



Sustainability
Report
2022



Message from Management

[GRI 2-22]

In yet another challenging year for several economic segments, Aeris maintained its constancy of purpose, attentive to the risks and opportunities inherent in the context and activities it develops. By the end of 2022, the wind power supply chain faced adversities across the board resulting from inflationary pressure and exchange rate instability, together with impacts on the production of raw materials resulting from the war between Russia and Ukraine.

Even so, we were able to continue production throughout the year, mainly due to our network of suppliers and partners, strategically formed along our 12-year history. We ended 2022 as the largest wind turbine blade manufacturer in Latin America, with 16 mature production lines – five more than in 2021– and one currently in the maturation phase.

We hit the mark of 1,800 blades invoiced in the year, totaling 13 thousand produced since the beginning of our operations. Compared to 2021 specifically, there was a 21% drop in this volume due to changes made to ongoing projects and the time required for the productive stabilization of production lines in more advanced stages of development. Reflected in this was a slight decrease in our net operating income of 0.7% compared to 2021 – reaching R\$ 2.46 billion.

The challenges of the period have not shaken our confidence in an agile and promising recovery anchored in our competitive differentials and especially in the engagement of our team. Proud to operate in the Northeast region, where over 50% of Brazil's total wind potential is concentrated, our team has been working diligently to boost the renewable energy segment, reflecting our commitment to combat climate change.

This commitment is in addition to others taken on by Aeris regarding sustainable development, which form the basis of our ESG agenda (acronym for Environmental, Social, and Governance). In 2022, this agenda gained recognition through the inclusion of the company into the B3 Corporate Sustainability Index (ISE), a portfolio formed by publicly traded companies that are considered a reference in good socio-environmental and governance practices.

We ended 2022 as Latin America's largest wind turbine blade manufacturer, with 16 mature production lines.

Our joining this select group is the result of the insertion of ESG aspects into our corporate strategy. In this sense, it should be noted that the Company is among the signatories of the Global Compact of the United Nations (UN), the largest business movement in the world in favor of sustainable development. Alignment with the principles of the Compact drives our priority agenda, strengthening initiatives related to human rights, decent work, the environment, and the fight against corruption.

For this noble aim for the benefit of society to be made possible, we have sought to make sustainability an inseparable feature of Aeris' culture, which in 2022 received doubled efforts. Aware that a solid organizational culture supports business success, we implemented a special project to strengthen our core values. With the motto #SerTaoAeris (#BeSoAeris), we define the way how to move towards a more sustainable world: helping our customers to bring clean energy to an increasing number of people, driving the transition to a more sustainable and Carbon-neutral economy – for the betterment of society and the planet. This commitment

was recorded in the Cultural Manifesto and shared among our co-workers at the end of the first semester.

Also part of the company's culture is caring for the health and safety of our professionals and other people who circulate through our factories. With the significant growth of production in recent years, the expansion of

Alignment with the principles the Global Compact leads our priority agenda, strengthening initiatives related to human rights, decent work, the environment, and the fight against corruption.

facilities, and the consequent increase in staff, we realized the need to expand efforts in awareness-raising and training to ensure that each and everyone understands the responsibility they have in identifying risks and preventing accidents and occupational diseases.

We understand that a healthy and safe work environment involves combating any and all types of discrimination. Thus, we invest in initiatives to promote diversity, equity, and inclusion so that Aeris can effectively contribute to the reduction of social inequalities. With the same intention, we continue to support the community of which we are part, allocating resources to social impact projects in the areas of education, health, and income generation.

We hope to benefit the communities even more by the movement initiated with our main foreign suppliers so that they can establish production bases in Brazil. With this, in addition to mitigating risks related to the breakdown of supply chains, we contribute to the generation of employment and income in Brazil. In 2022, a first and important step was taken in this direction: the implementation of a strategic supplier plant in Ceará.

The approximation of our value chain, the positive social impact generated, and the respect for the environment all add to the quality of our products

and services as significant differentials in serving our customers. Focused on the continuous improvement of our processes, we increased the capacity of the team and began to apply the concept of lean manufacturing more intensively, reducing waste while gaining efficiency and productivity.

We are confident that this model will yield important benefits as early as 2023, which will extend into the future, medium and long term. And that is how

working today with a view to the future keeps Aeris in a prominent position in the sector as a market leader in the country and world reference in the wind energy segment.

We thank all those who contribute to our sustainable progress in this direction: our stakeholders, shareholders, investors, suppliers, government, and community, among other publics with whom we interact. Together, we are surely on our way into a new cycle of prosperity.

Gisela Sarnes Negrão Assis

Chairwoman of the Board of Directors

Alexandre Sarnes Negrão

Chief Executive Officer and member of the Board of Directors

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** Version updated on June 14, 2023, for adjustment of Page 7 and correction of data on Page 109, duly indicated therein.*



Our Company

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Corporate profile

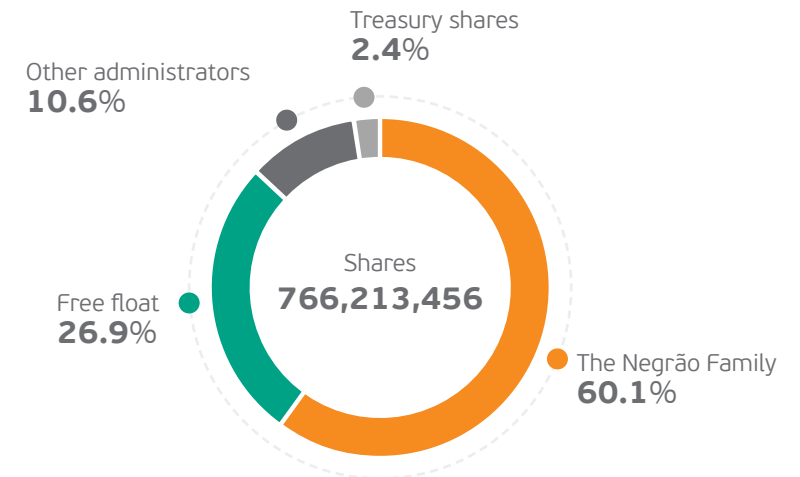
[GRI 2-1; 2-6]

The largest manufacturer of blades for wind turbines in Latin America, Aeris Indústria e Comércio De Equipamentos para Geração de Energia S.A. was founded in 2010 and is strategically located in northeast Brazil, in Caucaia, the metropolitan area of Fortaleza (CE). The company integrates the Industrial and Port Complex of Pecém (CIPP) and applies lean concepts in the shipment of blades, which reduces logistics costs for customers and makes Aeris even more competitive globally.

With a complete infrastructure to serve customers at home and abroad, Aeris offers a fast and reliable logistics cycle for wind farms, as well as contributing to society's transition towards a low-carbon economy.



Shareholding structure (as of 12/31/2022)

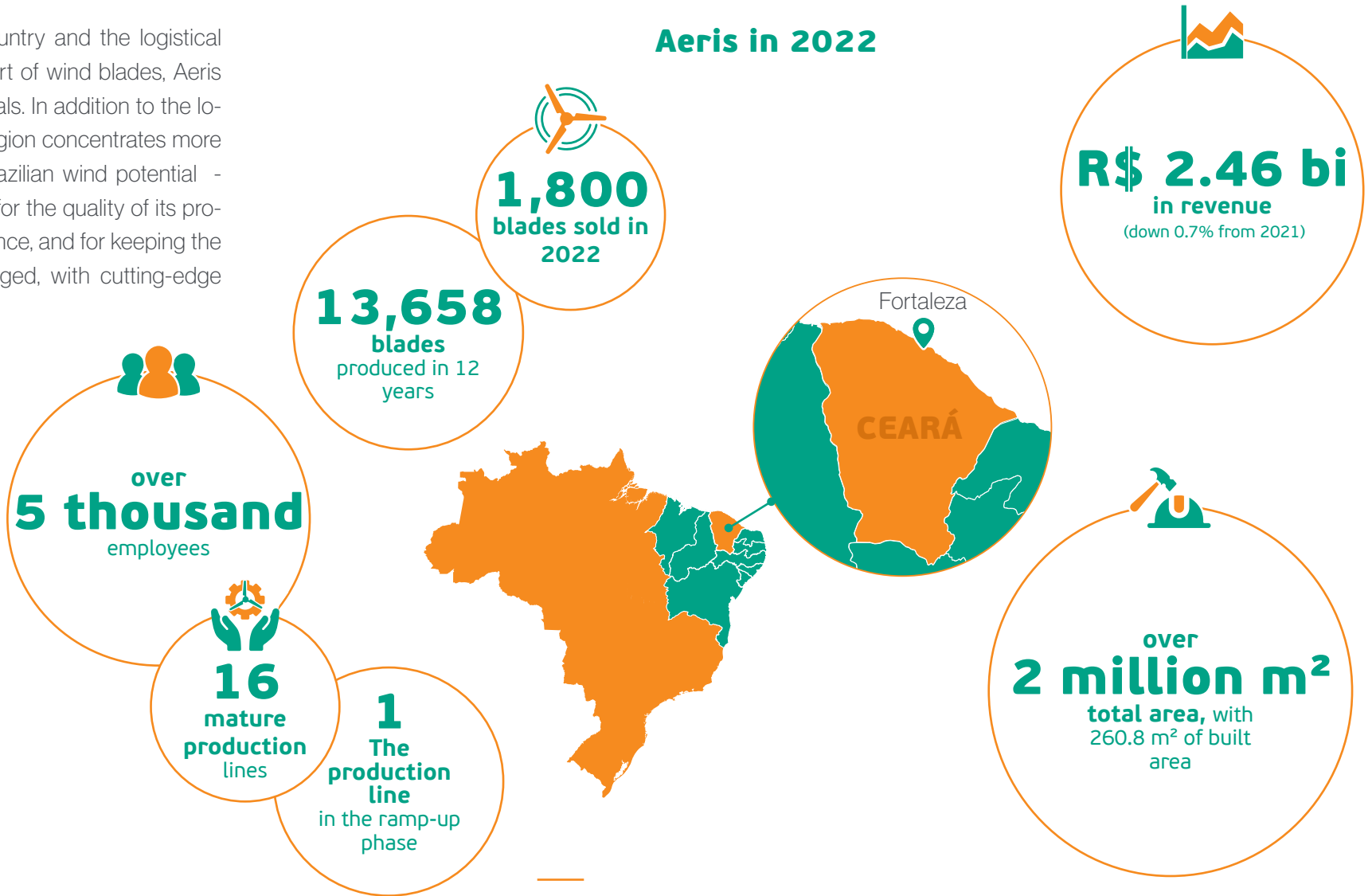


Since 2020, the company has traded its shares on the B3 Stock Exchange in the New Market segment. At the end of 2022, Aeris' share capital consisted of 766,213,456 shares, according to the following infographic (more information in [Chapter 2, Corporate Governance](#)).

**Paragraph moved from Page 9 of the version published on June 13, 2023.*

Given the size of the country and the logistical challenges in the transport of wind blades, Aeris has competitive differentials. In addition to the location - the Northeast region concentrates more than 50% of the total Brazilian wind potential - the company stands out for the quality of its products, operational excellence, and for keeping the team qualified and engaged, with cutting-edge industrial facilities.

Aeris in 2022



Aeris Service

Aeris Service, a company controlled by Aeris Energy, provides specialized services for wind turbines, such as preventive and corrective maintenance, photographic inspections, painting, cleaning, and repairs of wind blades. Given the expansion and maturity of wind farms in Brazil and around the world, this segment has seen high demand, and the expertise of Aeris in the production of parts constitutes a relevant competitive differential for contracting maintenance services.



The headquarters in Brazil and the subsidiary in the United States have their own specialized training center, which guarantees the training of qualified workers. The technical team performs painting, cleaning, preventive and corrective maintenance, and photographic inspections.



Market presence

[GRI 2-6]

Concern over global warming has been transforming the energy sector. To achieve decarbonization, a change is needed in the way energy is produced and consumed. Brazil has been able to stand out given the country's potential in renewable energy generation.

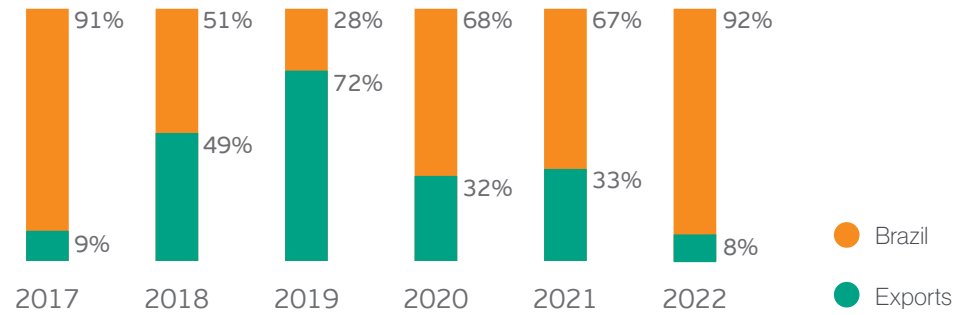
The wind power supply chain, of which Aeris is part, is at the base of the global economic transformation, and it is up to the company to boost this clean and competitive energy source with financial viability. At the end of 2022, Aeris had 17 production lines with active molds, which allowed it to invoice 1,800 units throughout the year – an amount 21% lower than that recorded in 2021 (2,280 blades), as a result of challenges not foreseen in relation to changes in the designs of blades on already mature lines and the stabilization of the production cycles of the lines that had become mature throughout 2022. Of the total power generated, 8% was directed to the national market and the rest to six other countries (see infographic below)¹.

¹ The Chinese market is excluded due to its disproportionate size in relation to other global players.

The Destinations of Aeris Production



Aeris production according to destination (GW)

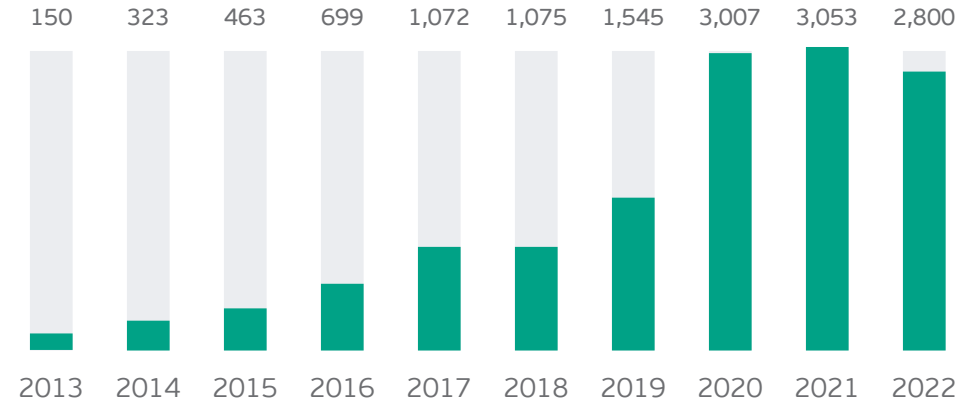


Sustainable expansion

Aeris supplies its products to customers in Brazil and abroad, serving the world's leading wind turbine manufacturers. The company acts and believes in development with sustainability and anchors its business strategy to combine increased productivity, growth of market share, structured investments, and value creation for shareholders.

Since the beginning of operations in 2012, the company has been experiencing accelerated growth, intensified by the 2020 expansion, which doubled the capacity delivered to the market. With this movement, challenges have also appeared, among which are flow maintenance and the proper storage of raw materials, components, and finished products in the factory units. Still, Aeris remained competitive: potential orders covered by long-term contracts totaled 2,126 sets of blades with power equivalent to 10.5 GW.

Aeris deliveries (in blade equivalent MW)



Certifications conquered



Quality



Environment



Occupational Health and safety



Authorized Economic Operator of the Federal Revenue Service

History

2010

- Aeris is founded with a focus on manufacturing blades for wind turbines, fundamental for the production of clean energy, and cooperating in the mitigation of climate change.

2011

- The construction of the factory park and The company acquired its first customer, the Indian company Suzlon.

2012

- The company began production and, to qualify its processes, seeks out certifications.

2013

- Conquest the ISO 9001 Certification (Quality), ISO 14001 (Environment), and OSHAS 18001 Occupational Health and Safety).
- The creation of Aeris Service.

2014

- Begins supply to the Brazilian company WEG.

2015

- Begins production for Acciona and Vestas.
- Manufacture of blade number 1,000.

2016

- Acquires the American client General Electric (GE).
- The company becomes a signatory of the Global UN Compact.

2017

- Begins exports to the United States, producing about 1 GW of power.
- Aeris is ranked among the 1,000 largest companies in Brazil, among the 100 most sustainable, and among the 12 best to work at in Ceará.

- Opening of the Aeris branch Service in the United States.
- Achievement of the position of Best Company in the sector of capital goods, in addition to being the 8th Best Place to Work At in Ceará.

2019

- Earns the Great Place To Work ranking, as the 3rd best place to work at in Ceará.
- Implementation of the Aeris Excellence program.

2020

- Certification of ISO 45001, replacing OHSAS 18001, and the OAS.
- Ranked as one of the 150 best companies to work at in Brazil.
- IPO on the Stock Exchange.

2021

- Beginning of the contract with the German-Spanish company Siemens Gamesa.
- Completion of the 6th expansion of the matrix, which now has 226.0 thousand m² of built area.
- Renewal of the contract with Nordex Energy.
- Beginning of the partnership with Falconi Consultores in order to strengthen the corporate culture, maximize results, and consolidate Aeris' operating standards.

2022

- Contract renewal with Vestas Wind Systems AS.
- Aeris launches Cultural Manifesto, promotes #BeSoAeris, and declares its values: we develop and care for our people; we focus on quality; and we generate value.
- The company is now part of the new portfolio of the B3 Corporate Sustainability Index (ISE).



Commitment to the future

Since 2018, Aeris has been a signatory of the Global Compact, the group with the highest corporate responsibility in the world, formed by about 8 thousand companies from 135 countries. By joining the initiative, proposed by the United Nations (UN), the Company reaffirms its commitment to sustainability, aligning its actions with the Ten Principles set forth in the compact related to human rights, labor, the environment, and the fight against corruption.

The membership also expresses Aeris' commitment to contribute to the 2030 Agenda, proposed by the UN in 2015 and composed of 17 goals and 168 targets

to be achieved by the global society by the beginning of the next decade. In 2020, based on the study of the initiatives already developed and their potential contribution to the Agenda, Aeris defined as priorities seven of the Sustainable Development Goals (SDGs), to which it has directed greater efforts – see below.

At the end of each chapter of this report, according to the theme of the content, the company highlights its contributions to the SDGs and respective targets of the 2030 Agenda, as well as the principles of the Global Compact by which it has taken action.





Our Governance

- 16 Governance structure
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Governance structure

[GRI 2-9; 2-10; 2-11; 2-12; 2-13; 2-14; 2-15; 2-16; 2-17; 2-18; 2-19; 2-20]

Working with seriousness, responsibility, transparency, and following ethical principles is one of the premises adopted by Aeris since its founding. The company's governance practices were strengthened based on the requirements of the B3 segment of the New Market of which Aeris is part, consolidating its commitment to the ESG agenda.

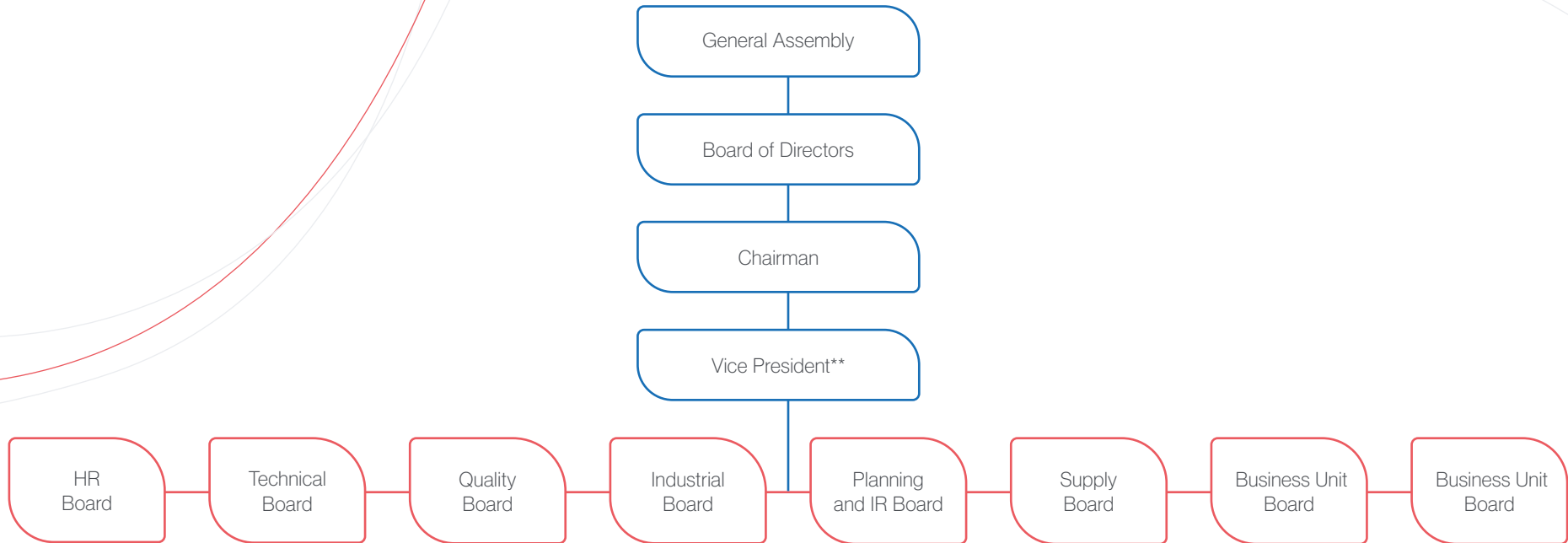
In 2022, this commitment took Aeris to a new level of recognition, with the entry into the B3 Corporate Sustainability Index (ISE) portfolio, formed by publicly traded companies that are a reference in good ESG practices. This achievement reinforces Aeris' commitment to transparency and corporate responsibility, as well as contributing to the strengthening of the renewable energy market in Brazil.

As the company's highest decision-making body, the Annual General Meeting (AGM) is held once a year and allows the participation of all shareholders. The Board of Directors and the Executive Board, advised by the Audit Committee, compose Aeris' governance structure.



The entrance to the ISE/B3 portfolio reinforces Aeris' commitment to sustainability, in addition to contributing to strengthen the renewable energy market in Brazil.

Organization chart of the Administration*
(as of 12/31/2022)



* The composition of the Board of Directors was changed according to a material fact published on 12/28/22, effective from 01/10/23.. <https://api.mziq.com/mzfilemanager/v2/d/4270cd01-7524-4011-ae86-d125baa81b06/f380d10a-f3d7-51a3-9dc2-65166321fa6b?origin=1>

** Position assumed in February 2023, after the period reported in this report.

Board of Directors

Guiding the company's business is one of the duties of the Board of Directors, who are responsible for electing and dismissing the members of the Board of Directors, and the statutory committees, as well as approving and amending internal policies and regulations, among others. It is the Board of Directors that protects and values the assets of Aeris, in accordance with the provisions of the bylaws, representing the interests of shareholders and other stakeholders.

The Board of Directors may be composed of five to ten effective members, shareholders or not, all elected and dismissed by the General Meeting. The board members have a unified term of one year, with the possibility of re-election.

Composition of the Board of Directors (as of 12/31/2022)

Name	Position
Gisela Sarnes Negrão Assis	Chairwoman of the Member
Board Luiz Henrique Del Cistia Thonon	Board Member
Alexandre Sarnes Negrão	Board Member
Edison Ticle de Andrade Melo e Souza Filho	Independent Board
Member Rogério Sekeff Zampronha	Independent Board

A woman as Chairman

Target 5.5 of the 2030 Agenda for Sustainable Development, proposed by the UN, provides for "ensuring the full and effective participation of women and equal opportunities for leadership at all levels of decision-making in political, economic, and public life". In 2022, the Chairwoman Gisela Sarnes Negrão Assis was appointed to assume the Chair of the Board of Directors of Aeris, from January of the following year. This is the first time a woman has held the highest position in the company's hierarchy, reinforcing its commitment to gender equity.

The body responsible for approving and reviewing the business plan, the Board of Directors also establishes the duties of the executives, carries out supervision and periodic risk assessment, establishing the limits that the company is willing to accept in transactions involving its business strategies.

Ordinary meetings are held four times a year – and extraordinarily whenever necessary.

The Executive Board

The Executive Board of Aeris is elected by the Board of Directors and is composed of statutory and non-statutory members. The executive board members are responsible for managing the company's activities, ensuring compliance with organizational policies and guidelines per the company's strategy.

In addition, the Executive Board is responsible for managing strategies and actions aimed at sustainability and integrity, as provided in the company's bylaws, representing the interests of shareholders and other agents with whom Aeris relates. At the end of 2022, the company was led by nine executive board members, of which four were statutory and the rest held complementary positions strategic to the business.

The governance structure includes committees, temporary or permanent, of a thematic nature, implemented as needed, to support the Board of Directors and the Executive Board. Dedicated to strategic issues, these committees are composed of coworkers from different areas and functional categories, including leaders. At the end of 2022, the Audit (statutory), Integrity, People and Sustainability committees were consolidated - which was restructured and returned to activity in 2022, when the company also announced the new Head of Legal and Compliance, Lidianne Dantas, who went on to report to the CEO.

It is up to the executive board members to conduct strategies and actions aimed at sustainability and integrity.

Composition of the Executive Board*

(as of 12/31/2022)

Statutory

Alexandre Sarnes Negrão	Chief Executive Officer
Marcelo Costa Nasser	Vice President of Operations Bruno
Bruno Lolli	Director of Planning and Investor
Cássio Penna	Director of HR
Daniel Mello	Industrial Director
Vitor Santos	Technical Director

Non-Statutory

Alexandre Braz Negroni	Quality Director
Erica Cordeiro	Director of Supplies
Jonathan Oliveira de Figueiredo	Business Unit Director
Rafael Rocha Lima de Medeiros	Business Unit Director



* Due to a material fact on December 28, 2022, the beginning of the term of the Office of the Chief Executive Officer took place on January 10, 2023, and February 1, 2023, by means of a statement to the market supplementing the material fact of December 28, 2022, Mr. Marcelo Costa Nasser took office as Vice President of Operations.

Audit Committee

In addition to monitoring the information and financial statements, the Audit Committee is responsible for supervising and monitoring the activities of the company's internal audit and internal controls departments. The Audit Committee is also responsible for advising the Board of Directors, the body to which it is linked, in the evaluation and monitoring of the company's risk exposures. It is a collegiate body, permanently functioning.

Given the performance of the Audit Committee, throughout 2022, there was no oversight of the Fiscal Council.

Composition of the Audit Committee *(as of 12/31/2022)*

Name	Position
Edison Ticle de Andrade Melo e Souza Filho	Coordinator of the Committee of Statutory Audit
Eduardo Luiz Rota	Committee Member
Fabício La Gamba	Committee Member

Integrity Committee

In line with the best practices of compliance in the market, Aeris develops a culture of integrity, composed of internal guidance and control mechanisms, such as the Integrity Committee. In order to inform the company's guidelines regarding the conduct expected by its leaders, employees, suppliers, customers, and other agents of the company, as well as to detect and remedy deviations, fraud, irregularities, and illicit acts, the Integrity Committee acts under the Legal Management Coordinator (learn more about Integrity on [page 26](#)).

People Committee

Formed by the directors, Human Resources managers, and managers of the business units, the People Committee has the function of consolidating the management of the company's main asset: people. It is up to the committee to follow up on indicators such as absenteeism, internal turnover, worker certifications, organizational climate, and overtime management, in addition to seeking to understand the needs and characteristics of the company's human capital.

Guidelines and policies

[GRI 2-23; 2-24]

The company upholds values anchored in ethics, transparency, and respect as the only path to solid and prosperous growth. To disseminate its guidelines and policies to its entire value chain and other stakeholders, Aeris discloses and maintains on its [website](#) the following information:

The Policy for Human Rights and Society

Establishes guidelines and general principles regarding Aeris' performance toward respecting Human Rights and society in general, in the execution of its activities, its relationship with stakeholders, and in its production chain. Released in May 2022, the policy is applied to everyone who works in the company: managers, employees, trainees, interns, suppliers, service providers, commercial representatives, customs agents, and even customers, who must adhere to this policy to put into practice the guidelines contained therein in regarding for Human Rights.

Related Party Transactions Policy

Ensures that related party transactions involving the company are conducted in its best interests.

Remuneration Policy

Disciplines the company's compensation practices, with a focus on retaining professionals and creating long-term value. It also expresses the remuneration strategy assigned to the members of the Board of Directors, the Executive Board, and the Advisory Committees to the Board of Directors.

Securities Trading Policy

Updated in May 2022, it seeks to curb the misuse of privileged information and establishes the guidelines to be observed by related parties regarding the trading of securities.

Member Referral Policy of the Administration

Records the criteria to be observed in electing and the process of appointing members of the Board of Directors, the Executive Board, and the committees of the company.

Risk Management Policy

Provides for actions and guidelines related to the monitoring, prevention, mitigation, containment, and transfer of risks related to Aeris' business and sector.

Fact Disclosure Policy

Deals with the rules on the disclosure of inside information and establishes procedures for the use and disclosure of relevant information.



#SerTãoAeris



Integrity Program

[GRI 2-25; 2-26; 3-3; 205-2; 205-3, 406-1]

Committed to maintaining a culture of integrity that is the basis of an ethical and wholesome environment, the company has the Aeris Integrity Program, composed of a set of internal mechanisms and processes to prevent, detect and combat the occurrence of compliance malpractice. The program is based on the following pillars:

Preventing, detecting, and combating improper practices are the objectives of the program.



Interactive page.
Click on the titles below to read.

These mechanisms are designed to inform the company's guidelines as to the conduct expected by its board members, executives, representatives, managers, employees, interns, service providers, contractors, customers, business partners, consultants, and third parties in general, acting to detect and remedy deviations, fraud, irregularities, and illegal acts, whether they are practiced in the private sphere or against the public administration, national or foreign.

The Integrity Program is presented in tandem with the Code of Conduct upon the integration of every new coworker. From time to time, Legal Management chooses critical topics to address within the Integrity Dialogues that take place at all the company's industrial plants.

Developed since 2020, the Integrity Program synthesizes Aeris' corporate culture, which does not tolerate disrespectful, unethical, and non-transparent actions. Employees who violate the law, policies, or Code of Conduct are subject to disciplinary measures, ranging from a warning to possible termination of the employment contract.

Highlights in 2022



Five board members were informed on policies and procedures related to corruption.



The company's Code of Conduct and the guidelines of the Integration Program were presented to **100% of new employees** at the time of integration.



4,623 (81%) employees received training in topics related to the company's ethical standards based on the Code of Conduct.

Integrity Governance

To promote the legitimacy, respect, compliance, and improvement of ethical behavior and professional conduct of employees who work in the company, the **Aeris Integrity Committee** was created, which operates under the Coordination of Legal Management and Compliance. This committee is headed by the CEO and covers all actions related to ethical issues, with regard to the conduct that the company expects from its employees, suppliers, customers, partners, third public agents, and other members of society.

On another front, Aeris has an **Integrity Commission**, which is responsible for ascertaining and investigating the manifestations received through the Complaints Channel, collecting the necessary evidence to establish the provenance or inadmissibility of reported cases. The result of the investigation is reported to the Integrity Committee, which gives the complainant feedback on the developments. This committee reports to the Integrity Committee and has no members of management, as an indication of its impartiality – nor is it subordinate to the Integrity Committee.

Complaints Channel

The Complaints Channel is responsible for receiving the questions and cases that may characterize a violation of the Code of Conduct or current legislation both from

employees and from other publics with whom the company interacts. The Complaints channel is managed by an independent company and ensures confidentiality and referral of complaints to the Integrity Commission.

The performance of the Complaints Channel has been reported as an indicator for the company's general management, based on criteria such as promptness in the resolution of each complaint and the management of the most critical issues brought forth.

In 2022, the Complaints Channel registered three reports related to cases of discrimination, which, after investigation, were considered unfounded. Complaints are processed based on the Code of Conduct and the rules of procedure of the Integrity Committee, the Integrity Commission and the Complaints Channel policy. The investigations include structured interviews with those involved – in 2022, 280 were carried out and a total of 57 disciplinary measures were taken.



Complaints Channel

www.canaldedenuncia.com.br/aeris

0800-882-0611

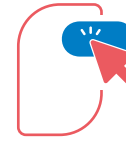
Risk and Opportunity Management

[GRI 2-25; 3-3]

For Aeris, the proper management of risks and opportunities is essential to business sustainability. Reducing the probability of occurrence of uncertain events and minimizing the impacts that may affect the company's results is the objective of the Department of Internal Controls, Risk Management, and Compliance. The work also involves the Board of Directors, the Audit Committee and the Executive Board, with support from the Internal Audit Department. It is the responsibility of the Board of Directors to carry out the periodic supervision and assessment of

risks, in addition to defining the level and degree of exposure that the company is willing to accept in the implementation of its business strategies and the conduct of its activities.

The Risk Management Policy, implemented in 2020, aims to set guidelines and responsibilities in actions related to monitoring, prevention, mitigation, containment, and transfer of risks within the limits established by the Board of Directors. The risks for which the policy seeks protection are classified as follows.



Interactive page.

Click on the titles below to read.

Categories of risks and opportunities monitored

Once identified, evaluated, and measured, the Company defines the treatment to be applied to the risks and how they should be monitored and communicated to the various parties involved. Aeris' risk management process is structured around three lines of defense, as presented in the following infographic:

Risk management process

1st Line of Defense

Formed by managers and employees who work on the front line of the company's business. It is up to them to execute, on a day-to-day basis, action plans that may be set in place in response to risks involved in the operations under their management.

2nd Line of Defense

Composed of members of the Internal Controls, Risk Management, and Compliance Department, whose functions include the organization and structuring of the risk management process. They are responsible for developing and standardizing processes and systems that allow the identification, evaluation, monitoring, and treatment of risks.

3rd Line of Defense

Exercised by the internal audit area of the company, which must act impartially, independently, and autonomously to monitor and assess the compliance, quality and effectiveness of the company's risk management process.

In recent years, to achieve the objectives and sustainability of the business, the company has established its Internal Audit Program to detect managerial and operational procedures that may not be being carried out as planned by management. The program also identifies actions of nonconformity and risks related to the practices adopted in the market. Throughout the year, certain areas and processes are selected and audited.

General Data Protection (GDPL)

[GRI 418-1]

To ensure the information security of its employees, customers, and stakeholders in general, Aeris monitors cyber risks and, since 2020, has made investments to meet the requirements of the Brazilian General Data Protection Law (GDPL). Improvements in access systems and the implementation of new control and protection tools such as new firewalls and new backup platform with storage and anti-spam features are some of the measures adopted to strengthen cyber security. Access to devices such as computers and e-mails are performed with two-step authentication to ensure access security. For managers and directors, the measure was also implemented in the use of company cell phones. Communication campaigns reinforce care and awareness in this regard.

In addition, the Privacy Policy – available on the Aeris website – addresses topics such as data collection of candidates for vacancies in the company and customer and supplier information, further supporting information security. The Information Security and Legal departments are responsible for establishing and maintaining guidelines on the subject, with the company's Legal Manager in charge of data protection.

In 2022, the company continued to internally divulge all the data protection policies to employees. In addition, Aeris University offered the mandatory Information Security Course. At the end of 2022, the company had not recorded any cases related to breaches of data.





Commitment to the future

By reporting on its governance structure and mechanisms adopted to ensure the integrity of business and relationships, Aeris reinforces its commitment to the 10th principle of the Global Compact: combat corruption in all its forms, including extortion and bribery.

Thus, the initiatives developed in this direction also contribute to the achievement of SDG 16 – peace, justice, and effective institutions. Although not part of the Aeris priority agenda (see more on [page 14](#)), the company's ethical conduct contributes to the targets of the 2030 Agenda highlighted below.

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



Contribution to the targets:

- 16.5** Substantially reduce corruption and bribery in all their forms.
- 16.6** Develop effective, accountable, and transparent institutions at all levels.
- 16.b** Promote and enforce non-discriminatory laws and policies for sustainable development.

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#SerTãoAeris

Our Business

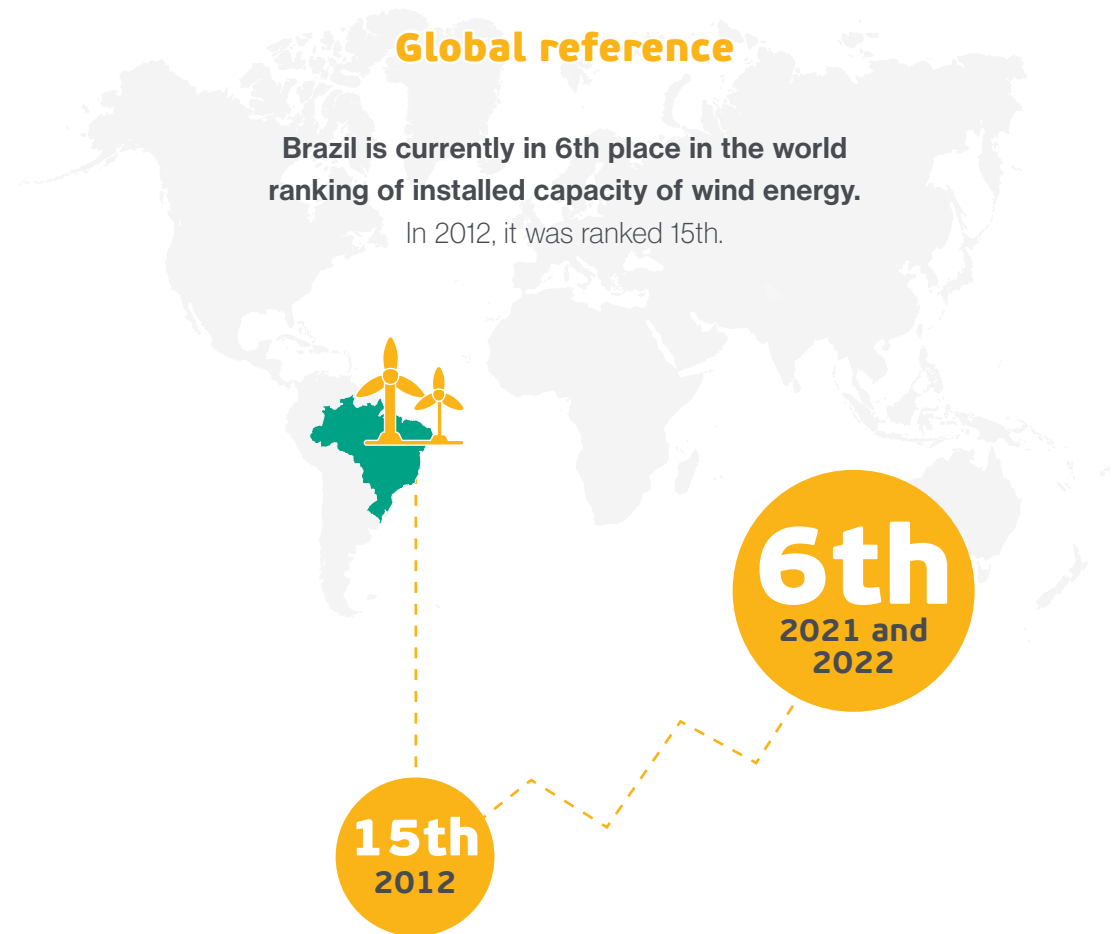
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Market context

The use of fossil fuels is among the main causes of climate change, which has generated extreme weather phenomena such as floods, rising water levels, and droughts, which have become more frequent in Brazil and around the world. The economic, social, and environmental impacts of these phenomena, as well as other consequences of climate change, require accelerating the energy transition and making the global energy matrix increasingly renewable.

According to the Synthesis Report of the Intergovernmental Panel on Climate Change (IPCC) of the United Nations (UN), released in March 2023, to achieve the goal of the Paris Agreement – and ensure a sustainable and livable future for all – a 43% reduction in greenhouse gas (GHG) emissions by 2030 is necessary, compared to 2019 levels. In this sense, wind energy plays a key role in reducing emissions in the short term. Aeris believes that sustainable and clean wind energy is the best path to decarbonization.



Source: GWEG, 2023.

The good news is that renewable energy continues to grow at record levels despite global uncertainties, confirming the downward trend of fossil fuel-fired power generation. In 2022, 83% of all added energy capacity was produced by renewable sources, according to the International Renewable Energy Agency (IRENA). Global renewable generation capacity totaled 3.372 GW in 2022, increasing renewable energy stockpiles by a record 295 GW or 9.6%.

Meanwhile, Brazil has been standing out as a wind energy powerhouse, due to its huge potential – it is estimated that Brazil has a store hold of over 700 GW – and the increasing investments made in the sector. According to data from ABEEólica (Brazilian Association of Wind Energy), in 2022 the country held 6th place in the Ranking of Installed Capacity by the Global Wind Energy Council – GWEC. For context, in 2012 the country was ranked in 15th place. In addition to generating clean energy, wind farms positively impact communities by generating jobs and income – due to land leases – and increased tax revenue.

Brazil: installed capacity, by state

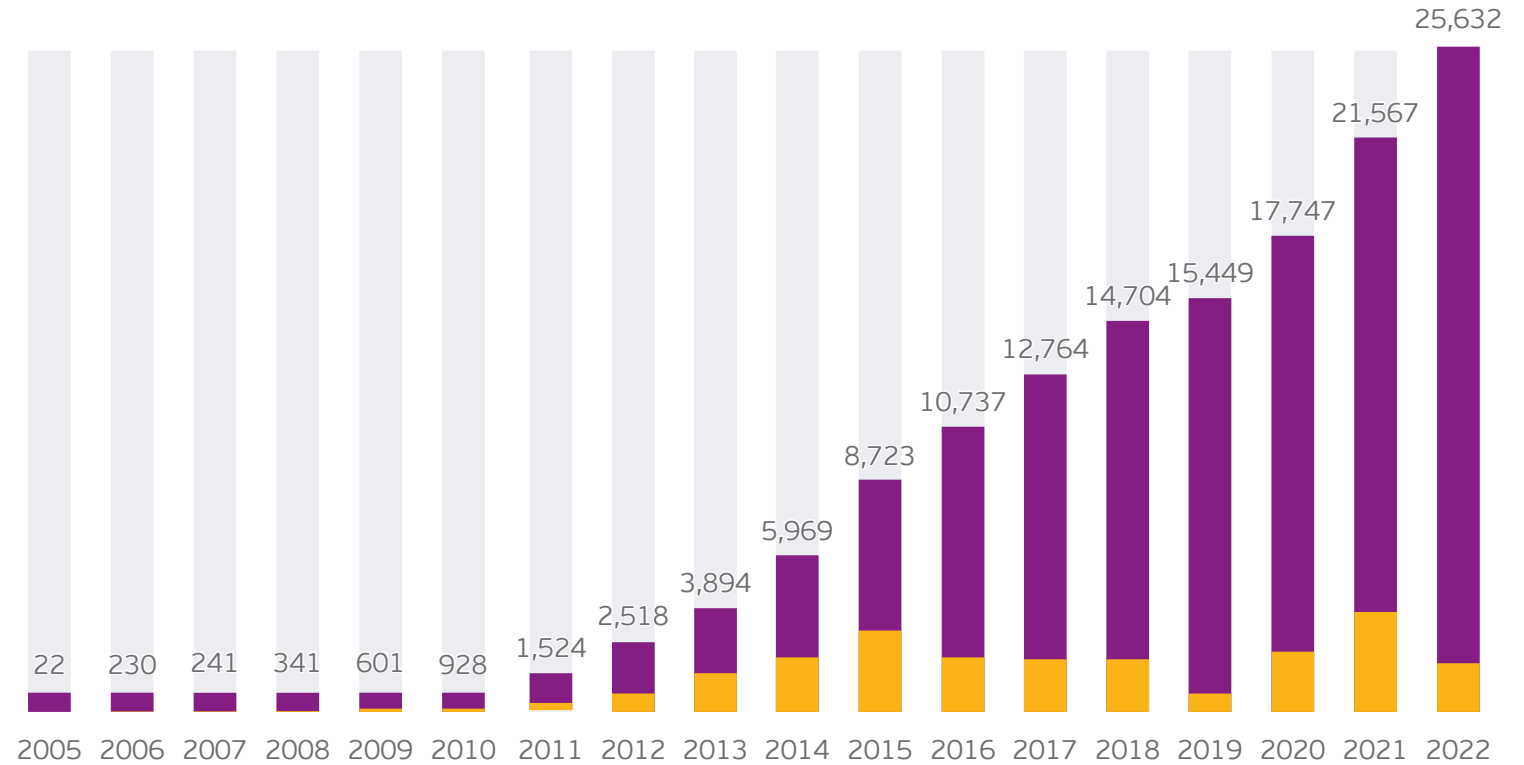


State	Power (MW)	Parks	Wind turbines
RN	7,354.83	237	2,880
BA	7,283.37	264	2,758
PI	3,527.25	107	1,237
CE	2,568.34	98	1,138
RS	1,835.89	80	830
PE	1,061.77	40	472
PB	672.44	31	265
MA	426.00	15	172
SC	242.70	15	174
SE	34.50	1	23
RJ	28.05	1	17
PR	2.50	1	5
TT	25,037.63	890	9,771

Source: Infovento nº 30, 03/2023 – ABEEólica

Aeris is part of this development. Located in the Northeast, a region that concentrates over 90% of Brazil's government-leased wind potential and where most of the wind farms are based, the plant is located in the Pecém Industrial and Port Complex, in the adjacent City of Fortaleza (CE). The proximity to the Port of Pecém is also an advantage for the company, integrating the logistics chain for the production flow and reducing handling and storage costs, since the market demand for blades is increasing.

Brazil: Evolution of installed capacity (in MW)



Source: Boletim Infovento 29 – ABEEólica

● Accumulated ● New

Contributions of wind energy to Brazil

From 2016 to 2024, the Brazilian wind sector will **have avoided greenhouse gas emissions valued between R\$ 60 and 70 billion.**

Brazil will have about **44.78 GW** of installed wind capacity by 2028.

US\$ 35.8 billion investments in the sector from 2011 to 2020.

Every **MW** Installed

34.4 million tons of CO₂ avoided in 2021, the equivalent of emission close to **34 million million cars.**

10.7 jobs are created.

From 2011 to 2020, the construction of wind farms has created almost **190 thousand jobs.**

Between 2011 and 2020, wind farms moved **R\$ 321 billion** in the economy.

R\$ 110,5 billion direct investments in the construction of wind farms
R\$ 210,5 billion as indirect effects.

Accelerated transition

According to the 2022 report New Energy Outlook by BNEF (Bloomberg-NEF), market trends point to two possible scenarios: the so-called ETS (economic transition scenario) and the NZS (net zero scenario) aligned to the Paris Convention.

In the economic transition scenario (ETS), in which no new policy action is taken to accelerate the clean energy transition, the rapid growth of renewable energy and the electrification of transport eliminate about half of the world's energy-related emissions by 2050, against a baseline at which no such transition occurs. These technologies prevail on their own merit without the need for additional subsidy thanks to the drastic cost reductions in wind, solar, and battery technology over the past decade – which are due to resume after a hiatus during the current inflationary crisis.

Wind and solar power provide about two-thirds of the world's power generation by 2050 in the ETS, and these two technologies, combined with battery storage, account for an impressive 85% of the 23 terawatts of new power capacity additions set to be installed in the next three decades. Emissions from

the energy sector fell by 57% and emissions from the overall transport sector fell by 22% by 2050, driven by the transition of the road segment to electric vehicles. Global use of coal, oil, and gas peaks over the next decade, with coal peaking and beginning to decline immediately, while oil does the same in 2028 and gas in the early 2030s.

In the net zero (NZS) scenario, BNEF modeling indicates that the world can remain on track for 1.77°C and global net zero by 2050 with rapid deployments of clean power generation, electrification, and, to a lesser extent, carbon capture, and hydrogen storage. Thus, switching power generation from fossil fuels to clean energy is the largest contributor to global emissions reduction, accounting for half of all emissions reduced from 2022 to 2050. This includes the uninterrupted replacement of fossil fuel with wind, solar, other renewables, and nuclear – largely mature technologies that exist today at scale. By 2050, the global energy system will be dominated by wind (48% of generation) and solar (26%), with the remainder provided by other renewable sources (7%), nuclear (9%), hydrogen, and coal or carbon-capture storage gas.

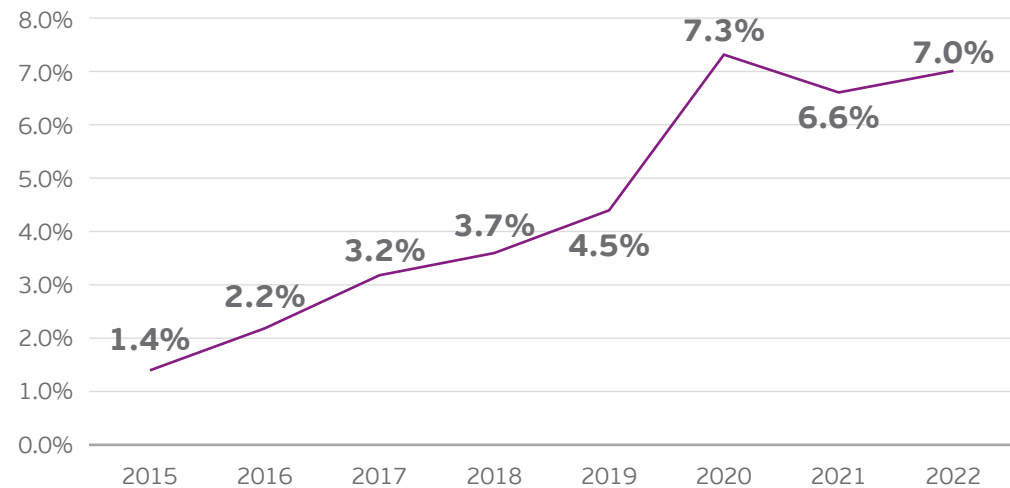
Business model

[GRI 2-6]

As one of the largest manufacturers of blades for wind turbines in the world and the largest in Latin America, Aeris has two industrial units that produced about 1.8 thousand blades in 2022. In the twelve-year history of the company, over 13.6 thousand wind blades have been commercialized, and a history of serving the main wind turbine manufacturers in the world².

The company maintains an 89% share of the national market – taking into account the projects already contracted for the next few years – and approximately 7% in the international market, disregarding the Chinese market, according to a report issued by GWEC.

Aeris' global market share
(excluding the Chinese market)



² According to Wood Mackenzie's report (Wind Market Overview for Aeris Energy), dated August 10, 2020.

Aeris develops a verticalized, customized business model, with responsibility at all stages of production. The company offers products and services of a high standard and according to the requirements of the international market.

The company has never issued a recall or had any returns of blades, attesting to the quality and consistency of delivery. The company operates from design to after-sales, including:

1



Preparation and cleaning of the mold and laying of several layers of fiberglass (inner layers).

3



A vacuum bag is produced, infused with epoxy resin, which undergoes a chemical process for hardening, called curing.

5



The curing process of the bonding mass is carried out to ensure the strength of the structure.

7



Insertion of more layers of fiberglass (in the outdoor area).

2



Mounting the root positioning, and placement of spar caps, which can be fiberglass or pultruded carbon fiber.

4



The souls are inserted and glued so that one shell is closed on the other.

6



The blade is removed from the molds and passed through quality inspection, which includes the use of ultrasound. In particular, all the bondings are evaluated.

8



Finally, the blade is painted, balanced, and, after final assembly, packed.

Through long-term supply contracts, Aeris maintains partnerships with leading wind turbine original equipment manufacturers (OEMs, original equipment manufacturers) of the industry, replacing in-house production and outsourcing the manufacturing of some of its wind blades through Aeris' advanced manufacturing facilities.

The manufacture of the blades takes place in the company's 225,800 m² of built area. It is worth noting that four expansions have already been carried out in the last seven years to meet the growing demand of customers with qualified labor in the provision of services and very competitive costs on a global scale.

Aeris maintains partnerships with leading manufacturers of original turbine equipment of the global wind energy industry.

Aeris Service

The company has two specialized service units, Service Latam, created in 2013, and Service USA-LLC – a subsidiary inaugurated in 2018. These units provide blade inspection and repair services, whether manufactured by Aeris or third parties, serving, in addition to Brazil, customers in the United States, Mexico, Argentina and Australia ([click here](#) to learn more).



Competitive strategy

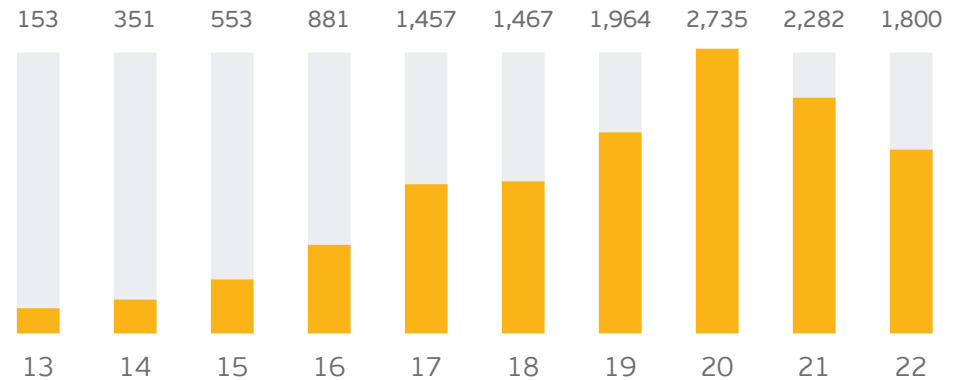
[GRI 3-3]

In a market driven by the growing demand for innovation and technology and full of wind turbine manufacturers who increasingly outsource the production of the blades – Aeris stands as a prepared and qualified supplier of the service. The company's verticalized business model is committed to all stages of production – from raw material management to finished product delivery – reinforces Aeris' ability to deliver customized wind turbine blades.

The company is able to manage the challenges generated, such as the flow and storage of raw materials, components, and finished products within the manufacturing unit, waste management of the production process and, hiring and training of labor, among others.

Aeris' privileged geographical location strategically positions it as a viable supplier with competitive logistical advantages, since its proximity to the Pecém Port Complex provides savings in costs and transportation time. Aeris seeks the optimal project for each client, developing personalized proposals compatible with the most varied needs. With a lean production structure, the company better controls costs and efficiency gains in industrial processes.

History of blades produced
(in units)



The focus on optimizing processes, reducing waste, and consequently maximizing returns on invested capital, are all integral to the company's culture, which places caring for people at the center of the business. As a result of continuous improvement, the company guarantees long-term supply contracts of blades, signed with customers in the national and international markets.

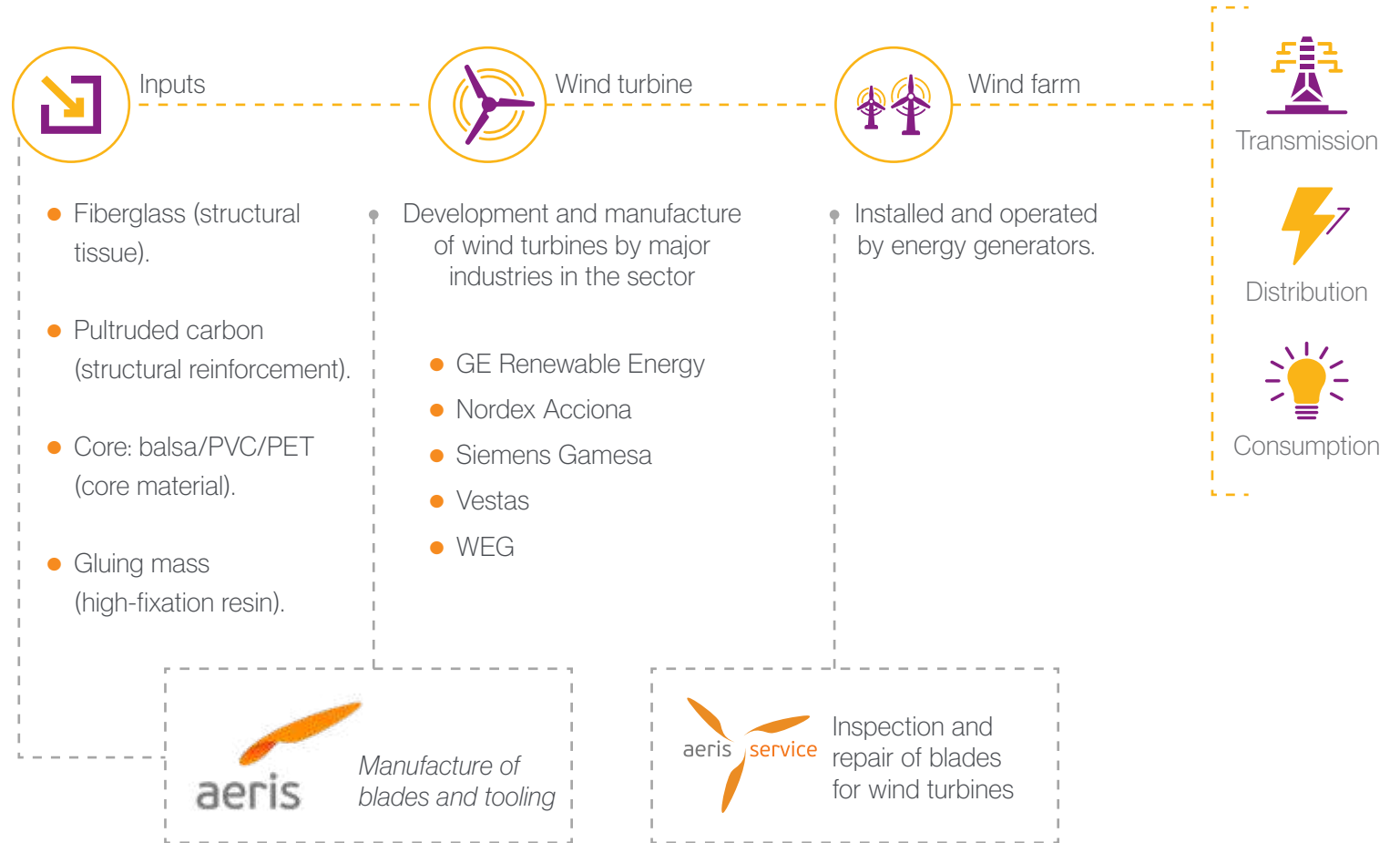
Value chain

[GRI 2-6; 3-3]

As a manufacturer of blades for wind turbines and renewable energy generators, Aeris has in its DNA the purpose of sustainability and seeks to influence its entire value chain, as summarized in the infographic on the side.

As a signatory of the Global Compact, the company works to encourage the implementation of the Sustainable Development Goals (SDGs), a global agenda proposed by the UN. See more [here](#).

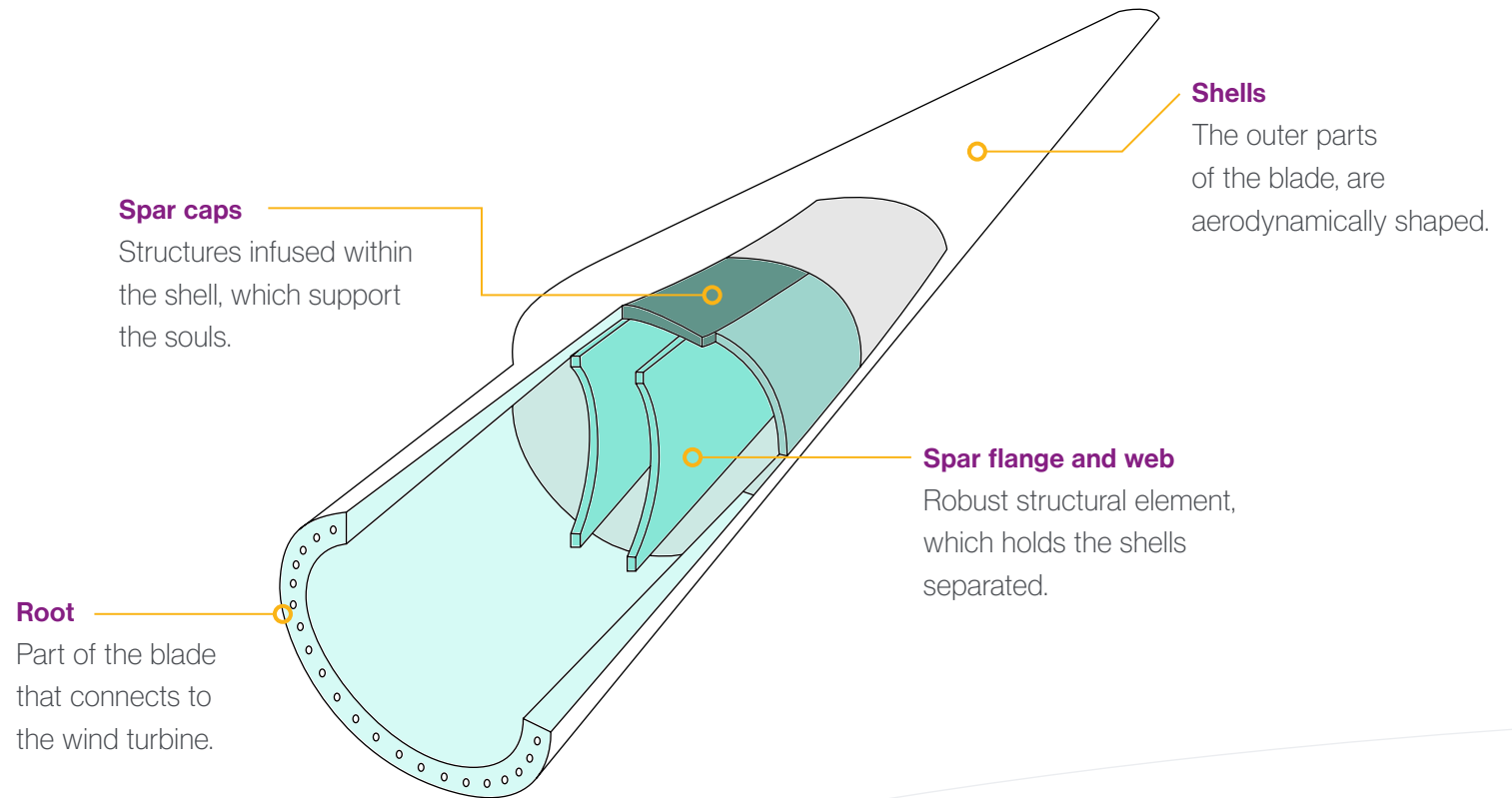
Chain flow



The product

The company operates in the manufacture of wind blades, providing customized products for the national and international markets. The blades are one of the three main components of a wind turbine, along with towers and the nacelle – where the transmission box and generator are located. The blade captures the kinetic energy of the wind, transforming the movement into electrical energy.

Composition of the blades produced



Production process

The production of blades is complex and involves detail-oriented work due to the technical specifications and physical characteristics of the material, such as dimensions, for example. The production flow starts from the receipt of molds and customer briefing, and the indication of pre-approved suppliers of raw materials.

In recent years, to ensure the quality and reliability of the product, the company has created the Vice-Presidency of Operations and the Quality Board, which are responsible for ensuring improvements in the quality management process, maintaining the certifications and quality standards required by customers, leading the continuous improvement process, and managing customer relations.

The Blades produced by Aeris are attributed specific characteristics according to each customer. In addition to the subtle differences in the production process, in general, it is possible to divide it into the following stages:

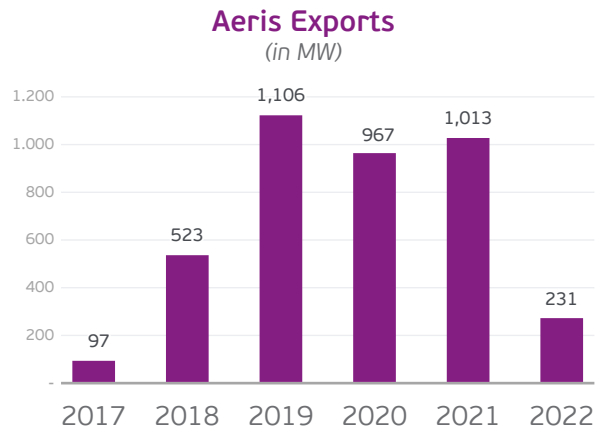


Operational Performance

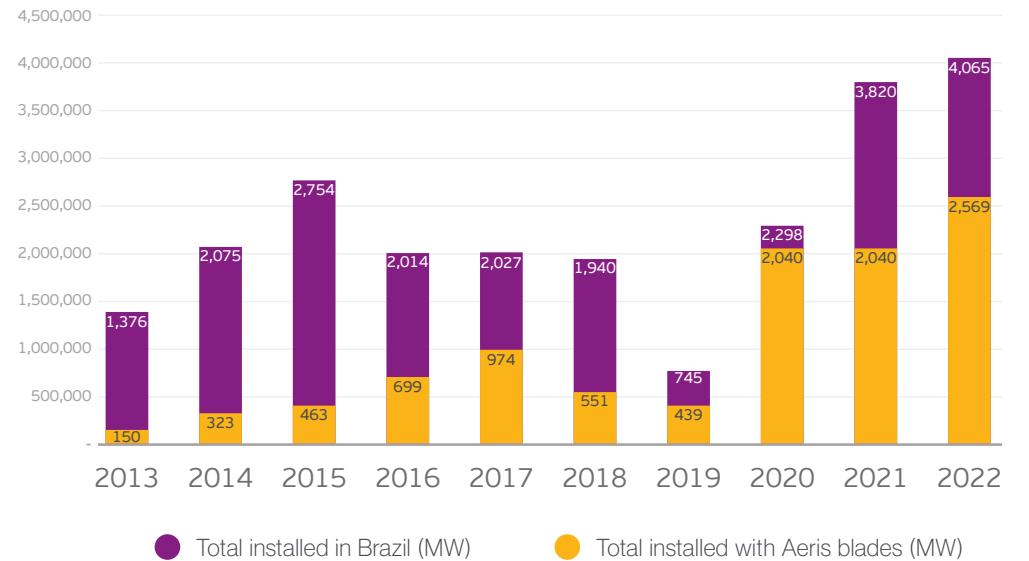
At the end of 2022, the company had 17 active production lines, with 16 mature lines, and one maturing line that has been in operation for less than one year. These production lines produced a total of 1,800 blades, enough to equip 600 wind turbines, since each wind turbine uses a set of three blades, complementary and balanced among each other.

These production lines are dedicated to the manufacture of blades between 71.5 and 83.5 meters in length, intended to compose wind turbines with an average power per set of 4.9 MW. Potential orders covered by long-term contracts total 2,126 sets of blades with a power equivalent of 10.5 GW.

The following infographics present Aeris' market share over the past years, considering the total MW installed in wind farms in Brazil in the period, and the volume exported.



Market Share of Aeris* (in MW)



*The percentage ratio considers the total installed power in Brazilian wind farms during the period – according to Abeeolica – and the total installed in each year with blades produced by Aeris and directed to the domestic market.

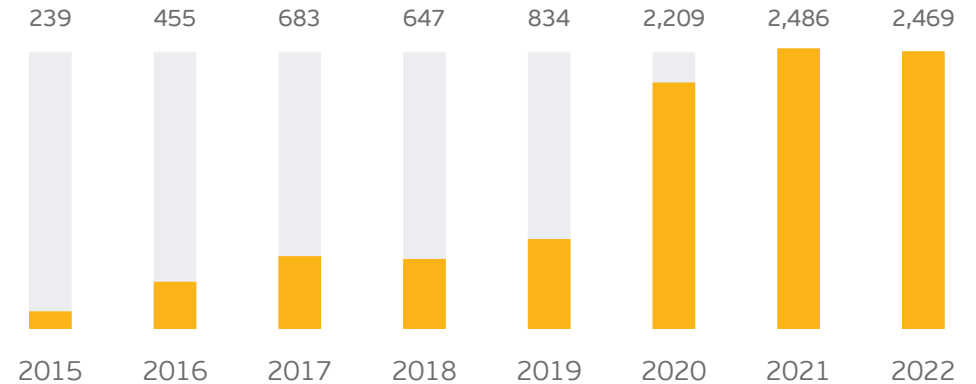
2022 Performance

[GRI 3-3; 201-1]

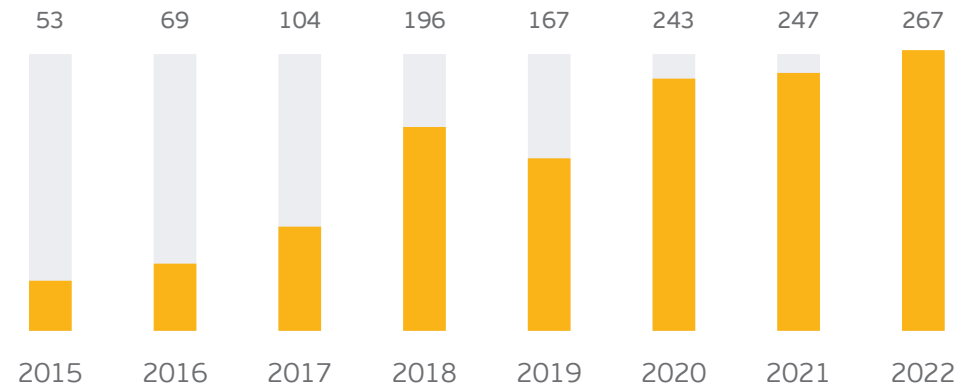
The year 2022 was challenging for the entire wind energy chain, especially due to global inflation, which has been more pronounced in certain segments of industrial raw materials, such as steel, as well as logistics services. In addition to the challenging external scenario, the company overcame internal difficulties related to the standardization of production processes – given the high number of production lines in maturation, with new models of blades and technological improvements.

Thus, there was a slight decrease – of 0.7% – in net operating income, which reached the mark of R\$ 2.4 billion, while EBITDA totaled R\$ 267 million (an increase of 7.9% in the period). The main economic and financial results of the company are highlighted below – the details can be found in the [2022 Financial Statements](#).

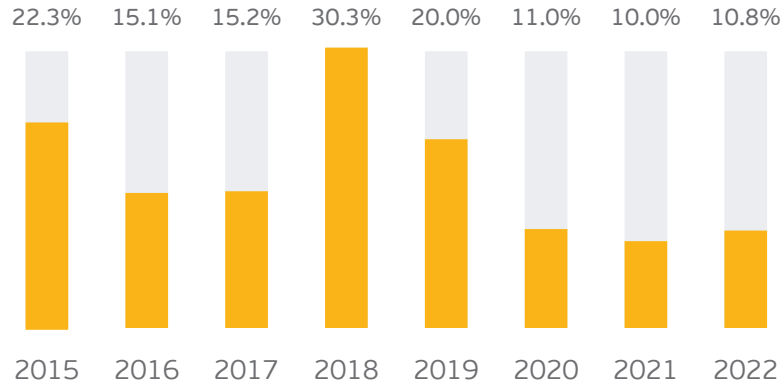
Net income
(R\$ M)



EBITDA
(R\$ M)

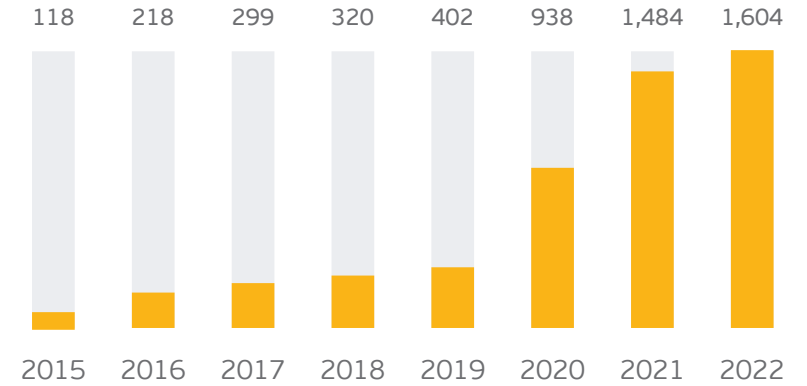


EBITDA margin



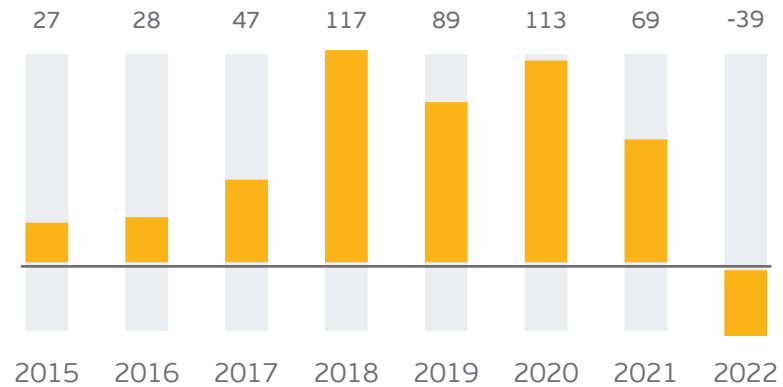
Average invested Capital

(R\$ M)

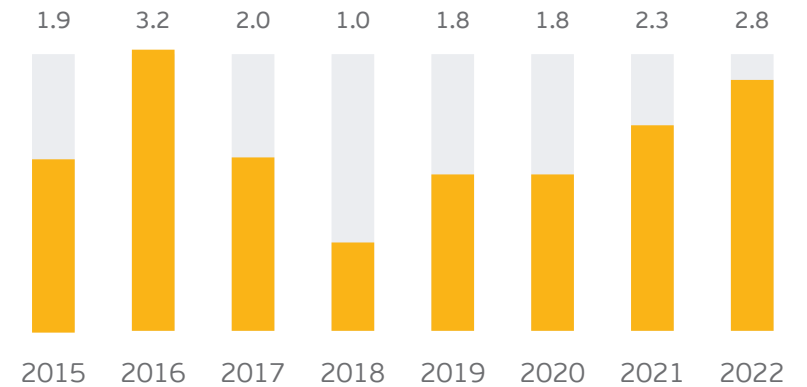


Net income

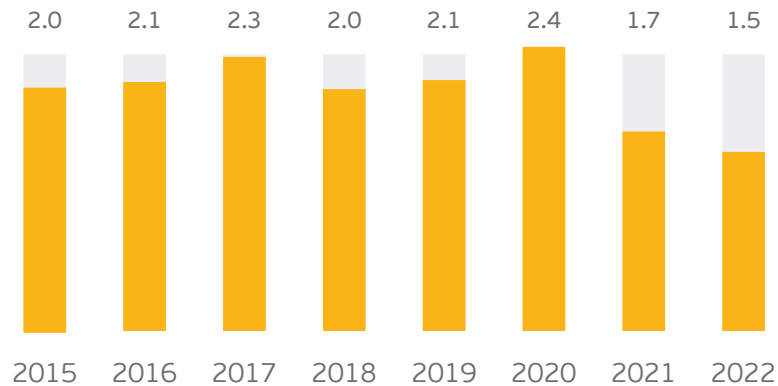
(R\$ M)



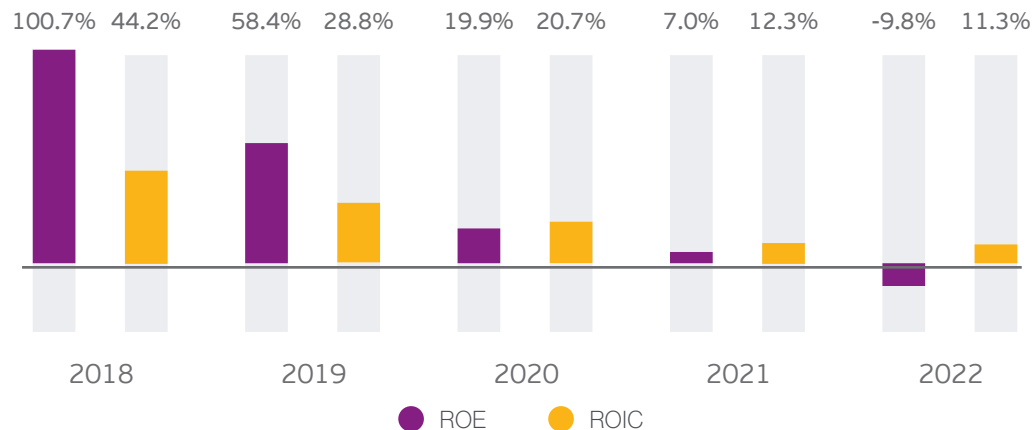
Leverage



Capital turnover



ROIC and ROE



Investments

Investments in 2022 were lower than in previous years, totaling R\$ 871 million, which was directed to the completion of the necessary manufacture adjustments to service the production lines installed in 2021 and to increase the productive capacity in the blade docking stations to balance the production bottlenecks in an effort to reduce the average manufacturing time.

Financial results and indebtedness

The company's cash position at the end of 2022 was R\$ 1,061.7 million. At the end of the year, net debt totaled R\$ 757.4 million, and net leverage – measured by the net debt/EBITDA indicator – reached 2.8 times. The net loss, in turn, reached R\$ 92,7 million in 2022.

Return on invested capital

In 2022, the return on Invested capital (ROIC) was 11.3%, a reduction of 90 bps (basis points) about 2021, due to the increase in average invested capital, which went from R\$ 1,484.2 to R\$ 1,603.6 million.

Liabilities and net equity

Aeris ended the year 2022 with R\$ 3,774,957.00 million in total liabilities, being R\$ 1,332,523.00 million in current liabilities and R\$ 884,868 million in equity.

Economic value generated and distributed

Of the total value added by Aeris in 2022, which resulted in R\$ 879.5 million, 61% was allocated to third-party capital remuneration and 39% to personnel and taxes.

Total value added to be distributed - 2022 *(in thousands of reais)*

Personnel and taxes	346,439
Taxes, fees, and fiscal contributions	92,578
Return on equity of third parties	533,163
Return on equity	(92,709)
Total	879,471



Capital market performance

Since November 2020, Aeris' shares have traded on the New Market (B3), under the code AERI3 (100% ordinary shares). In 2022, the company's shares reached a devaluation of 76.6%. Meanwhile, Ibovespa recorded a 4.4% devaluation. As of December 31, 2022, Aeris owned 766,213,456 common shares, with a market value of R\$ 865.8 million.

Aeris in the ISE/B3 portfolio

The company's inclusion in the 2023 portfolio of the Corporate Sustainability Index (ISE/B3) allows Aeris to expand its sources of financing, expand its business, and increase its wind blade production capacity. In addition, it adds even greater visibility to the company, attracting investors interested in companies strongly committed to the ESG agenda.

The objective of the ISE is to be the indicator of the average performance of the asset ratings of companies selected for their recognized commitment to business sustainability, supporting investors in their investment decisions, while inducing companies to adopt the best ESG (environmental social and governance) practices, which contribute to the sustainability of the business.



Commitment to the future

[GRI 3-3]

The fight against climate change drives the Aeris market, which operates both in the production of the blades that make up wind turbines for renewable energy production and in the maintenance of wind farms, fundamental to the consolidation of a clean energy matrix.

In this way, the company aligns itself with principles 7, 8, and 9 of the Global Compact, which establish the following:

- 7. Companies should support a preventive approach to environmental challenges.
- 8. Develop initiatives to promote greater environmental responsibility.
- 9. Encourage the development and diffusion of environmentally friendly technologies.



Contribution to the targets:

7.2 By 2030, substantially increase the share of renewable energy in the global energy matrix.

7.b By 2030, expand infrastructure and modernize technology to provide modern and sustainable energy services to all in developing countries, particularly least developed countries, small island developing States and developing countries landlocked, in accordance with their respective support programs.

13.1 Strengthen resilience and capacity to adapt to climate-related risks and natural disasters in all countries.

#

#SerTãoAeris

Our Team

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Solid culture

Recognizing that a solid organizational culture is the basis for the success of the business, Aeris has developed throughout 2022 a program dedicated to strengthening its core values, reflected in the motto #SerTaoAeris (#BeSoAeris). Thus, the way the company proposes to move towards a more sustainable world, powered by clean energy and constructive relationships based on ethics and respect was expressed in the Cultural Manifesto, released in 2022 (see box to the side).



Cultural Manifesto

We exist to help build a more sustainable world powered by clean energy. We strive daily to ensure the permanence of our business by generating consistent results. We respect and value our employees and their families. They are the ones who make it all happen!

We value ethics and transparency in our relationships and in dealing with problems. We are obstinate and always work in pursuit of the quality of our products and services. We want to be recognized as the best supplier to our customers.

We are aware of our social role and promote actions for the development of our surroundings.

That's our belief, our way – THE WAY TO BE SO AERIS.

Aeris Culture

Our values



WE HELP TO DEVELOP AND CARE FOR OUR PEOPLE

Our people make it all happen.

#CAREFORLIFE

Attributes: health, safety, and welfare; development of our surroundings; transparency and respect.



WE FOCUS ON QUALITY

Quality allows us to exist.

#WEAREQUALITY

Attributes: quality; planning; discipline to do the right thing.



WE GENERATE VALUE

Together we deliver more.

#WEAREATEAM

Attributes: collaboration; commitment; focus on the business.

One of the main differentials of the cultural transformation process initiated in 2022 was the structuring of three values: developing and caring for our people; focusing on quality, and generating value. In addition to its immersing in this transformation, the company endeavored until attitudes, projects, and processes became tangible values, to be perceived in the daily lives of employees, both those who were arriving and those who had already been home for years.



Foundations of cultural transformation



Building the necessary culture



Manifesto and values



Attributes



Competencies



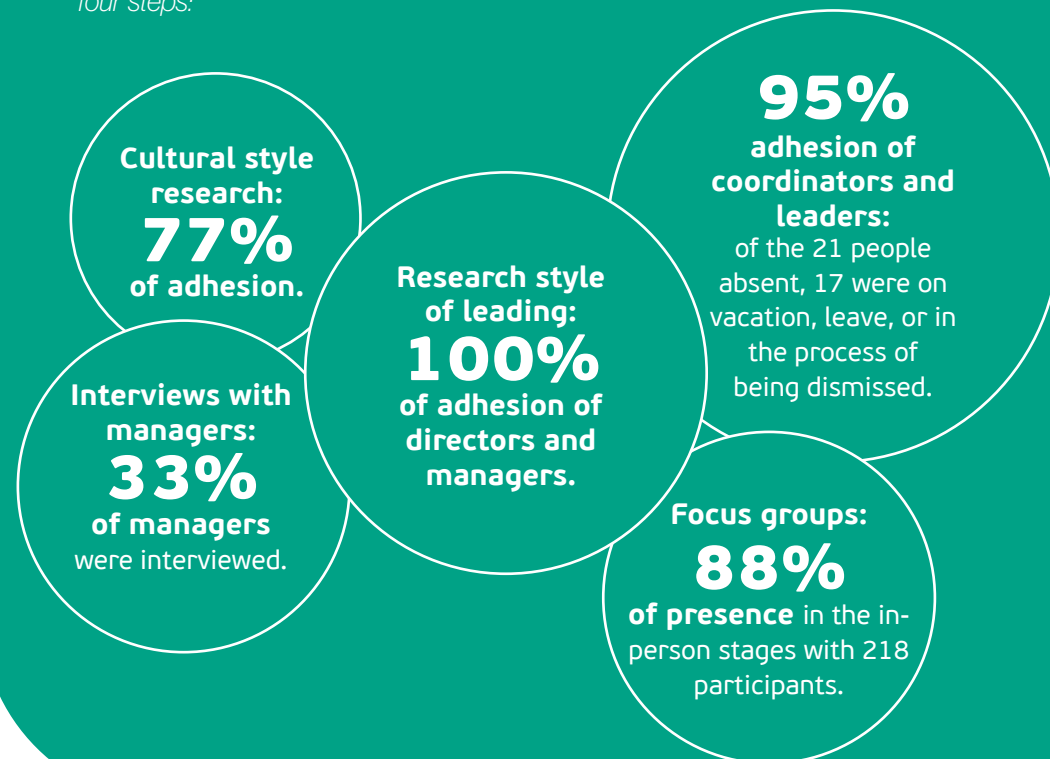
Connection to processes

Thus, in addition to creating the Manifesto and defining values and attributes, in the period from June to December several activities were developed in this direction, among which the following stand out:

- Leadership immersion.
- Culture Day.
- Value awareness.
- Awareness of attributes and skills.
- Construction of visual identity with aspects of the company culture.
- Cultural games and endo-marketing actions the cement of the desired culture.
- Formation of the group 'Agents of Transformation'.
- Leadership journey.
- The making and release of The Book of Competences.
- Competency training and consequence matrix for managers.

Diagnosis of the current culture

For the elaboration of the organizational culture diagnosis, Aeris carried out four steps:





To lend legitimacy and fluidity to the processes, Aeris has endeavored to make clear the roles and responsibilities in the entire governance structure. Thus, the president and the directors were given the titles of 'sponsors' and 'ambassadors of values'. The Human Resources Department became the guardian, responsible for managing and executing the endeavors.

Lastly, some employees received the title of 'Transformation Agent', a function that should be extended to other employees in 2023 as a way to disseminate the company's way of being.

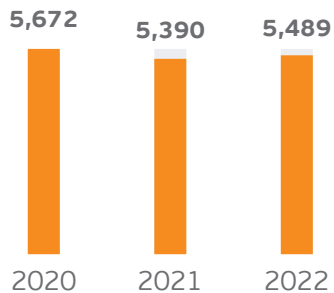
Members of senior management were appointed sponsors and ambassadors of corporate values.

Profile of the personnel framework

[GRI 2-7; 2-8; 2-30; 401-1; 401-2; 405-1]

At the end of 2022, Aeris' culture was shared by 5,489 permanent employees, 2% higher than in the previous year. Of this total, 83% were men and 99% were located in the Northeast Region. In addition to the staff of employees, there were 168 apprentices and 22 trainees, as well as 1,640 outsourced professionals. Throughout the year, the company opened 298 new jobs – 2,096 people were hired – 78% men – while 1,798 had their contracts rescinded.

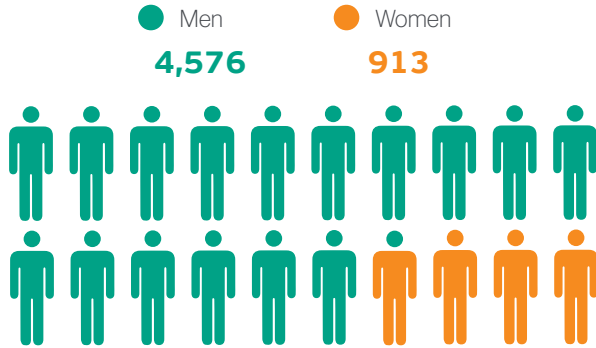
Number of employees



Total employees by region



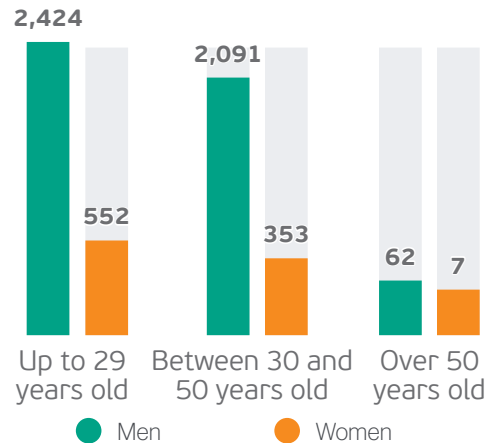
Number of employees by gender



Number of employees by functional category

Category	Men	Women	Total
Board of Directors	8	1	9
Management	34	7	41
Coordination	103	24	127
Technician	282	26	308
Administrative	553	267	820
Operational	3,596	588	4,184
Total	4,576	913	5,489

Number of employees by age group and gender

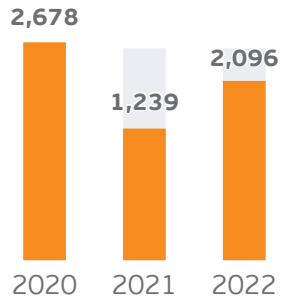


Number of employees by the level of education

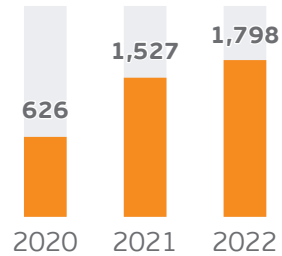
Education level	Total
Post-graduate	152
Undergraduate	393
Incomplete Higher Education	594
High School Graduate	4,289
Incomplete High School	31
Complete elementary education	25
Incomplete Elementary School	5
Total	5,489



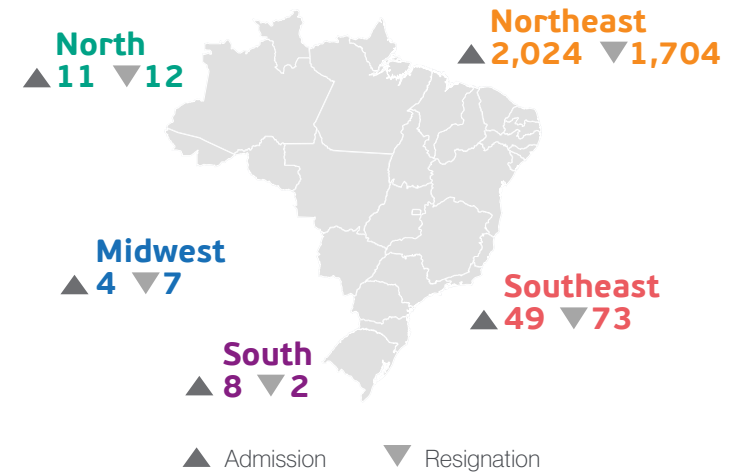
Number of admissions



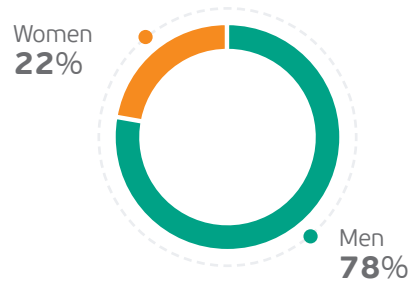
Number of dismissals



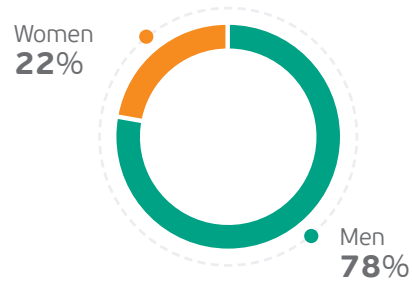
Admissions and dismissals by region



Admissions by gender



Layoffs by gender



Turnover rate by gender*

Men	Women	Total
31.5%	42.0%	33.4%

Admissions by age group and gender

	Men	Women
Up to 29 years old	1,159	345
Between 30 and 50 years old	471	107
Over 50 years old	12	2

Dismissals by age and gender

	Men	Women
Up to 29 years old	767	268
Between 30 and 50 years old	606	125
Over 50 years old	29	3

Turnover by age group*

Up to 29 years old	Between 30 and 50 years old	Over 50 years old
36%	30%	44%










*Turnover: dismissed/total active employees of each classification.

Remuneration and benefits

Aeris offers employees compensation compatible with the wage practices of the market and the region where it operates and additional benefits provided for in the collective agreement that covers 100%³ of its professional employees. In 2022, the company evaluated the positions and careers of the different areas of

the company to make them more compatible in relation to the roles, the responsibilities undertaken, and the goals and challenges of the business. With this analysis, Aeris achieved a higher level of competitiveness, adherence to the salary indexes of the labor market, and more adequate conditions to keep talents on its staff.

Benefits of 2022

-  Life insurance, including death, disability, and funeral coverage*
-  Meals provided in the company cafeteria*
-  Childcare allowance, paid until the sixth month of the baby's life
-  Agreements with educational institutions
-  Medical and dental care*
-  Charter transport*
-  Meal vouchers
-  Extended maternity and paternity leave
-  School material aid

* Also offered to apprentices and trainees.

Student support

In 2022, 3,885 employees received the School Supplies subsidy, a financial aid program in place for all company professionals who study or have dependents of school age. With the benefit, each received R\$180.00 in credit for the purchase of books and other items at a local stationery store.

The initiative is linked to the value of “developing and caring for our people” and, in addition to Aeris investing in education, it opens opportunities for social change in people’s lives and stimulated local commerce – see more in [Chapter 5](#).

³ Directors, trainees, and apprentices are not covered by collective bargaining agreements due to the contractual modality being bound to laws and specific internal policies.

Organizational climate

People are Aeris' greatest asset and to demonstrate care and provide a good professional experience since first contact in the company, all employees are welcomed in an integration process, by which they are presented in the way of #BeSoAeris.

For the newly hired, the integration takes place through a process that aims to transmit security as they are entering a solid, perennial company, with values and purposes aimed at building a better world, starting with the work environment. To offer a complete experience, the integration process is divided into three stages: integration into the company, Certification in the Function, and Sponsorship.

The alignment of the teams takes place through clear and transparent communication. Aware of this, Aeris encourages practices that enable all employees to follow the company's plans and deliveries. In 2022, one of the main tools adopted in this regard was the Results Meeting, held once a month with the participation of the Board of Directors. All employees are invited to participate to share information, results, actions, changes, improvements, and decisions.

The company makes a point of achieving all shifts and, in 2022, it made an effort so that employees had access to the same information with the quality they deserved, in an equal way. To this end, the teams were communicated about the date and time of the meeting through the various internal communication channels. At the factories, multimedia structures with screens (sound and image) were installed, on which the Results Meeting is broadcast.

In addition to this monthly communication, Aeris has a daily communication channel: Aeris radio, used during shift and meal times to share the main news about the business and internal activities. Employees are invited to conduct daily communication, increasingly strengthening the cultural attribute of respect for all professionals.

Classification of Aeris GPTW 2022



Diversity, equity, and inclusion

[GRI 405-1]

On the journey towards equity, in 2022 the company advanced with the dissemination of the “Diversity & Inclusion” booklet by Aeris. The material was prepared based on the Diversity and Inclusion Policy implemented in 2021 and which reinforced the commitment to combat any and all types of discrimination, creating a respectful and welcoming work environment. Thus, it reinforces that the combination of people of different origins, ethnicities, genders, upbringings, and beliefs, among other individual characteristics, form the way of #SerTaoAeris (#BeSoAeris).

The booklet presents content so that everyone can act in the face of diversity in the best possible way, always having respect, dialogue, and participation as the pillars of valuable relationships. Also in this direction, in 2022 the Aeris Diversity Committee implemented the action plan drawn up the previous year to address ways of guaranteeing this right for all. The work front for the inclusion of LGBTQIA+ professionals made progress with the inclusion of two new transgender employees in the company. In addition, Aeris has built more assertive plans and programs, such as PWD (persons with disabilities) Connection, a guide to the company’s commitment to diversity and inclusion.



In this sense, a series of actions aimed at the PWD public was developed throughout the year, such as: moments of listening to understand the place of speech and context, alignment of the role of leaders in the implementation of inclusive practices, and training and

workshops on diversity and inclusion (D&I) for all managers. With all this, Aeris aims to increase awareness and respect while empowering people to build an increasingly plural, inclusive, and collaborative company.

Diversity Day 2022



Work and family

Aeris provide more time for paternity and maternity leave with the family. Maternity leave went from four to six months and paternity leave went from five days to 20. Throughout the year, 46 employees benefited from maternity leave and 246 of paternity leave, with a return-to-work rate of 100%. The retention rate, which considers employees who have remained in the company for 12 months after the return from leave was 95.21%.

The company also has a Health and Well-Being Program, which includes the Healthy Pregnancy Project with meetings held twice a year for guidance on childbirth, nutritional care, and caring for a healthy body and mind. Throughout 2022, 64 employees participated in the project.

Professional development

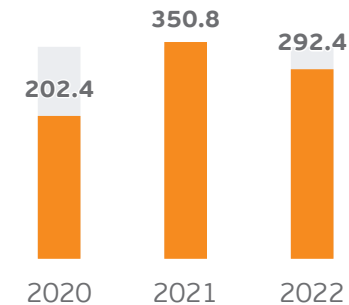
[GRI 3-3; 404-1; 404-3]

Aeris is committed to supporting the continuous development of its professionals, as the qualification of its teams is not only an important competitive differential but also a positive social impact factor, whereby lifelong education is fostered. Thus, in 2022, R\$ 939 thousand were invested in 287.4 thousand hours of training, with an average of 52.2 hours per employee – a decrease of 18% compared to the previous year.

In the year, 356 training modules related to regulatory standards (NRs) were carried out, mandatory for the performance of certain functions. Among these training programs, we highlight those related to NR 33 (work in confined space) and NR 35 (work at height), which were internalized by the company to be conducted by in-company instructors so as to standardize and optimize learning. With the same intent, specialists from the production area were hired to act as instructors in the factories.



Number of training hours*
(in thousands)



* The hours of apprentices and trainees are added to the total number of training hours.

In addition to technical content, the company invests in the development of the team in relation to behavioral aspects, which strengthen the organizational culture. An example of this was the tracks on diversity and inclusion available on the corporate education platform Aeris University throughout 2022.

As part of the professional development flow, employees are certified to perform their functions according to four levels of knowledge, ranging from assisting in a process to being able to train other people. This classification is updated

weekly, according to the dynamics of processes and procedures, in such a way that teams are continuously trained.

Focusing on operational efficiency and quality in the entire production flow, in 2022 the training of professionals to carry out repairs on the blades produced by Aeris was intensified. Offered throughout the year, the training program with an 80-hour curriculum was attended by 21 classes, totaling 1,680 hours of learning in theoretical and practical classes.

Aeris School

Aeris School is a program developed in partnership with the Social Service of Industry (SESI) and aims to develop and enhance the intellectual capacity of its employees and communities, generating the opportunity to complete elementary and high school in the modality called Youth and Adult Education (EJA), designed for those who did not have access to formal schooling at the conventional age.

Aeris, in partnership with SESI, has already graduated over 200 people and continues to Average number of training hours by functional category and gender promote social transformation through the program. In 2022, the initiative trained 18 residents of the region in elementary and middle school curriculums. A new high school class began in february 2022, with the prospect of graduating 13 students in february 2023.

Average number of training hours by functional category and gender

Functional category	Men	Women	Overall average
Board of Directors	0:22	1:00	0:26
Management	294:10	26:17	248:26
Coordination	66:12	52:12	63:33
Technician	32:38	20:13	31:35
Administrative	1:44	0:59	1:29
Operational	62:29	57:00	61:43
Overall average	55:00	39:09	52:22



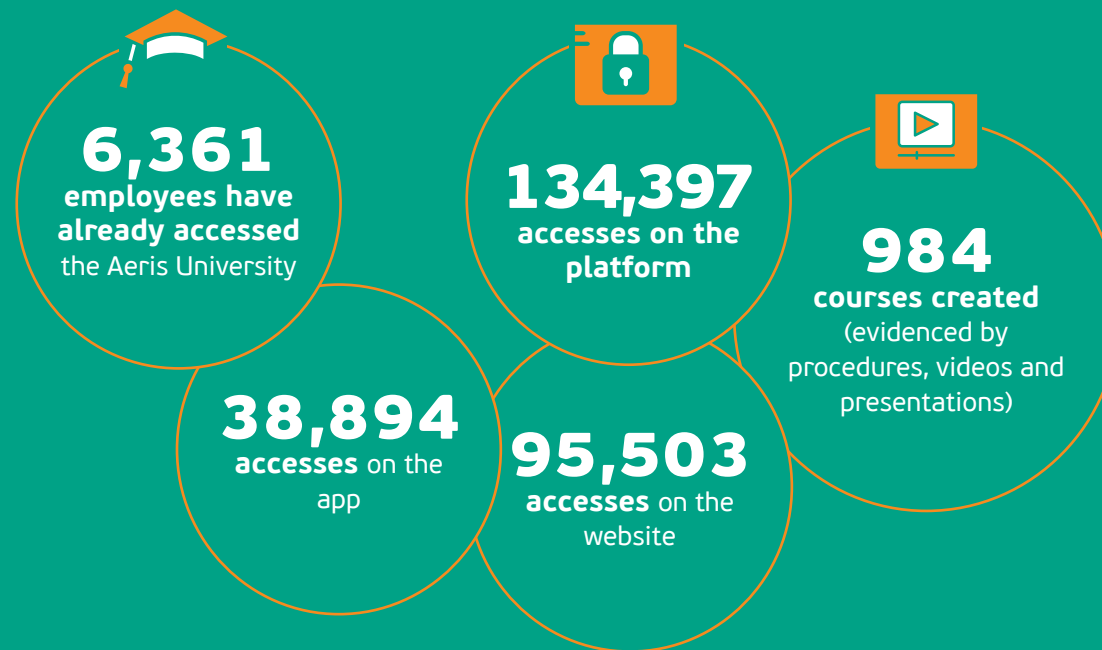
Aeris University

Since 2020, Aeris University, an online platform for professional qualification, has performed a dual function. On the one hand, it supports the development of the company's employees, contributing to the evolution of their performance. On the other, it offers professional training courses for the local community, increasing their chances of employability and thus generating effective social impact. In 2022, 26 courses were made available, accessed by 168 people from the local community.

At the University, each employee has access to an individual professional development track, with technical, managerial and behavioral content. So that everyone can enjoy these contents – including those who do not have access to computers in their daily work or at home – the company offers an Aeris University room with four computers, in addition to access to the curriculum via the application.

In 2022, Aeris University recorded high levels of employee engagement on the platform, as shown in the infographic on the side.

Highlights of 2022:



Aeris Generation

To build a more sustainable future, Aeris develops the Aeris Generation Program, which covers trainees and apprentices. In May 2022, the company started the new class of the **Aeris Generation Internship Program**, which is engaged in the development and training of young university student talents who are attending the last two years of college. Over the next 12 months, this group began to be trained in the day-to-day life of the company, focusing on the development of technical and behavioral skills and competencies. During this period, the interns work in two areas, in which they are accompanied by tutors, receiving guidance and continuous feedback. By the end of 2022, of the 26 participating interns, four had been made direct employees.

To meet the demand for specialized human capital, the company implemented the Aeris Generation Technical Internship Program, which hosts students of technical courses in a mandatory internship period, which is mandatory for the achievement of the certificate of completion. Internal and external professionals can participate, as well as students from Aeris' partner vocational schools in the region. In 2022 there were 13 internal and 15 external interns from the courses of Industrial Automation, Electromechanics, Nursing, Electrotechnics, Logistics, Industrial Mechanics, and Mechatronic Engineering.





Another front of Aeris Generation has been developed for young learners aged up to 24 years who have completed high school and who live in the Metropolitan Region of Fortaleza. Called **Generation Aeris Apprentice**, the program aims to support learning and improve the employability conditions of people of this age group. To carry out this program, Aeris has a partnership with the Portal Institute of Education (IEP), a non-profit organization of the Civil Society of Public Interest (OS-CIP). In addition to contributing to the development of students' skills and competencies, the company also encourages the development of young people

in the community, fostering economic, social, and cultural inclusion. In 2022 over 240 projects were presented and more than 150 apprentices were made direct employees.

As part of the Aeris Generation Program, trainees and interns were able to experience a development journey complete with training, mentoring, and projects, as well as learning skills in specific areas. In addition, there were opportunities for the exchange of knowledge with the main leaders of the company who informed on topics such as career, self-development, and internal processes.

The Leaders Program

For those who are already part of the Aeris team, the company has **On the Job**, a development program focused on preparing operators to assume leadership positions. The professionals participating in On the Job experience the routines, activities, and processes of a leadership position in a three-month period. They also receive additional behavioral and sales training for each module, adding an average of 16 hours of training per employee. By the end of 2022, 59 leaders had been trained and 29 professionals were promoted to leadership positions.

Aeris also trained 52 leaders through the program **Academy of Leaders**, after On the Job, which focuses on the challenges of top leadership positions. Offering procedural and behavioral training, Aeris ended 2022 with 32 hours of training per participant employee, with a mandatory adherence rate of 95% of leaders in the program.

Focused on leaders, coordinators, and managers, the **Development Program for Leaders (PDL)** was implemented. In 2022 PDL was structured based on the promotion of cultural change at Aeris, focusing on quality business practices, designed to prepare and strengthen Aeris managers and offer further development so that they can generate value for the company.

In face-to-face format, resumed with the end of the restrictions imposed by the Covid -19 pandemic, training was applied on operational standards, behavioral training with case studies, theory and concepts, dynamics, and games, in addition to the use of self-knowledge tools and continuous professional development.



In 2022, several initiatives were carried out to train and strengthen leadership.

PDL provided leadership development in the following areas:

- Immersion and understanding of the cultural movement, based on the proposal of 'where we are and where we want to be';
- Understanding and valuing that acting according to health and safety standards is paramount;
- Practical experience with processes aimed at standardization and quality in delivery;
- Conflict mediation and negotiation skills;
- Feedback as a management tool and IDP as a development practice;
- Agility in problem-solving and decision-making, leading to greater autonomy of leaders. This autonomy is obtained when the leader sees the company as a whole, understanding the articulation between the different sectors of the company, and between it and the market;
- Leadership focused on doing the right thing and generating value.

Throughout the year, Aeris accomplished an average of 17 hours of training per employee, in addition to an adherence rate of 84%, with the participation of over 430 managers.

The company invests strategically in the development of its employees, valuing their continuous learning and education. In this sense, in 2022 the company created **PDL Talents**, a program designed for leaders, coordinators, and managers who stand out in the performance evaluation cycle (ADL) – based on the Nine Box methodology and management tool.

To fully implement and enhance this program, external consultants were hired and actions were carried out to unlock the potential and performance of these tasks. Each group of managers was separated by position and level of evaluation, having identified their competencies as well as opportunities for improvements to be worked on. In all, 128 managers participated who were recognized as talents, which included 78 leaders, 40 coordinators, and 10 managers, with a 98% adherence rate.



Female inclusion

To encourage leadership among women, the company implemented the Women's Leadership School (ELAS) in 2021. The program works in the context of preparation, inclusion, and promotion of gender equity in leadership positions at Aeris.

In 2022, the program registered 113 applications, 46 eligible applications, 22 approvals, and 11 promotions. The ELAS Program lasts six months with theoretical and practical modules. The identified employees who are not yet ready for more strategic actions receive feedback and the manager sets up an IDP (Individual Development Plan) to be followed up on by the immediate manager.

Performance reviews

Aeris promotes individual performance evaluations of employees to identify development opportunities and career advancement potential. The evaluation is carried out annually to verify the alignment of each professional with organizational competencies and the corporate culture.

In 2022, the company implemented a new evaluation model for operational positions to make the process more efficient. Analysts and leaders perform self-evaluations and indications of peers and are given by the co-workers among themselves in the system. For newly hired professionals, the company carried out the experience assessment, applied 80 days after admission.

Each professional draws up their Individual Development Plan (IDP), which is intended to guide the employee's learning journey. By the end of 2022, about 100% of the IDPs were in effect. Performance reviews also account for promotions, demotions, and succession plans.

To encourage career development, the company includes the preference for internal recruitment when announcing open positions, whenever applicable. Thus, vacancies are advertised simultaneously internally and externally. In 2022, 400 employees were approved in the internal selection processes.

Number of performance reviews

Functional category	Men	Women	Total
Board of Directors	6	1	7
Management	34	4	43
Coordination	100	23	123
Technician	281	17	298
Administrative	282	218	500
Operational	3,156	465	3,621



Health and Safety

[GRI 3-3; 403-1; 403-2; 403-3; 403-4; 403-5; 403-6; 403-8; 403-9]

Aeris encourages the strengthening of the culture of health and safety at work (OSH) on a daily basis, which is fundamental to ensuring a healthy and safe environment for all employees, customers, and visitors.

To achieve this goal, the company adopted as a reference the ISO 45001 standard that establishes the requirements for an occupational health and safety (OHS) management system, to prevent work-related injuries and diseases. In this sense, the company seeks to identify and evaluate the risks and dangers of its activities, as well as implement control and monitoring measures, in addition to providing training and awareness campaigns for employees and other interested parties. For Aeris, complying with all legal and regulatory requirements for the performance of its activities is a fundamental premise for the suc-



cess and prosperity of the business. This includes laws, regulations and, standards that apply to health and safety at work, as well as the protection of the environment.

Doctors, nurses and nursing assistants, engineers, and technicians in occupational safety are part of the multidisciplinary team of specialized professionals who are dedicated to the prevention, investigation and mitigation of accidents, incidents, and occupational diseases.

Active and frequent communication throughout the company also applies to the topic of health and safety. Periodic training programs are held with employees. In 2022, the highlights were for the Health, Safety, and Environment Culture Development Program and the Health, Safety and Environment Dialogues.

The internal Accident Prevention Commission (CIPA), present in all Aeris units, supports occupational health and safety teams in raising employee awareness and helps in awareness campaigns directed to the teams. The election for the choice of CIPA representatives took place in September, and the inauguration of the 2022/2023 upper management team in October. After two years without being held, in 2022 Aeris promoted the Internal Week for the Prevention of Work-Related and Environmental Accidents (SIPATMA) with the theme The Five Golden Rules.

Complementing the internal security structure, the Aeris Emergency Brigade is made up of 578 brigades equipped and trained to respond to emergencies, such as firefighting, first aid, and chemical emergencies. In 2022, the topics covered in the training programs were: forest fires, correct disposal of resins, the Emergency Care Plan (EAP), and first aid. They reinforce and guide the work of the brigade members composed of three civil firefighters per shift who are qualified to perform the actions provided for in the PAE. The company has two tank trucks and two ambulances – one of which is a mobile ICU – and dedicated 24-hour equipment in the operating units.



In 2022 there were 40 CIPA members appointed, elected, and nominated, including alternates.

Risk analysis

Aeris investigates occurrences classified as typical accidents or incidents to prevent the recurrence of such accidents. In the investigation, the root causes are identified through the “5 Whys?” and Ishikawa’s diagram (cause and effect). An action plan is assembled for the containment and/or elimination of the causes found, with full coverage of all areas.

Among the actions carried out in 2022, the following stand out:

- The change from the Environmental Risk Prevention Program (PPRA) to the Risk Management Program (PGR);
- More than six thousand potential risks recorded;
- Implementation of the TPSSMA tool (standardized health, safety, and environmental work).

Means for employees to report risks/hazards related to work activities

Channel/Process	Description (contact form, scope, etc.)
Survey of hazards and risks	The assessment of hazards and risks in processes and routine and non-routine activities using the risk matrix to assess the severity of each risk encountered, as well as mitigation/control measures.
Qualitative/quantitative assessment of environmental risks	Carrying out environmental measurements for the environmental agents found (physical, chemical, and biological).
Risk potential	The risk potential has the objective of identifying the non-standard safety conditions or acting with the purpose of disseminating the preventive culture in employees and eliminating the dangers and risks in the work environment, thus avoiding accidents and damage to the company's assets.
Preliminary risk analysis	Risk analysis made for non-routine activities and the definition of the step-by-step of the activity, identifying the risks and indicating the control measures to be taken.

The company carries out inspections to monitor the hazards and risks that exist in activities related to the production of wind blades. Based on this map, the safety routines to be complied with by the employees are determined.

On a daily basis, the leaders survey existing risks and, if there is an incident/accident that occurred in the factory, the event is communicated to everyone, as well as its degree of impact (work accidents with leave, without leave, first aid, material damage, and incidents). The data are presented and worked on together with managers, coordinators, and leaders.

In parallel, the survey of hazards and risks in routine and non-routine processes and activities is also carried out, using the risk matrix to assess the severity of each risk found, as well as mitigation and control measures.

Measurements are also taken from the ergonomic and environmental agents found (physical, chemical and biological). In 2022, there were 25 training modules related to occupational risks (OR) – no cases of occupational diseases were identified.



Monitoring

The monitoring of the number of accidents and the analysis of the severity of the occurrences are carried out by the Occupational Health and Safety Team, which has, among other attributions, to identify any deviations for correction or opportunities for improvement.

In 2022, 40 work accidents were recorded – 31 typical and nine en route. Of these, 14 did not require the temporary removal of the employee from their work activities. Compared to the previous year, typical accidents increased by 138%. This performance decrease in the period is mainly related to the large number of new professionals who joined the operational teams.

Number of typical accidents recorded

2020	18
2021	13
2022	31



Committed to ensuring the safety and well-being of all employees, Aeris has been dedicating more time to learning and adapting to the safety culture. In this sense, it has implemented several training and awareness programs and continues to invest in technologies and processes aimed at preventing accidents and promoting a safe work environment. Aware that it is necessary to improve without delay, the company seeks to improve its practices and procedures, with safety as a priority.

Occupational accidents of mandatory communication (CAT) – 2022

	With leave	Without leave	Total
Number of work accidents (typical)	17	14	31
Number of en route road accidents	9	0	9

Frequency and severity rate – 2022

The frequency rate of direct employees (TF)*	2.64
Severity rate (TG) of direct employees**	21.41

* TF: $(31/11720637,51) \cdot 10^6$

** TG: $(251/11720637,51) \cdot 10^6$

Other OSH indicators – 2022

Number of hours worked	11,720,637.5
Number of fatal accidents (deaths)	0
Number of days lost	251

The frequency rate of accidents with leave***

2020	1.40
2021	0.56
2022	1.45

Work accidents with leave frequency rate***

2020	1.40
2021	0.66
2022	1.19

*** Frequency rate = Number of accidents x 1,000,000 / man-hours worked (HHT)

Prevention

The health and safety programs and routines carried out by the company are intended to educate employees and prevent accidents or incidents. Among the initiatives, the following stand out:

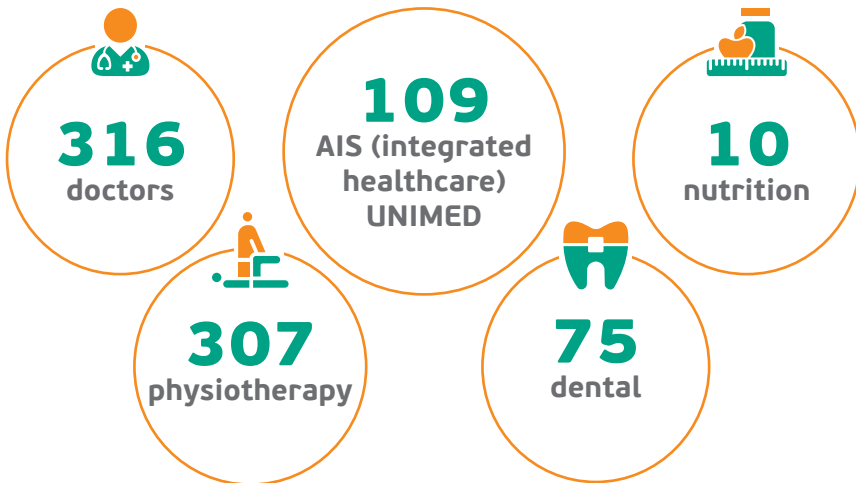
- **Internal Health and Environment Prevention Week (SIPATMA):** an event dedicated to disseminating information on health, safety, and environmental conservation. In the 2022 edition, which was again held in person after being suspended for two years, the highlight was the Five Golden Rules – orientations aimed at the prevention and sensitization of employees to risk factors and behaviors.
- **Risk potential:** a tool used to identify and eliminate conditions that extrapolate the standard – in 2022, six thousand risks were identified and addressed.
- **Practiced Security Index (ISP):** these are specific audits for each work environment, stimulating the identification of risks and behaviors incompatible with the established standards.
- **Standardized Health and Safety Work (TPSSO):** consists of a set of routines carried out by managers to ensure the safety culture and the treatment of non-conformities on a daily basis.



Comprehensive health care

The Aeris Multiprofessional Health Center performed over 15,881 visits in 2022, offering workers occupational health and assistance services. Inaugurated in 2020, the center promotes comprehensive care for the health of professionals and provides, in addition to medical and nursing care, dental and psychological consultations. It is equipped with a procedure and observation room, performs tests such as X-rays, electrocardiogram, spirometry, visual acuity, and audiometry; provides physiotherapy and Pilates; a clinical analysis laboratory; and a follow-up program for pregnant women.

Consultations in 2022



Special health projects

The purpose of caring for people is central to the Live More program, which focused on the health and physical, mental, and social well-being of employees. Another Aeris initiative developed throughout 2022 was the Healthy Measure Project, which for four months accompanies approximately 30 employees from different sectors of the company in the process of developing healthier habits. The interactive project included 'gamification' to improve employee engagement and involvement in the stages of the behavioral changes process. With this initiative it was possible to improve the clinical and physical condition of 42% of the participants.

In the mental health dimension, Aeris fortnightly conducts the psychological health 'conversation circle' mediated by a clinical psychologist. The activity guides participants to moments of reflection, the learning, and sharing of experiences, in addition to enabling evaluations to indicate psychotherapy treatment. In 2022, more than 180 employees participated in the meetings.

To disseminate the projects and services available to employees, Aeris disseminates the health and well-being booklet. Among the information disclosed are the activities of the Health Center, available at Aeris headquarters, with nutritional consultations, physiotherapy, dentistry, clinical, and occupational care services, among others.

Engagement

Actions and events on national calendar dates mark periods of awareness of health issues. Color highlighting contributes to the dissemination of campaigns calling for disease prevention. To disseminate the themes among employees, Aeris marks the calendar with awareness activities.

- **White January: Mental Health Promotion Month**

On January 27, 2022, Aeris held a webinar organized by a multidisciplinary team formed by a psychologist, a physical educator, and a nutritionist. The event brought together approximately 40 employees.

- **Yellow September: Suicide Prevention Month**

The suicide prevention campaign featured conversation circles aimed at promoting emotional health and well-being. The initiative was carried out by Aeris Energy in partnership with Unimed Ceará. A similar action was carried out with 15 managers and coordinators of the company's areas to guide them on issues regarding the mental health of employees, as well as the importance of knowing how to identify and handle specific issues related to the theme.

- **Pink October: the fight against breast and cervical cancer**

Engaged in the national campaign to combat female cancer, Aeris promoted actions focused on reinforcing the importance of health care for all women, with emphasis on prevention and early diagnosis of breast cancer. Among the activities were lectures, a collection of cytopathological tests, clinical breast examination, and requests for mammography tests and/or ultrasound for employees of the indicated age group. In addition, internal communication actions (newsletter, press release, delivery of leaflets and gifts) were part of the activities.



- **Blue November: Prostate Cancer Prevention**

For a week, topics related to this disease were addressed in the DDSMA (Daily Dialogue on Safety, Health and the Environment); in addition to an outdoor campaign in the surrounding areas for the delivery of informative folders, and an internal awareness campaign.

- **Red December: one month dedicated to the Prevention of Sexually Transmitted Infections (STIs)**

The company provided information at DDSMA meetings (Daily Dialogue on Safety, Health and the Environment), in addition to offering HIV tests and distributing condoms provided by an Aeris partner clinic.



Other outstanding initiatives carried out throughout 2022 were:

- **Influenza Prevention (H1N1)**

With the vaccination of 2,494 employees.

- **Health Week**

With a focus on preventing and combating high blood pressure (April 26 is the national day designated in the fight against the disease).

- **The Force of Good Project**

Conducted by Aeris Energy Pecém II and Matriz, on September 26, 27, and 28, 2022 in partnership with Hemocel (Center for Hematology and Hemoteria of Ceará). In all, 187 employees participated and donated blood.

- **The Healthy Pregnancy Project**

The Health and Well-Being Program works in tandem with the Healthy Pregnancy project, which promotes meetings twice a year for guidance on childbirth, nutritional care, and mental and physical care. Throughout 2022, 64 pregnant women participated in the project.

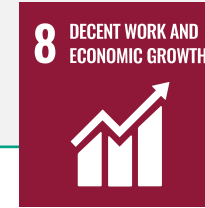
Health promotion initiatives contribute to the improvement of the quality of life of employees.

Commitment to the future

Respect for Human Rights and the provision of decent working conditions are among the main commitments of signatories to the United Nations Global Compact such as Aeris.

Therefore, the company develops initiatives aimed at the internal public per the following principles:

1. Companies must support and respect the protection of internationally recognized human rights.
2. Ensure their non-participation in violations of these rights.
3. Companies should support freedom of association and the effective recognition of the right to collective bargaining.
4. The elimination of all forms of forced or compulsory labor.
5. The effective abolition of child labor.
6. Eliminate discrimination in the work environment.



Contribution to the targets:

3.5 Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol.

3.d Strengthen the capacity of all countries, particularly developing countries, for early warning, risk reduction, and management of national and global health risks.

4.4 Substantially increase the number of young people and adults who have relevant skills, including technical and professional competencies, for employment, decent work, and entrepreneurship.

5.1 End all forms of discrimination against all women and girls everywhere.

5.5 Ensure the full and effective participation of women and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.

8.2 Achieve higher levels of productivity of economies through diversification, technological upgrading, and innovation, including through a focus on high value-added and labor-intensive sectors.

8.5 Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

8.6 Substantially reduce the proportion of young people without jobs, education, or training.

8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

10.2 Empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic or other status.

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#SerTãoAeris

Sustainable Relationships

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Thriving partnerships

Aeris' commitment to building a solid organizational culture and to the continuous improvement of processes goes hand in hand with its willingness to establish prosperous and upstanding relationships with the various publics with which it interacts. These publics include employees, suppliers, customers, investors, communities, government, financial institutions, representative entities, and the press, among others. For its engagement, the company uses a series of mechanisms, such as corporate communication and consulting channels on strategic themes – such as the material that guides this report (learn more [here](#)).

Map of stakeholders



Suppliers

[GRI 2-6; 3-3; 204-1; 308-1; 414-1]

Since the beginning of its activities, Aeris has fostered relations with its suppliers based on transparency, ethics, cooperation, and respect. Mutual growth and business success, coupled with years of partnership, validate the importance of a well-structured supply chain with defined processes. It is up to the company's Supply Department to ensure that products and services are provided at the right time, in the correct quantity, with the right quality, and at the lowest possible cost, while controlling inventory levels to keep the company healthy.



At the end of 2022, 1,538 companies were part of the company's supply chain.

In the year in which several segments suffered from the impacts of the war between Russia and Ukraine on the production of raw materials - added to breakdowns in the supply chain due to the pandemic - Aeris managed to stay supplied, supported by its strong supplier network built with care and precision.

At the end of 2022, 1,538 companies were part of the company's supply chain, of which 392 were new suppliers, divided into two groups: direct materials - inputs that are part of the production process of the wind blades - and indirect - products, services, tools or auxiliary production machinery necessary for the process to work.

Aeris maintains the good practice of analyzing due diligence among partners. This process – described in the Supplier Quality Manual – helps to assess the integrity, risks and opportunities of the business in question, as well as social aspects, and involves several departments, such as Finance, Accounting and Human Resources, among others.

Within the same scope of purpose, suppliers and sub-suppliers are asked to demonstrate commitment to quality, environmental management, health, and safety, implementing the requirements of ISO 9001, ISO 14001, and ISO 45001 standards. Periodically, Aeris may request documentation to prove compliance with these requirements.

The suppliers of inputs used in the production of the blades, such as carbon fiber, resin, and fabrics, undergo a rigorous technical evaluation process. Once approved, they are authorized by the client responsible for purchasing the blades. This careful process ensures the quality of the inputs used and strengthens partnerships with reliable suppliers.

Locally Based

In 2022, Aeris automated purchasing processes developed in-company stores, and established partnerships to reduce the delivery time of materials and avoid risks of lack of raw materials that impact the business.

By approaching suppliers – both direct and indirect materials, the company strengthens relationships of trust and partnership in the value chain.



In the year, about R\$ 2,7 billion were paid to suppliers. Of this total, 32% – about R\$ 883 million – went to national enterprises. In 2021, this percentage was 22.8%, up from 9.2 p.p., which demonstrates the company's efforts to strengthen the Brazilian market. In addition, to foster Ceará companies and stimulate the region's economy, the company develops and hires local suppliers, which represented 28% of the total spent on national suppliers at the end of 2022.

To guarantee all the necessary inputs for the productive process, production has been committed to supporting the development of national primary suppliers. To

this end, Aeris maintains a strategic approach to these companies in order to systematically manage commercial issues, delivery times, and quality standards, as well as other aspects considered relevant to the quality of wind blades.

In 2022, an important milestone of this movement was set in Ceará with the installation of a production unit of a supplier of materials of the Core Kit category. It was the first partner of several that have proximity potential. In addition to the direct benefit to the business, this nationalization strengthens the value chain in the country, generating employment and income.



Our customers

[GRI 2-6; 2-29]

The products supplied by Aeris are increasingly recognized by its customers for the high level of quality, efficiency in the production process, compliance with specific requirements, and compliance with international standards.



Thus, the company offers customers a state-of-the-art industrial facility with qualified professionals in the production of wind blades for electric power generators. From the management of the raw material to the delivery of the finished product, Aeris is responsible for all production processes, with an emphasis on quality, ensuring the complete traceability of each manufacturing phase of its customers' wind blades.

Companies in the electric energy sector – Brazilian and foreign, which design and produce the wind turbines installed in wind farms – constitute Aeris' client portfolio. To fulfill its purpose of serving with quality and efficiency, the company seeks standards for the measurement systems and processes of the manufacturing lines. Due to the high complexity of the production stages of wind blades, the number of organizations that outsource this service grows every year.

Ethics and cooperation guide the relationships with customers.

Strategic reasons – some related to the large dimensions of the Blades – also result in the choice of companies to hire Aeris. Thus, Aeris is responsible for receiving the molds and indicating the main suppliers of raw materials. Customers have the opportunity to check in on the production of the blades, confer the result of the product, and verify delivery times. In addition, the proximity to the Port of Pecém and the application of lean manufacturing concepts in the shipment of parts generates cost savings for customers, making Aeris even more competitive globally.

Orders come from both domestic and international markets, with the exception of the Chinese market. The year 2022 ended with ongoing contracts entered into with some of the main global producers of wind blades, such as Vestas, Siemens Gamesa, Nordex, and the Brazilian company WEG.

To ensure continuous improvement in customer service, as a measure to ensure adequate training for the team that operates in the production processes – and taking into account the shortage of professionals in the area – the company internalized professional training courses that, in 2022, began to be offered to employees by Aeris University (learn more [here](#)).



Investors and other stakeholders

[GRI 2-6; 2-28; 2-29]

Investors make up the group of major Aeris stakeholders and are considered key to achieving the company's goals for growth. At the end of 2022, 85 thousand individual persons participated in the company's shareholder base. To attend to this public, Aeris keeps the Investor Relations website always updated with relevant news and information. Since the company's capital was opened in 2020, material facts, notices, performance reports, and other information that help in decision-making are disclosed.

For more information about Aeris' business and results, interested parties can access the Investor Relations website or contact the Investor Relations team by email: ri@aerisenergy.com.br.



Participation in Associations

Aeris is associated with APQP 4WIND, a non-profit association founded by the world's leading wind turbine manufacturers and suppliers. The company is affiliated with the Brazilian Association of Wind Energy (ABEE-ÓLICA), the Association of Companies of the Industrial and Port Complex of Pecém (AECIPP), the Federation of Industries of the State of Ceará (Fiec), and the Brazilian Association of Machinery and Equipment (Abimaq).

Communities

[GRI 2-29; 3-3; 413-1]

As a result of Aeris' commitment to the community where it operates and aligned with the Sustainable Development Goals (SDGs) of the United Nations (UN), the company works on the development of corporate social responsibility and sustainability policies.

Since the start of its operations in the Industrial and Port Complex of Pecém in 2010, Aeris understood that the surrounding region, especially the municipalities of Caucaia and São Gonçalo do Amarante, were in need of social projects and initiatives focused on the development of the local communities. In those 10+ years of operation, Aeris has already benefited many people through social projects and services promoted and supported by the com-

pany, some of them through voluntary work carried out by the employees (learn more [here](#)).

In 2020, a diagnosis was carried out that categorized the main needs of the surrounding communities. Aeris then created the Social Intelligence Committee, composed of employees from various areas and backgrounds, to rethink, propose, and assist the Social Intelligence Department in the implementation of programs and actions.

The Board of Directors monitors the activities of the committee that are aligned with the SDGs and the Global Compact – to which the company is a signatory – and set the guidelines for social responsibility.

Aeris School and Aeris University in the community

In 2022, as part of the initiatives of the Social Intelligence Committee, 18 residents of the communities graduated from elementary and high school through the Aeris School. In February of the same year, another class began training activities, this time with 29 people attending a high school curriculum for a period of 12 months.

On another front, in 2022 Aeris University had 168 students accessing the online platform for professional qualification programs through 26 vocational courses for young people and adults from the surrounding communities.

Volunteer Program

The Aeris' Corporate Volunteer Program works to strengthen the role and involvement of employees in social actions in the communities around the company's operations. In 2022, employees used part of their work schedule to contribute to the implementation of actions and activities made possible by the Adopt a Smile and the People Who Get It Done in the Community projects.



During the month of October, in celebration of Children's Day, Aeris held activities in the communities with the Adopt a Smile Project, aimed at promoting better childhoods. The company made donations that served 905 children in 10 communities and institutions in the vicinity of Aeris.

The People who Get it Done in the Community project, on the other hand, involved employees who develop lectures, courses, and workshops to bring knowledge to the surrounding residents, especially from the communities of Caucaia and São Gonçalo do Amarante. The lectures included topics such as employability, professions, entrepreneurship among women, and STI prevention, among others. The educational workshops presented information on how to transform waste into toys, how to plant seedlings and seeds, in addition to proposing recreational activities and quality time between parents and children.



Also in the context of the People Who Get it Done in the Community Project, Aeris held storytelling workshops on respecting differences, clean energy, and the power of the winds, and how to care for and preserve the environment, among other topics. In 2022, there were 46 hours of volunteering, in which 282 people benefited from the eight actions carried out.

Incentivized resources

Committed to social development and aligned with the SDGs, Aeris also operates through fiscal incentive projects, seeking to connect the company's values to the demands of local communities. In 2022, programs focused on incentivized resources were developed through sponsorships based on the Culture Incentive Law and the Sports Incentive Law, with emphasis on the Winds of Knowledge project and the Triathlon School.

The Winds of Knowledge project's mission is to transform libraries in public schools into spaces for leisure and cohabitation, in addition to carrying out educational activities focused on reading. In 2022, four libraries – three of which are in Indigenous public schools – were revitalized, impacting the lives of 1,126 people. The spaces that were once precarious or that were little used for teaching practices became places of culture and knowledge with new colors, furniture, computers, printers, smart TVs, air conditioning, games, and new books. In addition, the libraries became platforms for educational and cultural activities that sought to stimulate the habit of reading, including workshops and storytelling.

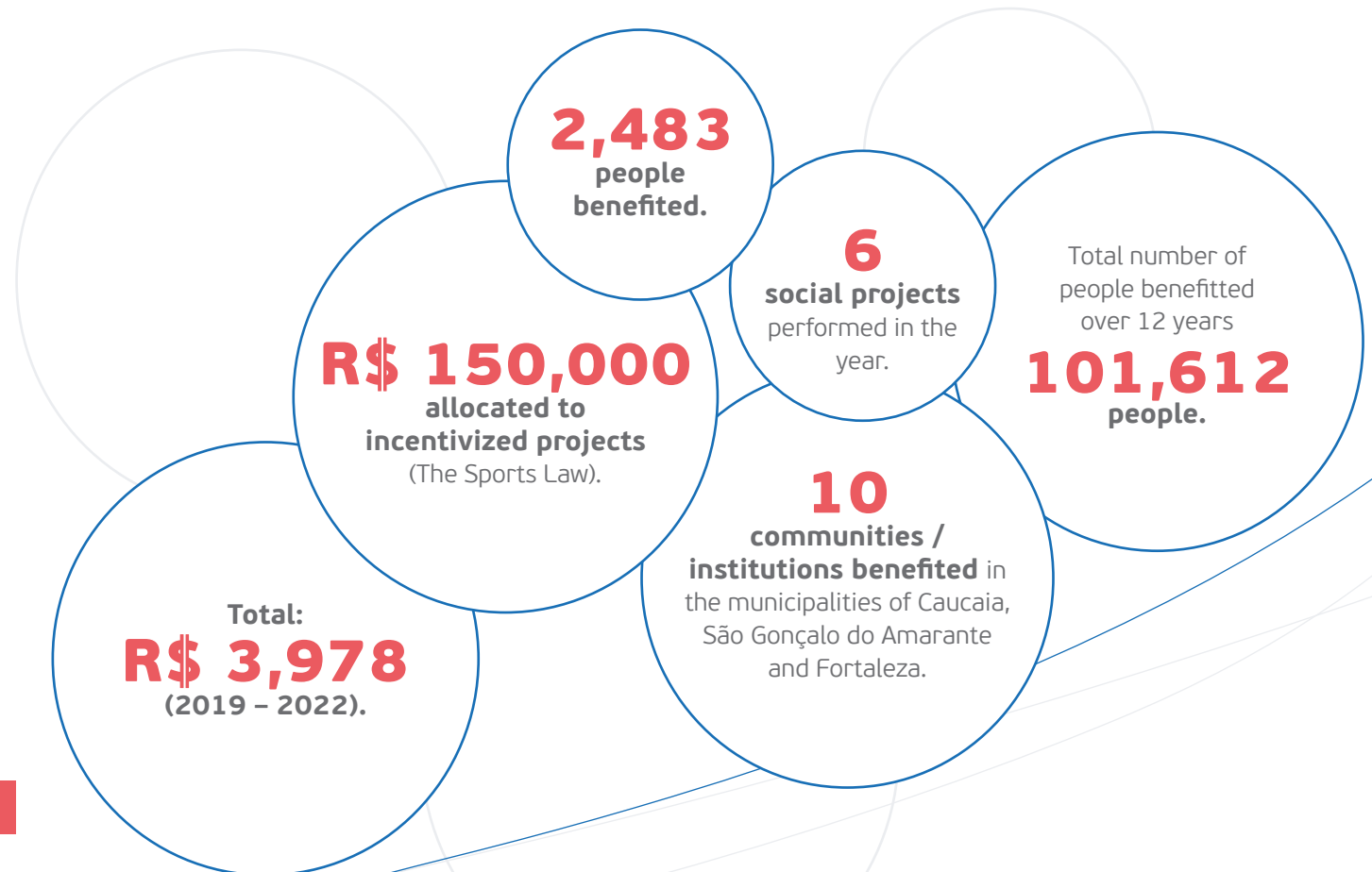


Blood donation

In 2022, Aeris Energy Pecém II and Matriz carried out, on September 26, 27, and 28, a blood donation campaign in partnership with the Hematology and Hemotherapy Center of Ceará (Hemocel). In total, 187 people made blood donations – of the 93 candidates from Aeris Energy II, 62 became donors, while 125 donors were selected from 193 candidates from the Aeris Energy matrix.

The Aeris Triathlon School is an incentivized project that provides the practice of sports in the following modalities: swimming, cycling, and running. The project has facilities, equipment, and trained professionals to serve 50 children and young people aged between 8 and 16 years, all residents of the region – eight young people are family members of Aeris employees.

Social Impact in 2022



The projects supported link the company's values to the needs of the communities.



Commitment to the future

For Aeris, relationships built in an ethical, integral, and collaborative way are fundamental instruments to expand the positive impact of the business. That is why the company is committed to promoting sustainability throughout its value chain, in addition to engaging in initiatives to support the local community. In this regard, it reinforces its commitment to the following principles of the Global Compact:

1. Companies must support and respect the protection of internationally recognized human rights.
2. Ensure their non-participation in violations of these rights.
4. The elimination of all forms of forced or compulsory labor.
5. The effective abolition of child labor.

4 QUALITY EDUCATION



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



Contribution to the targets:

4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.

8.6 By 2020, substantially reduce the proportion of young people without jobs, education, or training.

8.7 Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

10.2: By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

#

#SerTãoAeris

Our Commitment to the Natural Environment

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Policies and practices

[GRI 3-3]

By producing clean, safe, and renewable energy, Aeris confirms its commitment to environmental conservation and the balance of the planet's climate. Sustainability is part of the essence of the company, which has been a signatory of the United Nations (UN) Global Compact since 2016, contributing directly to the achievement of the seventh Sustainable Development Goal (SDG 7).

Aware of the environmental impacts of its operations on the ecosystem, Aeris annually conducts internal and external audits, seeking to keep its activities always in compliance with current legislation. The units in operation, as well as the projects in implementation, follow the environmental guidelines based on the National Environment Policy (Federal Law No. 6,938/81), NBR ISO 14001, the standard in which the company is certified, and the Environmental Management System Policy itself.

Aeris environmental guidelines



Identify environmental aspects and impacts, defining plans for reduction.



Protect the biodiversity (flora and fauna).



Consciously reduce the use of natural resources (water and energy).



Reduce waste generation as well as recycle and reuse.



Develop the socio-environmental culture together with stakeholders.

To monitor compliance with these guidelines and the commitments taken on by the company, Aeris inputs information into the Environmental Performance Index (IDA) – composed of sub-indicators that monitor the main environmental aspects of the company. In 2022, compliance with legal requirements applicable to the area of the natural environment, environmental occurrences, actions to promote environmental awareness among employees and surrounding communities the waste recycling index, and co-processing of non-recyclable scraps were monitored.

Since 2021, Aeris has had a committee focused on reducing water and energy consumption in its activities. In 2022, care for the environment was extended to the value chain by sending an environmental information memo to the main suppliers, which provided guidelines to ensure legal compliance and promote adherence to good practices.

Biodiversity

[GRI 304-1; 304-2; 304-3; 304-4]

The company contributes directly to the protection of the biodiversity of the regions in which it operates, taking care of the areas of permanent preservation (APP) through frequent interactions with environmental agencies and experts in the area. The metrics for monitoring and control of operations on biodiversity are adopted according to surveys on the business cycle experienced in the operational units. In areas where greater care should be taken, there is identification with indicative signs and frequent communicative actions for employees through environmental dialogues.

Studies on the main species of fauna and flora recorded in the region of operations were part of the environmental licensing process related to the expansion of the plant carried out in 2021. During the construction period, Aeris monitored the civil construction activities, and demarcated the APPs and areas authorized for intervention. The company's contribution to the protection of biodiversity in the APP requires periodic inspections and constant interaction with environmental agencies and environmental experts.

Native species

As a compensatory measure for the construction works of Aeris Pecém III, the company planted in a reforestation area approximately 23.8 thousand seedlings of species that received adequate maintenance throughout 2022. Activities were carried out with the suppliers contracted for the execution of the project, focusing on the importance of preserving biodiversity during the construction works.

All activities were monitored by the State Environmental Superintendence of Ceará (SEMACE), the body responsible for issuing environmental licenses. In 2022, Aeris completed the environmental compensation process related to plant suppression for the construction of Aeris Pecém III.

In 2022, Aeris maintained the practice of rescuing seeds of native species found in the vicinity of the factory park, germinating and cultivating seedlings in discarded containers and plastic packaging (providing new use to this would-be waste). This practice of forest enrichment became part of Aeris' environmental indicators, with the goal of planting one seedling for each blade produced, contributing to the fight against climate change. During the year, 1,925 blades were de-molded and 2,062 seedlings were planted, resulting in 1.07 seedlings per blade.

Permanent Protection Areas (APPs)

Area classification	Extension (m ²)	Location	Type	Comments
Areas of Permanent Protection	178	Caucaia (EC)	Protected	Existing permanent preservation areas within the company grounds. Biodiversity is not affected.
Forest Replacement Area	206	Caucaia (EC)	Restored	Area delimited by Aeris for forest enrichment.

In 2022, over two thousand seedlings of species native to the region were planted.



Caring for the fauna

Aeris cares about the well-being of the animals that live in the APPs and green areas surrounding its facilities. Thus, internal teams are properly trained to monitor species identified in the vicinity or that present risks, performing the management of animals via capture and release in their natural habitat.

Surveys carried out by the company have shown that, in the areas where Aeris operates, there are no animals included in the Red List of Endangered Species of the International Union for Conservation of Nature (IUCN). There were also no species registered on national lists of fauna threatened, near threatened with extinction, or considered vulnerable.

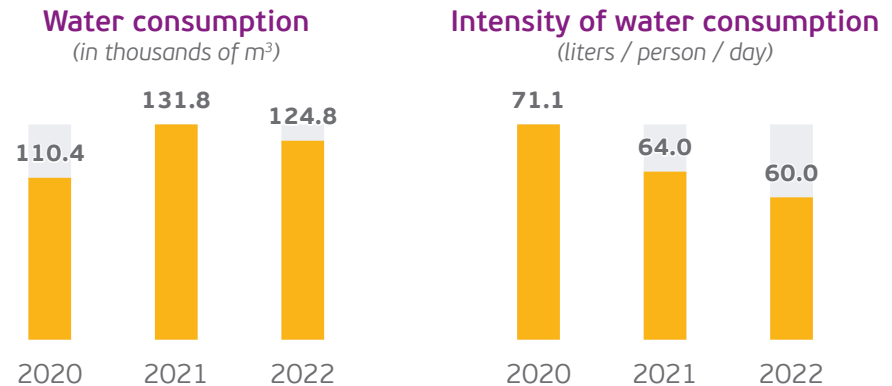
Water

[GRI 3-3; 303-1; 303-2; 303-3; 303-4; 303-5]

One of Aeris' five environmental guidelines deals specifically with consciously reducing the use of natural resources. Using water rationally is therefore a commitment of the company, which kept active the Committee for Water and Energy Reduction, created in 2021. A multidisciplinary group formed by employees from the areas of Environment, Electrical Maintenance, and Utilities, promote the actions of the committee. The company also conducted periodic awareness campaigns through daily health dialogues, Safety and environment and commemorative environmental dates, such as Environment Day, Water Day, and Earth Day, among others.

The water supply in Aeris' operating units is managed by the Water Resources Management Company (Cogerh) of the state of Ceará, which serves the region of the Pecém Industrial and Port Complex (CIPP). The water collected comes from the water works group called Eixão das Águas⁴, which supplies the metropolitan region of Fortaleza, classified as an area of water scarcity. The company prepared an Environmental Control Plan that provides for analyses and monitoring of the potability of water, which take place monthly in collaboration with an external laboratory.

Over the year, a 5% decrease in water consumption was recorded, totaling 124.9 thousand m³ – 100.369 m³, from the Integrated Supply System of CIPP and Catuan, and 24,510 m³ captured in a properly licensed surface well.



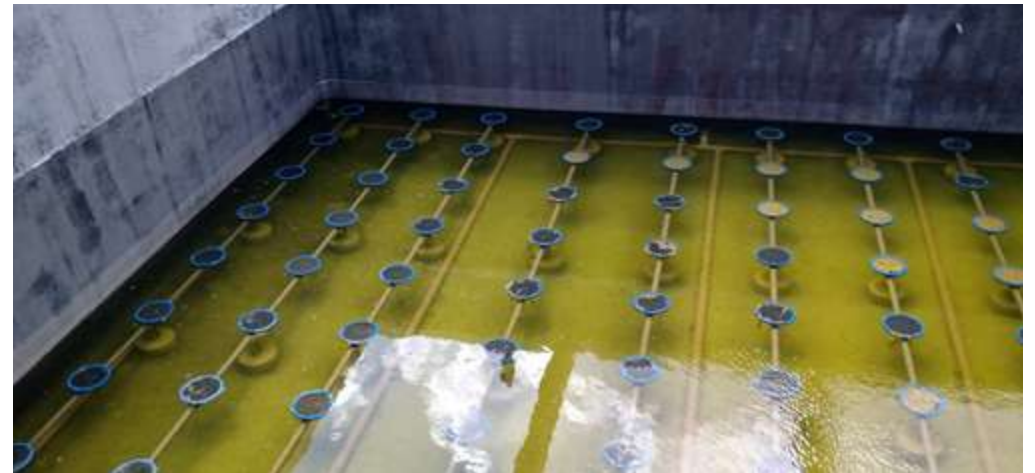
⁴ The Eixão Das Águas is a group of waterworks that carries out the transposition of waters from the Castanhão Reservoir to the Metropolitan Region of Fortaleza (CE), reinforcing supply in an extension of 255 km, including the Industrial and Port Complex of Pecém.

Our Commitment to the Natural Environment

In 2022, the company invested in educational campaigns directed toward employees regarding on saving water. In addition to actions aimed at the rational use of water, Aeris follows-up on the evolution of water consumption by monitoring daily consumption per person. As a result, the company reached the target for water consumption per person, reaching the mark of 60 liters per person per day – a reduction of 10% compared to the previous year⁵. Aeris also promotes practices aimed at reusing water internally through cisterns for reusing rainwater and also the storage of water from the backwashing of the filters of the water treatment plant (ETA) installed in the plant itself. The water resulting from this system is used for irrigation of plants, flushing toilets, washing equipment, and wetting pathways. Of the total volume of water consumed by Aeris, 22.9 thousand m³ were reused, an increase of 18% compared to the previous year.

On another front, laboratory analysis and monitoring carried out by the internal team guarantee the quality of the water consumed in the company's production processes, as well as the maintenance of legal parameters for the disposal of effluents. This control is carried out daily by the Environmental Team, which carries out the maintenance of ETA equipment, and monthly by a specialized company for laboratory analysis.

5 Water consumption does not occur directly in the production process, but for the supply of administrative areas and use by employees. Thus, Aeris established per capita water consumption as an intensity indicator, with liter/person/day as the metric.



Effluents

The company treats all the effluents generated in the operations, redirecting it for irrigation of green areas, therefore not disposing any into water bodies. Therefore, Aeris meets the requirements of state ordinances (resolution CO-EMA 02/2017), which establish the standards and conditions for the release of liquid effluents generated for irrigation purposes. In 2022 there was a 10% reduction in the total volume of effluents discarded, compared to 2021.

In order to improve the water efficiency of the business, in 2022 Aeris advanced in the construction of its effluent treatment plant (ETE), which should be fully operational in 2023.

In 2022, Aeris stopped generating the effluent from blade cutting and drilling, as it is now performed through a dry system. In addition, 43,800 m³ of effluents were discarded into green areas, according to the safety standards established for irrigation.

Water disposal by activity (in m³)

Activity	2020	2021	2022
Blade cutting and drilling	972.9	457	0
Cleansing of filters	43,800	43,800	43,800
Total volume discarded	44,772.9	44,257	43,800

In 2022 there was a 10% reduction in the total volume of discarded effluents, in comparison to 2021.

Energy

[GRI 3-3; 302-1; 302-3]

As part of the company's commitment to decarbonizing operations, Aeris has sought to ensure the renewable origin of its supply sources and maintain facilities and equipment that allow for energy efficiency gains. In addition to these efforts, the company maintains educational activities in order to train conscious employees who understand the importance of more sustainable attitudes.

Energy consumption is monitored systemically through specific indicators. Thus, energy efficiency is among the aspects considered in the variable remuneration of the teams, linked to the company's profits and results sharing policy (PLR).

Aeris' operations energy matrix is comprised of electric energy, diesel oil, and liquefied petroleum gas (LPG). In 2022, the company consumed 243.7 thousand Giga Joules, an increase of 23% compared to 2021. Aeris' energy intensity rate followed the increase, ending the year at 135.4 – an increase of approximately 56% compared to the previous year.

The increase in electricity consumption is mainly due to the full operation of plants II and III, increasing the number of molds for the production of increasingly large wind blades, and the increase in the fleet of cars.

Power consumption

(in GJ)

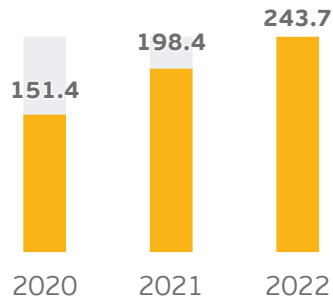
	2020	2021	2022
Consumption of non-renewable fuels			
Diesel	5,920.6	7,036.5	11,012.6
Gasoline	-	2,096.6	7,798.1
LPG	3,733.3	5,463.7	8,742.1
Consumption of renewable fuels			
Ethanol	-	46.0	-
Electricity consumption			
	141,787.2	183,758.7	216,176.4
Total			243,729.2*

* The company's total energy consumption is equivalent to 67,702 MWh.

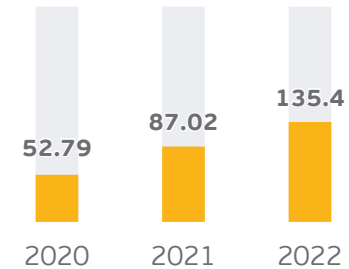
Our Commitment to the Natural Environment

Since 2020, Aeris' energy consumption per blade produced has been growing due to the entry of new models of blades, which require air conditioning from lamination to completion. For this reason, the company needed to double the contracted demand for energy, which is acquired from clean generation sources as a measure to minimize environmental impacts. Even with the start of production process of the new models, the rate of energy intensity remained high mainly due to the ramp up phase, when the lines are still maturing.

Total energy consumption (in thousands of GJ)



Energy intensity* (in GJ)



* Intensity = total energy consumption (GJ) / blade produced.

To reduce the consumption of fuels, especially those from non-renewable sources, Aeris adopts several measures, such as hiring chartered transport, preference for the use of LEDs in factory sheds, and the procurement of devices certified in energy efficiency. Since the installation of the Committee for Reducing Water and Energy Consumption, Aeris receives suggestions from employees and, whenever possible, puts proposals into effect. In 2022, the company corrected leaks in compressed air systems and began to conduct the shutdown of equipment at non-production times – as a response to suggestions received from employees.

Renewable source

As a strategy to reduce the impacts of emissions, AERIS values and preferentially acquires energy from clean sources. In 2022, the company prioritized the purchase of electricity from renewable sources that are certified via I-REC. Thus, the 60,079 MWh used came from renewables, which represents 100% of the electricity consumed – the Pecém II unit migrated to the Free Energy Market in 2022, ensuring the acquisition of 100% renewable energy.

Regarding the energy contribution from the finished product in operation, AERIS achieved approximately 2,800 MW of energy generated from the operation of wind farms that use blades produced by the company, compared to the 3,053 MW generated in 2021.



Materials

[GRI 301-1]

The choice of materials that Aeris uses in the operation is made consciously and with sustainability as a fundamental premise. High quality, adequate cost, and minimization of environmental impacts in the production cycle are some of the aspects taken into account for the selection of materials, as is the case of the coconut fiber sheathing used in the manufacture of blades. Another relevant example, which aggregates aspects of the circular economy, are the plastic tubes generated from recycling, including plastics discarded by the company itself.

Main materials used (in kilograms / Kg)

Material	2020	2021	2022
Resin	17,691,030	14,006,909	12,497,515
Fibers	23,327,447	23,142,728	22,017,752
PVC	114,485	100,938	17,363
PET	2,053,148	2,336,265	2,552,959
Balsa wood	361,947	764,775	340,022
Metal parts	615,985	579,350	2,375,228
Ink	1,077,286	532,565	481,238
Vacuum plastic	361,624	238,631	318,604
Pultruded material*	3,944,369	5,010,067	4,518,746

In 2022, the variations in the volumes of the materials used reflect the changes in the models of blades produced – each production line has its own characteristics, which impact on the use of inputs.

Volume used of recycling-sourced materials (in meters)

Materials	Material type	2020	2021	2022
Tubes	of plastic	752,448	1,456,471	1,089,549
Coconut fiber	Organic	1,096,942	1,716,549	1,435,354
Paper Towels	Paper	5,713,750	3,269,655	2,868,657

Reinforcing Aeris' commitment to environmental preservation, the balsa wood consumed in the manufacturing process of wind blades is duly certified by the Forest Stewardship Council (FSC), ensuring the sustainable forest management of this raw material.

* Material made from CFRP (carbon fiber reinforced plastic), produced through the continuous manufacturing process known as pultrusion.

Waste

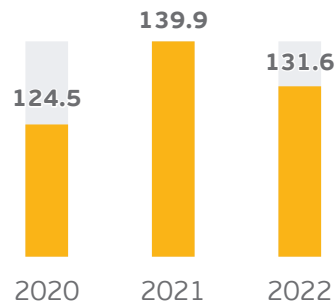
[GRI 3-3; 306-1; 306-2; 306-3; 306-4; 306-5]

Waste management is one of Aeris' environmental guidelines and reinforces the company's commitment to SDG-12, which addresses responsible consumption and production. Part of the environmental management of the business, practices that reduce the amount of waste, reuse materials and ensure proper final destination are valued and encouraged in all operations.

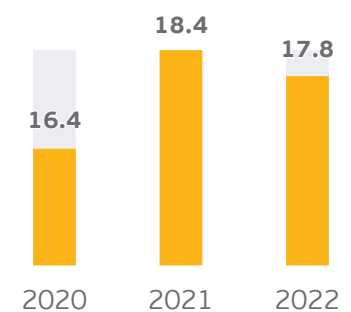
In the expansion phase, the company sought to reduce the volume of waste destined for landfills through alternatives for the disposal of scraps that were until then classified as non-recyclable. Waste from fiber fabrics – the company's highest volume raw material, used in the lining of the blades – is an example of this transformation, since, as a non-recyclable material, it would be sent to landfills. Since 2021, Aeris has partners who use the waste of fabric scraps in processes such as waterproofing of cisterns and manufacture of ecological tiles, among other products. In 2022, about 569.5 tons of fiber were diverted from landfills and directed to recycling.



Volume of hazardous waste generated
(thousand tons)*



Volume of non-hazardous waste generated
(thousand tons)



**Unit of measure corrected from the version of the report published on June 13, 2023.*

Our Commitment to the Natural Environment

Still focusing on sustainable waste management, in 2022 Aeris implemented a project to reuse leftover materials and created a production line of recyclable collectors that are gradually replacing the demand for the disposable collectors previously used by company. In this context, it was possible to reuse about five tons of hazardous and non-hazardous waste, such as leftover fiber fabric, resins and catalysts, for the manufacture of 100 collectors throughout 2022, which replaced at least 200 disposable collectors, which were directed to reverse logistics. The company's goal for 2023 is to manufacture at least 16 collectors per month.

The volume of waste produced by Aeris in the year was 17,896 tons, being 17,764.4 tons of non-hazardous waste (recyclable and non – recyclable) and 131.6 tons of hazardous waste – mainly resins and paints or materials contaminated with oils and greases. Hazardous

waste was fully directed to co-processing in accordance with established standards. The company has not allocated any waste classified as hazardous to industrial landfills. When all recycling possibilities are exhausted, thermal treatment via co-processing is sought.

In 2022, 31% of all waste generated was directed to recycling (5,503.7 tons), an increase of 20% compared to the previous year, being the highest rate achieved by the company, setting a target for 2023 to increase to 32%.

Since 2020, there has been a project to expand the destination of non-recyclables for co-processing in the cement industry, where they are used as substitutes for fossil fuels. In 2022, over 490 tons of non-recyclable waste was destined for co-processing, reducing the load of waste disposed of in landfills.

Waste treated within the company

(tons)

	2021	2022
Hazardous		
Preparation for reuse	-	1.6
Non-hazardous		
Preparation for reuse	651.5	4.4
Composting	5.0	17.5

Waste directed to outside the company

(tons)

	2021	2022
Hazardous		
Co-processing	139.87	130.0
Non-hazardous		
Co-processing	3,652.31	491.4
Landfill	9,496.0	11,747.4
Recycling	4,576.6	5,503.7

Air emissions

[GRI 3-3; 305-1; 305-2; 305-3; 305-4]

Aeris is committed to decarbonization and controls its greenhouse gas (GHG) emissions by seeking alternatives to reduce the carbon footprint of its own operations and thus contribute to the fight against climate change. Based on the GHG Protocol methodology, Aeris calculated its GHG emissions for the year 2022, which totaled 8 thousand tCO₂e, distributed among the three scopes, as shown in the following tables.

Emission - Scope 1 (in tCO₂e)

Emission sources	2020	2021	2022
Stationary combustion	128.4	151.9	137.9
Mobile combustion	745.3	910.3	1.305.8
Fugitive emissions	826.7	111.3	540.8
Solid waste	103.4	23.2	3.1
Total Scope 1	1,803.8	1,196.7	1,987.5

Emission - Scope 2 (in tCO₂e)

Emission source	2020	2021	2022
Power acquisition	1,960.8	6,572.0	0*
Total of Scope 2	1,960.8	6,572.0	0*

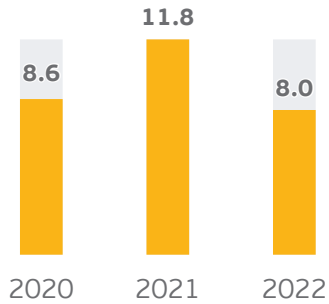
* Scope 2 emissions, which are based on the choice to purchase electricity, were nil by Aeris because 100% of the volume consumed in 2022 came from renewable sources, evidenced through the I-RECs.

Emission - Scope 3 (in tCO₂e)

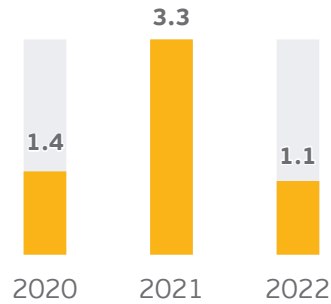
Emission sources	2020	2021	2022
Transportation of employees	4,870.6	3,665.9	5,386.6
Business trips	-	120.6	229.0
Waste generated in the operations	-	377.1	466.4
Total of Scope 3	4,870.6	4,163.6	6,082.0

Our Commitment to the Natural Environment

Total GHG emissions (in tCO₂e)



Emissions of scopes 1 and 2 per part produced (in tCO₂e)



Considering the sum of the three scopes, in 2022 the Company decreased its total GHG emissions by 31.6% compared to the previous year.

In relation to Scope 1, there was an increase of 66% compared to 2021 driven by the use of air conditioners (fugitive emissions) and mobile combustion resulting from the use of equipment intended for the completion of expansion works and for the start of operations of new models of blades.

On the other hand, the decrease in Scope 2 emissions occurred due to the calculation being carried out based on the choice of purchasing electricity – 100% of consumption in the year was purchased from renewable sources.

Aeris identified an increase in emissions from the displacement of employees – included in Scope 3 – a consequence of the need to expand work shifts and routes, which generated increased fuel consumption.

Aeris' non-recyclable and hazardous waste transportation activities had their GHG emissions 100% offset.

The Company recorded a 68% decrease in tCO₂ intensity equivalent per part produced in Scopes 1 and 2, compared to 2021.

In 2022, the company reported to the Carbon Disclosure Project (CDP), providing information related to its emissions, reinforcing the transparency of its information and its commitment to the transition to a low-carbon economy.

In 2022, Aeris improved its performance in the questionnaire assessment, reaching grade C, which contributed to its entry into the Corporate Sustainability Index (ISE of B3).



Air quality

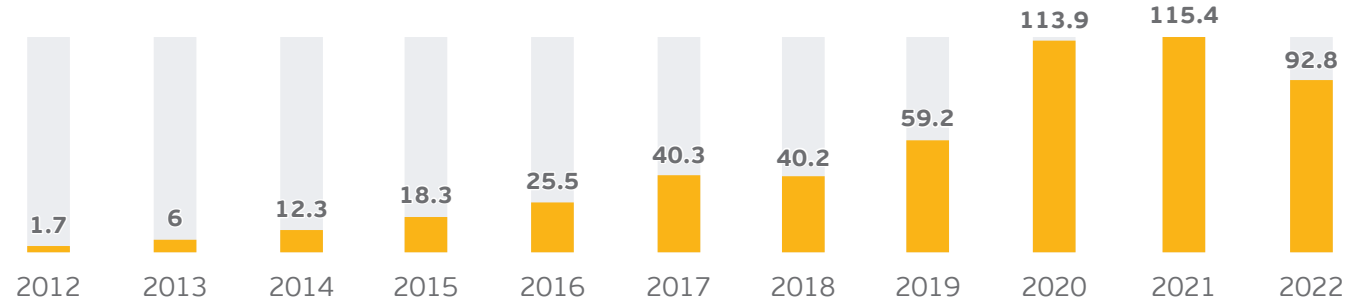
To monitor air quality, Aeris monitors the black smoke index internally, in addition to conducting regular inspections on its internal vehicles and in the existing generators. The routine aims to monitor and make sure that the company does not keep active equipment and vehicles in noncompliance with the acceptable indices for the emission of black smoke.

Effective contribution

The following chart demonstrates the positive impact of the items produced by Aeris, which effectively contribute to the transition to a low-carbon economy. Considering the period of 2022, the blades produced

by the company are set to avoid the emission of an equivalent 92.8 tons of carbon dioxide (tCO₂e) by the end of their service life.

Total GHG emissions
(in tCO₂e)



Our Commitment to the Natural Environment



Commitment to the future

Respect for the environment is rooted in Aeris' collaborative culture, reflecting its commitment to the three principles of the Global Compact focused on the theme:

- 7. Companies should support a preventive approach to environmental challenges;
- 8. Develop initiatives to promote greater environmental responsibility;
- 9. Encourage the development and diffusion of environmentally friendly technologies.

6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



15 LIFE ON LAND



Contribution to the targets:

6.4 Substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.

7.3 Double the overall rate of energy efficiency improvement.

12.2 Achieve sustainable management and efficient use of natural resources.

13.a Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

15.2 Promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.

#

#SerTãoAeris

About the Report



Report profile

[GRI 2-2; 2-3]

Based on the standard version of the Global Reporting Initiative (GRI) guidelines, in its essential modality, this edition presents information Aeris' policies, practices and performance in the economic, environmental, social, and governance areas. Thus, it strengthens the company's commitment to transparency, reporting highlights for the period from January 1 to December 31, 2022, in addition to the 2022 financial statements ([click here to access](#)), audited by an independent third party – the basis for the reported economic and financial indicators.

Open channel

Aeris sustainability reports are published annually and can be accessed via the website. The last edition was released in May 2022, in reference to 2021.

Questions, suggestions and comments on the content of this report can be sent by e-mail sustentabilidade@aerisenergy.com.br.

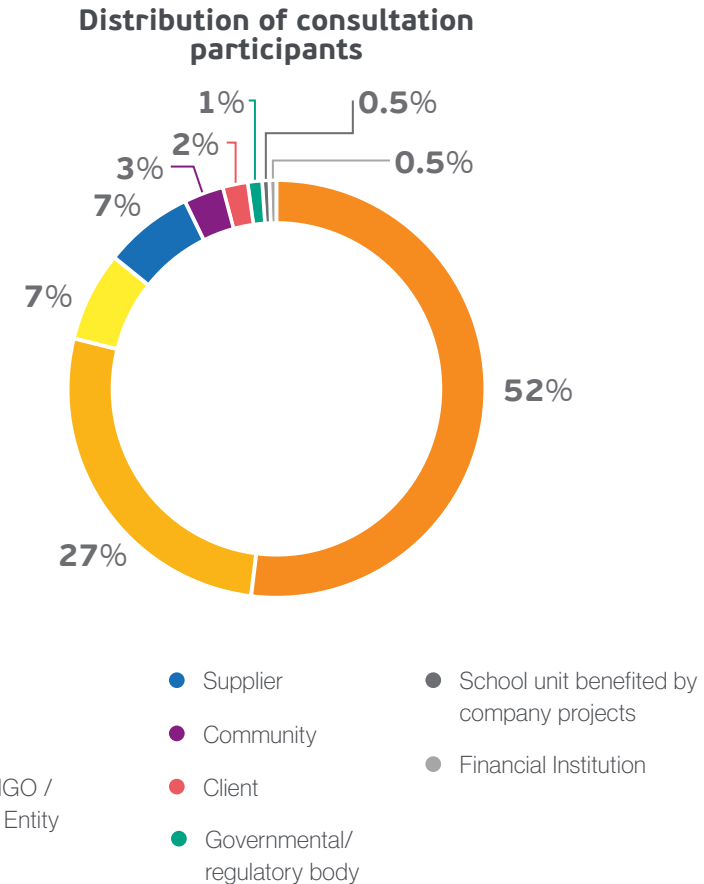


Stakeholders engagement

[GRI 3-1]

To define the material topics to be reported, main publics with which Aeris has relationships were consulted in order to identify the information demands of the people and institutions with which the company interacts. The sample selection was carried out by the company's teams, based on the groups with which they interact directly.

Using the criteria adopted by the GRI for the definition of the topics to be addressed in the report, the stakeholders were asked about the issues related to sustainability that they considered most relevant. The research, used specifically for the selection of material themes, was carried out through an online questionnaire, submitted to representatives of each group of stakeholders. In all, 214 people responded to the survey, as shown in the graph below.



Relevant topics

[GRI 3-2]

In order for the topics reported in this report to represent a broad view of corporate sustainability, the company added to the responses of the stakeholders an analysis of aspects considered external and internal priorities. At the external level, this analysis was guided by sectoral references, as well as the 2030 agenda for Sustainable Development proposed by the United Nations (UN), containing the 17 Sustainable Development Goals which are divided into 169 goals to be sought globally.

In addition, the process considered the recommendations of global frameworks on the subject, prepared by specialized institutions - in addition to the GRI, the general guidelines were observed of the International Integrated Reporting Council (IRC), the United Nations Global Compact, the World Economic Forum and Sustainability Accounting Standards Board (SASB).

In addition to the contextual assessment, internally the company evaluated its priorities in relation to sustainability, based on its corporate policies and strategic vision of the business. This process also involved the consideration of the significance of economic, environmental and social impacts of each aspect, as well as its influence on the assessments and decisions of the stakeholders.

Thus, based on the responses of stakeholders, as well as the company's commitments regarding sustainability, 11 material topics were defined. The picture on the side presents each of these topics, relating GRI and the SDs indicators connected to them. On the following page is the Materiality Matrix infographic.

Material topics

Topic	GRI Disclosures	SDGs
Governance, ethics and integrity	2-26; 2-27; 3-3; 205-2; 205-3; 406-1	16
Risk management	3-3	8, 12
Economic-financial and operational performance	3-3; 201-1	7, 8
Product Safety and quality	3-3; 416-2	
Responsible procurement	204-1; 3-3; 308-1; 414-1	8, 12
Innovation	3-3	8, 9
Health, safety and employee development	3-3; 403-1; 403-9; 404-1	4, 8
Promotion of Human Rights	3-3	8; 16
Support for developing sustainable communities	3-3; 413-1	11
Combating climate change	3-3, 305-1; 305-2; 305-3	7, 12, 13
Eco-efficiency: Solid Waste; Water and Effluents; and Energy	3-3; 306-1; 306-3 303-1; 303-3 302-1	6, 7, 12

Ethics and integrity

Risk management

Financial Performance



Sustainable production

- Quality and product sustainability
- Process and Product Safety
- Responsible procurement



Human development

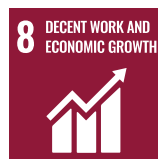
- Health, safety and employee development
- Promotion of Human Rights
- Support for developing sustainable communities



Planet Conservation

- Combating climate change
- Eco-efficiency
 - Solid waste
 - Water and effluents
 - Energy

Innovation



Summary of GRI content

The Aeris Indústria e Comércio de Equipamentos para Geração de Energia S.A prepared this report in accordance with the GRI reporting standards for the period from January 1, 2022 to December 31, 2022.

GRI Standard	Content	Page / answer	Requirements Omitted	Reason / explanation	SDGs
The organization and its reporting practices					
GRI 2: General contents 2021	2-1 Details of the organization	7			
GRI 2: General contents 2021	2-2 Entities included in the company's sustainability report within the organization	116			
GRI 2: General contents 2021	2-3 Reporting period, frequency, and point of contact	116			
GRI 2: General contents 2021	2-4 Reformulations of information			There were no changes compared to previous years.	
GRI 2: General contents 2021	2-5 External verification			This report was not verified by external audit.	
Activities and workers					
GRI 2: General contents 2021	2-6 Activities, value chain, and other business relationships	7, 11, 38, 42, 87, 90, 92			
GRI 2: General contents 2021	2-7 Employees	58			
GRI 2: General contents 2021	2-8 Workers who are not employees	58			
Governance					
GRI 2: General contents 2021	2-9 Governance structure and its composition	16			
GRI 2: General contents 2021	2-10 Appointment and selection of the highest governance body	16			
GRI 2: General contents 2021	2-11 Director of the highest governance body	16			
GRI 2: General contents 2021	2-12 Role played by the highest governance body in overseeing the management of impacts	16			

GRI Standard	Content	Page / answer	Requirements Omitted	Reason / explanation	SDGs
GRI 2: General contents 2021	2-13 Delegation of responsibility for impacts management	16			
GRI 2: General contents 2021	2-14 Role of the highest governance body in sustainability reporting	16			
GRI 2: General contents 2021	2-15 Conflicts of interest	16			
GRI 2: General contents 2021	2-16 Communication of critical concerns	16			
GRI 2: General contents 2021	2-17 Collective knowledge of the highest governance body	16			
GRI 2: General contents 2021	2-18 Evaluation of the performance of the highest bod of governance	16			
GRI 2: General contents 2021	2-19 Remuneration policies	16			
GRI 2: General contents 2021	2-20 Procedure for determining remuneration	16			
GRI 2: General contents 2021	2-21 Proportion of total annual remuneration	"a. 11,9 b. 6"			
Strategy, policies and practices					
GRI 2: General contents 2021	2-22 Declaration regarding the company's sustainable development strategy	2			
GRI 2: General contents 2021	2-23 Policy commitments	22			
GRI 2: General contents 2021	2-24 Incorporation of policy commitments	22			
GRI 2: General contents 2021	2-25 Processes implemented to repair negative impacts	24, 27			
GRI 2: General contents 2021	2-26 Mechanisms for counseling and presentation of concerns	24			
GRI 2: General contents 2021	2-27 Compliance with laws and regulations			However, the company received only one fine, which is being contested.	
GRI 2: General contents 2021	2-28 Participation in associations	91			
GRI 2: General contents 2021	2-29 Approach to stakeholder engagement	89, 91, 92			
GRI 2: General contents 2021	2-30 Acordos de negociação coletiva	57			
Material themes					
GRI 3: Material Themes 2021	3-1 Process of defining material themes	117			
GRI 3: Material Themes 2021	3-2 List of material themes	118			
GRI 3: Material Themes 2021	3-3 Management of material themes	24, 27, 40, 41, 45, 50, 64, 73, 86, 92, 98, 102, 105, 109, 111			

GRI Standard	Content	Page / answer	Requirements Omitted	Reason / explanation	SDGs
Economic Performance					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	45			
Procurement Practices					
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	86			
Fighting Corruption					
GRI 205: Combating Corruption 2016	205-2 communication and specialized training in anti-corruption procedures	24			
GRI 205: Combating Corruption 2016	205-3 Confirmed cases of corruption and measures taken	24			
Materials					
GRI 301: Materials	301-1 Materials used, broken down by weight or volume	108			
2016					
GRI 302: Energy 2016	302-1 Energy consumption within the organization	105			
GRI 302: Energy 2016	302-3 Energy intensity levels	105			
Water and Effluents					
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	102			
GRI 303: Water and Effluents 2018	303-2 Management of impacts related to water disposal	102			
GRI 303: Water and Effluents 2018	303-3 Water Withdrawal	102			
GRI 303: Water and Effluents 2018	303-4 Water disposal	102			
GRI 303: Water and Effluents 2018	303-5 Water consumption	102			

GRI Standard	Content	Page / answer	Requirements Omitted	Reason / explanation	SDGs
Biodiversity					
GRI 304: Biodiversity 2016	304-1 Operational units located within or adjacent to areas protected and with high biodiversity index	99			
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	99			
GRI 304: Biodiversity 2016	304-3 Protected or restored habitats	99			
GRI 304: Biodiversity 2016	304-4 Species included in the IUCN Red List and national conservation lists with habitats in areas affected by the operations of the organization	99			
Emissions					
GRI 305: Emissions 2016	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	111			
GRI 305: Emissions 2016	305-2 Indirect greenhouse gas (GHG) emissions from energy procurement (Scope 2)	111			
GRI 305: Emissions 2016	305-3 Other indirect greenhouse gas (GHG) emissions (Scope 3)	111			
GRI 305: Emissions 2016	305-4 Intensity of greenhouse gas (GHG) emissions	111			
Waste					
GRI 306: Waste 2020	306-1 Geração de resíduos e impactos significativos relacionados a resíduos	109			
GRI 306: Waste 2020	306-2 Gestão de impactos significativos relacionados a resíduos	109			
GRI 306: Waste 2020	306-3 Waste generated	109			
GRI 306: Waste 2020	306-4 Waste not directed to final disposal	109			
GRI 306: Waste 2020	306-5 Waste directed to final disposal	109			
Environmental assessment of suppliers					
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers selected based on environmental criteria	86			

GRI Standard	Content	Page / answer	Requirements Omitted	Reason / explanation	SDGs
Employment					
GRI 401: Employment 2016	401-1 New hires and employee turnover	57			
GRI 401: Employment 2016	401-2 Employee benefits provided	57			
Occupational Health and Safety					
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and safety management system	73			
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, assessment of risks and incident investigation	73			
GRI 403: Occupational Health and Safety 2018	403-3 Occupational Health Services	73			
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication among workers concerning occupational health and safety	73			
GRI 403: Occupational Health and Safety 2018	403-5 Training of workers in occupational health and labor safety	73			
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of Occupational Health	73			
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	73			
GRI 403: Occupational Health and Safety 2018	403-9 Work accidents	73			
Training and Education					
GRI 404: Professional Training and Education 2016	404-1 Average number of training hours per employee	64			
GRI 404: Professional Training and Education 2016	404-3 Percentage of employees receiving regular performance evaluations and career development	5			
Diversity and Equal Opportunities					
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity of governance bodies and employees	57, 62			
Non-Discrimination					
GRI 406: Non-Discrimination 2016	406-1 Discrimination cases and corrective actions taken	24			

GRI Standard	Content	Page / answer	Requirements Omitted	Reason / explanation	SDGs
Local Communities					
GRI 413: Local Communities 2016	413-1 Operations with engagement programs for local communities, impact assessment, and local development	92			
Social Assessment of Suppliers					
GRI 414: Social Assessment of Suppliers 2016	414-1 New suppliers selected based on social criteria	86			
Consumer Health and safety					
"GRI 416: Consumer Health and safety 2016"	416-2 Cases of non-compliance in relation to health and safety impacts caused by products and services			In the year, there were no cases of noncompliance related to health and safety impacts caused by products developed by the company.	
Customer Privacy					
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints regarding violation of privacy and loss of customer data	29			

AERIS SUSTAINABILITY REPORT 2022

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