging and promote employee engagement on diversity-related topics, providing a space for dialogue on gender, race and ethnicity, disability, the LGBTQIAPN+ community and generations. In 2025, the group remained relevant because it helped demonstrate that the topic is not limited to formal policy, but also takes shape in internal spaces for listening, discussion and proposing initiatives.

Careers Program

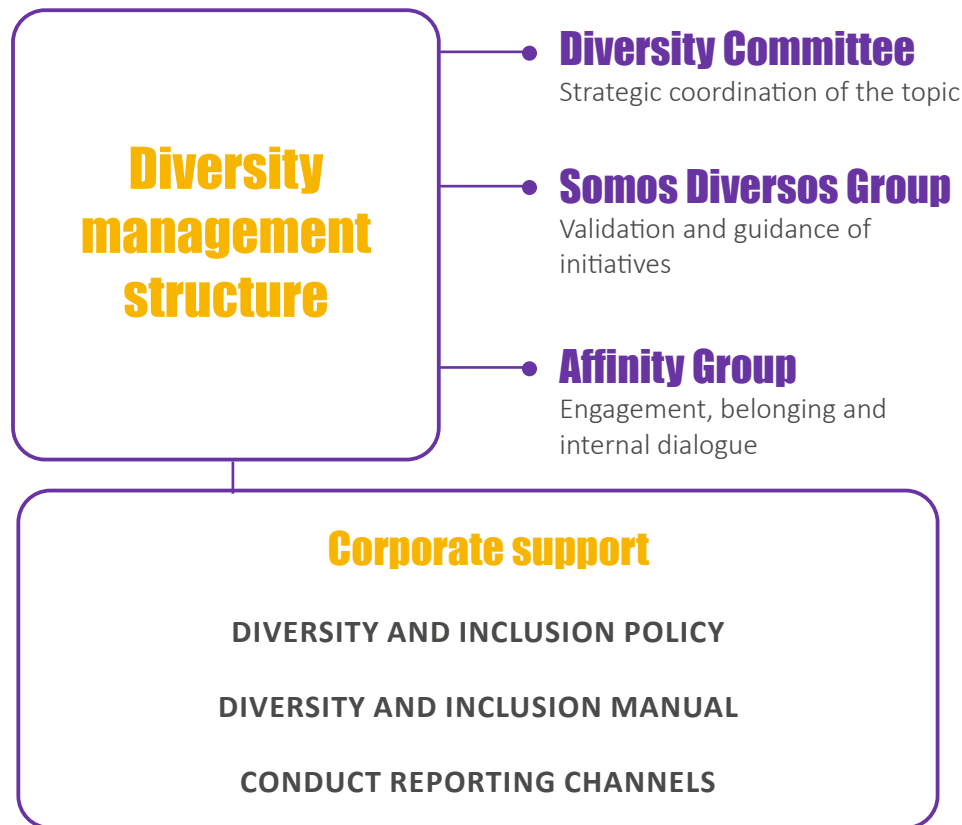
The program serves as a tool for promoting equity by correlating positions, responsibilities and compensation. There is no pay distinction between men and women performing the same role. Measures to adapt the work environment also remain in place, including the implementation of breastfeeding support rooms and gender-neutral restrooms, as well as the representation of women in the Young Apprentice Program.

Support for neurodivergent conditions 405-1

Support for neurodivergent conditions is one of the most specific aspects of the Diversity and Inclusion chapter. This area was organized around the Humanamente Program, an initiative linked to the holistic health pillar and created to provide support and assistance to neurodivergent people – employees or family members – in situations such as autism, ADHD and dyslexia.

The program was introduced in response to a specific need identified in the workplace and structured around listening, support and practical coordination. It is led by the Holistic Health analysts, with support from occupational health and the Diversity Committee, and includes a WhatsApp group, discussion circles, treatment mapping, coordination with health plan providers and support through the Cuidar Program. The initiative's design reflects a more practical approach to inclusion, focused not only on awareness, but also on providing day-to-day support to professionals and caregivers.

Comprising a group of 32 members, the Humanamente Program held two discussion circles in 2025, with a total of 37 participants.



2025 Inclusion Highlights



Establishment of breastfeeding support rooms



Implementation of gender-neutral restrooms

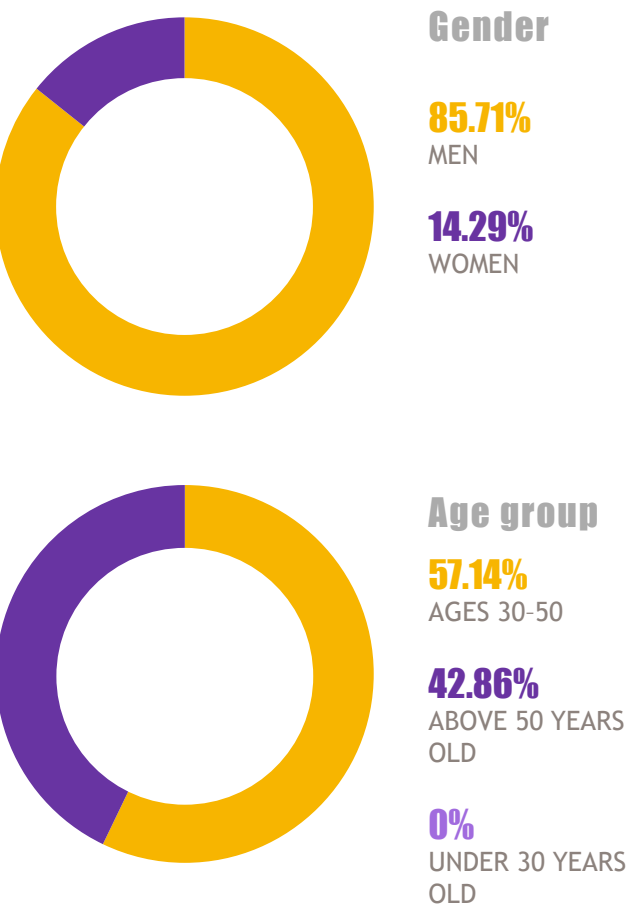


Young Apprentice Program: 100% women in 2025

Metrics

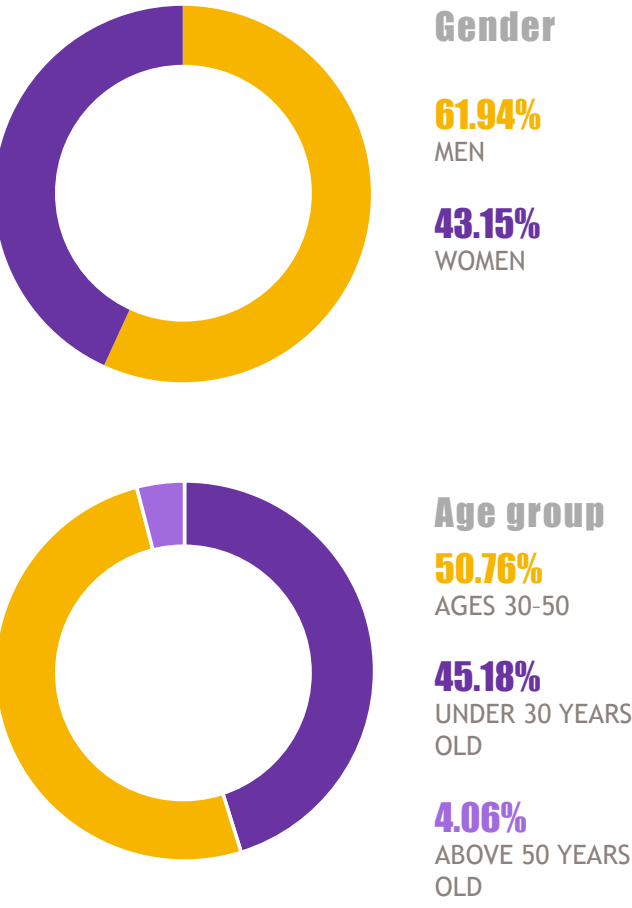
GRI 401-1, 405-1, 405-2

Diversity in governance bodies*



*Bodies considered: Board of Directors, Technical and Operational Committee (TOC), and Audit, Risk and Compliance Committee (ARCC)

Diversity among new professionals



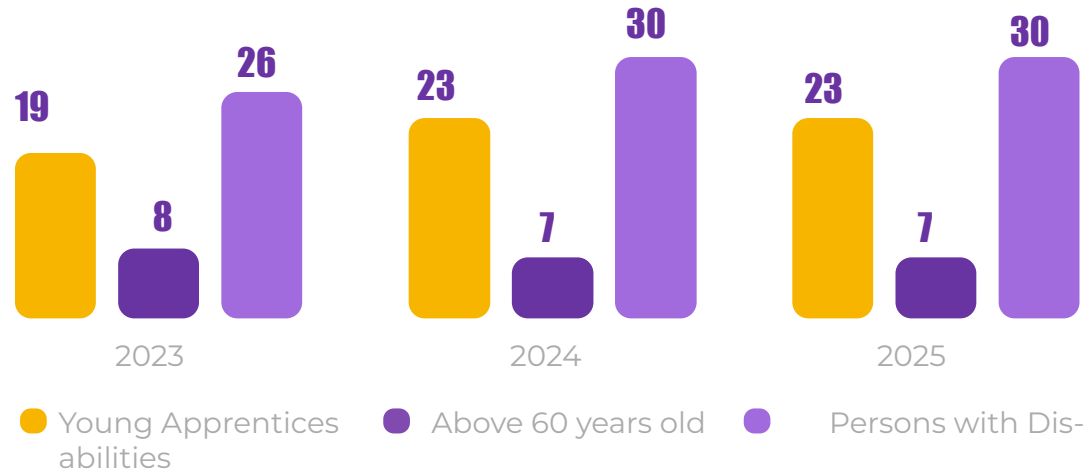
Ratio of basic salary and compensation received by women to those received by men

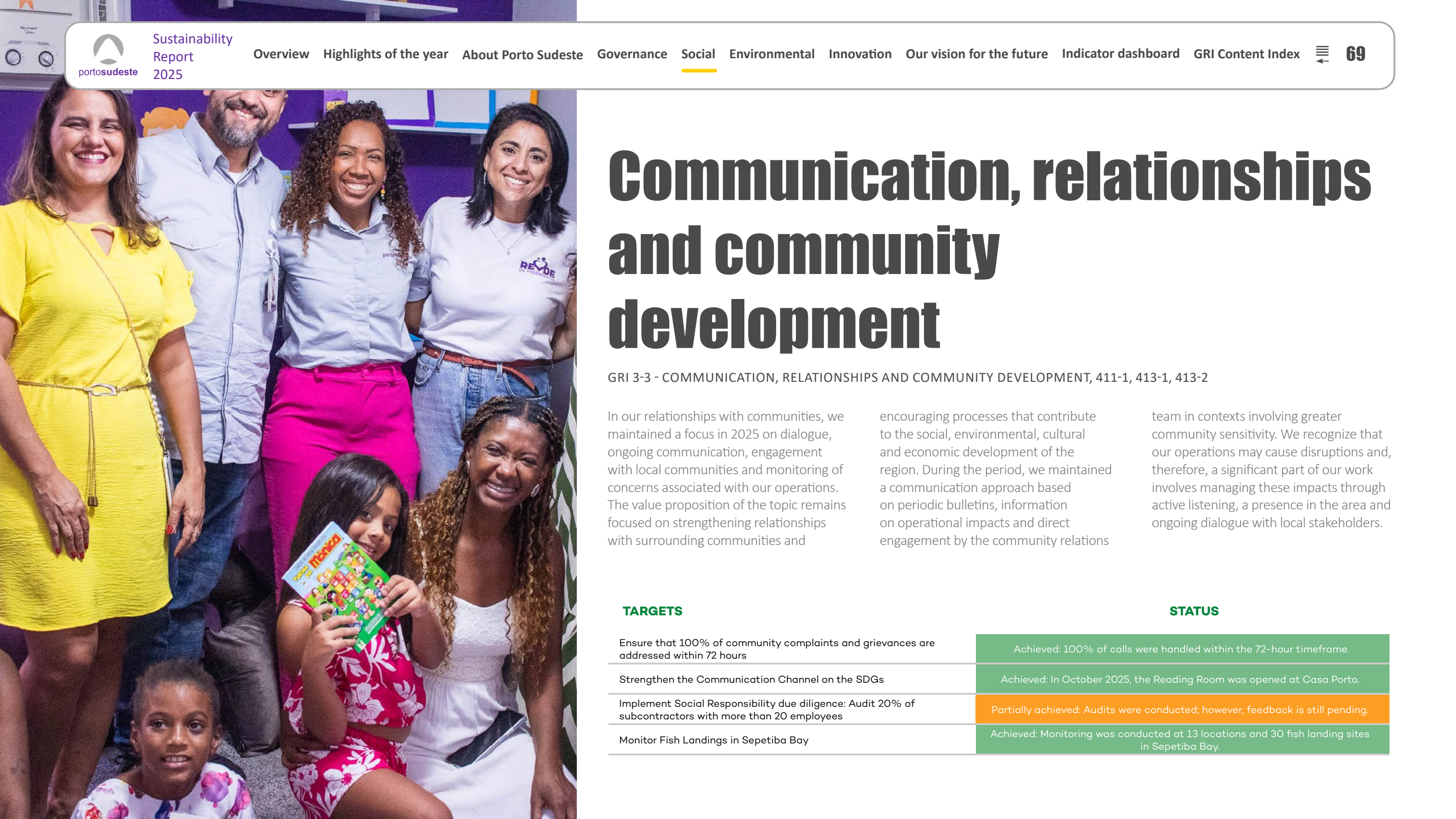
GRI 405-2

POSITION	2025 – BASE SALARY (F/M %)	2025 – TOTAL COMPENSATION (F/M %)
Executive Officers	72.7	72.7
Managers	93.78	91.15
Coordination	102.8	100.66
Supervisory	57.77	53.02
Administrative	87.5	83.8
Operational	85.39	81.82
Apprentice	N/A	N/A
Interns	100	100
Trainee	N/A	N/A

*Methodological note: F/M ratios are based on the average by gender within each job category. Total compensation = base salary + recurring additional compensation (hazard pay/unhealthy work allowance) included in the database. Database as of 12/2025.

Inclusion at Porto Sudeste





Communication, relationships and community development

GRI 3-3 - COMMUNICATION, RELATIONSHIPS AND COMMUNITY DEVELOPMENT, 411-1, 413-1, 413-2

In our relationships with communities, we maintained a focus in 2025 on dialogue, ongoing communication, engagement with local communities and monitoring of concerns associated with our operations. The value proposition of the topic remains focused on strengthening relationships with surrounding communities and

encouraging processes that contribute to the social, environmental, cultural and economic development of the region. During the period, we maintained a communication approach based on periodic bulletins, information on operational impacts and direct engagement by the community relations

team in contexts involving greater community sensitivity. We recognize that our operations may cause disruptions and, therefore, a significant part of our work involves managing these impacts through active listening, a presence in the area and ongoing dialogue with local stakeholders.

TARGETS

- Ensure that 100% of community complaints and grievances are addressed within 72 hours
- Strengthen the Communication Channel on the SDGs
- Implement Social Responsibility due diligence: Audit 20% of subcontractors with more than 20 employees
- Monitor Fish Landings in Sepetiba Bay

STATUS

Achieved: 100% of calls were handled within the 72-hour timeframe.
Achieved: In October 2025, the Reading Room was opened at Casa Porto.
Partially achieved: Audits were conducted; however, feedback is still pending.
Achieved: Monitoring was conducted at 13 locations and 30 fish landing sites in Sepetiba Bay.

Management of this topic

GRI 3-3, 413-1, 413-2

Community relations management remained structured in 2025 under the Corporate Affairs and Social Responsibility department, supported by stakeholder mapping and monitoring tools. We maintain a dedicated tool for qualifying stakeholders, defining their level of criticality and identifying potential partners for local development.

Social action areas

- Community relations
- Standards and licensing management
- Private social investment
- Volunteer network

Management support

STAKEHOLDER MAPPING AND MONITORING

BASIC ENVIRONMENTAL PROGRAMS FOR THE SOCIAL AREA

NBR 16001 / SOCIAL RESPONSIBILITY MANAGEMENT



Communication and transparency initiatives

GRI 413-1

The communication and transparency area updated content and expanded community contact points in 2025. We issued newsletters every two weeks with information on construction activities, monitoring and events of public interest, including operational and environmental data. This practice complements initiatives already established in 2024, such as the Social Responsibility Exhibition, Aproximar Newspaper, Porto Social and periodic reports submitted to the environmental agency as transparency mechanisms, strengthening our multichannel approach and helping reduce barriers to understanding between operations and the region.

Casa Porto

Casa Porto is one of the Company's main community relations facilities. The space is open to the community, including in situations involving conflict, questions or dissatisfaction, serving a practical role in mediation and coexistence. In 2025, we reopened the facility as one of the highlights of our social strategy, linking the space to active listening, community relations and engagement with

strategic partners and stakeholders. The Visitor Program maintained its schedule throughout 2024 and 2025, receiving nearly 500 people during the period.

CASA PORTO

50

activities conducted

20

visits

700

visitors

24

training sessions



Local development programs

Our local development programs are the primary means of putting our territorial engagement into practice beyond institutional communication. We currently have **ten basic environmental programs focused on the social area**, demonstrating the continuity of structured efforts in social communication, environmental education, environmental education for workers, socioeconomic monitoring, compensation for fishing activities, support for local workforce hiring and heritage education, among others. These programs, which are linked to environmental licensing, function not only as formal requirements, but also as channels for dialogue on the social concerns of surrounding communities.

Monthly reporting

In 2025, we expanded and further developed initiatives that had begun previously, particularly educational initiatives, activities with schools, initiatives focused on people with disabilities, engagement with local institutions and programs aimed at generating employment and income. The **7th Social Responsibility Exhibition** provides a good overview of this agenda by highlighting, among the year’s results, the strengthening of the local economy through the hiring of local workers, income generation programs such as the **Business School** and **Proquali**, educational initiatives such as the **Vegetable Garden Project** and the **Reading Room**, as well as the reopening of Casa Porto as a space for engagement with the region. New developments included the Jovens Educomunicadores project, integrated into the Aproximar newspaper, and the strengthening of initiatives related to training and the use of community relations tools. We also highlight the **Passaporte Cultural project**, an initiative that encourages residents and visitors to learn about the history, culture and main natural attractions of Itaguaí through a guide passport featuring 10 strategic points where participants record their visit with a stamp.



25
women in the Professional Qualification Program



60
young communicators



90
participants in the launch of the Reading Room



Inclusive vegetable garden

In 2025, the **Inclusive vegetable garden** project expanded its activities and continued as an accessible and multidisciplinary space, bringing together strategies focused on environmental education, social inclusion and human development. The project is implemented at Escola Municipal Elmira Figueira and at the Association of Parents and Friends of Exceptional Children (APAE). During the year, we continued activities with students and adults with disabilities and expanded the initiative through a new unit for visually impaired individuals at the Municipal Center for Specialized Educational Support) (CMAEE).

569

people impacted

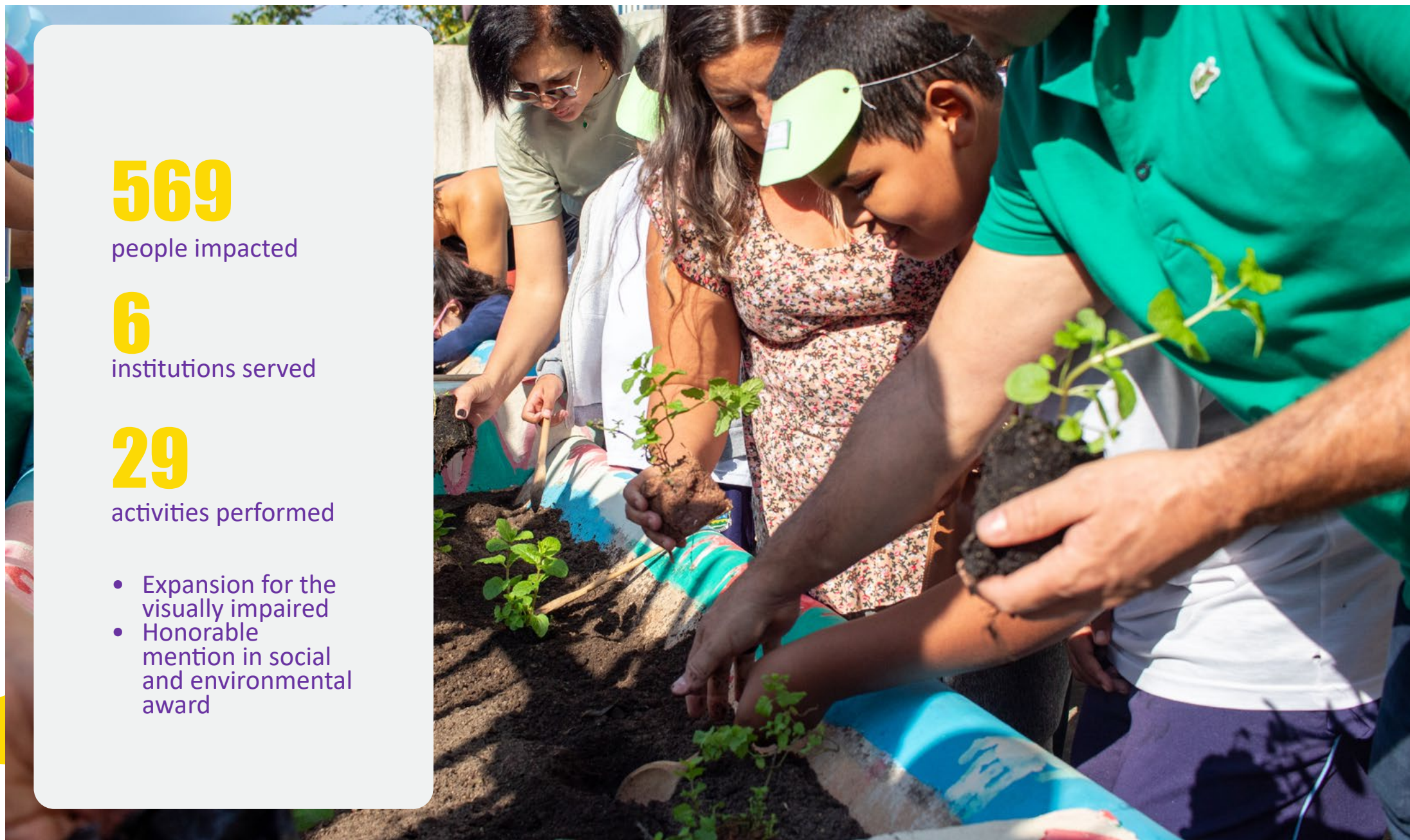
6

institutions served

29

activities performed

- Expansion for the visually impaired
- Honorable mention in social and environmental award



Mulheres Extraordinárias (Extraordinary Women) Project and Proquali

The **Extraordinary Women Project** gained greater visibility and recognition. Launched in 2024 with a focus on gender equity, autonomy and employability, the project has evolved in this cycle towards more concrete and visible results. In 2025, the initiative generated positive impact through structured activities organized around three thematic areas over three days, with **171 women** participating. The activities combined health and well-being promotion, efforts to strengthen self-awareness and initiatives to encourage integration and women's economic autonomy. These activities contributed to the development of social and emotional skills, the strengthening of social capital and the promotion of local entrepreneurship, in alignment with guidelines related to diversity, inclusion and community development. During the same period, **70 women also participated in training** through the **Business School**, considered a direct extension of the initiative.

The project's increased visibility was also recognized externally, particularly through the **2025 Firjan Sustainability Award** and the **2025 Diversity in Practice Award** presented by Blend Edu. These recognitions reinforce that 2025 was a year of public consolidation for the initiative.

Proquali

ProQuali maintained its relevance as one of the main income-generation and professional qualification initiatives and was again highlighted at the Social Responsibility Exhibition. The 2025–2027 program offers one class, exclusively for women, with 25 students enrolled in the Technical Course in Mechanics. Students receive a stipend, and the course has a total workload of 1,500 hours, including 1,200 hours of training provided by Senai and 300 hours of Human Development Monitoring workshops, distributed over the 22-month duration of the course.

Extraordinary Women

70
trained women
(Business School)

171
participants

Awards:

- 2025 Firjan Sustainability Award
- 2025 Diversity in Practice Award

Proquali

25
spots offered

1,500 h
training hours



Stakeholder engagement management

GRI 413-1, 413-2

Stakeholder relations are supported by continuous mapping, criticality assessment and monitoring of relevant stakeholders in the region. This engagement is not limited to scheduled communications, but also includes responding to situations of tension with the community, particularly when concerns arise regarding operational and environmental impacts. We take a leading role in these situations, reinforcing the importance of the topic for social risk management.

In 2025, we maintained a consistent approach, with an annual community relations plan focused on value creation, social risk prevention, strengthening dialogue and coordination with crisis management. We recognize that our operations may cause disruptions for surrounding communities, requiring transparent communication and a continuous presence in the region. This approach allows us to address the topic in a more balanced manner, recognizing the coexistence of positive and negative impacts.

In the area of cultural heritage, we advanced the Heritage Education

Program, which carried out two initiatives focused on valuing local history and culture, strengthening the connection between community engagement, the region and cultural appreciation.

Stakeholder and risk management process

- Continuous stakeholder mapping
- Criticality classification
- Preventive engagement
- Action in situations of tension
- Periodic bulletins and communication
- Heritage education initiatives

Operational contributions and challenges

GRI 413-2

In 2025, the effects of our activities on surrounding communities remained divided between contributions related to local development and risks inherent in the coexistence between operations and the region. We reinforced our relevance in areas such as local employment, professional training, income generation and the strengthening of community initiatives.

The 7th Social Responsibility Exhibition highlighted that 69% of workers come from Itaguaí and the surrounding area, as well as initiatives such as the Business School, ProQuali, Vegetable Garden Project, the Reading Room and the reopening of Casa Porto, demonstrating the relationship between operations and local development.

At the same time, we recognize that our relationship with communities continues to require ongoing monitoring and mediation. We continue to respond to community concerns associated with our operations, including sensitive issues such as ore falling into the sea and other impacts perceived by the population. These risks – operational failures, conflicts with the population, disruptions to local routines and interference with economic and social activities – remain relevant and require ongoing management. Contact channels remained important in this process. The Fala Comunidade (Community Voices) program, telephone/WhatsApp, and the corporate website continue to serve as reference for dialogue, reports and suggestions.

2025 Impact Overview



POSITIVE

- 69% of workers from Itaguaí and the surrounding area
- Income-generation programs
- Professional training
- Strengthening of educational initiatives



NEGATIVE / ONGOING RISKS

- Operational failures and reputational damage
- Ore falling into the sea and disruptions to the community
- Interference with local and maritime dynamics

Channels



FALA COMUNIDADE CHANNEL
CANALDATRANSparencia.COM.BR



PHONE/WHATSAPP
0800-942 3135



CORPORATE WEBSITE
[HTTPS://WWW.PORTOSUDESTE.COM/](https://www.portosudeste.com/)

Environmental



Environmental management

GRI 3-3 - ENVIRONMENTAL MANAGEMENT

TARGETS

STATUS

2025 PN10 Goal – Sustainability Department:
Ensure regulatory licensing

ACHIEVED

2025 PN10 Goal – Environmental Management Department: SER Program Management

ACHIEVED – 112.5% (100% target)

2025 PN10 Goal – Environmental Management Department: Maintenance and renewal of PSB licenses (monitor licenses and ensure compliance with 100% of conditions, as well as license renewals)

ACHIEVED

2025 Specific Goal: 95% in the Area Compliance Index under the SER Program

ACHIEVED – 98.1% average for the year (final result, Dec/2025 = 98.4%)

2025 Specific Goal: 100% adherence to compliance with the environmental training schedule planned for the year

ACHIEVED

2025 Specific Goal: 100% adherence to the environmental training schedule planned for the year

ACHIEVED

Our environmental agenda continues to be supported by risk monitoring, oversight of legal requirements and the integration of operational controls, environmental programs, and performance targets, in line with the management approach already established by the Company.

Our environmental management remains focused on prevention, compliance and continuous improvement. This approach considers the actual and potential impacts of the terminal's activities on the environment, particularly those associated with port operations, the natural resources used, emissions, waste, effluents and biodiversity in the area of influence, integrating governance, monitoring and operational response capabilities.

Management of this topic

Governance of the topic remains structured around internal policies, standards and procedures. The **Sustainable Development Policy** remains the main guideline for environmental action, while the **Climate Change Policy**, launched in 2024, reinforces the incorporation of climate risks into the Company's management practices. The environmental management framework also includes the SER Program Standard, the Environmental Aspects and Impacts Management Standard (GAIA, its Brazilian Portuguese acronym), the Environmental Licensing Standard and the Environmental Emergency Response Plan Standard.

In 2025, the Environmental Department continued to operate strategically and in close coordination with operations, supported by a multidisciplinary technical team responsible for managing environmental aspects and impacts, monitoring controls and conducting field environmental inspections under the Area Compliance Index which is part of the SER Program. This structure is complemented by operational programs focused on environmental management of operations, solid waste management and effluent management, as well as training and awareness initiatives for employees and third parties working on site.



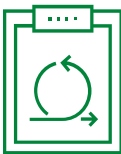
Environmental governance

- Social and environmental and economic purpose
- Sustainability Development Policy
- Climate Change Policy
- Multidisciplinary technical team
- Integrated management of environmental risks and controls



Regulatory documents

- SER Program Standard
- Environmental Aspects and Impacts Management Standard (GAIA)
- Environmental Licensing Standard
- Environmental Emergency Response Plan Standard



Environmental management in practice

- Activity mapping
- Assessment of aspects and impacts
- Definition and verification of controls
- Field inspections
- Monitoring through ICA/SER
- Corrective and continuous improvement actions



Environmental programs

- Environmental Management Program for Operations
- SER – Sustainability, Balance and Respect Program
- Air Quality and Meteorological Monitoring Program
- Opacity Monitoring Program
- Environmental Noise Monitoring Program
- Environmental Training and Awareness Program

Integrated management

In 2025, we maintained a broad and integrated approach to environmental management, covering environmental licensing, applicable conditions and legal requirements, management of environmental programs, waste and effluents, water resources, air emissions and greenhouse gases, environmental emergencies, biodiversity, preparedness for risks and climate change, as well as maintenance of ISO 14001 certification. This structure remains integrated into the Company’s compliance and continuous improvement practices.



Further innovation

We continued to use innovation as an ally in environmental management, including the use of artificial intelligence for weather forecasting and the anticipation of extreme events, with the potential to activate automated operational control protocols. In 2025, this innovation agenda became particularly tangible in the areas of marine biodiversity and bioinvasion prevention.

We implemented a genomic inventory system for the marine biodiversity of Sepetiba Bay, cross-referenced with ballast water samples from vessels, allowing us to expand our ability to identify risks associated with the introduction of exotic species.

This survey was completed at the end of 2025 and became part of a database for ongoing updates, with the potential to support risk analyses based on vessel origin and strengthen preventive operational controls.

Routine environmental monitoring of exotic species began in 2025, following a preliminary assessment conducted in 2023, with no records of sun coral and a low-risk classification for the species detected. The first report under this program is scheduled for the first quarter of 2026.

SER Program

The SER Program is an important tool for consolidating Porto Sudeste's social and environmental culture and strengthening the connection between sustainability, day-to-day operations and environmental compliance. The program is based on the understanding that sustainability goes beyond compliance with legal obligations and must be reflected in daily practices, consistent controls and continuous improvement in environmental performance. The program is structured around five pillars: Being a Leader, Being Conscious, Being a Protector, Being Human and Being a Partner.

The Environmental department conducts monthly field environmental inspections as part of the ICA environmental audit and assesses the performance of the risk responses defined in the approved GAIA spreadsheet.

The program also remains associated with environmental training and awareness campaigns for employees and outsourced workers on site, with topics defined in an annual schedule based on internal needs, environmental standards and procedures, relevant dates and environmental objectives.



2025 HIGHLIGHTS

107
inspections

37
companies assessed

98.1%
average ICA score
(final result, Dec.
2025 = 98.4%)



Environmental risk management

Environmental risk management remains one of our priorities, particularly in areas related to licensing, license conditions and legal compliance. We continue to rely on control systems and routines that provide agility in monitoring obligations and addressing environmental risks associated with operations.

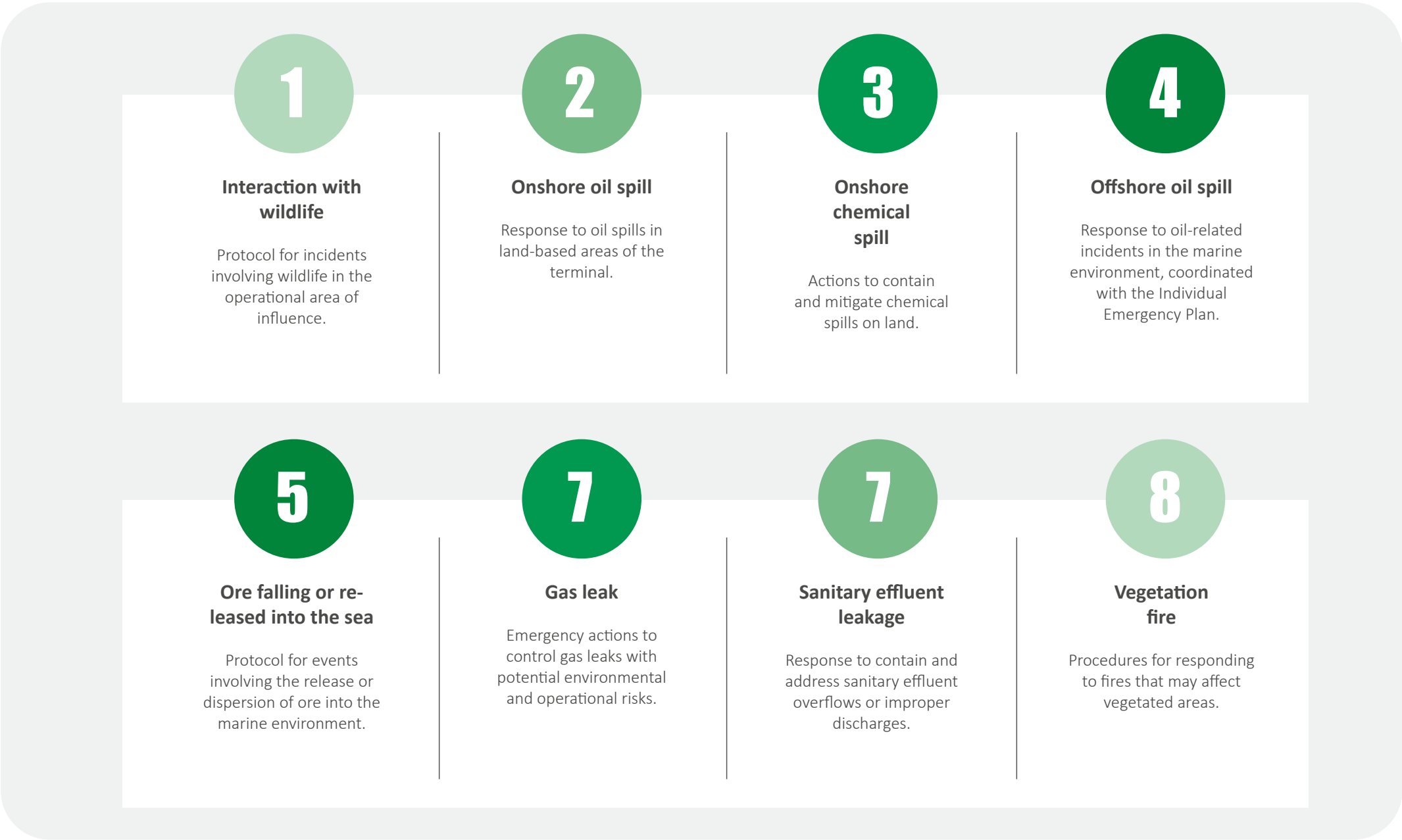
The methodological foundation of this management approach continued to be the Environmental Aspects and Impacts Management (GAIA) process. The identification and management of impacts cover both routine and non-routine activities, making it possible to assess environmental risks, existing controls and the need for additional actions.

The control routine in 2025 remained integrated with the SER Program. Every month, during the ICA environmental audit, we conducted field inspections and assessed adherence to the risk responses defined in the final, approved version of the GAIA spreadsheet. When we identified an insufficient risk response, we established action plans for mitigation. This approach maintains the integration among risk identification, operational monitoring and a structured response to deviations and non-compliance.

Environmental emergency response

Our environmental emergency response structure continues to be supported by the Environmental Emergency Response Plan, which establishes protocols for eight scenarios (see illustration below). For oil spills at sea, the structure is complemented by the Individual Emergency Plan, approved by the competent environmental authority and focused on containment, recovery and monitoring actions in offshore incidents. In 2025, we fully complied with the annual schedule of environmental emergency drills and had the support of the Emergency Response Center, which specializes in response at sea.

The 8 scenarios under the
Environmental Emergency
Response Plan





Environmental programs

Our main environmental programs structure the prevention, monitoring and mitigation of operational impacts, with a significant update to the water management area in 2025 (see Water Resources Management), as well as continuity in air quality, atmospheric emissions, noise, mangroves, terrestrial fauna, training and greenhouse gas emissions control routines.

Environmental Management Program for Operations

The program aims to monitor and control activities related to Porto Sudeste's operations on a daily basis. This includes environmental inspections, monitoring of industrial water abstraction wells, sample collection for analysis, monitoring of other environmental programs and ongoing assessment of performance indicators. Whenever a deviation or opportunity for improvement is identified, it is recorded on the checklist and an action is opened in the environmental portal and assigned to the person responsible for corrective action or execution. Based on the information collected and systematic performance monitoring,

the program contributes to continuous process improvement and to ensuring that terminal operations are conducted in an increasingly sustainable manner.

Air Quality and Meteorological Monitoring

Air quality control in the area surrounding the terminal is supported by operational measures and continuous monitoring. The Air Quality and Meteorological Monitoring Program has seven automatic and semi-automatic stations for pollutant monitoring and sampling of particulate matter in the air. This structure is complemented by spraying systems using biodegradable polymer, mist cannons, enclosure of transfer houses, wheel-wash systems and real-time meteorological monitoring to reduce particulate matter emissions.

Noise monitoring

Air emissions and environmental noise levels are continuously assessed. The Opacity Monitoring Program focuses on controlling emissions from the Company’s diesel-powered vehicles and those of partner companies, in line with the guidelines of the PROCON Opacity Program. The Environmental Noise Monitoring Program makes it possible to identify sources and adopt mitigation measures, such as maintenance adjustments or the installation of acoustic insulation.

Environmental awareness-raising and training

Environmental awareness initiatives are part of the terminal’s routine. The Sustainability Cycle and SER Minute bring environmental topics closer to operational teams. In 2025, we conducted campaigns and an environmental training and

awareness program through these two workstreams, bringing together relevant topics, ongoing dialogue and reinforcement of the social and environmental culture.

Monitoring and control of air emissions

Real-time monitoring of air quality in the areas surrounding the terminal and control of emissions associated with diesel-powered vehicles operating within the terminal and among partner carriers are tools for ensuring legal compliance and reducing pollutants.

Voluntary engagement

Voluntary engagement connects our environmental agenda with our relationship with the community. Teams participate in activities such as collecting floating waste in the maritime area and Porto’s social programs.





Metrics

SER PROGRAM RESULTS IN 2025

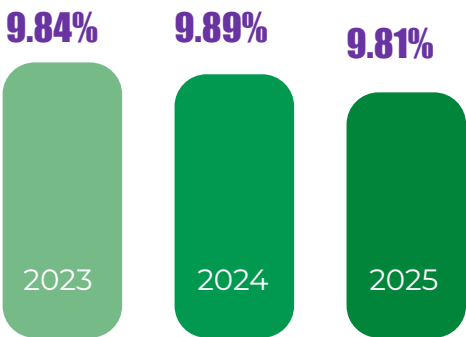
5,033
forms assessed in 2025

3,828
environmental inspections
conducted, an 8% reduction
from 2024 to 2025*

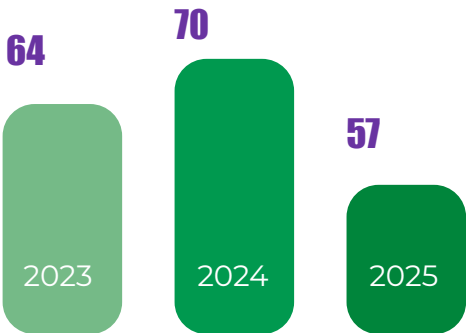
1,174
inspections conducted
by the Environmental
Department team, an 11%
reduction from 2024**

*The reduction in environmental inspections compared with 2024 resulted from a change in the target, which was standardized at two inspections per leader, regardless of position, prioritizing quality over quantity.
**This variation is considered normal because the number of areas and partner companies subject to inspection under the program also varies from year to year, reflecting natural adjustments in the scope of activities.

AVERAGE AREA COMPLIANCE INDEX



TOTAL ENVIRONMENTAL OCCURRENCES



2025 ENVIRONMENTAL KPIS

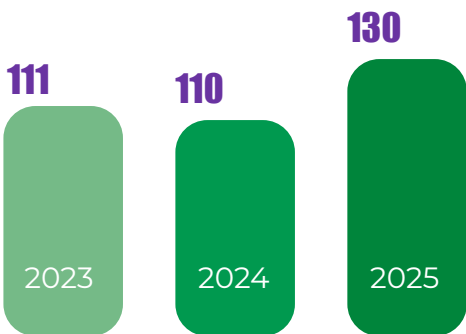
400
Action plans
91%
adherence
308
completed (77%)
34
sent for
approval (9%)
58
overdue (15%)

AIR QUALITY

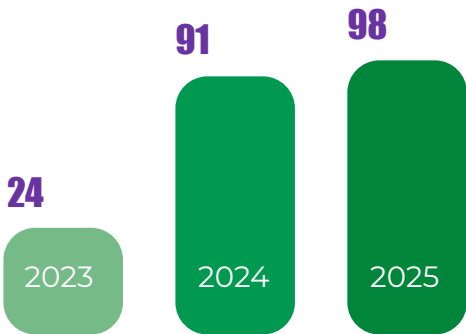
0
instances of exceeding legal
limits at the automatic
monitoring stations directly
connected to INEA (Coroa
Grande and Itacuruçá)

AVERAGE NUMBER OF PROFESSIONALS TRAINED/YEAR

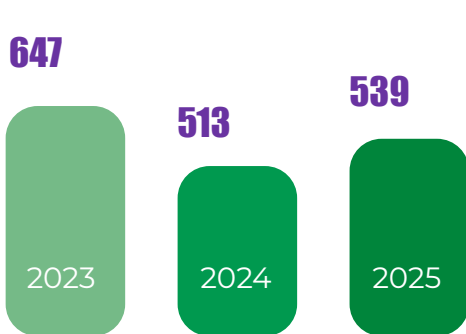
ONBOARDING



OTHER



SUSTAINABILITY CYCLE



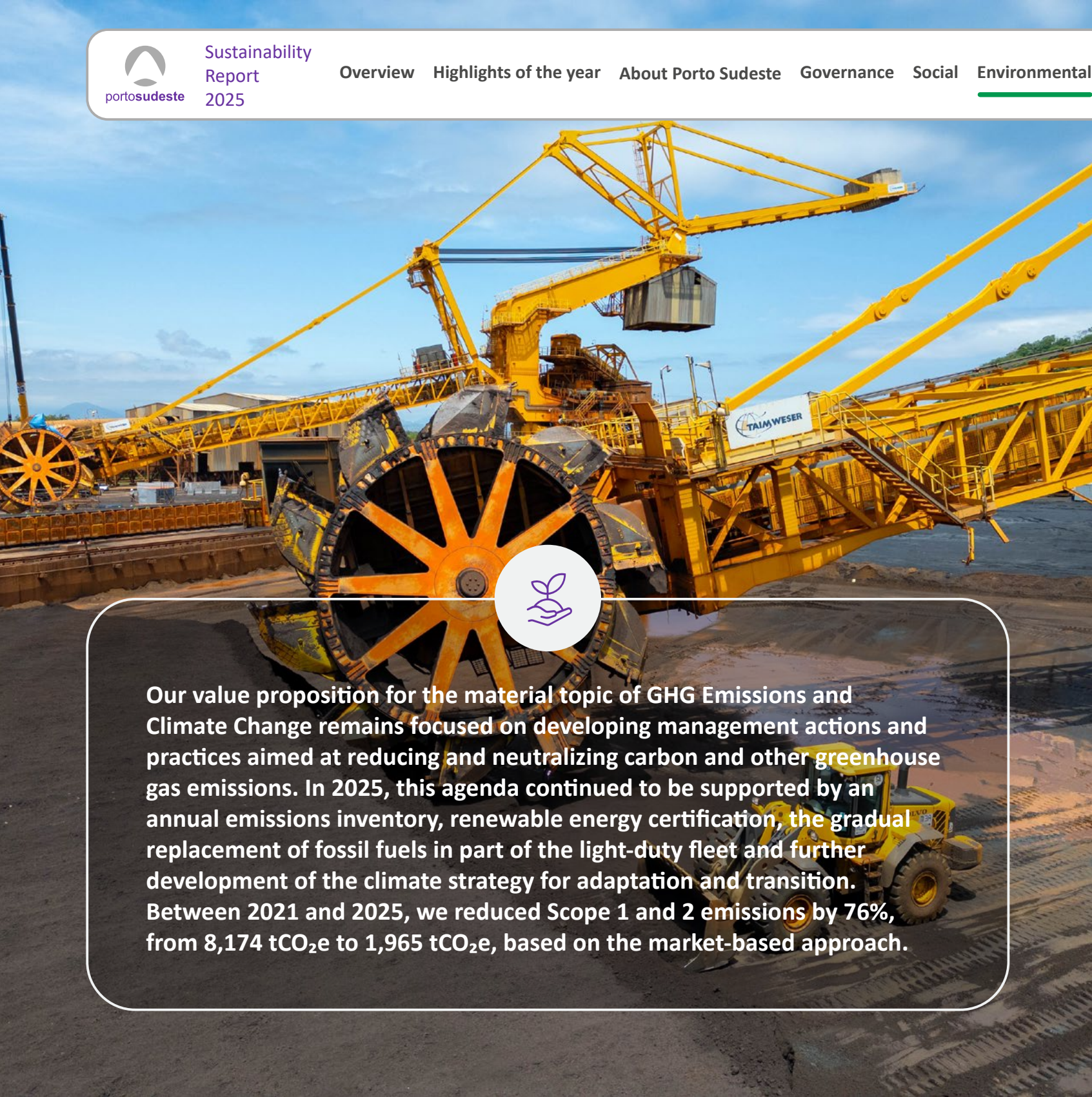
2025 SUSTAINABILITY CYCLE ATTENDANCE RATE

46.6%
of total
own workforce

32%
of professionals from
partner companies

GHG Emissions and Climate Change

GRI 3-3 - GHG EMISSIONS AND CLIMATE CHANGE



Our value proposition for the material topic of GHG Emissions and Climate Change remains focused on developing management actions and practices aimed at reducing and neutralizing carbon and other greenhouse gas emissions. In 2025, this agenda continued to be supported by an annual emissions inventory, renewable energy certification, the gradual replacement of fossil fuels in part of the light-duty fleet and further development of the climate strategy for adaptation and transition. Between 2021 and 2025, we reduced Scope 1 and 2 emissions by 76%, from 8,174 tCO₂e to 1,965 tCO₂e, based on the market-based approach.

TARGETS

STATUS

2025 PN10 Goal – Sustainability Department and Environmental Management Department: Absolute GHG emissions (Scopes 1 and 2) (tCO₂e)

ACHIEVED (Goal: 2,029)
Achieved 1,965.57

Specific goal: Reduce Scope 1 and 2 GHG emissions from port operations by 50.4% by 2033

ACHIEVED – 76% reduction between 2021 and 2025, based on the market-based approach

2025 Specific goal: Reduce Scope 1 and 2 GHG emissions per metric ton of bulk cargo handled by 0.04 tCO₂e/kt

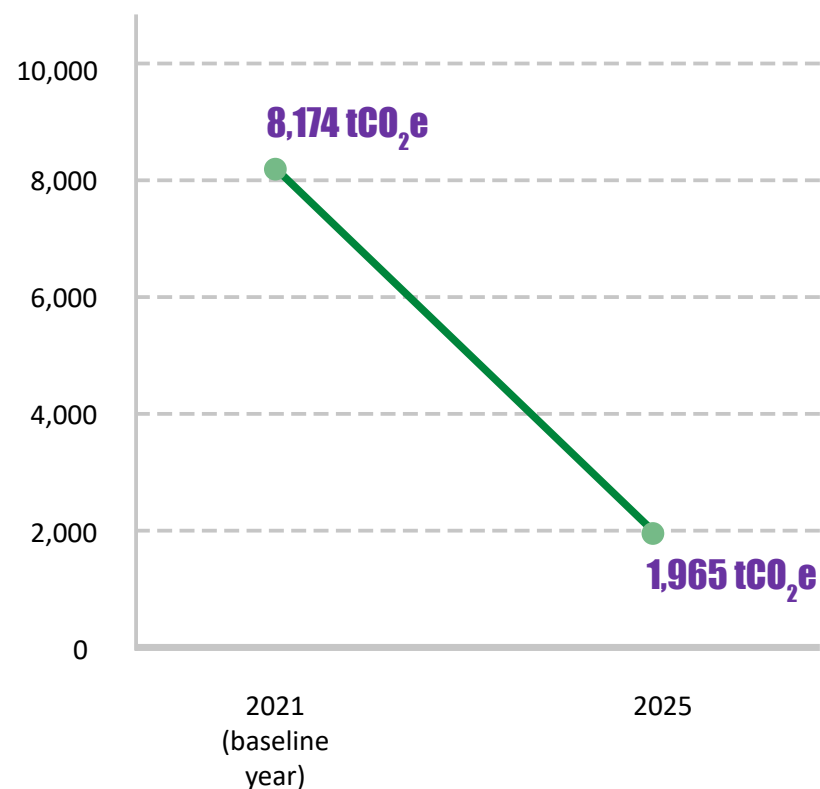
ACHIEVED – 0.03

Our climate agenda is structured around decarbonization, risk management and stronger governance of the topic.

We are committed to reducing Scope 1 and 2 greenhouse gas emissions by 50.4% by 2033, compared with the 2021 baseline year.

In 2025, we achieved new milestones in external recognition, including the ESG Certification awarded by the Ministry of Ports and Airports in the Diamond category and the renewal of the 2024 Pro-Climate Certification, also in the Diamond category. These achievements reinforce the continuity of the trajectory highlighted the previous year and the consolidation of climate-related issues as a strategic area for the Company.

Climate trajectory highlight



76%

reduction
between 2021
and 2025, based
on the
market-based
approach.



DIAMOND: Sustainability Certification recognizes best practices

Porto Sudeste received the 2024 Pro-Climate Certification in the Diamond category, the highest level of the Brazilian Alliance for Port Decarbonization. The certification recognizes companies that prioritize transparency in carbon emissions, have clear decarbonization targets

and demonstrate verified reductions. In addition, the Company's greenhouse gas emissions are inventoried and verified and disclosed through the Brazilian GHG Protocol Program in the Public Emissions Registry, reinforcing the Company's transparency by providing the public with qualified emissions data through the Public Emissions Registry.

Governance and strategy

(GRI 3-3- GHG Emissions and Climate Change)

Climate governance at Porto Sudeste is structured around the Climate Change Policy and the annual greenhouse gas emissions inventory, the main tool for monitoring and guiding mitigation actions.

The GHG inventory is prepared based on NBR ISO 14064, the verification specifications of the Brazilian GHG Protocol Program and IPCC guidelines, using the WayCarbon Ecosystem software. We also adopt an operational control approach that considers 100% of the emissions from operations under our control. The gases considered include CH₄, CO₂, biogenic CO₂, HFC-32, HFC-125, HFC-134a and N₂O.

In 2025, this strategy was further developed. We formally established the Decarbonization and Climate Transition Program, which brings together initiatives aimed at both reducing emissions and adapting to climate change, based on the results of the climate strategy study conducted previously. We continued to purchase renewable energy certificates covering all energy consumed in 2025, with

a zero emission factor under the market-based approach, and continued replacing gasoline with ethanol in light-duty vehicles, while also monitoring opportunities related to electrification and new emissions reduction projects.

2025 Highlights

-  Creation/formalization of the Decarbonization and Climate Transition Program;
-  Publication of the GHG Inventory and Emissions Assessment Standard in April 2025;
-  100% of energy consumed in 2025 covered by renewable energy certificates;
-  Zero emission factor under the market-based approach.
- 

I-REC: 100% of the energy consumed comes from renewable sources

We have adopted the exclusive use of renewable energy in our operations by renewing the I-REC certificate, issued for the second consecutive year. Currently, 100% of the energy consumed at the terminal comes from renewable sources (hydropower), which made it possible to neutralize nearly 3,000 tonnes of CO₂ and reduce Scope 2 emissions to zero under the market-based approach. The data confirm the continuity of this neutralization, although the final value in the annual inventory remains subject to audit.

Renewable energy is part of our decarbonization journey not only as a compensation measure, but also as a structural component of our climate strategy. The certificate serves as a guarantee of the origin of the energy purchased, allowing Scope 2 to be accounted for based on certified renewable energy and in alignment with internationally recognized standards.

Comparison of neutralized tCO₂e

2023:

2,482 tCO₂e

2024:

3,034 tCO₂e

2025:

3,165 tCO₂e

I-REC Highlights



Guarantee of energy origin;



Use for Scope 2 accounting;



Eligible renewable sources.

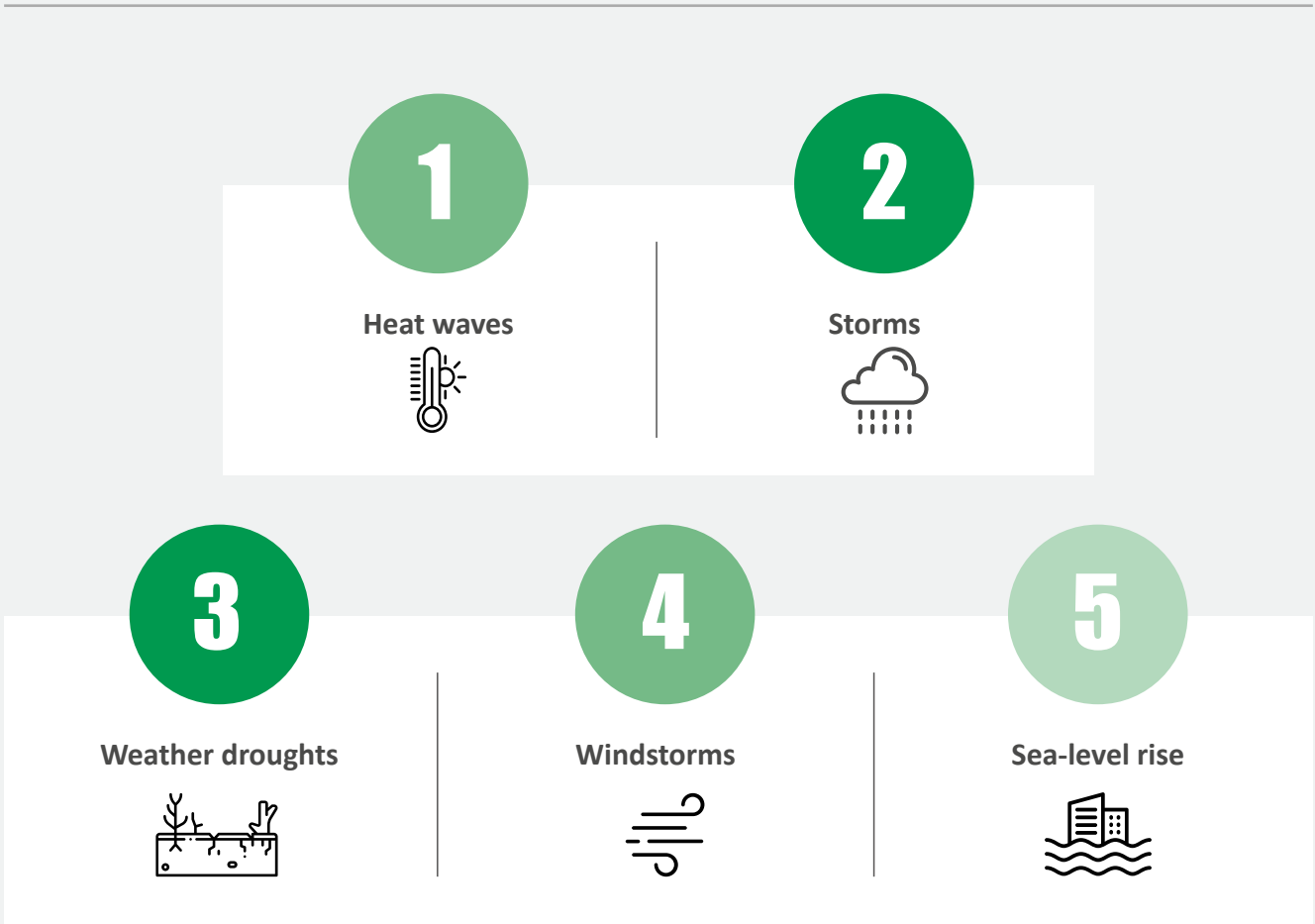
Climate risk management

GRI 201-2

We deepened climate risk management through the continuation of the climate strategy study and the launch of the Climate Transition Plan Project at the end of 2025. The program uses the analyses from the previous study to detail mitigation and adaptation measures, also incorporating climate impact valuation, transition risk analysis and the development of the Scope 3 decarbonization strategy.

Among physical risks, sea-level rise remains the main strategic risk to operational continuity. This risk may result in access to operational areas being obstructed by flooding, functional loss of mooring bollards and marine fenders, damage to structures and equipment from flooding and corrosion and submersion of bridge and pier piles. For the 2050 horizon, considering the SSP 3-7.0* scenario, the possibility of access routes to the terminal being obstructed was classified as very high.

Five climate-related risks matrix



Impact management

The set of impacts mapped for sea-level rise includes obstruction of access to operational areas, functional loss of mooring bollards and marine fenders, damage to structures and equipment from flooding and corrosion and submersion of bridge and pier piles. Among the modeled scenarios, obstruction of access routes is the most critical impact. The other impacts remain under assessment, with additional studies needed to better understand their level of severity.

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

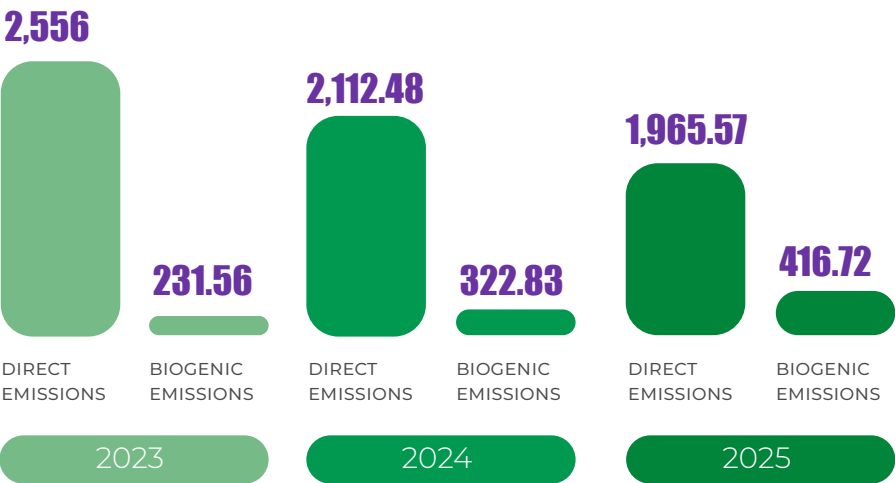
*The IPCC developed socioeconomic scenarios to assess possible futures in the context of climate change. SSP 3-7.0 is an intermediate scenario, with a temperature increase of between 2.8°C and 4.6°C by 2100. It describes a world marked by regional competition and inequality, slow economic growth, weak institutions, low investment in the environment and technology and high population growth in developing countries.

Metrics

GRI 305-1, 305-2, 305-3, 305-4, 305-5, 305-6

GHG Emissions Monitoring Program

DIRECT EMISSIONS – SCOPE 1* (TCO₂EQ)

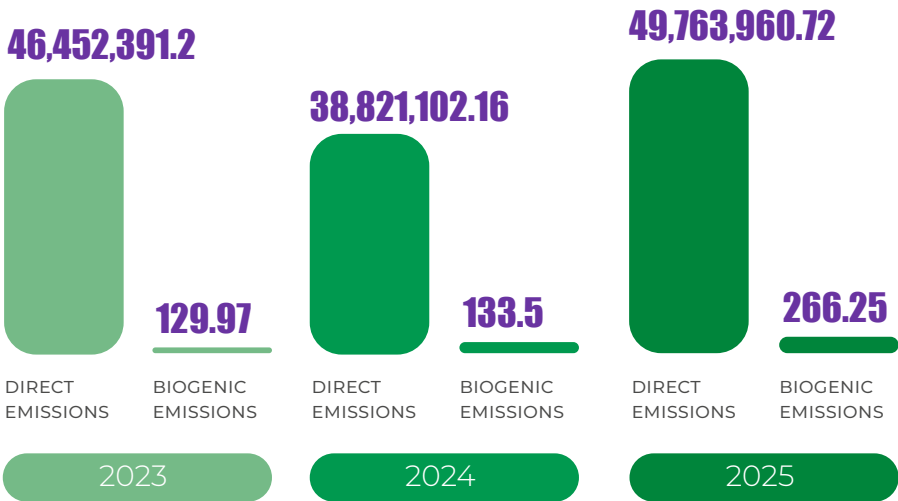


*Gases included in the calculation: CH₄, CO₂, biogenic CO₂, HFC-32, HFC-125, HFC-134a, HFC-227ea, N₂O, SF₆.

INDIRECT EMISSIONS – SCOPE 2 (TCO₂E)

As in 2024, indirect GHG emissions (Scope 2) in 2025 – 3,164.77 tCO₂e – were neutralized through the purchase of renewable energy certificates (I-RECs). All energy consumed came from hydropower, with a zero emission factor.

INDIRECT EMISSIONS – SCOPE 3** (TCO₂EQ)



**Gases included in the calculation: CH₄, CO₂, biogenic CO₂, N₂O.

The categories included in the Scope 3 calculation are: 1- purchased goods and services; 2- capital goods; 3- fuel- and energy-related activities not included in Scopes 1 and 2; 4- upstream transportation and distribution; 5- waste generated in operations; 6- business trips; 7- employee commuting; 9- downstream transportation and distribution; 10- processing of sold products; 11- use of sold goods and services.

Methodological basis: GHG inventory based on NBR ISO 14064, the GHG Protocol and IPCC guidelines; use of WayCarbon Ecosystem software; operational control approach.



GHG EMISSIONS INTENSITY INDEX IN TCO₂E/1,000 METRIC TONS (KT) OF BULK CARGO HANDLED

2023	2024	2025
0.05	0.05	0.03

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



EMISSIONS OF OZONE-DEPLETING SUBSTANCES (ODS)

We do not use CFC-11 in our activities. The only gas consumed is HCFC-22, which is present in some older air-conditioning equipment that is gradually being replaced with models that do not contain this compound. Consumption has declined consistently: 40.8 kg in 2022, 27.2 kg in 2023, 13.6 kg in 2024 and only 10.66 kg in 2025.

ANALYSIS OF RESULTS

In 2025, we made important progress in emissions management. Under Scope 1, emissions decreased by 7.0%, as a direct result of improved consumption management and refrigerant gas mapping. The main highlight was R-410A, the primary refrigerant used at our facilities, whose fugitive emissions category recorded a significant 43.1% decrease.

Under Scope 2, considering the location-based approach, emissions increased by 4.3%. This increase was related to a 17.8% increase in energy consumption, driven by a 22.4% increase in solid bulk cargo handling. Even so, we maintained emissions neutralization through the purchase of I-RECs for hydropower, ensuring compensation for this impact.

Another relevant action was prioritizing the use of ethanol in light-duty vehicles. Because ethanol primarily emits renewable CO₂, with no effect on climate change, this measure resulted in a reduction of 66.88 tCO₂e, equivalent to 82.3% for this source.

Under Scope 3, emissions increased by 28.19%, directly associated with the increase in iron ore handling. In contrast, emissions from the waste generated by operations decreased by 33.2%, mainly due to the lower generation of non-recyclable waste.



Biodiversity

GRI 3-3 - BIODIVERSITY

TARGETS

 STATUS

2025 PN10 Goal – Environmental Management Department: Maintenance and renewal of PSB licenses	ACHIEVED – 100%
2025 PN10 Goal – Environmental Management Department: Compliance with the ESG Agenda focused on Marine Biodiversity	ACHIEVED – 100%
2025 Specific goal: Compliance with biodiversity monitoring program schedules	ACHIEVED – 100%

Porto Sudeste includes biodiversity among the material topics of its environmental management, focusing on preventing impacts on terrestrial and marine environments, continuously monitoring the terminal’s area of influence and strengthening preventive measures to prevent the introduction of exotic species. The topic’s value proposition remains focused on conserving local biodiversity through specific programs, risk management and technical monitoring of fauna, flora and ecological processes associated with port operations.

We reinforced the continuity of this approach, highlighting the start of routine environmental monitoring of exotic marine species, the continued implementation of mangrove, terrestrial fauna, aquatic community and cetacean monitoring programs and the expanded assessment of risks associated with ballast water, biofouling and vessel traffic.

Governance and strategy

GRI 101-1, 101-5

Our biodiversity governance is structured around preventive risk identification, the continued implementation of monitoring programs and proximity between operations and ecologically sensitive areas. The terminal is not located within an environmental protection area, but we maintain monitoring of the adjacent mangrove area, as well as offshore programs focused on marine biodiversity and monitoring of terrestrial fauna within the terminal's area of influence. The port's boundaries are approximately 25 meters from the edge of the mangrove, separated by a public road.

In 2025, we updated our territorial data, recording the geographic location of Porto Sudeste at 22° 54.990'S / 43° 49.868'W and that of the adjacent mangrove area at 22° 54.462'S / 43° 50.199'W, as well as a total land area of 1,292.817 km². These data help provide a more precise assessment of the ecological sensitivity of the surrounding area.

Although we do not have a specific biodiversity policy, our Sustainable Development Policy establishes environmental commitments that go beyond legal compliance, covering our employees, third parties and suppliers and being incorporated into contractual annexes.

Risk management

GRI 101-2, 101-4, 101-5

The main biodiversity risks are associated with vessel traffic, which may generate underwater noise and result in collisions with marine fauna; the introduction and spread of exotic species through ballast water and biofouling; the suction of marine organisms during dredging activities; and, in terrestrial areas, collisions involving fauna and vehicles, equipment and trains. In 2025, however, no construction activities outside Porto Sudeste's operational area were identified that could potentially generate additional impacts on biodiversity.

These risks are managed through the GAIA process – Environmental Aspects and Impacts Management – which applies the mitigation hierarchy (Avoid, Minimize, Restore and Offset). Monitoring reports confirm that, in 2025, no significant negative impacts on biodiversity were identified, and our measures seek to prevent or minimize risks and maximize positive effects. Learn more about GAIA in Environmental Risk Management..



Impact management

GRI 101-1, 101-2, 101-3, 101-5, 101-6

Our impact management prioritizes controlling the introduction of exotic species, monitoring ecological parameters and preventing operational impacts associated with navigation and dredging. In 2025, there were no changes in land or sea use that affected biodiversity, nor any changes capable of affecting habitats or ecological parameters such as salinity, pH, temperature and groundwater level.

To date, the monitoring conducted has not indicated any reduction in species or significant changes in local biodiversity.

We have established clear targets: assess 100% of documentation related to ballast water and biofouling and ensure the full implementation of monitoring campaigns. Under the Ballast Water Control Program, prior to berthing, compliance with documentation requirements is verified through the Ballast Water Reporting (BWR) and International Ballast Water Management Certificate (IBWMC), in line with the International Convention for the Control and Management of Ships’ Ballast Water and Sediments. Certificates for the antifouling paints used on vessels are also required.

In 2025, we assessed the documentation of 216 vessels under the Ballast Water Control Program and no irregularities or non-compliance were identified.

Monitored impacts

- Underwater noise
- Marine fauna collisions
- Ballast water
- Biofouling
- Dredging
- Terrestrial fauna collisions

Exotic Species Monitoring Program

Initiated in 2025, the program confirms that no cases of sun coral (*Tubastraea spp.*) were found and that the species detected were classified as posing low ecological risk. The first report is expected in the first quarter of 2026. Throughout 2025, voluntary monitoring using settlement plates on

the pier was implemented to monitor biofouling and identify any newly introduced species. The data also indicates an increase in the occurrence of green mussels *Perna viridis*) on the pilings, which will require the definition of a removal or management strategy for the species in 2026.

Genomic Survey of Marine Biodiversity in Sepetiba Bay

In 2025, we completed the genomic inventory of marine biodiversity in Sepetiba Bay, establishing a basis for comparison with DNA present in ships’ ballast water. The creation of this database opens up the possibility of its recurring use to assess the risk of introducing exotic species based on vessel origin.

Mangrove Monitoring Program

We continued monitoring 256 hectares of the adjacent mangrove area and tracked criteria such as water and air quality, impacts on fauna and flora, physicochemical parameters, land movement, particulate matter and plant species. We also recorded more than 11 hectares replanted in areas adjacent to the port.

Mangrove Degraded Area Recovery Program

We continued monitoring and maintaining areas undergoing restoration in the Guaratiba Biological Reserve and at CTEEx (RJ), totaling 11.4 hectares already restored with native mangrove and restinga species. The program includes monitoring vegetation development, assessing the environmental conditions of the area, and adopting the measures necessary to ensure the successful restoration of this important coastal ecosystem.

We do not yet have a formal biodiversity management plan, but the existing programs provide the basis for its future development. To date, no synergies or trade-offs between biodiversity and climate have been identified. Access and benefit-sharing (ABS) regulations do not apply to our activities.

Marine exotic species dashboard



- **Routine** monitoring initiated in 2025
- **0** sun coral records
- **Detected species** classified as posing low ecological risk
- **First report** expected in Q1 2026

Genomic project



- **Genomic inventory** completed at the end of 2025
- **35** ballast water samples from vessels
- **5** points in Sepetiba Bay
- **10** environmental samples
- **Based** on BWM* and NORMAM-401
- **Project** completion expected in 2026

Mangroves



- **256** hectares monitored in 2025

*Ballast Water Management



Other monitoring programs

The main terrestrial and marine biodiversity monitoring programs were maintained, with no evidence of significant changes in local biodiversity.

Terrestrial Fauna Monitoring Program: quarterly campaigns monitoring amphibians, reptiles, mammals, bats and birds, including capture, recording, marking and release back into their habitats.

Aquatic Communities Monitoring Program: monthly monitoring of aquatic biota, focusing on changes associated with dredging operations and the operation of the marine terminal.

Bioaccumulation Monitoring Program: monitoring concentrations of metals such as cadmium and zinc, as well as the metalloid arsenic, in bioindicator organisms such as oysters.

Underwater Noise and Cetacean Sighting Monitoring Program: biweekly acoustic measurements and integrated monitoring of sightings to assess the relationship between vessel traffic and local marine fauna.



Water resources management

GRI 3-3 - WATER RESOURCES MANAGEMENT, 303-1, 303-2, 303-3, 303-4, 303-5

Our water resources management is guided by prioritizing water reuse, reducing the consumption of new water and strengthening water efficiency. In 2025, we faced more adverse climatic conditions, with a reduction of more than 30% in precipitation compared with the previous year. This scenario directly

affected our indicators: the industrial water reuse rate fell to 73%, from 86% in 2024 and 89% in 2023, while new water consumption per metric ton of solid bulk cargo handled increased to 1.4 L/ton, compared with 0.77 L/ton in 2024 and 0.55 L/ton in 2023. (See our indicators in [Metrics](#))

TARGETS

STATUS

2025 PN10 Goal – Sustainability Department: Adherence to new water consumption efficiency per solid bulk cargo handled (ESG) (target defined according to cumulative monthly precipitation)	ACHIEVED – 98.75% (Goal: maximum of 100%)
2025 Specific goal: Achieve 85% industrial water reuse	NOT ACHIEVED – 73% (goal 85%), due to the absence of precipitation
2025 Specific goal: Achieve new water consumption of 1.3 L/metric ton of solid bulk cargo handled (target defined according to cumulative monthly precipitation)	NOT REACHED – 1.4 L/metric ton (1.3 L/metric ton target)

Governance and strategy

GRI 3-3- WATER RESOURCES MANAGEMENT

Our water resources management governance is structured around annual targets, critical indicators integrated into the SER Program, and specific normative documents, such as the Water Resources Management Standard, and the [Effluent Management Program](#).

The water supply structure is based on two segregated systems. The industrial water system includes water from the six licensed groundwater wells, ETRAPs, the WTP and the WWTP, which is directed to uses such as sprinkling, road wetting, industrial cleaning and firefighting. The potable water system continues to be supplied by the utility company and, in emergency situations, by water trucks, and may also supplement the industrial system during

periods of low precipitation. In 2025, this strategy proved particularly relevant in the face of the more severe drought.

Even under these conditions, we maintained our established water management approach, supported by segregated potable and industrial water systems, prioritization of internal reuse and continuous monitoring of water and effluent quality, using calibrated water meters and flow meters. We also reinforced awareness campaigns and training focused on responsible water use, in line with our internal targets and the commitments undertaken through Movement + Water.

Effluent Management Program: The program aims to reuse industrial and sanitary effluents which, after treatment, are used to control particulate matter emissions and for industrial cleaning at the terminal. The program directly contributes to the targets of SDG 6 – Clean Water and Sanitation: “Ensure availability and sustainable management of water and sanitation for all,” and SDG 12 – Responsible Consumption and Production: “Ensure sustainable consumption and production patterns.”



WATER SOURCES IN 2025

9.004 ML
licensed groundwater wells

99.830 ML
utility company
+ water trucks

218.955 ML
ETRAPs

0
water withdrawn from
rivers, seawater and water-
stressed areas

Water and effluent treatment infrastructure

Porto Sudeste’s water and effluent treatment infrastructure continued to play a central role in the operation’s water efficiency. The industrial process continues to receive water from the WWTP, as well as from licensed groundwater wells after treatment at the WTP, with internal reuse for sprinkling, road wetting, industrial cleaning and firefighting. The system remains structured to reduce dependence on new water and prioritize internal reuse, although this effort was affected by the drought during the period.

Porto Sudeste reports that the data are measured using calibrated water meters and flow meters located at the ETRAPs and wells, strengthening operational control of the water infrastructure. In addition, all water that comes into contact with the storage yards, pier and bulk cargo handled is directed to the ETRAPs, and all sanitary effluent generated at the terminal is collected, treated at the WWTP and directed to the industrial water system.

We also assess the potability of water supplied by water trucks in emergency situations and monitor the quality of reused water through a specialized team.

We advanced efforts to expand the system’s support capacity by increasing industrial water storage tank capacity, improving drainage, and cleaning ETRAP tanks, while continuing studies on water resilience and evaluating sustainable alternative sources, such as desalination and subsurface water withdrawal. In emergency situations involving low precipitation, the industrial system could be supplemented with water from the utility company and, when necessary, through the purchase of water delivered by truck, to preserve environmental controls and operational continuity.

Water impact management

GRI 3-3- WATER RESOURCES MANAGEMENT, 303-1, 303-2

The risks and impacts associated with water management are primarily related to changes in water quality and insufficient water for human use and environmental controls, particularly under water scarcity conditions. In 2025, the more severe drought reinforced the relevance of these risks, but we maintained environmental compliance and our water resources monitoring routine. Our response is based on monitoring programs, awareness campaigns, and the Environmental Education Program for Workers, maintaining a preventive approach and continuous monitoring of the quality of water resources and effluents generated by operations.

Hydrogeological Monitoring Program

Porto Sudeste voluntarily maintains active hydrogeological monitoring within its operational area, based on the criteria established by CONAMA Resolution No. 420.

The monitoring plan comprises 19 monitoring wells and aims to monitor groundwater quality, as well as assess the possible influence of operational activities on this quality.

To date, no indications of changes in groundwater quality related to Porto Sudeste's operational activities have been identified.

Even so, we continue to conduct monitoring on an ongoing basis, aiming to ensure not only environmental compliance but also the prevention of potential impacts and the protection of the region's groundwater resources. In addition, we hold water resources use permits for six groundwater abstraction wells, intended exclusively for industrial use.

As a complementary measure, although the abstracted water undergoes internal treatment before being used in operational activities, the quality of the raw water is assessed periodically.

This monitoring is conducted not only based on the groundwater quality standards established by CONAMA Resolution No. 396, but also through a detailed analysis of relevant parameters associated with the operational activities carried out at the facility.

The results obtained make it possible to monitor the continued quality of groundwater resources, contributing to preventive environmental management and the early identification of potential changes that may be associated with Porto Sudeste's operations.

Industrial Water Quality Monitoring Program

It remains one of the bases of water management in Porto Sudeste, promoting the environmental control of port operations through the continuous evaluation of physical, chemical and biological parameters of the water and effluents generated. In 2025, we strengthened this structure by establishing minimum quality standards for reuse and emergency discharge, based on federal and state resolutions and guidelines, as well as the Water Resources Management Standard. Discharge is carried out only in emergency situations, as the primary guideline remains internal reuse.

Water quality and suspended particulate matter monitoring program in the direct area of influence and disposal site sediments

We conduct monthly sampling at points near the navigation channel and monitor dredged sediments destined for the licensed disposal site. Laboratory analyses include physical and chemical parameters, suspended particulate matter and sediments, ensuring that the process complies with applicable environmental regulations.

Berth and turning basin sediment monitoring program

We collect sediment samples and conduct laboratory analyses in accordance with the guidelines of Brazil’s National Council for the Environment to ensure the quality of the collected material.

Confined Disposal Facility (CDF) Monitoring Program

Monitoring indicators include geophysical assessment of capping stability, water quality, porewater, sediments, suspended particulate matter, and the repopulation of benthic organisms, in order to ensure the environmental integrity of the area.

Effluent Management Program

The program aims to reuse industrial and sanitary effluents which, after treatment, are used to control particulate matter emissions and for industrial cleaning at the terminal. The program directly contributes to the targets of SDG 6 – Clean Water and Sanitation: “Ensure availability and sustainable management of water and sanitation for all,” and SDG 12 – Responsible Consumption and Production: “Ensure sustainable consumption and production patterns.”



Metrics

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

Total water withdrawal (ML)

SOURCE	2023	2024	2025
Groundwater	26.1	18.5	9.0
Water from third-party sources	5.70	6.73	99.80
Produced water (Drainage system)	285.1	251.1	234.74
Produced water (Consumed)	246.2	213.7	218.96

Effluent disposal

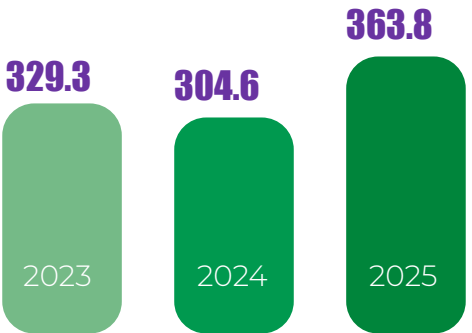
All effluents that are not treated internally for reuse are sent to a specialized, licensed company for treatment.

TYPE OF EFFLUENT	2023	2024	2025
Sanitary effluent – Before the WWTP begins operating or in emergency situations	589.5 m³	764.7 m³	351,041 kg
Vegetable oils and fats ¹	27,940.0 Kg	25,280.5 Kg	628,380.0 kg
Oily effluent	57,610 kg	156,800 kg	3,380.0 kg
Chemical effluent	0 kg	10,670 kg	13,390.0 kg
Lubricating oil	12,600 kg	26,491.3 kg	19,768.0 kg

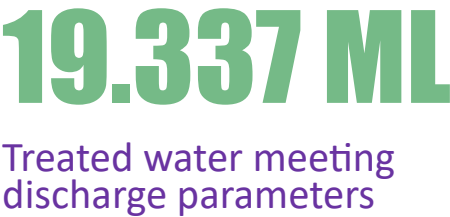
¹This value considers only the vegetable oils and fats generated directly by Porto Sudeste (grease trap cleaning) and does not include vegetable oils and fats generated by the company that operates the cafeteria.

Water consumption (ML)

TOTAL CONSUMPTION, INCLUDING INDUSTRIAL AND POTABLE WATER



WATER DISCHARGE IN 2024





Energy management

GRI 3-3 - ENERGY MANAGEMENT

Our energy management is guided by operational efficiency, security of supply, and diversification of the energy mix. In 2025, we maintained our strategy of procuring certified renewable energy and

continued to strengthen governance of the topic, with relevant developments in the management structure and monitoring of energy consumption.

TARGETS

STATUS

2025 Specific goal: Reduce Scope 1 and 2 GHG emissions per metric ton of bulk cargo handled by 0.04 tCO₂e/kt

ACHIEVED – 0.03

2025 PN10 Goal – Sustainability Department and Environmental Management Department: Absolute GHG emissions (Scopes 1 and 2) (tCO₂e)1

ACHIEVED (Goal: 2,029)
Achieved 1,965.57

Governance and strategy

GRI 3-3 - ENERGY MANAGEMENT

We continue to operate with energy purchased in the free market and, for the second consecutive year, received the I-REC certificate, confirming that 100% of the energy consumed at Porto Sudeste came from renewable hydropower. This practice made it possible to neutralize nearly 3,000 tonnes of CO₂ and reduce Scope 2 emissions associated with purchased electricity to zero.

Energy data management considers, for electricity, records from LIGHT's utility meters at the point of interconnection. Gas and fuel data are recorded by the responsible areas and entered into the WayCarbon Ecosystem, which is used for greenhouse gas inventories.



100%
of energy consumed
from renewable sources



I-REC
3rd consecutive year
of certification

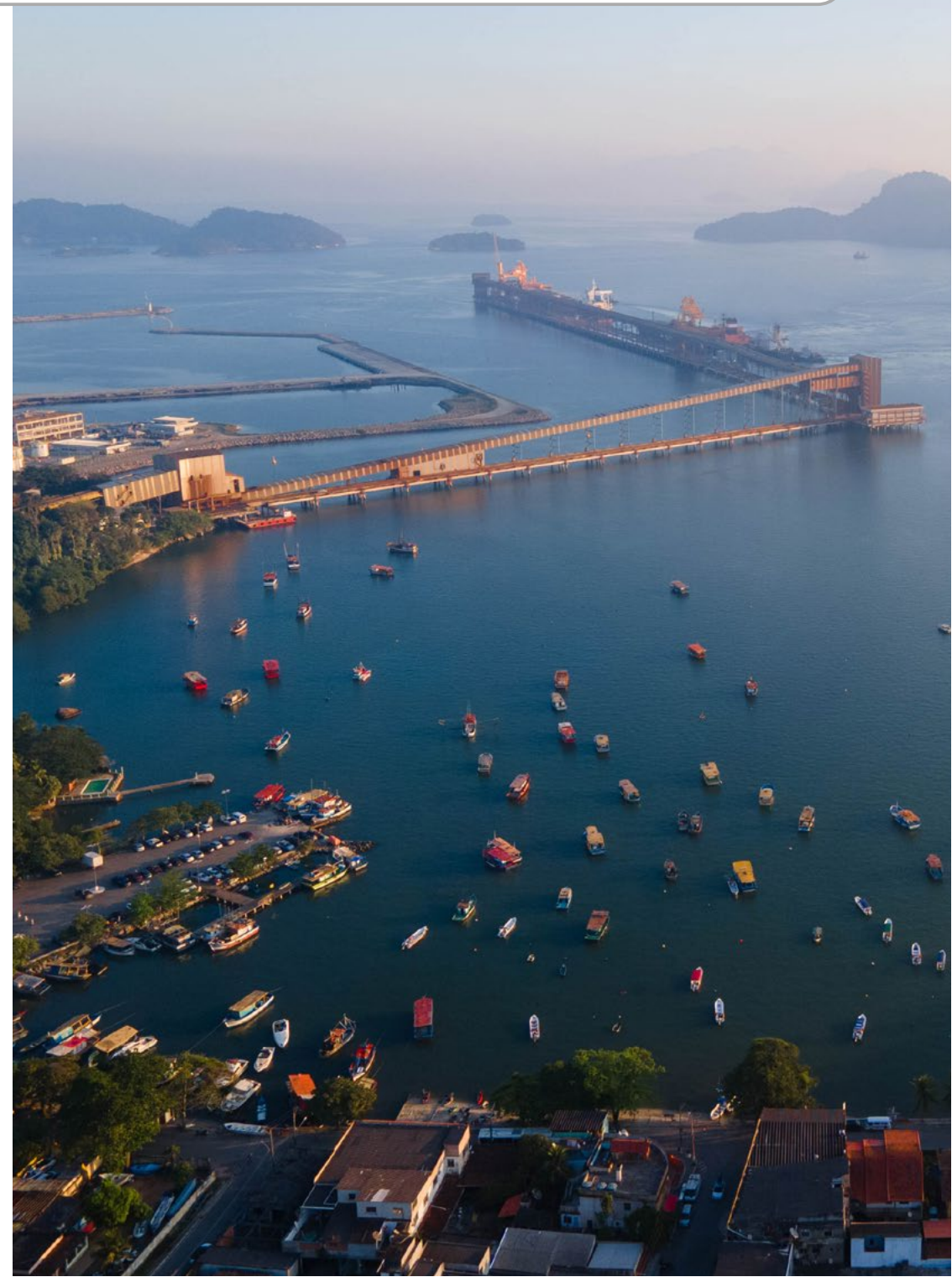
3,000 tCO₂ neutralized

Risk management

GRI 302-4, 302-5

We continue to treat energy as a strategic issue for the terminal's operational continuity. The main risk remains the unavailability of energy resources for operations, with the potential to temporarily interrupt activities. In order to mitigate this scenario, we continue to monitor supply stability and the infrastructure supporting energy supply.

At the same time, we seek ongoing improvements in operational efficiency. Although the official 2025 data do not show consolidated consumption reductions associated with specific energy efficiency initiatives, we maintained operational actions aimed at more rational energy use and improved consumption monitoring. In this context, continued energy management strengthens our preparedness for more detailed analyses and future efficiency initiatives.



Metrics

GRI 302-1, 302-2, 302-3

Fuel consumption(GJ)

SOURCE (NON-RENEWABLE)	2023	2024	2025
NON-RENEWABLE			
Acetylene	16.5	675	896.66
Diesel	10,195.54	34,796.79	48,606.83
Gasoline	865.99	1,993.86	1,094.25
LPG	174.54	663.76	645.13
Aviation kerosene	421.61	1,013.46	1,015.77
Fuel oil	25,107,765.47	754,930,130.51	48,364,421.60
RENEWABLE			
Ethanol	33.75	1,157.13	2,387.76

Electricity consumption

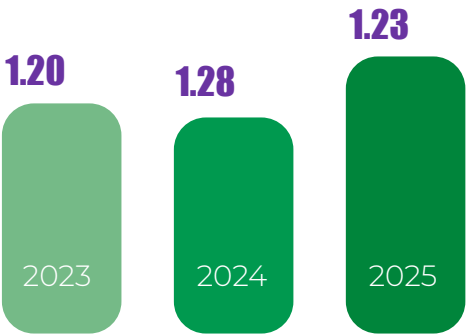
2023	2024	2025
63,893.42 MWh	57,398,000.0 KWh	64,631.720 MWH

Total energy consumed

2023	2024	2025
256,640.48 GJ	233,754.37 GJ	243,474.19 GJ

Energy intensity rate

Electricity consumption (kWh) / Solid bulk cargo handled (t)





Waste management and circular economy

GRI 3-3 - WASTE MANAGEMENT AND CIRCULAR ECONOMY, 306-1, 306-2, 306-3

At Porto Sudeste, waste management and the circular economy are focused on reducing final disposal, increasing recycling and strengthening internal and external reuse solutions. In addition to environmentally appropriate disposal, we prioritize efficient treatment, traceability of waste streams and solutions that strengthen material circularity.

The 2025 data confirm the continuity of

this agenda, although with a slight decline compared with the record performance in 2024. Total solid waste generated was 5,902.7603 metric tons, with an overall recycling rate of 97.8%. Of this total, 28.8163 metric tons were classified as hazardous waste, equivalent to 0.5% of total generation. In the operational breakdown, 2,870.0873 metric tons were generated, with an operational recycling rate of 96% and 1% operational hazardous waste.

TARGETS

2025 PN10 Goal – Environmental Management Department:
Reduce solid waste sent to landfill to 2.6 kg/kt of solid bulk cargo handled

2025 Specific goal: Reduce solid waste sent to landfill by 5% compared with 2024

STATUS

ACHIEVED – 2.27 kg/kt
(goal: 2.6)

ACHIEVED - 114,346 kg
(goal: 120,182 kg)

Governance and strategy

GRI 3-3- WASTE MANAGEMENT AND CIRCULAR ECONOMY, 306-1

In 2025, we maintained the strategic foundation for waste management: control from generation through final disposal, audits of waste recipients, traceability through weighing, and strengthening of internal circularity, in alignment with the [Solid Waste Management Program](#), which establishes the management priority hierarchy and guides disposal based on risk and opportunities for reuse.

Waste continues to be generated primarily by solid and liquid bulk cargo operations, maintenance, the medical clinic, cafeteria, laboratory, and administrative areas, as well as by waste generated by contracted companies working on site at the terminal.

This management is formally governed by the Waste Management Standard, with programs submitted to the environmental agency. The standard organizes the mapping of inputs and outputs and defines controls for segregation, storage and disposal according to the classification of each type of waste. The management

hierarchy prioritizes prevention, reduction, reuse and recycling and, when applicable, enables reverse logistics with suppliers.

The following remain key areas for strengthening circularity:

- sale of rubber, scrap metal, copper scrap, and electronic waste;
- shipment of lubricating oil and oil from oil-water separators for re-refining;
- shipment of contaminated waste for blending and co-processing;
- composting of organic waste from the cafeteria, mowing and pruning activities and treatment sludge.

Waste reuse is recognized under the SER Program as a sustainable action eligible for recognition in day-to-day operations. In 2025, we expanded the waste center and improved the sorting of materials generated by partner companies, increasing segregation capacity and contributing to the diversion of waste

that would previously have been sent to landfill.

Solid Waste

Management Program: The program aims to reinforce Porto Sudeste's commitment to the guidelines of the Brazilian National Policy on Solid Waste (Law No. 12,305/2010), which establishes the following order of priority for waste management: prevention, reduction, reuse, recycling, treatment and environmentally appropriate final disposal of waste. In this context, management of solid waste generated by operations seeks to ensure that each material receives the most appropriate treatment and disposal. After segregation, waste is sent for recycling, treatment processes, or final disposal at licensed facilities, according to its classification and characteristics.





Waste circularity

The circular economy is one of the most relevant features of waste management at Porto Sudeste. The process is as follows: contaminated waste is sent for blending and co-processing; used lubricating oil is sent for re-refining; oily effluents undergo separation and treatment; organic waste and treatment sludge enter composting routes; and materials with reuse potential are returned to production chains or for internal use. (See infographic below.)

The most relevant advance in 2025 was the expansion of circularity itself. We diverted uniform waste that would previously have been sent to landfill for reuse by a community/NGO in the indirect area of influence, which transformed the material into backpacks, bags, toiletry cases and suitcases for corporate use. The initiative diverted waste from landfill and strengthened the upcycling approach.

The fertilizer produced from sanitary effluent sludge, which undergoes biological treatment, together with organic waste generated in the Porto cafeteria and through mowing activities, is reused in terminal landscaping after composting at a duly licensed company. It is also used in social initiatives, such as the Vegetable Garden Project, reinforcing the integration of circularity, reduced environmental impacts and benefits to the community.

UNIFORM CIRCULARITY DATA

420 kg
of uniforms, comprising

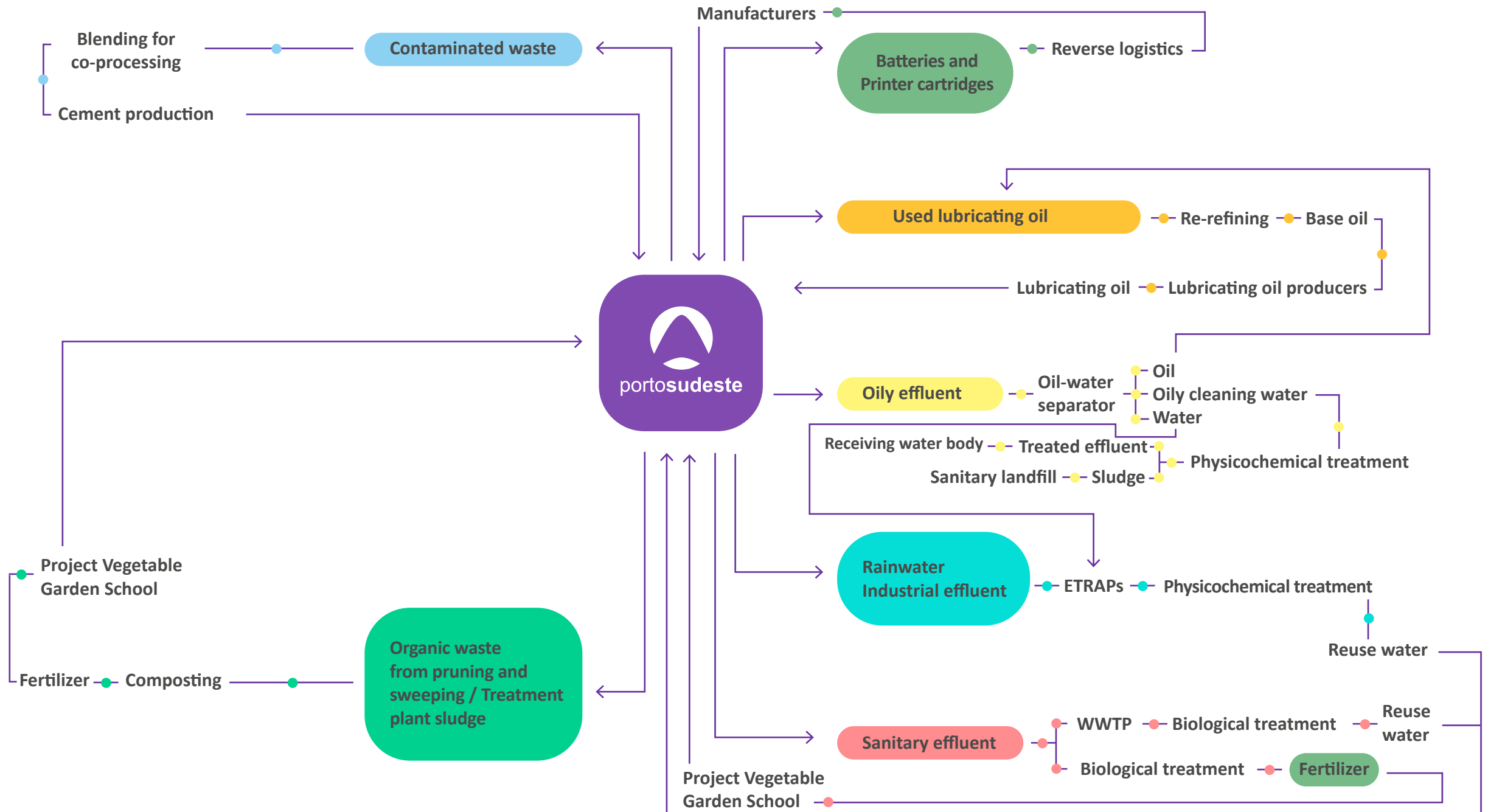
488
units

410
upcycling products goal

488
products generated

19%
above target

WASTE CIRCULARITY AT PORTO SUDESTE



Risk and impact management

The main risk mapped for this topic remains ineffective waste control, with potential impacts on soil, water, air, institutional reputation and the risk of fines and sanctions. In order to mitigate this risk, we maintain the Solid Waste Management Program, which establishes the management priority hierarchy and guides waste disposal based on risk and opportunities for reuse.

This approach remains aligned with the prioritization diagram:

- non-generation;
- reduction;
- reuse;
- recycling;
- treatment and environmentally appropriate final disposal.

Within this process, we prioritize reuse and reverse logistics, promoting the return of materials and packaging and reducing waste generation at the source. When this is not possible, we seek disposal options with lower risks of accidents and environmental impacts, as well as receiving facilities

located closer to our operations, with the aim of increasing logistical efficiency and reducing transportation costs and associated emissions.

Waste sent for recycling includes:

- contaminated waste (blended for co-processing);
- rubber;
- metal;
- electronic;
- wood;
- organic (composting);
- plastic;
- paper;
- construction debris for reuse;
- operational debris;
- yard sweep waste.

Waste sent to landfill includes:

- healthcare waste, after autoclaving;
- lamps, after decontamination;
- a small portion of organic waste that, on an occasional basis, is not sent for composting by the receiving facility;
- non-recyclable general waste.



Metrics

GRI 306-2, 306-3, 306-4, 306-5

Waste generated

	2023	2024	2025
Waste generation (t)	25,791.10	14,896.60	5,902.76
Sent for recycling	95%	99.1%	76.5%
Recycling goal	90%	90%	90%

Percentage hazardous: 0.5%

GENERAL CLASSIFICATION

28.82 t

of hazardous waste

5,873.95 t

of non-hazardous waste

0.5%

are hazardous waste (Class I)

2,870.09 t

are operational waste, disregarding those from construction works

97.8%

is the overall recycling rate

Waste generated (t)

TYPE	2023	2024	2025	CLASS	DISPOSAL
Contaminated waste	43.53	25.44	28.32	Class I (Hazardous)	Blending for co-processing
Metal	484.98	494.07	452.94	Class II (non-hazardous)	Recycling/trading
Wood	276.44	171.01	171.28	Class II (non-hazardous)	Recycling
Organic waste ¹	17.81	12.53	13.301	Class II (non-hazardous)	Composting
Plastic	10.35	7.41	10.46	Class II (non-hazardous)	Recycling
Paper/Cardboard	12.38	11.72	14.00	Class II (non-hazardous)	Recycling
Rubber	487.22	287.65	346.25	Class II (non-hazardous)	Recycling/trading
Debris (Construction industry)	17,441.08	21.46	3,012.66	Class II (non-hazardous)	Recycling/reuse
Yard sweeping	2,830.35	13,402.52	1,684.37	Class II (non-hazardous)	Recycling/trading
Soil (Construction industry)	118.55	0	0	Class II (non-hazardous)	Recycling/reuse
Electronic waste	6.46	5.65	4.62	Class II (non-hazardous)	Recycling/trading

¹This value considers only organic waste generated directly by Porto Sudeste, not including organic waste generated by the company that operates the cafeteria.

Innovation, digital transformation and continuous improvement





Innovation, digital transformation and continuous improvement

GRI 3-3 - INNOVATION

The pursuit of operational excellence, continuous improvement of processes, and sustainable value creation is part of Porto Sudeste’s strategy. In this context, innovation, digital transformation, and continuous improvement serve as important levers for increasing business competitiveness, enhancing operational safety, strengthening process reliability and supporting our environmental, social and governance commitments.

Continuous Improvement and Innovation Management department, we continue to develop organizational capabilities that connect people, processes, technology, and knowledge to address current challenges and prepare the Company for future opportunities. This work combines the pursuit of incremental efficiency gains with the development of transformational solutions capable of generating positive impacts for the business and society.

TARGETS

STATUS

Training in continuous improvement and innovation	ACHIEVED – 100%
Development of operational excellence ambassadors	ACHIEVED – 100%

Management of this topic

GRI 3-3- INNOVATION

The year 2025 was marked by the continued maturation of Porto Sudeste’s innovation, digital transformation and continuous improvement agenda. Throughout the period, we expanded our ability to develop solutions, strengthen internal capabilities, connect with the innovation ecosystem and engage our professionals in developing improvements for the organization.

The advances achieved reflect the strengthening of the Continuous Improvement and Innovation Management department and its two complementary areas of activity: Innovation and Digital Transformation, responsible for accelerating digitization, applied innovation and connections with the external ecosystem; and Continuous Improvement and Operational Excellence, responsible for monitoring targets, disseminating improvement methodologies, promoting the active participation of employees and driving the evolution of internal processes.

2025 Highlights

RECOGNITION AND POSITIONING IN INNOVATION

- **TOP 1 in the 100 Open Startups Ranking** in the category **Middle Market**;
- **TOP 21 in the 100 Open Startups Overall Ranking**;
- **TOP 3 in the Instituto da Transformação Digital Awards** in the **Industries category**;
- **ATP Innovation Award**.

DIGITAL TRANSFORMATION

- More than **2,400** automations implemented;
- **300** corporate applications developed;
- More than **200** *active* dashboards;
- More than **100** creators of digital solutions;
- More than **5 million** cumulative accesses to Integranet.
- Held the **first internal Hackathon** for *low-code* applications.

CONTINUOUS IMPROVEMENT

- More than **2,000** ideas submitted;
- **1,097** registered Kaizen solutions;
- **1,041** solutions completed;
- Participation of **408** employees.



These results reflect the maturation of our organizational ability to create value through innovation, technology and continuous improvement.

Governance of innovation, digital transformation and continuous improvement

Governance of innovation, digital transformation and continuous improvement is directly linked to senior leadership, preserving the strategic relevance of the topic for Porto Sudeste. The Continuous Improvement and Innovation Management department is responsible for fostering a culture of innovation, disseminating knowledge, structuring business challenges, supporting solution development and promoting sustainable value creation.

Its activities include:

Continuous improvement and operational excellence

Responsible for strengthening a culture of performance and operational excellence by translating the corporate strategy into targets and objectives for areas and professionals. It monitors organizational results, disseminates continuous improvement methodologies, and builds a culture focused on problem-solving, learning and the ongoing evolution of processes.

Innovation and Digital Transformation

Responsible for driving business development through applied innovation, digital transformation and the development of new organizational capabilities. Its activities include the strategic use of data, automation, digital training, experimentation, intrapreneurship and engagement with the innovation ecosystem, helping accelerate value creation and prepare the organization for future challenges.



Innovation Policy

Throughout 2025, we advanced the development of Porto Sudeste's Innovation Policy, an initiative created to establish guidelines, responsibilities, and governance mechanisms applicable to continuous improvement, innovation, digital transformation and the Company's strategic projects.

More than a normative document, the policy consolidates a corporate model focused on sustainable value creation, ensuring that initiatives are aligned with the business strategy and contribute to objectives such as safety, productivity, operational efficiency, reliability, sustainability, competitiveness and risk mitigation.

The policy also establishes a clear structure for classifying and managing initiatives, recognizing that different challenges require different approaches. Accordingly, continuous improvement, innovation, digital transformation, and strategic projects are managed through mechanisms and governance structures compatible with their nature, complexity and potential impact on the business.

As part of this progress, in 2025 we strengthened the application of the **3Cs – Corporate Innovation Framework**, a model adopted by Porto Sudeste to manage innovation and digital transformation initiatives in a structured manner, from identifying opportunities through value capture at scale.

The framework is structured around three complementary stages:

3Cs – Corporate Innovation Framework

From challenges to sustainable value creation

1



Conceive

EXPLORE AND
UNDERSTAND

Identify challenges,
opportunities and
potential solutions
for the business.

2

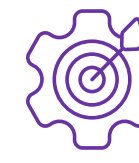


Build

DEVELOP AND VALIDATE

Develop, test and
validate solutions
through experimentation
and collaboration.

3



Consolidate

CREATE VALUE AT SCALE

Implement, scale and
sustain solutions, ensuring
benefits for the business.

Continuous Improvement and Operational Excellence Program

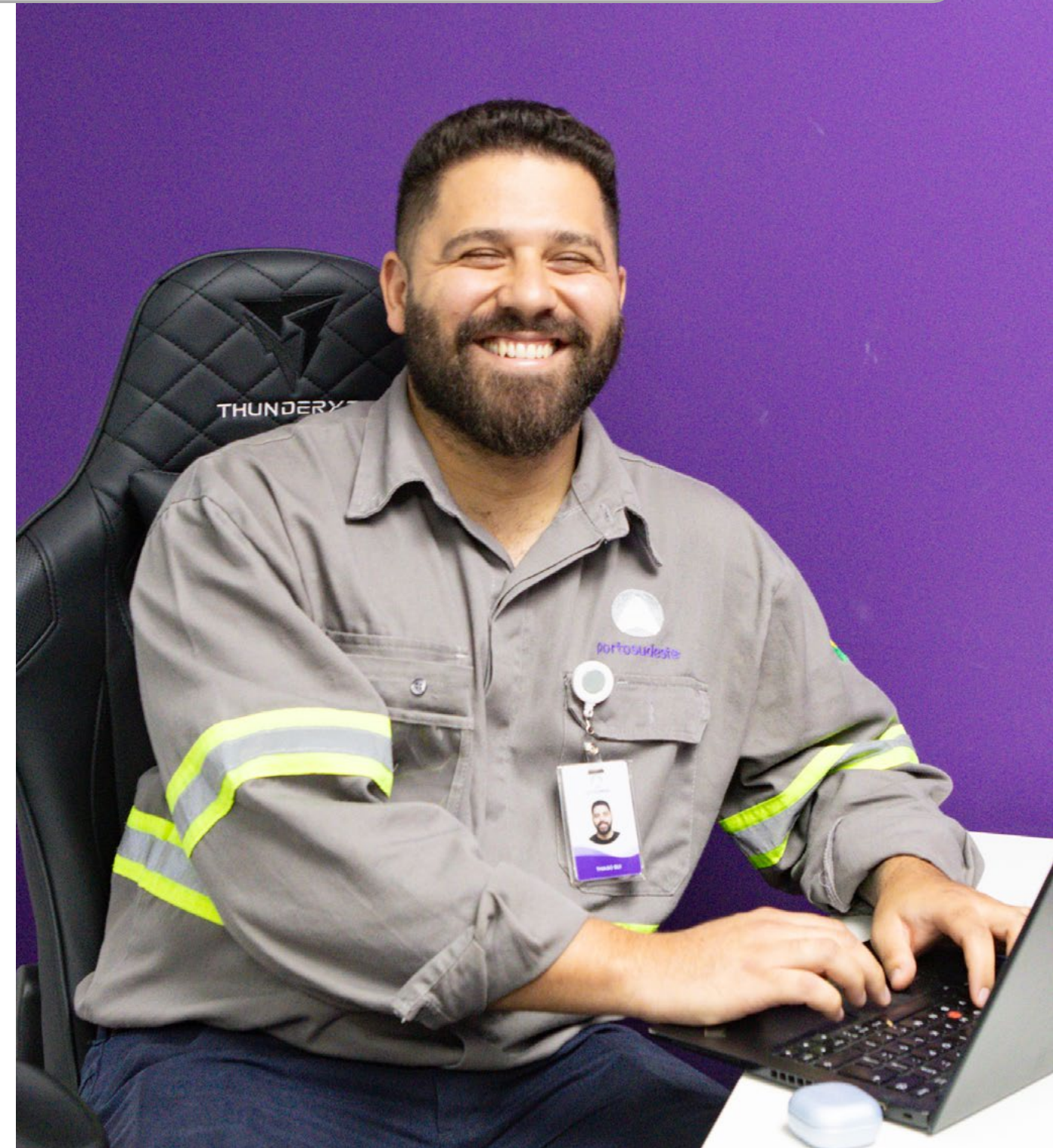
Continuous Improvement and Operational Excellence play a key role in translating Porto Sudeste's strategy into concrete results. Their work focuses on strengthening the performance culture, translating organizational objectives into clear targets for teams and professionals, systematically monitoring results and promoting the continuous evolution of processes. In this way, they contribute to increasing operational efficiency, strengthening execution discipline, driving productivity and supporting sustainable value creation for the business.

In addition to managing organizational performance, the area is responsible for disseminating continuous improvement methodologies, structuring problem-solving mechanisms and encouraging employee participation in identifying opportunities for improvement. This approach strengthens a culture focused on operational excellence, in which the pursuit of improvements becomes part of teams' day-to-day activities.

In this context, the **Brilliant Ideas Program** is one of the main initiatives for engaging professionals. Based on the principles of the Kaizen methodology, the program encourages the identification and implementation of practical improvements in processes, products and services, recognizing initiatives capable of generating operational, environmental, social and governance gains.

In 2025, we reinforced the relevance of the initiative by recording more than 2,000 ideas, including projects with social and environmental impacts, such as the adaptation of the inclusive garden for people with disabilities, which was recognized in the SER category. The program is structured around the PAZ, SER, PN10, Careers, Governance and Artificial Intelligence categories.

More than a suggestion program, the Brilliant Ideas Program strengthens people's role in Porto Sudeste's evolution, connecting operational knowledge, collaboration, and value creation through improvements applied to the reality of the business.



Innovation and Digital Transformation Program

Innovation and Digital Transformation serve as levers for developing new organizational capabilities, promoting smarter, more agile and more sustainable ways of operating. This area aims to accelerate business development through the application of technology, data, automation and new ways of working, expanding the organization's ability to respond to current challenges and future opportunities.

As a strategic choice, Porto Sudeste adopts an approach that puts people at the center of transformation. We believe the best solutions emerge when employees actively participate in building change, taking an active role in identifying opportunities, developing solutions and experimenting with new ways of working. This model strengthens intrapreneurship, increases team autonomy, and promotes a culture focused on continuous learning, in which responsible experimentation and controlled failure are recognized as legitimate mechanisms for generating knowledge and innovation.

In this context, the **Digital Talents Program** remains one of Porto Sudeste's main digital training and transformation initiatives. Focused on developing skills in low-code tools such as Power BI and Power Automate, the program encourages participants to develop solutions to real challenges faced by the areas, transforming knowledge into practical applications with a direct impact on operations and corporate processes.

In 2025, two new program cohorts were held, strengthening digital capabilities and increasing teams' autonomy in creating dashboards, applications, and automations aimed at increasing productivity, improving decision making and simplifying routines.



DIGITAL TALENTS DASHBOARD

3
classes
completed

13
participants in
2025

More than
408
participants trained
since 2022

In parallel, we continued to advance the hyperautomation and technology democratization agenda, increasing employee participation in the development of digital solutions and strengthening an internal community capable of transforming operational needs into applications that create value for the business.

Highlights

More than

2,400
automations

More than

100
citizen developers

300
apps

More than

5 million
cumulative accesses
to Integranet

More than

200
dashboards

These results demonstrate the strengthening of Porto Sudeste's digital culture and reflect a strategy based on developing people as active participants in transformation, combining technology, knowledge and applied innovation to create sustainable value for the business.

Innovation ecosystem

Connecting with the innovation ecosystem is one of the pillars of Porto Sudeste's Innovation and Digital Transformation strategy. Through relationships with startups, universities, research centers, technology partners and specialized institutions, we seek to complement internal capabilities, accelerate solution development and expand our ability to respond to business challenges collaboratively.

In 2025, we strengthened our presence in this ecosystem and received important external recognition. The main highlight was achieving first place in the 100 Open Startups Ranking in the Middle Market category, consolidating a consistent trajectory of progress after ranking 31st in 2023 and 13th in 2024. We also ranked 21st in the Open Corps ranking, which recognizes the companies most open to innovation in Latin America.

Progress in this area reflects the consolidation of a structured agenda for engagement with the ecosystem, involving challenge mapping, development of collaborative projects, building strategic partnerships and ongoing scouting for solutions focused on operational efficiency, safety, sustainability, decarbonization and digital transformation. One of the highlights of the period was the underwater rock-cutting project using diamond wire, developed in partnership with UMISAN Hidrografia e Engenharia and recognized with the ATP Innovation Award. The solution, unprecedented on a global scale, made it possible to increase the minimum depth of the access channel to the Sepetiba Bay Port Complex from 19.5 to 20 meters, contributing to greater operational competitiveness for the terminal.

Another important milestone was the Mar&Tech Hackathon, held in partnership with the Federal Rural University of Rio de Janeiro. The initiative brought together students, researchers and experts to develop solutions to challenges facing Sepetiba Bay. The projects presented included proposals related to biofiltration, carbon sequestration and agricultural bioproducts, reinforcing the integration of science, sustainability and applied innovation.

The results achieved demonstrate Porto Sudeste's evolution as an active participant in the innovation ecosystem, expanding strategic connections and strengthening its ability to transform external knowledge into solutions capable of creating value for the business and society.

Metrics

Monitoring indicators is an important tool for assessing the progress of continuous improvement, innovation, and digital transformation initiatives, as well as measuring the value generated by the actions developed throughout the year. The results presented below reflect team engagement, the strengthening of organizational capabilities, and Porto Sudeste’s progress in the maturity of these strategic areas.

Continuous improvement and operational excellence

The continuous improvement indicators reflect employee engagement in seeking solutions to business challenges and strengthening the culture of operational excellence.

KAIZEN SOLUTIONS

1,097
total registrations
during the cycle

1,041
solutions completed

21
management units involved,
representing 68% of all units

408
workers involved,
representing 55% of
all employees

See the progress in detail on the following page.

Innovation and Digital Transformation

Digital transformation has helped increase process efficiency, strengthen a data-driven culture, and democratize the development of digital solutions within the organization.

More than **2,400** automations
More than **300** apps
More than **200** dashboards

More than **5** million accesses to Integranet.
More than **100** citizen developers

Engagement with the innovation ecosystem has strengthened Porto Sudeste’s ability to access new knowledge, develop solutions collaboratively and expand its connections with startups, universities and strategic partners.

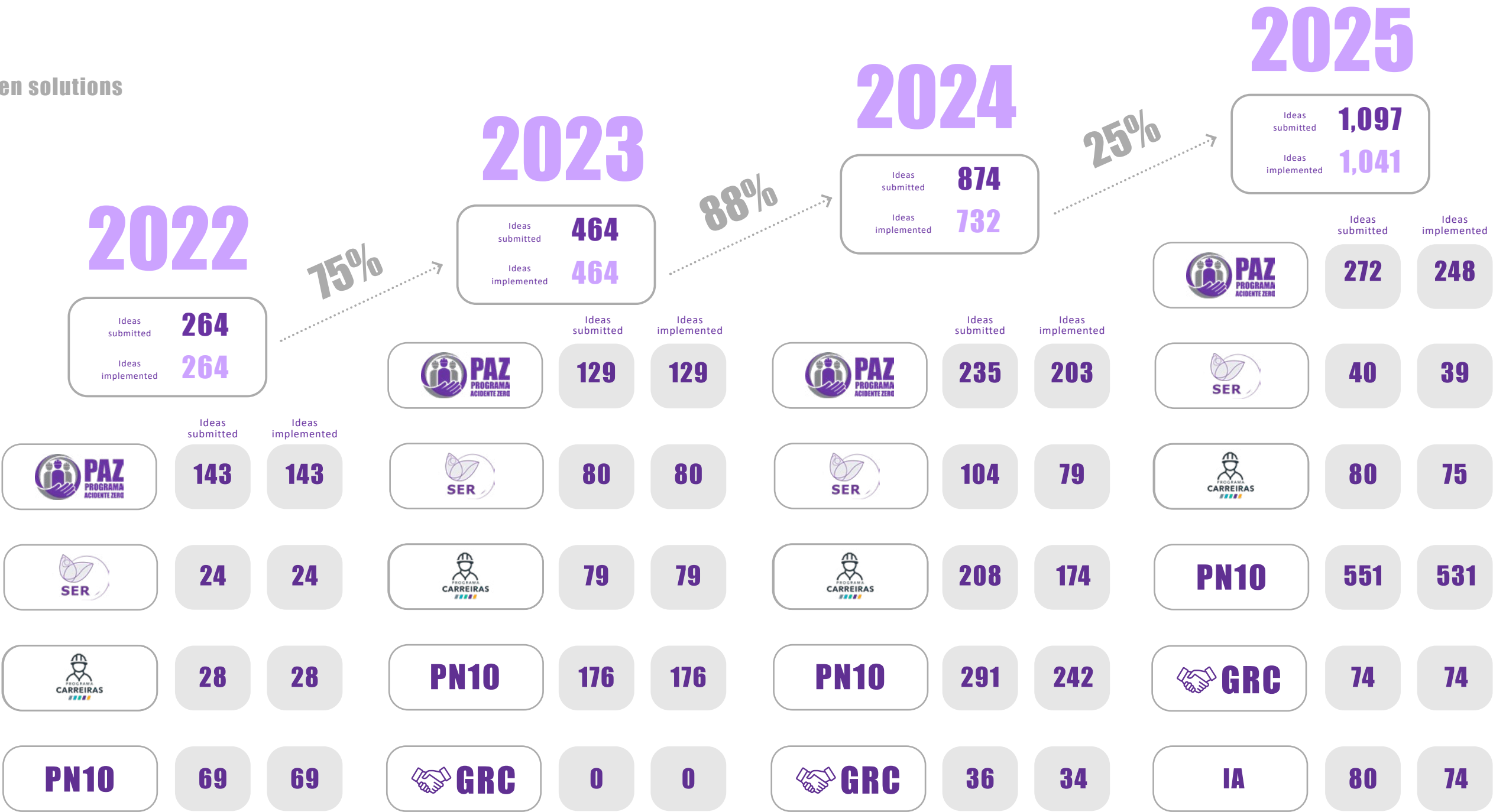
TOP 1
in the **100 Open Startups** Ranking
in the category **Middle Market**

Held the
Hackathon Mar&Tech
in partnership with the UFRRJ

TOP 21
in the **100 Open Startups** Overall
Ranking

ATP Innovation
Award

Kaizen solutions



Note: The percentage of change refers to ideas registered during the period.



Data privacy

GRI 418-1

Data protection and privacy remain a relevant topic due to the continuous relationship with customers, suppliers, partners, visitors, candidates and other audiences who interact with us through physical and digital channels. Our management is based on the Privacy

Policy, the website's Terms of Use and specific channels for contacting the data controller.

To date, no substantiated complaints concerning breaches of customer privacy and losses of customer data have been identified.

Our vision for the future



Our vision for the future remains anchored in the integration of sustainability, innovation and responsible governance as the foundations for building a more resilient port prepared for the challenges of the coming years. In 2025, this perspective was strengthened by the continuity of initiatives already structured in 2024 and by concrete advances in areas such as decarbonization, open innovation, community development, diversity, biodiversity and operational efficiency.

Based on this outlook, we have organized commitments and directions for each material topic, combining the continuity of structural agendas with the incorporation of recent lessons learned.

In 2025, we completed a strategic stage for the future of Porto Sudeste by advancing the licensing process for expanding our capacity to 100 million metric tons. This represents a significant step in our growth trajectory, with important implications for the terminal's competitiveness, including the start of activities related to dredging and the future construction

of berthing and mooring dolphins. We view this progress as part of our long-term outlook: preparing Porto Sudeste for new levels of operational performance by expanding our capacity in a structured and responsible manner, aligned with market opportunities, while maintaining a strong focus on sustainability, impact management and the balanced development of the territory where we operate.

Pillars

Sustainability

Innovation

Responsible governance

2025 focus areas

Decarbonization, open innovation, local development, biodiversity and water and energy efficiency.



Challenges

We believe that sustainability, innovation and responsible governance go hand in hand in building a resilient port prepared for the challenges of the future. Our long-term outlook remains connected to reducing environmental impacts, strengthening ethical and integrity principles, managing risks intelligently and continuously seeking innovative solutions that bring efficiency, safety and positive impact to society, while respecting human rights and promoting social responsibility as a foundation for sustainable development.



Environmental

Risk management, ethics and integrity

In governance, our future outlook remains associated with the ongoing review of strategic risks, the strengthening of management tools, and the maintenance of an ethical culture. We continue with the annual review of the Strategic Risk Inventory, with 110 risks mapped, and the strengthening of the ERM Portal as a tool for prioritizing and responding to critical risks. This direction remains aligned with the Company's current context.

We also continue to strengthen our ethical culture through training, periodic communications, and preventive analyses of conflicts of interest reported to the ARCC Committee, maintaining consistency between our long-term outlook and institutional maturation.

Innovation

In innovation, we continue with the co-creation of PortoHub, a new round with BLUERIO, exchanges with associations such as ATP, ABDP and IAPH, the strengthening of the Brilliant Ideas Program, increased use of artificial intelligence to prevent environmental risks, and implementation of a technological maturity map within the PDAI, with the goal of consolidating the "Port of the Future" within five years.

In 2025, this direction gained practical traction through the strengthening of open innovation and partnerships with academia and the external ecosystem. Our relationship with **UFRRJ** is highly strategic for the development of innovative, sustainable, safe, and efficient solutions, providing access to real-world data, case studies and potential integration with the university's Technology Hub.

Social

People management

Our vision of the future for people management remains focused on strengthening the organizational culture, consolidating development tools and expanding the use of the **Corporate Education Portal**. We maintain initiatives to present the adaptation strategy for identified risks to the Itaguaí City Government, connecting people management, the region and the institutional response to material topics.

Health and Safety

In health and safety, our future outlook remains supported by the consolidation of the **Zero Accident Program**, the professionalization of safety management, the continuation of drills and the strengthening of the prevention culture through ongoing training and communication.

Communication, Relationships and Community Development

We plan to strengthen the activities at Casa Porto, continue ProQuali, strengthen the Extraordinary Women project and improve our community dialogue channels. Casa Porto remains a reference space for training, culture, and community relations; the Extraordinary Women project will continue as an important initiative, with a strengthened partnership with the Itaguaí Municipal Department for Women. The focus also remains on strengthening the connection between local training, employability, and our presence in the territory.

Diversity and Inclusion

Our vision of the future for diversity and inclusion includes consolidating the Diversity Committee, formalizing targets and indicators, encouraging women to enter technical fields and continuing initiatives focused on neurodiversity.

Environmental

GHG emissions and climate change

In the area of climate change, we remain aligned with the progress already made in 2025. We plan to continue technical monitoring, operational innovation and the strengthening of climate governance to achieve the target of reducing Scope 1 and 2 GHG emissions by **50.4%** by **2033**, based on the Climate Change Policy launched in 2024.

In decarbonization, we plan to expand the use of electric equipment, continue replacing the light-duty fleet with ethanol-powered vehicles, and monitor the **Arla-32** project.

Marine biodiversity

Continuing the **Marine Exotic Species Monitoring Program** and the project in partnership with **Firjan** to map the genomics of Sepetiba Bay and rapidly detect organisms in ballast water are also priorities for 2026.

Environmental management

In environmental management, we continue to plan an integrated, strategic and future-oriented approach, focused on improving processes, strengthening the internal sustainability culture and anticipating risks.

Water resources management

The results of the water resilience study will support decision making and new adaptation strategies by **2030**, in addition to reinforcing the voluntary goals of the **Movement + Water**.

Energy management

Our vision of the future for energy includes progress toward acquiring a **solar plant in a distributed generation model**, with the potential to meet **100% of energy demand in the future**.

Waste management and circular economy

In waste management and the circular economy, our future outlook remains focused on strengthening targets related to reducing waste sent to landfill and increasing recycling and upcycling, always based on reliable evidence and indicators.

Commitment to the future

GRI 2-22

The year 2025 brought significant challenges in the economic and water sectors. Even so, we maintained sustainability as a strategic priority, reflecting the institutional maturity built over the years. We navigated this period with responsibility and resilience, without foregoing social and environmental investments, reinforcing a long-term outlook focused both on a more balanced future and on building solid and lasting competitive advantages.

Today, sustainability is present in every Porto Sudeste decision. More than a governance guideline, it is part of our culture,

our routines, and the way we seek to incorporate the topic into our day-to-day operations. We have made progress and continue to engage our teams through training, awareness cycles, collective targets, and an increase in suggestions focused on mitigating environmental impacts and strengthening community relations through the Brilliant Ideas Program.

We also continue to strengthen strategic partnerships to co-create solutions that promote a balance between economic development and environmental conservation.

Indicator dashboard



Direct employees by region and gender

GRI 2-7

LOCATION	FEMALE	MALE	TOTAL
Barra Mansa	1	1	2
Belford Roxo	1	0	1
Belo Horizonte	10	7	17
Betim	0	1	1
Bom Jesus da Lapa	0	1	1
Brumadinho	1	3	4
Campinas	1	0	1
Congonhas	0	5	5
Conselheiro Lafaiete	0	1	1
Contagem	1	0	1
Duque de Caxias	0	4	4
Fortaleza	0	1	1
Igarapé	0	1	1
Itaboraí	0	3	3
Itaguaí	97	262	359
Itaúna	0	1	1
Japeri	0	1	1
Mangaratiba	16	36	52
Niterói	0	3	3
Nova Iguaçu	0	12	12
Nova Lima	0	3	3

LOCATION	FEMALE	MALE	TOTAL
Paracambi	0	6	6
Petrópolis	0	1	1
Queimados	0	1	1
Raposos	0	1	1
Rio de Janeiro	62	196	258
Sabará	1	0	1
São Brás do Suaçuí	0	1	1
São Gonçalo	0	1	1
São João de Meriti	0	2	2
São Luís	0	1	1
Sarzedo	1	6	7
Seropédica	3	18	21
Teresópolis	1	0	1
Uruaçu	0	1	1
Valença	0	1	1
Vila Velha	0	2	2
Vitória	0	2	2
Volta Redonda	2	3	5
Grand total	198	589	787

Own professionals by fixed-term contract, by location and gender

GRI 2-7

LOCATION	FEMALE	MALE	TOTAL
Itaguaí	42	10	52
Mangaratiba	7	-	7
Rio de Janeiro	6	6	12
Valença	-	1	1
Total	55	17	72

Note: Includes employees under the CLT regime with temporary contracts, interns and young apprentices

Own professionals under a permanent contract, by location and gender

GRI 2-7

LOCATION	FEMALE	MALE	TOTAL
Barra Mansa	1		1
Belford Roxo		1	1
Belo Horizonte	1		1
Betim	1		1
Bom Jesus da Lapa		1	1
Brumadinho	1		1
Campinas	1		1
Congonhas	1		1
Conselheiro Lafaiete	1		1

LOCATION	FEMALE	MALE	TOTAL
Contagem	1		1
Duque de Caxias	1		1
Fortaleza	1		1
Igarapé	1		1
Itaboraí	1		1
Itaguaí	134	173	307
Itaúna	1		1
Japeri	1		1
Mangaratiba	1		1
Niterói	1		1
Barra Mansa	1		1
Nova Iguaçu	1		1
Nova Lima	1		1
Paracambi	1		1
Petrópolis	1		1
Queimados	1		1
Raposos	1		1
Rio de Janeiro	112	134	246
Sabará	1		1
São Brás do Suaçuí	1		1
São Gonçalo	1		1
São João de Meriti	1		1
São Luís	1		1
Sarzedo	1		1

(continuation of table on page 127)

LOCATION	FEMALE	MALE	TOTAL
Seropédica	1		1
Teresópolis	1		1
Uruaçu	1		1
Vila Velha	1		1
Vitória	1		1
Volta Redonda	1		1
Total	143	572	715

Membership associations

GRI 2-28

We remain associated with several institutions that generate partnerships and opportunities that enhance our activities and our sustainable development

- ATP – Association of Private Port Terminals
 - IBP – Brazilian Oil and Gas Institute
 - Sindario – Union of Maritime Navigation Agencies and Related Activities of the State of Rio de Janeiro
 - SINDOPITA – Itaguaí Port Operators Union
 - STSPPERJ – Union of Workers in the Port Services of the Ports of the State of Rio de Janeiro
 - PEC – Cunhambebe State Park and APAMAN –
- Mangaratiba Environmental Protection Area (part of the Advisory Board)

 - FIRJAN – Federation of Industries of the State of Rio de Janeiro
 - IAPH – International Association of Ports and Harbors
 - UN Global Compact (signatory and part of Working Groups)
 - SLOM – Sociedad Latinoamericana de Operadores de Terminales Marítimos Petroleros y Monoboyas

GHG emissions in 2021 x 2025 by scope and category (tCO2e) – Market-based approach

GRI 305-1

CATEGORY > SCOPE	2025 (tCO ₂ e)	2021 (tCO ₂ e)	VARIATION (%)
SCOPE 1	1,965.57	2,158.24	-9%
Stationary combustion	145.96	18.91	672%
Acetylene	67.58	4.52	1,395%
Diesel	78.38	14.39	445%
Mobile combustion	1,620.32	1,346.83	20%
Diesel	1,602.90	1,166.79	37%
Type A marine diesel	18.37	5.78	218%
Hydrated ethanol	5.19	0	0
Gasoline	12.23	174.25	-93%
Fugitive emissions	199.29	785.63	-75%
CO ₂	0.59	0	0
HFC-134a	25.68	195.91	-87%
HFC-227ea	0	0	0
HFC-22	0	0	0
R-410A	173.02	589.72	-71%
SF6	0	0	0
Land use change	0	0	0
Native vegetation	0	0	0
Solid waste and liquid effluents	0	6.87	-100%
Sanitary sewage	0	6.87	-100%
SCOPE 1	3,164.77	6,016.3	-47%
Electricity procurement	3,164.77	6,016.3	-47%
Electricity	0	6,016.3	-100%
Renewable electricity	0	0	0
Total	5,130.34	8,174.54	-37%

Hazards that presented risks of serious work-related injuries in 2025 ⁴⁰³⁻⁹

1 – Person × vehicle/equipment interaction (backhoe loader/vegetation movement)

Risk prevention and mitigation procedures:

- Definition and implementation of exclusion zones for activities involving mobile equipment;
- Physical segregation between pedestrians and machine operating areas;
- Review of operating methods to eliminate the need for direct interaction between people and moving loads;
- Assessment of replacing manual methods with mechanized solutions (e.g., use of hydraulic grabs to stabilize materials);
- Implementation of proximity sensors and personnel detection systems in critical areas;
- Installation of audible and visual alarms on mobile equipment;
- Review and strengthening of the internal traffic management plan, including dedicated routes and signage;
- Performance of a specific Preliminary Risk Analysis (PRA) for activities involving equipment × person interaction;
- Training and refresher training for equipment operators;
- Strengthening of interface management between Company employees and contractors.

2 – Same-level falls and changes in level (scaffolding and operational structures)

Risk prevention and mitigation procedures:

- Elimination of gaps and discontinuities in access platforms during the planning stage;
- Replacement of conventional scaffolding with modular or elevating platforms, when applicable;
- Installation of guardrails, toe boards and collective protection systems;
- Implementation of gap-filling between structures and scaffolding;
- Establishment of a scaffolding inspection and release routine (tagging) before use;
- Improvement of lighting in circulation and work areas;
- Review of scaffolding assembly and use procedures;
- Preparation of a specific Preliminary Risk Analysis (PRA) for critical maintenance activities;
- Application of housekeeping practices (5S) in operational areas;
- Implementation of management of change for layout or access modifications.

3 – Contact with fragile materials/fragmentation (thermal shock involving glass)

Risk prevention and mitigation procedures:

- Replacement of glass containers with more resistant materials (stainless steel or polycarbonate);
- Review of the layout of food preparation areas, moving containers away from heat sources;
- Implementation of physical barriers and protections on support surfaces;
- Definition of operating procedures for the preparation and storage of liquids;
- Formal restriction on the use of glass in areas subject to temperature variations;
- Risk signage in food and beverage handling areas;
- Training of cafeteria and support teams;
- Provision of appropriate PPE (e.g., cut-resistant gloves), when applicable.

4 – Impact/contact with metal structures (Operational areas – TRP 305)

Risk prevention and mitigation procedures:

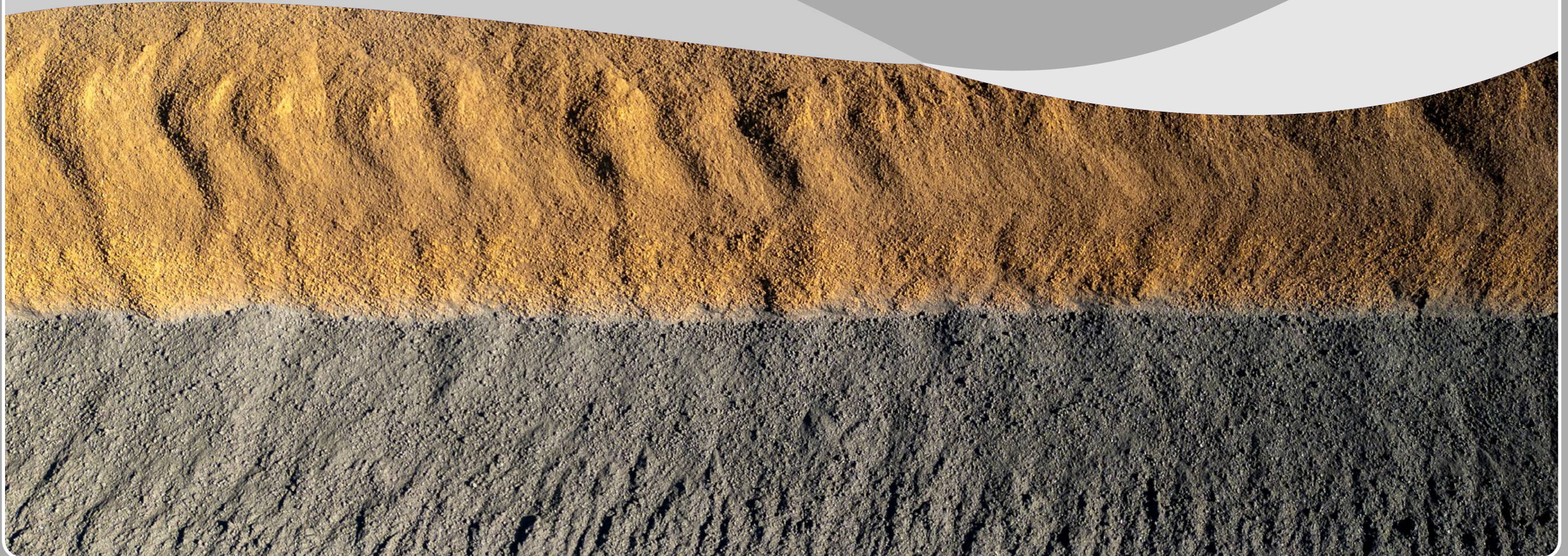
- Review of layout and operational flows to eliminate exposure to structures;
- Installation of physical protections, barriers and guardrails;
- Application of protections to edges and contact surfaces (bumpers, coverings);
- Delimitation of risk areas with signage and physical barriers;
- Implementation of access controls in areas with operational activity;
- Establishment of a Specific Work Permit (WP) for critical activities;
- Strengthening of safety inspection routines;
- Application of housekeeping and standardization practices (5S).

Endangered species detected in areas near Porto Sudeste

GRI 101-5, GRI 101-6

RISK OF EXTINCTION	Quantity	SET	REFERENCE
Endangered	1	Herpetofauna	RJ
	2	Ornitofauna	RJ
Vulnerable	1	Marine fauna	IUCN, MMA, RJ
	2	Mastofauna	RJ
	9	Ornitofauna	IUCN, MMA, RJ
Near threatened	1	Mastofauna	IUCN
	6	Ornitofauna	IUCN, RJ
Least concern	20	Flying Mastofauna	IUCN
	210	Avifauna	IUCN
	47	Herpetofauna	IUCN
	23	Mastofauna	IUCN

GRI Content Index



GRI Content Index

Porto Sudeste do Brasil S.A has reported the information cited in this GRI content index for the period from January 1 to December 31, 2025, in accordance with the GRI Standards.

GRI used: GRI 1: Foundation 2021 | **Applicable GRI Sector Standards:** Not applicable

GRI STANDARD	DISCLOSURE	CONTENT	PAGE	KEY INFORMATION
GENERAL DISCLOSURES				
The organization and its reporting practices				
GRI 2: General Disclosures 2021	2-1	Organizational details	Page 5 (About this Report); Page 9 (About Porto Sudeste)	
	2-2	Entities included in the organization's sustainability reporting	Pág. 5 (About this Report)	
	2-3	Reporting period, frequency and point of contact	Pág. 5 (About this Report)	
	2-4	Restatements of information	No restatements were made to the information regarding the 2024 report.	
	2-5	External assurance	This report has not been externally assured.	
Activities and workers				
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	Page 9 (About Porto Sudeste); Page 13 (Strategy and business model); Page 14 (Loads handled); Page 15 (Value chain)	
	2-7	Employees	Page 45 (Our workforce); Page 46 (Profile of the workforce); Page 126 (Own professionals by region and gender); Page 127 (Own professionals by fixed-term contract, by location and gender)	
	2-8	Non-employee workers	Page 47 (Outsourced professionals)	
Governance				
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	Page 33 (Organizational structure); Page 34 (Board of Directors)	
	2-10	Nomination and selection for the highest governance body	Page 34 (Board of Directors)	
	2-11	Chair of the highest governance body	Page 34 (Board of Directors)	
	2-12	Role of the highest governance body in overseeing the management of impacts	Page 34 (Board of Directors)	
	2-13	Delegation of responsibility for managing impacts	Page 34 (Board of Directors)	
	2-14	Role of the highest governance body in sustainability reporting	Pág. 5 (About this Report)	



GRI STANDARD	DISCLOSURE	CONTENT	PAGE	KEY INFORMATION
GRI 2: General Disclosures 2021	2-15	Conflicts of interest	Page 39 (Conflicts of interest and whistleblower hotline); Page 40 (Whistleblower hotline)	
	2-16	Raising critical concerns	Page 39 (Activities are conducted by the Governance, Risk and Compliance (GRC)); Page 40 (Whistleblower hotline)	
	2-17	Collective knowledge of the highest governance body	Page 34 (Board of Directors)	
	2-18	Evaluation of the Performance of the highest governance body	Page 34 (Board of Directors)	
	2-19	Remuneration policies	Page 52 (Compensation)	
	2-20	Processes to determine remuneration	Page 52 (Compensation)	
	2-21	Annual total compensation ratio	Page 52 (Compensation)	
Strategy, policies and practices				
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	Page 4 (A Message from Leadership); Page 124 (Commitment to the future)	
	2-23	Policy commitments	Page 12 (Best practices); Page 27 (Management programs); Page 37 (Governance, risks and compliance); Page 38 (Corporate policies and dissemination of the Compliance Program)	
	2-24	Embedding policy commitments	Page 12 (Best practices); Page 27 (Management programs); Page 37 (Governance, risks and compliance); Page 38 (Corporate policies and dissemination of the Compliance Program)	
	2-25	Processes to remediate negative impacts	Page 37 (Governance, risk and compliance)	
	2-26	Mechanisms for seeking advice and raising concerns	Page 37 (Governance, risk and compliance)	
	2-27	Compliance with laws and regulations	Page 12 (Good practices); Page 37 (Governance, risks and compliance); Page 38 (Corporate policies and dissemination of the Compliance Program); Page 40 (Whistleblower hotline)	
	2-28	Membership associations	Page 12 (Public commitments); Page 128 (Membership associations)	
Stakeholder Engagement				
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	Page 19 (Stakeholder engagement)	
	2-30	Collective bargaining agreements	Page 45 (Our workforce); Page 55 (Labor relations and professional development)	
MATERIAL TOPICS				
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Page 30 (Our materiality)	
	3-2	List of material topics	Page 30 (Our materiality)	
Environmental management				



GRI Standard	Disclosure	Content	Page	Key Information
GRI 3: Material Topics 2021	3-3	Management of material topics	Page 77 (Environmental management)	
		Proprietary indicators	Page 85 (Metrics)	
Biodiversity				
GRI 3: Material Topics 2021	3-3	Management of material topics	Page 92 (Biodiversity)	
	101-1	Policies to halt and reverse biodiversity loss	Page 93 (Governance and strategy); Page 94 (Impact management)	
	101-2	Management of biodiversity impacts	Page 93 (Risk management); Page 94 (Impact management)	
	101-3	Access and benefit-sharing	Page 94 (Impact management)	
	101-4	Identification of biodiversity impacts	Page 93 (Risk Management)	
GRI 101: Biodiversity 2024	101-5	Locations with biodiversity impacts	Page 93 (Governance and strategy, Risk management); Page 94 (Impact management); Page 130 (Species at risk of extinction detected in areas near Porto Sudeste)	
	101-6	Direct drivers of biodiversity loss	Page 94 (Impact management); Page 130 (Species at risk of extinction detected in areas near Porto Sudeste)	
	101-7	Changes to the state of biodiversity		According to the monitoring reports, there were no changes in ecosystem services during the reporting period.
	101-8	Ecosystem services		According to the monitoring reports, there were no changes in ecosystem services during the reporting period.
Economic performance				
GRI 3: Material Topics 2021	3-3	Management of material topics	Page 22 (Performance and financial results)	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Page 24 (Economic and financial results)	
	201-2	Financial implications and other risks and opportunities arising from climate change	Page 12 (Public commitments); Page 89 (Climate risk management)	
	201-3	Defined benefit plan obligations and other retirement plans		Not applicable
	201-4	Financial assistance received from government		Not applicable
Communication and community development				
GRI 3: Material Topics 2021	3-3	Management of material topics	Page 69 (Communication, relationship and community development); Page 70 (Management of this topic)	



GRI STANDARD	DISCLOSURE	CONTENT	PAGE	KEY INFORMATION
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Page 24 (2025 Investments)	
	203-2	Significant indirect economic impacts	Page 25 (Positive impacts generated)	
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	Page 69 (Communication, relationship and community development)	
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments and development programs	Page 69 (Communication, relationship and community development); Page 70 (Management of this topic); Page 71 (Communication and transparency initiatives); Page 75 (Stakeholder engagement management)	
	413-2	Operations with significant actual and potential negative impacts on local communities	Page 69 (Communication, relationship and community development); Page 70 (Management of this topic); Page 75 ((Stakeholder engagement management)	
Risk management, ethics and integrity				
GRI 3: Material Topics 2021	3-3	Management of material topics	Page 41 (Risk, ethics and integrity management)	
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Page 12 (Best Practices); Page 37 (Compliance Program); Page 38 (Corporate policies and dissemination of the Compliance Program)	
	205-2	Communication and training on anti-corruption policies and procedures	Page 12 (Best Practices); Page 37 (Compliance Program); Page 38 (Corporate policies and dissemination of the Compliance Program)	
	205-3	Confirmed incidents of corruption and actions taken	Page 37 (Compliance Program); Page 38 (Corporate Policies and Dissemination of Compliance Program)	
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Page 37 (Compliance Program); Page 38 (Corporate Policies and Dissemination of Compliance Program)	
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Page 17 (Supplier management)	
	308-2	Negative environmental impacts in the supply chain and actions taken	Page 17 (Supplier management)	
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 unaware of any operations or suppliers that may be involved in risks identified in the standard, particularly with regard to freedom of association or collective bargaining, child labor and forced or compulsory labor.
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor		We do not permit any form of child labor in our operations and we do not employ anyone under the age of 18.
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		We are unaware of any operations or suppliers that may be involved in risks identified in the standard, particularly with regard to freedom of association or collective bargaining, child labor and forced or compulsory labor.
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures		100% of property security personnel have been trained in human rights issues.



GRI STANDARD	DISCLOSURE	CONTENT	PAGE	KEY INFORMATION
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Page 17 (Supplier management)	
	414-2	Negative social impacts in the supply chain and actions taken	Page 17 (Supplier management)	
Energy management				
GRI 3: Material Topics 2021	3-3	Management of material topics	Page 101 (Energy management); Page 102 (Governance and strategy)	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Page 103 (Metrics)	
	302-2	Energy consumption outside the organization	Page 103 (Metrics)	
	302-3	Energy intensity	Page 103 (Metrics)	
	302-4	Reducing energy consumption	Page 102 (Risk management)	
	302-5	Reductions in energy requirements of products and services	Page 102 (Risk management)	
Water resources management				
GRI 3: Material Topics 2021	3-3	Management of material topics	Page 96 (Water resources management); Page 97 (Governance and strategy); Page 98 (Water impacts management)	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Page 96 (Water resources management); Page 98 (Water impact management); Page 100 (Metrics)	
	303-2	Management of impacts related to water discharge	Page 96 (Water resources management); Page 98 (Water impact management); Page 100 (Metrics)	
	303-3	Water withdrawal	Page 96 (Water resources management); Page 100 (Metrics)	
	303-4	Water discharge	Page 96 (Water resources management); Page 100 (Metrics)	
	303-5	Water consumption	Page 96 (Water resources management); Page 100 (Metrics)	
Greenhouse gas emissions and climate change				
GRI 3: Material Topics 2021	3-3	Management of material topics	Page 86 (Greenhouse gas emissions and climate change); Page 88 (Governance and strategy)	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Page 90 (Metrics); Page 128 (GHG emissions in 2021 x 2025 by scope and category (tCO2e) – Market-based approach)	
	305-2	Energy indirect (Scope 2) GHG emissions	Page 90 (Metrics)	
	305-3	Other indirect (Scope 3) GHG emissions	Page 90 (Metrics)	
	305-4	GHG emissions intensity	Page 90 (Metrics)	
	305-5	Reduction of GHG emissions	Page 90 (Metrics)	
GRI 305: Emissions 2016	305-6	Emissions of ozone-depleting substances (ODS)	Page 90 (Metrics)	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		None of our operations involve industrial processes that produce these specific emissions.



GRI Standard	Disclosure	Content	Page	Key Information
Waste management and circular economy				
GRI 3: Material Topics 2021	3-3	Management of material topics	Page 104 (Waste management and circular economy); Page 105 (Governance and strategy)	
GRI 306: Waste 2020	306-1	Waste generation and significant impacts related to waste	Page 104 (Waste management and circular economy); Page 105 (Governance and strategy)	
	306-2	Management of significant waste-related impacts	Page 104 (Waste management and circular economy)	
	306-3	Waste generated	Page 109 (Metrics)	
	306-4	Waste not sent for final disposal	Page 109 (Metrics)	
	306-5	Waste directed to disposal	Page 109 (Metrics)	
People management				
GRI 3: Material Topics 2021	3-3	Management of material topics — People management	Page 48 (People management)	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Page 50 (Risk management and talent retention); Page 51 (Turnover); Page 68 (Metrics)	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 54 (Benefits)	
	401-3	Parental leave	Page 54 (Benefits)	
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	Page 55 (Labor relations and professional development)	
GRI 404: Training and Education 2016	404-1	Average hours of training per year, per employee	Page 56 (Training and development)	
	404-2	Programs for upgrading employee skills and transition assistance programs	Page 56 (Training and development)	
	404-3	Percentage of employees receiving regular performance and career development reviews	Page 56 (Training and development)	
Health and Safety				
GRI 3: Material Topics 2021	3-3	Management of material topics	Page 57 (Health and Safety)	

GRI STANDARD	DISCLOSURE	CONTENT	PAGE	KEY INFORMATION
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Page 57 (Health and Safety); Page 58 (Management of this topic); Page 59 (Health and Safety Governance)	
	403-2	Hazard identification, risk assessment and incident investigation	Page 59 (Health and Safety Governance); Page 60 (Golden Safety Rules); Page 61 (Health and Safety risk management)	
	403-3	Occupational health services	Page 62 (Occupational health)	
	403-4	Worker participation, consultation, and communication on occupational health and safety	Page 58 (Management of this topic)	
	403-5	Worker training on occupational health and safety	Page 58 (Management of this topic)	
	403-6	Promotion of worker health	Page 62 (Occupational health)	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	Page 61 (Health and Safety risk management)	
	403-8	Workers covered by an occupational health and safety management system	Page 57 (Health and Safety); Page 61 (Health and Safety risk management)	
	403-9	Work-related injuries	Page 63 (Occupational incident investigation); Page 65 (Metrics)	
	403-10	Work-related ill health	Page 63 (Occupational incident investigation); Page 65 (Metrics)	
Diversity and Inclusion				
GRI 3: Material Topics 2021	3-3	Management of material topics	Page 66 (Diversity and inclusion)	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity in governance bodies and among employees	Page 66 (Diversity and inclusion); Page 67 (Support for neurodivergent conditions); Page 68 (Metrics)	
	405-2	Ratio of basic salary and compensation received by women to those received by men	Page 66 (Diversity and inclusion); Page 68 (Metrics)	
	406-1	Incidents of discrimination and corrective actions taken		No cases of discrimination were reported on our channels in 2025.
Innovation				
GRI 3: Material Topics 2021	3-3	Management of material topics	Page 111 (Innovation, digital transformation and continuous improvement); Page 112 (Management of this topic)	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 120 (Data privacy)	

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