



portosudeste

SUSTAINABILITY REPORT

Baseline Year 2023





Introduction

GRI 2-1 | 2-2 | 2-3 | 2-14

We are proud to present Porto Sudeste’s third Sustainability Report, prepared in accordance with the guidelines of the Global Reporting Initiative (GRI), a leading international framework for sustainability reporting standards and best practices.

Following an annual reporting cycle, this report covers the period from January 1 to December 31, 2023, and aligns with the organization’s financial reporting timeline.

Porto Sudeste do Brasil S.A. oversees the Porto Sudeste terminal in Itaguaí (RJ) and Mineração Morro do Ipê in Igarapé and São Joaquim de Bicas (MG). However, this report focuses exclusively on the activities, achievements, and results of Porto Sudeste (RJ).

The Sustainability Department is responsible for preparing this document, which is subsequently submitted for approval by the Board of Directors. The Material Topics included have also been validated by the organization’s highest governance body.

TO FACILITATE YOUR READING

This report provides a detailed overview of Porto Sudeste’s key achievements in reducing environmental impacts and advancing sustainable development—not only within its sector and value chain but also in society at large. The content is presented in an engaging and interactive format:

- **ESG Pillars:** The content is organized around the Governance (Chapter 2), Social (Chapter 3), and Environmental (Chapter 4) pillars, offering a comprehensive view of our sustainable practices.
- **Material Topics:** Chapter 1 presents a list of the most relevant topics for our organization, accessible via a clickable icon (🌐), in the top-right corner of each page. Each Material Topic is explored in detail in its respective chapter, covering management and governance practices, associated risks, key projects, and relevant metrics.
- **Interactive Chapter Opening Panels:** These panels simplify navigation, providing quick access to key highlights and indicators for each pillar.

- **IFRS:** By incorporating concepts from the International Financial Reporting Standards (IFRS),¹ the report evaluates how each Material Topic aligns with the organization’s risk management framework.
- **GRI Content Index:** This section consolidates all information related to the GRI guidelines, organized by reference number and linked to the corresponding pages.

Enjoy your reading.

For questions, clarifications, or additional information about this report and its contents, please contact:

Ulisses Oliveira
Director of Corporate Affairs and Sustainability
ulisses.oliveira@portosudeste.com

Bernardo Castello
Environmental Manager
bernardo.castello@portosudeste.com

¹ – An international organization that establishes financial and sustainability reporting guidelines, helping organizations align with global standards for providing information to investors.

CONTENTS



Introduction



Message from Leadership



2023 Highlights

01

Who We Are



02

Governance



03

Social



04

Environmental



05

Our Vision for the Future



GRI Content Index



Message from Leadership

Dear Readers,

It is with great pride and enthusiasm that we share Porto Sudeste’s progress and achievements in 2023. As a multi-cargo port terminal, our mission extends beyond the movement of goods—we aim to inspire ideas, transform practices, and create a lasting positive impact on our community, the environment, and the sector at large. For us, the ESG pillars are not merely guidelines; they are the foundation of our identity and the vision that drives us forward.

2023: A Year of Remarkable Achievements

This year holds a special place in our history. We set a new iron ore handling record, surpassing an impressive 26 million tons, reaffirming our status as one of Brazil’s most modern and efficient terminals.

We also secured approval to increase the operational draft to 18.30 meters—a strategic milestone that strengthens our international competitiveness while underscoring our commitment to sustainability. This exclusive investment by Porto Sudeste not only enhances operational efficiency but also reduces carbon emissions by optimizing maritime transport, benefiting both the environment and the state of Rio de Janeiro.





Sustainability in Action

2023 was a year of decisive action in addressing climate challenges. We concluded our Climate Risk Study, which provided a broader perspective on the future and enabled us to set even more ambitious goals. Among these, we made a bold commitment: to reduce GHG emissions (Scopes 1 and 2) by 50.4% by 2033, using 2021 as our baseline. This goal is not just a target—it’s a call to action.

We also pioneered the adoption of a tool to calculate GHG emissions from ships docking at our terminal (Scope 3). By leveraging this technology, we are transforming value chain management and paving the way for innovative solutions that effectively minimize environmental impacts.

Advances in Decarbonization

Every step forward reinforces our position as a sustainability leader. This year, our decarbonization efforts included:

-  Exploring alternatives to fossil fuels, such as ethanol.
-  Increasing reliance on certified renewable energy sources.
-  Upgrading equipment to reduce leaks and enhance energy efficiency.
-  Testing electric equipment, reaffirming our commitment to reducing dependence on fossil fuels.



These initiatives earned Porto Sudeste the **Silver Seal in the Brazilian GHG Protocol Program**. However, we are not stopping there—our goal for 2024 is to achieve the **Gold Seal**, further underscoring our dedication to transparency and environmental responsibility.



Diversity and Inclusion: Our Pillar for the Future

We believe diversity drives innovation. In 2023, we introduced our Diversity and Inclusion Policy, celebrating the richness of stories, perspectives, and talents that define Porto Sudeste. Through diversity, we strengthen creativity, transform challenges into opportunities, and evolve into a better company—for our employees and for society.

Our efforts are rooted in values that define our identity: **Honesty, Humility, Humanity, Harmony, and Humor, Physical and Mental Health**. These “5Hs” embody our essence and inspire the collaborative and inclusive environment we strive to cultivate.

Caring for People: Our Priority

The safety and well-being of our employees are, and will always remain, our greatest asset. **Through the Programa Acidente Zero (“Zero Accident Program,” PAZ)**, we have fostered a culture of health and safety that empowers every team member. By investing in training, awareness campaigns, and advanced technologies, we ensure a safe, healthy, and welcoming workplace.

Innovation: Our DNA

Innovation lies at the core of Porto Sudeste. We believe our ability to adapt and reinvent ourselves is what sets us apart. With an unwavering focus on technology and operational excellence, we transform ideas into solutions that advance sustainability, efficiency, and safety.

The Future We Are Building

Our aim is to grow responsibly, creating shared value for all: our community, partners, investors, and, most importantly, our employees and their families. At every step, we seek to demonstrate that economic progress can align seamlessly with environmental and social responsibility.

I invite you to explore this report and discover how we are redefining sustainability in the port sector. Beyond numbers and actions, this document reflects our passion and commitment to building a better future for all.

Let’s embark on this journey together toward a more sustainable and innovative future!

With admiration and gratitude,

JAYME NICOLATO

CEO, Porto Sudeste





2023 Highlights



Operations

By the end of the year, we exceeded a significant milestone, handling over

26 million tons

of iron ore, unloading more than

1.840 trains

and accommodating

155 ships

at our terminal.

Arrival of the Mobile Harbor Crane (MHC)

Our latest acquisition, the Mobile Harbor Crane, represents a leap in efficiency and sustainability. This electrified equipment enhances safety and performance in solid bulk unloading operations, functioning entirely without fossil fuels.

LIQUID BULK

In 2022, we diversified our cargo portfolio by initiating liquid bulk operations, including crude oil and oil products. By 2023, we ranked among the nation’s most efficient terminals in average operational throughput, achieving an impressive

5,232 tons per hour.

SOLID BULK

Porto Sudeste is the **fifth-largest iron ore terminal** in Brazil.

During the first six months of 2023, we handled over

12 million tons of solid bulk—a remarkable

53.4%

increase compared to the same period in 2022.

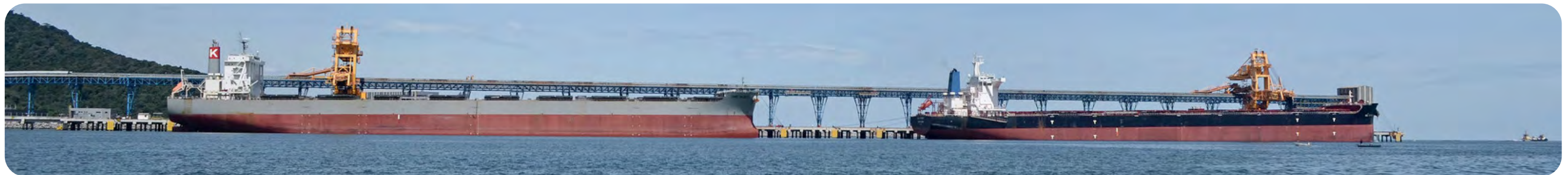
Innovation

Through the *Mina e Porto do Futuro* program, we are revolutionizing our operations by adopting cutting-edge market innovations to enhance efficiency and optimize processes.

New Operational Draft

Continuing our legacy of innovation, including the pioneering use of diamond wire rock cutting detailed in earlier reports, we invested in maintenance dredging for the Port of Itaguaí’s access channel. These efforts culminated in Maritime Authority approval for a **new operational**

draft of 18.30 m enabling larger vessels to dock at Porto Sudeste.





City-Port

Inauguration of Casa Porto

Casa Porto, located on Ilha da Madeira, serves as a community hub offering free activities for children, youth, and adults. These initiatives enhance education and civic engagement, enriching the lives of residents in our municipality.

Integration with the community is central to everything we do. Port terminals and cities share a vital relationship that drives local economic development.



Solidarity

Organized by dedicated company professionals, the Volunteer Network shares time and knowledge through courses and workshops. This network facilitates clothing and toy drives, blood donation campaigns, and the distribution of food baskets to address urgent community needs. The company actively supports these efforts by allowing employees to participate during work hours, ensuring these activities do not encroach on their personal time.

Artisanal Fishing

The Sepetiba Bay region now boasts 23 newly certified professional fishermen, thanks to the Level 1 Waterborne Transport Training Course we provided to the local fishing community.

Partnership with the Third Sector

In 2021, we adopted Aprisco, an organization focused on education, culture, and recreation for youth in Ibirapitanga, Itaguaí. Aprisco is now part of the *Gerando Falcões* program, which empowers leaders to combat social inequality. The NGO has earned recognition for its impactful community initiatives and its success in external audits conducted by *Gerando Falcões*, further validating its credibility and positive contributions to the city.

5th Social Responsibility Showcase

This annual event strengthens relationships with the local community and employees. Since 2019, the Showcase has highlighted the results of our local development initiatives and their positive social impact. The event opens the terminal's doors to local stakeholders, providing a platform to share completed projects and achievements.

Human Capital

We are committed to unlocking the region's potential by supporting the development of its people. In 2023, we employed over 1,600 direct and indirect professionals, with 66% originating from Itaguaí, Mangaratiba, and Seropédica. To further enhance regional educational opportunities, we partnered with SENAI Itaguaí to offer two vocational technical courses—Mechanics and Automation—tailored to students from the local community.



Environment & Climate Challenges

Decarbonization Target

We have publicly committed to **reducing greenhouse gas (GHG) emissions from Scopes 1 and 2 operations by**

50.4% by 2033.

Climate Strategy

Our climate strategy was prominently featured in a report by *Valor Econômico*. Beyond addressing environmental concerns, this strategy emphasizes understanding and mitigating climate risks—key to ensuring long-term business continuity.

Air Quality Monitoring

We proactively monitor air quality in the surrounding areas, exceeding the requirements of our operating license. Six strategically placed monitoring devices, both within and beyond the terminal, provide critical data on air quality in the community. To minimize particulate matter suspension, we dampen storage yards, internal roads, and the pier. Polymers are applied to seal bulk materials in storage areas, reducing dispersal during windy conditions. Additionally, we implemented a fog cannon system positioned to align with prevailing winds, capturing airborne particles and settling them on the ground before they cross the terminal’s boundaries.

Water Management

All effluents at Porto Sudeste, including sanitary and rainwater, are treated internally. The treated water is fully reused for environmental control measures and industrial cleaning. On average, 26,000 to 28,000 m³ of water are used annually for

industrial purposes. In 2023, **90%** of the industrial water consumed at the terminal was sourced from treatment and reuse processes.

Waste Reuse

Over the past 20 months, we diverted more than

26 tons of organic waste from landfills, exceeding our targets and achieving exceptional results. Our composting efforts produced nearly

8 tons of fertilizer, which was used in the *Horta Escola* (“School Garden”) socio-environmental project and for landscaping at our headquarters. Recycling remains a key sustainability metric:

In 2023, **95%** of all waste generated in our operations was sent for recycling.



Associations & Certifications

Cooperaportos

Over the course of three days, Porto Sudeste hosted prominent figures in the port sector for discussions on ESG practices in Brazilian terminals. This initiative, led by the National Waterway Transportation Agency (ANTAQ), aims to foster dialogue among port management specialists.

SLOM

In collaboration with other oil terminals, we are part of the Latin American Association of Oil Terminal and Monobuoy Operators (SLOM).

Porto HUB

In partnership with Neo Ventures, we developed Porto HUB, a dynamic innovation hub that connects companies, startups, experts, and institutions in the sector to co-create solutions for shared challenges in Brazilian seaports.

ATP

We are proud members of the Private Port Terminals Association (ATP), which represents terminals responsible for approximately 66% of Brazil's port cargo movement.

IBP

As members of the Brazilian Petroleum Institute (IBP), we join leading companies in the oil and gas sector. The IBP plays a pivotal role in advocating for energy transition initiatives.

IAPH Membership

By joining the International Association of Ports and Harbors (IAPH), we align ourselves with some of the most modern port terminals worldwide.

Certifications



ISO 14001
Environmental Management System (since 2019)



ISO 9001
Quality Management System (since 2019)



NBR 16001
Quality Management System (since 2022)



ISO 37001
Social Responsibility Management System (since 2022)



Commitments to the Sustainability Agenda

Guide to Best Practices in Port Sustainability

In collaboration with UFMA’s LabPortos, ATP, and ABEPH, we contributed to the development of Brazil’s first sector-specific sustainability guide, which is also the first globally to integrate an ESG strategy.

ESG in Brazilian Ports

We are committed to operating in a manner that harmonizes port development with initiatives that enhance community well-being and respect for the environment.

Sustainability Report

Our inaugural Sustainability Report, prepared in accordance with GRI Standards, underscores our dedication to sustainable and responsible practices.

Global Compact – Brazil Network

Since 2022, Porto Sudeste has been a signatory of the UN Global Compact – Brazil Network, aligning our initiatives with the Sustainable Development Goals (SDGs). The Compact promotes the 10 Universal Principles in the areas of Human Rights, Labor, Environment, and Anti-Corruption.



Brazil Conscious Capitalism Institute

Guided by the principles of Conscious Capitalism, we conducted the **Humanized Research** survey in 2023 to amplify the voices of our stakeholders and reaffirm our commitment to ethical and sustainable business practices.



Awards and Recognitions

Brazil ESG Compliance Award

Porto Sudeste’s ESG Case was honored as the Highlight of the Year at the VII Brazil ESG Compliance Award 2022, organized by the Ambipar Group.

Port ESG Award

Our “Water Resource Treatment and Reuse System” project was recognized as the Best Environmental Project at the Port ESG Award, organized by the Federal University of Maranhão in collaboration with the LabPortos Research Group.

Firjan Sustainability Award 2023

Porto Sudeste received two accolades at the Firjan Sustainability Awards: The “**Water Treatment and Reuse System at Porto Sudeste do Brasil**” project won in the “Water and Effluents” category; and the “**Impacta SDGs – Reading Incentive**” project was awarded in the “Engagement Strategies and Promotion of the 2030 Agenda” category.

ANTAQ

Porto Sudeste ranked 20th among 120 Private Use Terminals (TUPs) in the Environmental Performance Index (IDA), as evaluated by the National Waterway Transportation Agency (ANTAQ).

PORTO SUDESTE DO BRASIL

Who We Are	12
Business Strategy	16
Goals and Outcomes	24
Sustainability Strategy	27
Materiality	30





Who We Are

GRI 2-1

Brazil is the world’s third-largest producer and exporter of iron ore, demanding efficient logistics solutions for global distribution. Since 2015, Porto Sudeste has been a pivotal player in this landscape, providing a modern and integrated export route.

Porto Sudeste do Brasil S.A. is a private, multi-cargo port terminal* specializing in the export logistics of Brazil’s key commodities: iron ore and oil.

CAPACITY: We manage **UP TO 50 MILLION** tons of solid bulk annually, with the capacity to expand to a **100 MILLION** tons per year.

MODERN INFRASTRUCTURE: Our terminal features advanced infrastructure, including a dedicated railway branch, two storage yards, and two berths capable of accommodating Panamax, Capesize, and Wozmax vessels—the largest bulk carriers in the world. As one of Brazil’s most efficient terminals, it is equipped to handle both solid and liquid bulk cargo with precision. Backed by state-of-the-art technology and a team of specialized professionals, Porto Sudeste stands as a benchmark for operational excellence.

*Porto Sudeste do Brasil S.A. is operated by a joint venture between Impala Terminals, a global terminal operator and subsidiary of the Trafigura Group—a multinational leader in oil, metals, and minerals trade—and Mubadala Development Company, an investment fund based in Abu Dhabi.

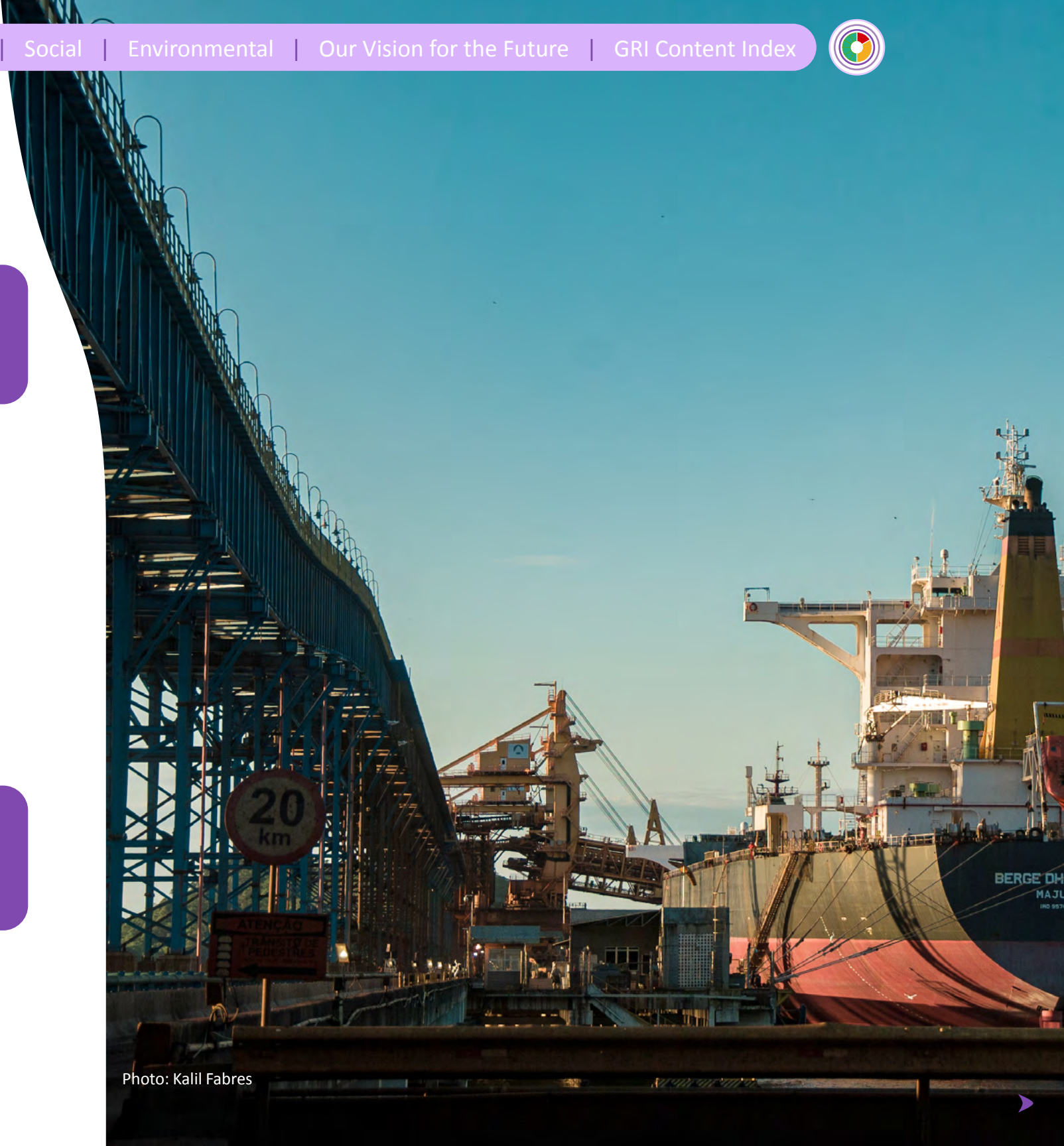
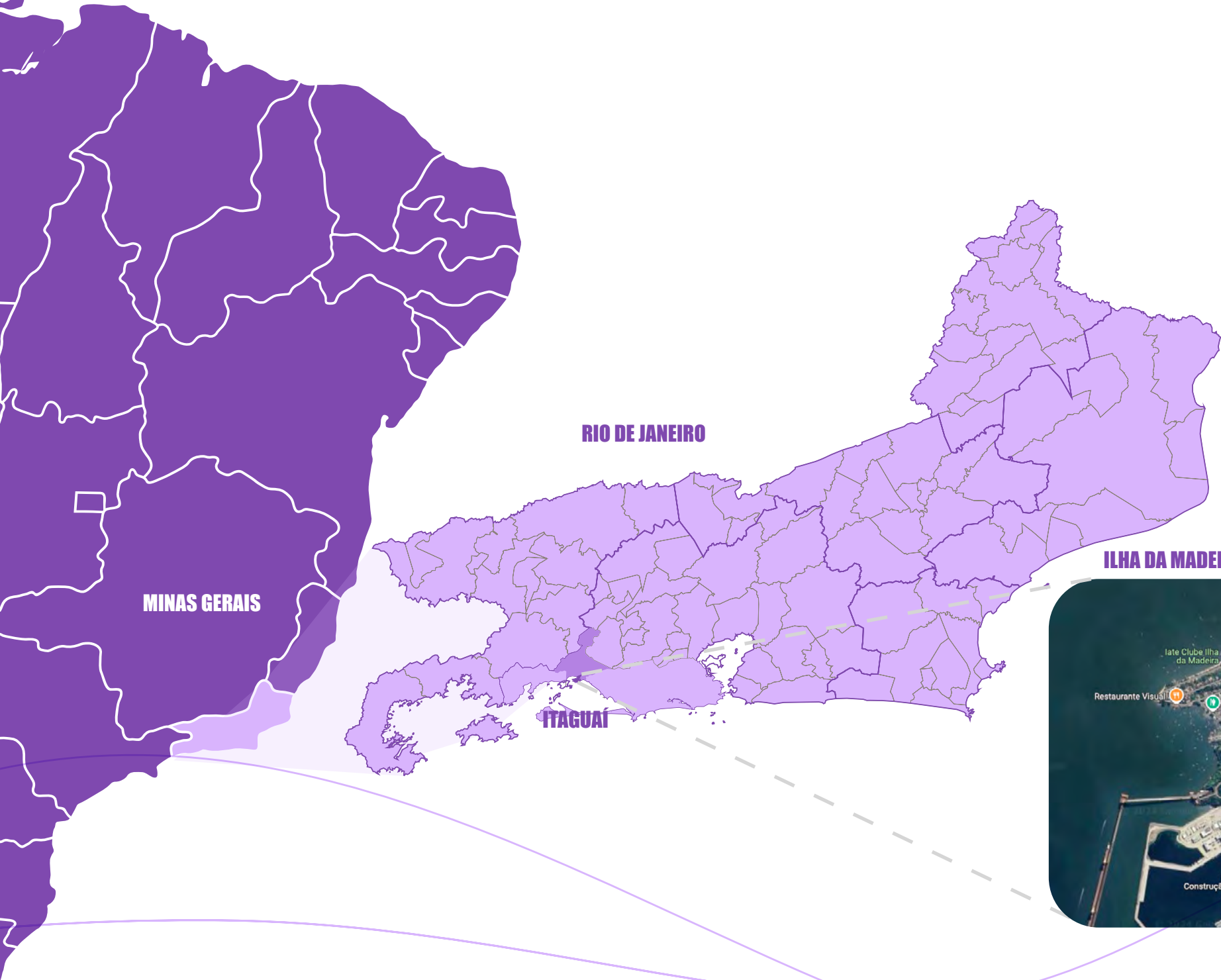


Photo: Kalil Fabres



STRATEGIC LOCATION:

Located on Ilha da Madeira, in a sheltered area of Sepetiba Bay, Itaguai, Rio de Janeiro, our terminal enjoys a strategic position. It facilitates the export of iron ore from Minas Gerais and supports the transshipment of oil and oil products from vessels operating in the Santos Basin, the heart of Brazil's pre-salt reserves, located conveniently nearby.

Our operations have transformed the national port sector, creating new opportunities for development while generating jobs and income for the surrounding region.





MISSION

To provide safe, efficient, and innovative logistics solutions for bulk cargo and mineral production.



VISION

To be one of the most innovative and admired companies, recognized for our commitment to people and the planet, and a source of pride for our professionals.



VALUES

Respect for life
Socio-environmental commitment
Collaboration and empathy
Ownership mindset
Integrity

STRATEGIC OBJECTIVE

To establish overarching guidelines, values, and principles for defining the organization's objectives and commitments in areas such as environmental protection, health and safety, social responsibility, and customer satisfaction.

Our Culture



HONESTY:

Act ethically, adhering to company norms and guidelines. Honesty is a way of being—there are no shortcuts.

HARMONY:

Team success outweighs individual achievements. Harmony fosters balance and makes daily work more fulfilling.

HUMANITY:

Everyone faces challenges. Leadership must understand and support the team. Humanity means being sensitive and empathetic in all interactions.

HUMILITY:

Listen, learn, and acknowledge our limitations. With humility, the best ideas emerge and prevail.

HUMOR:

Fear stifles truth and creativity.
Good humor energizes and inspires enthusiasm to address challenges.

PHYSICAL AND MENTAL HEALTH:

We prioritize the well-being of our people, fostering a sustainable, equitable, inclusive, diverse, and transformative environment.



Our Global Commitments

BRAZIL CONSCIOUS CAPITALISM INSTITUTE

Guided by the principles of Conscious Capitalism, we conducted the **Humanized Research** survey in 2023 to amplify the voices of our stakeholders and reaffirm our commitment to ethical and sustainable business practices.



Pacto Global
Rede Brasil

Since 2022, Porto Sudeste has been a signatory of the UN Global Compact – Brazil Network, aligning our initiatives with the Sustainable Development Goals (SDGs). The Compact promotes the 10 Universal Principles in the areas of Human Rights, Labor, Environment, and Anti-Corruption.



INTERNATIONAL ASSOCIATION OF PORTS AND HARBORS (IAPH)

In 2023, we joined the International Association of Ports and Harbors (IAPH), an NGO recognized by several UN agencies that represents ports and port authorities globally. The IAPH fosters collaboration and the exchange of best practices among its members, with a focus on sustainable development, safety, efficiency, and innovation in the port sector.

Our Certifications



ISO 14001
Environmental Management System
(since 2019)



ISO 9001
Quality Management System
(since 2019)



NBR 16001
Quality Management System
(since 2022)



ISO 37001
Social Responsibility Management System
(since 2022)



Strategy

Business Model GRI 2-6

Porto Sudeste do Brasil operates as a private, multi-cargo port terminal equipped to handle both solid bulk (iron ore, coal, slag) and liquid bulk (oil and oil products).

Port Services

As one of Brazil’s most significant private initiatives in port logistics, Porto Sudeste manages up to 50 million tons of solid and liquid bulk annually, with plans to expand capacity to 100 million tons per year during the second phase of development.

The terminal primarily facilitates the export of iron ore and oil—two of Brazil’s most important commodities — while also handling coal imports.

LICENSED PRODUCT HANDLING

(in millions of tons per year)

64%

32 million
tons/year of iron ore

26%

13 million
tons/year of oil and
oil products

10%

5 million
tons/year of
other solid bulk





Iron Ore

Iron ore arrives by train via the MRS railway from Minas Gerais, a key region for Brazil's iron ore production. Upon arrival, the ore is unloaded at the wagon tipplers and transported by conveyor belts to one of two storage yards, each capable of holding 2.5 million tons. From storage, the ore is reclaimed, transferred through a tunnel, and loaded onto vessels at the pier for export to Europe, China, and other global markets.

Our operations empower small and medium-sized miners in Minas Gerais' *Quadrilátero Ferrífero* region to export their production independently, avoiding reliance on the logistical infrastructure dominated by large mining companies, which control much of the iron ore handling in southeastern Brazil.



Oil and Oil Products

The growing demand for pre-salt oil exploration and distribution underscores Porto Sudeste's strategic location near the Santos Basin pre-salt fields. Sheltered waters and low tidal variations enhance operational predictability, allowing the terminal to provide reliable export and cabotage logistics for oil and oil products.

Since 2022, we have implemented Double Banking operations, facilitating the transfer of oil and oil products between two ships docked at the pier. These operations, conducted within containment barriers, prioritize safety, environmental control, and efficiency in oil transportation.

During the initial months of liquid bulk transshipment, Porto Sudeste achieved outstanding performance metrics, ranking first in operational throughput and second in overall efficiency in the National Waterway Transportation Agency (ANTAQ) annual rankings. These achievements were realized without compromising safety or environmental standards.



Coal Import Logistics

Since 2019, we have facilitated port logistics for coal imports, a critical input for Rio de Janeiro's steel industry. These operations adhere to stringent best practices and environmental control standards. Investments include fog cannons for emission control, wheel washers for trucks transporting coal, and mandatory use of tarpaulin-covered truck beds to minimize environmental impact.

In 2023, we further enhanced efficiency by acquiring a Mobile Harbour Crane (MHC), a state-of-the-art mobile port crane.

The MHC improves the safety and efficiency of solid bulk unloading, including coal, enabling larger vessels such as Panamax ships to dock. This upgrade increases cargo capacity and reduces the transfer time from ships to vehicles.

Once unloaded with the MHC, the coal is transported by truck to the storage yard. From there, it is delivered directly to customers via MRS railway wagons or tarpaulin-covered trucks for road logistics.

Exportation

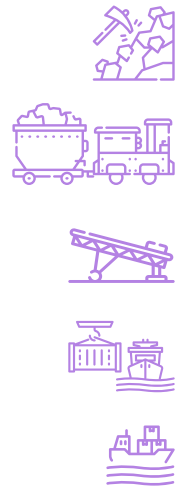
Beyond offering port services to third parties, we actively engage in iron ore exportation through our subsidiary, Porto Sudeste Exportações. This entity markets iron ore produced by Mineração Morro do Ipê, a mining company within the same economic group, as well as iron ore purchased from other miners. All cargo is received via our railway branch, blended to meet market specifications, stored, and shipped from our facilities.

We adhere to best practices throughout the logistics process, including material unloading, pile formation, handling, and ship loading. Porto Sudeste remains committed to fostering development through its port operations while pursuing alternatives that prioritize community well-being and environmental sustainability.



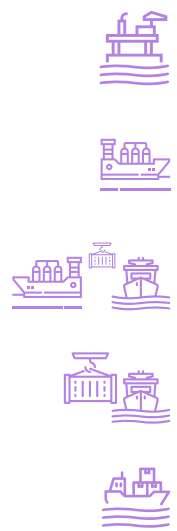
Value Chain GRI 2-6

Iron Ore

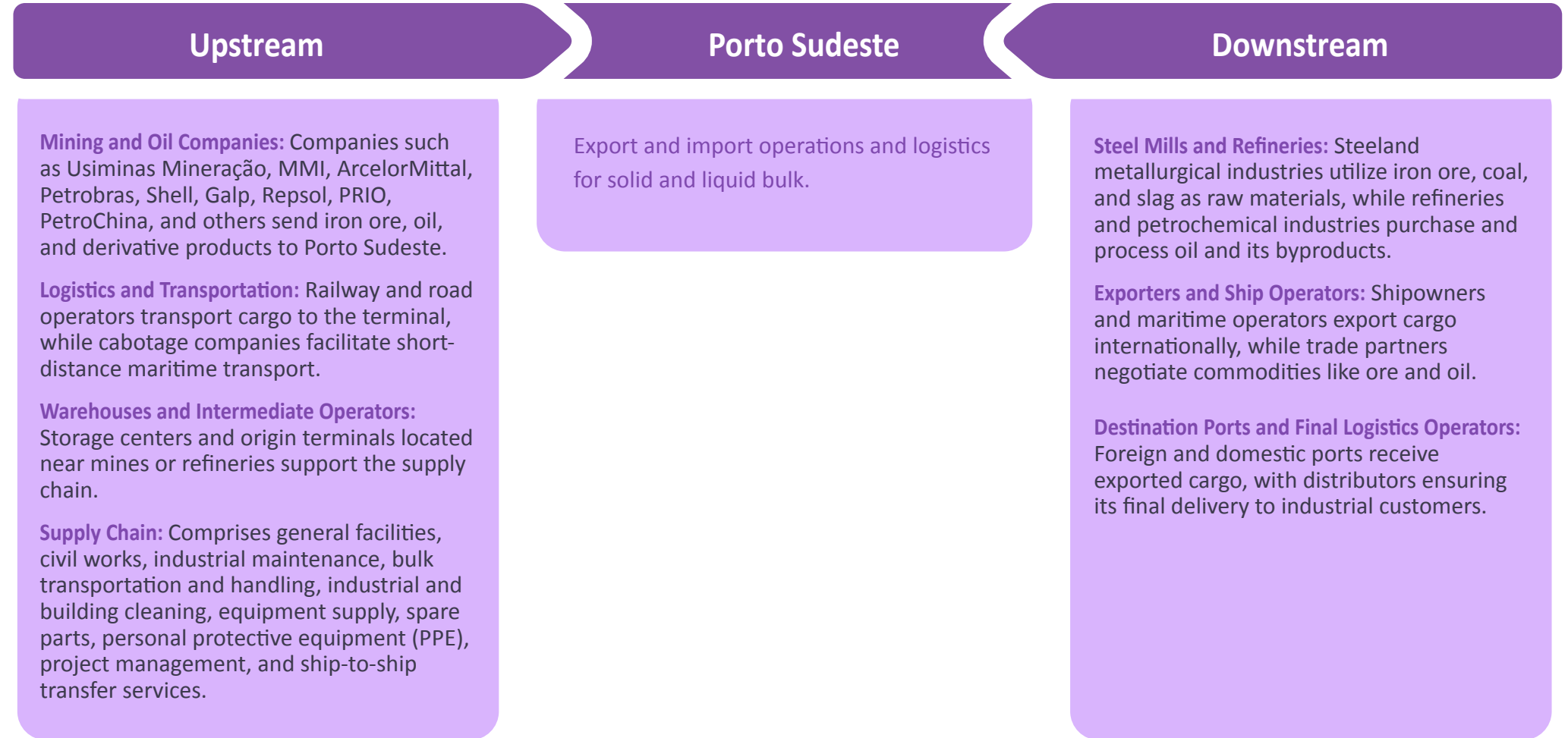


- ▼ Iron ore extraction in Minas Gerais.
- ▼ Iron ore is transported to Porto Sudeste by train via the MRS Railway.
- ▼ The port manages internal logistics, from unloading to the pier.
- ▼ Ships are loaded with iron ore.
- ▼ Ships export the cargo, primarily to China and Europe.

Oil and Oil Products



- ▼ Oil is extracted from the pre-salt fields in the Santos and Campos basins.
- ▼ It is transported to Porto Sudeste by oil company ships.
- ▼ The port conducts Double Banking operations to transfer cargo between ships.
- ▼ Ships are loaded with oil and oil products.
- ▼ Ships export the cargo, primarily to South America, the USA, Europe, and Asia.





Supplier Management

GRI 308-1 | 308-2 | 414-1 | 414-2

Suppliers are vital stakeholders in implementing our business model and achieving strategic goals, all while upholding our values and commitments.

In October 2022, we launched the Electronic Market Portal (ME) to streamline supplier re-certification and assess risks in areas such as environmental, social, and labor practices. During the registration process, the Governance, Risk, and Compliance (GRC) team evaluates suppliers to ensure companies with critical issues are not contracted.

Although the selection of new suppliers is not yet fully based on environmental or social criteria, several advancements are underway, including the integration of the SER Program into the supplier registration portal. This program will be instrumental in evaluating service providers operating at Porto Sudeste.

In 2023, we received 322 self-assessments from partner companies and conducted 173 inspections to assess 42 suppliers and service providers. Inspection results revealed that all 42 companies met the SER Program criteria, achieving an impressive average environmental compliance rate of 98.4% in 2023.



Stakeholder Engagement GRI 2-29

At Porto Sudeste, stakeholder engagement is designed to enhance operational transparency and decision-making processes while assessing the company’s impact on its diverse stakeholder groups.

Mapping and engaging stakeholders are critical for fostering strong relationships and creating strategies that maximize value for all parties involved. Stakeholder Engagement Management is integrated into Porto Sudeste’s business strategy through the Integrated Management System (SGI).

This strategy prioritizes identifying key stakeholders, developing communication and engagement tools, and improving relationships with important groups such as clients, suppliers, employees, and the community. It also ensures resources and efforts are effectively allocated, fostering alignment of expectations and promoting mutual value among all stakeholders.

Stakeholder Mapping

The Stakeholder Mapping and Engagement Procedure identifies, prioritizes, and engages stakeholders relevant to Porto Sudeste’s context and business, considering the expectations and interests of all mapped groups.

Step I – Define the area of influence and map stakeholders, using data collected from the Basic Environmental Programs (PBA Social).

Step II – Identify and analyze social actors, including community representatives, participants, and informal leaders, to build the Stakeholder Matrix. This step’s findings are documented in the Social Communication Program (PCS).

Step III – Conduct network analysis and finalize mapping through interviews, updates, and monthly or on-demand monitoring.

Planning Tools

- **Community Relations Plan**
- **Annual Planning** – Defines the level of engagement the company will adopt with each community and presenting relevant programs.
- **Institutional Relations Plan** – Establishes actions directed at public authorities and includes updates to the Book of Authorities.





RELATIONSHIP MANAGEMENT

Stakeholder relationship management *at Porto Sudeste* involves multiple company departments, each responsible for identifying and engaging with prioritized stakeholders while ensuring effective communication, monitoring, and compliance with corporate goals.

AREA	STAKEHOLDERS	ENGAGEMENT	MANAGEMENT
Legal	<ul style="list-style-type: none"> • Shareholders 	<ul style="list-style-type: none"> • Self-assessment of governance committees. • Governance process systematization. 	Monitoring key company KPIs. Oversight of corporate governance activities through Atlas software, accessible full-time to shareholders.
Commercial	<ul style="list-style-type: none"> • Clients • Port sectors • Maritime logistics 	<ul style="list-style-type: none"> • Semi-annual satisfaction surveys. • Customer complaint channel. • Direct contact with suppliers. 	Mapping and analyzing operational risks.
GRC	<ul style="list-style-type: none"> • ARCC: Audit, Risk, and Compliance Committee • Senior Management • Ethics and Compliance Committee 	<ul style="list-style-type: none"> • Reporting activity status to the ARCC and Senior Management. 	Compliance and Anti-Bribery Program. Normative management. Digital transformation initiatives.
Human Resources	<ul style="list-style-type: none"> • Employees • Senior Management 		
Social Responsibility	<ul style="list-style-type: none"> • Local Community • NGOs • Associations • Public Agencies 	<ul style="list-style-type: none"> • Execution of Private Social Investment. • Programs and projects for education and territorial development aligned with the SDGs. • Feedback channels (hotlines, WhatsApp, email, meetings, interviews, seminars, visitation programs). 	Social development platform <i>Gerando Falcões</i> , accelerating community leaders' impact through local units. Monitoring qualitative and quantitative performance indicators.





AREA	STAKEHOLDERS	ENGAGEMENT	MANAGEMENT
Volunteer Work	<ul style="list-style-type: none"> • NGOs 	<ul style="list-style-type: none"> • Managing the Volunteer Network. • Activities aligned with Porto Sudeste's business and philanthropy. 	Governance driven by senior leadership and organized by employees (internal and external).
Procurement	<ul style="list-style-type: none"> • Suppliers • Internal clients. • Support areas. 	<ul style="list-style-type: none"> • Contracting services, purchasing direct and indirect materials, and acquiring equipment. • Inventory management 	<p>Supplier registration and certification via the Electronic Portal.</p> <p>Quotations.</p> <p>Commercial analysis.</p> <p>Contract issuance in ERP NAVISION.</p> <p>Contract signature management through a digital platform.</p>
Contract Management	<ul style="list-style-type: none"> • Senior Leadership • Service Providers 	<ul style="list-style-type: none"> • Monitoring contract execution to ensure compliance with agreed terms. 	<p>Planning to meet contracting deadlines.</p> <p>Receiving, verifying, and archiving service-related documentation via contracted companies and software.</p> <p>Supporting service measurement.</p>
Regulatory Institutional and External Communication Execution	<ul style="list-style-type: none"> • Licensing authorities • Authorities • Regulatory agencies • Federal, state, and municipal governments • Sector companies • Representative associations • Public Agencies • Media and general public 	<ul style="list-style-type: none"> • Developing and implementing strategies to secure new licenses and permits. • Executing the Annual Institutional Relationship Plan. • Ensuring consistency, clarity, and strategic alignment in external communications. 	<p>Opening and monitoring processes with relevant authorities.</p> <p>Tracking activities (meetings, visits, or events).</p> <p>Monitoring external communication indicators (social media, website, digital and print media).</p>



Stakeholder Communication Channels

- **Fale Conosco:** Community communication hotline: 0800-9423135
- **Confidential Channel:** An external and independent platform available to all audiences for secure communication.
- **Official Porto Sudeste Website**
- **Electronic Marketplace:** A supplier certification system that evaluates sustainability standards alongside legal requirements.
- **LinkedIn:** Corporate social media platform used to share internal and external activities, engage in dialogue, and post job opportunities.
- **Customer Satisfaction Survey:** A semi-annual evaluation form sent to clients to gather feedback and improve services.
- **Job Opportunities:** A platform for managing and posting employment opportunities.
- **Fala Comunidade:** A public channel for submitting complaints, requests, compliments, and inquiries.
- **Casa Porto:** A community service center located in Ilha da Madeira. Open Monday to Friday during business hours, it serves as a hub for implementing programs and projects.
- **Shareholder Communication:** Includes regular newsletters, publication of material facts, periodic financial statements, and organized meetings and conferences to keep shareholders informed about company performance and strategies, fostering transparency and trust.
- **WhatsApp Groups:** A direct communication tool for internal and external audiences, enabling the quick and effective sharing of relevant information to ensure clarity and keep stakeholders updated.
- **Aproximar Newsletter:** A digital channel emphasizing Porto Sudeste's proactive engagement with the community. It promotes city-port integration by sharing local news, artistic expressions, events, and services.
- **Conexão Newsletter:** Provides updates on important developments and upcoming events. It also engages employees by recognizing achievements, reinforcing organizational culture, promoting professional development, and offering a feedback and interaction platform for a collaborative work environment.
- **Integranet:** An internal communication tool for sharing updates and centralizing corporate operational systems, ensuring secure access and keeping employees informed.

Conflict Resolution

The Conflict Resolution Procedure is the primary tool used to manage disputes with stakeholders arising from the company's activities, ensuring that each situation is handled with the most appropriate approach.

Continuous improvement of engagement and communication mechanisms relies on stakeholders feedback. Through satisfaction surveys, we identify areas requiring enhancement in internal processes and direct issues to the relevant departments. For example, if a complaint is forwarded to the commercial team, they will review the procedure, make necessary adjustments, and ensure compliance with deadlines, notes, and contractual terms. Maintaining direct and ongoing communication with stakeholders — particularly suppliers and clients—is essential for effective conflict resolution and fostering strong, collaborative relationships.



Performance and Financial Results GRI 201-1 | 203-1 | 203-2

PN10: Performance and Results Management Program

Porto Sudeste do Brasil manages performance through the *Profissional Nota 10 (PN10)*, program, which engages all professionals in continuously improving their daily results, fostering transparency and meritocracy.


Each professional commits to a results panel comprising Global Targets, Team Targets, and Individual Targets.




Global Targets

Global Targets are strategic and shared by all professionals, fostering a collective sense of responsibility for organizational outcomes. These targets account for 70% of the PN10 program score, equivalent to 7 points.

For 2023, six Global Targets were established, aligned with the company's Sustainable Development guidelines:

 **EBITDA GOAL:**
US\$260 milion
comprises the combined values of Porto Sudeste do Brasil and Mineração Morro do Ipê. The result exceeded the proposed target by 9.4%.

 **EXPORT TARGET:**
26 million
tons of iron ore shipped, achieving the target set for 2023.

 **OTHER SOLID BULK TARGET:**
309,000 tons
Refers to other solid bulk products shipped or unloaded, including coal, pet coke, slag, and similar materials. In 2023.

 **LIQUID BULK OPERATIONS TARGET:**
10 operations were completed.
consists of fuel (oil or oil products) transfers between ships. In 2023,

 **ADHERENCE TO SHIPPED QUALITY TARGET:**
98.7% achieved
measures compliance with customer-defined quality specifications, particularly regarding iron (Fe) and silica (SiO₂) content.

 **ESG TARGET:**
99.9%
Each department was responsible for at least one target related to Environmental, Social, and Governance (ESG) practices. The collective ESG target comprised contributions from all departments.

 Target achieved

 Target not achieved



ESG Targets

In 2023, 15 ESG targets were monitored, with 14 achieving 100% completion and one reaching 99.9%.

SUPPORT AREAS DIVISION:

- Management of the *Humanidade* Program
- Management of the *Somos Diversos* Program
- Occupational Health Management

POR OPERATIONS DIVISION:

- Reduce natural resource consumption and GHG emissions per ton of cargo handled

LEGAL DEPARTMENT:

- Align with governance and corporate compliance agenda requirements

Governance, Risk, and Compliance (GRC):

- Enhance the maturity of internal controls and process management
- Accelerate digital transformation to enhance transparency, standardization, and governance
- Strengthen compliance maturity in PSB and MMI
- Compliance: Execute annual campaigns under the Compliance Program
- Strengthen the maturity of strategic risk management in PSB and MMI
- Corporate Governance: ARCC presentation

FINANCIAL DEPARTMENT:

- Integration of PSB and Ipê networks (ESG)

Continuous Improvement (MCI):

- Foster continuous improvement teams (ESG)

Break down ESG goals for implementation at all levels

CORPORATE AFFAIRS AND SUSTAINABILITY DEPARTMENT:

- Strengthen the company's reputation in ESG pillars
- Reduce natural resource consumption and GHG emissions per ton of cargo handled

■ Target achieved ■ Target not achieved

Cascaded Goals

The Global Goals are cascaded into Team Goals (for leaders and teams) and subsequently into Individual Goals, allowing professionals to track their contributions. Team Goals align with departmental objectives, fostering collective effort toward achieving targets. Individual Goals assess performance specific to each professional, reflecting their sense of ownership and purpose.

Each professional at Porto Sudeste understands how their Individual Goals impact Team Goals and how Team Goals contribute to achieving Global Objectives.

The combination of Global, Team, and Individual Goals forms a performance “cockpit” for each professional, with scores ranging from 0 to 10 points. A maximum score of 10 signifies a *Profissional Nota 10* who has fully achieved their goals.

Scores are accessible to all professionals, ensuring transparency and contributing to performance evaluations. This approach promotes meritocracy in promotions, recognition, and talent retention.



Economic and Financial Results GRI 201-1

Direct Economic Value Generated: **R\$ 6,867 million**

Total Economic Value Distributed:

R\$ 5,944 million

Retained Economic Value*:

R\$ 923 million¹

* Direct economic value generated minus economic value distributed
The total value was allocated to repay the company's senior creditors. There is no cash surplus.

Breakdown of Distributed Value:	
R\$ 5,584 million	Operational costs (excluding salaries and related expenses)
R\$ 133 million	Salaries, labor charges, and benefits
R\$ 227 million	Taxes and payments to the government

All financial statements are audited quarterly by third parties.

For further details, access our audited financial statements on our website.

R\$ 128 million was invested in projects to enhance operations, reliability, safety, sustainability, and productivity.

DIRECT POSITIVE IMPACTS:

COMMUNITY: Creation of new job opportunities and prioritization of local hiring.

LOCAL ECONOMY: Increased tax revenue for the region, enabling local governments to invest in public services and infrastructure.

INDIRECT POSITIVE IMPACTS:

- Creation of indirect jobs in construction, services, automation, and professional training.
- Boost to the local economy, including sectors like restaurants, hotels, transportation, and retail, driven by heightened activity.
- Procurement of services and materials from local suppliers. Technological and automation-driven improvements in supply chain management for loading and unloading, benefiting other economic sectors.
- Expansion of exports.

Indirect economic impacts, aligned with national and international standards, protocols, and policy agendas, play a crucial role in driving multiplier effects within the economy. These impacts foster sustainable, safe, and inclusive growth, addressing the priorities of our stakeholders.




Sustainability Strategy

GRI 2-23 | 2-24

Achieving sustainable development requires delivering results for shareholders, clients, communities, suppliers, the environment, employees, and all stakeholders. Our management approach is rooted in Conscious Capitalism, inspiring us to uphold a higher purpose, foster a conscious culture, promote leadership, and prioritize stakeholder engagement.

Sustainable Development Policy

Since 2022, Porto Sudeste has adhered to a Sustainable Development Policy that establishes overarching guidelines, values, and principles for defining the organization's objectives and commitments related to environmental requirements, health and safety, social responsibility, and customer satisfaction. 

This policy is centered around the 5H Values:

Honesty; Harmony; Humanity; Humility; Humor; Physical and Mental Health. The policy outlines programs that embody these values, detailing commitments and strategies for their implementation.

The Board of Directors defines the sustainable development guidelines, values, and principles to be adopted and collaborates with the Investor Relations, Regulatory, and Sustainability departments to ensure effective implementation of the policy.

This policy and its commitments are integrated into other internal policies and standards, ensuring diligence in practices, application of the precautionary principle, respect for human rights, and endorsement by the CEO and the highest levels of governance.



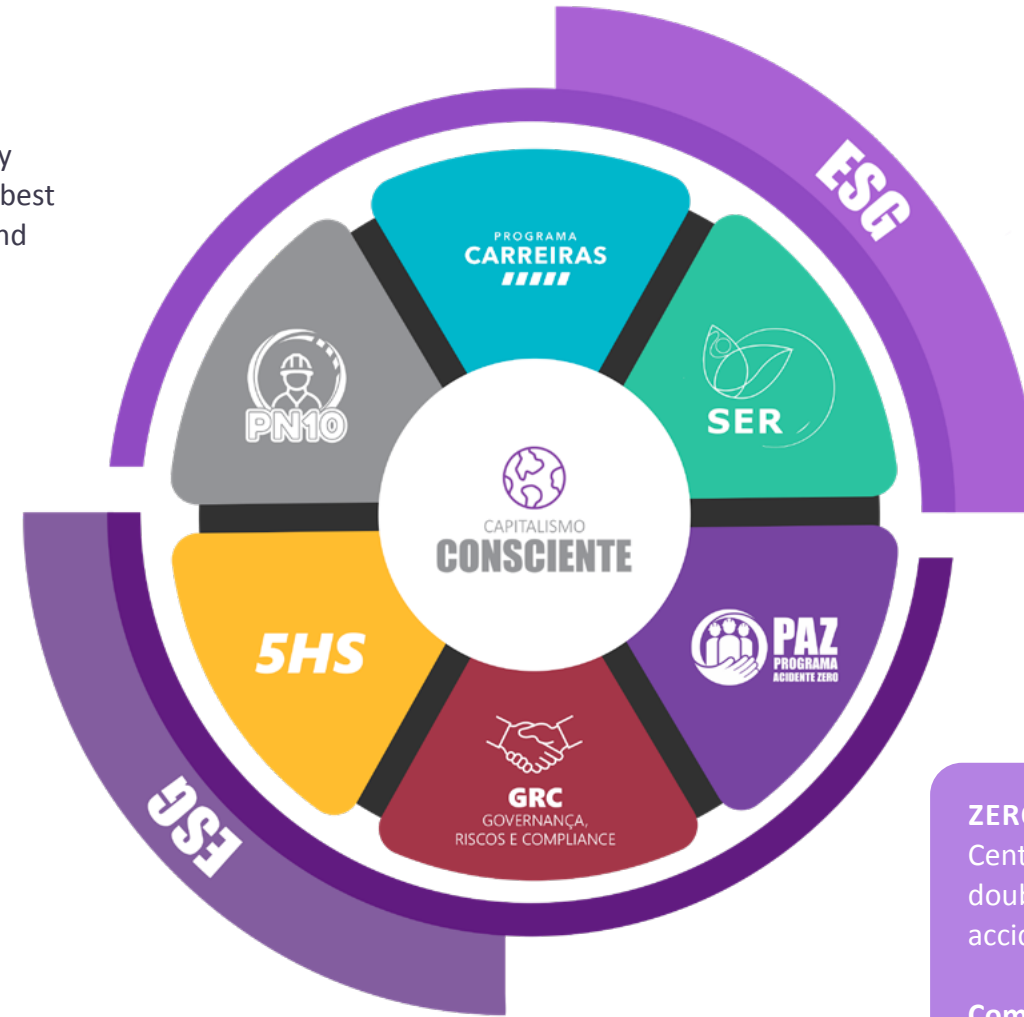


Our management programs serve as the cornerstone for fulfilling our sustainable development commitments. They are designed to pursue operational excellence and adopt best practices across the ESG pillars – Environmental, Social, and Governance.

CAREERS PROGRAM
 Focused on personal development strategies to prepare and empower employees to achieve the company’s purpose.

Commitments:

- Enhance the performance of Porto Sudeste professionals.
- Foster employee engagement to reinforce organizational culture.
- Support the hiring and development of local workforce talent.



SER PROGRAM – SUSTAINABILITY, BALANCE, AND RESPECT
 Guides sustainability efforts beyond legal compliance, emphasizing risk and impact management, process optimization, adherence to the Integrated Management System (SGI), and social development.

Commitments:

- Develop programs and projects aimed at engaging stakeholders.
- Manage risks by implementing measures for environmental assessment, mitigation, and monitoring.

GOVERNANCE, RISK, AND COMPLIANCE (GRC)
 Integrates governance, risk management, and compliance within a coordinated model to protect the organization and its employees while promoting efficiency and transparent information sharing.

Commitment:

- Maintain and evolve governance mechanisms, internal controls, and compliance systems to ensure transparency in risk management processes.

ZERO ACCIDENT PROGRAM (PAZ)
 Centers health and safety in all operations with the principle: “If it’s not safe, or if in doubt, don’t do it or let others do it.” The primary goal is achieving zero workplace accidents.

Commitments:

- Define HSE (Health, Safety, and Environment) requirements for managers, coordinators, and supervisors to effectively monitor operational aspects.
- Foster a company-wide safety culture to drive behavioral changes among leaders and employees.
- Continuously improve HSE processes and workplace conditions through effective management.
- Hold leaders and team members accountable as “owners” of their respective areas
- Prevent workplace accidents by addressing unsafe behaviors and conditions.
- Recognize employees for preventive actions and adherence to safe practices.



Socio-Environmental Programs

Porto Sudeste has historically implemented over

35 socio-environmental programs,

aligning with environmental licensing requirements and independent initiatives to foster sustainable development in the region, local communities, and the company’s value chain.

Highlights of Completed Programs (Details on some of these programs will be provided in subsequent chapters of this report):

Operational Environmental Management and Control Program

Air Quality and Meteorological Monitoring Program

Greenhouse Gas Management Program

Ambient Noise Monitoring Program

Terrestrial Fauna Monitoring Program

Subaquatic Noise and Cetacean Sighting Program

Environmental Diagnosis of Exotic Species

Mangrove Monitoring Program

Confined Disposal Facility (CDF) Monitoring Program

Biomonitoring Program

Aquatic Communities Monitoring Program

Ballast Water Control and Management Program

Waste and Effluent Management Program

Water, Sediment, and Spoil Disposal Quality Monitoring Program for Sepetiba Bay

Social Communication Program

Environmental Education Program (PEA)

Environmental Education Program for Workers (PEAT)

Monitoring Program for Socioeconomic Interferences

Epidemiological Control Subprogram

Local Workforce Recruitment Program

Employment and Income Generation Program

Local Culture Valorization Subprogram

Fishing Activity Compensation Program

Relocation Program



Materiality

GRI 3-1 | 3-2

Our strategic materiality assessment was developed in 2023, aligning with the organization’s business priorities, strategic objectives, and stakeholder engagement.

1 FORMATION OF PORTO SUDESTE’S INTERNAL WORKING GROUP (WG)

The Working Group (WG) includes representatives from the Environment, Social Responsibility, Governance, Internal and External Communication, Occupational Health and Safety (OHS), Legal, New Business, Double Banking Operation Management, Management System (SGI), Human Resources (HR), and Commercial departments. Professionals from other areas also contribute to specific activities as needed.

2 PRELIMINARY DEFINITION OF MATERIAL TOPICS

Through an assessment of ESG risks and opportunities, along with the results of a benchmark survey, the WG identified a set of material topics, which were subsequently submitted to the Board of Directors for evaluation.

3 SELECTION AND PRIORITIZATION OF STRATEGIC STAKEHOLDERS

The preliminary list of ESG topics identified in the previous stage was used to prioritize key stakeholder groups, including: Workers, Customers, Communities, NGOs and Associations, Senior Management (Managers and Directors), Shareholders and Investors, Public Authorities, Suppliers and Service Providers.

4 MATERIALITY ANALYSIS

To refine the themes, two surveys were conducted:
A: In-depth interviews with selected strategic stakeholders to gather insights and perceptions on ESG issues.
B: An online survey to collect broader feedback on materiality from all priority stakeholders.

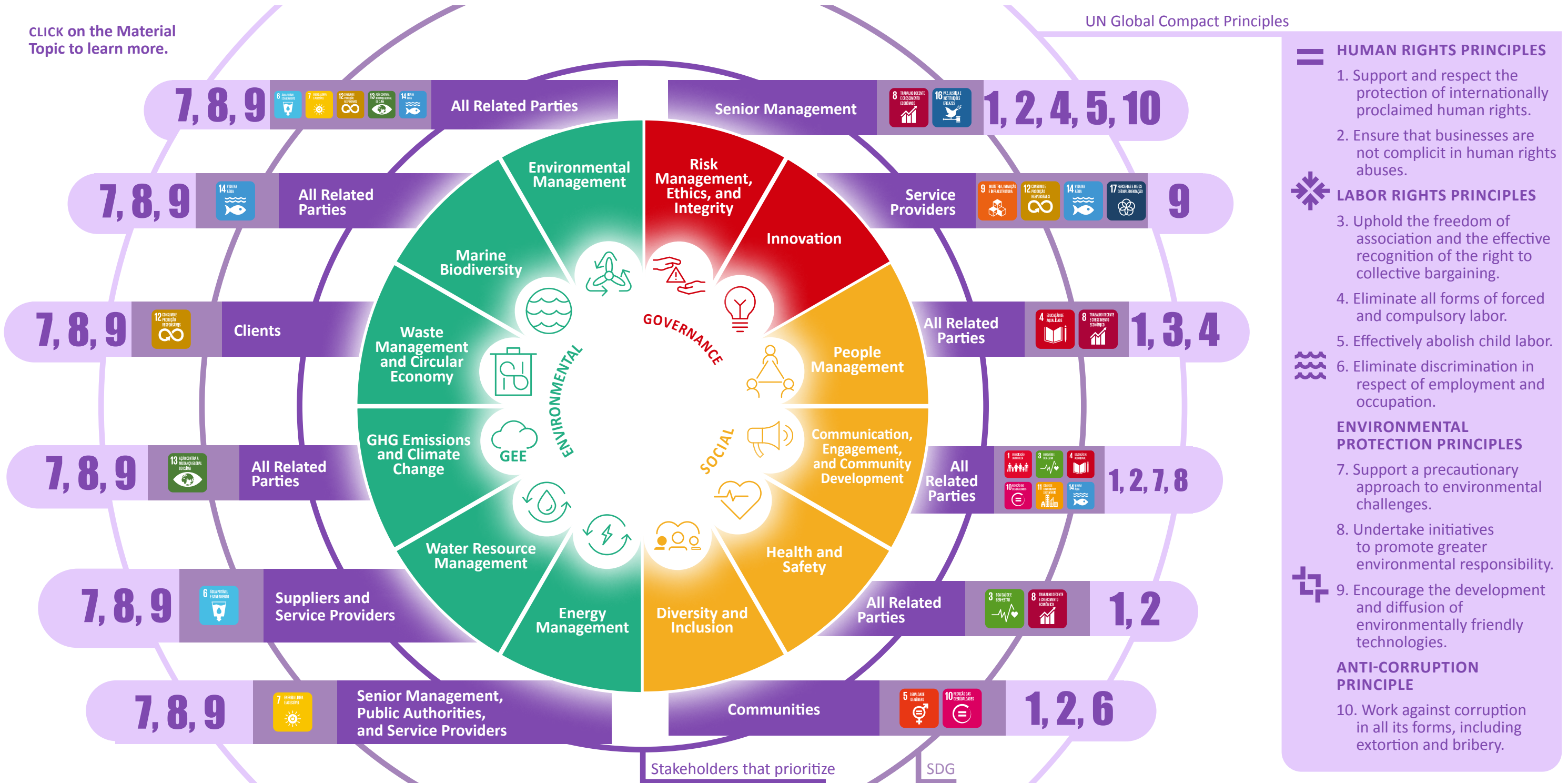
5 DEFINITION OF STRATEGIC MATERIALITY

After completing all stages, the priority themes were ranked and submitted to Senior Leadership for evaluation, resulting in the final definition of the Group's Strategic Materiality.



CLICK on the Material Topic to learn more.

UN Global Compact Principles



- HUMAN RIGHTS PRINCIPLES**
 1. Support and respect the protection of internationally proclaimed human rights.
 2. Ensure that businesses are not complicit in human rights abuses.
- LABOR RIGHTS PRINCIPLES**
 3. Uphold the freedom of association and the effective recognition of the right to collective bargaining.
 4. Eliminate all forms of forced and compulsory labor.
 5. Effectively abolish child labor.
 6. Eliminate discrimination in respect of employment and occupation.
- ENVIRONMENTAL PROTECTION PRINCIPLES**
 7. Support a precautionary approach to environmental challenges.
 8. Undertake initiatives to promote greater environmental responsibility.
 9. Encourage the development and diffusion of environmentally friendly technologies.
- ANTI-CORRUPTION PRINCIPLE**
 10. Work against corruption in all its forms, including extortion and bribery.

Governance

Organizational Structure	34
Compliance Program	37
Risk Management, Ethics, and Integrity	39
Innovation	44
Data Privacy	49



Photo: Kalil Fabres

MATERIAL TOPICS

SDGs



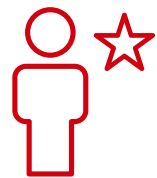
Risk Management, Ethics, and Integrity



Innovation



Economic



100%

compliance by Porto Sudeste employees with declarations under the Compliance Program,



100%

of suppliers adhere to the Anti-Corruption Policy and the Code of Ethics and Conduct.

Chapter Highlights



Strengthened the Governance, Risk, and Compliance (GRC) Directorate and enhanced the risk management program at Porto Sudeste.



Comprehensive risk assessments across dimensions such as people, environment, human rights, reputation, and finances, with planned responses and prioritized preventive actions to mitigate impacts—managed through the ERM Portal.



Innovation funnel:

80 projects completed and **13** projects currently in progress.



Porto do Futuro Program:
Initial investment of **R\$ 11.5** million



83% growth in participation in the Ideias Geniais project.



Organizational Structure

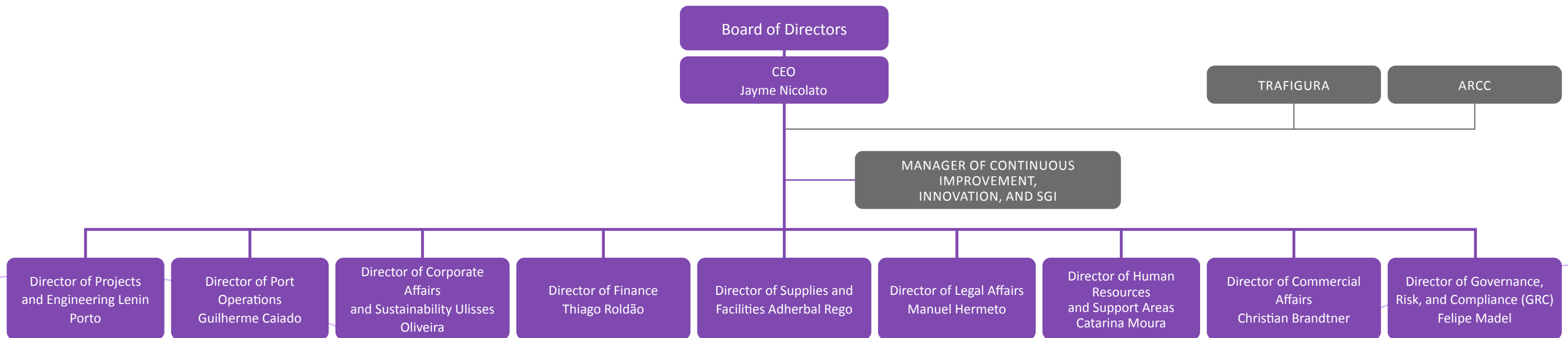
GRI 2-1 | 2-9 | 2-10 | 2-11 | 2-12 | 2-13 | 2-17

Shareholder Structure

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. This fund comprises Mubadala, a global investment company, and Trafigura, a multinational leader in oil, metals, and minerals trading.

Organizational Chart

The General Assembly serves as the highest governance body at Porto Sudeste, followed by the Board of Directors (CA) and the Executive Board, both statutory entities. The Audit, Risk, and Compliance Committee (ARCC) and the Technical and Operational Port Committee (non-statutory) provide strategic support to senior management. The executive team upholds Porto Sudeste’s values in all executive and management meetings, with a strong focus on the company’s sustainable development and that of its stakeholders. These efforts are reinforced by robust communication and training initiatives.





BOARD OF DIRECTORS

The Board of Directors is composed of members who hold no executive functions at Porto Sudeste. Each member serves a unified one-year term, bringing substantial experience from other boards and executive roles, significantly contributing to the organization's success.

The Board oversees and evaluates the economic, social, and environmental impacts of Porto Sudeste's operations and strategies. Quarterly meetings enable company leaders to provide updates, after which the Board delegates the management of identified impacts to the Executive Board. Following review, the Board of Directors delegates responsibility for managing the identified impacts across activities and thematic areas to the Executive Board.

The Board is also responsible, upon validation by the Executive Board, for approving all policies (and their updates) related to human resources, health and safety, environmental matters, institutional affairs, the regulatory environment, external communication, compliance, risk management, and financial management.

Board member appointments are made during the General Assembly of Shareholders, as outlined in the company's bylaws, in accordance with the terms of the shareholder agreement and applicable legislation. The selection process considers candidates' seniority and corporate experience.



OSCAR PEKKA FAHLGREN

Chairman (Non-Executive), representing the controlling shareholder Mubadala

WILLIAM KENNETH LOUGHNAN

Vice Chairman, representing the controlling shareholder Trafigura

CARLOS BERNARDO PONS NAVAZO

Member, representing the controlling shareholder Trafigura

KELLY MICHELE THOMSON

Member, representing the controlling shareholder Mubadala

JESÚS FERNANDEZ LÓPEZ

Member, representing the controlling shareholder Trafigura

HANI BARHOUSH

Member, representing the controlling shareholder Mubadala

SUSTAINABILITY IN THE BOARD OF DIRECTORS

To deepen the collective expertise of the Board in sustainable development, sustainability is a standing agenda item in quarterly ordinary meetings. The Board receives detailed analyses and justifications on the relevance and impact of sustainability topics for business continuity and growth.

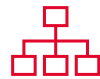
This approach strengthens the Board's capacity to integrate sustainable practices into the company's strategic decisions.





AUDIT, RISK, AND COMPLIANCE COMMITTEE (ARCC)

The ARCC comprises members with no executive or other positions at Porto Sudeste. They are finance, audit, risk, and compliance professionals from the controlling companies, contributing extensive expertise in areas relevant to the committee. Initial terms can last up to four years.



ALEXANDRA DE HAAN

Chair, representing the controlling shareholder Mubadala

JEAN PHILIPPE VIN

Member, representing the controlling shareholder Mubadala

GUILLAUME DE CONTENSON

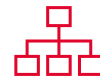
Member, representing the controlling shareholder Trafigura

MARC MAGLIONE

Member, representing the controlling shareholder Trafigura

PORT TECHNICAL AND OPERATIONAL COMMITTEE

The members of the Technical and Operational Port Committee hold no executive roles within the organization and serve an initial term of up to four years. They are executives from the controlling companies, bringing expertise in areas pertinent to the committee's deliberations.



JULIAN SANCHEZ

Chair

GREG MORRIS

Member

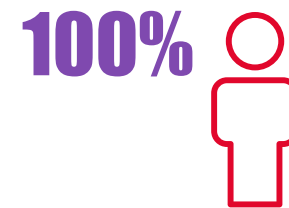
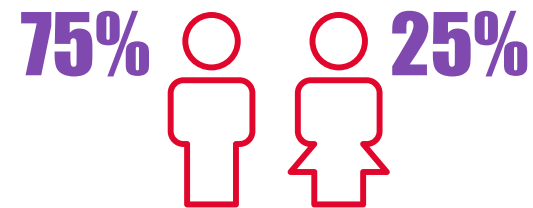
RICARDO PAES

Member

VINÍCIUS BUENOS

Member

Members of both the ARCC and the Technical and Operational Port Committee are appointed by the Board of Directors. In both instances, the selection process is carried out through nominations made by the controlling shareholders.






Compliance Program

GRI 2-15 | 2-16 | 2-23 | 2-24 | 2-25 | 2-26 | 2-27 | 205-1 | 205-2 | 205-3 | 206-1 | 406-1 | 407-1 | 408-1 | 409-1 | 410-1

The Porto Sudeste Compliance Program encompasses:

- **CODE OF CONDUCT AND ETHICS**
- **ANTI-CORRUPTION POLICY**
- **ETHICS AND COMPLIANCE COMMITTEE CHARTER**
- **COMPLIANCE PROGRAM AND ANTI-BRIBERY MANAGEMENT STANDARD**
- **CONFLICT OF INTEREST STANDARD**
- **THIRD-PARTY REPUTATIONAL DUE DILIGENCE STANDARD**
- **COMPLIANCE REPUTATIONAL INCIDENT MANAGEMENT STANDARD**

The management of normative documents is certified and recertified in accordance with ISO 9001 standards.

The Compliance Manual, accessible to all stakeholders , consolidates the Code of Conduct and Ethics and the Anti-Corruption Policy into a practical and actionable format.

CORPORATE POLICIES


CODE OF CONDUCT AND ETHICS

Serves as a reference for guiding the actions of all Porto Sudeste professionals, ensuring adherence to the highest standards of conduct and ethics to achieve our objectives with integrity and in alignment with our core values.

ANTI-CORRUPTION POLICY

Defines internal guidelines and methodologies for adherence, oversight, monitoring, training, and the investigation of potential violations of anti-corruption standards.

DIVERSITY AND INCLUSION POLICY

Sets out the company's commitments to diversity and inclusion through clearly defined guidelines, values, and principles. 


Every employee is responsible for consistently ensuring compliance with internal policies, supported by the Governance, Risk, and Compliance Department.

All corporate policies are formally approved by the appropriate governing bodies within the organization.

STRATEGIC RISK MANAGEMENT POLICY

Establishes a standardized methodology for managing strategic risks, applicable across all company departments. 

SUSTAINABLE DEVELOPMENT POLICY

Provides overarching guidelines, values, and principles for defining the organization's objectives and commitments in areas such as environmental protection, health and safety, social responsibility, and customer satisfaction. 

DELEGATION OF AUTHORITY (DOA) POLICY

The DoA Policy governs the delegation of responsibilities for implementing commitments, defining the roles and authority of Porto Sudeste managers. For responsibilities not covered by the DoA, additional approved policies and standards are available on the Corporate Governance Portal.

684

professionals (100%), including executive leadership, are fully compliant with the Compliance Program declarations and anti-corruption policies.

100%

of third parties undergo risk assessments for corruption and child labor as per our due diligence standards. High or Very High-Risk third parties are reviewed by the Executive Board and the Audit, Risk, and Compliance Committee.

100%

of employees received compliance training in 2023.

No incidents

of corruption were identified during the year.

No incidents

involving violations of laws or regulations led to fines or non-monetary sanctions.¹

No legal cases

were filed regarding unfair competition, antitrust, or anti-monopoly violations.

¹ – The organization is awaiting the outcome of an annulment action filed to invalidate a notice of infraction issued in 2021 by the Municipal Secretariat of Environment of Itaguaí. The action argues that the notice is void due to procedural irregularities and insufficient justification. The notice pertains to alleged non-compliance with licensing conditions and claims of soil and water pollution caused by a mineral spill.



COMMUNICATION AND TRAINING

Porto Sudeste communicates its commitments, policies, standards, and procedures to all professionals through announcements and structured training sessions.

- **Continuous training is provided to both direct employees and third-party staff. These sessions, conducted by Governance, Risk and Compliance (GRC), Social Responsibility, Environment, and Occupational Health and Safety teams, ensure alignment with the company’s commitments to responsible conduct and business strategy.**

The New Business department presents these policies during the due diligence process, ensuring that contracting companies comply with relevant regulations and align with Porto Sudeste’s values and commitments.

All policies are published on the company intranet, accessible to all employees. The intranet also provides contact details for process owners, who can be consulted for clarifications.

CONFLICTS OF INTEREST

Conflict of interest management is conducted with systematic rigor. All professionals undergo conflict-of-interest assessments at the time of hiring, during internal transitions, and whenever a potential conflict is identified. These assessments are managed jointly by the Governance, Risk, and Compliance (GRC) and Human Resources (HR) teams.

FILING/UPDATING THE CONFLICT OF INTEREST DECLARATION

RISK ASSESSMENT AND CLASSIFICATION

APPROVAL OF ACTION PLANS FOR HIGH-RISK CONFLICTS

Sensitive and high-risk cases are escalated to the Ethics and Compliance Committee, which evaluates the situation and determines the appropriate measures to be taken. To mitigate risks, a tailored action plan is developed. High-risk conflicts of interest are also reported quarterly to the Audit, Risk, and Compliance Committee, which oversees and reviews the corrective actions implemented.

CONFIDENTIAL CHANNEL

The Confidential Channel is an independent communication platform that allows internal and external stakeholders to report violations of the Code of Conduct and Ethics, Anti-Corruption Policy, Conflict of Interest Standard, or any other regulatory document of Porto Sudeste. Reports can also be submitted via a 24/7 telephone line.

Toll-Free: 0800-8820411 <https://www.canalconfidencial.com.br/psbmmi>

All reports are investigated by the GRC and HR teams. Cases involving behavioral issues are referred to the Ethics and Compliance Committee, which decides on any necessary administrative sanctions. The GRC team presents a quarterly summary of all reports, investigation outcomes, and applied sanctions to the Audit, Risk, and Compliance Committee.

CRITICAL CONCERNS

Reports received through the Confidential Channel that are classified as highly significant, as well as other critical concerns identified in Porto Sudeste’s operations, are prioritized and promptly communicated to senior management. Urgent matters are reported in writing via email as quickly as possible. Less urgent issues are included in quarterly reports and presented during regular Board of Directors meetings.

In 2023, seven (7) ongoing legal actions were flagged to senior management through quarterly reports, and identified as critical concerns.

These cases addressed various issues, predominantly socio-environmental matters, including indemnification claims, the annulment of an environmental fine, and a public civil action, which has now been dismissed with a final ruling. Additionally, one potential corporate litigation case involving MMX was reported by the Strategic Corporate Coordination. This case pertained to a request for document production.

This reporting process ensures that the Board of Directors remains consistently informed about key risks and legal actions, enabling effective and proactive management.



Risk Management, Ethics, and Integrity

GRI 3-3 | 205-1 | 205-2 | 205-3 | 206-1

UN Global Compact Principles

Establish processes that demonstrate a steadfast commitment to ethical conduct and behavior by both professionals and the institution toward stakeholders, while mitigating risks associated with the company's administrative and operational activities.

Material Topic Highlights

Established the GRC Directorate.

Implemented robust risk management systems, an independent whistleblowing channel, and formal controls including policies, standards, independent audits, and committees.

Achieved ISO 37001 Anti-Bribery Management System (ABMS) certification (April 2024), reinforcing the organization's dedication to integrity and anti-corruption compliance.

300 action plans completed

107 strategic risks reviewed

426 internal controls mapped

600+ due diligence reviews conducted

100% adherence to Compliance Program declarations.

Senior Management, Public Authorities, and Service Providers

Communities

Environmental Management

Marine Biodiversity

Waste Management and Circular Economy

GHG Emissions and Climate Change

Water Resource Management

Energy Management

Risk Management, Ethics, and Integrity

Senior Management

Innovation

People Management

Communication, Engagement, and Community Development

Health and Safety

Diversity and Inclusion

Service Providers

All Related Parties

Related Parties

All Related Parties

Stakeholders that prioritize

SDG



1, 2, 4, 5, 10

Goals

- Accelerate digital transformation to enhance transparency, standardization, and governance.
- Increase maturity in internal controls and process management.
- Implement internal auditing practices.
- Conduct mandatory training programs.
- Strengthen adherence to established routines.
- Map, document, and monitor strategic risks through the ERM Portal.
- Map operational risks and internal controls.

- HUMAN RIGHTS PRINCIPLES**
1. Support and respect the protection of internationally proclaimed human rights.
 2. Ensure that businesses are not complicit in human rights abuses.

- LABOR RIGHTS PRINCIPLES**
3. Uphold the freedom of association and the effective recognition of the right to collective bargaining.
 4. Eliminate all forms of forced and compulsory labor.
 5. Effectively abolish child labor.

- ENVIRONMENTAL PROTECTION PRINCIPLES**
6. Eliminate discrimination in respect of employment and occupation.

- ENVIRONMENTAL PROTECTION PRINCIPLES**
7. Support a precautionary approach to environmental challenges.
 8. Undertake initiatives to promote greater environmental responsibility.

- ANTI-CORRUPTION PRINCIPLE**
9. Encourage the development and diffusion of environmentally friendly technologies.

- ANTI-CORRUPTION PRINCIPLE**
10. Work against corruption in all its forms, including extortion and bribery.



Governance and Strategy

In recent years, Porto Sudeste has undertaken extensive efforts to strengthen corporate governance, strategic risk management, operational risk management, and internal control mapping.

A major milestone has been the establishment of the GRC Directorate, whose primary objective is to safeguard the company and its employees by continuously monitoring and mitigating identified risks. This effort is supported by the Strategic Risk Management Policy, developed as a cornerstone framework.



Various systems have been implemented to support the management of this area



EXTERNAL AND INDEPENDENT WHISTLEBLOWING CHANNEL



DOCUMENT MANAGEMENT SYSTEM



STRATEGIC RISK MANAGEMENT SYSTEM



PROCESS AND INTERNAL CONTROLS MANAGEMENT SYSTEM



ACTION PLAN MONITORING SYSTEM



SYSTEM TO SAFEGUARD EVIDENCE FROM THE COMPLIANCE PROGRAM

RISK MANAGEMENT GOVERNANCE STRUCTURE

The GRC Directorate oversees the following functions:

- GOVERNANCE
- RISK MANAGEMENT
- COMPLIANCE
- ADVISORY

The GRC Directorate reports administratively to the CEO and functionally to the Audit, Risk, and Compliance Committee (ARCC), which is composed of representatives from Mubadala and Trafigura. The ARCC meets quarterly to review the progress and outcomes of the directorate’s activities, with all reports securely archived on a dedicated legal platform. The ARCC operates autonomously and independently, ensuring transparency and accountability in its operations.

SHAREHOLDERS AND LOCAL MANAGEMENT

Define strategic objectives, determine risk appetite, and provide resources and oversight.

Roles of Shareholders and Management: Honesty, Leadership, and Transparency

PROCESS / RISK OWNERS / GRC

Manage process risks to achieve organizational objectives.

Roles of the First Line:

Manage processes;
Mitigate strategic and operational risks;
Perform internal controls.

Roles of the Second Line:

Support governance;
Define standards and provide guidance;
Protect process owners and the company;
Monitor risks and internal controls.

GRC AND AUDIT:

Independent assessment.

Roles of the Third Line:

Evaluate risks, processes, and internal controls to ensure organizational objectives are achieved.



STRATEGIC RISK MANAGEMENT POLICY

Objective – Establish a standardized methodology for managing strategic risks, applicable across all company departments.



LUIS ANTONIO PEDROZA PEREIRA *GRC Manager*

“At Porto Sudeste, we established the Governance, Risk, and Compliance (GRC) area about a year ago, significantly strengthening our organizational framework. Each element of GRC—Governance, Risk, and Compliance—plays a critical role. Governance entails creating and implementing clear policies, norms, procedures, and rules. Risk focuses on internal controls, process mapping, and risk matrices, while Compliance ensures that the defined norms are correctly applied in practice.

Our most notable accomplishment in 2023 was completing the company's first strategic risk inventory, a significant milestone in Porto Sudeste's risk management. This inventory

Co-responsible parties: ARCC and Management, Department Directors, Risk Owners, Control Owners, Internal Audit, External Oversight Bodies, as well as employees.

The Governance, Risk, and Compliance (GRC) Directorate is responsible for:

- Applying the policy and ensuring its objectives are achieved.
- Communicating and training professionals on its content.
- Updating the policy as needed.
- Reporting to the Executive Board on the status of controls and risk management action plans.
- Ensuring the implementation of control activities to mitigate risks.
- Preparing indicators for reporting to the ARCC.

ETHICS AND INTEGRITY MANAGEMENT

Alongside Risk Management, the GRC (Governance, Risk, and Compliance) team is responsible for overseeing Compliance, which encompasses ethics and integrity at Porto Sudeste—an integral component of this material topic.

Ethics and integrity are managed through strict adherence to internal policies, such as the Code of Conduct and Ethics and the Anti-Corruption Policy, in full compliance with Law 12.846. Key activities include managing the Confidential Channel, delivering continuous training, and facilitating internal communication.

allowed us to develop a heat map, highlighting critical risks—those with the highest probability and potential impact. Using this mapping, we devised specific action plans to mitigate these risks, addressing the most urgent ones with the required attention. The inventory is reviewed annually to maintain focus on the most relevant risks and to identify new risks as they arise.

The GRC area operates with two distinct reporting lines: administratively to the CEO of Porto Sudeste and functionally to the Audit, Risk, and Compliance Committee (ARCC). These reports are presented quarterly, with all materials securely archived on the Atlas platform, managed by the Legal Department.

Within the Compliance pillar, which is centered on integrity, we rigorously adhere to our Code of Conduct and Ethics and the Anti-Corruption Policy—cornerstones of the organization's Compliance Program. We also oversee the Confidential Channel, providing employees with a secure and ethical mechanism to report any non-compliance or inappropriate behavior. To ensure alignment with our policies, we conduct regular training on the Code of Ethics and execute a comprehensive communication plan with scheduled actions throughout the year, including email updates, informational cards, and materials published on our website for external audiences.”



Risk Management

Our **Strategic Risk Management Policy** guides the GRC team, establishing a comprehensive methodology for managing the company’s strategic risks.

Risks are managed through **Risk Mapping on the ERM Portal**, with key findings presented quarterly to the Audit, Risk, and Compliance Committee (ARCC).

To minimize subjectivity and ensure consistency in risk evaluation, we utilize Severity and Probability Tables to prioritize preventive actions.

The Severity Table assesses the impact of risks across the following domains:

- People
- Environment
- Social & Human Rights
- Reputation
- Finances

Each identified risk is classified based on the required response, with the best response options selected and implemented. At this stage, the benefits, costs, efforts, advantages, and disadvantages of implementing control activities are carefully evaluated.

Control activities are formalized using the following tools and processes:

- Policies and Standards
- Committee Charters
- Risk and Internal Control Matrix
- Independent Audits
- Other controls approved and recorded in Board Meeting minutes

A risk review cycle is conducted annually. By the end of 2023, the team had reviewed approximately 80% of the mapped risks, starting with an initial range of 110 to 116 risks. Following the review, some risks were eliminated, new ones were identified, and others remained active. As a result, the cycle concluded with 107 active risks, all managed through mitigation activities documented in the ERM (Enterprise Risk Management) Portal.

Impact Management

In 2023, we finalized the **Strategic Risk Inventory**, which identified critical risks to our strategy using market-standard methodologies for prioritization and mitigation. This included the creation of heat maps and the implementation of targeted action plans to address high-priority risks.

Strategic risk management is an evolving process, with periodic reviews allowing updates to the inventory based on new activities or operational changes.

ACTION PLANS FOR RISKS

When a risk is identified without sufficient evidence of adequate controls, an action plan is developed. This ensures strategic risks are continuously monitored, with responsible areas provided clear actions to mitigate potential impacts.

The year 2024 marks a significant milestone in the ongoing evolution of our governance efforts: the introduction of internal auditing. As governance processes continue to mature, we anticipate that these audits will be carried out with transparency, efficiency, and precision.

GRC SATISFACTION SURVEY

At the conclusion of each project, we conduct satisfaction surveys with internal stakeholders to assess results. Additionally, an annual satisfaction survey is conducted with shareholders to evaluate the effectiveness of the projects delivered by the GRC team over the year.



4.5: Internal evaluation satisfaction rating



4.7: External evaluation satisfaction rating (ARCC)

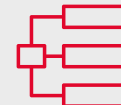


Metrics

GOVERNANCE & AUDIT SUPPORT

 **680**
normative documents managed

 **300**
action plans completed

 Approval of the Integrated Internal Audit Plan

RISK MANAGEMENT, PROCESSES & INTERNAL CONTROLS

 **107**
strategic risks reviewed

 **209**
processes mapped

 **426**
internal controls documented

 Approval of the Risk Management Policy

COMPLIANCE

 **+100**
awareness campaigns conducted

 **+600**
Due diligence reviews completed

 **7**
Launch of Compliance Week

100% adherence to Compliance Program declarations.



DCE – Declaration of Acceptance of the Code of Ethics



DCI – Declaration of Conflict of Interest



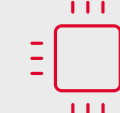
DCL – Declaration of Awareness of the LGPD (General Data Protection Law)




DCE – Annual Corporate Integrity Statement

ADVISORY

 **+60**
projects completed

 **450**
automations developed

 **+30**
dashboards published on the Integranet

+R\$ 3 million
in savings

All metrics are continuously monitored through automated dashboards seamlessly integrated into our systems.



Innovation GRI 3-3

Strengthening the research, development, and innovation framework to enhance the quality, efficiency, and social and environmental performance of the company's processes, products, and services.

UN Global Compact Principles

- HUMAN RIGHTS PRINCIPLES**
 1. Support and respect the protection of internationally proclaimed human rights.
 2. Ensure that businesses are not complicit in human rights abuses.
- LABOR RIGHTS PRINCIPLES**
 3. Uphold the freedom of association and the effective recognition of the right to collective bargaining.
 4. Eliminate all forms of forced and compulsory labor.
 5. Effectively abolish child labor.
 6. Eliminate discrimination in respect of employment and occupation.
- ENVIRONMENTAL PROTECTION PRINCIPLES**
 7. Support a precautionary approach to environmental challenges.
 8. Undertake initiatives to promote greater environmental responsibility.
 9. Encourage the development and diffusion of environmentally friendly technologies.
- ANTI-CORRUPTION PRINCIPLE**
 10. Work against corruption in all its forms, including extortion and bribery.

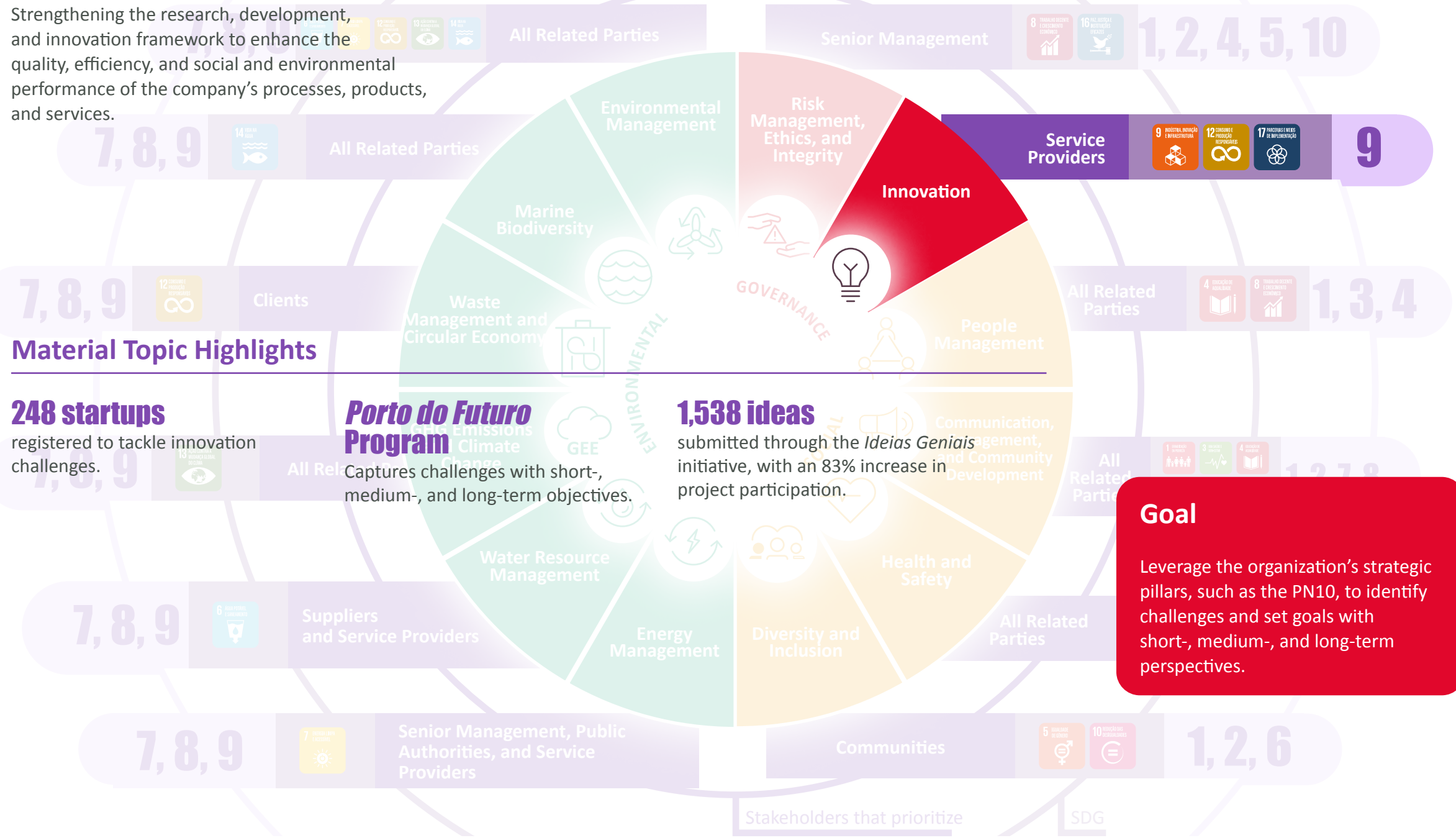
Material Topic Highlights

248 startups registered to tackle innovation challenges.

Porto do Futuro Program
Captures challenges with short-, medium-, and long-term objectives.

1,538 ideas submitted through the *Ideias Geniais* initiative, with an 83% increase in project participation.

Goal
Leverage the organization's strategic pillars, such as the PN10, to identify challenges and set goals with short-, medium-, and long-term perspectives.





Governance and Strategy

Innovation at Porto Sudeste is managed by the **Continuous Improvement and Innovation (MCI)** department, which reports directly to the CEO, underscoring its strategic importance. The department is organized as follows:

- **Operational Excellence Coordination** – Focused on achieving annual targets through continuous improvement initiatives.
- **Continuous Improvement and Innovation Coordination** – Aligned with the company’s strategic objectives, this team drives technological adaptations and innovative solutions to optimize operations.

Beyond managing projects, the MCI team fosters a culture of innovation by disseminating knowledge and promoting continuous improvement initiatives across the organization.

INNOVATION PROCESS

Porto Sudeste’s innovation and continuous improvement initiatives are driven by the **IDEIAS GENIAIS** program, which collects challenges submitted via a corporate portal by management and operational teams.

The MCI team works collaboratively with 248 registered startups to develop technological solutions to these challenges.

There are **248 registered startups**, prepared to address specific challenges. Initiatives are tracked through dashboards, ensuring effective management and oversight.

Since 2021, the number of spontaneous improvement submissions has grown annually, reflecting a thriving innovation culture. Between 2022 and 2023, the company recorded an 83% increase in these initiatives.

Additionally, an internally developed platform supports project tracking and facilitates managerial approvals, ensuring that only the most impactful and relevant ideas are implemented.





Impact Management

PORTO DO FUTURO PROGRAM

This program was launched to evaluate challenges related to port operations’ impacts. Identified collaboratively with company leadership, these challenges span **operations, sustainability, health, and safety**.

The study’s objective was to identify and prioritize innovation challenges for Porto Sudeste, considering key market trends and societal behavior. These studies informed the selection and prioritization of innovation challenges to be addressed in the coming years. By integrating themes from the company’s management programs, the program incorporated an assessment of innovation maturity and an analysis of industry trends to establish the foundation of Porto Sudeste’s Strategic Innovation Planning.

MACRO TRENDS FOR PORTS



Investments in sustainable infrastructure



Reduction of environmental transportation impacts



Legislative compliance



Effective waste management



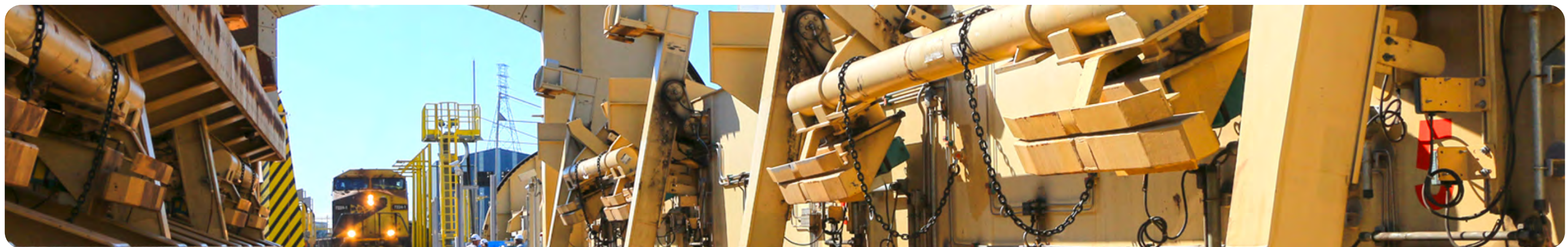
Water resource management



Strengthened port-city relations



Enhanced port competitiveness through the “Ghost Terminal” initiative





INNOVATION PROJECTS (HIGHLIGHTS)

ARTIFICIAL INTELLIGENCE FOR MEASURING SHIP DRAFT AT THE PORT

A Proof of Concept (POC) was launched to replace the manual ship draft measurement process with an automated system leveraging drones and computer vision. Existing technology was customized to address this specific operational challenge.

BALLAST WATER MONITORING

In collaboration with FIRJAN, the *Água de Lastro* (“Ballast Water”) project was initiated in 2023. This study aims to prevent the introduction of invasive exotic species into Sepetiba Bay, ensuring ecological preservation and sustainability.

BLEND SIMULATOR

Implemented in 2023, the Blend Simulator Project introduced significant enhancements to planning processes. This innovation improved operational efficiency by reducing simulation time and increasing precision, resulting in more accurate iron ore blends.

SUSTAINABILITY-DRIVEN INNOVATION PROJECTS

Porto Sudeste is advancing a **circular economy** initiative focused on promoting waste circularity and minimizing landfill disposal.

A new **material reuse system** enables departments to share resources and equipment that are no longer required in one area but remain useful in another, reducing waste. This internal marketplace for reallocating reusable resources fosters sustainability and operational efficiency.

KAIZEN SOLUTIONS

Continuous improvement proposals, known as Kaizen Solutions, are implemented directly by Porto Sudeste professionals. These solutions typically require minimal investment and no external partners, embodying the Japanese philosophy of continuous improvement for maximum efficiency.

One notable example is the **roller replacement process on the export conveyor belt**. Workers designed a lever device that simplifies the task, freeing up their hands for roller replacement. This practical, cost-effective innovation was developed and implemented by the operations team.

INNOVATION HUB

Porto Sudeste participates in the **Blue Rio Innovation Hub**, an initiative by the State of Rio de Janeiro to foster innovation and advance the blue economy.* Through this platform, the company identified a high-potential project for an industrial effluent treatment system to address elevated particulate suspension. The solution employs nature-based techniques, such as oligochaete worms, to achieve effective results.

The Innovation Hub connects companies with opportunities and solutions, fostering partnerships and collaborations to address shared challenges and accelerate advancements.

It promotes the exchange of knowledge and the adoption of proven innovations developed by other organizations, expediting the innovation process.

***The blue economy aligns economic growth with the preservation of marine ecosystems, driving environmental sustainability and fostering a harmonious relationship between economic activities and the marine environment.**



Metrics



The *Ideias Geniais* program is a continuous improvement and innovation initiative aimed at fostering problem-solving and eliminating waste within the company.

It features campaigns tailored to different levels of complexity:

- **KAIZEN SOLUTIONS** – Focused on low-complexity improvements.
- **PDCA CHALLENGE** – Targets medium-complexity improvements.
- **INNOVATION CHALLENGE** – Addresses high-complexity improvements, often involving disruptive changes to existing processes.

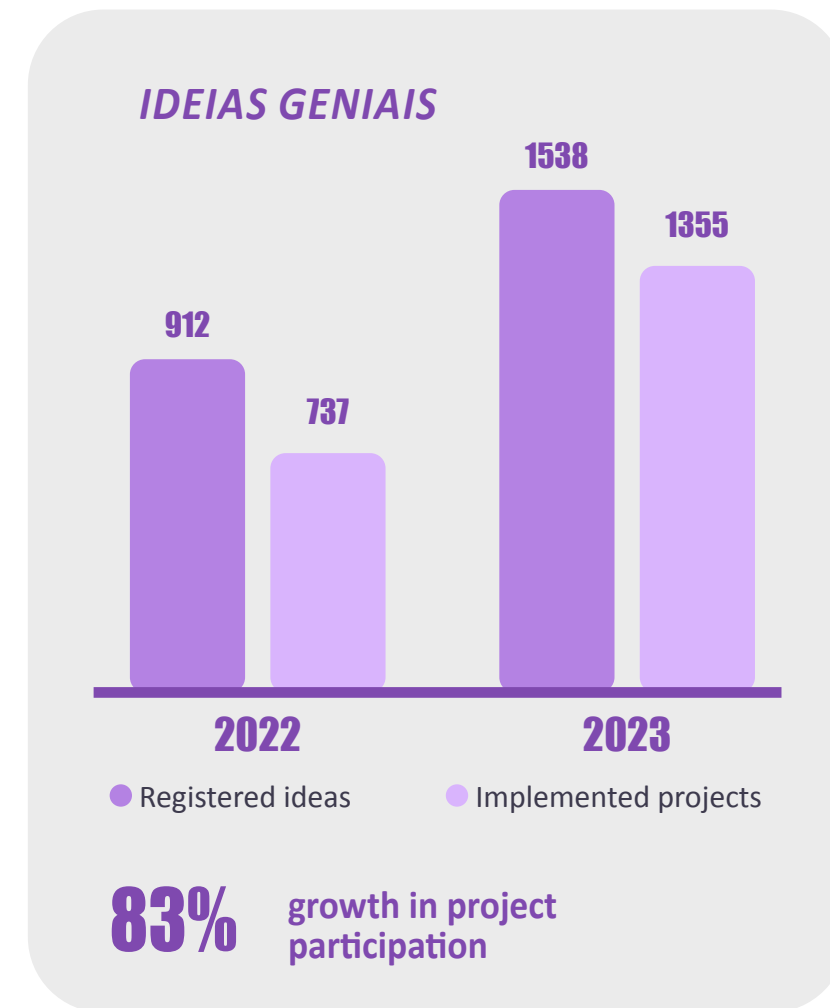
DURING THE 2023 CYCLE, 440 KAIZEN SOLUTIONS WERE RECORDED ON THE IMPROVEMENT MANAGEMENT PLATFORM.

The program encourages recognition and innovation among Porto Sudeste professionals by awarding monetary prizes to winning participants.

All submissions undergo initial screening by the innovation team and are subsequently evaluated by a specialized panel to select the winners.

An annual event celebrates the awarded initiatives and the teams responsible for them. Awards are categorized to honor achievements across different areas of the company.


In 2023, the first-place prize was R\$ 2,000.00. Between 2022 and 2023, participation increased significantly, with an 83% growth in project registrations.





Data Privacy GRI 418-1

Data protection and privacy are paramount for Porto Sudeste, given our ongoing virtual interactions with stakeholders, including clients, suppliers, and partners. We are dedicated to ensuring the secure, reliable exchange and availability of data.

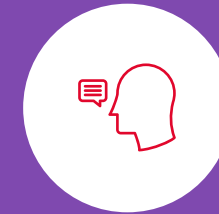
To safeguard privacy and protect the data of all parties involved in our operations, we have implemented a comprehensive Privacy Policy and Terms of Use for our website. 

Our policy specifies the types of personal data collected, how personal data is used and managed, and stakeholders' rights regarding their personal data.



WHOSE PERSONAL DATA DO WE COLLECT?

- Representatives of suppliers, clients, and other business contacts.
- Contractors.
- Website users.
- Individuals who contact us through any channel.
- Job applicants.



HOW DO WE COLLECT PERSONAL DATA?

We collect personal data voluntarily and consciously disclosed to us, both online and offline, in situations such as:

- Visiting our websites and/or completing online forms.
- Visiting our facilities.
- Contacting us via phone, email, social media, third-party applications, or similar technologies.

IN 2023, THERE WERE NO VERIFIED COMPLAINTS CONCERNING BREACHES OF CUSTOMER PRIVACY AND LOSSES OF CUSTOMER DATA.

We welcome comments, questions, and requests related to our Privacy Policy or the handling of personal data at Porto Sudeste. Please direct inquiries to [DPO Form – Data Controller](#). 

Social

Employee Profile	52
People Management	54
Health and Safety	61
Diversity and Inclusion	71
Communication, Engagement, and Community Development	76



MATERIAL TOPICS

SDGs



People Management



Health and Safety



Diversity and Inclusion



Communication, Engagement, and Community Development



Chapter Highlights



PEOPLE MANAGEMENT

Career Management Program

100% of employees trained

5 training hours per employee per year



COMMUNICATION, ENGAGEMENT, AND COMMUNITY DEVELOPMENT

CASA PORTO established to strengthen community engagement.

Establishment of an NGO to support volunteer initiatives.

700 visitors, **13** events and **8** training sessions hosted at Casa Porto

5,000 participants engaged in social dialogue cycles



DIVERSITY & INCLUSION

Development and sharing of Diversity Policy and Diversity Guide.

100% of reported discrimination cases addressed and resolved

20% of leadership roles held by women



HEALTH AND SAFETY

Zero Accident Program (PAZ)

Health and safety goals account for 10% of variable compensation targets.

3,455 hours worked by employees in 2023

100% of in-house employees covered by the OHS system

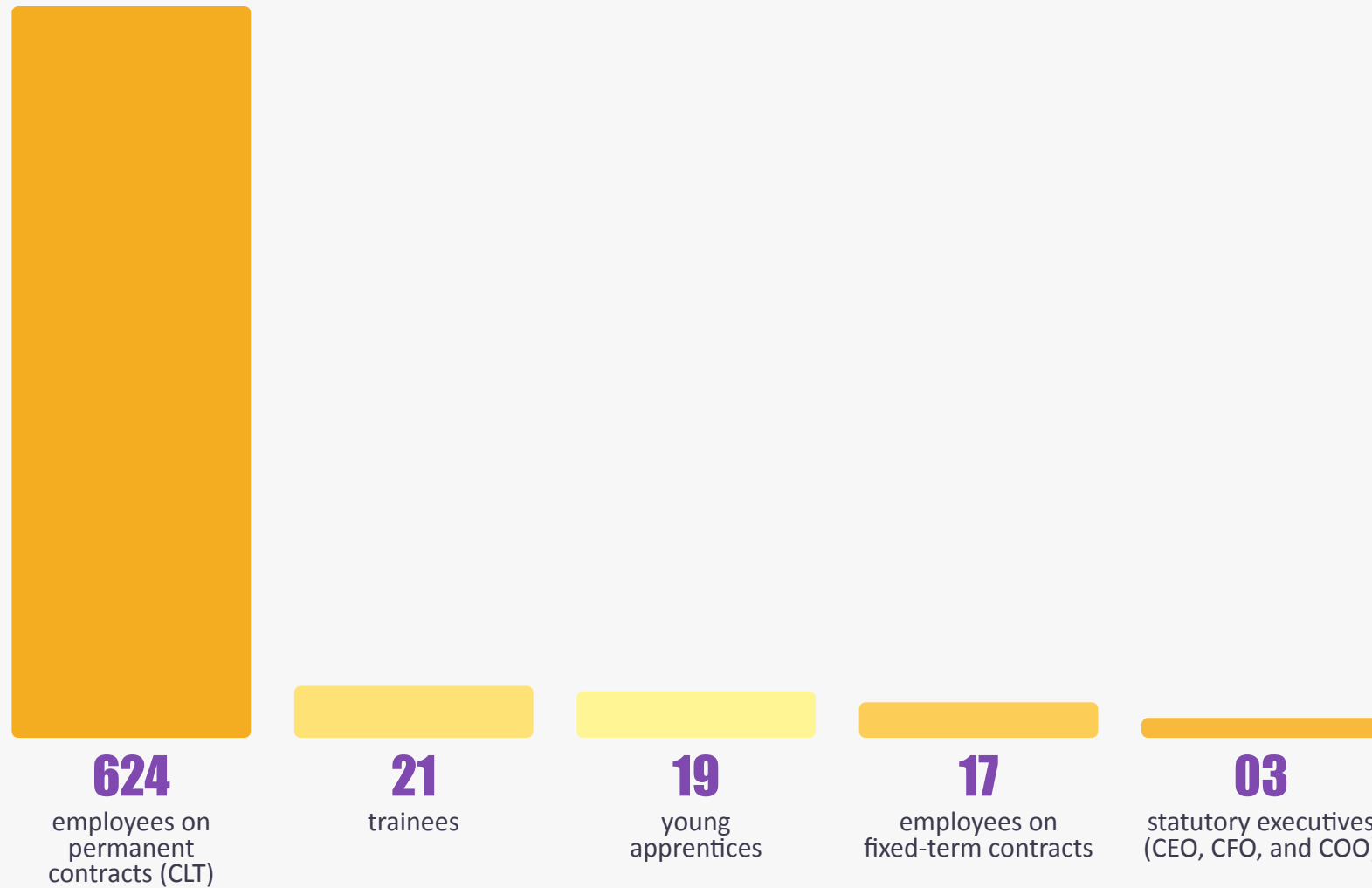


Employee Profile

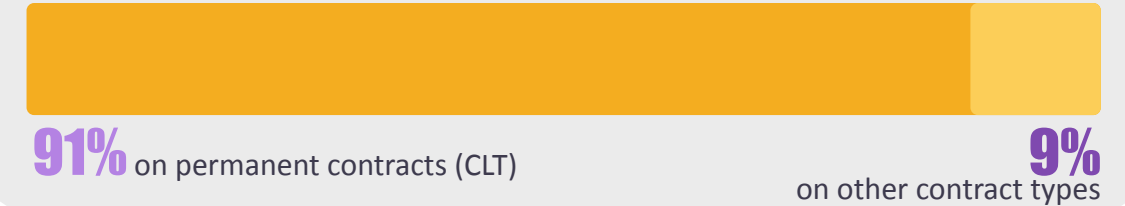
GRI 2-7 | 2-8 | 2-30 | 402 | 404 | 405-1

684

professionals are employed by Porto Sudeste:¹



BREAKDOWN OF EMPLOYEES BY CONTRACT TYPE



BREAKDOWN OF EMPLOYEES BY GENDER

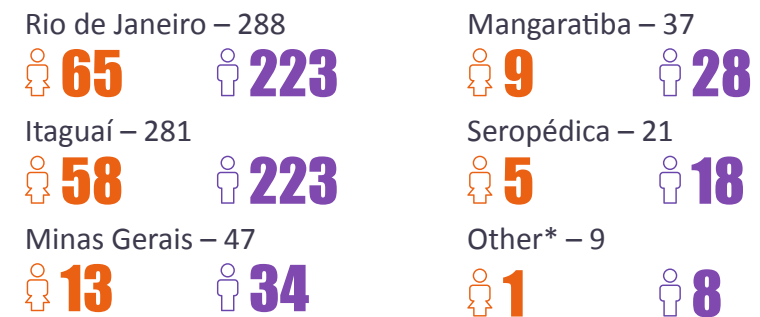


100% of employees work full time, including administrative and shift-based roles.

93.71% of employees (641) are covered by Collective Bargaining Agreements.

Trainees and young apprentices are governed by specific agreements, while statutory executives have individual contracts in compliance with labor laws.

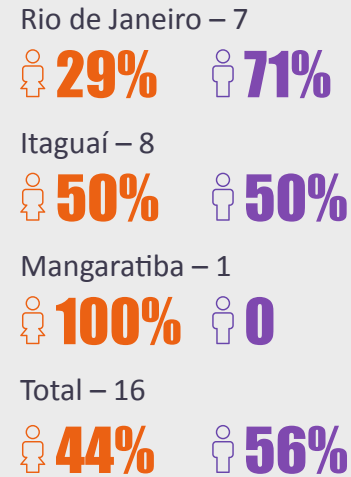
BREAKDOWN OF EMPLOYEES BY GENDER AND LOCATION



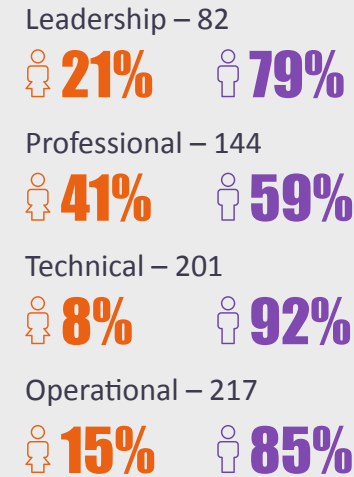
1 – The data was generated by the RM Labore payroll system, based on information collected in December 2023.



BREAKDOWN OF EMPLOYEES WITH FIXED-TERM CONTRACTS BY LOCATION AND GENDER



BREAKDOWN OF EMPLOYEES BY FUNCTIONAL CATEGORY AND GENDER



BREAKDOWN OF EMPLOYEES BY FUNCTIONAL CATEGORY AND AGE GROUP

	< 30	30 to 49	> 50
Leadership 82	3%	74%	23%
Professional 144	11%	78%	11%
Technical 201	7%	80%	13%
Operational Team 217	28%	64%	8%

OUTSOURCED WORKERS

In addition to its direct employees, Porto Sudeste employs workers from outsourced companies. The hiring of these professionals is overseen by the responsible departments, such as Maintenance and Operations, as well as the Supplies sector, in compliance with the legal and formal procedures established in contracts.

BREAKDOWN OF OUTSOURCED WORKERS BY CONTRACT TYPE



73 permanent employees on short-term contracts²

913 outsourced workers in 2023

The primary services provided included:

- Engineering – Maintenance support
- Construction Works – Structural erection
- Operational Support (Loading and unloading of dry bulk cargo) – Consulting
- Emergency Support (Civil fire department services) – Maritime Support
- Industrial Cleaning – Property security
- Socio-Environmental Consultancy – Waste collection and disposal
- Technical/Expert Support – Specialized services (ASG Facilite)
- Equipment Operation – Support for operational activities

Data on outsourced workers is collected monthly through the REM (Monthly Statistical Report) provided by the contracted companies. This report includes details on the number of workers and hours worked, which are consolidated into an electronic database and the Occupational Health and Safety (OHS) Portal.

² – Information consolidated as of December 2023. There were fluctuations in the number of outsourced workers occurred due to contract terminations, construction activities, and/or projects.



PEOPLE MANAGEMENT

GRI 3-3 | 2-19 | 2-20 | 2-21 | 401-1 | 401-2 | 401-3 | 402-1 | 404-1 | 404-2 | 404-3

Implementing processes that enhance workplace well-being, attract and retain talent, and foster the development, training, and upskilling of employees and other stakeholders.

UN Global Compact Principles

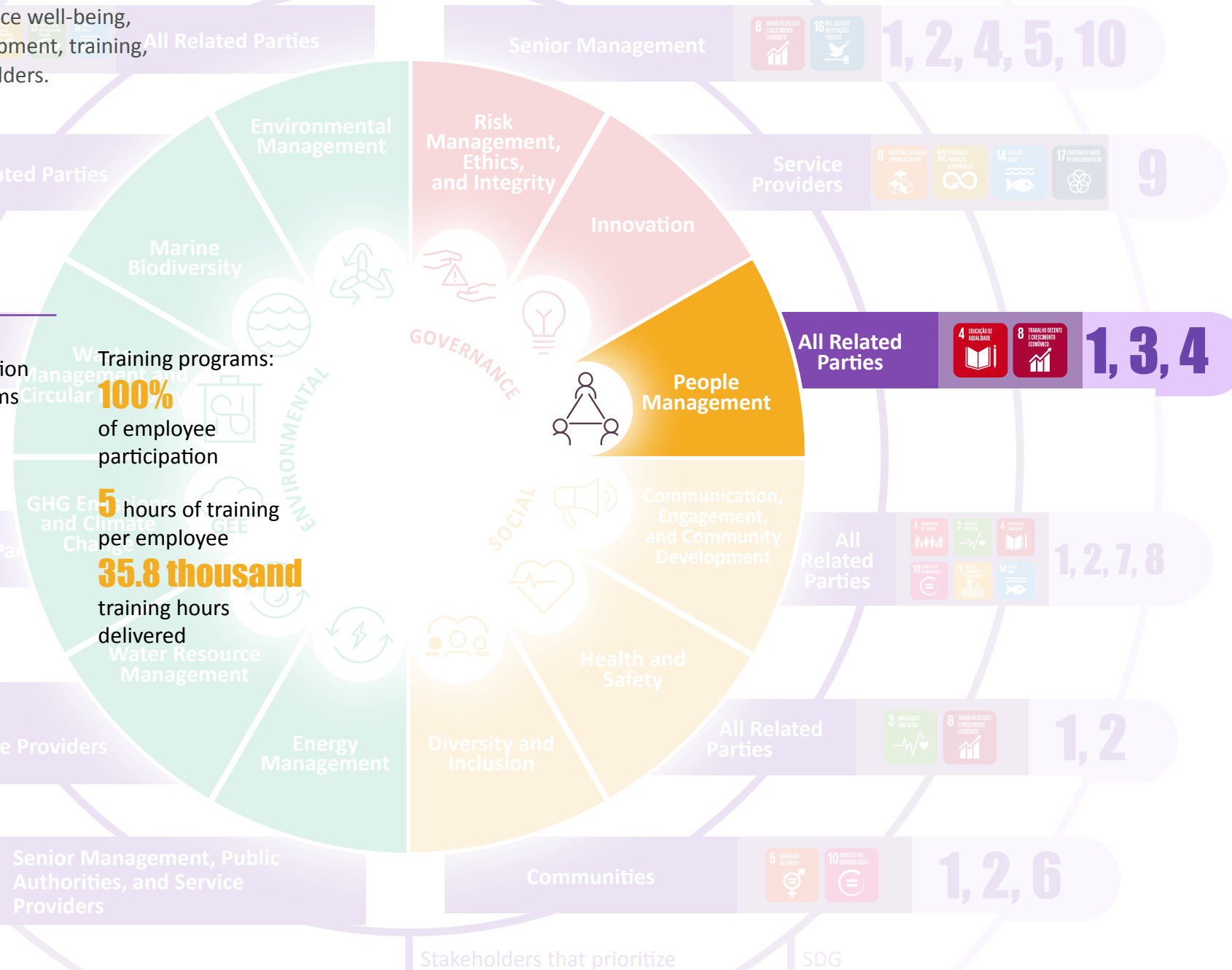
- HUMAN RIGHTS PRINCIPLES**
 1. Support and respect the protection of internationally proclaimed human rights.
 2. Ensure that businesses are not complicit in human rights abuses.
- LABOR RIGHTS PRINCIPLES**
 3. Uphold the freedom of association and the effective recognition of the right to collective bargaining.
 4. Eliminate all forms of forced and compulsory labor.
 5. Effectively abolish child labor.
 6. Eliminate discrimination in respect of employment and occupation.
- ENVIRONMENTAL PROTECTION PRINCIPLES**
 7. Support a precautionary approach to environmental challenges.
 8. Undertake initiatives to promote greater environmental responsibility.
 9. Encourage the development and diffusion of environmentally friendly technologies.
- ANTI-CORRUPTION PRINCIPLE**
 10. Work against corruption in all its forms, including extortion and bribery.

Material Topic Highlights

Launch of a new corporate education portal
 Career Management Program

100% participation in training programs
213 new hires
2.2% average monthly turnover

Training programs:
100% of employee participation
5 hours of training per employee
35.8 thousand training hours delivered





Governance and Strategy

People Management at Porto Sudeste encompasses all direct employees—including statutory executives, young apprentices, and interns—as well as outsourced workers, reflecting the organization’s commitment to the Social pillar of ESG. This demonstrates a clear dedication to enhancing the quality of life and well-being of our human capital. We continuously invest in the engagement, as well as the professional and personal development, of those who drive our business forward every day.

The meritocratic approach adopted at Porto Sudeste includes **an annual performance appraisal covering 100% of the organization**, from operational staff to senior management. An evaluation committee oversees staff mobility, critical position coverage, and succession planning to ensure business continuity and readiness for future challenges.

PEOPLE MANAGEMENT TOOLS



PERFORMANCE EVALUATION

THE “IMPULSE” SYSTEM ENABLES THE MONITORING OF INDIVIDUAL DEVELOPMENT PLANS (IDPS) FOR ALL PROFESSIONALS.



CORPORATE EDUCATION PORTAL

PROVIDES TRAINING AND DEVELOPMENT OPPORTUNITIES TAILORED TO THE ORGANIZATION’S NEEDS AND INDIVIDUAL GROWTH OBJECTIVES.



TRAINING PROGRAMS

INITIATIVES SUCH AS THE “LEADERSHIP ACADEMY” AND TRAINEE DEVELOPMENT PROGRAMS ARE DESIGNED TO ENHANCE SKILLS AND ALIGN WITH BUSINESS REQUIREMENTS.



LOW PERFORMANCE MANAGEMENT

PROFESSIONALS IDENTIFIED WITH DEVELOPMENT GAPS ARE MONITORED, RE-EVALUATED, AND SUPPORTED THROUGH TRAINING, FEEDBACK, AND INTERNAL TRANSFERS, PROMOTING THEIR GROWTH.*



CAREER MANAGEMENT PROGRAM

FOCUSES ON MAPPING AND ALIGNING PROFESSIONALS TO POSITIONS, WITH PARTICULAR ATTENTION TO CRITICAL ROLES.

All strategies and tools implemented are reflected in key metrics, such as a low turnover rate of approximately **2.2%** – and a retention rate for high-potential professionals identified for roles of greater responsibility totaling **96%**.

Looking ahead, opportunities for improvement in People Management include the launch of a climate survey planned for 2024. Additionally, while the recruitment, evaluation, and personnel administration systems are robust, there remains potential for evolution, such as through the introduction of digital onboarding processes.

ASSESSMENT CYCLES

The first assessment cycle launched in 2022, and by 2023, the process had matured, yielding more consistent evaluations and accurate results. The approach is now well-established, with ongoing improvements to effectively measure and manage outcomes.



Risk Management

In recent years, our workforce has grown significantly, increasing from 400 to nearly 700 employees. This growth phase has necessitated a reassessment of our organizational structure and the adoption of new systems to enhance management, create opportunities, and mitigate business risks.

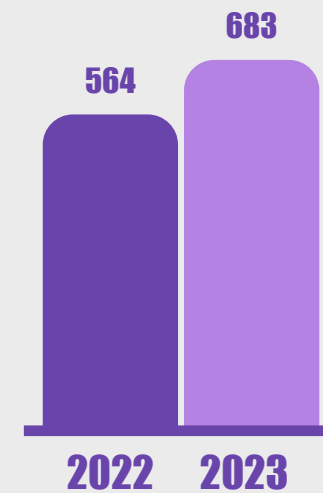
RISKS IN PEOPLE MANAGEMENT

IDENTIFIED RISKS	RISK DRIVERS	MITIGATION MEASURES
Loss of professionals	<ul style="list-style-type: none"> • Remuneration • Challenging assignments • Personal issues 	<ul style="list-style-type: none"> • Preventive actions • Prior preparation for replacing essential professionals to ensure business continuity • Personalized analysis and qualification plans for professionals in critical roles
Enhancement and continuity of operations	<ul style="list-style-type: none"> • Professional departure 	<ul style="list-style-type: none"> • Design of an organizational structure to distribute responsibilities in a leader's absence • Implementation of a cascading hierarchy (senior, full, and junior levels) to reduce dependency on one person

Talent Attraction and Retention

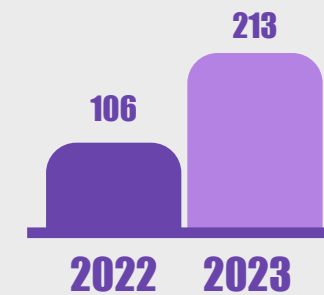
As part of our sustainable development strategy and the accessibility of transportation in the region, we prioritize the hiring of local labor. Job vacancies are first offered to residents of the surrounding communities, expanding the search only when suitable candidates are not available locally. Additionally, whenever possible, we promote internal opportunities through the **Careers Program**, recognizing and fostering the potential of our workforce.

Evolution in the Number of Professionals by Year



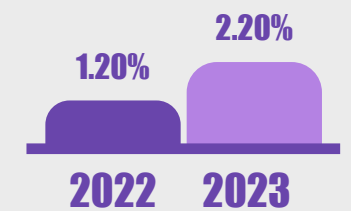
213 new hires in 2023

New Hires



2.2% average monthly turnover.

Average Monthly Turnover/Year





REMUNERATION¹

The development and implementation of Porto Sudeste’s remuneration policies include the following considerations:

SUPERVISION AND ADJUSTMENT

Each year, we conduct a comprehensive remuneration survey. The findings inform a review and adjustment of salary ranges, which are then submitted to the CEO and CFO for approval.

While there is no independent remuneration committee, final decisions are made by the executive team.

INCORPORATING STAKEHOLDER FEEDBACK

Stakeholder input is integrated into the approval of the annual personnel budget, which includes provisions for inflationary adjustments. Adjustments to salary ranges do not automatically trigger pay increases; changes are implemented within the framework of the approved budget.

Modifications to employee benefits are authorized by the Board of Directors and subsequently negotiated with union representatives.

INDEPENDENT CONSULTANCY

The remuneration process is supported by independent consultants who conduct market research, ensuring executive compensation aligns with impartial and competitive industry benchmarks.

SENIOR MANAGEMENT COMPENSATION

The remuneration policy for the highest governance body and senior executives at Porto Sudeste encompasses:

Fixed and Variable Remuneration For the CEO, CFO, and COO, fixed remuneration is paid monthly as outlined in their contracts, while variable remuneration is determined in alignment with the Profit Sharing Program (PLR).

Other directors employed under CLT contracts receive 12 annual salaries, vacation entitlements, a 13th salary, and PLR as per company policy.

Severance payments are made in compliance with labor laws (CLT) and contractual agreements.

The variable remuneration (PLR) is tied to performance against predefined targets, including ESG (environmental, social, and governance) indicators, budget goals, EBITDA, and cost control. This ensures that financial outcomes and sustainable impact remain core priorities for executive performance.

The annual remuneration of the highest-paid professional in the company is **21 times** higher than the average salary of other employees.

3.53% was the percentage increase in the remuneration of the highest-paid professional, adjusted for inflation.

1% was the average increase in remuneration for other employees.

1 – The information is sourced from the RM Labore payroll system. The survey covers the period from January to December 2023. The data excludes information on trainees and apprentices.



BENEFITS

Porto Sudeste offers benefits that exceed the requirements of labor legislation. Regular market benchmarking ensures we adopt the best practices available.

Benefits are extended to all permanent, temporary, and apprentice professionals. Trainees are provided with life insurance through the *Centro de Integração Empresa Escola* (CIEE).

LIFE INSURANCE	VIK (HEALTH & WELLNESS APP)	CHARTERED TRANSPORTATION FOR ALL EMPLOYEES
HEALTH INSURANCE	PROFESSIONAL SUPPORT PROGRAM (CUIDAR)	PROFIT SHARING
DISABILITY ASSISTANCE	ON-SITE MEALS, PLANNED BY A NUTRITIONIST	FOOD VOUCHERS OR PERMANENT AND TEMPORARY STAFF (NOT APPLICABLE TO YOUNG APPRENTICES AND TRAINEES)
GYMPASS (FITNESS PROGRAM)		
DENTAL INSURANCE		

PARENTAL LEAVE

At Porto Sudeste, **100% of employees are entitled to parental leave**, with a 100% retention rate 12 months after returning to work.

All employees—whether permanent, temporary, trainees, or apprentices—are entitled to 20 calendar days of paternity leave following the birth of a child. All employees, regardless of their employment type, are entitled to 180 days of maternity leave. This benefit is also extended to professionals who adopt, provided the request is made within one month of the adoption.

683	Employees entitled to parental leave	151	532
2	Employees who took leave in 2023	1	1
2	Employees who returned to work after leave ended	1	1
2	Employees retained 12 months after returning to work	1	1
100%	Return-to-work and retention rate	100%	100%



COLLECTIVE AGREEMENTS AND TRADE UNION RELATIONS

Porto Sudeste supports the right to freedom of association and collective bargaining. Annual collective bargaining negotiations are held with the active participation of the union, which has free access to employees to address relevant issues. The company maintains an open and transparent dialogue with the union, ensuring that workers' rights are upheld and all matters are resolved collaboratively. We are committed to fostering a fair and democratic workplace where all employees can exercise their union rights without restrictions.

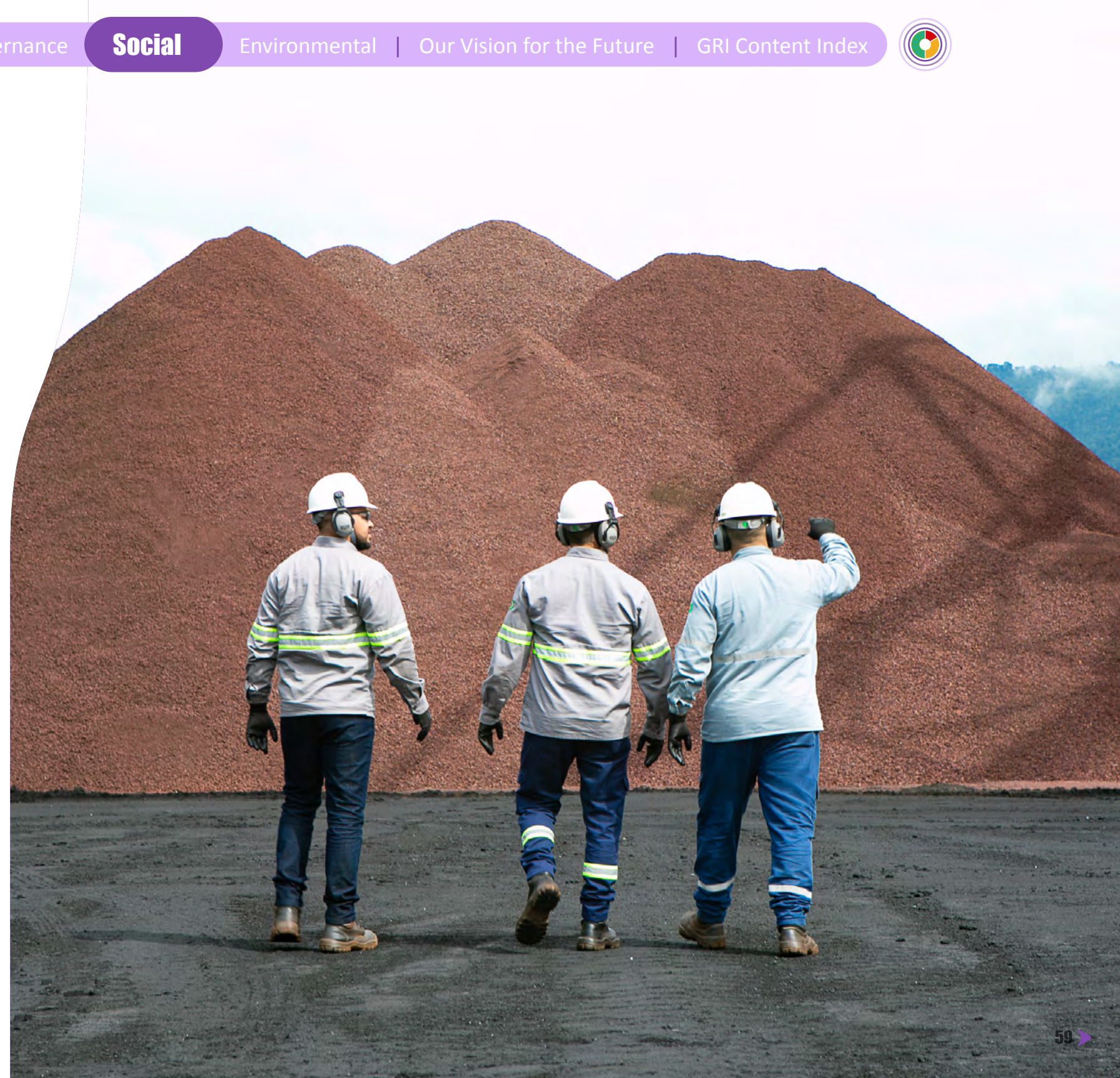
In Collective Bargaining Agreements (CBAs), employees are encouraged to contribute suggestions and demands to ensure that the most important issues are addressed and resolved. The base date for agreements is August 1, with negotiations beginning between May and June each year.

Highlights from the last agreement:

- Duration and Base Date: August 1, 2023, to July 31, 2024, with the base date on August 1, 2023.
- Monitoring the Agreement: Quarterly meetings between the company and the union will be held to assess compliance. Either party can request a meeting with a 15-day advance notice and a pre-defined agenda.

MINIMUM NOTICE PERIODS REGARDING OPERATIONAL CHANGES

Before implementing significant operational changes that could affect employees, Porto Sudeste ensures that guidelines are discussed at all leadership levels, from direct managers to executives. Communication is clear and transparent, with advance notice provided, though no fixed deadline is established.





PROGRAMA CARREIRAS

All professionals with over six months of tenure at Porto Sudeste participate in the annual Performance Assessment Cycle, conducted as part of the Careers Program. During this process, they receive feedback and collaborate with their leaders to create an Individual Development Plan (IDP).



RICARDO NOGUEIRA

CCO Supervisor and resident of Itaguaí.

“I joined Porto Sudeste in 2014 as a mid-level warehouse employee. Since then, I’ve dedicated myself to improving my skills and knowledge. Over the years, I’ve completed various courses, including financial management and logistics technician training, which have been instrumental in my professional growth. This development enabled me to progress internally and work at the Operational Control Center. With hard work on my part and encouragement from the company, I’ve achieved my current position.”

Training and Capacity Building



100% of employees trained by 2023



5 training hours per employee

644 employees trained

125

519

75 leaders trained

14

61

Porto Sudeste’s training programs are designed to enhance the skills of employees by offering incentives for postgraduate studies, language courses, short courses, technical training, and mandatory programs. Training sessions are tailored to meet the specific requirements of each role and department, and requests are processed through the Corporate Education team.



HEALTH AND SAFETY

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

Strengthening the Health and Safety system while enhancing the prevention of occupational accident risks for employees, service providers, and surrounding communities.

Material Topic Highlights

Zero Accident Program (PAZ)

Health and safety goals account for 10% of variable compensation targets.

684 of in-house employees covered by the OHS system

1.45 rate of reportable workplace accidents

3,455,085 hours worked in 2023

7, 8, 9



All Related Parties

GHG Emissions and Climate Change



GEE

7, 8, 9



Suppliers and Service Providers

Water Resource Management



Energy Management



7, 8, 9



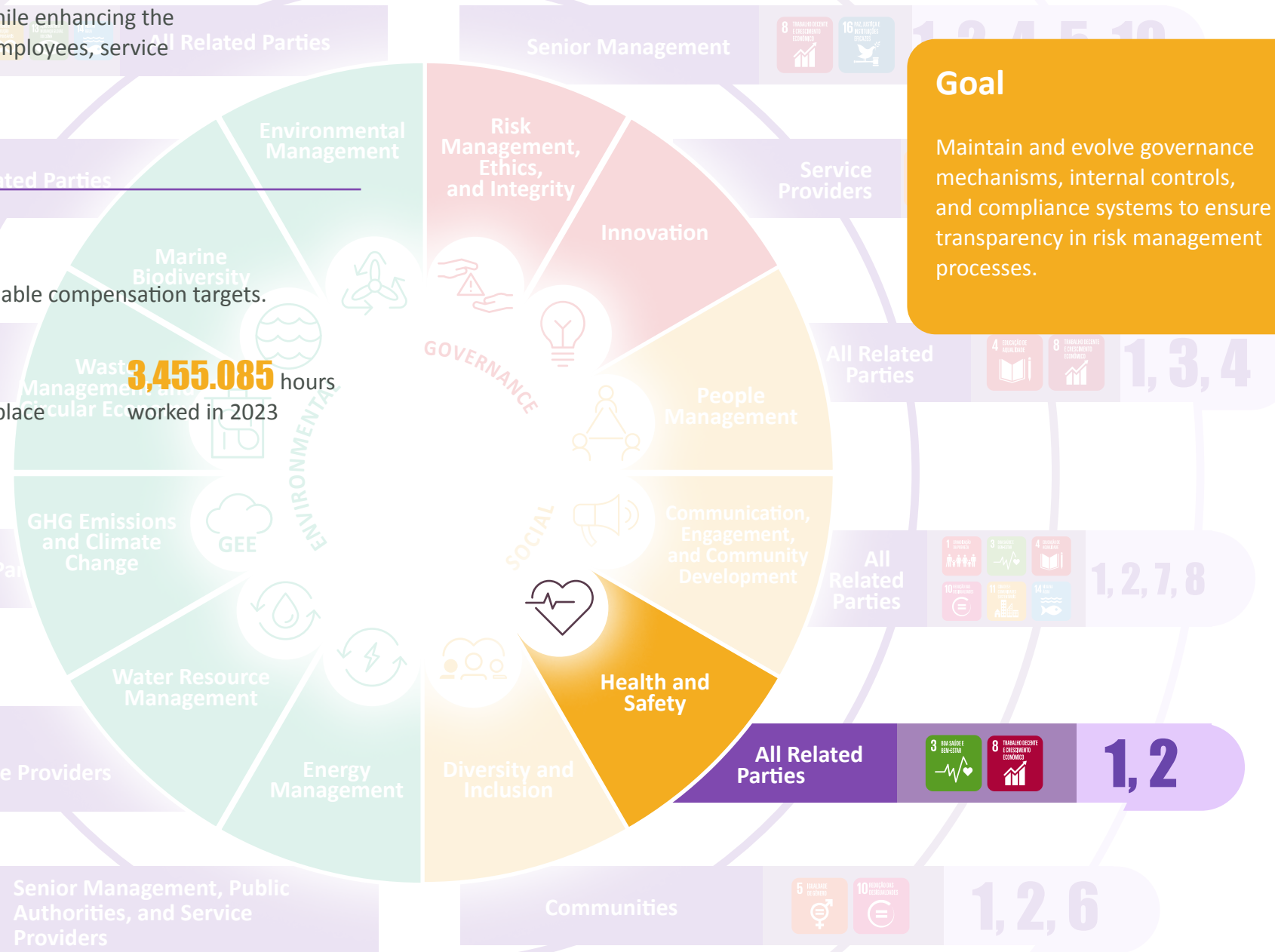
Senior Management, Public Authorities, and Service Providers

Energy Management



Stakeholders that prioritize

SDG



Goal

Maintain and evolve governance mechanisms, internal controls, and compliance systems to ensure transparency in risk management processes.

UN Global Compact Principles

- HUMAN RIGHTS PRINCIPLES**
 1. Support and respect the protection of internationally proclaimed human rights.
 2. Ensure that businesses are not complicit in human rights abuses.
- LABOR RIGHTS PRINCIPLES**
 3. Uphold the freedom of association and the effective recognition of the right to collective bargaining.
 4. Eliminate all forms of forced and compulsory labor.
 5. Effectively abolish child labor.
 6. Eliminate discrimination in respect of employment and occupation.
- ENVIRONMENTAL PROTECTION PRINCIPLES**
 7. Support a precautionary approach to environmental challenges.
 8. Undertake initiatives to promote greater environmental responsibility.
 9. Encourage the development and diffusion of environmentally friendly technologies.
- ANTI-CORRUPTION PRINCIPLE**
 10. Work against corruption in all its forms, including extortion and bribery.



Governance and Strategy

Occupational Health and Safety (OHS) is a core value at Porto Sudeste and is integrated into all decision-making processes. With the introduction of new management in 2020, the Zero Accident Program (PAZ) was launched as the primary framework for OHS management.

The program is designed to prevent accidents across all company activities, with structured routines involving approximately 80 leaders. Each leader monitors at least 15 monthly indicators, supported by key management tools:

- Guidelines for leaders (Directors, Managers, Coordinators, and Supervisors) to oversee OHS performance.
- Accident prevention and deviation management through established routines.
- Promotion of the PEACE program's culture within the company, fostering behavioral change and professional development.
- Encouragement of a safety-first culture, instilling a sense of "ownership" among managers and professionals.
- Recognition of preventive actions and safe behaviors.

The program is integrated into the company's variable income targets, accounting for 10% of the total, with 20% dedicated to health, safety, and environmental objectives.

PAZ establishes OHS standards and procedures, streamlining Brazil's complex legislation to make compliance more practical for leaders. Monitoring is conducted through leader-led self-assessments and quarterly audits.



OHS management is organized around the PEACE program and its 15 fundamental elements, which guide decision-making and are reviewed during weekly executive board and operations meetings.

These meetings also address corporate indicators and other significant events, ensuring OHS remains a priority at all levels.

DISTRIBUTION OF RESPONSIBILITIES



The system is structured around the following standards and guidelines:

- Ordinance No. 3.214, June 8, 1978
- Code of Conduct and Ethics
- Anti-Corruption Policy
- Sustainable Development Policy
- Zero Accident Program (PAZ) Standard
- The Golden Rule
- Humanity Program Standard



HEALTH AND SAFETY COMMITTEE

The OHS management system is implemented, managed, and evaluated by the Health and Safety Committee, comprising management representatives, executives, and contractors. The committee convenes monthly to review the system, monitor indicators, and assess results.



DUTIES:

- Monitor HS performance indicators.
- Promote recognition and dissemination of good practices and high performance.
- Define mitigating actions for significant non-conformities and deviations identified in meetings.
- Track the implementation of planned actions, conducting periodic reviews.
- Evaluate health and safety programs and allocate necessary resources for their execution.
- Decide on joint actions and provide feedback from companies, with presentations on current or upcoming HS initiatives.

The committee's primary objectives are to integrate actions, promote continuous improvement, and enhance the maturity of the HS system, with a steadfast commitment to achieving **the Zero Accident goal**. Employees play an active role in these processes, offering suggestions and participating in evaluations and the implementation of improvements. This ensures their needs and concerns are consistently addressed.

Essential OHS information and procedures are made available to all employees through training programs, regular meetings, and internal communication platforms such as the OHS Portal. These efforts ensure transparency and the continuous engagement of all organizational levels.



Risk Management

IDENTIFIED RISKS	IMPACTS ON THE ORGANIZATION
Fire in liquid bulk operations	Severe infrastructure damage and worker safety risks due to fire in liquid bulk operations.
Structural collapse in operational areas	Operational disruptions, worker safety hazards, and potential environmental damage caused by structural collapses in operational areas.
Injuries or fatalities in port operations incidents	Reduced or halted operations, increased safety investments, and reputational damage stemming from injuries or fatalities in port operations.
Workers struck by vehicles, machinery, or equipment	Risk to worker safety, potential loss of life, and negative impacts on organizational morale and safety culture due to accidents involving employees or third parties.
Atmospheric discharge events on company premises	Fires or explosions caused by lightning, threatening operational continuity and employee safety.
Regulatory interdiction due to non-compliance with OHS standards	Operational shutdowns, significant financial losses, and reputational damage from non-compliance with Occupational Health and Safety regulations.

The **Occupational Risk Management** procedure guides the identification of hazardous conditions and the assessment of risks associated with company activities. These risks include those with potential to cause material losses, production stoppages, costly repairs, injuries, and fatalities. The procedure aims to prioritize risks, strengthen existing controls, adopt new preventive measures, and continuously monitor defined actions, deadlines, and responsibilities. Through the Risk Management Program (PGR) and the application of Preliminary Risk Analysis (APR) for non-routine risks, Porto Sudeste complies with Regulatory Standard No. 1 (NR1).

Risk mapping is based on homogeneous exposure groups and utilizes Riskex software. **So far, over 2,500 activities and 25,000 risks have been identified.** The **Bow Tie** methodology is employed to map critical risks, identifying scenarios that could result in catastrophic events or multiple fatalities, ensuring the management of potential fatal risks.

For each identified risk, its level is determined by severity (consequences and scope of injuries), and probability (exposure, awareness of the danger, and the person exposed).

These criteria define the risk classifications, which are consolidated into an **occupational risk inventory** that includes:

- 1) Characterization of work processes and environments.
- 2) Detailed descriptions of activities.
- 3) Identification of hazardous conditions and potential injuries or health impacts, including their sources or circumstances.
- 4) Risk analysis for hazardous conditions, specifying the groups of workers exposed.
- 5) Prevention measures already implemented.

Currently, around 13,000 risks have been identified, with 10,800 eliminated and 3,000 under active management.

Employee participation is central to the risk management process. To this end, they report hazards and dangerous situations using the Deviations and Near Misses Report (RDQA). This document formalizes the identification of actual or potential risks, enabling swift corrective or preventive action.



When employees identify a serious and imminent risk of an accident, the **Right of Refusal** procedure is applied, ensuring worker safety while immediate action is taken to address the risk.

Risk Identification The employee informs their supervisor if they do not feel safe starting or continuing a task due to a serious risk.

Risk Analysis The supervisor and the employee assess the situation using tools such as the Preliminary Risk Analysis (PRA).

Decision If the risk is resolved: The task may be started or resumed.
If corrective action is required: The correction must be implemented before proceeding.

In case of disagreement: The employee stops work, completes the Work Refusal Form in duplicate, and submits one copy to the supervisor.

Notification and Resolution The supervisor notifies the Health, Safety, and Environment (HSE) team and the manager. Together with the employee, they evaluate the situation and implement the necessary corrective actions.

“IF IT’S NOT SAFE, OR IF IN DOUBT, DON’T DO IT. AND DON’T LET SOMEONE ELSE DO IT!”

A dedicated team of in-house and outsourced professionals works to identify and eliminate hazards while minimizing risks:

IN-HOUSE TEAM **9**



- 01 Occupational Physician**
- 01 Occupational Nurse**
- 01 Nurse**
- 02 Occupational Nursing Technicians (Administrative)**
- 04 Nursing Technicians (Shift-based)**
- Civil Firefighters**

OUTSOURCED EMPLOYEES **13**



The health department provides outpatient care to all employees (both direct and outsourced) and conducts monthly health promotion campaigns for employees.

Our **specialized emergency management team** is equipped to handle urgent and emergency situations, supported by advanced infrastructure that includes:



24-hour medical unit



Mobile ICU ambulance



Drone monitoring with infrared (for fire detection and man-overboard incidents)



Continuous camera monitoring conducted through the Corporate Security Operating Center (COSE)



A professional fire-fighting team leading a brigade of 110 trained volunteers



Fire truck equipped with LGE, an 8m³ tank, and an automatic cannon with a range of up to 60 meters

In addition, operational areas are equipped with portable fire extinguishers; specialized equipment for working at heights, confined spaces, and electrical rooms; fixed detection and suppression systems; and a comprehensive hydrant network. Monthly emergency simulation drills are conducted, focusing on victim care and fire management to maintain preparedness.



HUMANIDADE INTEGRAL HEALTH PROGRAM

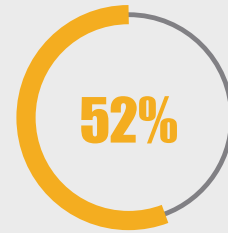
Porto Sudeste goes beyond managing work-related health risks by addressing other health challenges that may impact employees, even those unrelated to their professional activities.

To support this, we launched the *Humanidade Integral* Health Program, promoting a culture of care and self-care that holistically addresses physical, mental, emotional, and social well-being. The program integrates artificial intelligence to monitor employee readiness and provides support for emotional, financial, and other personal challenges.

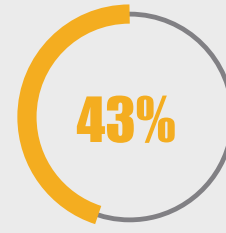
Key initiatives include the Vik App, designed to encourage physical activity and regular exercise; periodic team meetings focused on fatigue prevention and management; and *Prontos*, an advanced online neuropsychophysiological tracking tool that monitors behaviors affecting employee readiness and identifies potential risks. The *Cuidar* program, offers direct support to employees and their families.

VIK APP SCORE – OUTCOMES

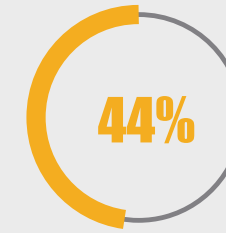
Physical Health



participants reported an improvement in **physical activity frequency**



participants reported an improvement in **dietary habits**

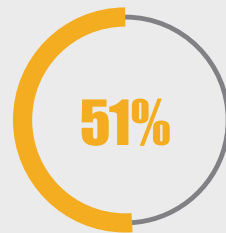


participants reported a reduction in **tobacco consumption**

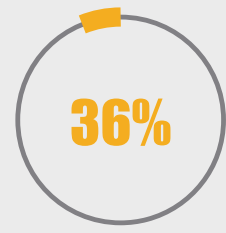


participants reported a reduction in **alcohol consumption**

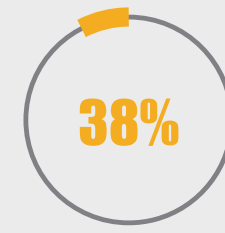
Mental Health



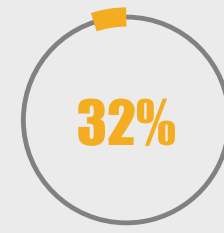
of participants improved their overall **mental well-being** score



of participants reported reduced **stress levels**

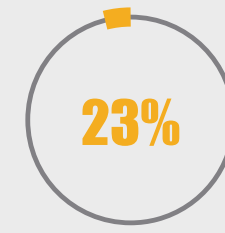


of participants reported improvements in **emotional health**

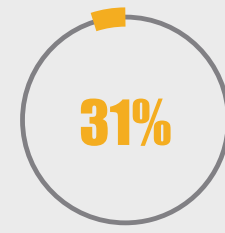


of participants reported improved **sleep quality**

Social Health



of participants improved their overall **social well-being** score



of participants reported increased **leisure time** satisfaction



Coupons redeemed



Hours of instruction



Physical activities logged

106 previously sedentary individuals have been motivated to get moving.

* These are individuals initially classified as “sedentary” by the VIK Score who participated in at least one activity during the analysis period.

WITHOUT HEALTH, THERE CAN BE NO SAFETY!



PRONTOS! SYSTEM

As part of the Mental Health pillar of the *Humanidade* Program, the *Prontos!* Behavioral Readiness Assessment System was introduced within the Port Operations Management team.

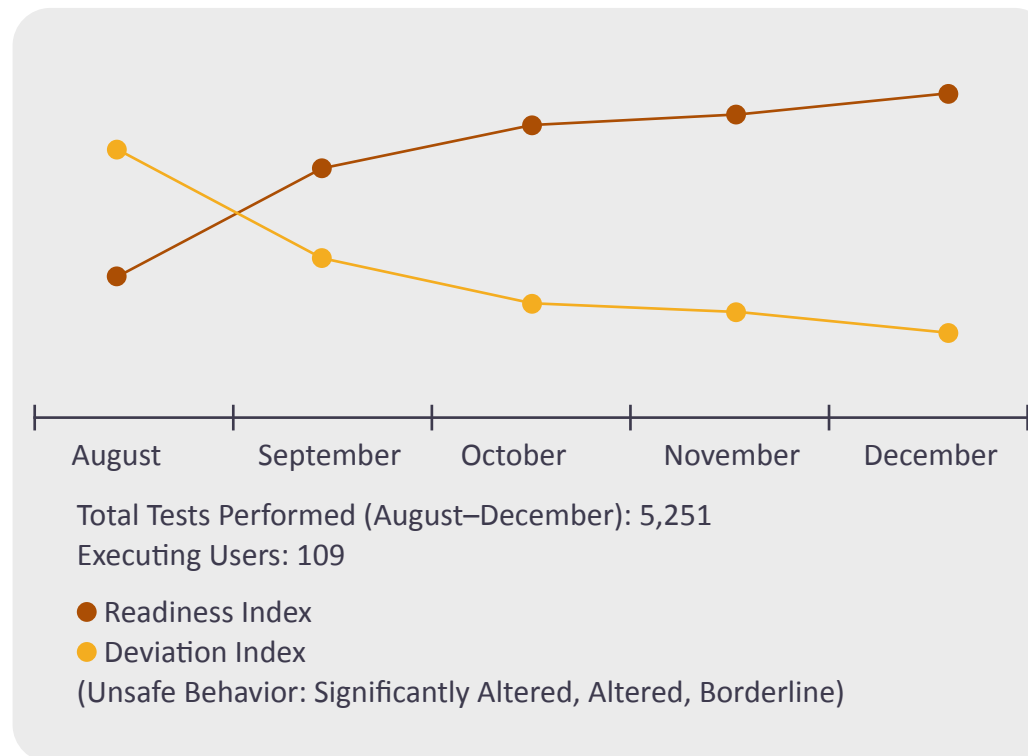
The *Prontos!* System is an advanced artificial intelligence tool developed with scientific rigor and grounded in neuroscience. Its primary objectives are to:

- Prevent daily risk exposure by implementing predictive and preventive actions before the workday begins;
- Enhance risk awareness and promote safer behavioral practices;
- Assess cognitive factors such as attention, concentration, impulsivity, reaction time, and fatigue.

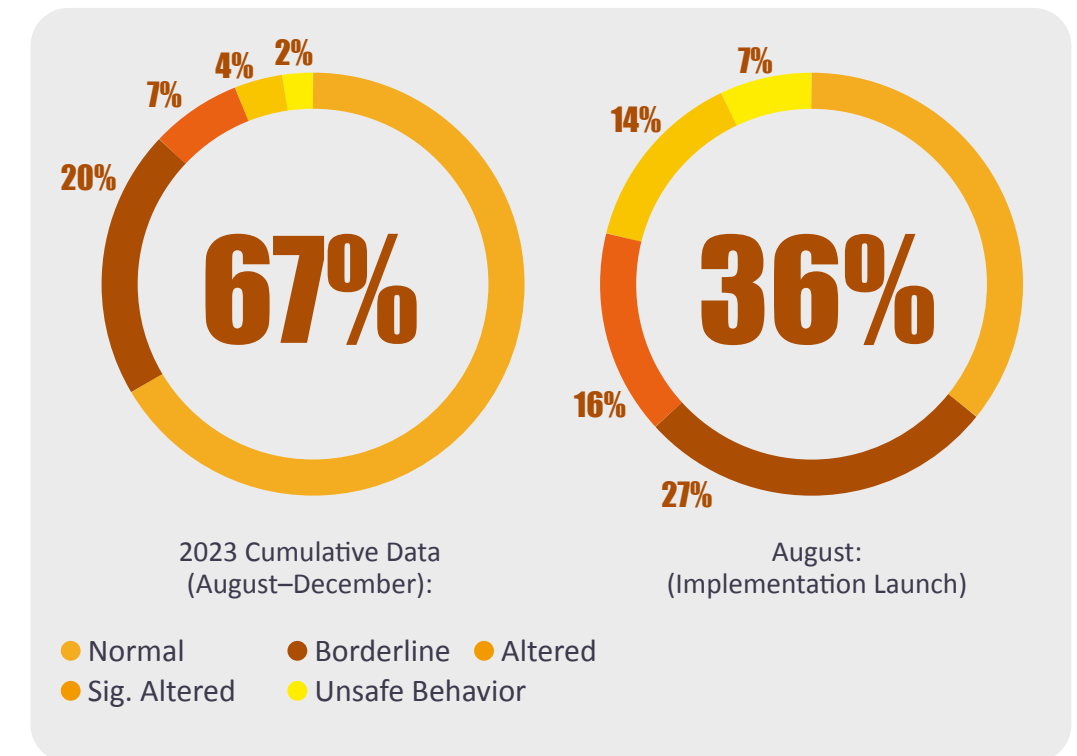
By 2024, we plan to extend its implementation to new areas, starting with Maintenance managers

RESULTS OF THE HUMANIDADE PROGRAM

Significant reduction in overall deviations and an effective 41% increase in normal (Readiness) results during the rollout:



Increase in cumulative normal results and reduction in deviations (including borderline, altered, and significantly altered results) and unsafe behavior.





Impact Management

WORKPLACE INCIDENTS

All workplace incidents are investigated using a structured procedure that includes the following steps:

1. COMMUNICATION
2. DOCUMENTATION
3. ANALYSIS
4. INCIDENT CLASSIFICATION

To ensure effective communication, Porto Sudeste provides a dedicated 24-hour incident hotline (0800 122 1234) and a radio on band 16.

- Level 3 or higher incidents must be reported immediately to the OHS General Manager, formally documented by the area supervisor within 4 hours, and analyzed within 36 hours.
- Level 4 and 5 incidents require immediate investigation and company-wide communication.
- Near misses with critical potential also undergo thorough investigation to identify preventive measures.

The **Fire and Panic Emergency Plan (PECIP)** outlines communication protocols with public authorities and environmental agencies, as well as site preservation measures for evidence collection. The Occupational Health and Safety team conducts the investigation, requiring the participation of the supervisor and, if possible, the injured party. In cases of occupational illness, the occupational doctor is also involved in the analysis.

Investigative methodologies include **Causal Tree Analysis** and **Systematic Analysis of Causes Technique (TASC)**. Findings are presented by the area manager during the monthly Central Safety, Health, Environment, and Social Responsibility Committee meeting and the weekly Safety Call health and safety meetings.

OHS WORKER TRAINING – PROCESS FLOW

- 1) HR Reception:
 - Initial orientation for new employees.
- 2) Integration Training (OHS):
 - Introduction to occupational health and safety protocols.
 - Assessment to ensure understanding of OHS concepts.
- 3) Training Matrix:
 - Regulatory training and operational procedures tailored to specific roles.
 - Jointly managed by HR and area managers.
- 4) Ongoing Training and Updates:
 - Continuous training tailored to job-specific and departmental requirements.



MANAGING HAZARDS WITH SERIOUS ACCIDENT RISKS

For all identified hazards with potential for serious workplace accidents, comprehensive measures are implemented to eliminate dangers and minimize risks. An internal guide provides detailed procedures for responding to a wide range of situations, ensuring consistent and effective risk management.

1 – FALL DUE TO DIFFERENCE IN EQUIPMENT LEVELS

Risk prevention and mitigation procedures: disclosure of what happened in order to prevent similar occurrences; detailed, easy-to-understand guidance on safe access to machines; disclosure of the procedure with the review; improved lighting in the machine parking area.

2 – SCAFFOLDING OPERATIONS

Risk prevention and mitigation procedures: Risk prevention and mitigation procedures: campaign to strengthen the safety culture; organize and secure power cables; improve access signs and install roadblocks in construction zones; specific training and environmental training tailored to each area of activity.

3 – INTERACTION WITH MOVING EQUIPMENT

Risk prevention and mitigation procedures: Risk prevention and mitigation procedures: review and refine the engineering project for the replacement of drives, implementation, and scope; develop a maintenance procedure for the moving head; train all staff in the specific procedure; install an orientation sign on site; clean the moving head's travel path; limit the travel stroke by cutting the chain; install a chain support bracket and compensation system to ensure chain tension on both sides; review the moving head maintenance plan using FMEA (Failure Mode and Effects Analysis); install protection on the travel drive.

4 – FALLING MATERIAL (SCRAP METAL PIPE)

Risk prevention and mitigation procedures: adaptation of the load-lifting cage; documentation and discussion of the occurrence in the DDS with the maintenance team; safety refresher and recycling of procedures; load-handling training (NR11) for all involved professionals; request for a technical feasibility study from the engineering team; intensified inspections focused on verification, organization, and cleaning in transfer areas to eliminate risks; improved adherence to the 5S routine at the end of maintenance activities.

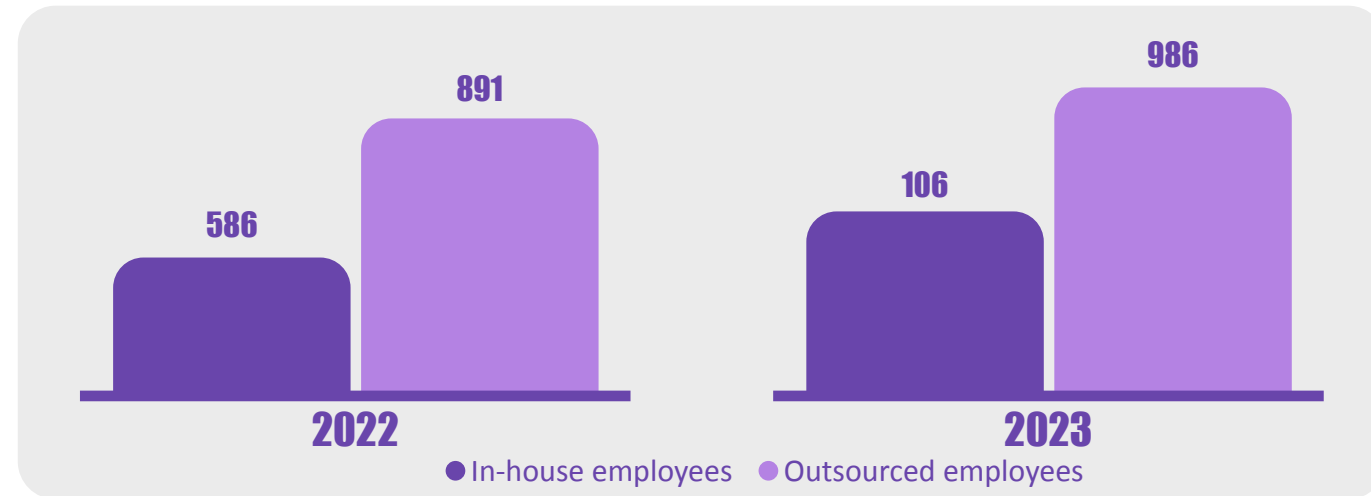
5 – FALL ON DAMAGED STAIRCASE STEP

Risk prevention and mitigation procedures: reinforcement of all stair treads; meetings with cleaning and supply teams; comprehensive analysis and inspection of all stairs and floors in the terminal.



Metrics

EMPLOYEES COVERED BY THE OHS SYSTEM



WORKPLACE ACCIDENTS – EMPLOYEES

	2022		2023	
	Number	Rate ¹	Number	Rate
Fatalities resulting from work-related accidents	0	0	0	0
Workplace accidents with serious consequences (excluding fatalities)	0	0	1	0.29
Reportable workplace accidents	3	2.04	2	1.36
Fatalities resulting from occupational diseases	0	0	0	0
Reported cases of occupational diseases	0	0	0	0
Total hours worked (HHT)	1,465.397		1,471.057	
Most common types of workplace accidents	No time-off incidents		No time-off incidents	
Most common types of occupational diseases	None reported		None reported	

1 – The rates were calculated using a baseline of 1,000,000 hours worked.

WORKPLACE ACCIDENTS – OUTSOURCED WORKERS

	2022		2023	
	Number	Rate ¹	Number	Rate
Fatalities resulting from work-related accidents	0	0	–	–
Workplace accidents with serious consequences (excluding fatalities)	0	0	0	0
Reportable workplace accidents	1	0.6	3	1.51
Fatalities resulting from occupational diseases	0	0	0	0
Reported cases of occupational diseases	0	0	0	0
Total hours worked (HHT)	1,659.14		1,984.03	
Most common types of workplace accidents	No time-off incidents		No time-off incidents	
Most common types of occupational diseases	None reported		None reported	

In 2023, there was a 9% increase in MHW (Man-Hours Worked) compared to 2022.

At Porto Sudeste, **100%** of the surveillance team (both in-house and outsourced) has received formal training on our specific human rights policies and procedures and their application in security operations. These training sessions are conducted annually, adhering to the principles of voluntary security and emphasizing a human rights-focused approach.



DIVERSITY AND INCLUSION

GRI 3-3 | 405-1 | 405-2 | 406-1

Implementing processes that reflect a commitment to the internal inclusion of minority groups, fostering diversity, and promoting greater equality of opportunity.

Material Topic Highlights

Implementing processes that reflect a commitment to the internal inclusion of minority groups, fostering diversity, and promoting greater equality of opportunity.

Development and sharing of Diversity Policy and Diversity Guide.

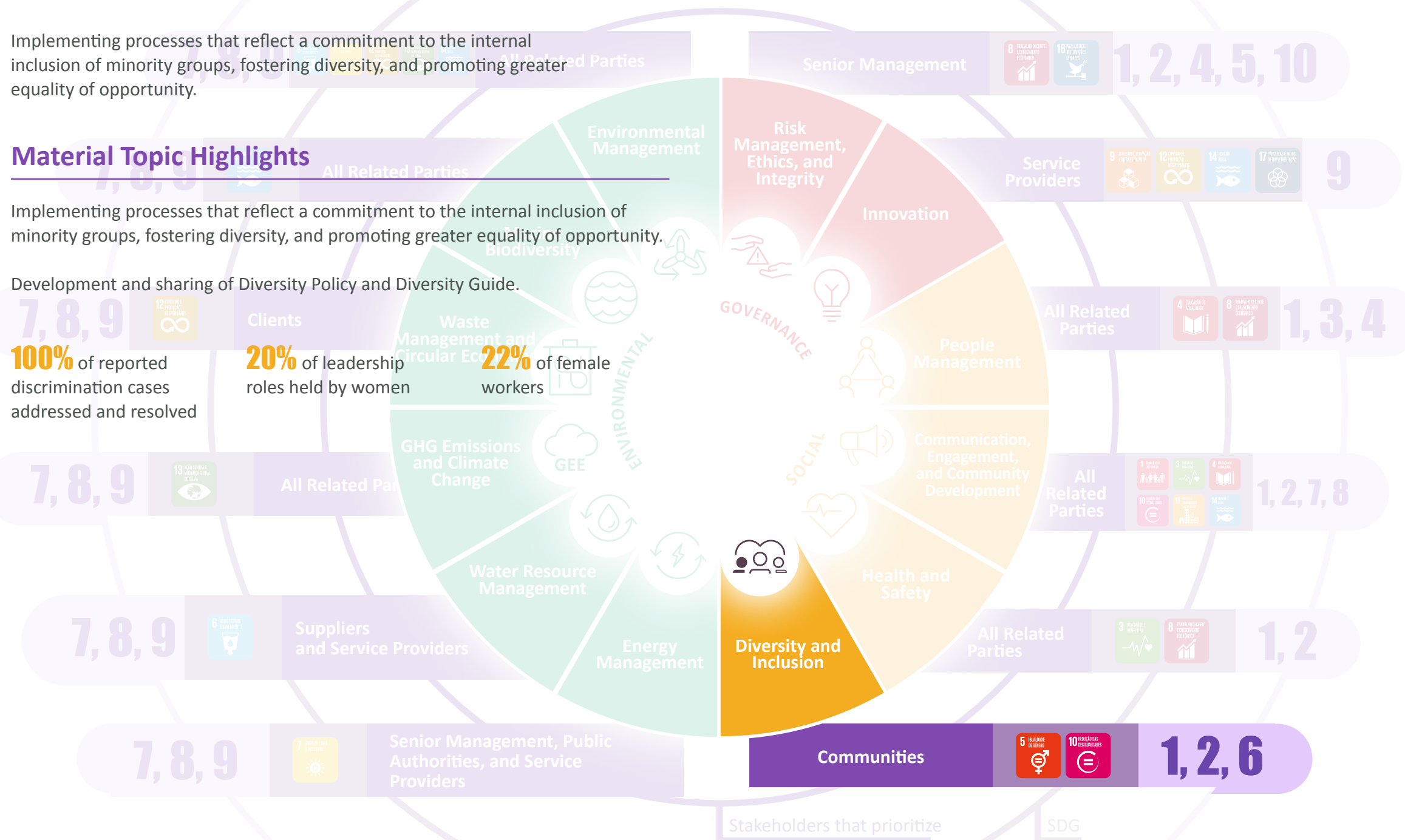
100% of reported discrimination cases addressed and resolved

20% of leadership roles held by women

22% of female workers

UN Global Compact Principles

- HUMAN RIGHTS PRINCIPLES**
 1. Support and respect the protection of internationally proclaimed human rights.
 2. Ensure that businesses are not complicit in human rights abuses.
- LABOR RIGHTS PRINCIPLES**
 3. Uphold the freedom of association and the effective recognition of the right to collective bargaining.
 4. Eliminate all forms of forced and compulsory labor.
 5. Effectively abolish child labor.
 6. Eliminate discrimination in respect of employment and occupation.
- ENVIRONMENTAL PROTECTION PRINCIPLES**
 7. Support a precautionary approach to environmental challenges.
 8. Undertake initiatives to promote greater environmental responsibility.
 9. Encourage the development and diffusion of environmentally friendly technologies.
- ANTI-CORRUPTION PRINCIPLE**
 10. Work against corruption in all its forms, including extortion and bribery.





Governance and Strategy

We are committed to fostering an inclusive corporate culture that values diversity as a key driver of growth, promoting respect and acceptance of all differences.

Our hiring and promotion processes are meritocratic. While we acknowledge that the majority of our workforce is male—a reflection of the sector’s historical profile— we are dedicated to enhancing diversity and fostering inclusion across all areas of the company, creating opportunities for all talents.

We aim to balance pay, merit, and diversity. Recent organizational growth has enabled us to increase the number of people with disabilities in our workforce by 12% between 2022 and 2023, offering meaningful opportunities for professional development within a respectful and empowering work environment.

DIVERSITY AND INCLUSION POLICY

Purpose: To establish the company’s commitments to diversity and inclusion through clearly defined guidelines, values, and principles.

We believe that a diverse environment is built by people from different cultures, generations, genders, ethnicities, sexual orientations, nationalities, abilities, social backgrounds, and all the unique characteristics that make us who we are, allowing us to share common values.

Commitments

- Respecting and valuing every professional’s abilities to their full potential, fostering a harmonious environment.
- Addressing challenges with positivity and good humor to encourage creativity, while understanding that respect is something we inspire in others.
- Recognizing that every individual is unique and striving to treat everyone fairly, while appreciating and embracing differences.
- Promoting tools to support workers’ physical and mental health and safety.

All professionals are responsible for ensuring compliance with the policy and reporting any violations they observe. The Ethics and Compliance Committee oversees the monitoring of breaches and resolves cases reported through the Confidential Channel, along with other issues related to ethics and compliance.

In 2023, Porto Sudeste also launched its Diversity and Inclusion Manual, reinforcing its commitment to these principles.

The Careers Program has driven cultural progress by aligning positions, responsibilities, and remuneration, creating a structured approach that distinguishes Porto Sudeste’s culture. ESG and diversity initiatives are actively developed with the involvement of employees, fostering collaboration, mutual learning, and growth while addressing challenges and adjustments as part of the process.

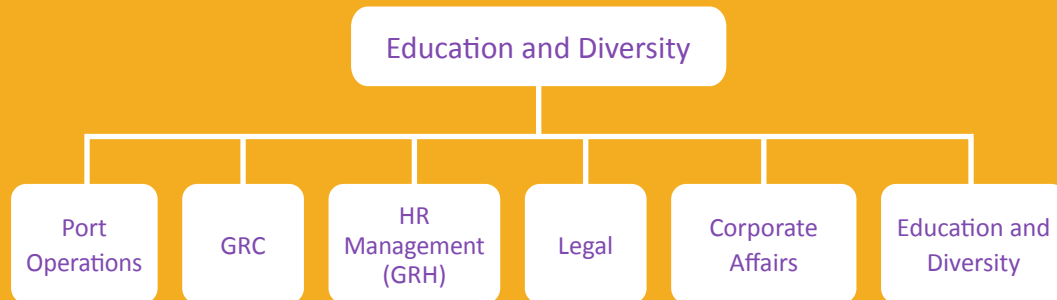
Diversity and inclusion management at Porto Sudeste is structured around three primary initiatives:





DIVERSITY COMMITTEE

The Diversity Committee comprises professionals from strategic areas, as outlined in the organization chart below. These members guide initiatives aimed at cultivating a more inclusive and diverse company culture.



SOMOS DIVERSOS GROUP

In 2023, we established a working group consisting of professionals from various organizational levels, including teams from internal and external communication, social responsibility, and representatives from the Affinity Group. The *Somos Diversos* (“We Are Diverse”) Group ensures that the Affinity Group’s initiatives align with the strategies defined by the Diversity Committee.

OUTCOMES OF DIVERSITY AND INCLUSION INITIATIVES

- Structure of the Community + Diverse Group
- Mapping of Architectural Infrastructure Items at the Port
- Affinity Groups
- Dialogues with Professionals – DDS (Daily Safety Dialogues)
- Affinity Groups and Diversity Groups
- Thematic Calendar Division
- Incorporating Diversity Topics and Our Timeline on This Subject into New Employee Onboarding
- Including Polarized Perspectives in Onboarding

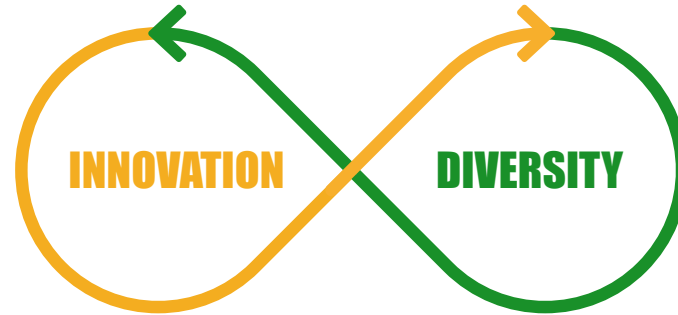


AFFINITY GROUP

The Affinity Group organizes forums and regular meetings to share information, exchange knowledge, and define actionable steps. These meetings encourage broader professional engagement and focus on key diversity issues such as **gender, race and ethnicity, disability, the LGBTQIAPN+ community, generational differences**, and other shared characteristics among members.



Our vision is to be recognized among the most innovative companies in the country and a source of pride for our professionals. Diversity is at the core of this ambition.

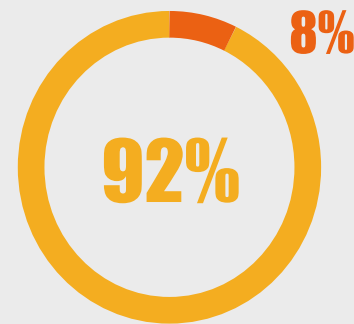


The survey results offered valuable insights into the awareness and understanding of our professionals regarding the initiatives developed under the Project. Moreover, it allowed us to gather their suggestions for new diversity-related initiatives at Porto Sudeste. This input enabled the Diversity Committee to develop action plans for advancing this critical Material Topic more effectively.

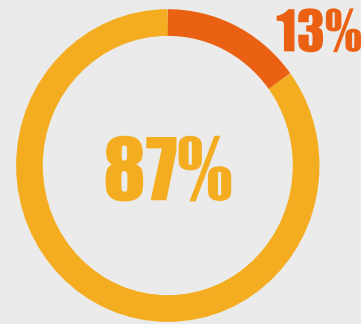
DIVERSITY AND INCLUSION SURVEY

A survey conducted among employees between December 2023 and January 2024 assessed the maturity of diversity and inclusion initiatives and gauged the team’s awareness of the programs and actions implemented. The survey also captured feedback from employees on additional initiatives they would like to see at Porto Sudeste to further elevate the importance of diversity. This input enabled the Diversity Committee to develop action plans for advancing this critical Material Topic more effectively.

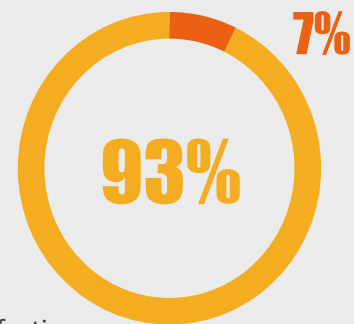
Are you familiar with our Diversity Policy?



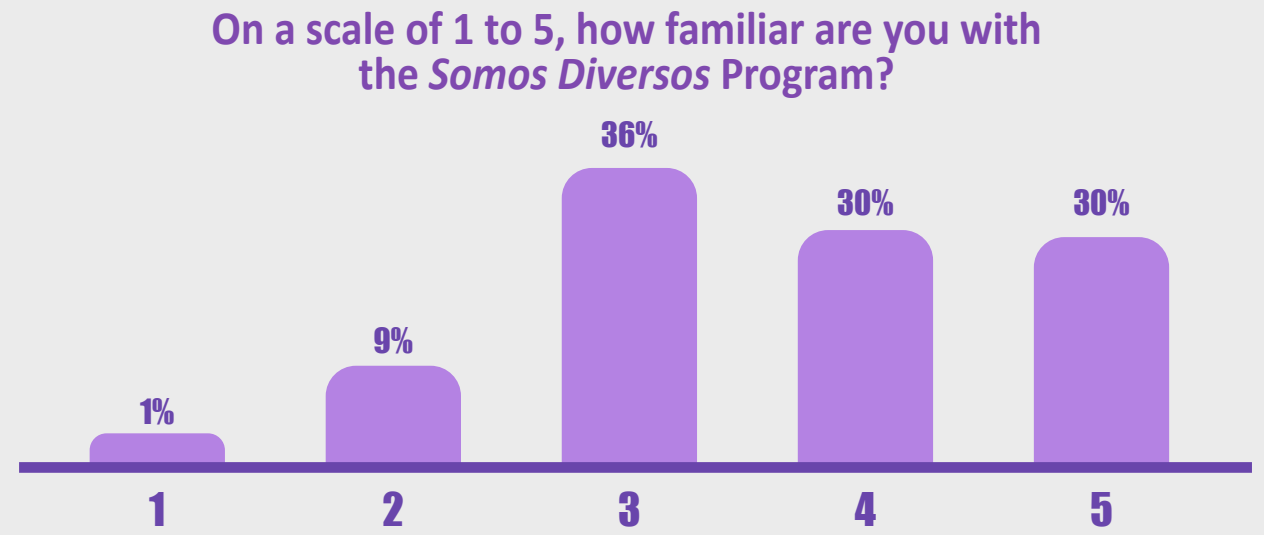
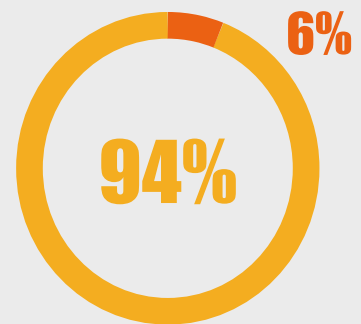
Are you familiar with our Diversity Guide?



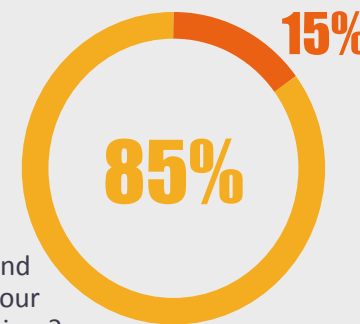
Do you think Ipê and Porto implemented effective diversity initiatives in 2023?



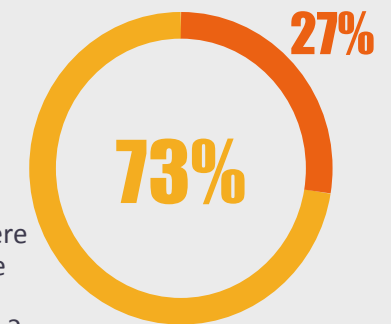
Do you believe the Somos Diversos Program has helped foster an inclusive work environment?



Do you feel represented and supported by our diversity practices?



Do you believe there is room to improve our diversity and inclusion initiatives?



● Yes ● No

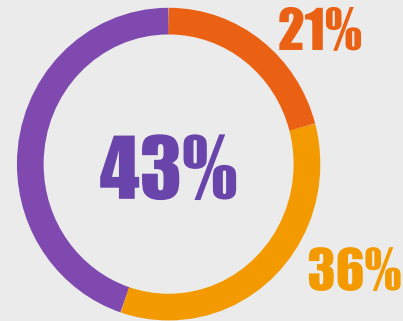
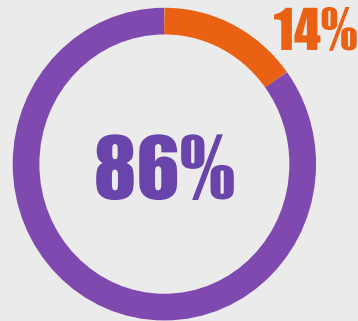


Metrics

DIVERSITY IN GOVERNANCE BODIES*

Gender

2 12



*Governance bodies included: Board of Directors, Audit, Risk, and Compliance Committee (ARCC), and Port Technical and Operational Committee.

Age group

< 30

30 to 50

> 50

No info available

0

6

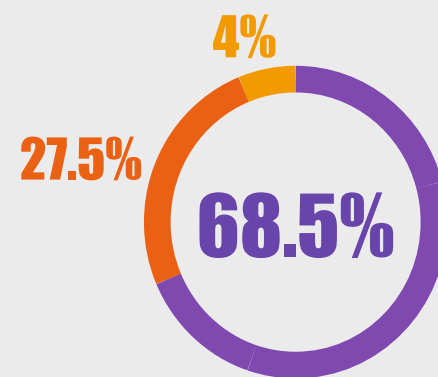
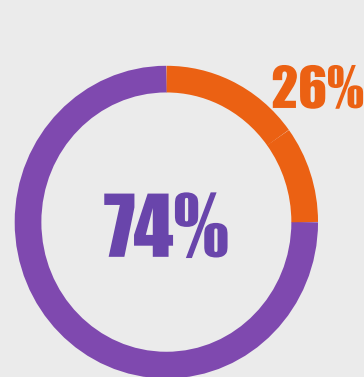
5

3

DIVERSITY AMONG NEW HIRES IN 2023

Gender

Women Men



Age group

< 30

30 to 50

> 50

PAY RATIO

CATEGORY	Female		Male		Pay Ratio Female Male %
Leadership	17	21%	85	79%	102%
Operational Team	33	15%	184	85%	94%
Professional	59	41%	85	59%	86%
Technical	16	8%	185	92%	85%

Porto Sudeste evaluates the requirements for each position, ensuring that all employees are hired within the defined salary range for their role. Salary progression is based on performance evaluations. The company guarantees equal pay for men and women performing the same job.

INCLUSION IN THE PORTO SUDESTE TEAM

26 PwDs

8 employees aged 60 or over

19 young learners, with additional spots allocated for the local community

CASES OF DISCRIMINATION

02 cases of discrimination were reported during the period

100% of the cases were analyzed and addressed by the Ethics and Compliance Committee. Remediation plans included training on the subject (aligned with the Code of Ethics) and disciplinary measures in accordance with HR policies. All measures were monitored by management and the Audit, Risks and Compliance Committee to ensure proper resolution.



COMMUNICATION, ENGAGEMENT, AND COMMUNITY DEVELOPMENT

GRI 3-3 | 411-1 | 413-1 | 413-2

Fostering stronger connections that contribute to the social, environmental, cultural, and economic development of surrounding communities, including initiatives to promote volunteering.

Material Topic Highlights

Inauguration of CASA PORTO – **700** visitors, **13** events, and **8** training sessions in 2023

TECHNICAL TRAINING COURSES: **2** classes in Mechanics and Automation

CIPA at School Project: **163** students trained in preventive health and safety culture

HORTAS PROJECT: **6** schools, **581** students, **500** seedlings, **34** thematic workshops

PERTINHO DE CASA Project: **600** registered sellers and **3,000** products listed

IMPACTA ODS: **1** ton or recycled material collected
Volunteer work: **1,000** people benefited through the donation of **250** food baskets

SOCIAL RESPONSIBILITY SHOWCASE: **5,000** participants engaged in social dialogue cycles

UN Global Compact Principles

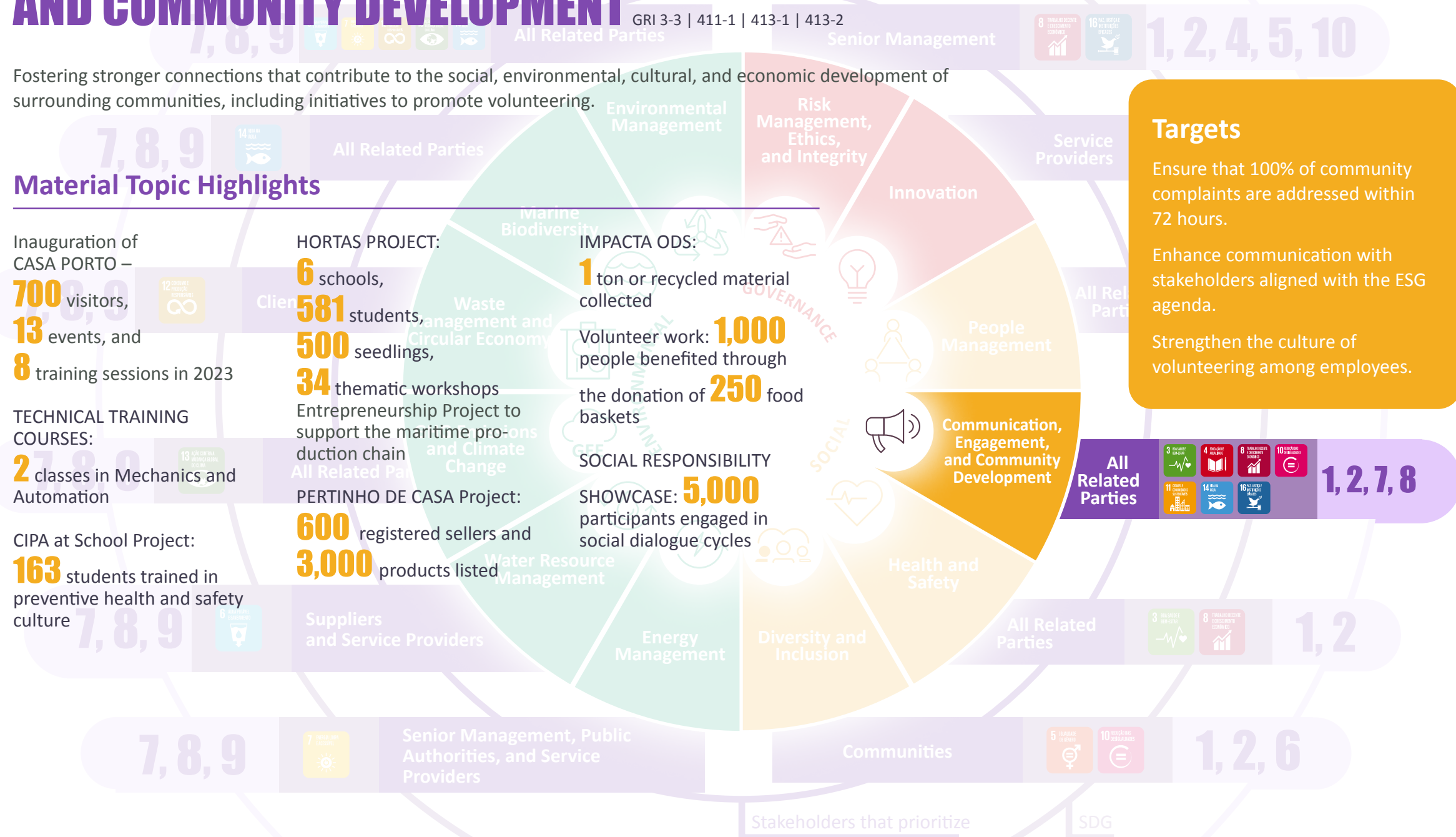
- HUMAN RIGHTS PRINCIPLES**
 1. Support and respect the protection of internationally proclaimed human rights.
 2. Ensure that businesses are not complicit in human rights abuses.
- LABOR RIGHTS PRINCIPLES**
 3. Uphold the freedom of association and the effective recognition of the right to collective bargaining.
 4. Eliminate all forms of forced and compulsory labor.
 5. Effectively abolish child labor.
 6. Eliminate discrimination in respect of employment and occupation.
- ENVIRONMENTAL PROTECTION PRINCIPLES**
 7. Support a precautionary approach to environmental challenges.
 8. Undertake initiatives to promote greater environmental responsibility.
 9. Encourage the development and diffusion of environmentally friendly technologies.
- ANTI-CORRUPTION PRINCIPLE**
 10. Work against corruption in all its forms, including extortion and bribery.

Targets

Ensure that 100% of community complaints are addressed within 72 hours.

Enhance communication with stakeholders aligned with the ESG agenda.

Strengthen the culture of volunteering among employees.





Governance and Strategy

The local community is a priority stakeholder for Porto Sudeste, making effective communication, strong relationships, and community development integral to our strategy.

Our primary purpose is to share value with all those connected to the terminal—residents, businesses, and the environment—not just our shareholders.

To foster this partnership, the Corporate Affairs and Social Responsibility department oversees projects related to communication, community engagement, development programs, and specialized recruitment processes (drawing on professionals trained through these initiatives).

The Internal Commission for Accident Prevention (CIPA) and the Health, Safety, Environment, and Community Committee (HSEC) also contribute to managing this agenda by representing workers and facilitating discussions on potential impacts.

The company’s social responsibility efforts are organized into four key areas:

COMMUNITY ENGAGEMENT:

Focuses on direct communication and engagement with local communities.

PRIVATE SOCIAL INVESTMENT:

Oversees the planning and execution of social projects within the region of operation.

STANDARDS AND LICENSING

MANAGEMENT:

Ensures adherence to regulations and frameworks such as the Equator Principles, while maintaining compliance with legal and licensing requirements.

VOLUNTEER NETWORK:

An independent initiative led by company employees, who established an NGO to work collaboratively with community relations efforts, supported by senior management.

Each year, we host the SOCIAL RESPONSIBILITY SHOWCASE present social performance indicators. This event, held at the company’s premises, welcomes professionals and community members, showcasing the results of our collaborative efforts. Additionally, these initiatives are featured in the *APROXIMAR* newsletter.





CASE STUDY: CASA PORTO – A PLACE TO FOSTER CONNECTION

In 2023, Porto Sudeste inaugurated an essential communication hub for the community: CASA PORTO.

This space enables the establishment and maintenance of ongoing dialogue with the community, fostering an environment of trust and collaboration. It serves as a platform to identify community needs and expectations, encourages professional involvement in social initiatives, and facilitates proactive conflict resolution by addressing potential issues before they escalate. Additionally, Casa Porto supports the creation of partnerships with local organizations and nurtures a culture of shared responsibility, strengthening City-Port integration.

These attributes highlight Casa Porto's role as a strategic tool for generating positive and lasting impacts, benefiting both the company and the surrounding community.



CARLA MATOS

Corporate Affairs and Social Responsibility Manager

“Casa Porto is a space for direct dialogue, where we welcome and implement projects with the community, within the community. Located on Madeira Island, RJ, it has become an essential meeting point, underscoring our commitment to transparency and engagement. Beyond being a robust communication tool, it also serves as the hub for many of our socio-environmental initiatives.”

Community Celebrates the Opening of a New Space

“The company has consistently contributed to the development of Itaguaí and Mangaratiba over the years. I had the privilege of attending the inauguration and hope that the company and local communities will continue to build even stronger bonds.”

SÉRGIO HIROSH,

Resident of Ilha da Madeira

“I hope this initiative brings meaningful benefits to our community. I’m aware of the partnership that provides training courses, and we hope the support for residents continues through CASA PORTO.”

AMAURI QUIRINO,

President of the Ilha da Madeira Fishermen’s Association



LOCAL DEVELOPMENT PROGRAMS

SOCIAL COMMUNICATION PROGRAM (PCS)

The PCS aims to foster and maintain a positive relationship between Porto Sudeste and the community in which it operates. Its objectives include mitigating social, environmental, and economic impacts arising from the company's activities and promoting open dialogue with stakeholders. Key initiatives under this program include the management of the Fala Comunidade channel, stakeholder mapping, the Visits Program, the Cycle of Social Dialogues, and Casa Porto.

CULTURE ENHANCEMENT SUB-PROGRAM

Território na Lente

Território na Lente ("Territory Through the Lens") is a combined initiative promoting environmental education, cultural appreciation, and girls' empowerment, with a focus on raising environmental awareness and promoting gender equality. A photography mini-course was offered to stimulate creative expression and bolster participants' self-confidence, providing a unique platform for girls to develop their photographic talents and share their perspectives and stories.

RELOCATION PROGRAM

The program was developed to provide new housing for the remaining families impacted by the development. It also aims to support the preservation of pre-existing social connections and the recovery of economic activities.

GERANDO FALCÕES

Gerando Falcões is a social development organization operating as a network to accelerate the impact of leaders in peripheral areas and communities by establishing local accelerator units.

In Itaguaí, the Acceleration Program is working with the NGO APRISCO, located in Morro do Carvão. Starting in 2021, this five-year initiative provides financial support, management consulting, and development in key areas such as human resources, communication, finance, fundraising, and innovation, maximizing the institution's potential for social impact.

ENVIRONMENTAL EDUCATION PROGRAM FOR WORKERS

Porto Sudeste provides internal environmental education to employees and contractors during their onboarding process, encouraging critical reflection on the social, cultural, economic, and environmental impacts of their daily activities. Additionally, the "Environmental Pit Stop" initiative, conducted in both operational and administrative areas, motivates employees to adopt responsible socio-environmental practices both at work and in their personal lives.

MONITORING PROGRAM FOR SOCIOECONOMIC INTERFERENCES

Epidemiological Control Subprogram

We monitor socio-economic factors within the influence area of our port operations, tracking public safety, quality of life, infrastructure, and social, demographic, and economic indicators. This mapping provides public authorities with a structured database for consultation and decision-making support. Additionally, we conduct health education campaigns through the Health Dialogue Cycles, targeting professionals and residents of Itaguaí/RJ and Mangaratiba/RJ, in collaboration with local municipalities.





LOCAL DEVELOPMENT PROGRAMS

ENVIRONMENTAL EDUCATION PROGRAM

We engage with the community through initiatives that encourage reflection on our port activities, the surrounding territory, and environmental stewardship, fostering environmental awareness. This program includes:

HORTAS PROJECT

In partnership with SMEC, SMAS, APAE, and the Assembly of God Church (CADI), this project promotes the conservation of natural resources and the improvement of quality of life through the cultivation of organic gardens. It encompasses the *Horta Escola* and *Horta Comunitária* initiatives, which establish production units in public and community educational institutions in Itaguaí, RJ.

CYCLE OF ENVIRONMENTAL DIALOGUES

This initiative promotes environmental education in schools within the municipality of Itaguaí. Utilizing the booklet *Itaguaí: A Place to Love and Preserve*, the program aims to instill ecological awareness in children, equipping them to lead environmental efforts within their communities.

LOCAL WORKFORCE RECRUITMENT PROGRAM

Committed to local development, strengthening community relations, and cultivating local talent, Porto Sudeste implements hiring strategies designed to create a virtuous cycle of social, economic, and environmental growth, benefiting both the company and the surrounding community. These initiatives include:

COMMUNITY PROFESSIONAL QUALIFICATION PROGRAM (PROQUALI)

In partnership with SENAI/SESI Itaguaí, this program promotes qualified social inclusion by developing both social and professional competencies. Through technical vocational training and citizen education, participants enhance their employability potential. In 2023, two technical training courses were launched in Automation and Mechanics.

DESPERTAR

Designed for the local community and involving direct participation from port professionals, *Despertar* (“Awakening”) fosters a collaborative environment for mutual learning. This initiative facilitates knowledge-sharing and discussions on topics such as resume building and personal and professional development. In 2023, courses were offered in Maritime Agency and Fundamentals of Electrical Installations.

FISHING ACTIVITY COMPENSATION PROGRAM

This program implements initiatives to strengthen the fishing production chain and generate income for fishing communities around Sepetiba Bay.

LOCAL FISHERIES PRODUCTION CHAIN

A series of activities including lectures, workshops, and group consultations designed to enhance the management skills of fishing entrepreneurs. These efforts aim to help small businesses meet the purchasing requirements of large companies, significantly improving their operational efficiency.

LEGAL FISHING PROJECT

In partnership with the MPF, UERJ, and the Captaincy of Ports, this project provides training courses to help Sepetiba Bay fishermen obtain licenses such as POP and ESEP.





LOCAL WORK AND INCOME GENERATION PROGRAM

This program focuses on bolstering the local economy by providing entrepreneurship training and encouraging the use of local labor and suppliers. It stimulates resource circulation within the community, contributing to capacity building, promoting inclusion, strengthening the resilience and competitiveness of the value chain, and enhancing the quality of life for participants.

PERTINHO DE CASA

This initiative promotes the localization movement by supporting locally produced and consumed goods. It aims to counter the economic slowdown caused by COVID-19, which severely impacted small businesses. In partnership with REDE ASTA, *Pertinho de Casa* (“Close to Home”) provided entrepreneurs with tools for income generation via digital channels, opportunities for networking and collaboration, training, and business management resources in 2023.

AGROECOLOGICAL FAIR

This initiative provides local entrepreneurs with a platform to sell their products directly to Porto Sudeste employees within the company’s premises.

ODS IMPACT PROJECT

We supported 100% of municipal schools in Itaguaí/RJ and two CRAS units (Itacuruçá and Muriqui, in Mangaratiba/RJ) by distributing over 2,000 *Turma da Mônica* almanacs featuring content on the UN’s Sustainable Development Goals (SDGs), promoting literacy and awareness. In 2023, we organized the *Gincana Impacta ODS* (“SDG Impact Challenge”) among schools in Itaguaí, engaging entire school communities to strengthen values such as respect, cooperation, and socialization. This initiative highlighted how small, everyday actions can reduce greenhouse gas emissions. For example, reusing materials that would otherwise be discarded reduces waste in dumps and landfills, which generate carbon dioxide and methane.

In Itaguaí, the beneficiary institution is APRISCO, located in Morro do Carvão.

VOLUNTEER NETWORK

(An NGO with independent governance, supported by the senior leadership of Porto Sudeste)

This initiative is driven by Porto Sudeste’s employees and third-party professionals, with a work plan focused on implementing socio-educational and philanthropic actions. In 2023, several impactful initiatives were carried out:

ACTIVE COMMUNITY

An outdoor program launched with a walking group to promote physical and mental well-being. A physical activity specialist supports participants, fostering a culture of self-care and regular exercise.

FOOD BASKET DONATIONS

A monthly campaign to distribute food baskets to vulnerable families in Itaguaí and Mangaratiba. Families are identified and recommended by Porto Sudeste professionals.

DONATION CAMPAIGNS

Initiatives to collect and distribute toys, chocolates, clothing, footwear, and sanitary pads during festive occasions (Easter, Children’s Day, Christmas, Pink October) and to organize celebratory events.

At Porto Sudeste, we strive to exceed the requirements established by licensing authorities by continually enhancing our programs and addressing the needs of the community.

For more information, visit: Social Responsibility – Porto Sudeste 



Stakeholder Engagement

ANNUAL COMMUNITY RELATIONS PLAN

The stakeholder mapping process determines the level of engagement and the activities planned for each stakeholder.

These activities aim to strengthen community relations, enhance business value, and mitigate social risks.

The plan, which is submitted to the area manager for approval, outlines the levels of engagement for the upcoming year, risk management strategies, allocated resources, partnerships, social responsibility actions (both legal and responsive to emergencies), community drills, and crisis management.

The local community has dedicated channels for lodging complaints, providing suggestions, or communicating with Porto Sudeste:

- Open Channel: **Fala Comunidade** (canaldatransparencia.com.br)
- Toll-Free/WhatsApp **0800 – 942 3135**
- Website: **We Are Porto Sudeste | Porto Sudeste**

RISKS:

- Conflicts and disputes with the local community.
- Legal actions arising from the relationship between the company and local fishermen.

IMPACTS

- Boost in municipal revenue
- Creation of new employment opportunities in the region
- Access to free technical training programs for the community
- Strengthening of the fishing industry value chain

Risk Management

The Corporate Affairs and Social Responsibility team identifies social impacts, while risk assessment and management are overseen by the Risks and Governance team. The social impact matrix integrates with other areas, but the ultimate responsibility for risk management lies with the risk management team.

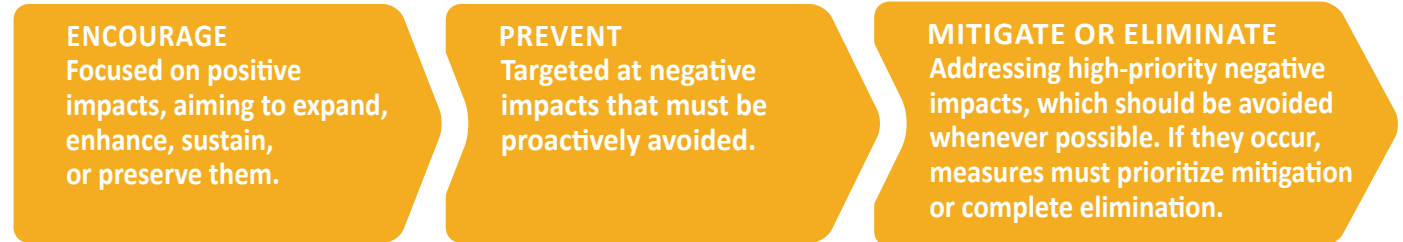
Strategic risks, such as the risk of corrupt practices, are referred to the Risks and Governance team, which applies specific methodologies to address them. These risks are managed through the company’s anti-corruption policy and code of ethics, covering topics such as harassment, human rights, and forced labor. Management mechanisms include an ethics channel and a dedicated committee for investigating complaints and implementing necessary controls.

Impact Management

Impact management is guided by a matrix that identifies key themes such as labor practices, human rights, governance, and consumer issues. The Procedure for Identifying and Assessing Social Impacts outlines the methodology used in this process.

Impacts are assessed based on their scope, probability, and severity, in alignment with international standards such as those of the IFC. The matrix also specifies existing controls, internal programs, and proposed future actions, emphasizing necessary improvements. This process is collaborative, involving the HR, health and safety, and governance teams.

The matrix allows for three possible actions to address impacts:



Porto Sudeste’s operations in Sepetiba Bay have been associated with both positive and negative impacts on the local community. The two primary negative impacts identified are:

- **Interference with fishing activities**
- **Boat accidents**

In 2023, there were no reported incidents involving the fishing sector in the region affected by Porto Sudeste’s operations.

Environmental

Environmental Management	85
GHG Emissions and Climate Change	94
Marine Biodiversity	100
Water Resource Management	106
Energy Management	112
Waste Management and Circular Economy	115



Photo: Reniel Dalbone

MATERIAL TOPICS

SDGs



Environmental Management



Marine Biodiversity



Waste Management and Circular Economy



GHG Emissions and Climate Change



Water Resource Management



Energy Management



Chapter Highlights

SER Program – Sustainability, Balance, and Respect

ZERO level 4 or 5 environmental incidents

14 environmental drills conducted, 10 of which were practical

6,014 training hours delivered

34 rescues of wild animals

ZERO environmental accidents

ZERO incidents during Ship-to-Ship (STS) operations

781 781 collaborators trained monthly, on average

ZERO breaches of legal particulate emission limits

17 rescues of domestic animals



ENVIRONMENTAL MANAGEMENT GRI 3-3

UN Global Compact Principles

7, 8, 9



All Related Parties

Enhancing actions and processes to strengthen the company's Environmental Management System, with a focus on improving eco-efficiency and mitigating environmental impacts.

Environmental Management

PN10 ESG Target:

- Strengthen the company's reputation in ESG pillars.
- Specific Targets:
 - Achieve a 9.5 score on the Area Compliance Index (ICA) under the SER Program.
 - Zero breaches of particulate emission thresholds.
 - 100% compliance with the annual environmental training schedule.
- Maintenance and Renewal of PSB Licenses (monitoring licenses to ensure 100% compliance with conditions and timely license renewals);
- Fully implement the operational aspects of the SER Program.
- Increase waste recycling rates.
- Reduce waste volumes sent to landfills.

7, 8, 9



Clients

Material Topic Highlights

- Implementation of the SER Program – Sustainability, Balance, and Respect
- Delivery of environmental training and awareness initiatives
- Effective management of compliance with licensing conditions and timely license renewals

11% reduction in environmental incidents compared to the previous year

30% increase in the number of forms evaluated, compared to 2022

34% increase in environmental inspections conducted, compared to 2022

64% more inspections carried out by the Environmental team than in the prior year

ZERO breaches of legal particulate emission thresholds

6.014 hours of environmental training provided to both direct and outsourced employees

100% compliance with environmental licensing conditions

100% of licenses either valid or in the renewal process, submitted within the required deadlines

- HUMAN RIGHTS PRINCIPLES**
 1. Support and respect the protection of internationally proclaimed human rights.
 2. Ensure that businesses are not complicit in human rights abuses.
- LABOR RIGHTS PRINCIPLES**
 3. Uphold the freedom of association and the effective recognition of the right to collective bargaining.
 4. Eliminate all forms of forced and compulsory labor.
 5. Effectively abolish child labor.
 6. Eliminate discrimination in respect of employment and occupation.
- ENVIRONMENTAL PROTECTION PRINCIPLES**
 7. Support a precautionary approach to environmental challenges.
 8. Undertake initiatives to promote greater environmental responsibility.
 9. Encourage the development and diffusion of environmentally friendly technologies.
- ANTI-CORRUPTION PRINCIPLE**
 10. Work against corruption in all its forms, including extortion and bribery.



GOVERNANCE AND STRATEGY

Environmental Management is fully aligned with our mission to promote socio-environmental and economic development in the region where we operate.

We are committed to investing in our community and its people, striving to balance the growth of port activities with robust environmental stewardship.

Environmental management at Porto Sudeste encompasses a wide range of areas:

- Compliance with environmental legal requirements;
- Environmental licensing, including active license management, adherence to license conditions, and the approval of new projects;
- ISO 14001 certification;
- Management of environmental emergencies;
- Research and preparation for risks and climate change;
- Waste management;
- Water resource management;
- Air quality monitoring;
- Oversight of core environmental programs

A dedicated team of 11 professionals leads Environmental Management at Porto Sudeste, including managers and analysts specializing in licensing, waste, water resources, management systems, and climate change, supported by technicians, assistants, and interns.

The team reports to the Environmental Management Department

The Environmental Management Department, in turn, reports directly to the Corporate Affairs and Sustainability Department.

The Corporate Affairs and Sustainability Directorate reports directly to the President of Porto Sudeste.

Our management practices are guided by **comprehensive policies, standards, and internal procedures**, with the Sustainable Development Policy serving as the primary directive. In 2023, we introduced new standards for environmental emergency response and water resource management. Looking ahead, a Climate Change Policy is under development for 2024.

The outcomes (see Metrics) have been positive, driving enhanced control and efficiency in environmental processes while mitigating associated risks.

Environmental projects are carefully planned and monitored as part of the annual budgeting cycle. This approach prioritizes investments in projects that deliver the most significant positive environmental impacts.

In 2023, we advanced our environmental strategy by integrating environmental criteria into project proposals, enabling a thorough analysis of climate impacts before investment decisions are made. This process involves gathering and consolidating project impact data, which is then prioritized and addressed based on its significance.

KEY ENVIRONMENTAL INNOVATION PROJECTS

- | | |
|---|---|
| Monitoring of Invasive Species in Water Bodies | Developing rainfall predictability systems; |
| Enhancing sediment drying processes; | Advancing decarbonization initiatives; |
| Conducting water viability studies; | Testing electric vehicles in collaboration with forums and events within the port sector. |
| Implementing smart communication systems for environmental emergencies; | |

We are actively exploring the use of artificial intelligence (AI) to improve weather forecasting accuracy. This approach enables proactive decision-making in response to extreme weather events, such as heavy rainfall or strong winds. In the future, the goal is to implement automated systems that activate environmental controls based on these forecasts, thereby mitigating risks and minimizing impacts.

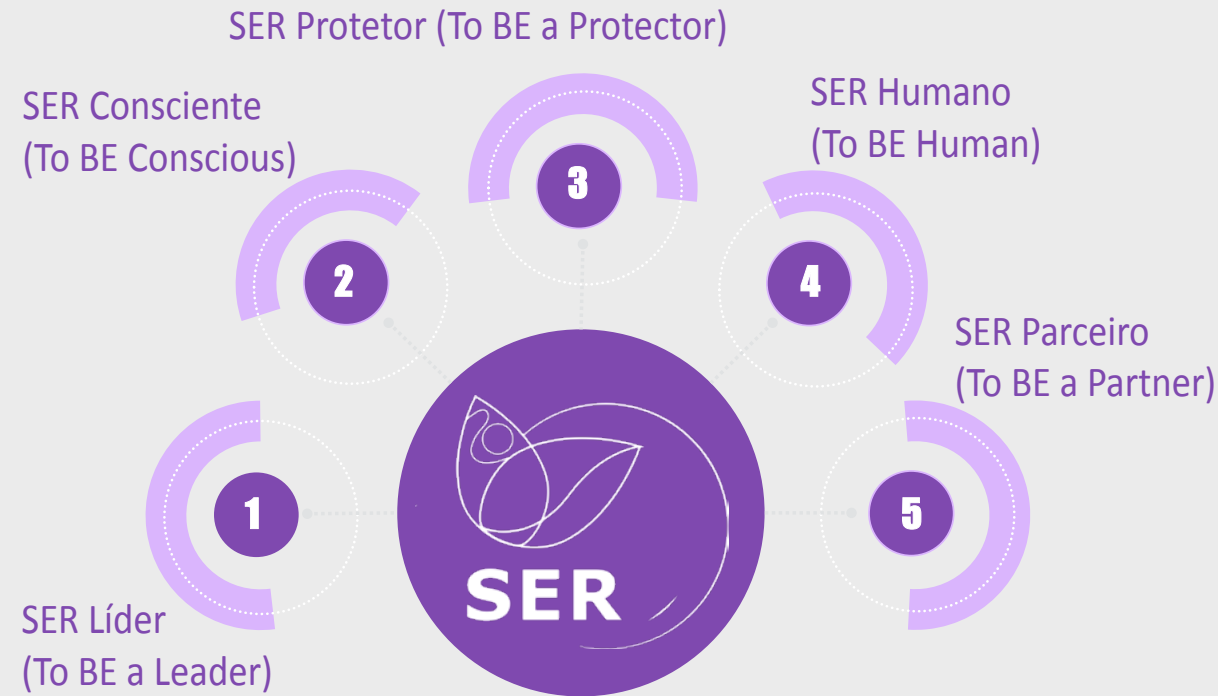
We are also discussing the integration of innovative solutions, leveraging AI, modeling, and automation to monitor and address operational challenges, including dust emissions, oil spills, and water management in coastal areas.



The SER Program reinforces Porto Sudeste’s commitment to fostering a culture of sustainable development.

It aims not only to comply with legal requirements but to exceed them by continuously analyzing daily activities and pursuing enhancements that deliver both environmental and social benefits. The program is aligned with the principles of Conscious Capitalism and the Sustainable Development Goals (SDGs).

THE SER PROGRAM IS BUILT AROUND FIVE CORE PILLAR



Each pillar comprises indicators and actions designed to assess professionals in leadership roles—managers, coordinators, and supervisors—based on the company’s career plan. The structure includes 16 indicators and four bonus actions, ensuring a thorough evaluation process.

Key material topics, such as GHG Emissions, Water Resources, Energy, and Waste Management, are integrated into the program with corresponding metrics and outcomes.

GENERAL OBJECTIVE OF THE SER PROGRAM

To minimize environmental impacts and ensure the terminal’s socio-environmental compliance through well-defined indicators and targets. Each department has clear responsibilities, enabling leaders and their teams to monitor compliance effectively while fostering ownership, accountability, and care for the environment.

“THE HEALTH OF OUR COMPANY DEPENDS ON THE HEALTH OF OUR COMMUNITY.”

SPECIFIC OBJECTIVES

- Develop a management tool to guide employees’ socio-environmental practices using measurable indicators;
- Assess the socio-environmental commitment of leadership and their teams;
- Ensure the terminal’s socio-environmental compliance, mitigating negative impacts and reducing legal and reputational risks;
- Contribute to the Sustainable Development Goals (SDGs) at the local level, driving societal progress.

The SER Program incorporates weekly dialogues with teams to reinforce socio-environmental values, environmental inspections in each leader’s area of responsibility, and monthly audits conducted by the environmental team. It also features monthly training sessions on environmental and social responsibility, fostering a collaborative, sustainability-driven workplace.



The environmental team functions as both an auditor and a consultant, ensuring compliance with all pre-established requirements. These initiatives have significantly enhanced environmental awareness and education among employees while fostering a sense of ownership among operational leaders over environmental issues at the terminal. As a result, the program has driven measurable improvements and generated environmental and social gains, further aligning Porto Sudeste with the principles of Conscious Capitalism and the SDGs.

The Area Compliance Index (ICA) is calculated using a checklist that evaluates requirements in the following areas:

- waste management;
- water resources;
- chemical products;
- emissions; and
- other environmental aspects relevant to the organization.

Environmental inspections and controls have increased by **212%** compared to the program’s inaugural year, resulting in an **11%** reduction in recorded environmental incidents.

“The results of the SER Program are directly tied to Porto’s environmental performance indicators. These include metrics such as the number of environmental inspections and training hours, which influence outcomes in waste management, recycling, and water efficiency.

Water efficiency, in particular, is a cornerstone of the company’s global ESG objectives. Consequently, all professionals are engaged in initiatives to reduce water consumption, understanding that these efforts impact their performance evaluations and variable compensation. This system is vital not only for meeting environmental targets but also for enabling area leadership to provide focused attention to their teams, ensuring compliance with environmental requirements. There is a structured agenda of obligations: weekly team dialogues on environmental and social responsibility, and environmental inspections at the Port.

Additionally, the environmental team conducts monthly on-site internal audits, generating the compliance index based on relevant environmental criteria. When the SER Program launched in 2021, the initial compliance target score was set at 8. However, as teams and leadership continuously improved, this target was raised to 9.5. In 2023, we achieved an impressive compliance index of 9.84, reflecting the collective awareness and engagement of everyone involved.

This structure has fostered growing awareness across all levels, demonstrating the program’s evolution and its positive impact.”

BERNARDO CASTELLO

Environmental Manager





RISK MANAGEMENT

Risk management is a top priority in licensing, ensuring compliance through automated systems that align with environmental conditions, legal requirements, and regulations. The SOGI system is used to monitor environmental licenses, track expiration dates, manage renewal protocols, and ensure adherence to conditions. This system supports the creation of action plans and generates automated alerts, enabling 100% compliance with environmental licensing requirements and legal obligations within specified deadlines.

We maintain vigilance over both operational and strategic risks by keeping our risk matrix up to date. Risk prioritization is guided by the company’s risk appetite, considering potential damages and their consequences on business continuity.

RISKS:

Strategic Risks Identified in the ERM Portal Related to Environmental Issues:

- Non-compliance with socio-environmental conditions;
- Inefficiency in waste, effluent, and emission control;
- Suspension of active environmental licenses, affecting Porto Sudeste’s operations and expansion
- Vegetation fire at the PSB site;
- Fuel oil spills caused by assets under Porto’s responsibility;
- Rising sea levels.

IMPACTS

Positive environmental impacts related to environmental management:

- Increased environmental awareness among employees;
- Reduced risk of operational issues;
- Mitigation of associated negative impacts.



STRATEGIC RISKS

- Oil spills
- Fires
- Rising sea levels
- Suspension of active environmental licenses, affecting Porto Sudeste’s operations and expansion



OPERATIONAL RISKS

- Dust emissions
- Chemical spills
- Climate impacts

For each identified risk, we implement and periodically update mitigation plans, prioritized based on risk severity. This approach ensures a state of preparedness and drives continuous improvement in risk management processes.

Operational environmental risks are assessed through the Survey and Assessment of Environmental Aspects and Impacts (LAAI). This methodology is governed by an internal procedure aligned with applicable regulations. The operational risk matrix is reviewed annually or as necessary, such as when new activities are introduced or existing activities are modified.

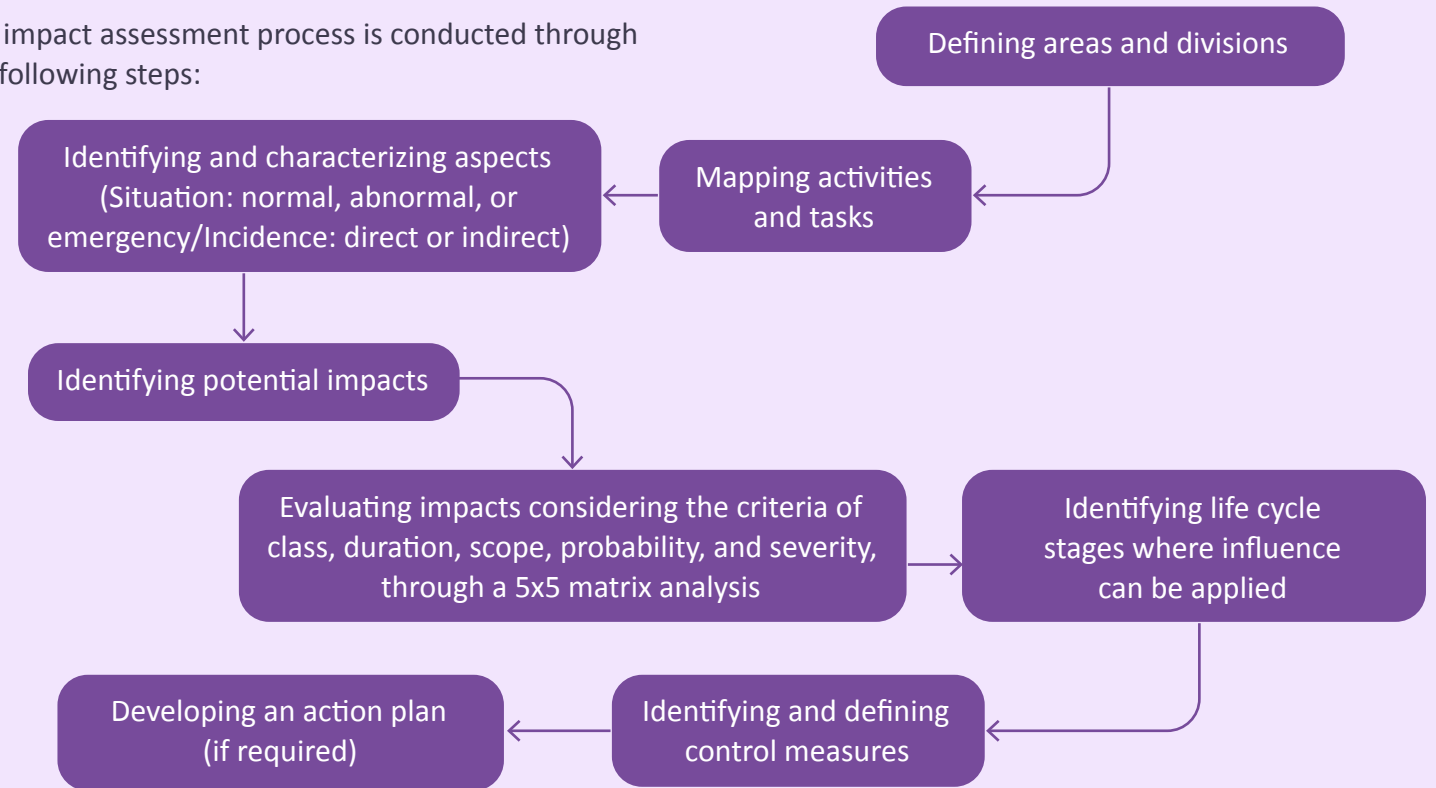


During the identification and assessment process, we take into account:

- All areas, divisions, and processes.
- Routine and non-routine activities.
- Normal and abnormal operating conditions, as well as foreseeable emergencies.
- Activities of all individuals accessing the site, including contractors and visitors.
- Indirect aspects and impacts arising from third-party activities.
- Human factors, including skills and behaviors.
- Infrastructure and equipment, regardless of the supplier.
- Planned changes, new developments, and modifications to products and services.
- Changes to the management system that may affect operations and processes.
- Applicable legal obligations.
- Workplace design and its adaptation to human capacity.
- The life cycle stages of operations, where control or influence is possible.

Environmental risks are identified and evaluated using a combination of activity analysis; interviews; inspections; and audits. Any professional who identifies the need for evaluation must report it to their area manager, who then informs the Environmental Department to incorporate the issue into the LAAI.

The impact assessment process is conducted through the following steps:





IMPACT MANAGEMENT

Environmental impact management at Porto Sudeste is closely linked to the initiatives and programs we undertake in the sector, including the SER Program. These efforts are part of a comprehensive strategy aimed at mitigating negative socio-environmental impacts and converting them into positive contributions to society.

WASTE AND EFFLUENT MANAGEMENT PROGRAM

All solid waste generated by Porto Sudeste’s operations is properly treated and disposed of. Waste is segregated at the source and sent to licensed recipients, with priority given to sustainable methods such as reuse, recycling, and composting. Non-recoverable waste, as a last resort, is sent to licensed companies for treatment or final disposal at appropriate facilities.

Sanitary and industrial effluents (including rainwater and yard drainage) are treated at Porto Sudeste’s on-site treatment stations and reused internally as part of the Water Resource Management Program. Oily or chemical effluents that cannot be treated internally are sent to external licensed facilities for proper processing.

AIR QUALITY AND METEOROLOGICAL MONITORING PROGRAM

We monitor and control dust emissions in real time during operations through an advanced system that includes: It includes five monitoring stations (three automated and two semi-automated) that analyze various pollutants and measure suspended particulate matter. Also, four meteorological stations providing complementary data for comprehensive analysis.

As part of our dust management strategy, fog cannons have been installed. A modeling study determined optimal locations for the equipment based on wind direction and intensity. These cannons not only humidify the air but also capture airborne particles, preventing their dispersion beyond port facilities.

We have implemented advanced wheel washers for vehicles accessing the yards, significantly reducing the spread of particulate matter beyond the operational area. To further mitigate emissions, we perform daily road watering—both inside and outside the terminal—using a polymer-based solution. This measure effectively suppresses dust and maintains road cleanliness.

Sprinkler systems are installed around storage yards, which seal material piles using polymers. For wind speeds exceeding 40 km/h, biodegradable polymers are applied via adapted water trucks, enhancing wind resistance and preventing material dispersion. This preventive approach strengthens resistance to wind, minimizes material dispersion, and enhances the effectiveness of dust emission control, ensuring better prevention of air pollution.

Additionally, we have implemented various measures to control particulate emissions. These include a spray system on railcar dumpers to mitigate dust during unloading, as well as the enclosure of transfer houses and conveyor belts to contain emissions. A wind alert system is in place to notify operators when wind speeds reach certain thresholds, prompting them to activate the spray systems in the yard. We also conduct real-time meteorological monitoring to anticipate and manage weather conditions that could impact emissions. Furthermore, spray bars with nozzles are strategically installed in key areas, such as the turnover points and the boom tip of the ship loader, to eliminate particulate emissions during ship loading operations.



ENVIRONMENTAL TRAINING AND AWARENESS PROGRAM

We foster ecological awareness through two key initiatives. Through the Sustainability Cycle, a series of lectures are held, addressing environmentally relevant topics, and offering actionable insights to enhance environmental stewardship. In turn, the SER Minute is a more informal, daily safety dialogue (DDS) designed to engage operational teams by addressing environmental concerns, answering questions, and encouraging active participation.

BLACK SMOKE CONTROL PROGRAM FOR DIESEL VEHICLES

We oversee the management of diesel-powered vehicles, both owned and contracted, to ensure compliance with legal limits for black smoke emissions while reducing overall pollutants.

AMBIENT NOISE MONITORING PROGRAM

We conduct periodic monitoring of noise levels generated by day and night operations. Active noise sources are assessed for their impact on surrounding areas, and appropriate mitigation measures are implemented to minimize emissions.

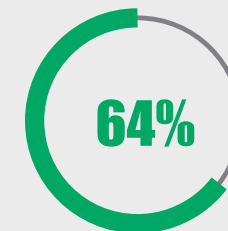
VOLUNTARY INITIATIVES AND PRACTICES

In addition to mandatory actions, our professionals actively participate in community initiatives, including donating food baskets and organizing beach waste collection campaigns. A dedicated team engaged in collecting and properly disposing of floating debris in the maritime region, now a monthly routine. and volunteering to train community members as maritime agents, addressing a key skills gap in neighboring municipalities.

These voluntary efforts are integrated into the SER Program, contributing to Porto Sudeste's performance indicators while enhancing professional recognition and fostering a culture of sustainability.

Metrics

SER Program Results 2023



more inspections carried out by the Environmental team than in the prior year

5,189 forms evaluated



increase in environmental inspections conducted, compared to 2022

1,278 inspections conducted by the Environmental Team



increase in the number of forms evaluated, compared to 2022

3,808 total environmental inspections conducted

Port Average ICA¹



Areas assessed in the index: Solid bulk operations; liquid bulk operations (Double Banking; engineering; industrial maintenance; planning and maintenance; occupational health and safety (SSO); environment and institutional operations; administrative functions; and asset security.

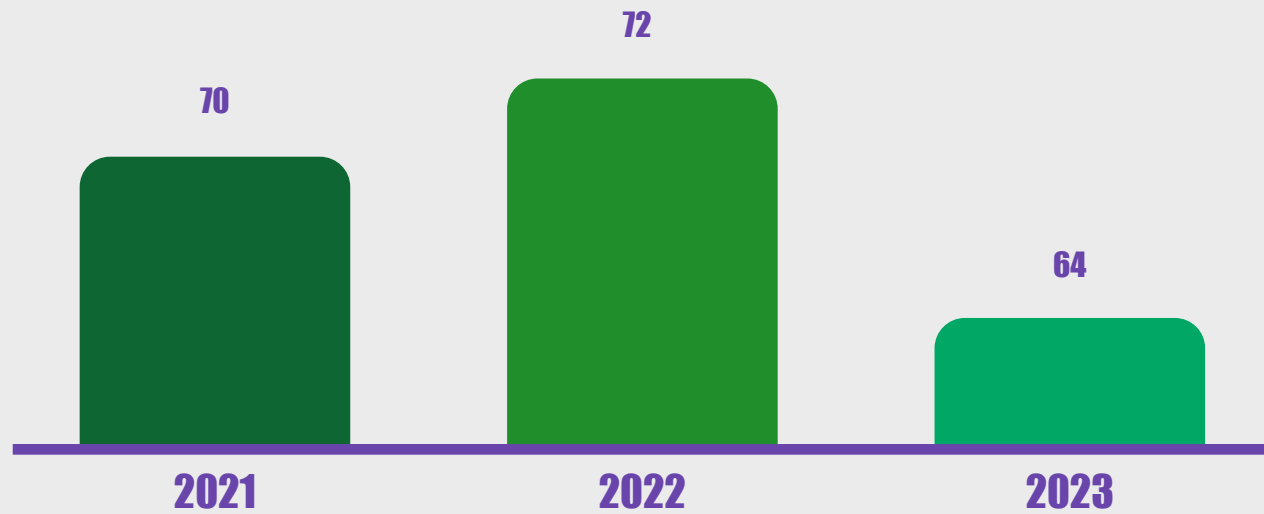
1 – Area Compliance Index (ICA)



Environmental KPIs

1,593 Action Plans | **89%** Adherence | **Completed** 1,329 (83%) | **In Progress** 95 (6%) | **Not Started** 43 (3%) | **Overdue** 90 (6%)

Total Environmental Incidents

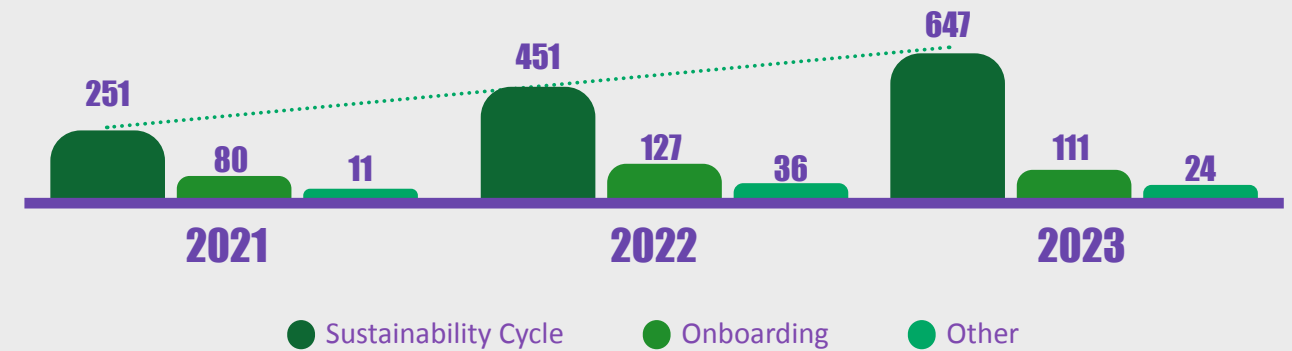


3% increase in incident reports from 2021 to 2022.

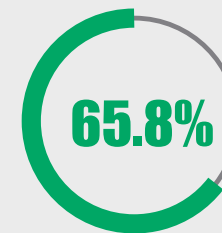
11% decrease in incident reports from 2022 to 2023.

Average number of trained professionals per Year

6,014 total training hours completed in 2023



Sustainability Cycle Participation Rate 2023



in-house employees



outsourced employees



GREENHOUSE GAS EMISSIONS AND CLIMATE CHANGE

Development and implementation of actions and management practices aimed at reducing and neutralizing carbon and other greenhouse gas emissions.

Material Topic Highlights

- Climate Strategy Project
- Awarded the Gold Seal for the 2023 GHG Inventory
- I-RECs

7, 8



All Related Parties

GHG Emissions and Climate Change



7, 8, 9

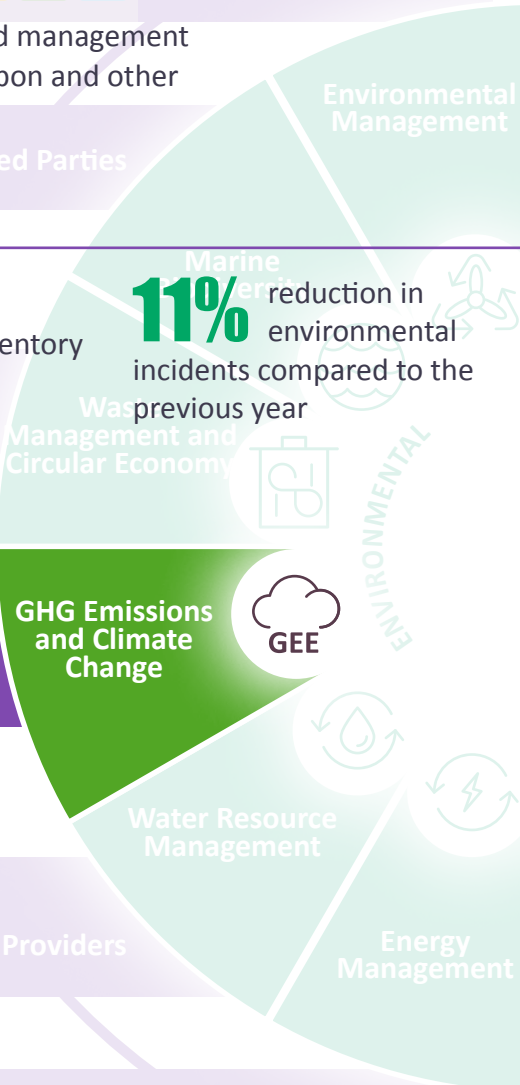


Suppliers and Service Providers

7, 8, 9



Senior Management, Public Authorities, and Service Providers



11% reduction in environmental incidents compared to the previous year

35% reduction in fugitive emissions

10% reduction in carbon intensity (Scopes 1 and 2)

68.73% reduction (Scopes 1 and 2) through renewable energy procurement, compared to the baseline year of 2021.
Scope 1: 2,556.00 tCO₂e
Scope 2: 2,482.28 tCO₂e
Scope 3: 46,452,391.20 tCO₂e

PN10 ESG Target

- Reduce natural resource consumption and GHG emissions per ton of cargo handled

Specific Target

- Achieve a 50.4% reduction in Scope 1 and 2 GHG emissions from port operations by 2033.

UN Global Compact Principles

- HUMAN RIGHTS PRINCIPLES**
 1. Support and respect the protection of internationally proclaimed human rights.
 2. Ensure that businesses are not complicit in human rights abuses.
- LABOR RIGHTS PRINCIPLES**
 3. Uphold the freedom of association and the effective recognition of the right to collective bargaining.
 4. Eliminate all forms of forced and compulsory labor.
 5. Effectively abolish child labor.
 6. Eliminate discrimination in respect of employment and occupation.
- ENVIRONMENTAL PROTECTION PRINCIPLES**
 7. Support a precautionary approach to environmental challenges.
 8. Undertake initiatives to promote greater environmental responsibility.
 9. Encourage the development and diffusion of environmentally friendly technologies.
- ANTI-CORRUPTION PRINCIPLE**
 10. Work against corruption in all its forms, including extortion and bribery.



GOVERNANCE AND STRATEGY

Actions addressing this material topic are led by the environmental team. In recognition of the challenges posed by climate change, we conduct an annual GHG inventory to quantify emissions and develop targeted reduction strategies.

The commitments made are reflected in the results achieved:

• Awarded the Gold Seal for the 2023 GHG Inventory.



• Conducted testing of electric equipment and assessed the feasibility of adopting renewable energy sources, including solar power.

• Secured renewable energy procurement through the use of I-RECs.

• Voluntarily reported GHG emissions to INEA (GHG Inventory No. 308) in compliance with NOP-INEA-52, approved under CONEMA Resolution No. 97 (November 10, 2022).

RISK MANAGEMENT

Climate change is a global challenge affecting all nations, and at Porto Sudeste, we are dedicated to leading by example in addressing its impacts. As part of our Climate Strategy development, we have mapped physical risks related to climate change to guide proactive measures and enhance resilience across various future scenarios.

With the support of external consultants, we are in the final phase of the **Climate Strategy Project**, launched in 2021. This initiative focuses on identifying optimal strategies for decarbonization and climate adaptation at Porto Sudeste.

We assessed five key climate-related threats most likely to impact Porto Sudeste's operations:

1. HEATWAVES
2. STRONG WINDS
3. RISING SEA LEVELS
4. STORMS
5. DROUGHTS

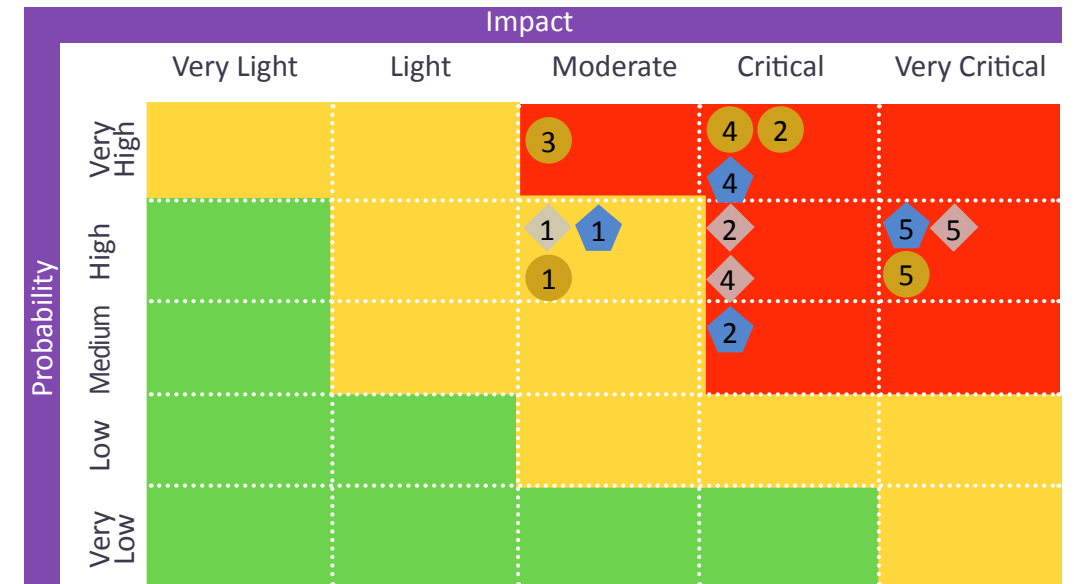
RISKS:

Strategic Risks Identified in the ERM Portal:

- Heatwaves
- Climate change
- Strong winds
- Rising sea levels
- Storms
- Droughts

IMPACTS

- Financial
- Reputational
- Social & Human Rights
- People
- Environment





Using a combination of risk probability and impact analyses, alongside data modeling under the SSP3-7.0 climate scenario, we concluded that heatwaves pose a medium risk, whereas all other threats are categorized as high risk. Risks are classified as strategic and operational.

Sea-level rise is identified as a **strategic risk** with potentially critical consequences for operational continuity, particularly through 2050. This includes both chronic impacts and acute events that could compromise critical infrastructure, such as train tracks essential for cargo transportation. Due to its magnitude and likelihood, sea-level rise requires focused management to safeguard business continuity.

IDENTIFIED CRITICAL RISK	OCCURRENCE	ANALYZED SCENARIO ¹
Rising sea levels	Thermal expansion of oceans and glacier melt	SSP3-7.0 ² for 2050

¹: Scenario based on the methodology of the Intergovernmental Panel on Climate Change (IPCC).

²: SSP3-7.0 represents an intermediate climate trajectory, forecasting temperature increases of 2.8°C to 4.6°C by 2100. It assumes regional competition, economic inequality, slow growth, weak governance, minimal environmental and technological investments, and high population growth, particularly in developing nations.

METHODOLOGY USED FOR IDENTIFYING PRIORITY RISKS

Identification

Literature review: Analysis of records documenting climate-related events.

Sector benchmarking: Evaluation of climate change impacts and best practices across the industry.

Workshop: Engagement of professionals from various port

departments to identify and assess risks.

Risk Probability Analysis: MOVE[®]

Climate threats: Heatwaves, sea-level rise, storms, and meteorological droughts.

Scenario: SSP 3-7.0

Time horizons: 2030 and 2050

MITIGATION MEASURES:

Tolerance levels for risk severity are defined based on financial impact, with specific controls established for each severity category. Risk management is facilitated through an internal portal that documents risks, assigns responsible parties, and tracks the progress of mitigation measures. All departments at Porto Sudeste follow this standardized methodology, integrating it into the company's strategic planning framework.

Our risk management approach prioritizes **risk tolerance thresholds over direct cost considerations**, ensuring a proactive and sustainable response to identified risks.

We are exploring artificial intelligence innovations to create a more automated system for improved weather forecasting and a more localized and accurate alert system. Control is managed through a tailored rainfall plan.

In line with the goal of limiting global temperature rise to 1.5°C, Porto Sudeste has committed to reducing 50.4% of GHG emissions from Scopes 1 and 2 of port operations by 2033, based on the 2021 baseline.

We have developed a project to design adaptation strategies for the identified risks. Upon completion, these strategies will be reviewed by the responsible team. The goal is to share the final study with the Municipal Government of Itaguaí/RJ, contributing to the development of local strategies and public policies focused on mitigating the climate risks identified in the medium and long term.



IMPACT MANAGEMENT

The long-term effects of climate-related risks may impact critical operations, including ship navigation, the preservation of storage yards, and the pier—areas increasingly vulnerable to sea-level rise.

However, accurately predicting the timing and extent of these impacts remains challenging. As a result, long-term projections do not yet account for potential financial implications.

METHODOLOGY APPLIED TO CLIMATE RISK IMPACT ANALYSIS

A qualitative analysis of mapped impacts was conducted using the following impact scale vectors:

- Financial
- Reputational
- Social & Human Rights
- People
- Environment

IMPACTS ASSOCIATED WITH RISK

Flooding of operational areas in the yard, obstructing access and posing a high risk to activity continuity.

Functional impairment of mooring bollards and marine fenders, compromising the safety of port operations.

Damage to structures and equipment resulting from flooding and/or corrosion.

Submersion of bridge and pier support piles, potentially causing cracks and threatening structural integrity.

Based on flood zone projections for 2050, the most critical risk identified is the obstruction of access routes, which directly threatens operational activities. For other identified impacts, additional studies are recommended to gain a more comprehensive understanding of their potential effects on operations.

Porto Sudeste is committed to continuous improvement in climate resilience and maturity. We acknowledge the challenges and risks that climate change poses to our operations, particularly in strategic areas such as cargo outflow.

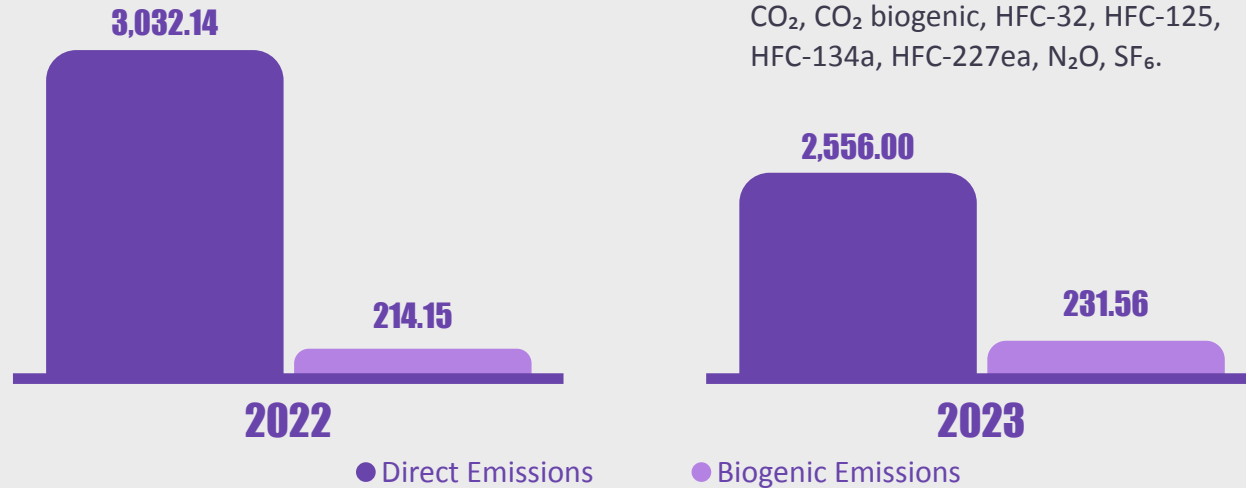
In the coming years, we will focus on strengthening our mitigation and adaptation strategies, building a more robust management system aligned with the evolving climatic context.



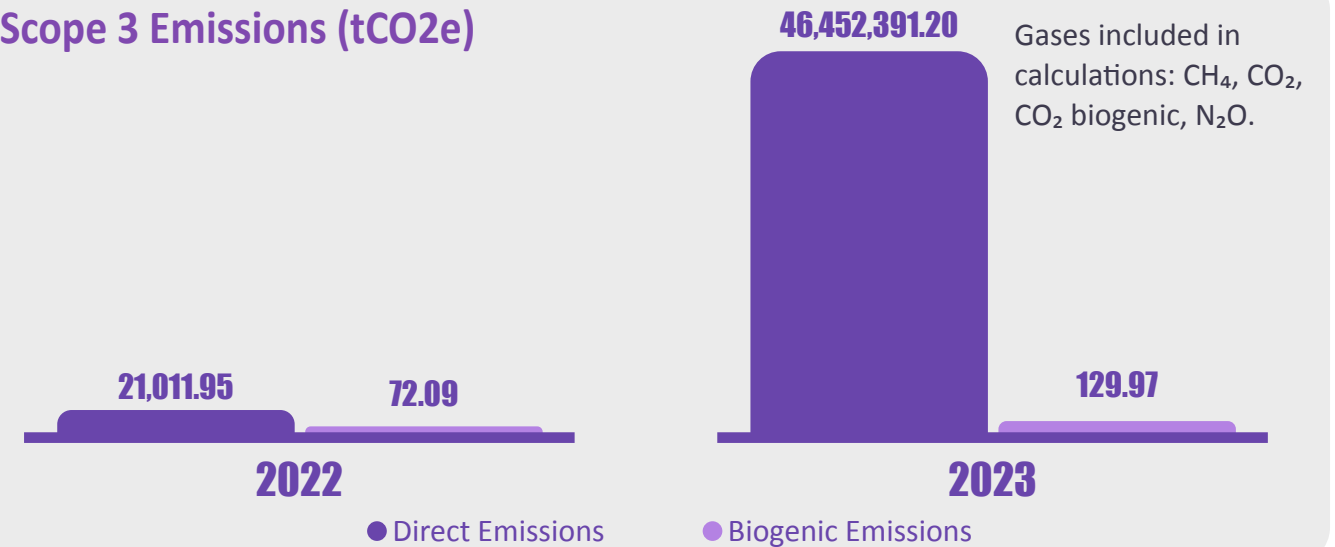
Metrics

GHG EMISSIONS MONITORING PROGRAM

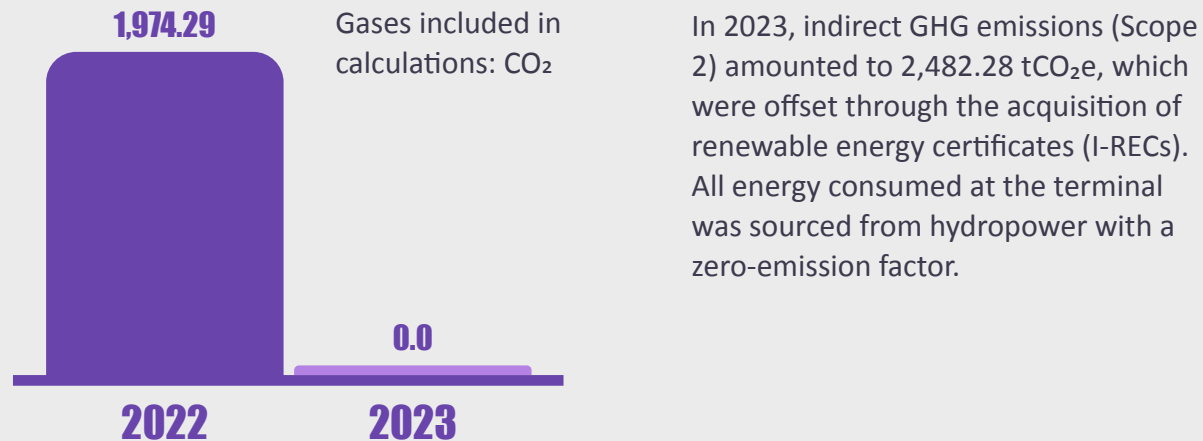
Direct Emissions Scope 1 (tCO₂e)



Scope 3 Emissions (tCO₂e)



Indirect Emissions Scope 2 (tCO₂e)



Scope 3 Emission Categories and Activities Included in Calculations

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 travel;
7. Employee commuting;
8. Downstream transportation and distribution;
9. Processing of sold products;
10. Use of sold goods and services.

Despite increased bulk cargo handling in 2023, the use of renewable energy enabled us to achieve zero Scope 2 emissions. While production and energy consumption increased, we implemented effective strategies to reduce absolute emissions.



GHG Emission Intensity Index in tCO₂e/1,000 Tons (kt) of Bulk Handled

2021	2022	2023
0.23	0.14	0.05

Gases included: CH₄, CO₂, CO₂ biogenic, HCFC-22, HFC-125, HFC-32, HFC134a, HFC-227ea, N₂O, SF₆.

GHG emissions reduction resulting directly from mitigation initiatives

32% reduction in fugitive emissions, from 1,122.7 tCO₂e in 2022 to 767.9 tCO₂e in 2023, primarily due to the replacement of air-conditioning units with more energy-efficient models.

While bulk handling at Porto Sudeste continues to grow, it remains below full capacity. However, cargo diversification and operational changes are introducing new sources of emissions.

Despite this, efficiency has improved significantly:

- Carbon intensity (Scopes 1 and 2) decreased from 0.14 tCO₂e/kt in 2022 to 0.09 tCO₂e/kt in 2023 (location-based), representing a **35% reduction**
- through a market-based approach and relying on renewable energy sources. **64% reduction** from 0.14 tCO₂e/kt to 0.05 tCO₂e/kt.

* The following gases were included in the calculation: CH₄ and CO₂.

Emission calculations are based on gas emission factors derived from Porto Sudeste's 2023 activities, compared with the 2022 baseline year.

We use data from the *Climas* software by WayCarbon, which provides the most up-to-date emission factors and GWP (Global Warming Potential) for each type of source. We also rely on the Brazilian GHG Protocol Program for Brazil, NBR ISO 14064, and, when necessary, international standards such as the GHG Protocol, IPCC, EPA, and DEFRA.

We adopt the operational control approach to consolidate emissions. This means we are responsible for 100% of the GHG emissions from all operations under our operational control, regardless of shareholding or financial control.

We do not use CFC-11 in our operations, and only consume HCFC-22, which is used in some older air-conditioning units that are gradually being replaced with equipment that does not use HCFC-22. In 2023, 27.2 kg of HCFC-22 was consumed.

2023 EMISSIONS IN NUMBERS

- ↓ **16% reduction in Scope 1 emissions**
- ↓ **1100% reduction in Scope 2 emissions**, achieved through a market-based approach.
- ↑ **48% increase in bulk cargo handled**
- ↓ **36% reduction in emissions per bulk handled**
- ↓ **64% reduction in Scopes 1 and 2 emissions per bulk** achieved through a market-based approach.

RESULTS AND PROGRESS TOWARD THE TARGET

In 2023, we achieved a **68.73%** reduction in Scopes 1 and 2 emissions (renewable energy approach) compared to the 2021 baseline year.

	SCOPE	2021	2023	VARIATION	VARIATION (%)
1		2158.34	2556	387.76	18.43%
	Stationary Combustion	19.91	52.44	33.53	177.30%
	Mobile Combustion	1,346.83	1,723.05	376.22	27.93%
	Fugitive Emissions	785.63	757.92	-17.71	-2.25%
	Land Use Change	12.59	12.59		
2	Solid Waste and Effluents	6.87	0	-6.87	-100%
	Electricity Procurement	6,016.30	0	-6,016.30	-100%
TOTAL		8,174.54	2,556.00	-5,618.54	-68.73%

The reduction is primarily attributed to the acquisition of I-REC energy, which neutralized Scope 2 emissions. There was also a decrease in the consumption of R-134a gas due to the replacement of older air-conditioning units.

We will now focus on decarbonization efforts in Scope 1 categories, advancing our climate strategy to further reduce emissions.

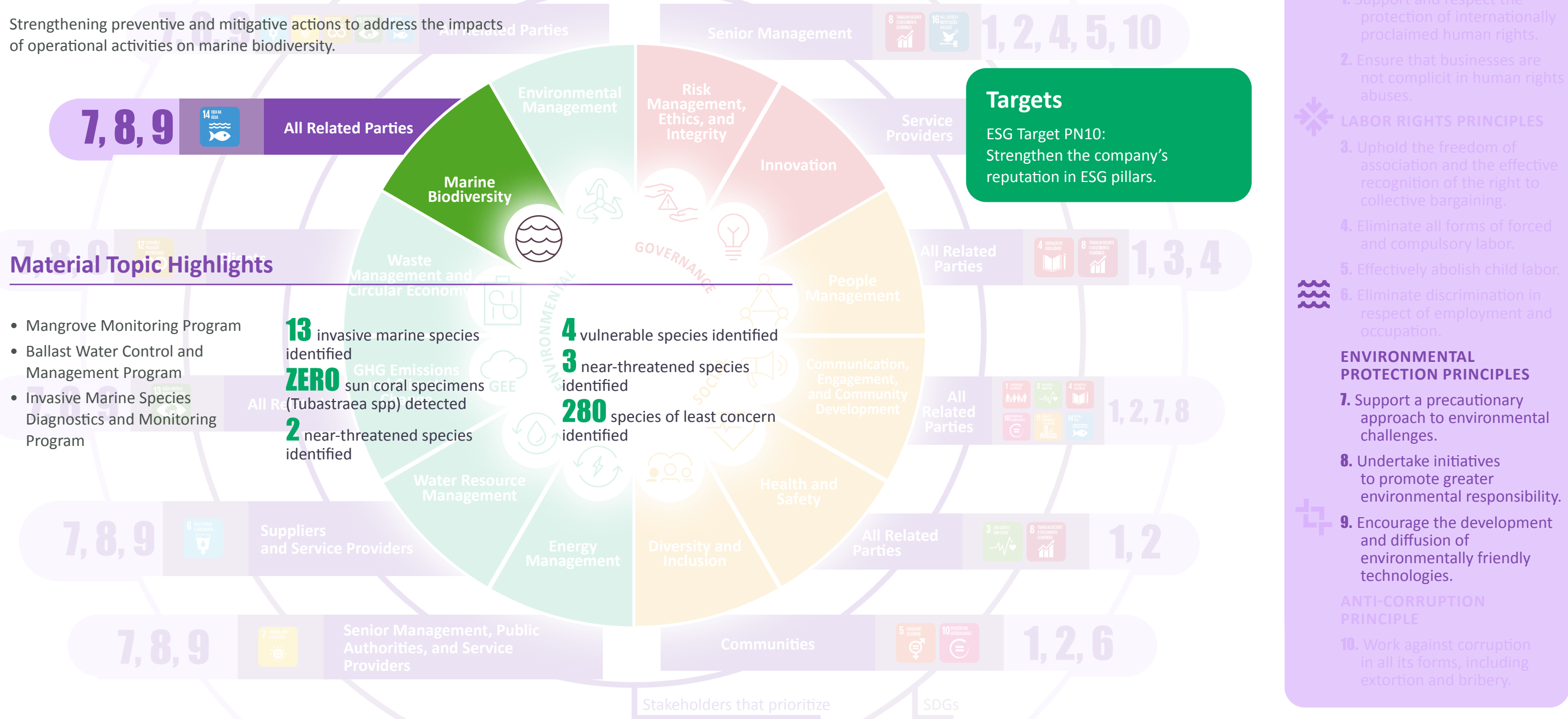


MARINE BIODIVERSITY

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

Strengthening preventive and mitigative actions to address the impacts of operational activities on marine biodiversity.

UN Global Compact Principles





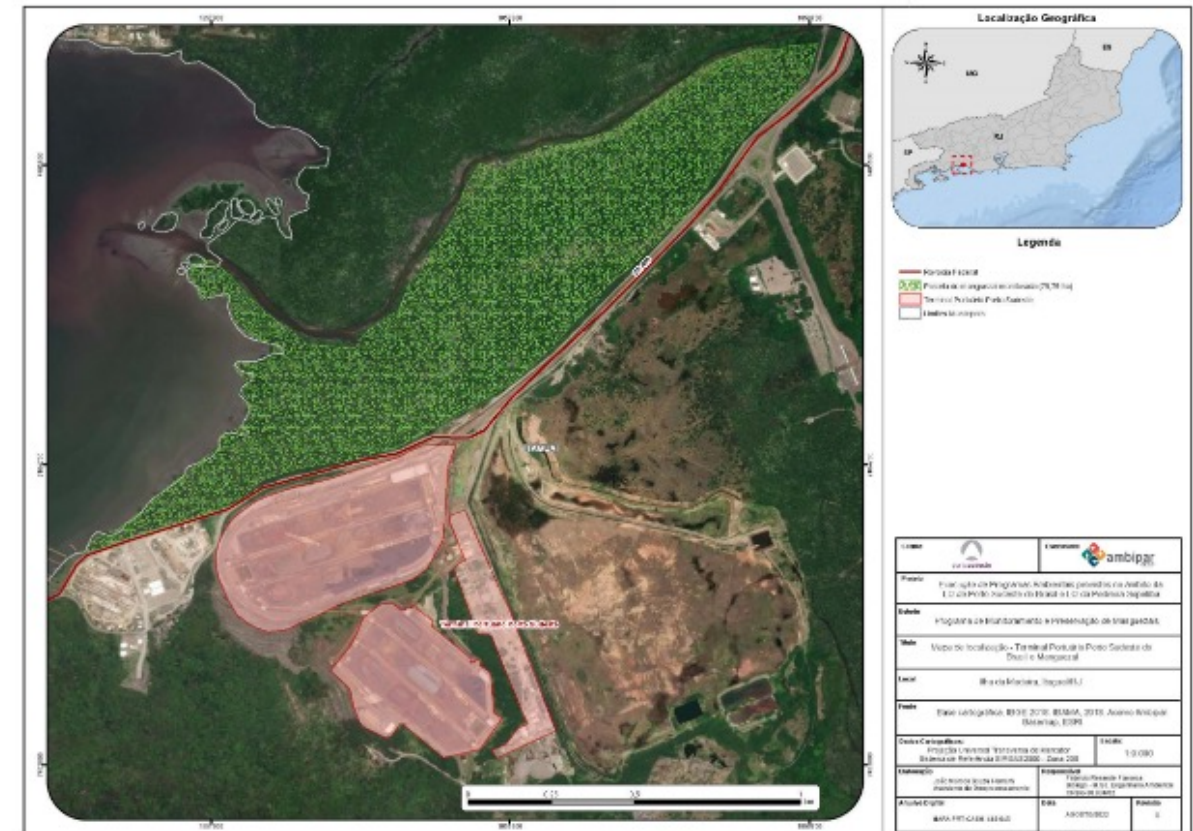
GOVERNANCE AND STRATEGY

While our terminal is not situated near environmentally protected areas, it is adjacent to a mangrove ecosystem and other conservation units recognized for their exceptional biodiversity.

In the municipality of Mangaratiba, the Marine Environmental Protection Area (APA) of the Gray Dolphin lies approximately 3,000 meters from the terminal. Additionally, the Cunhambebe State Park is located about 3,700 meters from Porto Sudeste.

To ensure comprehensive environmental management, we have implemented offshore monitoring programs for marine biodiversity and terrestrial fauna tracking within the region.

Primary Activity	Logistic organization for cargo transportation
Operational Unit Size	1,292.817 km ² .





RISK MANAGEMENT

RISKS RELATED TO MARINE BIODIVERSITY MANAGEMENT:

- Non-compliance with socio-environmental conditions
- Inefficient waste, effluent, and emission control
- Suspension of active environmental licenses, affecting Porto Sudeste’s operations and expansion
- Fuel oil spills caused by assets under Porto’s responsibility

IMPACTS

- Noise pollution
- Reduction in species
- Habitat conversion
- Introduction of invasive species, pests, and pathogens

To mitigate these risks, Porto Sudeste implements programs aimed at minimizing the potential negative impacts of terminal activities on biodiversity.

MANGROVE MONITORING PROGRAM

The mangrove ecosystem is monitored for:

- Water quality;
- Air quality;
- Impacts on fauna and flora;
- Variations in physical-chemical parameters;
- Ground movement;
- Particulate matter emissions;
- Vegetation health.

Additionally, we manage a **Degraded Area Restoration Program (PRAD)** in Guaratiba, Rio de Janeiro. This program spans three sectors within the Guaratiba Biological Reserve and CTEEx (RJ). Currently under maintenance and monitoring, it undergoes annual evaluations reported to INEA, the environmental authority overseeing and certifying project compliance.

The PRAD follows the reporting and implementation methodology outlined in INEA Resolution No. 143/2017. Monitoring and maintenance, including seedling development, are conducted by a specialized partner company experienced in degraded area recovery. Local awareness initiatives are also carried out in partnership with the Guaratiba Biological Reserve park ranger team.

Environmental monitoring of the mangrove and its surrounding areas covers approximately **256 hectares** in Itaguaí, Rio de Janeiro.

The mangrove is located about 25 meters from the port boundaries, separated by a public road.

PRAD Area: 11.4 hectares in Guaratiba, Rio de Janeiro.

Area Status

Adjacent mangrove areas near Porto Sudeste	Stable, with no changes observed during monitoring
PRAD ¹	Vegetation areas are in the growth phase

2 species classified as endangered

4 species classified as vulnerable

3 species classified as near threatened

Additionally, numerous other species are classified as being of least concern.

The area is characterized by the presence of species listed under recognized protection systems, including the IUCN Management Categories for Protected Areas, the Ramsar Convention, and national legislation.

1 – Currently in the monitoring and maintenance phase of the planted areas; the stage required to request the project implementation declaration has not yet been completed.



TERRESTRIAL FAUNA MONITORING PROGRAM

We conduct quarterly monitoring of terrestrial fauna species within our area of influence, focusing on amphibians, reptiles, mammals, bats, and birds. During these campaigns, animals are captured, recorded, and tagged in full compliance with legal and ethical standards. All captured animals are released back into their habitats, enabling us to track changes and trends in the region's fauna populations.

Wildlife entering the terminal area is rescued and evaluated by a biologist. Healthy animals are returned to their natural habitats, while injured or debilitated animals receive veterinary care before release. In the event of fatalities, the specimens are transferred to designated institutions for scientific purposes, contributing to research and studies that advance the conservation and understanding of wildlife.

Since 2022, we have also been rescuing domestic animals found within the Porto Sudeste area. These animals are provided with veterinary care and placed for adoption.

BIOACCUMULATION MONITORING PROGRAM

We monitor concentrations of metals such as cadmium and zinc, as well as the metalloid arsenic, in bioindicator organisms like oysters. This analysis provides critical data on potential environmental liabilities predating our operations, enhancing our environmental initiatives and contributing to the ecological health of Sepetiba Bay.

BALLAST WATER CONTROL PROGRAM

Ballast water management at Porto Sudeste includes evaluating vessel documentation, such as ballast and de-ballast operation records, to ensure compliance with international standards. Recently, we began requiring the Ballast Water Reporting Form and the International Ballast Water Management Certificate (IBWM). These documents certify that vessels adhere to the International Convention for the Control and Management of Ships' Ballast Water and Sediments (BWM Convention), ensuring proper treatment and management of ballast water to minimize the risk of introducing invasive species.

In 2023, we surveyed vessels equipped with ballast water treatment systems, which will become mandatory in 2024. This ensures all vessels docking at Porto Sudeste meet compliance requirements by the deadline.

176 vessels assessed

104 vessels equipped with onboard ballast water treatment systems

72 vessels without treatment systems

All of the latter adhered to the guidelines of the BWM Convention issued by the International Maritime Organization (IMO).

For vessels without treatment systems, de-ballasting was conducted at least 200 nautical miles from the coast in waters with a minimum depth of 200 meters, as recommended, ensuring the protection of marine ecosystems and minimizing the risk of invasive species introduction.

Starting in September 2024, all vessels will be required to comply with Regulation D-2 of the BWM Convention, which mandates the use of treatment technologies to ensure discharged ballast water contains extremely low levels of living organisms, preventing environmental harm.

AQUATIC COMMUNITIES MONITORING PROGRAM

We continuously monitor and assess changes in aquatic biota, including plankton and benthos, within the area of influence of dredging and maritime terminal operations.

UNDERWATER NOISE AND CETACEAN OBSERVATION PROGRAM

We evaluate the intensity of underwater noise generated by ship transit and its potential impact on the behavior of cetaceans and turtles near the terminal. This monitoring allows for the assessment of whether the noise emitted by vessels, including passenger boats and cargo ships, could impact these animals. Monitoring is carried out biweekly in the Porto Sudeste area of influence, near the navigation channel. Furthermore, the potential impacts of recreational boats are also evaluated.



IMPACT MANAGEMENT

Nature of Significant Direct and Indirect Impacts on Biodiversity

REQUIREMENT	IMPACT	NATURE
Construction or use of factories, mines, and transport infrastructure	None	-
Pollution	Noise	Vessel propellers
Introduction of invasive species, pests, and pathogens	Detection of species in the region characterized as low risk	Ballast water, biofouling on ship hulls
Reduction of species	No evidence of reduction	-
Habitat conversion	No changes impacting habitat conversion	-
Changes in ecological processes beyond the natural range of variation	No changes in ecological parameters or processes related to operational activities	-



MARINE INVASIVE SPECIES MONITORING PROGRAM

In 2023, we conducted a diagnostic study on exotic species colonizing the pilings of the access bridge and docking pier at Porto Sudeste. Identification was performed through the analysis of underwater images and videos captured by a team of professional divers and biologists, trained by a specialist in species identification down to the lowest taxonomic level. The study identified 13 non-native species on the Brazilian coast:

- Branchiomma luctuosum*;
- Styela plicata*;
- Schizoporella errata*;
- Snowflake Coral (Carijoa riisei)*;
- Brown Mussel (Perna perna)*;
- Japanese Oyster (Magallana gigas)*;
- Barnacle (Megabalanus coccopoma)*;
- Colonial Bryozoan (Bugula neritina)*
- Ascidian (Clavelina oblonga, cf.)*
- Ascidian (Didemnum perlucidum, cf.)*
- Asian Green Mussel (P. viridis)*
- Oyster (Saccostrea cucullata)*;
- Sponge (Sycettusa hastifera, cf.)*

Of these species, 11 had previously been recorded in Sepetiba Bay. Notably, no specimens of *Tubastraea* spp. (sun coral) were detected in the study area.

The frequency of occurrence of these species ranged from “rare” to “occasional,” and the results indicated no justification for removal. The risk analysis revealed no significant impacts or imminent risks to local biodiversity.

In 2024, we will initiate routine environmental monitoring of exotic species in the area, conducting periodic assessments to detect the establishment of new species. Should new invasive species be identified, a removal plan will be promptly implemented to prevent their spread and mitigate potential risks to marine ecosystems.



METRICS

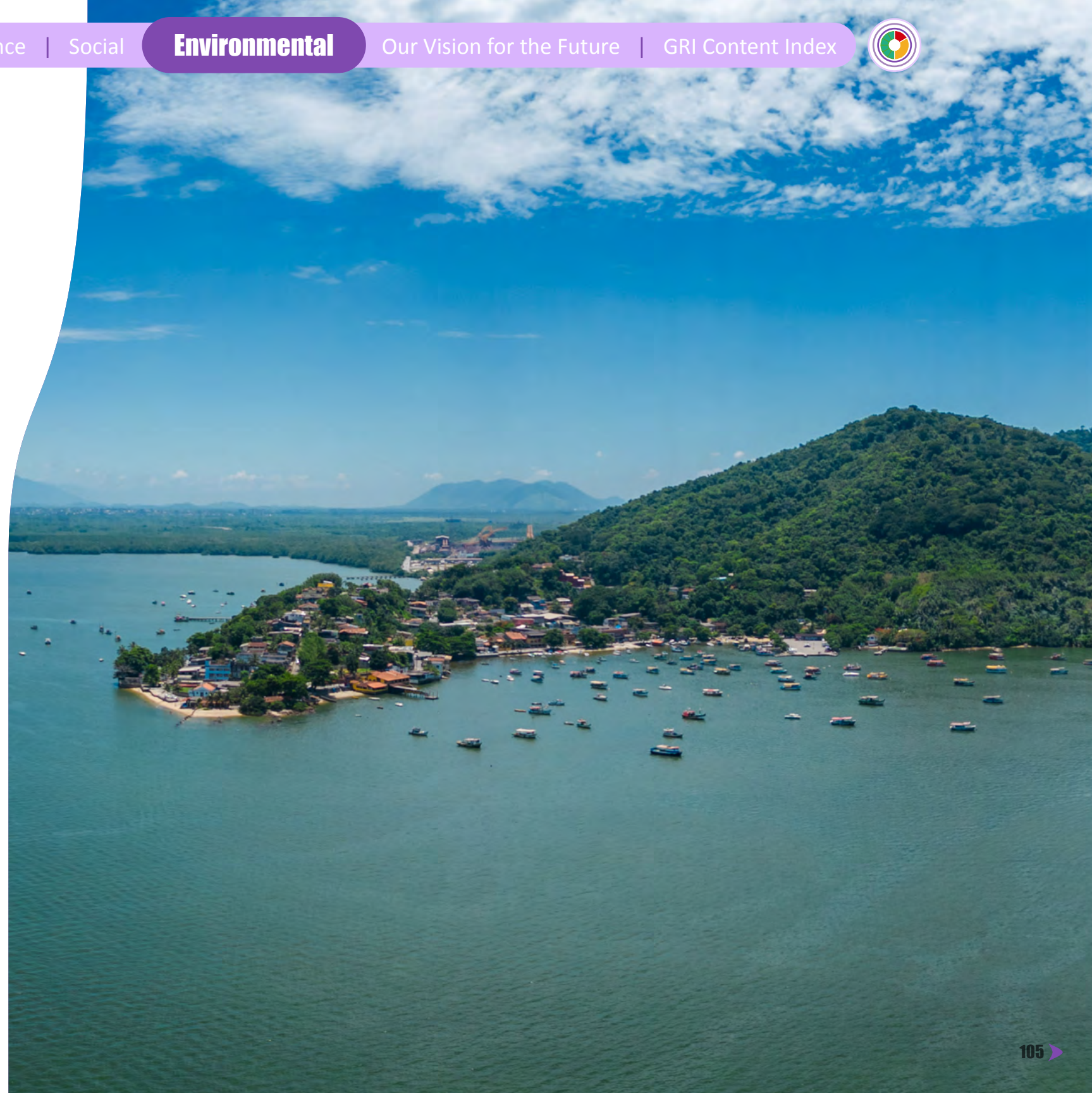
Endangered Species Detected Near Porto Sudeste

EXTINCTION RISK	NUMBER OF SPECIES	GROUP	REFERENCE
Critically endangered	0	-	-
Endangered	2	Avifauna	RJ
Vulnerable	4	Marine fauna	IUCN, MMA, RJ
		Avifauna	IUCN, MMA, RJ
			IUCN, MMA MMA
Near threatened	3	Terrestrial mammals	IUCN
		Avifauna	IUCN, RJ
Least concern	17	Herpetofauna	IUCN
	10	Terrestrial mammals	
	10	Flying mammals	
	226	Avifauna	

IUCN: International Union for Conservation of Nature

MMA: National List of Endangered Species, Ministry of the Environment

RJ: List of Endangered Fauna and Flora in the Municipality of Rio de Janeiro





WATER RESOURCE MANAGEMENT

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

Strengthening actions and practices to ensure the efficient use of water resources and the effective treatment of effluents generated in operational processes.

Material Topic Highlights

- Water Resource Management Program – Water Treatment and Reuse System
- Monitoring Program for Sediments in the Berth and Turning Basin

329.33 ML
total consumption of industrial and potable water

89%
industrial water reuse

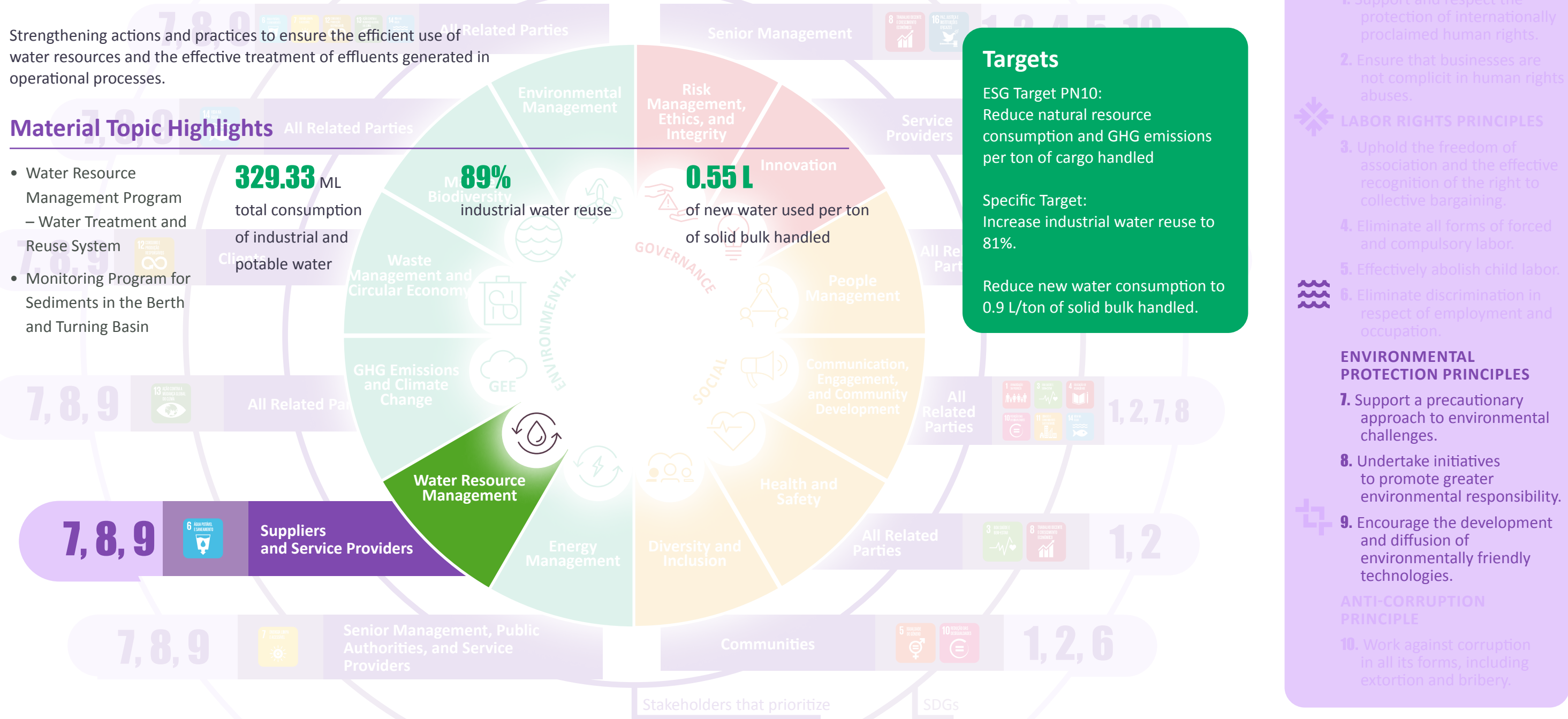
0.55 L
of new water used per ton of solid bulk handled

Targets

ESG Target PN10:
Reduce natural resource consumption and GHG emissions per ton of cargo handled

Specific Target:
Increase industrial water reuse to 81%.

Reduce new water consumption to 0.9 L/ton of solid bulk handled.



UN Global Compact Principles

- HUMAN RIGHTS PRINCIPLES**
 1. Support and respect the protection of internationally proclaimed human rights.
 2. Ensure that businesses are not complicit in human rights abuses.
- LABOR RIGHTS PRINCIPLES**
 3. Uphold the freedom of association and the effective recognition of the right to collective bargaining.
 4. Eliminate all forms of forced and compulsory labor.
 5. Effectively abolish child labor.
 6. Eliminate discrimination in respect of employment and occupation.
- ENVIRONMENTAL PROTECTION PRINCIPLES**
 7. Support a precautionary approach to environmental challenges.
 8. Undertake initiatives to promote greater environmental responsibility.
 9. Encourage the development and diffusion of environmentally friendly technologies.
- ANTI-CORRUPTION PRINCIPLE**
 10. Work against corruption in all its forms, including extortion and bribery.



GOVERNANCE AND STRATEGY

Water management at Porto Sudeste is structured based on the sources of collection and supply systems:

EXTERNAL DRAINAGE SYSTEM

Channels direct uncontaminated rainwater from slopes. Depending on operational needs, this water may be sent to the Rainwater Treatment and Reuse Stations (ETRAPs).

INTERNAL DRAINAGE SYSTEM

Channels collect water from storage yards, internal roads, and the pier, often mixed with solid bulk materials. This water originates from activities like spraying, road wetting, industrial cleaning, and rain. It is directed to ETAP sumps for treatment.

UNDERGROUND WELLS

The port operates six artesian wells, regulated under permits issued by environmental authorities.

WATER TRUCKS

In emergencies, a specialized and licensed company supplies water. The requesting department informs the Procurement team of the required volume, which is verified for potability by the Environmental team and included in water resource indicators to ensure quality.

CONCESSIONAIRE SUPPLY

Potable water is supplied by the "Rio+" concessionaire. Administrative Management oversees accounts, while Treasury Management handles payments.

Different management strategies are employed for each type of consumption:

INDUSTRIAL WATER SYSTEM: Water from treatment stations and wells is utilized for fire suppression systems, storage yard spraying, wagon tippers, road wetting via water trucks, and industrial cleaning. Priority is given to treated water to minimize the consumption of new water resources.

POTABLE WATER SYSTEM: Potable water supplied by Rio+ Saneamento is directed to the terminal's water tanks and tanks 3 and 4, ensuring safe water for human consumption. During periods of low precipitation, potable water may be used as an emergency measure to support the industrial water system, maintaining environmental controls and supplying the fire suppression line. In cases of supply interruptions from Rio+, water trucks may be requested by the Procurement team. The requesting manager must provide the Environmental team with details on the requested volume, potability reports, and licenses, as required by law, for registration and monitoring purposes.

WATER DISCHARGE: In emergencies involving heavy rainfall, if ETAP tanks reach full capacity, treated water may be discharged, provided it meets legal quality parameters and aligns with the Rainwater Management Plan. Samples of the discharged water must be collected for laboratory analysis to confirm compliance with applicable standards. The Environmental team maintains these records for verification during inspections or internal and external audits.

EFFLUENT DISPOSAL

For facilities operating in the absence of specific local requirements, parameters defined by federal (ANA and NBR 13.969) and state resolutions (NT-202.R-10) are applied for effluent reuse and discharge.

Internally, the Water Resources Management Standard (NOR.PSB.MAP.003) was formalized in 2023, with its processes already active since 2022.

(1) **ETRAP:** "Rainwater Treatment and Reuse Stations". These stations treat and manage rainwater for reuse in operational processes.



RISK MANAGEMENT

Critical indicators are established annually to meet environmental goals, particularly in water and effluent management. Integrated into the SER Program, these metrics drive continuous improvement, resulting in record-breaking performance year after year.

Although Porto Sudeste does not operate in a water-stressed area, we recognize the global challenge of water scarcity. Efficient water resource management is therefore essential, leading us to explore alternative sources to reduce new water usage and reliance on rainwater. To further strengthen resilience, a study is planned for 2024-2025 to assess water supply adequacy amid rising production volumes and climate change. This study will evaluate current systems and explore sustainable options, such as reclaimed water, to minimize dependence on new water sources.

Optimizing the use of new water is a top priority, with ongoing efforts to reduce reliance on external sources. This strategy focuses on reusing water and lowering total consumption, even as ore handling volumes increase.

New water consumption reduction targets per ton of solid bulk handled

1.5 L/ton (2021).

1.09 L/ton (2022), exceeding the target of 1.2 L/ton.

0.55 L/ton (2023), demonstrating significant efficiency gains.

Water Resource Management Program – Water Treatment and Reuse System

The program is designed to optimize the reuse of industrial and sanitary effluents by treating and repurposing them for particulate matter emission control and industrial cleaning at the terminal. This reduces the need for new water sourced from authorized underground wells or local concessionaires, enhancing regional water security. Since its inception, Porto Sudeste has implemented a water reuse system featuring three Rainwater Treatment and Reuse Stations (ETRAPs). These stations process all water that comes into contact with stockyards, the pier, and bulk cargo. At the ETRAPs, water undergoes physical-chemical treatment using flocculants to reduce turbidity and adjust pH levels. The treated water is then channeled into the terminal's industrial water system for use in general industrial cleaning, and environmental particulate matter control processes, such as stockyard spray systems, railcar dumper spray systems, wheel washers, and road wetting.

RISKS RELATED TO WATER RESOURCE

MANAGEMENT:

Strategic Risks Identified in the ERM Portal:

- Unavailability of Water and Energy Resources
- Inefficient waste, effluent, and emission control

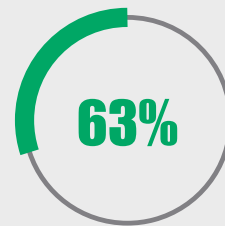
IMPACTS

- Reduction in water consumption;
- Use of natural resources;
- Decrease in negative impacts related to water quality;
- Reduced risk of operational issues;
- Changes in water quality;
- Changes in air quality (use of water for particulate emission control);
- Insufficient water for human use (related to water scarcity);
- Insufficient water for environmental controls (related to water scarcity).

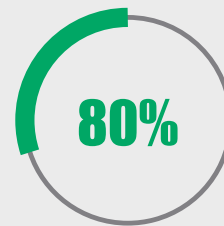


In 2022, the system was enhanced with a **Sanitary Effluent Treatment Station (ETE)**, which includes collection and distribution capabilities. All sanitary effluents generated within the terminal are now treated and redirected to the industrial water system, creating a closed-loop effluent cycle and further reducing reliance on underground water. Additionally, a **Water Treatment Station (ETA)** was established to improve the quality of water drawn from underground wells. Oily effluents and grease trap residues are sent for external treatment, whereas used lubricating oils are refined by licensed companies. Ongoing efforts to maximize water reuse and reduce consumption have significantly increased the reuse rate year over year, while gradually lowering the need for new water resources.

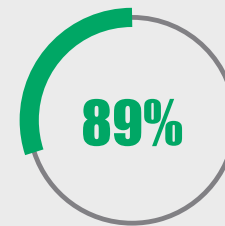
Although Porto Sudeste does not operate in high water-stress areas, we are committed to reducing pressure on local water resources through innovative water reuse practices:



industrial water reuse in 2021.



industrial water reuse in 2022, surpassing the 65% target.



industrial water reuse in 2023, amounting to over 246,000 m³ of reused water.

Previously, water treated at ETRAP facilities was used exclusively for bulk cargo spray systems, while industrial water needs were met through authorized underground wells. To further minimize underground water extraction and effluent generation, we implemented two separate drainage systems: **one is used for clean rainwater, and the other one is used for industrial effluents.**

During dry periods, a guillotine system redirects clean rainwater for industrial purposes. Uncontaminated water is routed through an independent system, while water containing residues is directed to sumps for gravitational sedimentation. All collected water is treated at ETRAP facilities and converted into industrial reuse water. Recent advancements have broadened the applications for reuse water, which is now utilized for railcar spraying, road wetting, wheel washers, and industrial cleaning of machinery and equipment. These measures have significantly increased the use of reuse water and reduced dependency on underground water resources.



WATER QUALITY AND SUSPENDED PARTICULATE MATTER MONITORING PROGRAM IN THE DIA* AND DREDGED SEDIMENT DISPOSAL**:

We continuously monitor environmental quality indicators in the Direct Influence Area (DIA) and at the dredged sediment disposal site through regular water and sediment sampling. On-site measurements and laboratory analyses are conducted to evaluate physical-chemical parameters and track variations.

* **Suspended Particulate Matter (SPM) in the DIA:** Monthly water sampling and analysis are conducted at fixed stations near the navigation channel.

** **Dredged Sediment Disposal:** Refers to the designated location for the disposal of dredged sediment from the navigation channel.

MONITORING PROGRAM FOR SEDIMENTS IN THE BERTH AND TURNING BASIN

Environmental monitoring of the turning basin and berthing area involves sediment sampling and laboratory analyses, in compliance with National Environmental Council (CONAMA) guidelines. This ensures the quality of materials collected from these areas.

CONFINED DISPOSAL FACILITY (CDF) MONITORING PROGRAM

We conduct comprehensive environmental monitoring to assess the quality of water surrounding Confined Disposal Facilities (CDFs)—engineered structures designed to isolate contaminated dredged materials from the surrounding aquatic environment. Monitoring activities include:

- Geophysics (assessment of capping stability);
- Water quality;
- Interstitial waters;
- Sediments;
- Suspended particulate matter;
- Benthic organism repopulation analysis.

IMPACT MANAGEMENT

We manage water-related impacts in accordance with the National Water Resources Policy (PNRH) by employing robust tools for water resource management and setting measurable targets to maximize reuse and minimize new water consumption. Considering the region’s rainfall levels and the stockyard area, we designed and implemented Rainwater Treatment and Reuse Stations (ETRAPs), enabling the operation of two distinct water systems:

1. Potable water system, Supplied exclusively by the state concessionaire.

2. Industrial water system, sourced from authorized underground wells, the Water Treatment Station (ETA), ETRAPs, and the Sewage/Wastewater Treatment Station (ETE).

We conduct regular training sessions for employees and on-site contractors, alongside environmental awareness campaigns scheduled annually. These initiatives align with our environmental objectives, regulatory requirements, and operational procedures, while also marking global awareness events such as World Environment Week. Additionally, these themes are incorporated into the Environmental Education Program (PEA), extending our commitment to environmental awareness within the community.



METRICS

Total Water Withdrawal

Source	2022	2023	
Groundwater	34.2 ML	26.1 ML	Sourced from authorized wells.
Third-party water	54.4 ML	57.0 ML	Supplied by the state concessionaire.
Produced water	222.0 ML captured from the drainage system.	285.1 ML captured from the drainage system.	
	161.1 ML consumed.	246.2 ML consumed.	

100% of the water consumed by third parties is freshwater.

Water Disposal

38.9 ML of treated water was discharged in compliance with release standards.

The treatment process does not involve hazardous substances and adheres to both national and state standards for reuse or emergency discharge.

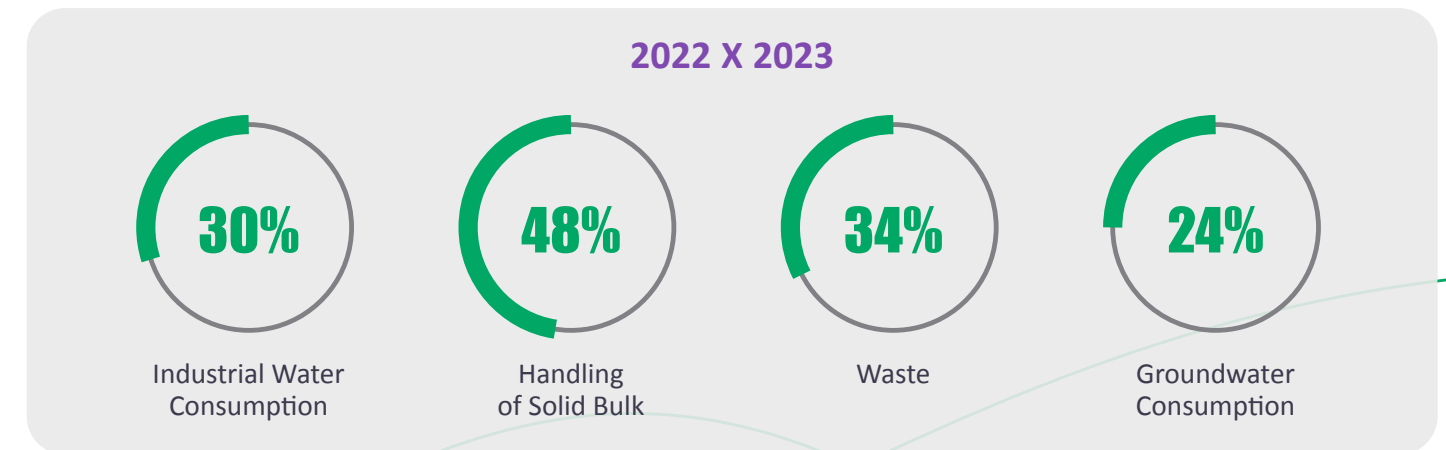
Effluent Disposal

Effluent type	2022	2023
Sanitary effluent sent to an external specialized treatment company (prior to ETE operations or in emergencies).	1,574.8 m ³	589.5m ³
Oils and vegetable fats treated externally by a licensed company.	35,410 L	70,580 L

Water Consumption

	2022	2023
Total Consumption (Industrial + Potable Water)	250.4 ML	250.4 ML

WATER 2023 IN FIGURES





ENERGY MANAGEMENT

GRI 3-3 | 302-1 | 302-3 | 302-4 | 302-5

Implementation of initiatives and processes to enhance energy efficiency and expand the use of clean energy sources within the company.

Material Topic Highlights

- Acquisition of International Renewable Energy Certificates (I-RECs)

25,183,367.03 MWh of energy consumed in 2023

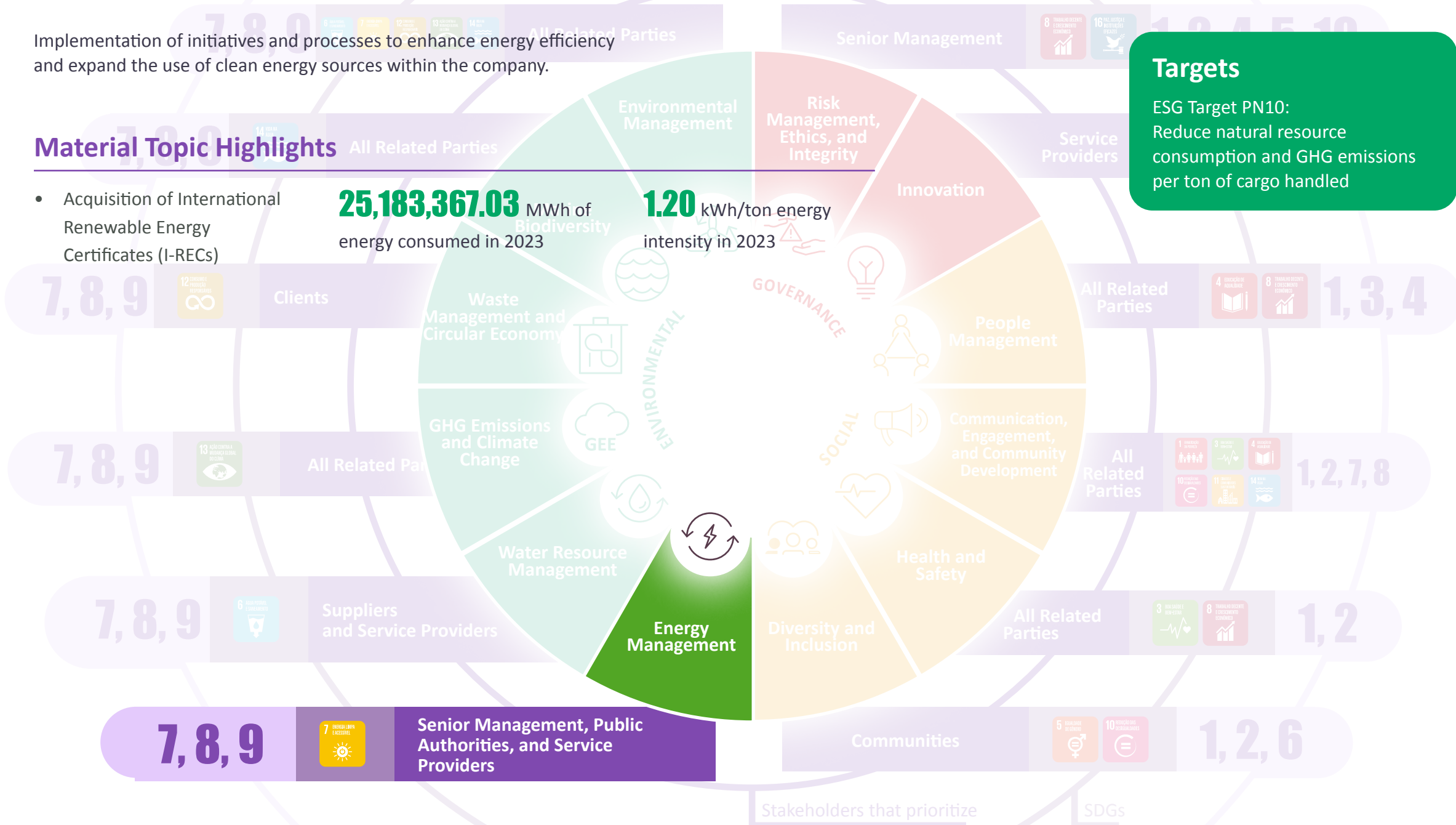
1.20 kWh/ton energy intensity in 2023

Targets

ESG Target PN10:
Reduce natural resource consumption and GHG emissions per ton of cargo handled

UN Global Compact Principles

- HUMAN RIGHTS PRINCIPLES**
 1. Support and respect the protection of internationally proclaimed human rights.
 2. Ensure that businesses are not complicit in human rights abuses.
- LABOR RIGHTS PRINCIPLES**
 3. Uphold the freedom of association and the effective recognition of the right to collective bargaining.
 4. Eliminate all forms of forced and compulsory labor.
 5. Effectively abolish child labor.
 6. Eliminate discrimination in respect of employment and occupation.
- ENVIRONMENTAL PROTECTION PRINCIPLES**
 7. Support a precautionary approach to environmental challenges.
 8. Undertake initiatives to promote greater environmental responsibility.
 9. Encourage the development and diffusion of environmentally friendly technologies.
- ANTI-CORRUPTION PRINCIPLE**
 10. Work against corruption in all its forms, including extortion and bribery.





GOVERNANCE AND STRATEGY

Energy management at Porto Sudeste is spearheaded by the Engineering team, supported by a real-time energy efficiency monitoring system (CMA). This system tracks the performance of port assets, identifies inefficiencies, and enables timely corrective actions. It includes detailed analysis of electrical data and equipment efficiency, generating comprehensive energy consumption reports.

Since 2014, Porto Sudeste has participated in the Free Energy Market. In 2023, the company acquired International Renewable Energy Certificates (I-RECs), reaffirming its commitment to clean energy. Looking ahead to 2024 and 2025, the company plans to maintain this practice while pursuing internal energy generation projects, such as installing solar panels. A pilot project is currently underway to assess feasibility.

Despite financial constraints, diversifying the energy matrix remains a top priority. The new energy efficiency system has already delivered tangible results, such as identifying equipment issues, enabling preventive replacements, and preventing unnecessary energy consumption and operational disruptions.

RISK MANAGEMENT

RISKS RELATED TO ENERGY

MANAGEMENT:

- Unavailability of Water and Energy Resources

IMPACTS

- Temporary shutdown of operations due to power outages

Porto Sudeste employs a flexible risk management strategy to adapt to market fluctuations and hydrological conditions. This includes exploring opportunities such as the procurement of incentivized energy to mitigate risks.

The company benefits from the support of an energy consultancy that provides monthly reports on market trends and consumption. These reports monitor the performance of reservoirs, renewable energy sources, and market conditions for various energy types, ensuring a proactive approach to energy risk management.

Risk Mitigation Measures for Energy Supply include:

- Redundancy in the terminal’s transmission lines and transformers;
- Ensuring supply stability;
- Enhancing strategic decision-making processes.

Energy management is integrated with the Procurement Department to evaluate supply risks effectively. Metrics such as actual cost per ton and energy cost per ton are used to measure efficiency, while continuous monitoring supports reactive management aimed at reducing greenhouse gas emissions. This is primarily achieved through the acquisition of clean energy certificates, offsetting Scope 2 emissions.

Although we do not yet have a specific energy reduction target due to increased production demands, we have secured guaranteed energy purchases through 2026. Additionally, we are evaluating the feasibility of incorporating renewable energy sources, such as solar power, into future operations.

Operational expansion has resulted in adjustments to the production process, impacting energy consumption patterns. A key challenge is developing more accurate metrics to measure energy efficiency, as monthly production variations complicate this analysis. To address this, we are refining indicators and improving efficiency evaluations as we consolidate our systems and processes.



METRICS

Fuel Consumption (MWh)

	2022	2023
NON-RENEWABLE		
Acetylene	11.68	16.50
Diesel	9579.17	10,195.54
Gasoline	999.25	865.99
LPG	143.39	174.54
Aviation kerosene	320.36	421.61
Fuel oil	70,492.93	25,107,765.47
RENEWABLE		
Ethanol	13.82	33.75

Electricity Consumption (MWh)

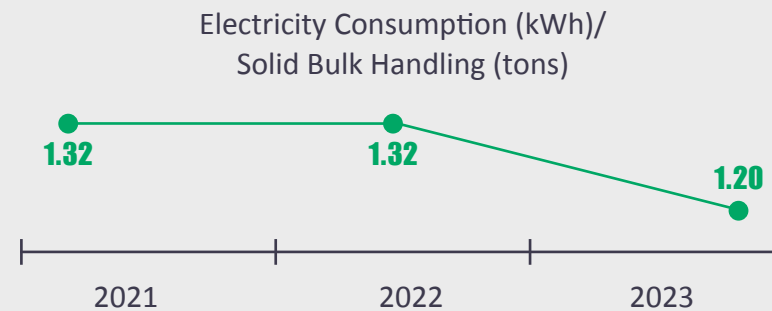
2022	2023
47,290.6	63,893.42

Readings provided by LIGHT, the concessionaire responsible for the metering system.

Total Energy Consumption (MWh)

2022	2023
128,851.29	25,183,367.03

Energy Intensity Rate



Energy intensity is calculated by measuring total electricity consumption relative to the total volume of solid bulk cargo handled. This includes the tonnage of ore loaded onto ships and the total ore volume unloaded from trains. Notably, the handling of liquid bulk cargo does not contribute to additional energy consumption.

In 2023, the energy intensity rate was recorded at **1.20** kWh/ton, representing the lowest value since monitoring began in 2017.

This reduction can be attributed to improved operational efficiency, as the increase in handled volumes outpaced the rise in energy consumption. Enhanced use of electrical equipment during operations played a critical role in achieving this milestone.

ENERGY CONSUMPTION REDUCTION

Although systematic monitoring of effective energy consumption reduction is not yet in place, we have implemented several initiatives aimed at lowering energy usage:

- Replacing sodium vapor lamps with LED lighting for enhanced energy efficiency;
- Automating stackers and reclaimers to optimize operational processes;
- Conducting environmental education activities to promote sustainable practices.

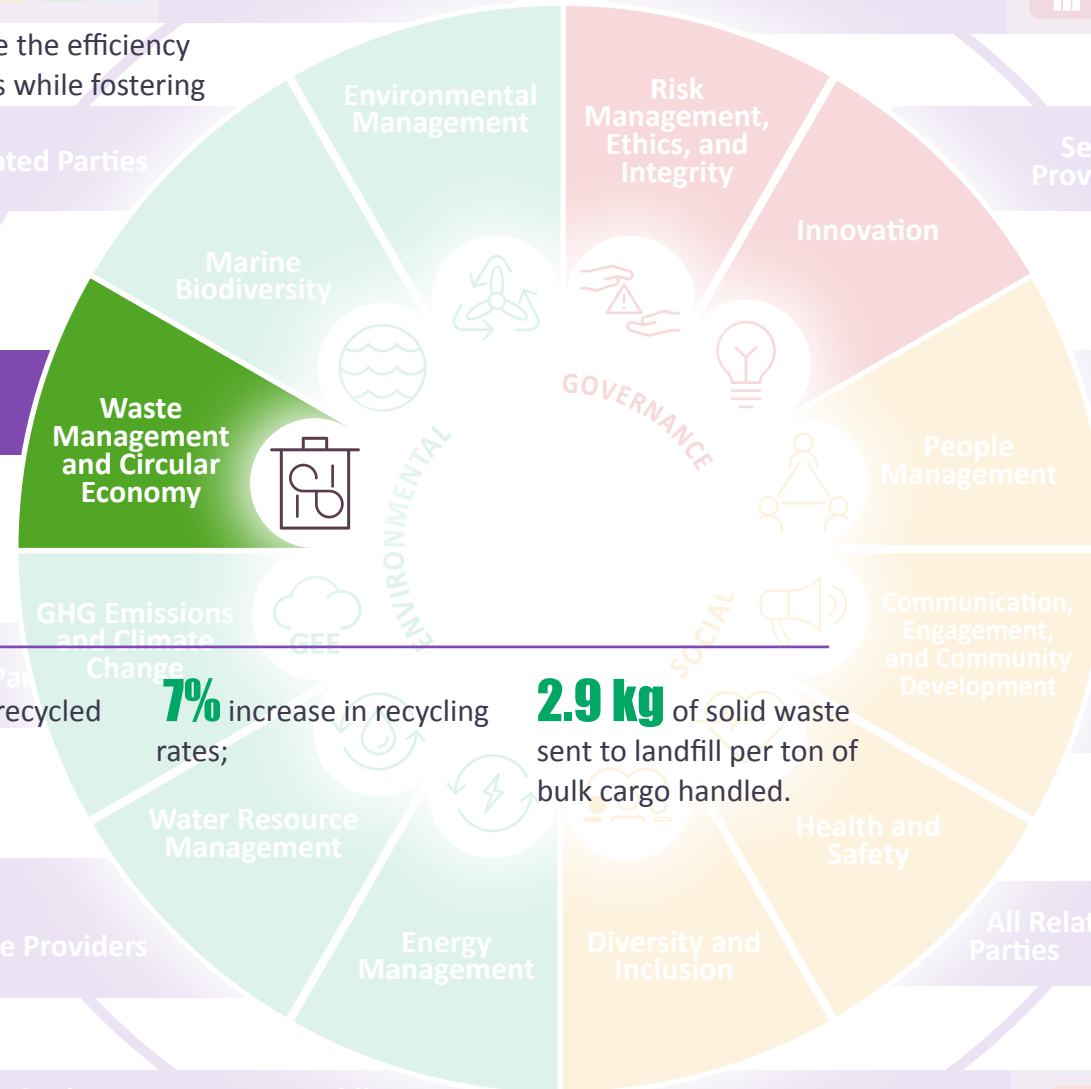
To further reduce energy demands for products and services, we have launched the Energy Consumption Monitoring Project. This initiative focuses on substations and key equipment at Porto Sudeste, aiming to identify the highest energy-consuming systems and equipment, and analyze operational consumption data to pinpoint inefficiencies.



WASTE MANAGEMENT AND CIRCULAR ECONOMY

Strengthening actions and practices to enhance the efficiency of waste management in operational processes while fostering circular economy initiatives.

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



Targets

ESG Target PN10:
Reduce natural resource consumption and GHG emissions per ton of cargo handled

Specific Targets:
Increase the recycling rate to 90%;
Reduce solid waste sent to landfills to 4.0 kg/kt of solid bulk handled;
Reduce hazardous waste generation to 0.8 kg/kt of solid bulk handled.

Material Topic Highlights

- Solid Waste Management Program

95% of waste recycled

7% increase in recycling rates;

2.9 kg of solid waste sent to landfill per ton of bulk cargo handled.

UN Global Compact Principles

- HUMAN RIGHTS PRINCIPLES**
 1. Support and respect the protection of internationally proclaimed human rights.
 2. Ensure that businesses are not complicit in human rights abuses.
- LABOR RIGHTS PRINCIPLES**
 3. Uphold the freedom of association and the effective recognition of the right to collective bargaining.
 4. Eliminate all forms of forced and compulsory labor.
 5. Effectively abolish child labor.
 6. Eliminate discrimination in respect of employment and occupation.
- ENVIRONMENTAL PROTECTION PRINCIPLES**
 7. Support a precautionary approach to environmental challenges.
 8. Undertake initiatives to promote greater environmental responsibility.
 9. Encourage the development and diffusion of environmentally friendly technologies.
- ANTI-CORRUPTION PRINCIPLE**
 10. Work against corruption in all its forms, including extortion and bribery.



GOVERNANCE AND STRATEGY

Waste generated at Porto Sudeste is managed by a specialized company in full compliance with internal regulations. This contracted company undergoes a rigorous approval process, meeting both internal standards and legal requirements, and is subject to periodic document-based evaluations as well as on-site inspections.

To ensure effective waste monitoring, all disposal activities are carried out only after weighing and the issuance of a Waste Transportation Manifest (MTR). This process provides essential data for tracking and monitoring waste management indicators.

Waste is generated from the following activities:

- Solid and liquid bulk operations
- Maintenance activities
- Medical facilities
- Cafeteria services
- Laboratories
- Administrative areas

Inputs and outputs are systematically mapped in accordance with internal regulations, with waste segregation, storage, and disposal processes established based on waste classification guidelines.

Each year, critical indicators are defined to achieve environmental objectives and targets. Over the years, key performance improvements have been particularly notable following the launch of the **SER Program**.

Since its implementation, the SER Program has driven record-breaking results year after year. Indicators such as the recycling rate and waste disposal efficiency have consistently met targets, with the ultimate aim of achieving **“zero landfill”**. Attaining this ambitious goal requires collaboration with local suppliers and innovations in the management of specific waste streams.

In alignment with circular economy principles, efforts are focused on optimizing waste management both internally and in partnership with local suppliers to minimize landfill disposal. For instance, organic waste from the cafeteria, vegetation clearing, and pruning activities is sent to licensed composting facilities. The resulting compost is then returned to Porto Sudeste for internal landscaping projects or social initiatives, such as the *Horta Escola* program.

RISK MANAGEMENT

SOLID WASTE MANAGEMENT PROGRAM

The Solid Waste Management Program reflects our adherence to the principles of Brazil’s National Solid Waste Policy (Law 12.305/2010). Waste management follows a structured hierarchy:



Waste is segregated and directed toward recycling, treatment, or disposal in certified facilities. Priority is given to solutions that minimize environmental risks, reduce accident potential, and improve efficiency. Additionally, we prioritize local waste receivers located near Porto Sudeste to enhance logistical efficiency, lower costs, and reduce greenhouse gas emissions. This commitment is aligned with Sustainable Development Goals (SDGs) 12 and 17 of the 2030 Agenda, promoting sustainable production and consumption through responsible waste management practices at the terminal.

RISKS RELATED TO WASTE MANAGEMENT:

- Inefficiency in waste, effluent, and emission control

IMPACTS

- Soil pollution
- Water pollution
- Air pollution
- Reputational damage
- Fines and sanctions

IMPACT MANAGEMENT

All waste generated at the terminal, including that produced by on-site contractors, is managed in compliance with the Waste Management Norm. This encompasses the Solid Waste Management Plan (PGRS) and the Healthcare Waste Management Plan (PGRSS), both of which are registered with the environmental authority.

REDUCTION REUSE RECYCLING PREVENTION

Wherever possible, reverse logistics is implemented in partnership with suppliers, enabling the return of materials and packaging to reduce waste generation at its source.



METRICS

WASTE GENERATED

Waste generated

Quantity (tons)	Total Generated Waste (tons)	Sent for Recycling ¹	Recycling Target
2022	10,635.0	88%	82%
2023	25,791.1	95%	90%

1,1% (294.8 tons) of generated waste is classified as hazardous waste (Class I).

18% of total waste originates from operational activities, excluding expansion and improvement projects.

95% of total waste is recycled.

Waste diverted from disposal

Type	Quantity (tons)		Class	Destination
	2022	2023		
Class I – Hazardous	5,115.00 L 4.50 t	10,080.00 L 12.60 t	Lubricating Oil (Class I)	Re-refining
Class I – Hazardous	-	65.63 t	Water from Oil-Water Separators	Effluent Treatment
Class II – Non-hazardous	-	556.30 t	Sanitary Effluent	Specialized Treatment
Class II – Non-hazardous	-	70.58 m ³	Vegetable Oils and Fats	Specialized Treatment

Waste by type, diverted from final disposal

Type	Quantity (tons)		Class	Destination
	2022	2023		
Class I – Hazardous	29.28	43.53	Contaminated Waste	Blending for co-processing
Class II – Non-hazardous	482.21	45.56	Metal	Recycling/Commercialization
	261.26	290.86	Wood	Recycling
	38.65	17.81	Organic Waste	Composting
	11.30	11.17	Plastic	Recycling
	15.59	12.56	Paper/Cardboard	Recycling
	675.45	489.17	Rubber	Recycling/Commercialization
	8,348.25	22,048.18	Construction Debris	Recycling/Reuse
	244.51	2,471.76	Yard Sweeping	Recycling/Commercialization
	221.03	203.35	Soil (Construction Debris)	Recycling/Reuse
4.78	6.46	Electronic Waste	Recycling/Commercialization	

1 – Recycling, reuse, or other environmentally responsible disposal methods.



Internal Treatment of Industrial and Sanitary Effluents for Reuse

2023 Quantity	Type
285,133.00 m ³	Treated industrial effluents (86% reused)
9.047,40 m ³	treated sanitary effluents sent for reuse

Although Porto Sudeste reuses many of the waste materials internally, we have not yet implemented quantitative monitoring of this process. Nonetheless, there is strong employee engagement, and these initiatives are widely shared through corporate reports and internal presentations, as well as being rewarded as bonuses within the scope of the SER Program.

Sanitary effluent waste, oils, and vegetable fats are excluded from the waste indicators.

Waste directed to disposal

160.34 tons of waste were sent for final disposal in sanitary landfills.

Type	Quantity (tons)	Class	Notes
Class I – Hazardous	0.14	Medical Waste	Treated in autoclave before disposal by the receiver.
Class I – Hazardous	0.18	603 bulbs sent for decontamination	Non-hazardous parts disposed of by the receiver.
Class II – Non-hazardous	153.56	Non-recyclable or non-reusable waste	
Class II – Non-hazardous	6.12	Construction debris (non-reusable)	

Our Vision for the Future

Governance	120
Social	121
Environmental	122
Our Vision of the Future	123





INNOVATION, SUSTAINABILITY, AND THE FUTURE

We believe that sustainability and innovation are intrinsically linked, ensuring the resilience and long-term success of our company. Our vision for the future is rooted in our commitment to reducing environmental impacts, optimizing resource use, and fostering practices that create value for both the company and society.

For each of our Material Topics, we have developed proposals for actions, solutions, investments, and the ongoing improvement of practices and operations across short-, medium-, and long-term horizons.



GOVERNANCE

RISK MANAGEMENT, ETHICS, AND INTEGRITY

- In 2023, we implemented our Strategic Risk Inventory. In the years ahead, our strategy will involve revisiting this document regularly to assess whether the identified scenarios remain relevant or require updates. This process is part of an annual cycle that includes reviewing the 110 mapped risks.
- Throughout the year, we focused on meeting the necessary requirements to achieve ISO 37001 certification for our Anti-Bribery Management

System in 2024. This certification will validate our Anti-Bribery Management Program’s compliance with the standard and alignment with international best practices.

INNOVATION

- We have established an internal ranking system to measure the performance of departments on kaizen projects—initiatives driven by employees without requiring financial investment from the organization. The maintenance and operations teams consistently excel in this ranking. For future cycles, we are enhancing the system by incorporating individual performance metrics to ensure fair competition among departments with teams of varying sizes.
- Porto Hub, our open innovation platform, focuses on fostering disruptive solutions that advance the national port sector. Currently in its final stages of implementation, this hub will propel technological advancements, improve operational efficiency, and promote the sustainable development of Brazilian ports.
- Another significant initiative is our participation in the **Blue Rio Hub**, dedicated to the Sea Economy and Blue Economy in Rio de Janeiro. Through this hub, we established a partnership with the Spanish company **Medeina**, leveraging nature-inspired technologies to treat and dry ore tailings from our water storage sumps.

This process facilitates industrial reuse of tailings and ensures optimal water storage capacity.

- We also partnered with FIRJAN to design a project monitoring the ballast water of ships operating at Porto Sudeste. The aim of this initiative is to identify and mitigate the impact of invasive species transported through ballast water, which is regulated internationally to ensure environmental safety. This monitoring effort will support the preservation of local biodiversity and compliance with global environmental standards.
- Automation technologies are being integrated through the Integrated Development and Automation Program (PDAI). This initiative, aligned with strategic risk management, is a collaboration between our Innovation, IT, and Engineering teams. It encompasses various projects aimed at fully automating the port, building the foundation for the “Port of the Future.”

To guide this transformation, we developed a technological maturity map covering all terminal processes, culminating in a maturity panel to steer our path toward total automation. The PDAI Multidisciplinary Committee oversees this plan, which outlines a six-year timeline to achieve our vision of the “Port of the Future.”

Photo: Kalil Fabres



SOCIAL

PEOPLE MANAGEMENT

- Porto Sudeste is experiencing a period of growth, accompanied by an expansion in the number of professionals involved. In this context, we recognize that effective people management is integral to the governance of this evolving structure.
- The department views the advancement of people management processes as a reflection of the growing recognition of professionals' critical role in the success of organizations. Once a purely administrative function, people management has evolved into a strategic domain, essential for driving innovation, competitiveness, and organizational sustainability. Continuing to adapt and respond to emerging trends and challenges is imperative for any organization aspiring to thrive in the future.

HEALTH AND SAFETY

- As part of the Mental Health pillar within the Humanity Program, we introduced the *Prontos!* system to the operations team. By 2024, we plan to extend its implementation to new areas, starting with Maintenance managers. This tool, grounded in artificial intelligence, neuroscience, and scientific methodology, serves three primary purposes:

- Risk Prevention: Predictively and preemptively identifying conditions that may expose professionals to hazards before the start of the workday.
- Promoting Behavioral Change: Enhancing risk awareness and fostering safer workplace practices.
- Monitoring Cognitive Factors: Assessing key aspects such as attention, concentration, impulsiveness, reaction time, and fatigue, thereby enabling more informed and assertive decision-making.

COMMUNICATION, ENGAGEMENT, AND COMMUNITY DEVELOPMENT

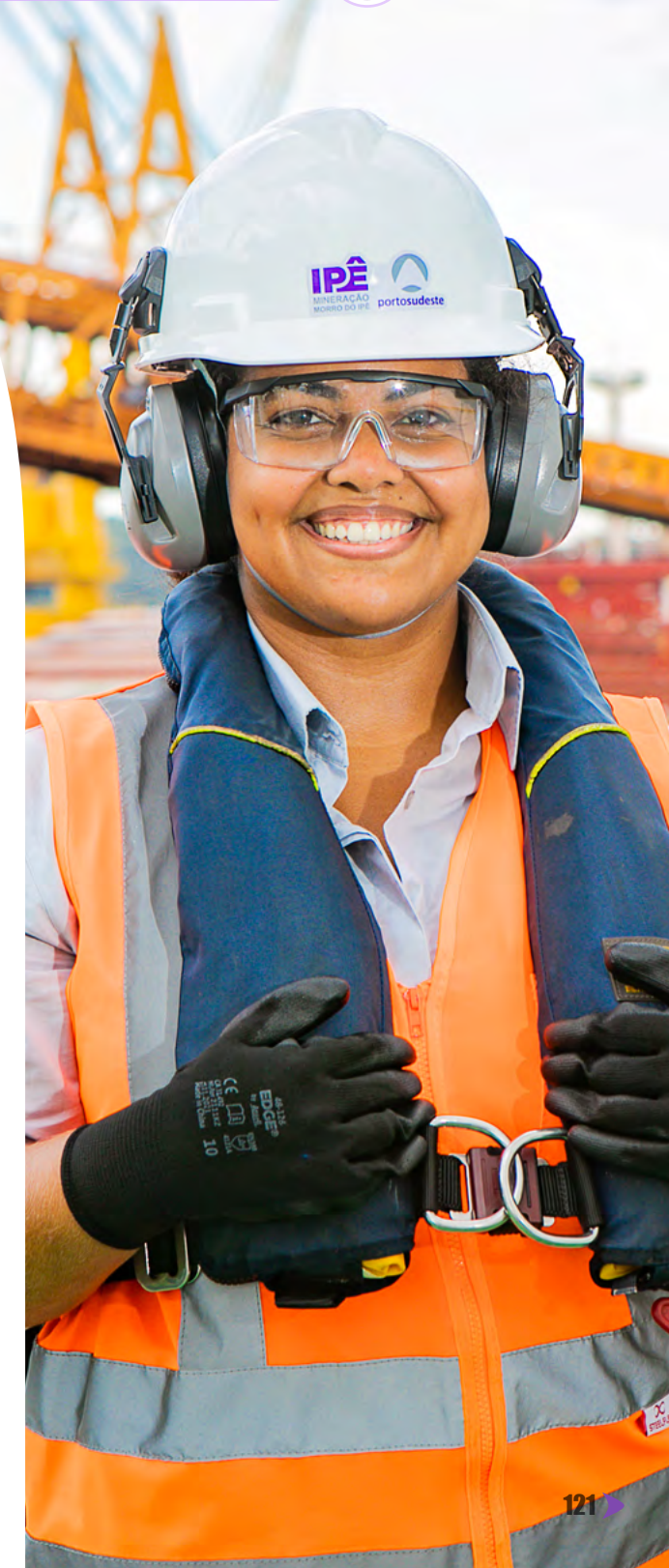
- We are currently developing an internal Social Responsibility Standard, aligned with our Sustainable Development Policy.
- Future Management: Our Stance on Human Rights. This topic has been under internal discussion, particularly in connection with our risk strategy, with a focus on reputation and public perception. In collaboration with the Governance team, we are working to structure this initiative, with plans to implement actions in the short to medium term.

- Launched in 2023, the *Mulheres Extraordinárias* ("Extraordinary Women") project is a key component of Porto Sudeste's strategy to promote gender equality. The project, set for implementation in 2024, will center on female empowerment, addressing topics such as health, employability, and psychosocial well-being, among others. This initiative will engage both Porto Sudeste professionals and women from the local community.

DIVERSITY AND INCLUSION

Implementing diversity and inclusion (D&I) in a port environment presents unique challenges. We understand that building an inclusive workplace must be a gradual and participatory process, not one imposed from above. With this in mind, we are carefully designing our actions and strategies, progressing step by step.

- At the end of 2023, we conducted a survey of our workforce to gauge awareness of diversity and existing initiatives, as well as to identify future needs and expectations. Based on these insights, the *Somos Diversos* ("We Are Diverse") group developed a calendar of actions for 2024, reflecting the priorities highlighted by our team.
- In the years ahead, we aim to establish diversity objectives and measurable targets, embedding a culture of inclusion at Porto Sudeste. We also plan to enhance infrastructure to support D&I initiatives, including the addition of breastfeeding rooms and gender-neutral restrooms, fostering a more inclusive and welcoming environment for all.





ENVIRONMENTAL

GHG EMISSIONS AND CLIMATE CHANGE

- We conducted an in-depth study on climate change, which provided a comprehensive framework for addressing the issue. The first step involved setting a decarbonization target supported by a detailed action plan. Subsequently, we drafted the Climate Change Policy, slated for release in February 2024, and identified climate-related risks. Currently, we are advancing the development of a mitigation and adaptation plan, a crucial step in preparing the organization for climate challenges and ensuring the sustainable continuity of operations in the years to come.
- In collaboration with the Innovation sector, we plan to initiate testing of electric trucks in 2024 to reduce atmospheric emissions. The goal is to collect comprehensive data to evaluate the feasibility of transitioning to an electric vehicle fleet and to confirm whether this change would significantly lower emissions in alignment with our public decarbonization targets.

MARINE BIODIVERSITY

- In 2023, we completed an initial assessment of exotic species within the area surrounding the pier. Based on these findings, we developed a monitoring plan, which will be implemented starting in 2024. This plan includes ongoing observation and a removal strategy for high-risk exotic species, should they be identified.

ENVIRONMENTAL MANAGEMENT

- In February 2023, we secured the license for port expansion and future implementation works. The next phase involves initiating these projects, which are scheduled over the next two years. The environmental management team will oversee all legal and regulatory aspects of these advancements, ensuring compliance with environmental regulations and promoting sustainable practices that minimize ecological impacts. Our commitment is to ensure that every stage of the project respects and protects the environment, contributing to a more sustainable and environmentally conscious future.

WATER RESOURCE MANAGEMENT

- We are conducting a water resilience study to evaluate the impact of increased terminal activity.

This study explores new technologies and tools to optimize water reuse, addressing the global challenge of water scarcity. Additionally, it investigates alternative water sources to ensure future demand can be met without depleting existing resources.

ENERGY MANAGEMENT

- We are examining the feasibility of installing a pilot solar plant to generate clean, renewable energy on-site.
- The Engineering team has also initiated systematic monitoring of energy relays. This system tracks energy efficiency metrics, enabling data-driven actions to enhance efficiency, such as proactive motor maintenance.

- In 2023, we began exploring the acquisition of IRECs (International Renewable Energy Certificates), which certify 100% renewable energy consumption. In 2024, we plan to purchase these certificates to offset greenhouse gas emissions from 2023 energy consumption and verify that all energy used during that year was sourced from renewable resources.

WASTE MANAGEMENT AND CIRCULAR ECONOMY

- In partnership with the Innovation sector, we are implementing a new approach to waste and resource management. This includes an internal system for redistributing and reusing materials and equipment. The system features a platform where departments can list items no longer in use—such as chairs or printers—that could be repurposed by other teams, fostering an internal circular economy.



Our Vision for the Future

“Since the publication of our first Sustainability Report, we have embraced a stance of absolute transparency and open communication with our stakeholders. Guided by a long-term vision, we prioritize investments that, while not yielding immediate results, will foster sustainable outcomes in the future. This approach is fundamental to ensuring that our operations are conducted responsibly and sustainably, with a constant focus on resource efficiency and stringent management of water and energy consumption, waste, and emissions.

Our unwavering commitment to sustainability is a testament to the dedication of our professionals, board of directors, senior management, and shareholders. The practices we adopt are deeply rooted in our governance and go beyond mere compliance with legal requirements. They embody the development of a **culture of compliance**, aligned with our core values, equipping the company to face future scenarios with a solid and strategic foundation.

Integrating Sustainability into Governance

Our sustainable development policy strengthens our governance by seamlessly incorporating Environmental and Social pillars into a continuous and structured framework, ensuring transparency across all processes. We adhere to industry best

practices, emphasizing continuous improvement and a steadfast commitment to societal benefit and resource efficiency. The SER Program exemplifies our commitment to bridging theory and practice, aligning each department with governance guidelines and policies.

Innovation as a Catalyst for Sustainability

We recognize that the pursuit of sustainability drives us daily. We have already assessed our reliance on essential resources, such as water and energy, and systematically monitor emissions from our activities. Our next step is to optimize operations to minimize this dependency, all while maintaining efficiency.

Innovation is the cornerstone of this progress. As we innovate, we acknowledge constraints such as budget limitations and knowledge gaps, and proactively seek solutions to overcome them. Collaboration with stakeholders and benchmarking are essential components of this journey. While the port sector is still in its early stages of innovation, we are committed to transforming this landscape. We embrace a culture of experimentation and resilience, fostering tolerance for failure to enable bold, disruptive solutions.

Our collaboration with **Porto Hub, the innovation hub for the port sector**, has been instrumental in establishing a dedicated innovation unit within

the company. This effort extends beyond internal initiatives; we actively engage with other companies and academic institutions to explore collaborative approaches to shared challenges. Additionally, our participation in the **alliance for decarbonizing Brazilian ports** represents a significant initiative, from which we anticipate tangible benefits in the short and medium term.

We understand that sustainable development requires a skilled and aligned team. To this end, we invest in professional development and training for our board and employees, ensuring our workforce is equipped to grow alongside the organization and tackle future challenges.

Reflection and Impact

Porto Sudeste is committed to innovative and sustainable initiatives that directly enhance our operations while generating positive environmental and community impacts. Upholding this commitment, we continue to strengthen our best practices, striving for excellence in all areas to ensure that the company’s future is intrinsically tied to sustainable development and innovation.

This is our vision for the future—anchored in sustainability, driven by innovation, and committed to operating with increasing responsibility and efficiency.”



ULISSES OLIVEIRA *Director of Corporate Affairs and Sustainability*

GRI Content Index





GRI1: Foundation 2021

Statement of Use: Porto Sudeste has prepared this report in accordance with the GRI Standards for the period from January 1 to December 31, 2023.

General Disclosures					
GRI Standards	Content	Location	Omission		
			Omitted Requirement(s)	Reason for Omission	Explanation
GRI 2: General Disclosures 2021	2-1 Organizational details	pp. 2, 12, 34			
	2-2 Entities included in the organization’s sustainability report	p. 2			
	2-3 Reporting period, frequency and contact point	p. 2			
	2-4 Restatements of information	There are no restatements for this report.			
	2-5 External assurance	This report has not undergone external verification.			
	2-6 Activities, value chain and other business relationship	2-6 d. In 2023, we implemented a new procurement portal in the electronic marketplace for sourcing goods and services.			
	2-7 Employees	p. 52			
	2-8 Workers who are not employees	p. 52			
	2-9 Governance structure and composition	p. 34			
	2-10 Nomination and selection of the highest governance body	p. 34			
	2-11 Chair of the highest governance body	p. 34			
	2-12 Role of the highest governance body in overseeing the management	p. 34			
	2-13 Delegation of responsibility for managing impacts	p. 34			



General Disclosures					
GRI Standards	Content	Location	Omission		
			Omitted Requirement(s)	Reason for Omission	Explanation
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	p. 2			
	2-15 Conflicts of interest	p. 37			
	2-16 Communication of critical concerns	p. 37			
	2-17 Collective knowledge of the highest governance body	p. 34			
	2-18 Evaluation of the performance of the highest governance body		2-18	Information not available	This topic currently does not involve any specific initiatives.
	2-19 Remuneration policies	p. 54			
	2-20 Process to determine remuneration	p. 54			
	2-21 Annual total compensation ratio	p. 54			
	2-22 Statement on sustainable development strategy				
	2-23 Policy commitments	pp. 27, 37			
	2-24 Embedding policy commitments	pp. 27, 37			
	2-25 Process to remediate negative impacts	p. 37			
	2-26 Mechanisms for seeking advice and raising concerns	p. 37			
	2-27 Compliance with laws and regulations	p. 37	2-27 b I	Not applicable	No fines for non-compliance were imposed on us during the reporting period.



General Disclosures					
GRI Standards	Content	Location	Omission		
			Omitted Requirement(s)	Reason for Omission	Explanation
GRI 2: General Disclosures 2021	2-28 Membership associations	ATP – Associação dos Terminais Portuários Privados (Private Port Terminals Association);			
		IBP – Instituto Brasileiro de Petróleo e Gás (Brazilian Petroleum and Gas Institute);			
		Sindario – Sindicato das Agências de Navegação Marítima e Atividades Afins do Estado do Rio de Janeiro (Maritime Shipping Agencies and Related Activities Union of the State of Rio de Janeiro);			
		SINDOPITA – Sindicato dos Operadores Portuários de Itaguaí (Union of Port Operators of Itaguaí);			
		STSPPERJ – Sindicato dos Trabalhadores nos Serviços Portuários dos Portos do Estado do Rio de Janeiro (Union of Port Workers in the Ports of the State of Rio de Janeiro);			
		PEC – Parque Estadual Cunhambebe e APAMAN - Área de Proteção Ambiental de Mangaratiba (parte do Conselho Consultivo) / Cunhambebe State Park and APAMAN – Mangaratiba Environmental Protection Area (member of the Advisory Council);			
		FIRJAN – Federação das Indústrias do Estado do Rio de Janeiro (Federation of Industries of the State of Rio de Janeiro);			
		IAPH – International Association of Ports and Harbors;			
		Conscious Capitalism Brazil Institute;			
		Global Compact (signatory and participant in Working Groups);			
	SLOM – Sociedad Latinoamericana de Operadores de Terminales Marítimos Petroleros y Monoboyas (Latin American Society of Oil Terminal Operators and Monobuoys).				
2-29 Approach to stakeholder engagement		p. 20			
2-30 Collective bargaining agreement		p. 52			



MATERIAL TOPICS					
GRI Standards	Content	Location	Omission		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	p. 31			
	3-2 List of material topics	p. 31			

GOVERNANCE					
GRI Standards	Content	Location	Omission		
			Omitted Requirement(s)	Reason for Omission	Explanation
Risk Management, Ethics, and Integrity					
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 39, 44			
GRI 205: Anti-corruption 2016 GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	pp. 37, 39			
	205-2 Communication and training about anti-corruption policies and procedures	pp. 37, 39			
	205-3 Confirmed incidents of corruption and actions taken	pp. 37, 39			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	pp. 37, 39			
GRI 406 Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken				
Innovation					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 44			



SOCIAL					
GRI Standards	Disclosure	Location	Omission		
			Omitted Requirement(s)	Reason for Omission	Disclosure
People Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 54			
GRI 401: Employment 2016	401-1: New employee hires and employee turnover		401-1a 401-1 b	Unavailable Information	This information is not measured by age group, gender, or region.
	401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 54			
	GRI 401-3: Parental leave		403-1 b 403-1c 401-3d	Unavailable Information	There is no specific report for paternity leave. All employees are entitled to this and receive the 20 days as stipulated in the ACT (Collective Labor Agreement), as recorded in the timekeeping system.
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	p. 54			
GRI 404: Training and Education	404-1 Average hours of training per year per employee	p. 54			
	404-2 Programs for upgrading employee skills and transition assistance programs	p. 54			
	404-3 Percentage of employees receiving regular performance and career development reviews	p. 54			
Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 61			



SOCIAL					
GRI Standards	Disclosure	Location	Omission		
			Omitted Requirement(s)	Reason for Omission	Disclosure
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p. 61			
	403-2 Hazard identification, risk assessment, and incident investigation	p. 61			
	403-3 Occupational health services	p. 61			
	403-4 Worker participation, consultation, and communication on occupational health and safety	p. 61			
	403-5 Worker training on occupational health and safety	p. 61			
	403-6 Promotion of worker health	p. 61			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships				
	403-8 Workers covered by an occupational health and safety management system	403-8b. No employees were excluded.	403-8 a II. 403-8 a II.	Not applicable	No specific number or percentage of employees or outsourced workers is designated for internal audits or external certification. Self-assessments of managers within the PAZ program (administrative, operational, or contracted) are audited quarterly by the Occupational Health and Safety (OHS) department in collaboration with the managers. Audits must be completed by the end of each quarter, no later than the 5th business day of the following month.
	403-9 Work-related injuries	403-9 f No employees were excluded.			
	403-10 Work-related ill health		403-10 c.I 403-10c. II 403-10c. III 403-10c. IV	Not Applicable	There were no cases during the reporting period.



SOCIAL					
GRI Standards	Disclosure	Location	Omission		
			Omitted Requirement(s)	Reason for Omission	Disclosure
Diversity and Inclusion					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 71			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	p. 71			
	405-2 Ratio of basic salary and remuneration of women to men	p. 71			
Communication, Engagement, and Community Development					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 76			
GRI 411: Rights of Indigenous Peoples 2016	411-1: Incidents of violations involving rights of indigenous peoples		411-1a 411-1b 411-1b I 411-1b II 411-1b III 411-1b IV	Not Applicable	The mapping did not reveal the presence of indigenous, quilombola, or riverside (except for artisanal fishermen) communities in the project's area of influence.
GRI 413 Local Communities 2016	413-1: Operations with local community engagement, impact assessments, and development programs		413-1 a I 413-1 a II 413-1 a IV	Unavailable Information	Monitoring is not conducted.
	413-2: Operations with significant actual and potential negative impacts on local communities	p. 76			



ENVIRONMENT					
GRI Standards	Disclosure	Location	Omission		
			Omitted Requirement(s)	Reason for Omission	Disclosure
Environmental Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 85			
GHG Emissions and Climate Change					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 94			
GRI 305 – Emissions 2016	305-1: Direct (Scope 1) GHG emissions	p. 94	305-1 d.III	Not applicable	No changes were made to the emissions calculations.
	305-2: Energy indirect (Scope 2) GHG emissions	p. 94	305-2 d.III	Not applicable	No changes were made to the emissions calculations.
	305-3 Other indirect (Scope 3) GHG emissions	p. 94	305-3 e.III	Not applicable	No changes were made to the baseline year (2022) emissions calculations. In 2023, new Scope 3 categories were added following Porto Sudeste's Scope 3 screening project, which identified additional sources and data for the inventory.
	305-4 GHG emissions intensity	p. 94			
	305-5 Reduction of GHG emissions	p. 94			
	305-6 Emissions of ozone-depleting substances (ODS)	p. 94			
	305-7: Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	p. 94	305-7 a I 305-7 a II 305-7 a III 305-7 a IV 305-7 a V 305-7 a VI 305-7 a VII 305-7 B	Not applicable	These emissions do not apply to our activities, as we do not operate industrial processes that generate them. Air quality is monitored through assessments of particulate matter emissions in the terminal's vicinity.
GRI 201 Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	p. 94			



ENVIRONMENT					
GRI Standards	Disclosure	Location	Omission		
			Omitted Requirement(s)	Reason for Omission	Disclosure
Marine Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 100			
GRI 304: Biodiversity 2016	304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	p. 100			
	304-2: Significant impacts of activities, products, and services on biodiversity	p. 100	304-2 b I 304-2 b II 304-2 b III 304-2 b IV	Not applicable	No changes occurred that could have caused significant direct or indirect impacts compared to previous years.
	304-3: Habitats protected or restored	p. 100			
	304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations	p. 100			
Water Resource Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 106			



ENVIRONMENT					
GRI Standards	Disclosure	Location	Omission		
			Omitted Requirement(s)	Reason for Omission	Disclosure
303 Water and Effluents 2018	303-1 Interactions with water as a shared resource	p. 106			
	303-2 Management of water discharge-related impacts	p. 106			
	303-3 Water withdrawal	p. 106	303-3 a I 303-3 a III 303-3 b	Not Applicable	We do not withdraw water from these sources, nor do we consume water from regions with high or extremely high water stress.
	303-4 Water discharge	p. 106	303-4 a 303-4 b 303-4 c 303-4 d II 303-4 d III	Not Applicable	a) No water discharge was carried out. b) We do not consume water from regions with high or extremely high water stress.
	303-5 Water consumption	p. 106	303-5 b 303-5 c	Not Applicable	b) We do not consume water from regions with high or extremely high water stress. d) Water storage has not been identified as causing significant water-related impacts.
Energy Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 112			
GRI 302: Energy 2016	302-1: Energy consumption within the organization	p. 112	302-1 c II 302-1 c III 302-1 c IV 302-1 d	Not applicable	c) These types of energy were not used. d) No energy was sold.
	302-2: Energy consumption outside of the organization	p. 106	302-2	Not applicable	No energy is consumed outside of Porto Sudeste.
	302-3: Energy intensity	p. 112			
	302-4: Reduction of energy consumption	p. 112	302-4 b 302-4 c 302-4 d	Unavailable Information	This information is not monitored.
	302-5: Reductions in energy requirements of products and services	p. 112			



ENVIRONMENT					
GRI Standards	Disclosure	Location	Omission		
			Omitted Requirement(s)	Reason for Omission	Disclosure
Waste Management and Circular Economy					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 115			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	p. 115			
	306-2 Management of significant waste-related impacts	p. 115			
	306-3 Waste generated	p. 115			
	306-4 Waste diverted from disposal	p. 115			
	306-5 Waste directed to disposal	p. 115			



GRI Standards deemed non-material					
GRI Standards	Disclosure	Location	Omission		
			Omitted Requirement(s)	Reason for Omission	Disclosure
Waste Management and Circular Economy					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	p. 24			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	p. 24			
	203-2 Significant indirect economic impact	p. 24			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	p. 49			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	The entire security team, including contracted companies, underwent comprehensive annual training on human rights, in alignment with the principles of voluntary security.			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk	No operations or suppliers were found to pose risks related to freedom of association or collective bargaining.			
	407-1 b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.				



GRI Standards deemed non-material					
GRI Standards	Disclosure	Location	Omission		
			Omitted Requirement(s)	Reason for Omission	Disclosure
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	p. 37			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	p. 37			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	p. 19			
	414-2 Negative social impacts in the supply chain and actions taken	p. 19			
GRI 308: Supplier Environmental Assessment 2016	308-1: New suppliers that were screened using environmental criteria	p. 19			
	308-2: Negative environmental impacts of the supply chain and measures taken.	p. 19	308-2 b	Unavailable Information	Measurement will take place after the supplier management tool is implemented by the contract manager.

CREDITS

Corporate Information

Prepared by
Porto Sudeste

GRI Consultancy
Ambipar ESG

Writing and Editing
Ambipar ESG

Graphic Design and Layout
Ambipar ESG