



2021

*Sustainability
Report*



SUMMARY Summary

Message from Management

Highlights of the year

Our Company

| | |
|----------------------------|----|
| Corporate Profile..... | 7 |
| Market presence..... | 10 |
| Sustainable expansion..... | 12 |
| History..... | 14 |
| Long-term vision..... | 15 |

Our Governance

| | |
|--------------------------------------|----|
| Governance structure..... | 18 |
| Guidelines and policies..... | 22 |
| Integrity Program..... | 23 |
| Risk and Opportunity Management..... | 25 |

Our Business

| | |
|---------------------------|----|
| Markets and segments..... | 31 |
| Business model..... | 34 |
| Competitive strategy..... | 35 |
| Value chain..... | 36 |
| Performance 2021..... | 41 |

Our Relations

| | |
|---------------------------------------|----|
| Constructive relations..... | 46 |
| Employees..... | 47 |
| Community..... | 60 |
| Suppliers..... | 64 |
| Clients..... | 65 |
| Investors and other stakeholders..... | 66 |

Our Environmental Commitment

| | |
|-----------------------------|----|
| Policies and practices..... | 69 |
| Biodiversity..... | 70 |
| Water..... | 72 |
| Energy..... | 74 |
| Materials..... | 76 |
| Waste..... | 77 |
| Atmospheric emissions..... | 79 |

About the report

| | |
|-------------------------------|----|
| Report profile..... | 84 |
| Relevance and engagement..... | 85 |
| Materiality..... | 86 |
| GRI summary..... | 88 |



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Version updated on July 27, 2022, to rectify information on pages 65 and 81, duly indicated therein.

MESSAGE FROM MANAGEMENT

Message from Management

[GRI 102-14]

As seen in other times in the Company's history, our people's resilience and engagement made all the difference at Aeris in 2021. Amid a scenario still full of uncertainties due to the prolonged Covid-19 pandemic, we experienced relevant corporate challenges that were overcome with competence, teamwork, and, especially, a steady focus on our purpose. In 2021, we grew our structure, added new employees, and started a new cycle of operations with the addition of new production lines.

Despite the challenges, we carried on uninterruptedly with our activities in the energy supply chain, working in the manufacturing industry for wind power generation. We are proud of our work that drives sustainable development and, as we seek to demonstrate throughout this report, contributes to the United Nations (UN) 2030 Agenda.

With quality as the benchmark, we deliver customized products to national and international clients, maintain-

ing our position as the market leader in Brazil and with approximately 7% share of the global market — excluding the Chinese market. This is the result of extraordinary effort, processes, the creation of standards and procedures, and the adoption of the best socio-environmental practices.

The company ended the year with more than 94% of the production lines dedicated to the manufacture of blades of over 70 meters in length, designed for wind turbines with an electrical output greater than 4.0 MW. We thus closed the year with 17 active production lines, 11 mature lines, and six lines in the process of ripening — in operation for less than a year. As a result, we produced a total of 2,282 blades, enough to equip 760 wind turbines. We thus closed the year with 17 active production lines, 11 mature lines, and six in the process of ripening — in operation for less than a year. As a result, we produced a total of 2,282 blades, enough to equip 760 wind turbines.

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Our work does not stop. The positive impacts of Aeris' performance in the energy segment and in society in general encourage us to move forward. In 2021, the Company decommissioned two production lines, transitioned from two mature to non-mature lines, and installed five new lines, three of which are dedicated to the new client, Siemens Gamesa — a new contract, which involves total capacity equivalent to 3.8 gigawatts of output and an estimated value of R\$ 3 billion, which will boost the company's growth. As a result, there was an increase in net operating income by 12.6%, closing the year with R\$ 2,486.2 million in revenue.

For us, sustainability is an inseparable part of this growth. For six years we have been signatories to the United Nations Global Compact and we are always aware of the socio-environmental impacts of our activities, seeking to mitigate the negative and enhance the positive. Like any company in the expansion phase, we have the challenge of synchronizing operational demands and economic and financial performance with initiatives that ensure the conservation of the environment and human development.

In this context, we dedicate 2021 to structuring, planning, standardizing processes, and reinforcing our commitment to our stakeholders, starting with our employees. In order to support us on this journey, with the aim to strengthen our organizational culture, we have added a power partner: Falconi, an organizational consulting firm renowned in Brazil and in the world for its excellence. We are confident that the results of this shared work — to be further developed in 2022 — will lead us to an even more prosperous future.

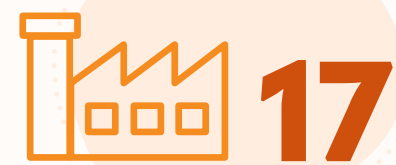
Committed to supporting the energy transition towards a carbon-neutral economy, Aeris has been strengthening each year and growing responsibly based on its belief in the transformational potential of people. We thank every professional who makes this company one of the best manufacturers of blades for wind power generators in the world. At 11 years old, our story is still just getting started.

BRUNO VILELA CUNHA
Chief Executive Officer



HIGHLIGHTS OF THE YEAR

Highlights of the year



17

active production lines, 11 mature lines



R\$ 394.4 million

investment in operational expansions



326 youths

from 15 communities were professionally trained at Aeris University



More than

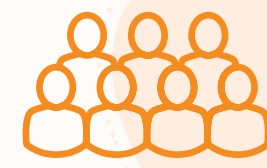
20 thousand appointments

fulfilled at the Multiprofessional Healthcare Center of Aeris



2,282

units produced, enough to equip **760** wind turbines



5,390

direct employees



37.2 thousand

people benefited from social programs and actions



1,635

national and international suppliers



Implementation of the Policy for Diversity and Inclusion



R\$ 199.5 thousand

for financing incentivized projects



95%*

of electricity consumed came from renewable sources



R\$ 2.4 billion

in revenue, an increase of **12.6%** compared to 2020



More than **350 thousand**

hours of training for employees, **83% more** compared to the previous year



0 fatal accidents

and a significant reduction in overall accidents

** The Pecém II unit is set to migrate to the free energy market in 2022, ensuring the acquisition of 100% renewable energy.*



OLIB Company

CORPORATE PROFILE

Corporate Profile

[GRI 102-1, 102-2, 102-3, 102-4, 102-5, 102-6, 102-7, 102-16]

Aeris Indústria e Comércio de Equipamentos para Geração de Energia S.A is the largest manufacturer of wind turbine blades in Latin America. It thus is a fundamental link in the chain to global society's transition to a low-carbon economy, contributing directly to sustainable development.

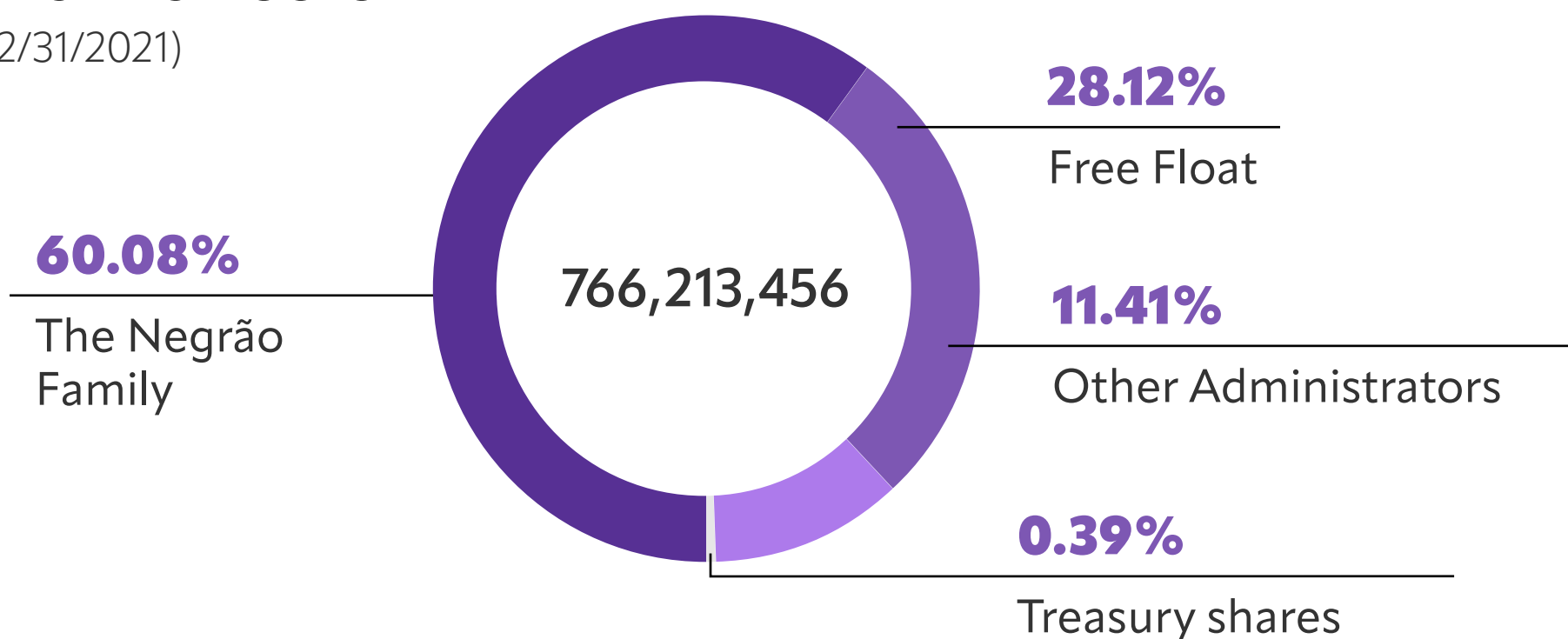
With 11 years of history, it is strategically located in the Northeast of Brazil, in Caucaia, the metropolitan area of Fortaleza (CE), integrated in the industrial and Port Complex of Pecem (CIPP).

In addition to the strategic location — the region is host to more than 50% of the total Brazilian wind potential — the company comprises competitive differentials anchored in product quality, operational excellence, and a qualified and engaged team, as well as state-of-the-art industrial facilities.

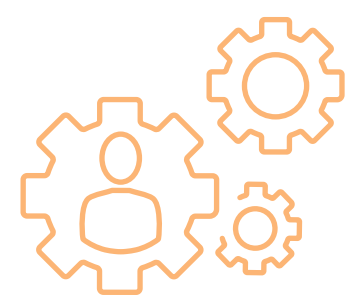
Since 2020, Aeris has been trading its shares on the B3 New Market . At the end of 2021, the company's share capital consisted of 766,213,456 common shares, distributed as shown in the chart below.

OWNERSHIP STRUCTURE

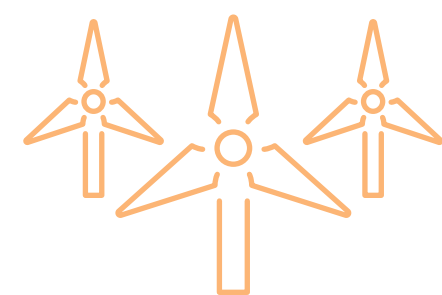
(as of 12/31/2021)



Aeris 2021



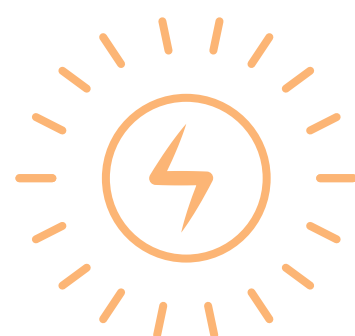
17
production lines
with active molds



11,852
blades produced
in 11 years

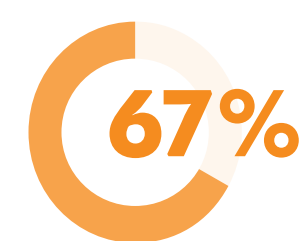
Annual production
capacity of

9 GW



Power output
production of

3 GW



67% of the output
produced for the
national market

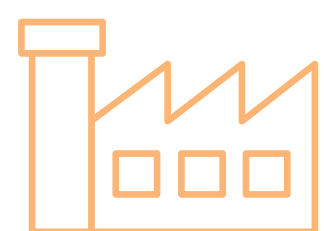
Export to Argentina, Chile, USA,
Germany, Spain, India and Australia



Revenue of

R\$ 2.4 billion

an increase of 12.6% compared to 2020



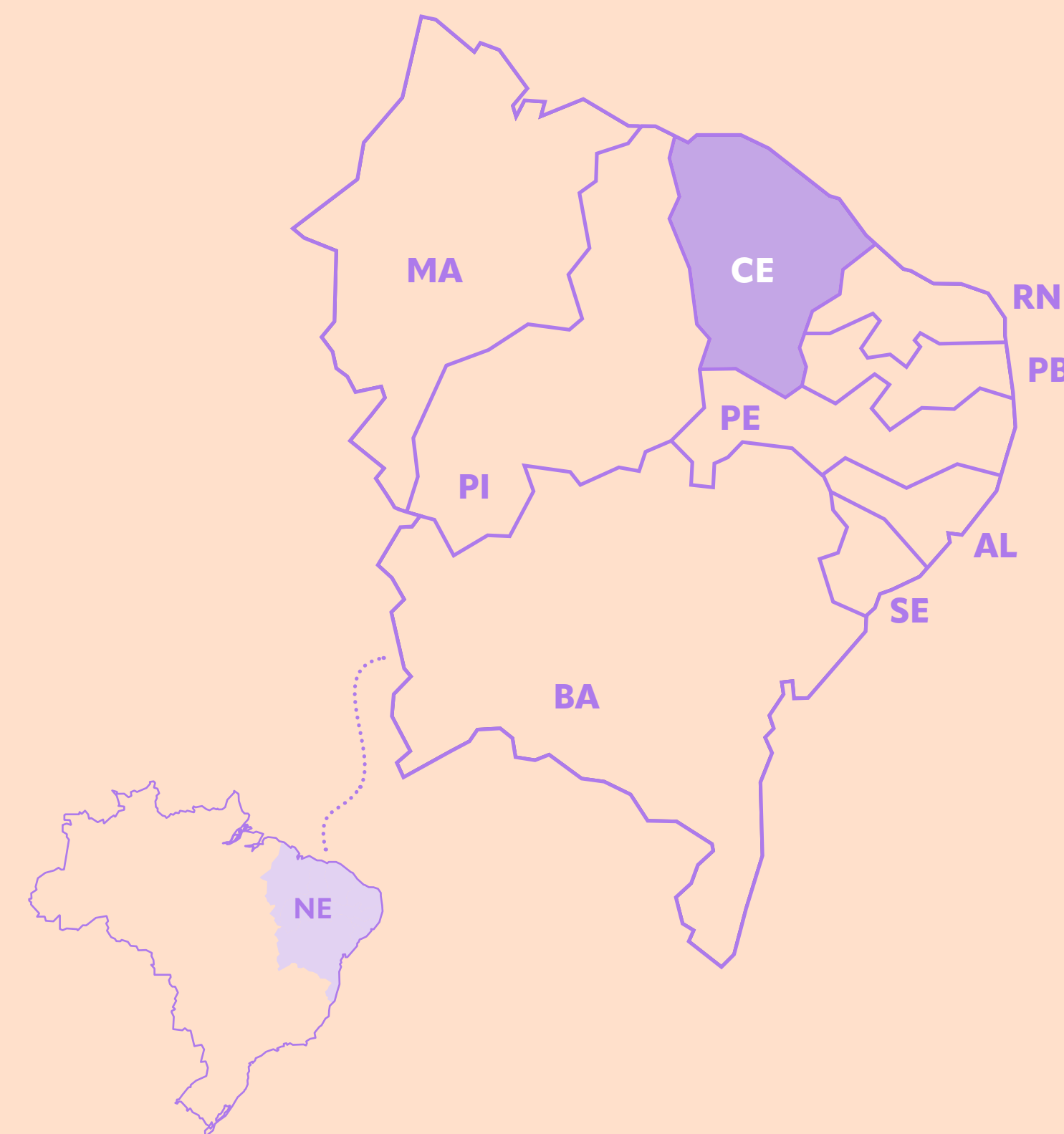
More than

2 million m²

of total area, with 225.9 thousand m² already built

Strategic location

Proximity between
Aeris facilities and large
Brazilian wind farms



Our values



Ethical issues



Flexibility



Focus on results, but not at any cost



Resilience



Transparency



Social responsibility



Quick and assertive responses



Teamwork, not individual work

AERIS SERVICE

The company fully controls the capital of Aeris Service, a provider of specialized services for wind turbines, with expertise in maintenance and repairs of wind blades, inspection, fiber components, and towers.

With headquarters in Brazil and a subsidiary in the United States, the company trains human resources at its Specialized Training Center, ensuring the qualified professional training of the technical team to carry out painting, cleaning, preventive and corrective maintenance, as well as photographic inspections.



MARKET PRESENCE **Market presence**

[GRI 102-6]

Accelerating the energy transition by reducing dependence on fossil fuels represents one of the main challenges posed to the future of the planet, as predicted by the United Nations Intergovernmental Panel on Climate Change (IPCC/ UN). IPCC1 studies demonstrate that extreme weather phenomena such as increased heat waves, droughts, and floods pose risks to the balance of ecosystems, compromising a range of economic activities and causing social impacts.

Thus, the urgency of the decarbonization agenda mobilizes States and private initiatives around the world, for which Brazil is reserved a prominent position, given the country's potential in the generation of renewable energy — especially wind power. The characteristics

of the wind in Brazil is considered the best in the world — the average wind power generation capacity factor in the country in 2019 was 42.7%, compared to a worldwide average of 34%, which makes wind power generation projects highly profitable in Brazil.

This potential reinforces the clean characteristic of the energy generated in the country. According to the National Energy Balance, published in 2021 by the Energy Research Company (ERC), 84.8% of the electricity generated in Brazil comes from clean and renewable sources. According to ERC, electricity production from wind power reached 57,051 GWh in 2020, an increase of 1.9% over the previous year. In 2020, the installed power for wind generation in the country expanded by 11.4%.

The urgency of the decarbonization agenda mobilizes States and private initiatives around the world, for which Brazil is reserved a prominent position, given the country's potential for renewable energy generation.

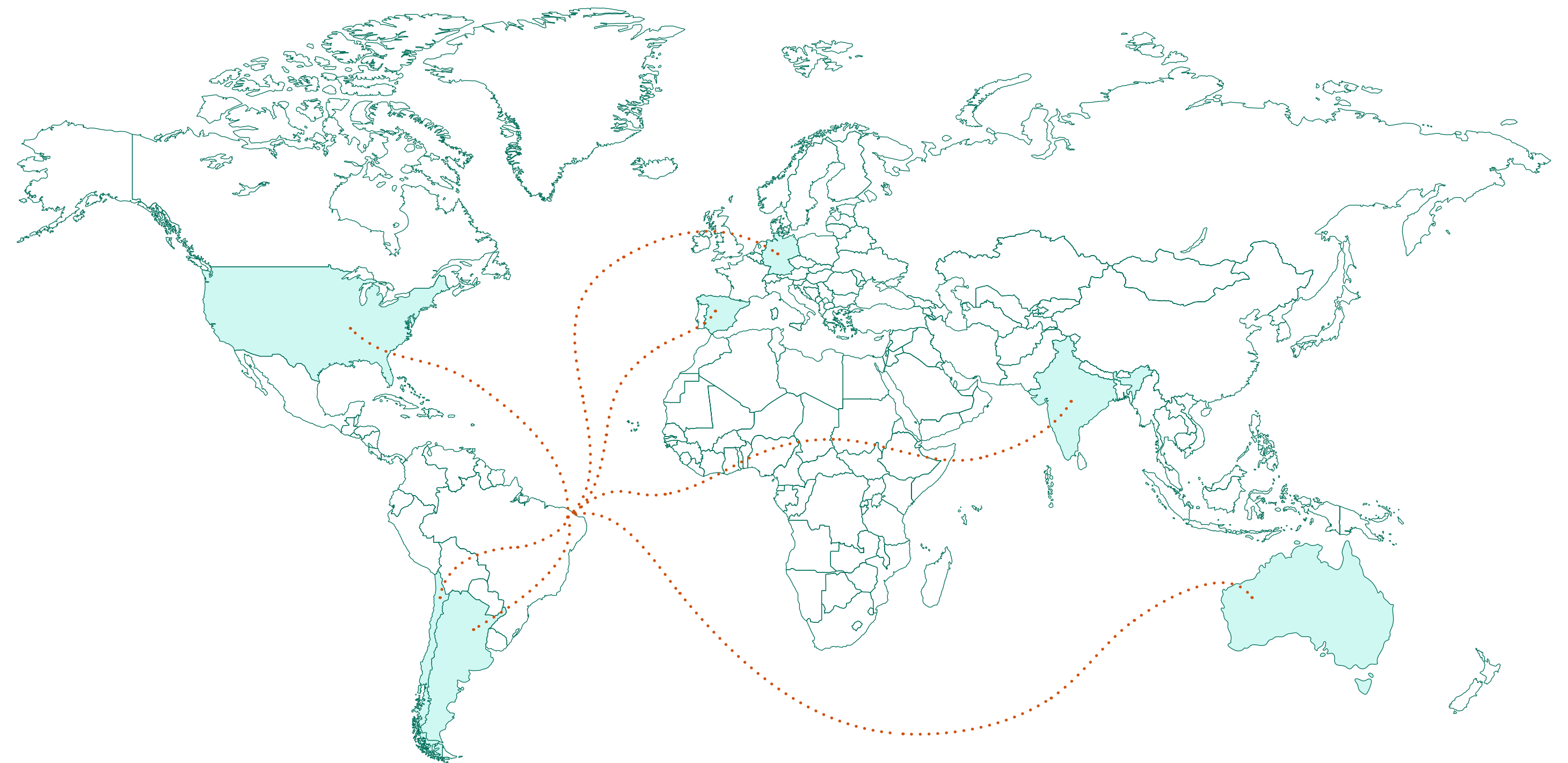


¹ According to a report published in February 2022. [Access here.](#)

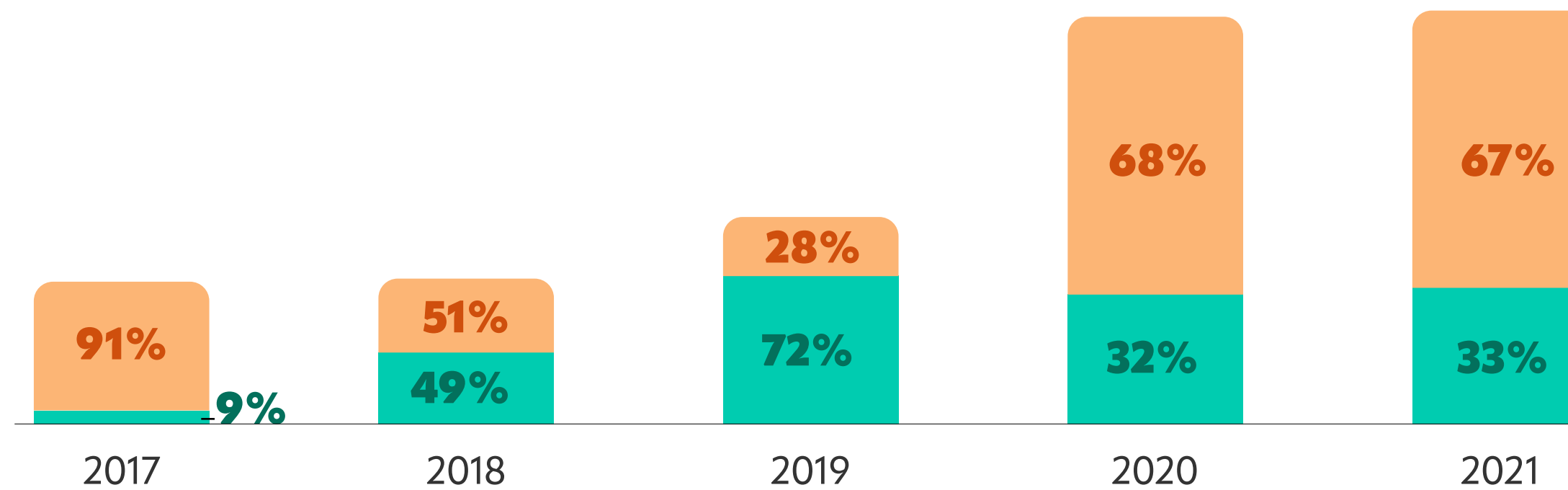
In this scenario, the wind power supply chain, of which Aeris is a part, is at the basis of global economic transformation as it is driving a source of clean energy that is competitive in terms of financial viability. At the end of 2021, Aeris maintained 17 production lines with active molds, which produced 2,282 units throughout the year — a quantity 16.5% lower than that recorded in 2020, due to the greater volume of non-mature production lines still in the ramp-up phase. Of the total power generated, 67% went to the national market and the rest to six other countries (see infographic below).

DESTINATION OF AERIS PRODUCTION

- USA
- Chile
- Argentina
- Austrália
- Germany
- India
- Spain



- Export
- Brazil



SUSTAINABLE EXPANSION

Sustainable expansion

In 11 years of operation, Aeris has conquered the market inside and outside Brazil and today serves the main manufacturers of wind turbines in the world. Focused on sustainable business growth, its strategy combines structural investments, expanding market share, increasing productivity, and creating value for shareholders. The quality of delivery and the satisfaction of the company's clients are affirmed by recurring contract renewals, in which agreed-upon volumes are consistently increased.

The quality of delivery and the satisfaction of the company's clients are affirmed by recurring contract renewals, in which agreed-upon volumes are consistently increased. Beginning in 2020, Aeris' sixth phase of expansions brought significant increases in production, doubling the total capacity delivered to the market. The structured growth prepares the company for the challenges inher-



Quality of delivery and client satisfaction are hallmarks of Aeris' performance.

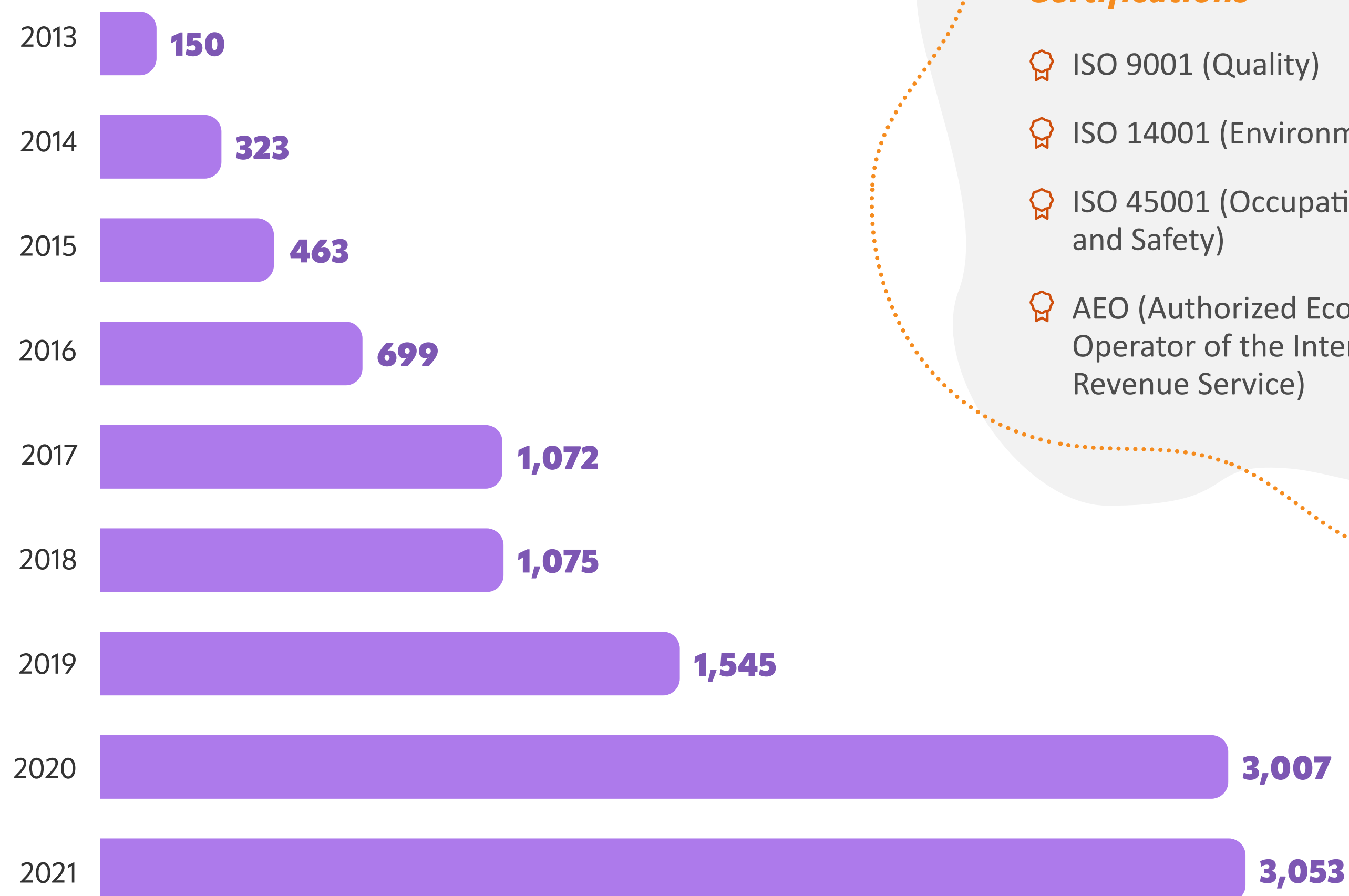


²The Chinese market is excluded due to its disproportionate size compared to other global players.

ent to the expansion of activities, such as flow and storage of raw materials, components, and finished products within the manufacturing unit, waste management, hiring and training of professionals, data collection and information processing, and improvements in the management system, among others.

To carry out this new cycle, in 2021 Aeris invested R\$ 394.4 million. Part of these resources were allocated to the acquisition of new land, the construction of basic infrastructure, and the implementation of production lines prepared for blades over 100 meters long. The year 2021 was highlighted by the contract renewal with Nordex Energy, worth R\$ 1.6 billion, as well as the acquisition of a new client, the German company Siemens Gamesa. This new contract, to be signed by 2025, foresees the production of wind blades with output capacity equivalent to 3.8 GW of power. The total value of the contract is estimated at R\$ 3 billion.

OUTPUT DELIVERED BY AERIS (MW)



Certifications

- 🏆 ISO 9001 (Quality)
- 🏆 ISO 14001 (Environment),
- 🏆 ISO 45001 (Occupational Health and Safety)
- 🏆 AEO (Authorized Economic Operator of the Internal Revenue Service)



HISTORY **History**

LONG TERM VISION

Long-term vision

In the midst of the expansion of its business, Abris maintains its core values, which reflect the corporate culture achieved along the trajectory of the company.

With a focus on business continuity and value generation, the long-term vision was reinforced in 2021 with the partnership signed with Falconi Consultores, in the last quarter of the year. Among the main objectives of the initiative are the standardization of processes, the strengthening of corporate culture, and the development of goals applicable to the different levels of the company, in order to ensure internal alignment.

As a result of this work, the programs of Excellence and Wind Without Borders, applied in recent years to direct strategic actions, have now been completed. Thus, the initiatives of both these programs will be gradually replaced or improved, focusing on the new cycle of expansion of the business.





Commitment to the 2030 Agenda

[GRI 102-12]

A signatory to the UN Global Compact act since 2018, Aeris guides its activities by the 10 principles of this commitment. In addition, it seeks to contribute in an increasingly relevant way to the 2030 Agenda for Sustainable Development proposed by the United Nations (UN) in 2015.

In this sense, in 2020 the company began work to apply the recommendations of the Implementation Guide of the Sustainable Development Goals (SDGs) in its corporate strategy. Based on an in-depth assessment, which considered developed initiatives and potential contributions to the Agenda, priority SDGs were defined for the business (see infographic below).

Throughout 2021, the proposal of indicators and targets to be monitored related to these SDGs was tasked to the SDG Working Group (WG), formed by the areas of the company responsible for communications and social intelligence, operational excellence, environment, and healthcare. Relying on technical advice from BG Soluções Sociais, a partner specialized in the field, this work was based on the SDG Compass Methodology.

From global to local

The SDG WG worked for three months on the development of internal guidelines for monitoring the SDGs and their compatibility with the reality of Aeris. Considering the current and future challenges of the company and the region where we operate, a study was also done that included 16 indicators and 14 global goals, involving the seven priority objectives and the internal actions to be executed to achieve the respective goals.

Approved at the end of May by the department involved, the study guided Aeris' initiatives in the following months. Each department reported its actions to the Working Group through monthly monitoring meetings. For 2022, the company will direct efforts to further integrate the SDGs into the strategy, as well as communicate its commitment to the Agenda with its key stakeholders.

PRIORITY SDGs FOR AERIS





aeris



QVIR
Governance

GOVERNANCE STRUCTURE

Governance structure

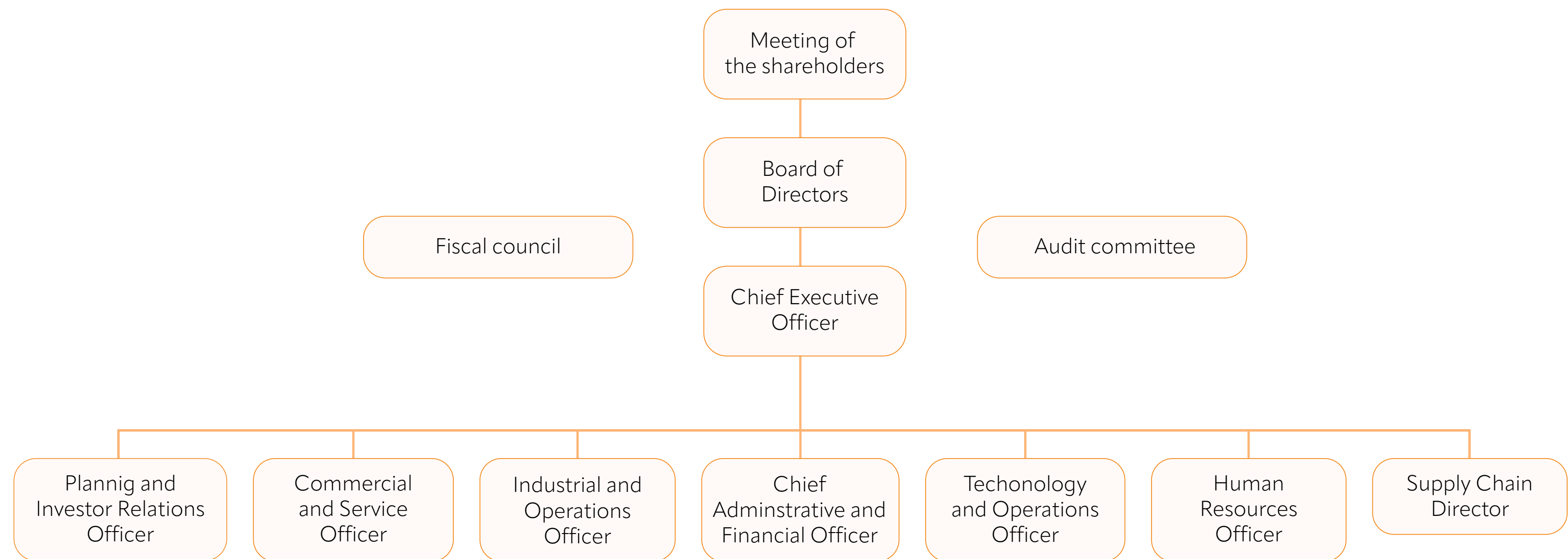
[GRI 102-18]

Ethics, transparency, and responsibility have been the benchmark of Aeris' corporate conduct since its founding. These premises were strengthened with the company's entry into the Novo Mercado (New Market), a segment of B3 with more stringent governance requirements than those provided for in the legislation. The company's management structure reflects such requirements.

The Ordinary General Meeting (OGM) represents the highest decision-making body and takes place annually, on a mandatory basis, allowing the participation of all shareholders. Also part of the governance structure are the Board of Directors and the Executive Board, advised by the Audit Committee, as detailed in the organizational chart below.

ORGANIZATIONAL CHART OF MANAGEMENT

(as of 12/31/2021)



Board of Directors

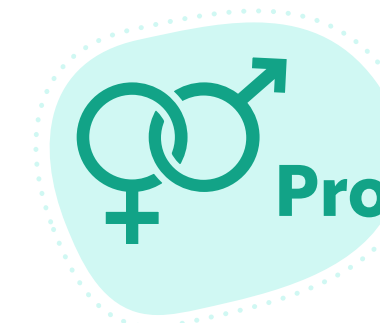
The Board of Directors is responsible for protecting and aggregating value to the company's assets, in accordance with the provisions of the by-laws, representing the interests of shareholders and other stakeholders. It can be made up of five to ten effective members, shareholders or not, all elected and dismissed by the General Meeting. The board members have a unified term of one year, with the possibility of re-election.

The body responsible for the election and dismissal of the directors, the Board of Directors also establishes the responsibilities of the executives, carries out supervision and periodic risk assessments, in addition to defining the level and degree of exposure that Aeris is willing to accept in the execution of its business strategies and in the conduct of activities. Ordinary meetings are held four times a year — and extraordinarily whenever necessary.

COMPOSITION OF THE BOARD OF DIRECTORS

(as of 12/31/2021)

| Name | Position |
|--|--------------------------|
| Alexandre Funari Negrão | Chairman of the Board |
| Luiz Henrique Del Cistia Thonon | Board member |
| Gisela Sarnes Negrão Assis | Board member |
| Edison Ticle de Andrade Melo e Souza Filho | Independent Board member |
| Solange Mendes Geraldo Ragazi David | Independent Board member |



Promoting equity

Promoting gender equity, with equal opportunities for men and women, is a commitment of Aeris that is reflected in the composition of its Board of Directors.

In 2021, the company retained two women board members, the equivalent of 40% of the members that make up the body. Thus, it contributes to goal 5.5 of the 2030 Agenda for Sustainable Development, as proposed by the UN, which challenges society to “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” — which includes corporate governance structures.

Executive Board

Composed of six directors, Aeris' Executive Board is responsible for conducting the execution of the strategy outlined by the Board of Directors.

Thus, the directors are responsible for ensuring compliance with organizational policies and guidelines, especially those aimed at sustainability and integrity, in accordance with the

provisions of the company's by-laws, representing the interests of shareholders and other agents with whom Aeris relates.

At the end of 2021, the company had six statutory directors, all of whom had a three-year term, with re-election possible.

In addition, a non-statutory director is part of the group.

COMPOSITION OF THE EXECUTIVE BOARD

(as of 12/31/2021)

| Name | Position |
|--------------------------------|--|
| Bruno Vilela Cunha | Chief Executive Officer and Commercial and Service Officer |
| Bruno Lolli | Plannig and Investor Relations Officer |
| Cassio Cancela e Penna | Human Resources Officer |
| Daniel Henrique da Costa Mello | Industrial and Operations Officer |
| Vitor Santos | Techonology and Operations Officer |
| Marcio José Marzola | Chief Adminstrative and Financial Officer |
| Érica Cordeiro | Supply Chain Director* |

* Non-statutory position

Fiscal Council

The Supervisory Board is composed of at least three and a maximum of five effective members, with an equal number of alternates. Shareholders or not, all are elected and dismissed at any time by the General Meeting, and may be reappointed to office.

In order to increasingly incorporate sustainability, since 2020, Aeris has adopted individual goals for all leadership related to environmental, social, and governance (ESG) aspects.

The company also has thematic committees, on a permanent or temporary basis, which offer support to both the Executive Board and the Board of Directors. Formed by employees from different areas and functional categories, including leaders, these committees are dedicated to the analysis and proposal of referrals for strategic matters. At the end of 2021, the Audit, Integrity and People Committees were

COMPOSITION OF THE SUPERVISORY BOARD

(as of 12/31/2021)

| Name | Position |
|-----------------------------------|--|
| Eliardo Araújo Lopes Vieira | Member of the Fiscal Board — effective |
| Orlando Octavio de Freitas Junior | Member of the Fiscal Board — effective |
| Vitor Hidalgo Bonafim | Member of the Fiscal Board — effective |
| Eduardo do Amaral Andrade | Member of the Fiscal Board — alternate |
| Robson Nunes | Member of the Fiscal Board — alternate |
| Sergio Yassunori Ishikawa | Member of the Fiscal Board — alternate |

consolidated — the Sustainability Committee, in turn, underwent restructuring throughout the year and is expected to return to active service in 2022.

Audit Committee

Directly linked to the Board of Directors, the Statutory Audit Committee aims to advise the board members in the quality control and monitoring of financial statements and information, risk management, and internal controls of the company. It is a collegiate body, with permanent functioning.

COMPOSITION OF THE AUDIT COMMITTEE

(as of 12/31/2021)

| Name | Position |
|--|------------------------------|
| Edison Ticle de Andrade Melo e Souza Filho | Coordinator of the Committee |
| Eduardo Luiz Rota | Committee member |
| Fabrício La Gamba | Committee member |

Integrity Committee

The Integrity Committee covers all actions related to the ethical issues of the company, regarding the conduct that the company expects from its collaborators (in an employment relationship or otherwise), suppliers, partners, public agents, and other members of the com-

pany. The Committee acts under the Legal Management Coordinator and seeks to contribute effectively so that Aeris is a company with a global presence, committed to the best compliance practices in Brazil and the international market. See more about integrity on [Page 23](#).

People Committee

Created to meet the company's day-to-day needs, the People Committee aims to support the management of Aeris' biggest asset: people. It is composed of the Human Resources Directorate and its managers, as well as managers of the business

units. They have the function of understanding, monitoring, and providing opinions on the following indicators: turnover, internal turnover, certification in the role, organizational climate, succession, and leadership development, among others.



GUIDELINES AND POLICIES

Guidelines and policies

Aeris is committed to its values and transparency in its relationships. As such, it promotes the sharing of corporate values, as well as the premises of conduct and established relationships. To that end, the company discloses and makes available on its website the following policies and guidelines, which it considers relevant to the knowledge of its value chain:

RISK MANAGEMENT POLICY

Determines the responsibilities and guidelines related to the monitoring, prevention, mitigation, contingency and transfer of risks related to the business and the sector in which Aeris operates.

SECURITIES TRADING POLICY

Created with the aim of establishing the rules and guidelines to be observed by persons with regard to the trading of securities. It also seeks to curb the misuse of insider information.

REMUNERATION POLICY

Expresses the remuneration strategy attributed to the members of the statutory and non-statutory board of directors, the Board of Directors, and the advisory committees to the Board of Directors. The policy provides for the promotion of attractive and meritocratic remuneration practices, with a focus on retaining professionals and creating long-term value.

FACT DISCLOSURE POLICY

Provides the rules, procedures, and paths in relation to the use and disclosure of relevant information as well as addresses issues regarding the secrecy of insider information.

POLICY FOR RELATED PARTY TRANSACTIONS

Designed to ensure that related party transactions involving the company are carried out in its best interest.

NOMINATION POLICY

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

INTEGRITY PROGRAM

Integrity Program

[GRI 102-16, 102-17, 103-1, 103-2, 103-3, 205-2, 205-3]

Composed of a set of internal mechanisms and procedures dedicated to ensuring respect, transparency, and integrity in all activities. The Aeris Integrity Program has been developed since 2020. The company practices zero tolerance for unethical conduct, and any employee who violates the law, Aeris policies, or the Code of Conduct will be subjected to disciplinary measures, ranging from a warning to the possible termination of the employment contract.

Guidelines for the Integrity Program are based upon the following pillars:

CODE OF CONDUCT

Provides for behaviors and conduct that must be followed by all Aeris employees, including board members and directors. It guides the relationship with other stakeholders, such as suppliers, unions, and communities, also addressing issues related to information disclosure, privacy and security, conflicts of interest, mutual respect, and diversity. As a way to make the principles and rules of conduct more accessible, the Aeris Conduct Booklet was created, which addresses all the topics of the Code of Conduct.

COMPLIANCE POLICIES

A set of policies designed to target the company's conduct in relation to three themes: (i) Combating Corruption and Management Relations (ii) Fraud Prevention, Collusion and Coercion and (iii) Competitive and Antitrust Practices.

INTEGRITY COMMITTEE

Created to improve the ethical behavior and professional conduct of Aeris employees. In 2021, it was formed by the Chief Executive Officer, the Legal Manager, the Chief Operating Officer, the Chief Financial Officer, the Chief Human Resources Officer, and the Industrial Director. The company intends to improve the rules for the composition of the body soon, in order to ensure the existence of mechanisms for independence in its composition (see more on [Page 21](#)).

INTEGRITY COMMISSION

The function of the Integrity Commission is to verify and investigate complaints received via the Complaints Channel (see below), collecting the necessary evidence to verify the legitimacy or inadmissibility of the complaints received, and informing the result to the Integrity Committee. In order to ensure its impartiality, it is composed of employees of recognized suitability from various areas of the company, appointed by the Integrity Committee. No member of the Board of Directors participates in these tasks, nor does anyone subordinate to the hierarchy of the Integrity Committee.

COMPLAINTS CHANNEL

Receives inquiries and reports of cases that may characterize any violation of the Code of Conduct or current legislation. It is dedicated and made available to all publics with whom Aeris interacts, whether internally or externally. It is managed by an independent company and the facts reported are kept confidential, ensuring that the whistleblower does not suffer any kind of reprisal or retaliation. The investigations are conducted confidentially by the Integrity Commission.



Complaints Channel

www.canaldedenuncia.com.br/aeris
0800-882-0611

The Integrity Program is dynamic and is in constant development, being updated whenever necessary.

The company understands that the program is appropriate to the risks identified so far, with content that has been structured in order to prevent and mitigate reputational, property, and financial damages to Aeris.

In 2021, the complaints Channel registered a significant increase in the number of reports, totaling at the end of the year 157 — mainly due to the training program carried out during the Communication and Training Plan (see box to the side). The company did not receive any cases relating to corruption. However, one complaint related to discrimination, after being investigated, was proven to be valid and resulted in the application of disciplinary measures. The Company held in 2021 the Diversity Workshop, for all employees, focusing on anti-discrimination.

COMMUNICATION AND TRAINING

In order for employees to remain engaged in the Integrity Program, in 2021 the Company executed the Communication and Training Plan, with targeted actions on the topics most cited in the complaints and of greater importance to corporate culture. The training topics developed were:

Integrity Dialogue – short and informal conversations on the most reported topics of the complaints Channel, in order to combat deviations within the Company.

The most recurring themes of 2021 were:

- Bullying
- Fraud/Robbery/Theft
- Non-compliance with standards and procedures
- Deviating behavior in the work environment
- Bias/conflict of interest
- Sexual harassment
- Corruption

Code of Conduct – A training program conducted through the Aeris University platform, addressing the rules of the Code of Conduct and corporate policies.

Third-party training – Carried out by the Compliance Department, it disseminates the company's ethical culture and norms, policies, and guidelines.

Diversity Workshop – Designed for employees, it presents the theme of diversity as a core value of the Integrity Program.

In the year, 5,165 employees, in addition to eight members of the Board of Directors, participated in this training program.



RISK AND OPPORTUNITY MANAGEMENT

Risk and Opportunity Management

[GRI 102-15]

Aeris understands that risks are inherent in any business and must be treated appropriately to reduce the probability of events arising from uncertainties and reduce impacts on the company's results. In this way, the proper management of risks and opportunities is fundamental for the sustainability of the business in the long term.

The subject is dealt with directly by the Internal Control, Risk Management, and Compliance departments, with the direct involvement of the Board of Directors, the Audit Committee, and the Executive Board, in addition to the support of the Internal Audit Department, with activities carried out by a specialized third party company. The Board of Directors carries out periodic supervision and risk assess-

ment, as well as defining the level and degree of exposure that Aeris is willing to accept in the implementation of its business strategies and activities.

Since 2020, Aeris has maintained a risk management policy that establishes the processes and the professionals responsible for the identification, assessment, and monitoring of risks related to the company and its operating sector, in addition to establishing guidelines and responsibilities for actions related to monitoring, prevention, mitigation, contingency, and transference of risks within the limits established by the Board of Directors. The risks from which the policy seeks protection are classified according to the categories presented in the infographic below.

Since 2020, Aeris has maintained a risk management policy that establishes the processes and the professionals responsible for the identification, assessment, and monitoring of risks related to the company and its operating sector.



CATEGORIES OF MONITORED RISKS AND OPPORTUNITIES



Strategic



Product



Compliance



Operational



Financial



Regulatory



Credit



Socio-environmental



Liquidity



Cybernetic



Market





Image


The company especially monitors the risks to which it is exposed, which, if they occur, may affect the company's assets and equity to a greater or lesser extent. Among these, stand out:

 **COMPLIANCE RISKS:** associated with the application of legal or regulatory punishments, as well as reputational and financial losses resulting from non-compliance and application of laws, regulations, the Code of Conduct and/or corporate policies of the company.

 **STRATEGIC RISK:** associated with senior management decision-making and can generate substantial loss to Aeris' economic value.


 **FINANCIAL RISK:** associated with the financial/accounting operations of the company and the possibility of issuing incomplete, inaccurate, or untimely reports, exposing it to penalties. Additionally, it is the risk that cash flows are not managed properly.

 **IMAGE RISK:** associated with the occurrence of an event that may have a negative impact on the company's reputation, credibility or brand.

 **OPERATIONAL RISK:** associated with the occurrence of losses resulting from failures, deficiencies, or inadequacy of internal processes, people, and systems, as well as external events such as natural disasters, fraud, strikes, and terrorist acts. Also included are legal claims, poor workplace safety, among others.

 **REGULATORY RISK:** associated with the occurrence of modifications in the regulations and actions of regulatory bodies that can significantly affect the company's ability to efficiently manage its business.

 **SOCIO-ENVIRONMENTAL RISK:** associated with the occurrence of losses due to negative effects on the environment and society.

 **TECHNOLOGICAL RISK:** associated with failures, unavailability, or obsolescence of equipment and productive or manufacturing facilities, as well as computerized systems of control, communication, logistics, and operational management, which impair or impede the continuity of the organization's regular activities or its value chain.

Once identified, evaluated and measured, the Company defines the treatment that will be given to the risks and how they should be monitored and communicated to the various parties involved. Aeris' risk management process is structured from three lines of Defense:

1st LINE OF DEFENSE

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

2nd LINE OF DEFENSE

Comprised of employees in the Internal Control, Risk Management, and Compliance departments, it is responsible for developing and standardizing procedures and systems that allow the identification, assessment, monitoring and treatment of risks.

3rd LINE OF DEFENSE

Primarily performed by the Internal Audit, whose function is to act impartially, independently and autonomously in order to monitor and assess aspects related to compliance, quality, and effectiveness of the company's risk management process.



Data protection (LGPD)

In order to ensure the security of information of employees, clients and other stakeholders, since 2020 Aeris has adhered to the requirements of the Brazilian General Data Protection Law (LGPD). The first step of this process was the realization, by an external consulting firm, of a diagnostic assessment to ascertain the strengths and vulnerable areas of the company in relation to the theme.

Throughout 2021, improvements were made to systems and access points with the implementation of new control and protection tools, such as new firewalls and a new data backup platform with storage and antispam. Access to devices such as computers, cell phones, and emails began to be carried out with two-step authentication to ensure the security of access. A communication campaign was also disseminated to employees, with weekly announcements related to maintaining carefulness.

The company has policies and procedures to strengthen its carefulness regarding information security. The Privacy Policy — available on the Aeris website, it addresses topics such as data collection of candidates for job vacancies in the company and information on clients and suppliers. Currently at Aeris this topic is under the direct management of the Information Security and Legal Departments. The Legal Manager of the company is attributed the highest level of responsibility for the protection of information of the company (DPO/in charge).





Commitment to the 2030 Agenda



The contents reported in this chapter, especially those related to our Integrity Program, are aligned with the 10th principle of the Global Compact, according to which “companies must fight corruption in all its forms, including extortion and bribery”.



They also contribute to SDG 16: “*the promotion of peaceful and inclusive societies for sustainable development, the provision of access to justice for all, and building effective, accountable institutions at all levels.*”

Although it is not listed among Aeris ' priority SDGs, the company understands that its ethical and honest conduct contributes directly to the following goals of the 2030 Agenda related:

- 16.5 - substantially reduce corruption and bribery in all its forms.
- 16.6 - develop effective, responsible, and transparent institutions at all levels.
- 16.B - promote and enforce non-discriminatory laws and policies for sustainable development.



QIIR **Business**

MARKETS AND SEGMENTS

Markets and segments

[GRI 102-14]

The high economic and environmental cost of fossil fuels, energy security concerns, and the urgency of climate change all reinforce the need for a rapid transition to a renewable energy system, according to the *World Energy Transitions Outlook 2022*, the latest document from the International Renewable Energy Agency (IRENA). To achieve significant reductions in carbon emissions, an unprecedented change is needed in the way energy is produced and consumed. At the current rate of emissions, the world is moving towards a warming of 3° C by 2040 — which would have a major impact on both ecosystems and productive activities, compromising sustainable development.

The expansion of the use of wind energy is one of the ways to reverse this scenario. According to projections by Bloomberg³, power generation from this renewable source is expected to grow, worldwide, at a pace of 5.8% per year by 2050, jumping from an 8% share of the global energy matrix in 2017 to around 21% in 2050. In Brazil, installed capacity has been accompanying this acceleration, having reached 21GW in 2021, according to ABEEólica.

WIND GENERATION IN BRAZIL

777

Plants installed in Brazil

21 GW

Installed capacity (GW)

21,200,000

CO₂ reduction (T/Year)

4.9 GW

Capacity currently under construction

To achieve significant reductions in carbon emissions, an unprecedented change is needed in the way energy is produced and consumed



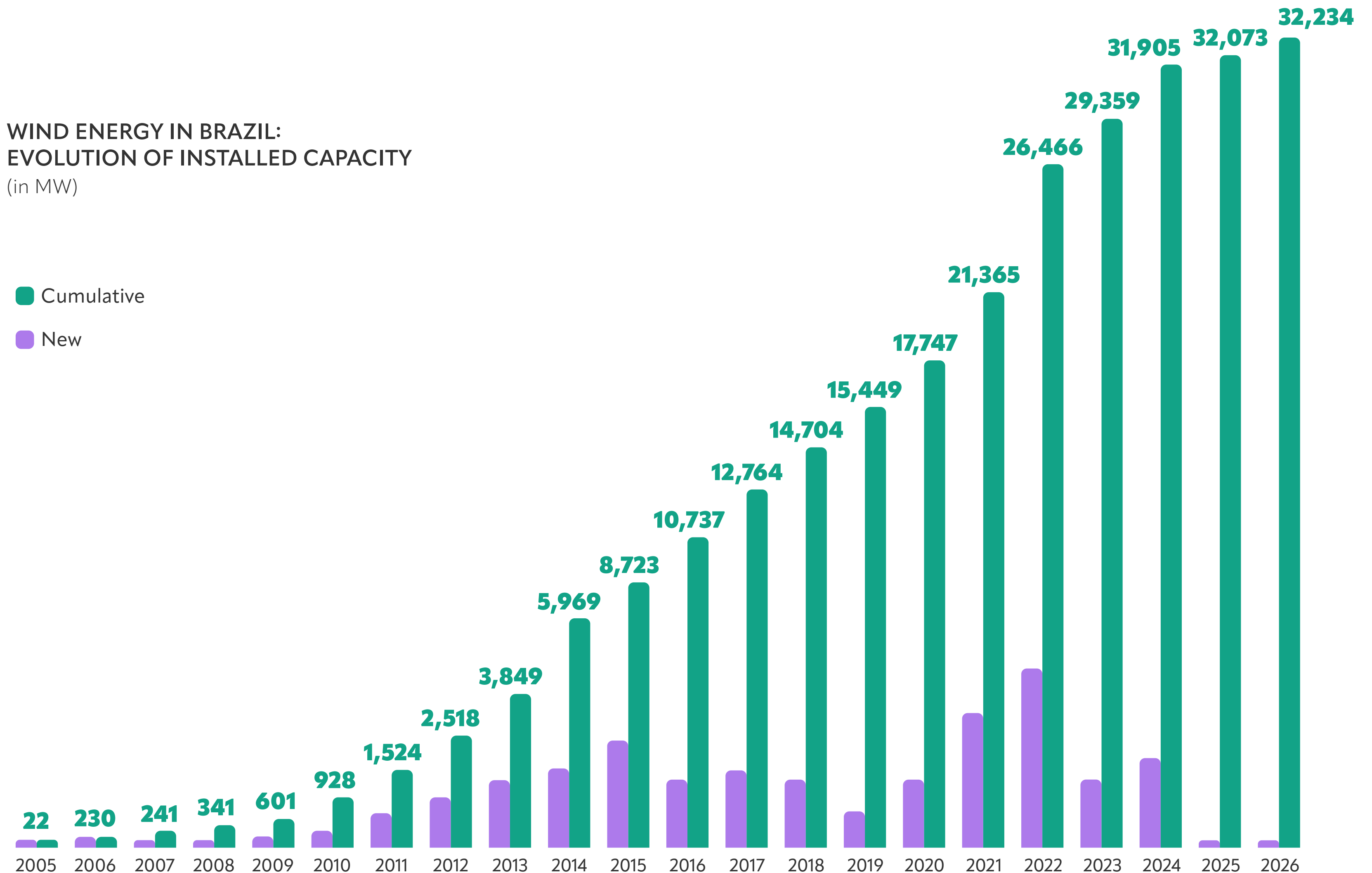
Source: [Abeeolica website, 2022](#)

³ According to [Bloomberg New Energy Finance's New Energy Outlook 2021 \(BNEF\)](#)

An important link of the wind industry, as it provides an essential component to the equipment used in power generation, Aeris has much to contribute to the energy transition. The company's factory is located in the industrial and Port Complex of Pecem, near the city of Fortaleza (CE), the center of the wind generation ecosystem of Brazil. The northeast region concentrates almost 90% of the installed capacity of the country, with Rio Grande do Norte, Bahia, and Ceara in the lead.

The proximity of the Port of Pecem, about 15 kilometers away, provides a competitive logistics advantage to the company, as it allows the loading of blades directly from the factory to the vessels, reducing additional movements and storage costs in the process of exporting wind turbine blades. In recent years, logistics has become a key factor in this segment, since the market has been demanding ever larger blades, aiming to obtain productivity gains and making transportation more complex and expensive.

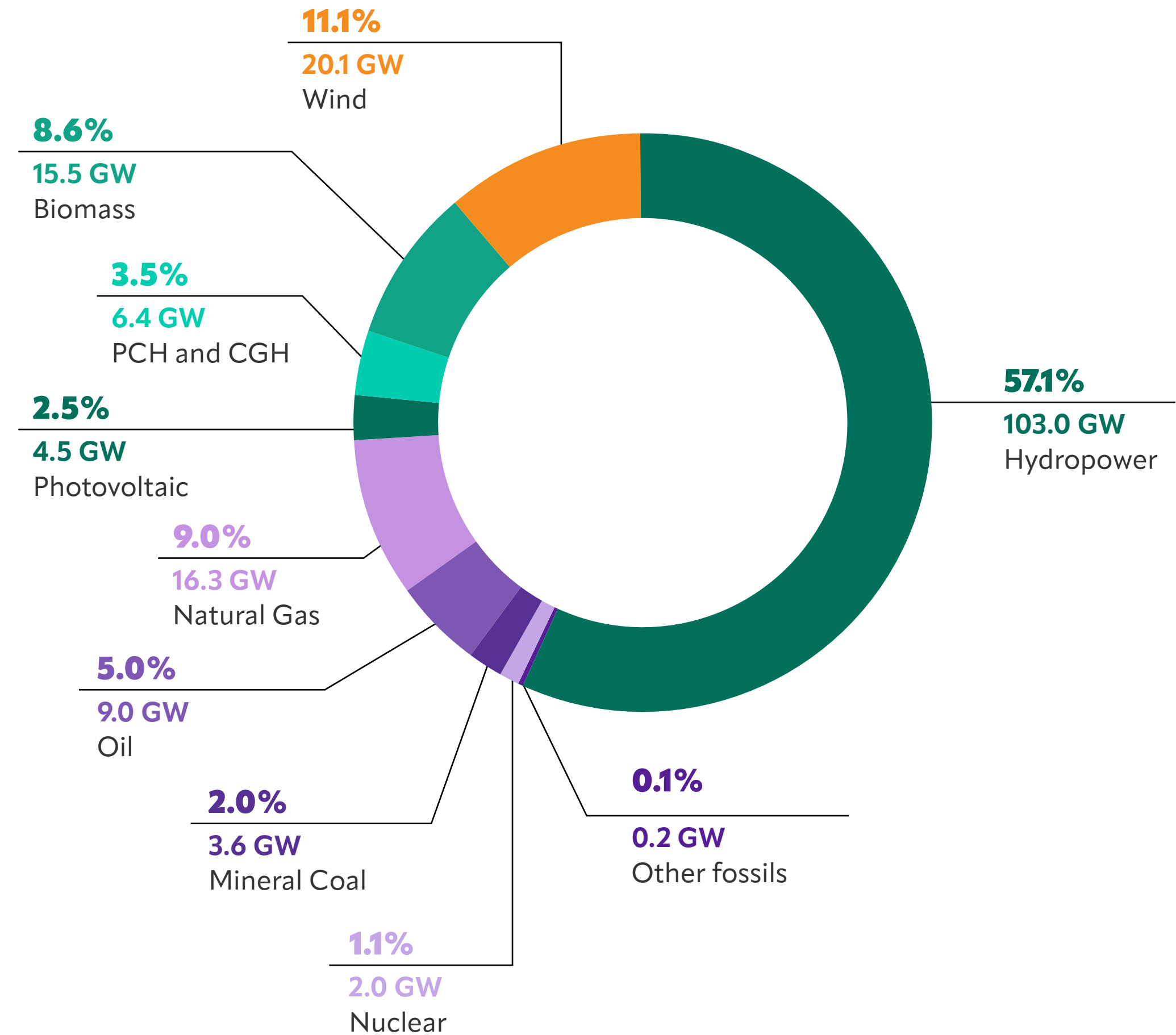
**WIND ENERGY IN BRAZIL:
EVOLUTION OF INSTALLED CAPACITY**
(in MW)



Source: ABEEólica – Infovento 23 (11/2021)

According to the Wind Energy Council 2021, total global wind power capacity is up to 837 GW today, helping the world avoid more than 1.2 billion tons of CO₂ per year — equivalent to South America's annual carbon emissions.

BRAZIL'S SHARE OF ENERGY SOURCES IN INSTALLED CAPACITY



Source: ABEEólica – Infovento 23 (11/2021)

BUSINESS MODEL

Business model

[GRI 102-2; 102-6]

Aeris operates in the manufacture and export of wind turbine blades, providing customized products for national and international markets. The company is the market leader in the domestic market, considering the wind projects already contracted for the coming years, and approximately 7% of the international market share, disregarding the Chinese market, according to a report issued by GWEC⁴.

With a built area of 225,892.74 m², dedicated to the manufacture of wind turbine blades, the company expanded its facilities in 2020 to expand production in order to execute new projects for different clients. Long-term contracts with these clients provide for the delivery of minimum annual volumes of wind blade assemblages. With Aeris' offering, many of the industry's leading wind turbine original equipment manufacturers, who historically relied on in-house production, outsource the manufacture of a portion of their wind blades, which are now produced by the company in strategically located manufacturing units with superior quality and highly competitive cost on a global scale.

The vertical business model, in which the company is responsible for all the production stages, from raw material management to the delivery of the finished product, reinforces the ability to deliver customized blades for specific models of wind turbines. With full control of the complete production cycle, from the processing of inputs to the delivery of finished products, Aeris has the operational and technological know-how to provide greater performance and agility for delivery to the client.

AERIS SERVICE

Since 2013, Aeris Service, a specialized services unit offers inspection and repair of blades, both of its own manufacture and of third parties, with teams working across different regions of Brazil and in other countries of North and South America, such as USA, Mexico, and Argentina. In the USA, the company has a subsidiary called Aeris Service LLC, dedicated to the provision of these services.



⁴ According to the GWEC (Global Wind Energy Council) Global Wind Stats report, published in 2021.

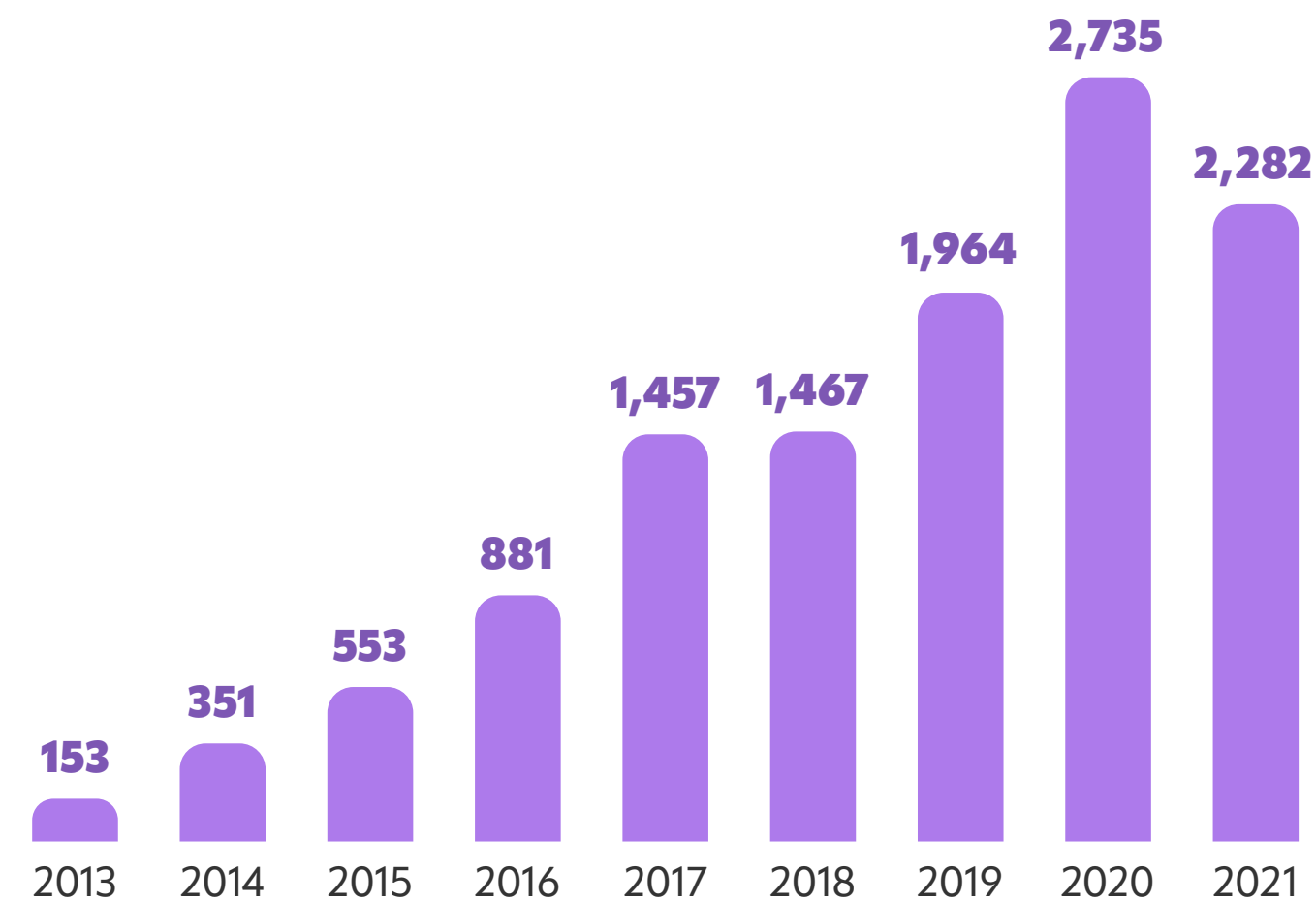
Competitive strategy

Solid relationships based on trust and transparency, with the delivery of products and services of quality and excellence, comprise the strategy of Aeris for continual growth. Since the beginning of the company's manufacturing operations in 2012, there has been a significant increase in the portfolio of new clients and contract extensions with pre-existing partners of the portfolio.

The company considers each client unique and, in addition to the manufacture of wind turbine blades, it offers services for the development of customized manufacturing processes, with the design and manufacture of unique tools for each product. Thus, it is prepared to overcome challenges related to such production, including the acquisition and storage of raw materials, the flow of components and finished products within the manufacturing unit, the waste management of the production process, the hiring and training of labor, data collection, information processing, and the improvement of the management system, among others.

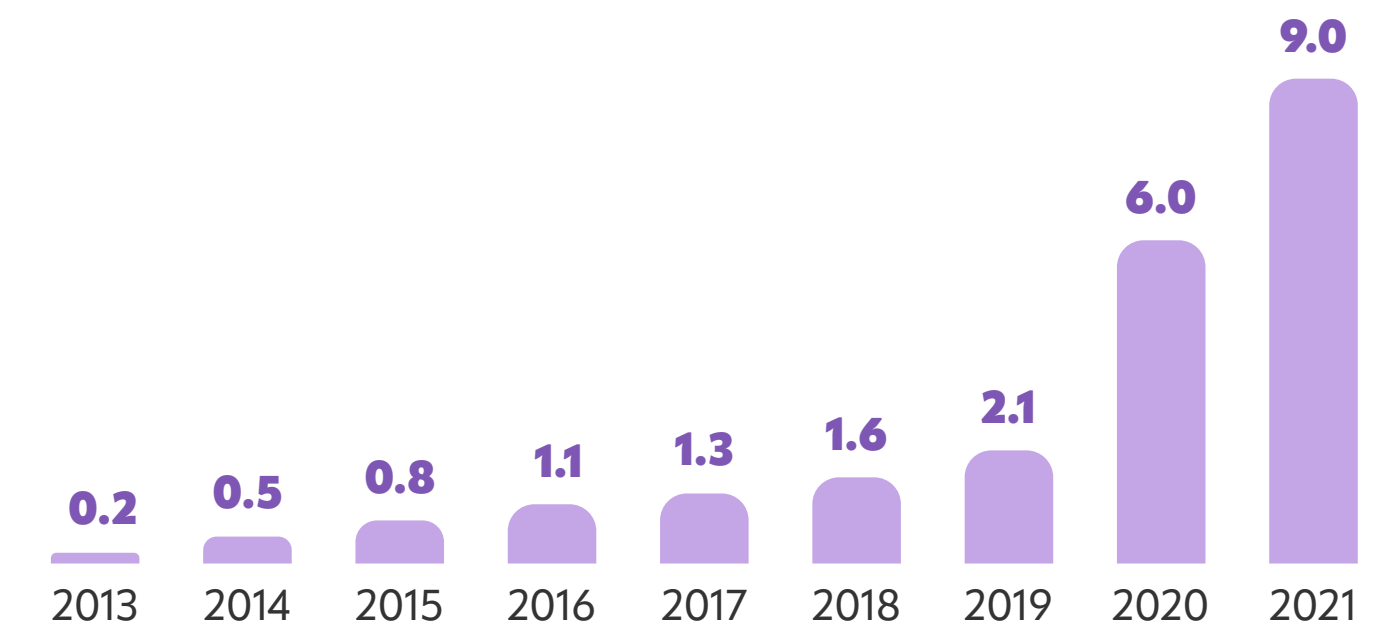
The Aeris industrial complex has the capacity to produce large blades, with an area of more than 2 million m², with 225.9 thousand m² of built area, and a production capacity exceeding 5 thousand blades per year — the equivalent of about 6 GW of capacity.

THE HISTORY OF BILLED BLADES (UNITS)



Aeris works with a lean production structure, seeking cost control and efficiency gains in industrial processes. Therefore, it concentrates its activities in a single industrial complex, with a continuous focus on process optimization, reduction of waste, and consequent maximization of returns on invested capital. Another key aspect is the engagement of the entire technical staff, motivated by a culture of caring for people and total prioritization of quality.

ANNUAL PRODUCTION CAPACITY THE AERIS INDUSTRIAL COMPLEX (GW)

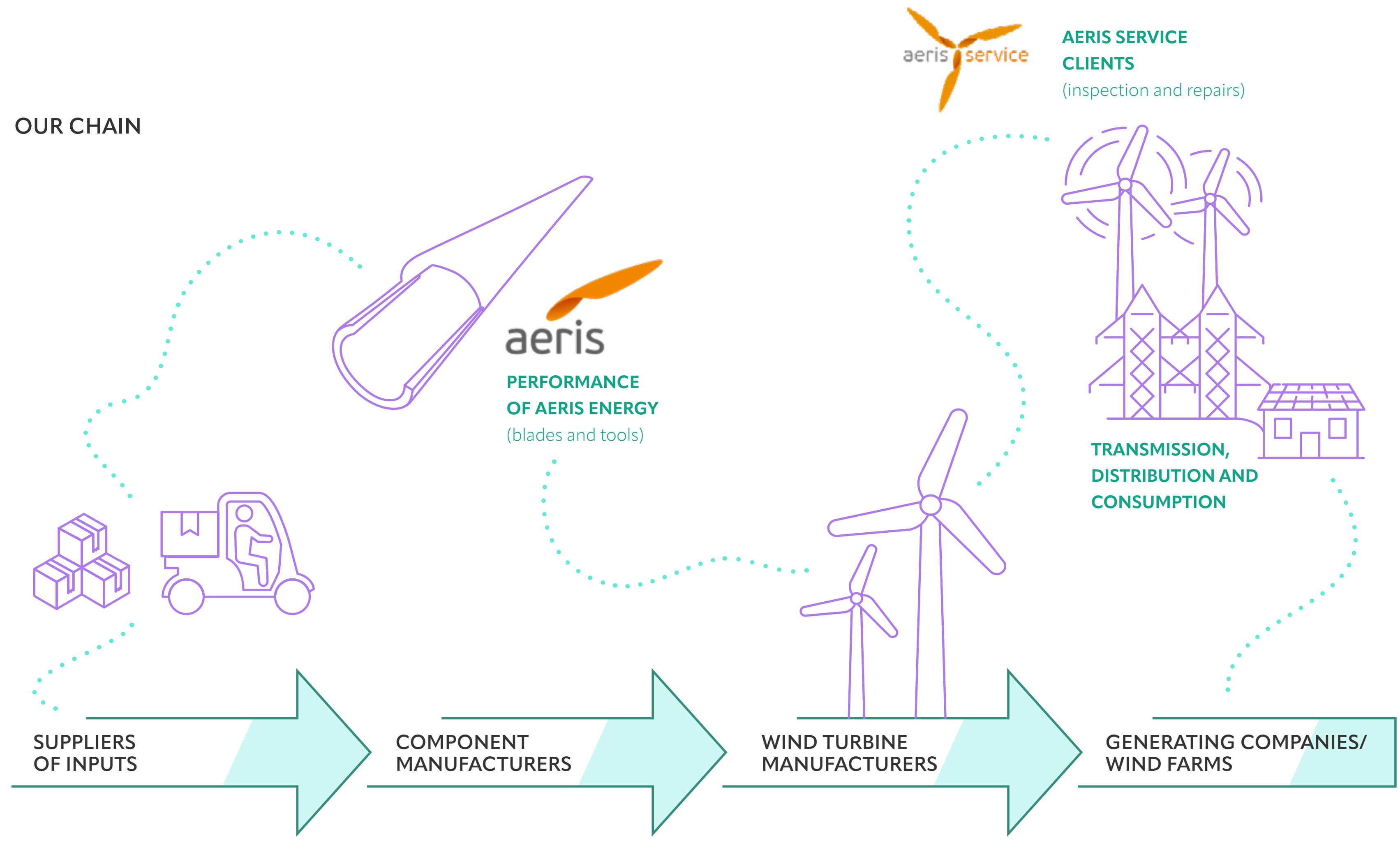


The long-term supply contracts signed between the company and its clients provide for commercial conditions both for the local market and for the export of the blades. Since 2017, when it started exporting, Aeris has stayed competitive to maintain growth in sales to the foreign market, while being a domestic market leader in the production of blades. To know our markets, check out [page 10](#).

Value chain

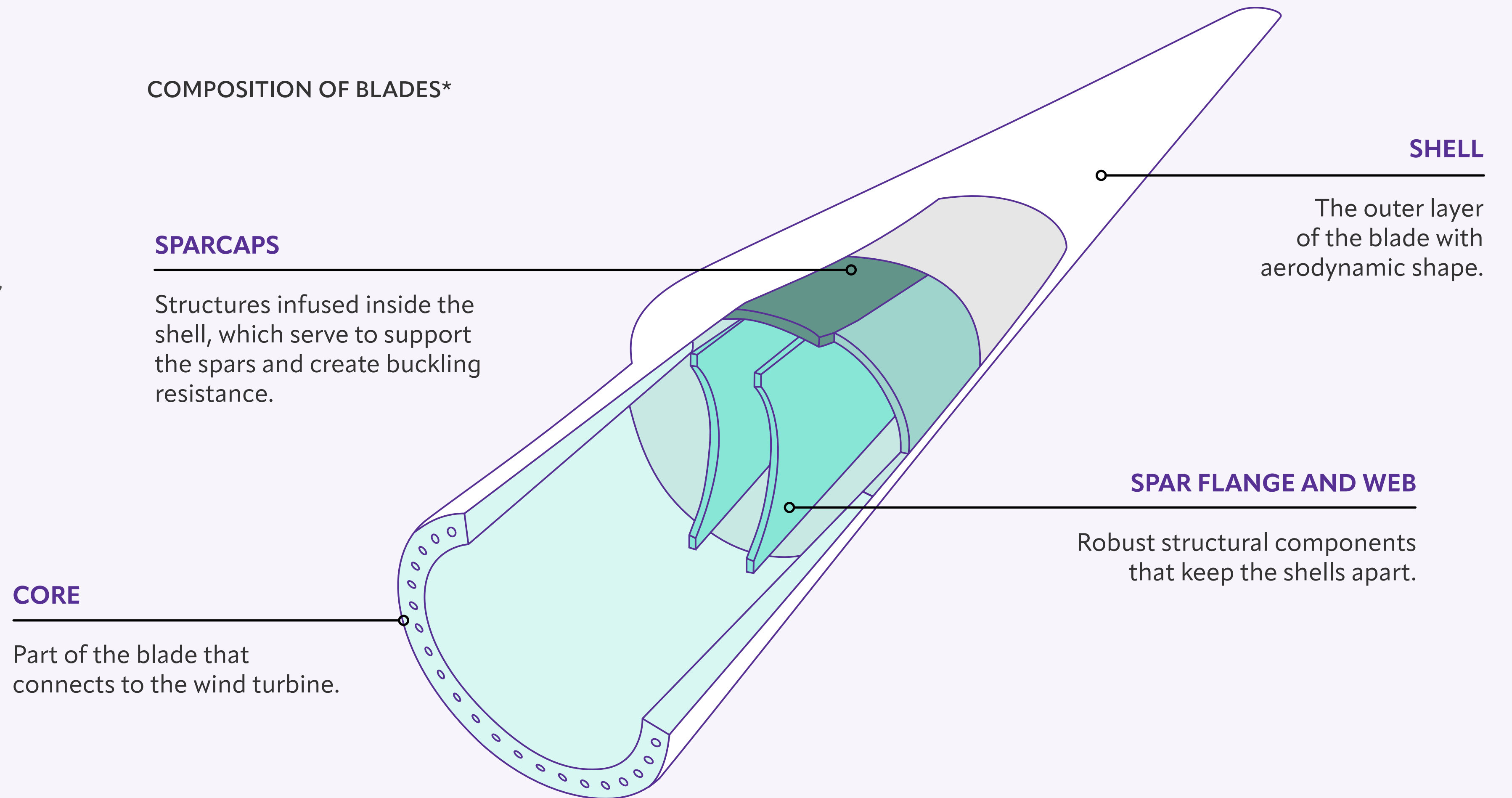
[GRI 103-1; 103-2]

Aeris is a company that is part of the energy supply chain, working in the manufacturing industry for wind power generation. Thus, the company's activity is a driver of sustainable development and contributes to the 2030 Agenda, proposed by the United Nations (UN). Driven by businesses and governments around the world, this agenda sets out 17 Sustainable Development Goals (SDGs), of which two are directly connected to our business. While the seventh SDG envisions ensuring reliable and sustainable access to energy — with the goal of substantially to increase the share of renewables in the global energy matrix by 2030 — the 13th SDG states that urgent actions must be taken to combat climate change and its impacts.



Product

Aeris has expertise in the manufacture of wind turbine blades. Designed to harness the kinetic energy of the wind, the blade rotates in a movement that generates electric energy. Blades are one of the three main components of a wind turbine, together with towers and the nacelle assembly — where the transmission and generator are located.



**Applicable to most models, with some exceptions possible.*

Production process

Aeris plants manufacture blades with Vacuum Assisted Resin Transfer Molding technology (VARTM). The two shells and the main core elements are prepared in separate processes, being subsequently coupled. Check out the main productive steps.



As the process is customized for each client, the company's production flow depends on the receipt of molds and guidelines from the contractants, as well as the indication of the main suppliers of pre-approved raw materials. The production of blades is a highly complex manufacturing process, due to the technical specifications and physical characteristics of the material, such as dimensions, for example.

Aeris is recognized by the market as a global manufacturer, due to the degree of quality and efficiency of its production process, meeting specific requirements and international standards. The company ended 2021 serving the main global producers, with the exception of the Chinese market.

In 2021, Aeris dedicated itself to perfecting its client relationship channel, The Voice of the Client (VOC). The objective is to further improve the quality of the product and ensure compliance with the requirements of the contractants. The VOC area, in turn, monitors the client's story and is responsible for recording its manifestations, evaluating warranty data, monitoring audits, and guiding "residents" — clients who follow the production process of their blades.

Operational Performance

Like 2020, 2021 was a challenging year for the company. At the same time that Aeris received new employees, new products and new projects, we sought to further stabilize and structure processes with the creation of standards and procedures applicable to all clients. The company ended the year with more than 94% of the production lines dedicated to the manufacture of blades of over 70 meters in length, designed for wind turbines with an electrical output greater than 4.0 MW.

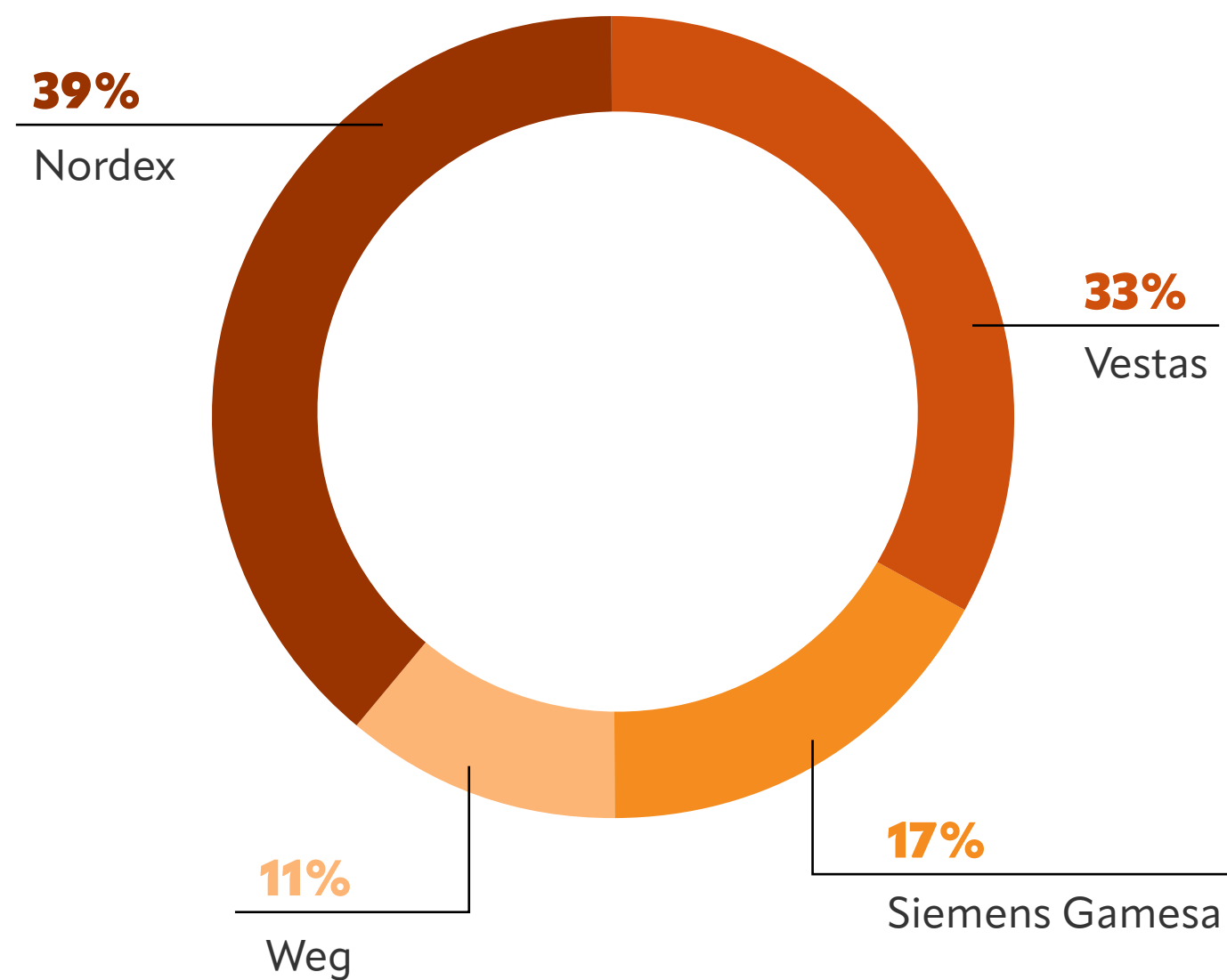
This was reflected in the growth of the client portfolio, supported by effective internal processes and controls. In 2021, in addition to renewing the contract with Nordex Energy, the Company entered into a supply contract with the global turbine manufacturer Siemens Gamesa, with a capacity equivalent to 3.8 gigawatts of power, at an estimated value of R\$ 3 billion. This move further solidifies Aeris' positioning as a global supplier of wind turbine blades.



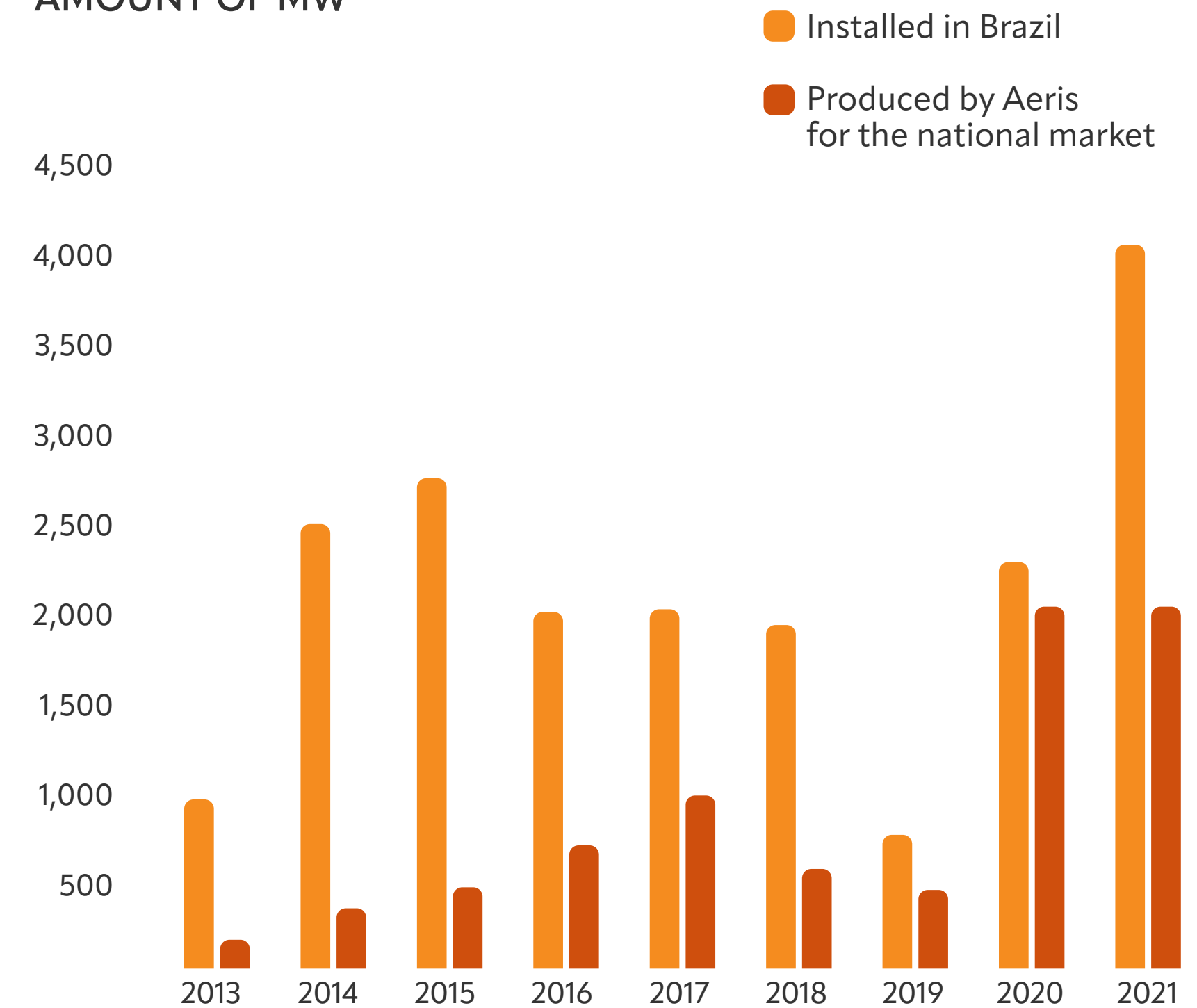
Production lines 2021

At the end of 2021, the company had 17 active production lines, 11 mature lines and six lines in the process of ripening — in operation for less than a year. These lines produced a total of 2,282 blades, enough to equip 760 wind turbines — since each wind generator uses a set of three blades, complementary and balanced to each other. Aware of the relevance that the ramp up period has for the business, Aeris has structured an area dedicated exclusively to this process, with a team focused on the development of tools and management methods that, in addition to ensuring the results of ongoing projects, generate knowledge for future applications.

NUMBER OF AERIS PRODUCTION LINES



AMOUNT OF MW



PERFORMANCE 2021

[GRI 103-1; 103-2; 103-3; 201-1]

The developments of the Covid-19 pandemic impacted the supply chains of inputs throughout the productive sector for the second consecutive year. The increase in raw materials and especially freight costs, quoted in dollars, help to increase global inflation. In this context, the cost of power generation has also risen, affected by adverse weather events. However, at Aeris the inflationary effects had a smaller impact, since the price changes of direct materials are passed on to clients, as provided for in the contracts.

Thus, despite the challenges, 2021 was a growth year for the company, which signed contracts for the supply of blades with order potential that exceed twice the number of deliveries for the year, contributing to the total number of orders reaching 11.8 GW at the end of the year. In addition, the refinancing of bank debts — contracted before the company went public — allowed an increase in the average maturity of debts, a reduction in the average cost of capital of third parties, and will reflect a solid cash position for 2022.



NET OPERATING INCOME AND EBITDA

In 2021, net operating income reached R\$ 2,486.2 million, an increase of 12.6% when compared to 2020. More than 90% of this increase is due to the sale of blades, and the largest portion of this variation refers to the increase in the average selling price of blades (in USD/MW), caused mainly by the increase in the costs of raw materials that are passed on to clients, according to rules established in contracts.

INVESTMENT

Investments in 2021 totaled R\$ 394.4 million, driven by the construction of a new green-build plant, for the manufacture of larger blades. Regarding costs, the amount spent on direct materials amounted to R\$ 1,794 million in 2021, representing a cost of product sold of 81.6%. Among the factors that impacted this result are the devaluation of the Brazilian real and the increase in the share of sales to the domestic market, for which the company needs to add costs related to the import taxes of direct materials, exempt when sales are destined to the foreign market — as per the drawback system.

GENERAL EXPENSES AND OTHER INCOME

General and administrative expenses totaled R\$ 90.7 million in 2021, representing an increase of 20%. The adjustments made to the company's administrative processes related to the expansion of the client base and the IPO at B3 are reflected in this increase. Expenses showed an increase in share in relation to net operating income, from 3.4% in 2020 to 3.6% in 2021.

FINANCIAL RESULTS, INDEBTEDNESS AND NET INCOME

The company's cash position at the end of 2021 was R\$ 892.9 million. At the end of the year, net debt totaled R\$ 565.3 million and net leverage, as measured by the net debt/EBITDA indicator, reached the mark of 2.3 times. Net income, in turn, reached R\$ 69.2 million, -38.9% less compared to the previous year.

RETURN ON INVESTED CAPITAL (ROIC)⁵

In 2021, the return on invested capital (ROIC) was 12.3%, reaching a NOPAT⁶ at the end of the year of R\$ 182.2 million.

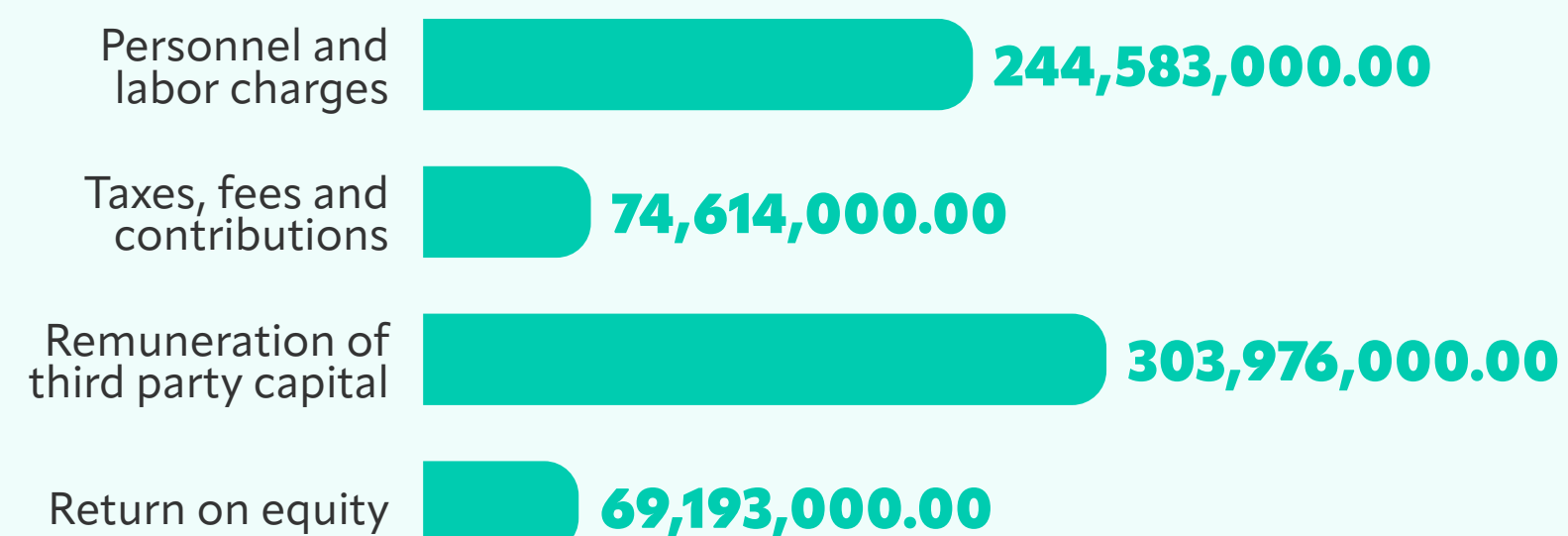
⁵ From the average invested capital, calculated by the arithmetic average between the closing of the current period and the closing of the previous year.

⁶ NOPAT — acronym for net operating profit after taxes.

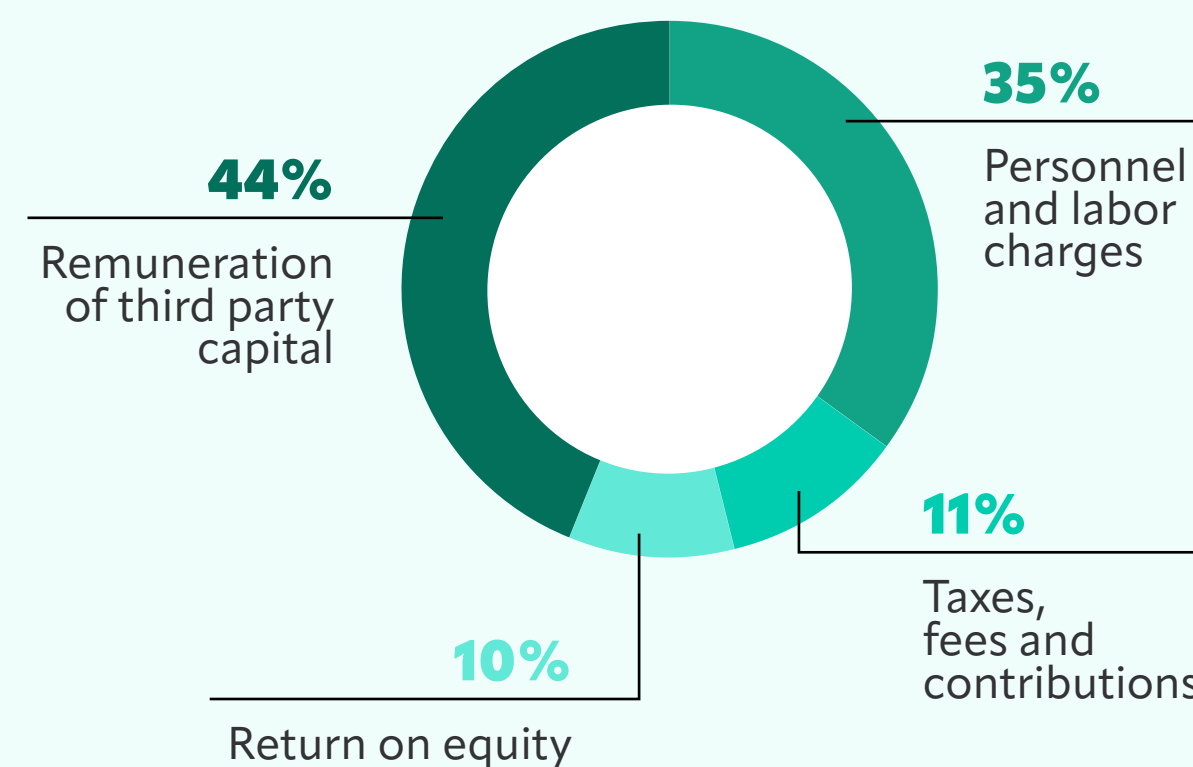
LIABILITIES AND EQUITY

Of the total amount added by Aeris in 2021, which resulted in R\$ 692.366 million, 44% was paid to third-party capital remuneration and 35% for personnel and labor charges.

DISTRIBUTED ECONOMIC VALUE - 2021



Total 692,366,000.00



CAPITAL MARKET PERFORMANCE

Since November 2020, Aeris has had its shares traded on the Brazilian stock exchange (B3), under the code AER13 (100% common shares). On December 31, 2021, the company's shares had an appreciation of 18.0% when compared to the IPO price. At the end of the period, Aeris owned 766,213,456 common shares, with a market value of R\$ 5,018,698.1 billion.



Commitment to the 2030 Agenda



ENVIRONMENT

As part of the wind energy supply chain, Aeris has the conservation of the planet's environment and climate as a core value of its business. By producing an essential component for wind turbines, the company contributes to accelerating the energy transition in Brazil and worldwide, in line with the following principles of the Global Compact:

7. Companies must 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.

Therefore, SDGs 7 and 13 are inherent to the company's business, which seeks to boost the goals described below:

SDG 7

Ensure reliable, sustainable, modern, and affordable access to energy for all.

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

7.B - By 2030, expand infrastructure and upgrade technology for supplying modern and sustainable energy services for all in developing countries, in particular least developed countries, small island developing States, and land-locked developing countries, in accordance with their respective programmes of support.

SDG 13

Take urgent action to combat climate change and its impacts.

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



Relations

CONSTRUCTIVE RELATIONS

Constructive relations

Aeris believes that the construction of the future relies on people as well as organizations. Therefore, the company strives to establish value relationships guided by ethics and mutual respect with employees, shareholders, clients, suppliers, and the community where it operates, so that its policies and practices reaffirm its commitment to sustainable development.

OUR KEY STAKEHOLDERS



EMPLOYEES

[GRI 102-8; 102-41; 103-1; 103-2; 103-3; 401-1; 401-2; 404-1; 404-3; 405-1]

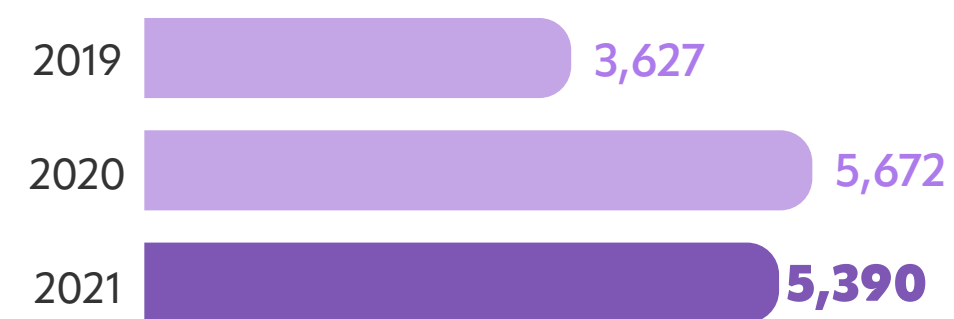
The year 2021 started a new cycle at Aeris. The expansion of operations, with new projects and facilities for production, required redesigning the Personnel Management model, both to attract new employees and to maintain the engagement of those already part of the company's functional staff. To this end, the company maintained its focus on strengthening the organizational culture, based on active listening to those who build the business every day.

At the end of the year, Aeris had 5,390 employees in permanent employment status, 209 in temporary status — 192 trainees and 17 interns — and 2,661 outsourced professionals. Of the total number of direct employees⁷, 83% were men and 98.4% were located in the Northeast Region.

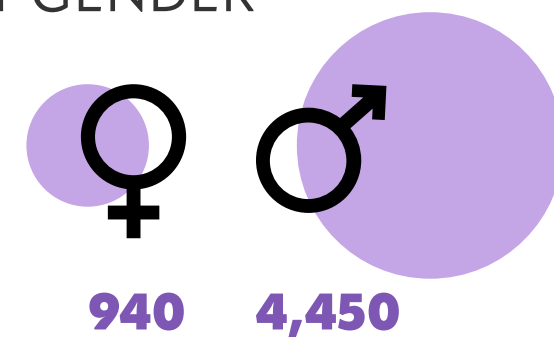
⁷Permanent employees and interns, including Aeris Service professionals, totaling 112 people, were considered direct employees. The members of the Board of Directors were not counted. All direct employees enjoy the right to free association to labor unions.

2021 STAFF PROFILE

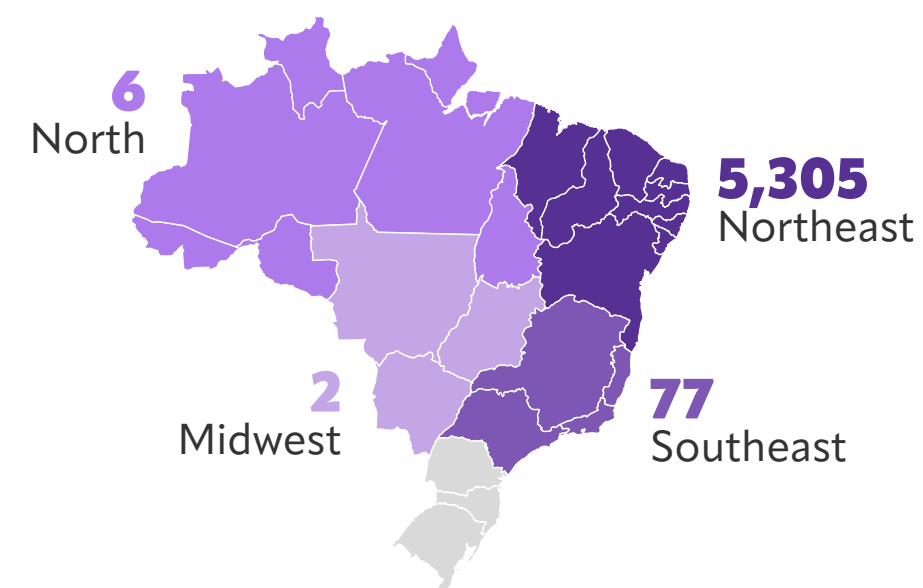
NUMBER OF EMPLOYEES



NUMBER OF EMPLOYEES, BY GENDER



EMPLOYEES BY REGION



EMPLOYEES, BY AGE GROUP

| | Men | Women |
|---------------------|-------|-------|
| Up to 30 years | 2,360 | 611 |
| From 30 to 50 years | 2,025 | 323 |
| Over 50 years | 65 | 6 |

EMPLOYEES, BY FUNCTIONAL CATEGORY

| Functional category | Male | Female | Total |
|---------------------|-------|--------|-------|
| Directorate | 15 | 2 | 17 |
| Management | 39 | 4 | 43 |
| Coordination | 100 | 24 | 124 |
| Technical | 261 | 18 | 279 |
| Administrative | 321 | 257 | 578 |
| Operational | 3,606 | 534 | 4,140 |
| Internship | 10 | 7 | 17 |
| Youth trainees | 98 | 94 | 192 |

OUTSOURCED EMPLOYEES

| Men | Women | Total |
|-------|-------|-------|
| 2,388 | 273 | 2,661 |

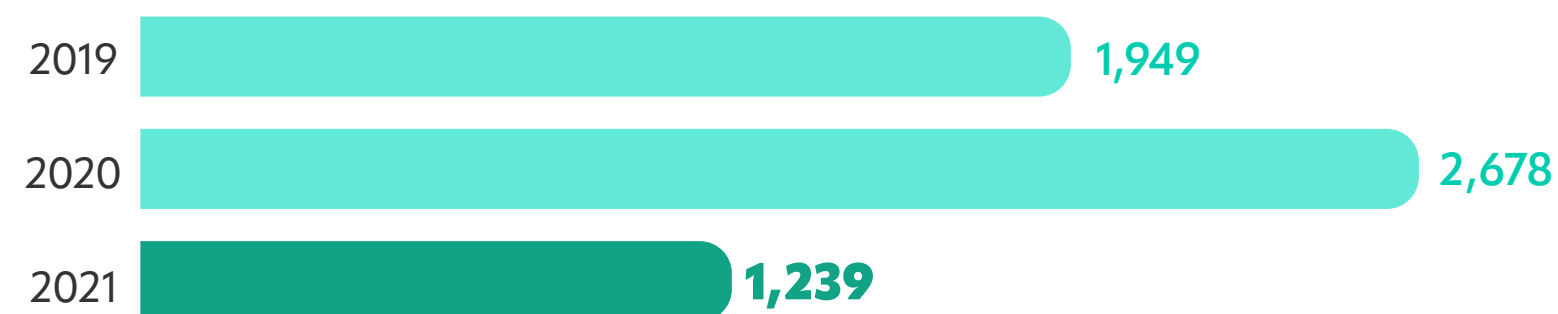
EDUCATION OF EMPLOYEES

| | |
|------------------------------|-------|
| Postgraduate | 162 |
| Undergraduate | 395 |
| Incomplete graduation | 336 |
| High School Graduates | 4,409 |
| Incomplete High School | 38 |
| Complete elementary school | 39 |
| Incomplete Elementary School | 11 |

In 2021, due to the crisis experienced by the Brazilian labor market, given the pandemic and the process of internal restructuring, Aeris had a 5% reduction in the total number of employees. Over the course of the year, 1,239 people were hired, while 1,527 had their contracts terminated — setting the turnover rate at 28.3%.

HIRINGS AND DISMISSALS- 2021

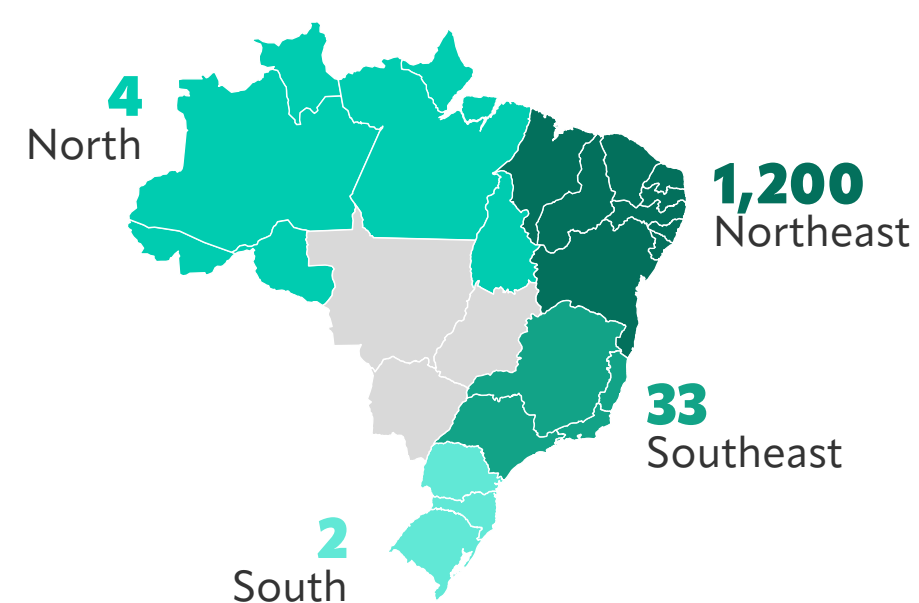
NUMBER OF HIRINGS



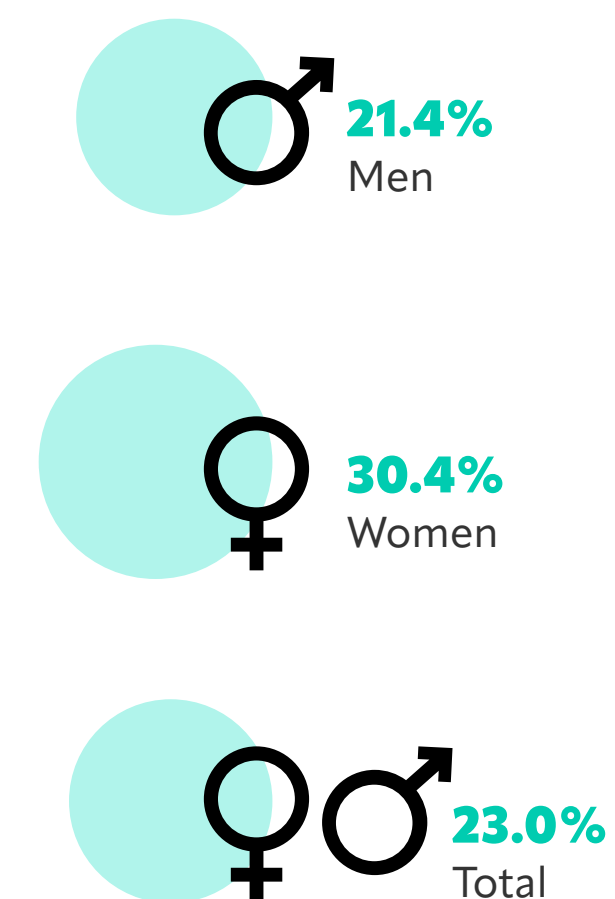
HIRINGS, BY AGE GROUP

| | Men | Women |
|---------------------|-----|-------|
| Up to 30 years | 655 | 230 |
| From 30 to 50 years | 291 | 55 |
| Over 50 years | 7 | 1 |

HIRINGS, BY REGION



HIRINGFEE**



*Hirings/total number of collaborators

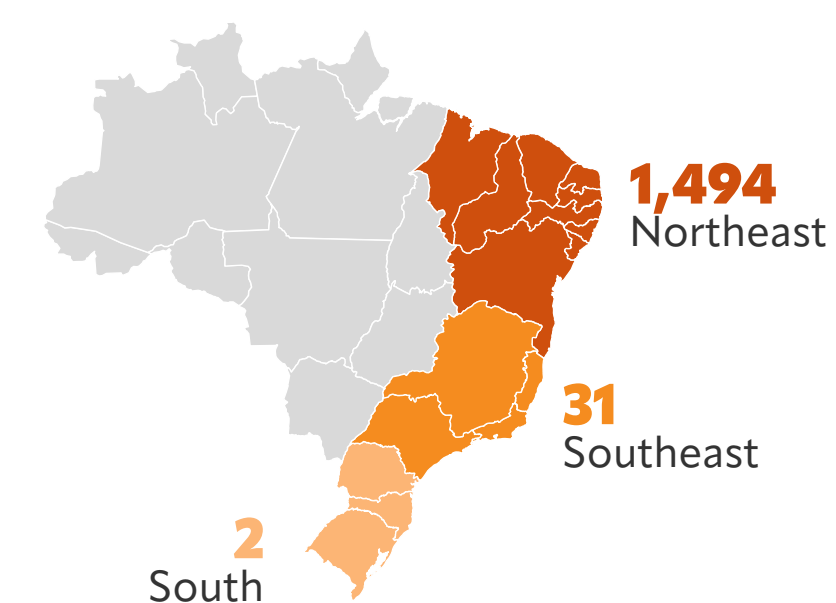
NUMBER OF DISMISSALS



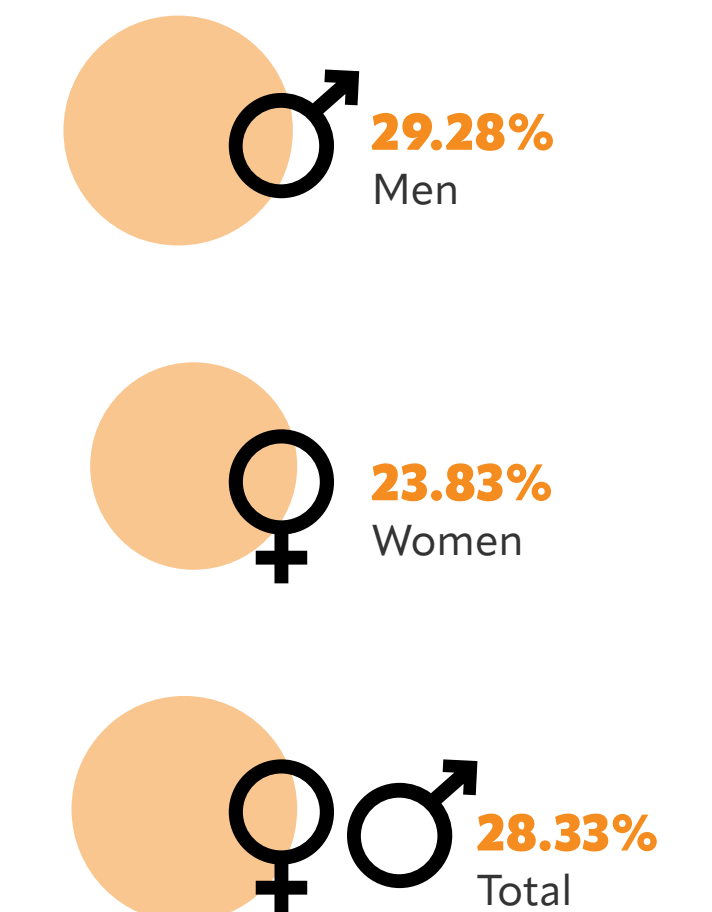
DISMISSALS, BY AGE GROUP

| | Men | Women |
|---------------------|-----|-------|
| Up to 30 years | 761 | 164 |
| From 30 to 50 years | 535 | 59 |
| Over 50 years | 7 | 1 |

DISMISSALS, BY REGION



TURNOVER**



** Turnover = dismissals/total number of employees

Since 2020, more than 90% of the selective stages of tests with candidates in the company are carried out virtually through a digital recruitment and selection tool. The goal is to make the process faster and more inclusive, ensuring alignment between the profile of contractors and the internal culture.

In addition to making the selection process more effective prior to interaction with recruiters, the process facilitates the participation of candidates, avoiding unnecessary travel and costs, while ensuring personalized returns and feedback to candidates, in order to strengthen the employer reputation of Aeris.

For operational positions, the selection process continued to be carried out exclusively in person.

ORGANIZATIONAL CLIMATE

For 83% of Aeris employees, the company is a great place to work. This was the result of the 2021 Great Place to Work Brazil (GPTW Brasil) survey, which evaluates the perceptions of professionals about the work environment. With 888 respondents — representing 89% of the internal audience drawn (among a thousand employees) — the survey supports the development of strategic programs and actions to improve the relationship with employees.

AERIS RATING – GPTW 2021



Energy Ranking



Cerará Ranking



Industry Ranking



National Ranking



Diversity and inclusion

In 2021, Aeris took another important step in its journey towards equity, with the implementation of its Diversity and Inclusion Policy. With the new guideline, the company reinforced its commitment to combat all forms of discrimination, creating a respectful and welcoming work environment, made up of people of different backgrounds, ethnicities, gender, and beliefs, among other individual characteristics.

With an active Diversity Committee, Aeris continued to focus on the promotion of gender equality, seeking to increase the number of women in management positions. Work fronts were also created for the inclusion of LGBTQIA+ professionals and PWDs (which were 134 at the end of the year), as well as for the promotion of anti-racist culture. The committee has structured an action plan to defend and guarantee rights for all, to be implemented in 2022. Continuing the learning journey on the subject, basic training for leaders was initiated, such as one related to unconscious biases in decision making.

WORK AND FAMILY

In 2021, 225 employees enjoyed maternity and paternity leave, with a return to work rate of 100%. The retention rate, which considers employees who remained with the company for 12 months after returning from leave, is 82%.

Throughout the year, the company held the 6th edition of the Healthy Pregnancy Project. Three virtual meetings were held, conducted in partnership with Unimed Ceara. 24 pregnant collaborators participated and, at the end, all received in their homes a kit with personal care items for mothers and babies.

Benefits

In addition to remuneration compatible with the wage practices of the market and the region where it operates, Aeris offers additional benefits to its employees — provided for in the collective agreement that covers 95.7%⁸ of the professionals. In re-

sponse to the restrictions imposed by the Covid-19 pandemic, professionals who started working in home office received additional food stamps, proportional to the days of work at home, as well as help them adapt to the work environment at home.

BENEFITS OFFERED - 2021



Profit sharing (PLR)



Medical and dental care*



Life insurance, including coverage for death, disability and funeral*



Chartered transport*



Meal provided in the company's cafeteria*



Food stamps



Childcare assistance, paid until the sixth month of the baby



School supplies aid

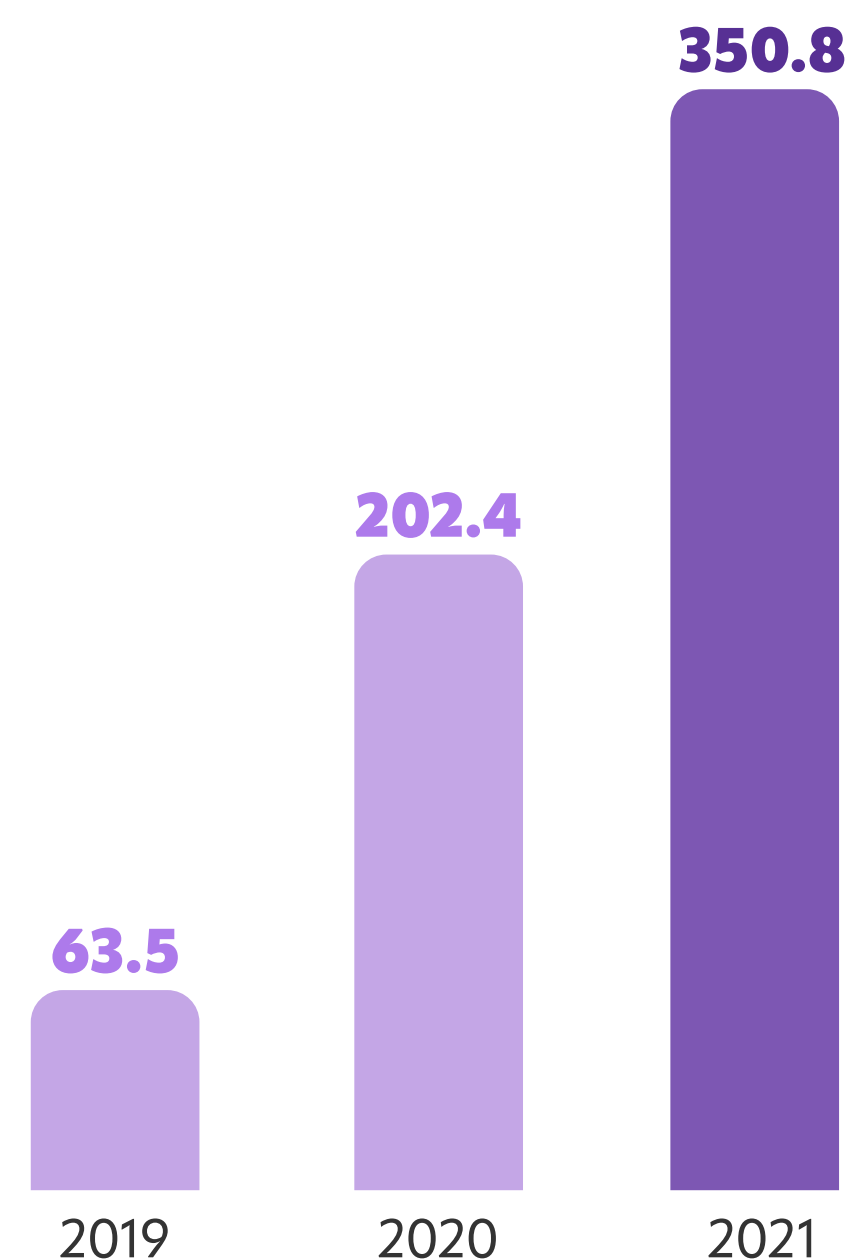
⁸ Directors, interns and trainees are not covered by collective bargaining agreements due to the contractual modality being linked to specific internal bylaws and policies.

*Also offered to trainees and interns.

Training and development

In a year marked by the entry of new employees, Aeris reinforced investments in training of the functional staff — in the year there were 350.8 thousand hours of training carried out, with an average of 65.3 hours per employee — an increase of 83% compared to the previous year. Also as a reflection of the pandemic, in 2021 Aeris prioritized, whenever possible, the realization of on-line training programs, especially those arising from legal and normative requirements — 3.974 training modalities on regulatory standards (NR) were carried out, mandatory for the performance of certain functions.

NUMBER OF HOURS OF TRAINING



AVERAGE HOURS OF TRAINING, BY FUNCTIONAL CATEGORY

| Functional category | Male | Female |
|---------------------|-------|--------|
| Management | 36.2 | 48.5 |
| Coordination | 95.0 | 80.9 |
| Technical | 88.9 | 74.8 |
| Administrative | 329.6 | 110.8 |
| Operational | 42.0 | 44.2 |
| Internship | 26.9 | 61.3 |
| Youth trainees | 13.1 | 20.5 |

One of the novelties in 2021 was the Repair Training modality, focusing on operational efficiency and the quality of processes and

products. Of a technical nature, it was carried out in six classes, totaling 60 students, through 240 hours of learning.

Performance reviews

In order to identify development opportunities and career advancement potential, Aeris promotes individual employee performance evaluations. Performed annually, the evaluation verifies the alignment of each professional to organizational skills and corporate culture.

In 2021, the company changed the employee evaluation model, according to the level of the position held, with active participation of leaders in the process. To ensure that employees eligible for the process participated in the evaluations, the Human Resources team performed follow-ups three times a week with those responsible for performance diagnostics.

The result of this process is the elaboration of an Individual Development Plan (IDP), which is designed to guide the employee's learning journey. By the end of 2021, about 100% of IDPs were ongoing. The performance assessment also measures actions relating to promotion, dismissal, and succession plans, among other initiatives. Professionals hired by February 2021 were eligible.

⁹ Professionals hired by February 2021 were eligible.

NUMBER OF PERFORMANCE REVIEWS*

| Functional category | Male | Famale | Total |
|---------------------|-------------|------------|-------------|
| Management | 38 | 6 | 44 |
| Coordination | 93 | 21 | 114 |
| Technical | 283 | 21 | 304 |
| Administrative | 279 | 187 | 466 |
| Operational | 3519 | 513 | 4032 |
| Interns | 25 | 21 | 46 |
| Youth trainees | 39 | 28 | 67 |

**Because the evaluation was closed in July 2021, the total number of evaluated may differ from the total number of employees reported by functional category, given the possibility that participants left the company after the process.*

As the governance assumptions predict, the Executive Board will be evaluated by the Board of Directors in early 2022, based on the performance presented in the previous year.

To encourage career development, the company strives to recognize and value its professionals, which includes the preference, when applicable, to internal recruitment for filling open positions. In this way, job vacancies are advertised simultaneously internally and externally. In 2021, 246 employees were approved in internal selection processes.

AERIS UNIVERSITY

The company's training and development processes are carried out through the AERIS University, created in 2020 to boost the training area and reinforce the company's values and practical application in the business. The free courses are available on an online platform and the company has a classroom equipped with computers so that employees without internet access at home can perform the training programs.

In 2021, six courses were offered at AERIS University, with high levels of engagement on the platform (see figures below). The training programs provide certification, which involves the basic training required by the position for an employee to be able to perform their activities.

AERIS University expanded to the surrounding communities in 2021, offering its online professional qualification platform to people outside the company. Thus, 11 courses were made available, in which 326 youths from 15 communities were enrolled.

AERIS UNIVERSITY NUMBERS:

1,402
employees
trained

7h
of training
per employee

+ than 2,000
actively enrolled
in the courses

326
youths from 15 communities
the surrounding region also
performed the qualification programs



Leader Development

To enhance deliveries, motivate, and engage teams, the company further endorsed the Aeris' Leadership Development Program, based on the view that leadership plays a key role in disseminating the behaviors and guidelines rooted in its culture. The program activities were developed in 2021 in the hybrid, virtual, and face-to-face format, supported by the Aeris University platform, and trained 212 managers in the online module and 394 leaders and coordinators in the 12 face-to-face modules (workshops).

Aeris School

A partnership of the company with the Social Service of Industry (SESI) creates opportunities for employees who did not have access to education at the conventional age. Aeris School offers classes for the completion of elementary and high school in the youth and adult education modalities. In 2021, due to the pandemic, classes took place in online format and the company offered all the necessary support to the participants. Throughout the period, 20 students from neighboring communities were trained, 16 in high school and four in elementary school.

Aeris Generation

Aeris is dedicated to preparing future generations of the company's professionals. In this sense, the Aeris Generation Program was developed, focusing on two main groups: interns and trainees. Aimed at students from universities in Ceara, The Internship Program gives the opportunity to put into practice all the theory of the academic environment. In 2021, 40 interns were part of the company's staff, and 24 were effective throughout the year for internal positions at the higher education level.

The average effective employment rate is 60%. Aimed at youths up to 24 years old, being high school graduates and living in the Metropolitan Region of Fortaleza, the program designed for trainees offers the opportunity to gain experience and learn from working in an international company. The Portal Education Institute (IEP), a partner of Aeris, conducts daily training sessions with youths, contributing to their professional development. By the end of 2021, the company had 192 trainees.

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Health and safety

[GRI 103-1; 103-2; 103-3; 403-1; 403-2; 403-3; 403-4; 403-5; 403-6; 403-8; 403-9]

The company culture of health and safety is reinforced daily at Aeris, in all employee activities. The company has a management system dedicated to the subject, which follows strict standards, legal guidelines, and international standards, such as ISO 45001, referring to occupational health and safety, in which the company is certified. With a multidisciplinary team of specialized professionals — doctors, nurses and nursing assistants, engineers and technicians in occupational safety — the company is committed to the prevention, investigation and mitigation of accidents, incidents, and occupational diseases. As part of the strategy to strengthen the safety culture, active and frequent communication on the topic is added to periodic training programs that the company promotes, with emphasis on the Health, Safety and the Environment Culture Development Program and Dialogue on Health, Safety and the Environment.

PTo support the occupational health and safety teams in raising awareness of em-

ployees and promoting awareness campaigns, Aeris has an internal Accident Prevention Commission (CIPA) in each operational unit. In 2021, two commissions formed by 52 members acted in identifying risks in the work environment, developed action plans for risk treatment, and reinforced the importance of the correct use of personal protective equipment (PPE), in addition to helping in Covid-19 prevention actions.

Equipped and trained to respond to emergencies such as fires, performing first aid, and responding to emergencies involving chemicals, the Aeris Emergency Brigade is composed of 501 volunteers. Six civil firefighters per shift are on kept duty to reinforce and guide the work of the brigade members, qualified to perform the actions provided for in the emergency care plan (ECP). The company has two tank trucks and two ambulances — one being a mobile ICU — and dedicated 24-hour teams on duty at the operational units.

Monitoring

The occupational health and safety team, in addition to other assignments, monitors the frequency of accidents and the severity of occurrences, identifying any deviations that require correction or opportunities for improvement. In 2021, 13 work accidents were recorded, all typical (within the company's premises). Of these, seven did not require the temporary leave of the employee from their work activities. Even with the significant increase in operations, the number of accidents fell — from 18 in 2020 — as a result of preventive actions, adjustments made to work routines, and the diligent care of the company's leaders on the topic.

The company also surveys hazards and risks in routine and non-routine processes and activities, using the risk matrix to estimate the severity of each risk encountered, as well as mitigation and control actions. Physical, chemical, and biological measurements were also carried out for environmental and ergonomic agents found. In 2021, 31 training programs were carried out related to occupational hazards (OHs) — no cases of occupational diseases were identified.

* T* Frequency rate = $(13/10665559,76) \times 10^6$

** Gravity rate = $(100/10665559,76) \times 10^6$

*** Frequency rate = number of accidents x 1,000,000 / man hours Worked (MHW)

TYPICAL WORK ACCIDENTS

| Accident | With leave | Without leave | Total |
|----------|------------|---------------|-----------|
| 2020 | 4 | 14 | 18 |
| 2021 | 6 | 7 | 13 |

FREQUENCY RATE AND SEVERITY

| | 2021 |
|---------------------------------------|-------------|
| Frequency rate (FR)* of own employees | 1.22 |
| Gravity rate (GR) ** of own employees | 9.38 |

FOCUS ON PREVENTION

Aeris develops programs and routines focused on health and safety, all with the ultimate goal of raising awareness among employees and avoiding accidents and incidents, such as:

Five Golden Rules: employee prevention and awareness program for risk factors and behaviors.

Risk potential: a tool used to identify and eliminate substandard conditions — in 2021, 6,764 risks were identified and treated.

ACCIDENT FREQUENCY RATE WITH LEAVE

| | 2019 | 2020 | 2021 |
|--|-------------|-------------|-------------|
| Frequency rate (FR) *** of own employees | 0.16 | 1.40 | 0.56 |

ACCIDENT FREQUENCY RATE WITHOUT LEAVE

| | 2019 | 2020 | 2021 |
|--|-------------|-------------|-------------|
| Frequency rate (FR) *** of own employees | 1.41 | 1.40 | 0.66 |

Practiced Safety Index (PSI): Specific audits for each work environment, promoting the identification of risks and behaviors incompatible with the established standard. In 2021, 4,961 PSI audits were carried out in the production areas and 464 in the administrative ones.

Standardized Health and Safety Measures (SHSM): Consists of a set of routines performed by managers to ensure the safety culture and the treatment of non-conformities on a day-to-day basis.

Comprehensive health care

The Multiprofessional Health Center of Aeris, which opened in 2020, carried out more than 20 thousand visits in 2021, offering workers occupational health and care service. Promoting integral Care to the health of professionals, the company provides, in addition to medical and nursing care, dental and psychological consultations; a procedure and observation room; exams such as X-ray, electrocardiogram, spirometry, visual acuity, and audiometry; physiotherapy and

pilates; clinical analysis laboratory; and a monitoring program for pregnant women.

In addition, together with specialized partners, Aeris offers services for comprehensive health care, such as periodic preventive examinations and awareness campaigns on healthy habits, as well as psychological, nutritional, and physiotherapeutic checkups and follow-ups. A program dedicated to gestational health is also offered.

Services in 2021



PAY IT FORWARD PROJECT

In 2021, Aeris promoted for the first time a campaign for blood donations with its employees. There were two editions, in June and December, in partnership with HEMOCE — Center of Hematology and Hemotherapy of Ceara. In June there were 205 collaborators who participated and, at the end of the year, 183 donors.



Mobilization in colors

The company also promotes actions and events on dates of the national calendar that mark periods of health awareness topics — highlighted by colors. It is the opportunity to internalize campaigns of national appeal and bring employees closer to the culture of Aeris. In 2021, three agendas were carried out:



YELLOW SEPTEMBER

The much under-promoted Yellow September is Suicide Prevention Month. To open dialogues on the topic, Aeris began the period by addressing the subject once a week with employees through the company's internal media channels. Texts were prepared by an in-company psychologist. Other actions were also promoted and developed:

- Emotional health group, with biweekly meetings;
- Virtual meeting on the theme: "the importance of care", with a psychologist;
- Delivery of self-care phrases to employees;
- Delivery of ribbons at facilities' front desks, to remember the campaign.



PINK OCTOBER

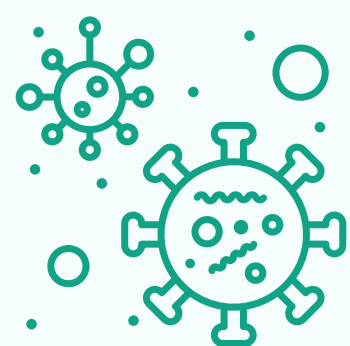
In the month that marks the awareness of breast and cervical cancer, actions were carried out to highlight the importance of monitoring and prevention, with:

- Dialogues with teams (DDSSMA);
- Distribution of pink ribbons at the front desks;
- A week programmed with cytopathological collections and clinical examination of the breasts, as well as on a routine basis every Tuesday. There were 15 collections carried out in the week;
- Chats with the AIS team about breast cancer, risk factors and doubt removal;
- Meeting with a psychologist to talk about "the importance of taking care of yourself";
- Group activities and stretching exercises performed by a physical educator;
- Workshop on breast self-examination, conducted by a nurse.



BLUE NOVEMBER

In the month that focuses on the care and Prevention of prostate cancer, the "chat with AIS" took place. The action was attended by physical educators and psychologists who emphasized the practice of physical activity. Men over the age of 50 who participated in the conversation or who went to the Health Center received the invitation to undergo the PSA examination, as well as the other routine examinations. There was also the delivery of the ribbons at the front desk upon the staff's arrival for their shifts.



Fighting the pandemic

2021 was the second year in the fight against the Covid-19 pandemic, with new challenges and restrictions that required the continued resilience of our employees and the reinforcement of procedures and awareness campaigns to prevent the spread of Covid-19, especially during the most acute phase of the health crisis in Brazil in the first two quarters.

Classified as an essential activity, Aeris maintained its operations and enabled employees to continue operating, adopting all the health protocols recommended by the authorities. At the same time, it adopted additional measures, always involving a multi-disciplinary team, with doctors, nurses, psychologists and social workers. Among the main actions stand out:

- Maintenance of work-from-home policies for employees in the administrative area, with the adoption of compatible technology and updating of equipment to support teleworking.
- All employees and third parties had their temperatures checked upon arrival at their work shifts.
- All employees suspected of Covid-19 infection were tested. All those who had flu-like symptoms received health guidelines and performed COVID 19 RT-PCR or SWAB rapid antigen tests, funded by the company, facilitating early diagnosis of the disease. 3,743 PCRs were performed in 2021;
- * Confirmed cases were removed immediately and colleagues with whom they had contact were also subjected to the test;
- Follow-up of all employees who received positive test results. Aeris appointed a company doctor to accompany professionals who required hospitalization in hospital units;
- Offer and distribution of personal protection masks since the beginning of the pandemic;
- Cancellation of work trips, with the exception of those of extreme necessity, assessed by the Crisis Committee;
- Industrial units, offices, restaurants and living spaces were sanitized thoroughly and daily, following the guidelines of the health authorities to prevent the spread of the virus.
- * Expansion of the fleet to ensure greater spacing between people in each vehicle, intensification of procedures for cleaning seats and other surfaces; maintenance of natural ventilation;
- The cafeteria was adapted to comply with social distancing guidelines, with greater spacing between tables and seats, in addition to the insertion of acrylic plates to separate employees more fully in order to avoid contagion;
- Several awareness campaigns were also carried out in order to promote safe and responsible behavior against Covid-19.

In addition to fighting the New Coronavirus, Aeris continued to prevent Influenza (H1N1), through the vaccination of its employees. In 2021, 2,115 people were immunized.



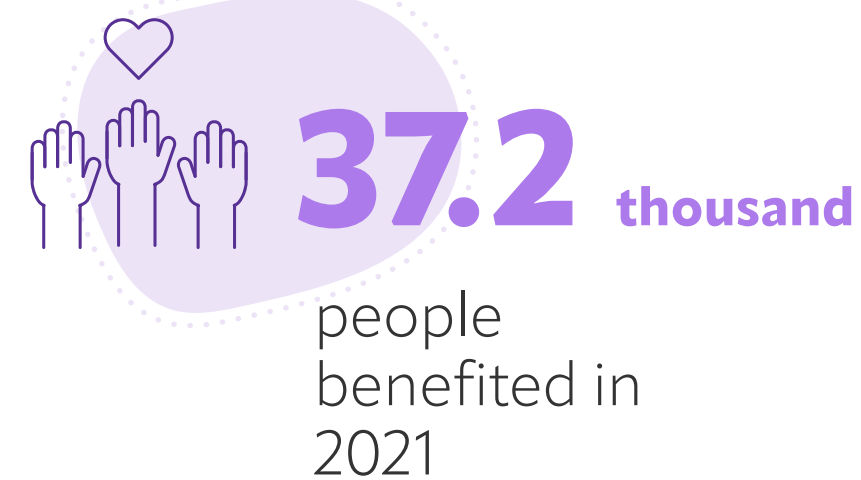
COMMUNITY Community

[GRI 103-1; 103-2; 413-1]

Since 2020, after carrying out a diagnosis of the main demands of the communities where it is inserted, Aeris has created a Social Intelligence Committee composed of employees from different areas and educational backgrounds to rethink, offer proposals, and assist the Social Intelligence Department in the implementation of programs and actions. The committee's activities are monitored by the Board of Directors and are aligned with the United Nations Sustainable Development Goals (SDGs) and the Global Compact — of which the Company is a signatory — as well as ISO 26.000, which provides social responsibility guidelines.

In 2021, the Social Intelligence Committee worked together with the diversity and Inclusion Committee to implement sustainability programs and actions, meeting monthly to plan the company's volunteer actions, in addition to monitoring the activities carried out by the Social Intelligence Department.

Social impact 2021



Fighting Covid-19

In 2021, the company followed through with the pay it forward philosophy to mitigate the impact of the pandemic on communities in situations of social vulnerability and their employees. Thus, it made several donations to the surrounding communities of the company, in order to meet the most urgent demands, such as access to food

and hygiene products. Through an internal campaign — which raised about R\$ 20 thousand in donations from employees and the same amount from Aeris — 470 basic baskets and 260 hygiene kits were distributed. In addition to this action, coconut bread and drinking water were donated.

Solidarity in numbers



3,650

people benefited



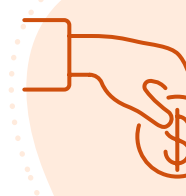
260

hygiene kits for communities



470

food baskets donated



More than

R\$ 40 thousand

in donations

Volunteer work

Strengthening the leadership and engagement of its employees in the local community is one of the objectives of Aeris' Corporate Volunteer Program. The actions seek to make a positive impact on the people who live in the surrounding communities of the company. The program develops three projects: Gente que Faz na Comunidade (Doing Good to the Community), Adote um Sorriso (Adopt a Smile), and Ventos Solidários (Winds of Solidarity). In 2021, the topic of gender received special attention, with specific actions aimed at fe-

male entrepreneurship and women's empowerment activities. In the year, about 363 hours were dedicated to volunteering — of which 72 were free, outside the working hours of employees in the company. Also, in 2021 the Youth Mentoring Volunteer Program was carried out with the objective of fostering the employability of youths in the communities, through the development of technical, behavioral, and cultural skills. In that period, 12 youths participated, with 240 hours of interaction.

Strengthening employee commitment and engagement in the community is one of the goals of Aeris' Corporate Volunteering Program.

Adote um Sorriso (Adopt a smile)

Adote um Sorriso encourages employees to promote activities allusive to Children's Day. The actions are philanthropic and aim to mitigate a given basic needs problem previously listed on the social diagnosis issued by the Social Intelligence Sector, such as donations of toys, shoes, and clothing. In 2021, the program collaborated with 12 institutions, making 1,942 donations.

Gente que Faz na Comunidade (Doing Good to the Community)

Another way the company helps in the development of the surrounding community, it promotes employees to conduct courses, lectures, and workshops that can help in training youths in skills relative to community demands. Among the topics raised are caring for the environment, labor market guidelines, and entrepreneurship. In 2021, 21 lectures and workshops were held, always seeking to provide knowledge and promote the potential of youths from the communities of Caucaia and São Gonçalo do Amarante. In total, 327 youths and children benefited.

VOZES QUE ECOAM (VOICES THAT ECHO)

Music is able to transform people's lives, as well as bring joy and culture. At Aeris it is used to facilitate coexistence among employees, bringing benefits to the development of various aspects, such as sociability, creativity, and contributing to the health of the individual. As it is for the Coral Vozes (Voices Choir), which meets weekly for rehearsals, and performs during the year

in the company's internal celebrations, in the communities, and for social projects.

Composed by a musical conductor, with the support of his technical team, in 2021 the choir had the participation of eight collaborators and performed eight performances.



Incentivized projects

Aeris' Incentivized Project Management Program manages the sponsorship of programs and actions that fit into the Culture incentive Law, Sports Incentive Law, Child and Adolescent Fund Law, Elderly Fund Law, National Program to Support the Healthcare of People with Disabilities (PRONAS/PCD), and the National Cancer Care Support Program (PRONON). The company endeavors to direct resources to projects that impact the region of Caucaia and Sao Goncalo do Amarante, close to its operations. In 2021, cultural and sports funds were sponsored, with the amount of R\$ 199.526.65, allocated to the following projects:



VENTOS DO SABER (WINDS OF KNOWLEDGE): provides new airs for libraries of public schools of early childhood and elementary education, seeking to encourage and improve the reading habits of students. The project has two phases: the first reforms the physical spaces of libraries, providing more color, joy, and comfort with new furniture, televisions, computers, collections of books, toys, and educational games. The second stage involves educational-cultural activities: storytelling, literary workshops, and guitar lessons. In 2021, it was not possible to carry out the program's agenda due to issues related to the pandemic. Thus, the project will be executed in 2022 in the following institutions: Escola Indígena Cacique Antônio Ferreira da Silva, Escola Indígena Conrado Teixeira, Escola Helena de Aguiar Dias, and Escola Indígena Direito de Aprender do Povo Anacé. Since 2019, eight schools have had their libraries transformed, directly benefiting 2,100 thousand students. R\$ 100 thousand was donated to the project in 2021.



ESCOLINHA DE TRIATHLON (TRIATHLON SCHOOL): an opportunity to develop the sport and discover future champions. The school Offers 50 children and adolescents from 8 to 16 years from the public school system of Caucaia the chance to practice an Olympic sport in a professional structure.

The project began in August 2020, and classes are held from Monday to Friday. Students receive uniforms, bicycles and helmets, and snacks as well as training by physical education teachers assisted by monitors. Aeris is the exclusive sponsor of the initiative and R\$ 99.5 thousand were allocated to the project in 2021.



SUPPLIERS Suppliers

[GRI 102-9; 103-1; 103-2; 103-3; 204-1]

Aeris seeks to develop long-term partnerships and therefore credits the success of the business to the relationships it has built. Guided by ethics, transparency, cooperation, and mutual growth, the relationships with suppliers are fundamental. At the end of 2021, the company's supply chain included 1,635 contractors, divided into two large groups: direct and indirect materials. The category of direct materials includes suppliers of inputs used in the production of the blades, such as carbon fiber, resin, and fabrics, among others. These companies are approved by the end client after a rigorous technical evaluation process. Throughout 2021, Aeris hired about 330 companies in this category. The suppliers generally include large global producers of inputs located in Europe, Asia, the United States, and Brazil — about 22.8% of the total resources paid by the company to this category of suppliers were to Brazilian companies. Since 2020, seeking the

development of national primary suppliers, Aeris has established a strategic approach, with the objective of managing even more systematically commercial issues, delivery times, and quality standards, among other aspects, in order to guarantee inputs in their entirety for the production process. Indirect suppliers, on the other hand, are responsible for the auxiliary materials used in production, as well as for additional services. They are mostly nationally based — 93% of indirect payments in 2021 went to Brazilian companies.

Financial and compliance aspects are carried out with the main suppliers of Aeris, via due diligence in order to enhance security in the supply chain. To foster Ceara-based companies and boost the region's economy, the company develops and contracts local suppliers, which represented, at the end of 2021, 38% of the total spent on national suppliers.



IMPACTS OF THE PANDEMIC

With significant impacts on industries after the second year of the pandemic, the Aeris supply team had to use a great deal of planning and creativity to curb the lack of inputs. Unlike many

factories around the world, the company did not halt operations. However, the costs were felt — mainly of raw materials and freights — with a significant impact on the business.

CLIENTS

[GRI 102-6]

Aeris aims to be a company recognized by its clients for the quality of the product supplied — the result of the efficiency of the production process and meeting specific requirements and international standards. Therefore, it constantly seeks to standardize the treatment of measurement systems and processes in all its manufacturing lines.

The company's clients are companies in Brazil and abroad that design and produce wind turbines installed on wind farms, where electricity is generated. These companies outsource the production of blades for strategic reasons as well as the high manufacturing complexity required due to the technical specifications and physical characteristics of the material, such as dimensions, for example. In this way, it is up to Aeris to receive the molds and the indication of the main suppliers of raw materials from clients, who closely monitor the production of the blades.

Fulfilling orders both for the national and international market, the company ended 2021 serving the main global producers — with the exception of the Chinese market — currently operating under contracts with Vestas, Siemens Gamesa*, Nordex Acciona, and the Brazilian WEG.

In 2021, Aeris applied to all production lines of the company the method of the international institution APQP 4WIND, which helps companies in the sector to reduce risks and production costs through a specific methodology. Another highlight for this period was the engagement of the Corporate VOC Department in its standardizing of good practices among clients, also handling complaints in order to mitigate the impacts to interested parties, following the performance of blades within the warranty period, and actively participating in external audits related to processes and the product, while maintaining focus on continuous improvement and client satisfaction, in addition to offering support to resident clients — companies that follow and report the production process of their blades.

SERVICE EXPANSION

Aeris Service actively participates in the process of guaranteeing the blades delivered by the company to clients, carrying out activities related to delivery, inspection, installation, and repair, among other services. In 2021, this area of demand grew significantly and the number of employees practically doubled compared to the previous year, reaching 112 technicians on December 31.

Given the shortage of human resources in this area, the company continued to train Aeris service employees internally in order to ensure the quality of services provided to clients. One of the highlights of the year was the promotion of

youth trainees to the category of assistants in the team — in all, 21 people who had had no previous experience joined the team.



**Corrected information: in the version published in May/22, Siemens Gamesa had been incorrectly identified as "GE".*

INVESTORS AND OTHER STAKEHOLDERS

Investors and other stakeholders

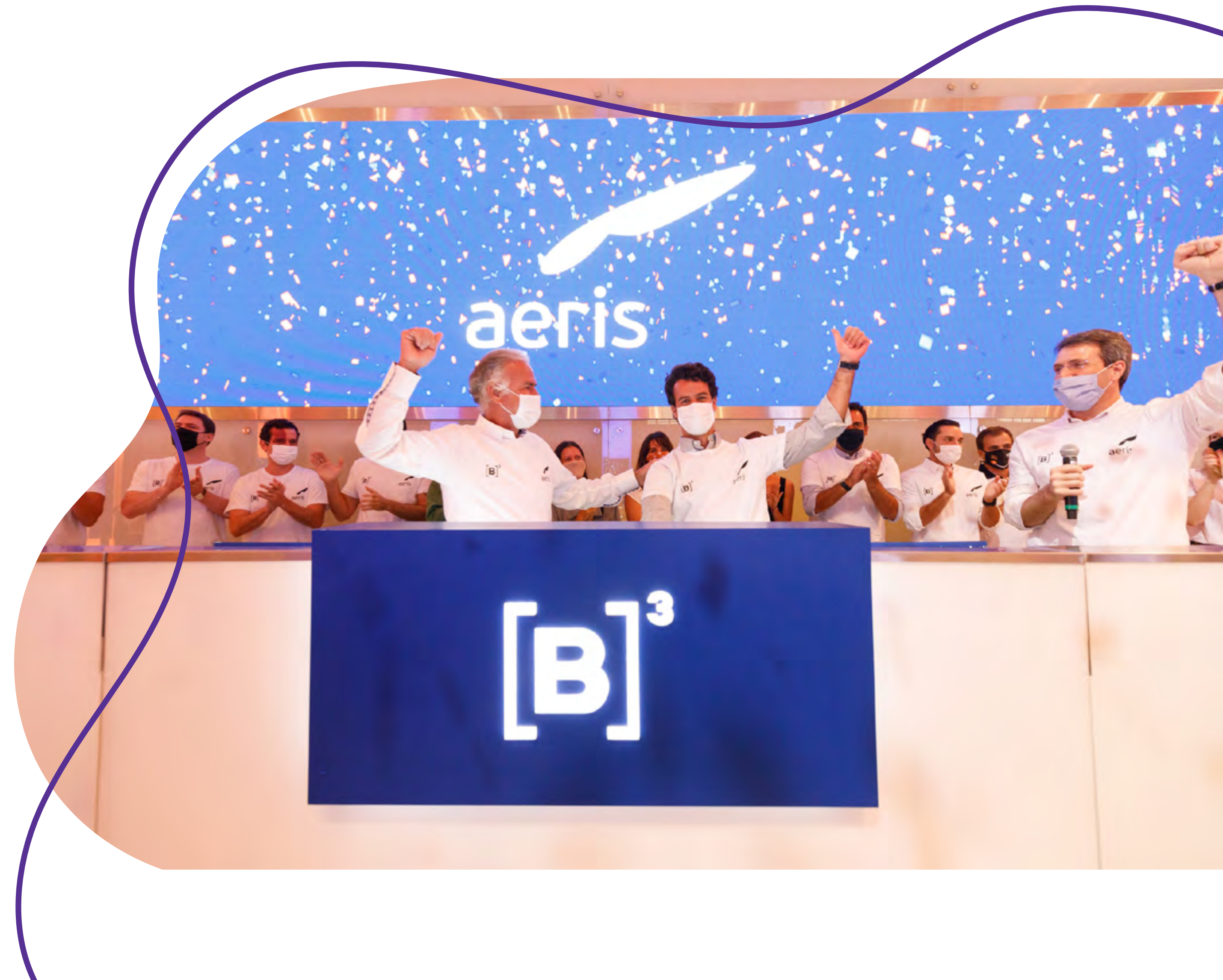
[GRI 102-13]

Since 2020, when it went public, Aeris has relied on its public of investors — fundamental to the company's growth plans. At the end of 2021, 85 thousand individuals made up the company's equity base. In support of them, the Investor Relations website is in place, where relevant facts, notices, per-

formance reports, and other information to help investors in their decision-making are disclosed. Further clarification on the business and its results can be accessed on the Investor Relations website (ri.aeris-energy.com.br) or by contacting the Investor Relations team by email: ri@erisenergy.com.br

PARTICIPATION IN ASSOCIATIONS

In addition to APQP 4WIND, a global entity, Aeris is affiliated to the Brazilian Association of Wind Energy (ABEEOLICA), the Association of Companies of the industrial and Port Complex of Pecem (Aecipp), the Federation of Industries of the State of Ceara (Fiec) and the Brazilian Association of Machinery and Equipment (Abimaq).





Commitment to the 2030 Agenda



Aeris seeks to ensure that the relationships built with its different stakeholders are guided by the company's commitment to sustainable development. Thus, especially with regard to employees, suppliers, and communities, it develops initiatives aligned with the following principles of the Global Compact:



- 1. Companies must support and respect the protection of internationally recognized human rights.
- 2. Ensure that it does not participate in any violation of these rights.
- 3. Companies should support freedom of association and the effective recognition of the right to collective bargaining agreements.
- 4. The elimination of all forms of forced or slave labor.
- 5. The effective abolition of child labour.
- 6. Eliminate discrimination in employment.



HUMAN RIGHTS



WORK

Likewise, it actively promotes the following SDGs and respective goals:

SDGs 3

Ensure healthy lives and promote well-being for all at all ages.

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, in particular developing countries, for early warning, risk reduction and management of national and global health risks.

SDGs 4

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

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.

SDGs 5

Achieve gender equality and empow-

er all women and girls.

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

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

SDGs 8

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

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

8.5 By 2030, 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 By 2020, substantially reduce the proportion of youth not in employment, education or training.

8.7 Take immediate and effective measures to eradicate forced labour, 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

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

SDGs 10

Reduce inequality within and among countries

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.



OUR Environmental Commitment

POLICIES AND PRACTICES

Policies and practices

[GRI 102-11]

The activity of which Aeris is a part, by itself, is already a business that has sustainability as its essence. By contributing to the expansion of the use of renewable energy, the wind energy supply chain drives environmental conservation and the balance of the planet's climate. As a signatory of the United Nations Global Compact since 2016, the company seeks sustainable development, always attentive to the negative impacts of its operations on the ecosystem.

To this end, it annually conducts internal and external audits, seeking full compliance with current legislation on the subject, both in the units in full operation and in the projects under implementation — such as the expansion phase that took place in 2021. The environmental projects and processes implemented at Aeris are based on the National Environmental Policy (Federal Law No. 3.938/81), NBR ISO 14001, the standard in which it is certified, and the Environmental Management System Policy itself.

Aeris environmental guidelines



Protecting our biodiversity — Flora and Fauna



Raise awareness of environmental aspects and impacts, defining plans for impact reduction



Develop socio-environmental culture with stakeholders



Reduce waste generation as well as recycle and reuse



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

The control of compliance with these commitments is carried out by the Environmental Performance Index (IDA), composed of sub-indicators that monitor the main environmental aspects of the company, such as compliance with legal requirements applicable to the natural environment, environmental events, actions to promote environmental awareness among employees and surrounding communities, waste recycling index, and co-processing of non-recyclable scraps.

In 2021, reflecting a cycle marked by new production processes, the consumption of natural resources and fuels increased, although it was not accompanied by a greater volume of finished products (wind turbine blades delivered to clients). As a result, we had a significant in-

crease in our reported intensity indicators. The expectation is that as the processes stabilize and, consequently, more parts are produced, such indicators will fall, returning to the historical levels recorded by the company.

AIR QUALITY

The company performs internal monitoring of the black smoke index, in addition to regular inspections of its internal vehicles and existing generators, a routine that aims to monitor and exercise control so that equipment and vehicles that are in disagreement with the acceptable indices for black smoke emission are not maintained.

Biodiversity

[GRI 103-1; 103-2; 103-3; 304-1; 304-2; 304-3; 304-4]

Aeris adopts measures to monitor and control how its operations affect biodiversity, conducting studies according to the ecological cycles that occur at the operational units. In 2021, with the expansion project, the plant gained another 105 Km², totalling 215 km² of constructed area. For the expansion, the company conducted a survey of the main environmental impacts through an environmental feasibility study — which is part of obtaining the environmental licensing required for construction. The portion of the study focused on influence included a floristic survey and catalog of existing fauna species.

To compensate for the environmental impacts caused by the construction project, the company promoted the demarcation of permanent preservation areas (APP) alongside the developable areas.

Through the APPs, the company contributes directly to the protection of natural habitats, which requires periodic inspections and constant interaction with environmental agencies and environmental experts. These areas, near the factory complex, are identified with indicative signs that reinforce the need for conservation, a theme also addressed in environmentally-themed dialogues with employees.

The compensatory measure also includes the planting of about 23.8 thousand species of seedlings, in addition to promoting activities focused on the importance of preserving biodiversity with the contractors engaged to execute the expansion project. This entire process is accompanied by the State Superintendence of the Environment of Ceara (SEMACE), the respective licensing body.



PERMANENT PROTECTION AREAS (APPS)

| Area (identification) | Size (Km ²) | Location (city and state) | Protected or restored | Comments |
|--------------------------------------|-------------------------|---------------------------|-----------------------|---|
| Areas of Permanent Protection | 0.178 | Caucaia (CE) | Protected | Existing permanent preservation areas within the Aeris property |
| Reforested Area | 0.206 | Caucaia (CE) | Restored | Area delimited by Aeris to carrying out forest enrichment projects |

With a view to forest enrichment, Aeris implemented the practice of salvaging seeds of native species found in the vicinity of the factory complex, performing germination and cultivation of seedlings in containers and plastic packaging normally discarded from factory processes (giving new use to this kind of waste).



Preservation of local fauna

Preserving the animals that live in the APP areas and green areas surrounding the company is a concern of the company. When sighted, individuals of these species are monitored. An in-company team has been trained to record such occurrences involving the fauna and the management of animals, also carrying out their capture when necessary for later release in the natural habitat.

From the survey of existing species in the adjacencies of areas where Aeris operations exist, no species were identified from the Red List of the International Union for the Conservation of Nature and Natural Resources of Brazil or on any lists of endangered or near-endangered fauna, or those considered vulnerable.

Water

[GRI 103-1; 103-2; 103-3; 303-1; 303-2; 303-3; 303-4; 303-5]

Using water rationally is a commitment that Aeris makes in its Fourth Environmental Guideline, which promotes the practice of consciously reducing the use of natural resources (Water and energy). In this sense, in 2021 the Committee for Water and Energy Reduction was created, a multidisciplinary group involving the areas of Environment, Electrical Maintenance and Utilities, aiming to foster actions in this regard.

As part of the measures to reduce water consumption, the company uses a system of backwashing the filters of the Treatment Plant, allocating the stored water for irrigation of plants, toilet flushing, washing equipment, and humidifying roads.

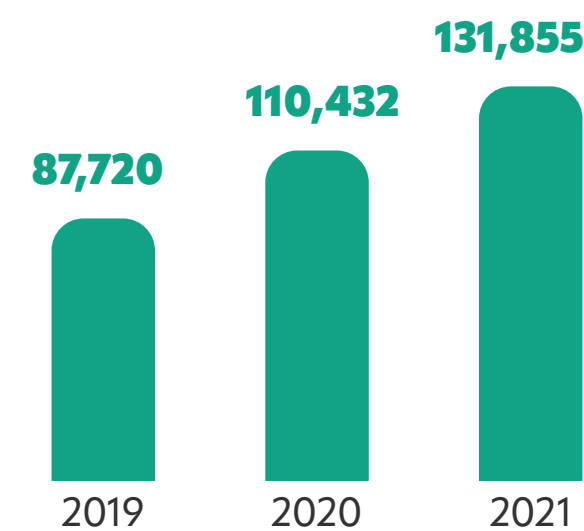
The capture of the water used in the company's operations is from the Eixao das Aguas, which provides the Metropolitan Region of Fortaleza, classified as water scarcity area level 10. Aeris' operational units are supplied by the Water Resources Management Company (Cogerh) of the state of Ceara, which serves the region of the Pecem Industrial and Port Complex (CIPP).

In 2021, the company began construction of a new Water

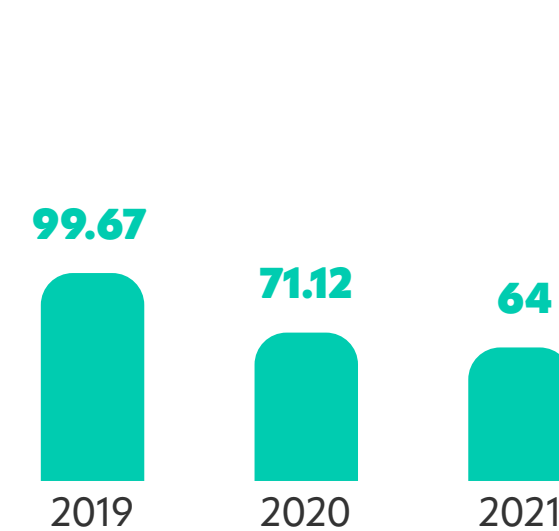
Treatment Plant (ETA) and Wastewater Treatment Plant (ETE), which will increase reuse capacity by up to 60%, with an interconnected plant. The ETA and ETE are expected to start operations in 2022.

Due to the expansion projects, given the growth of operations and the greater number of people in the company, water consumption increased in 2021, closing the year with 131.9 thousand m³ — 109,046 m³ from the Integrated Supply System of CIPP and Catuana and 22,810 m³ captured from a well — an increase 19.4% compared to 2020.

WATER WITHDRAWAL
(in m³)



WATER CONSUMPTION
(liter / person / day)



To monitor the evolution of water consumption in its operations, Aeris monitors the volume consumed per person (per day) and invests in actions aimed at the rational use of this natural resource. In 2021, several educational campaigns focused on saving water were developed together with employees. As a result, the company achieved the target set for percapita water consumption, reaching the mark of 64 liters/person/day — a reduction of 10% compared to the previous year.

Of the total volume consumed by Aeris, 13 thousand m³ were reused, an increase of 14.4% compared to the previous year. This water was channeled to toilets, and also for irrigation of green areas.

Laboratory analysis and monitoring carried out by the internal team guarantee the quality of the water consumed in the company's production processes. The control is carried out daily by the team, for maintenance of the equipment of the Water Treatment Plant (ETA), and monthly by a specialized company, which is submitted to laboratory analysis. In this way, we seek to guarantee quality for safe consumption, as well as the parameters of the effluent outputs.

¹⁰ The Eixao das Aguas is a water works project that carries out the transposition of water from the Castanhao reservoir to the Metropolitan Region of Fortaleza (CE), reinforcing supply for an extension of 255 kilometers, including the industrial and Port Complex of Pecem.

Effluents

Aeris performs the treatment of all the effluent generated in its operations and does not release it into water bodies — the treated effluents are used for irrigation of green areas. Thus, the Company meets the requirements of state ordinances (COEMA Resolution 02/2017), which establish the standards and conditions for the release of liquid effluents generated for irrigation purposes. In 2021, there was a 1.2% reduction in the total volume of wastewater disposed of, compared to 2020.

At the end of the year, the new Wastewater Treatment Plant (tee) was nearing completion, which will provide even greater efficiency to this process, expanding the reuse capacity of treated effluents — which, in the future, will be directed to the irrigation of Aeris' forest planting areas.

WATER DISPOSAL BY ACTIVITY (in m³)

| Activity | 2019 | 2020 | 2021 |
|----------------------------|---------------|-----------------|---------------|
| Blade cutting and drilling | 3,099 | 972.9 | 457 |
| Cleaning the filters | 26,316 | 43,800 | 43,800 |
| Total volume discarded | 29,415 | 44,772.9 | 44,257 |

The reduction of about 50% of residues from cutting and drilling blades is justified by the fact that only certain models of blades require the use of cutting and drilling equipment with the use of water — other models use a dry system, without water. In 2021, there was a reduction in the number of blades that require the use of water, consequently reducing water consumption at this stage of the process.



ENERGY Energy

[GRI 103-1; 103-2; 103-3; 302-1; 302-3]

Energy Management at Aeris combines conscious consumption — a reflection of the employees' environmental education — in the continuous search for energy efficiency, through facilities and equipment designed to reduce energy use. In addition, the company has sought to ensure the renewable origin of supply sources, as part of its commitment to decarbonizing all operations.

Energy consumption grew in 2021 at Aeris, as a result of new projects, new production lines, and the acquisition of new equipment, in addition to the new consumption of gasoline and ethanol, which began to be monitored in 2021. In addition to electricity, diesel oil and liquefied petroleum gas (LPG) make up the energy matrix of operations. In 2021, the company consumed 198.4 thousand Giga Joules, an increase of 31% compared to 2020.

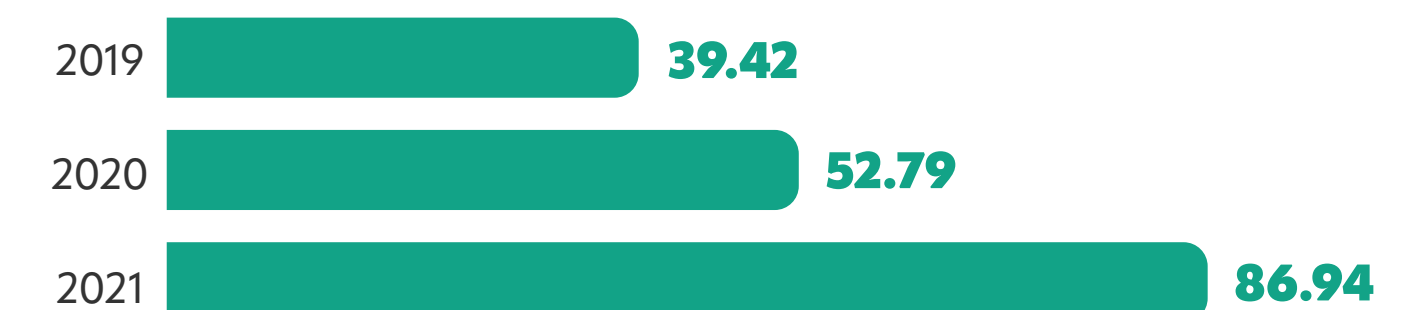
ENERGY CONSUMPTION* (in GJ)

| | 2019 | 2020 | 2021 |
|---|-----------------|------------------|------------------|
| <i>Consumption of non-renewable fuels</i> | | | |
| Diesel | 2,850.4 | 5,920.6 | 7,036.5 |
| Gasoline | - | - | 2,096.6 |
| LPG | 2,774.5 | 3,733.3 | 5,463.7 |
| <i>Consumption of renewable fuels</i> | | | |
| Ethanol | - | - | 46.0 |
| <i>Electricity consumption</i> | | | |
| | 79,596.0 | 141,787.2 | 183,758.7 |
| Total | 85,220.9 | 151,441.1 | 198,401.5 |

* The company's total energy consumption is equivalent to 55,111.5 MWh.

Thus, Aeris' energy intensity rate increased followed the aforementioned high production demands, ending the year at 86.94 — an increase of about 64.7% when compared to 2020. Aeris' energy consumption per blade produced has grown since 2020, especially due to the introduction of new blade models, which require acclimatization from the rolling to finishing phases. Thus, it was necessary to double the contracted demand for energy, which was acquired from clean energy sources (see box on page 75) in order to minimize environmental impacts. Even with the beginning of the production process of the new models, the energy intensity rate remained high due mainly to the ramp up phase.

ENERGY INTENSITY* (in GJ)



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



Committed to its environmental guidelines, Aeris has adopted measures to reduce fuel consumption, especially from non-renewable sources. Among the prominent actions in this sense are the encouragement and valorization of ideas suggested by employees for saving natural resources, the hiring of chartered transport, the preference for the use of LED lighting in factory warehouses, and the acquisition of devices certified for energy efficiency.

RENEWABLE SOURCE

The company prefers the acquisition of energy through clean energy generation as a way to reduce the impacts of emissions. Thus, in 2021, Aeris prioritized the purchase of electricity from renewable sources, certified via I-REC. In this way, the company attests that 48,665 MWh used came from renewables, which represents more than 95% of the electricity consumed — the Pecem II unit is expected to migrate to the Free Energy Market in 2022, ensuring the acquisition of 100% renewable energy.

With regard to the energy contribution from the finished product in operation, Aeris achieved about 3,053 MW of energy generated from the operation of wind farms that use the blades produced by the company, against 3,007 MW generated in 2020, which represents an increase of about 1.5%.



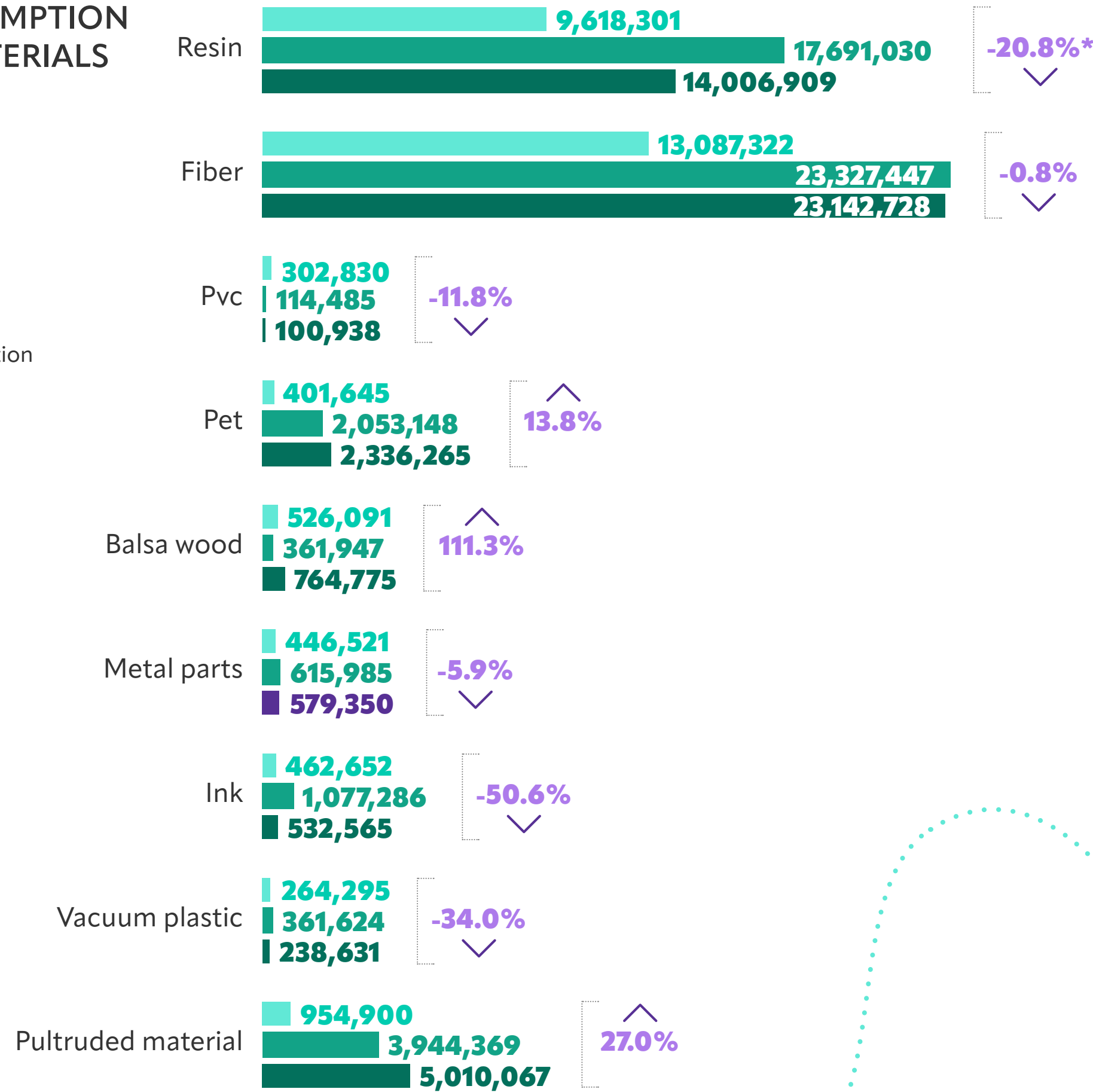
MATERIALS

[GRI 103-1; 103-2; 301-1]

The selection of materials used in factory operations is based on — in addition to ensuring quality and adequate cost — the search for sustainable materials, which mitigates any eventual environmental impacts of the production cycle. Examples of this are the coconut fiber blanket used in the manufacture of the blades, and the plastic tubes generated from recycling — including discarded plastics from the company itself, in a circular economy process.

CONSUMPTION OF MATERIALS (in kg)

- 2019
- 2020
- 2021
- Variation



* The reduction in resin is due to adjustments made to the items that are considered in the accounting of the volume of this category.

Variations in the volumes of the materials used, which occurred in 2021, reflect the changes in the models of blades produced — each line has its own characteristics, which impact the use of inputs.

VOLUME OF MATERIALS USED OF RECYCLED ORIGIN (in meters)

| Materials | Material type | 2019 | 2020 | 2021 |
|---------------|---------------|-----------|-----------|-----------|
| Tubes | Plastic | 413,798 | 752,448 | 1,456,471 |
| Coconut fiber | Organic | 601,958 | 1,096,942 | 1,716,549 |
| Paper Towels | Paper | 2,679,844 | 5,713,750 | 3,269,655 |

WASTE

[GRI 103-1; 103-2; 306-1; 306-2; 306-3; 306-4; 306-5]

Reducing the amount of waste, re-using materials, and ensuring their appropriate final destination — with the hiring of specialized companies — are integral to the company's environmental management routine.

With this in mind, the company reinforces its commitment to contribute to SDG 12 of the 2030 Agenda, referring to Responsible Consumption and Production. Facing the challenge of reducing the volume of waste sent to landfills during the expansion phase, alternatives were sought for the disposal of scraps and residues previously classified as non-recyclable.

One example is the waste of fiber fabrics — a raw material generated in large volumes at the company — used in the coating of the blades. As a non-recyclable material, it would

normally be sent to landfills. However, in 2021, the company was able to find and train suppliers to use fabric waste scraps in processes such as waterproofing tanks and manufacturing eco roofing, among other products. About 381 tons of fiber were diverted from landfills and sent to recycling.

In total, in the year to date, the volume of waste produced by Aeris was 18,521 tons, of which 18,381 tons were non-hazardous waste (recyclable and non-recyclable) and 139.9 tons were hazardous waste — mainly from resins and paints or materials contaminated with oils and greases — all directed to co-processing. The company has not allocated any waste classified as hazardous to industrial landfills. When the recycling possibilities are exhausted, heat treatment of wastes via coprocessing is sought.

WASTE DIRECTED TO COPROCESSING – 2021 (in tonnes)

| Hazardous | Non Hazardous | Total |
|---------------|-----------------|----------------|
| 139.87 | 3,652.31 | 3,792.2 |

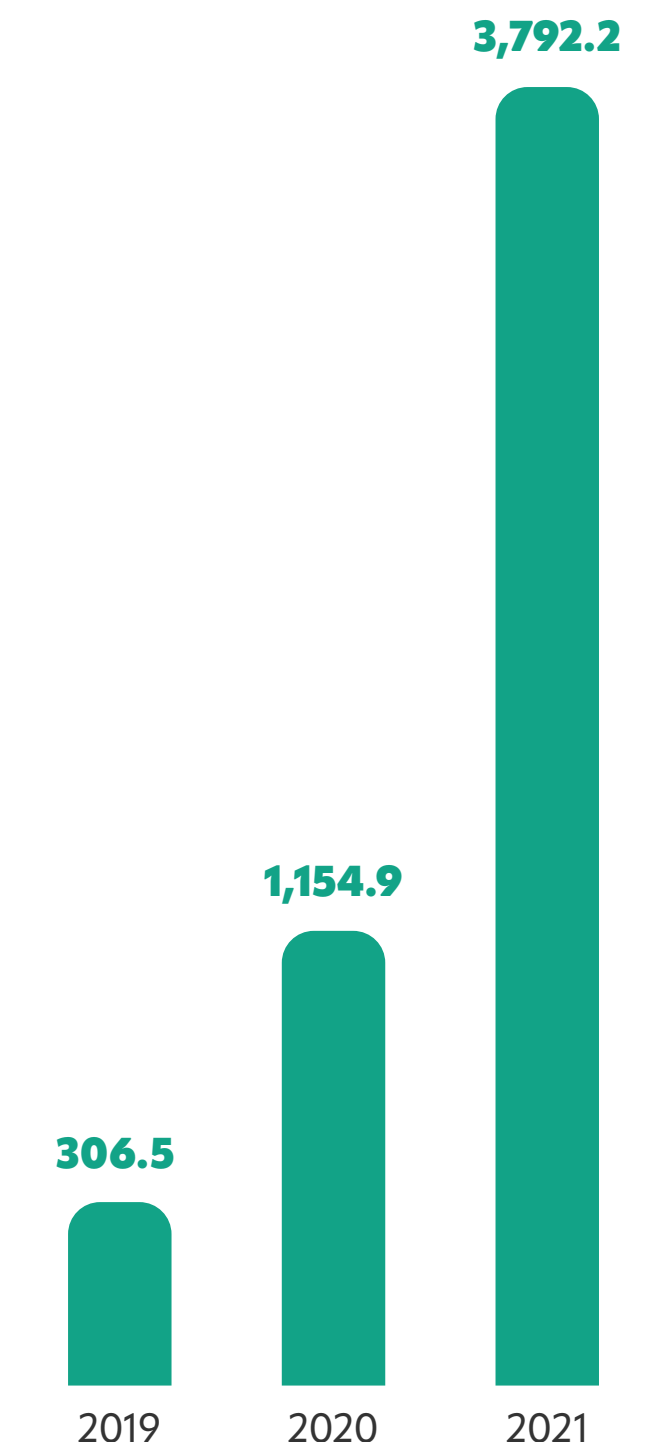
NON-HAZARDOUS WASTE (in tonnes)

| Materials | 2020 | 2021 |
|-----------------------|----------------|----------------|
| Preparation for reuse | 2,592.8 | 651.5 |
| Recycling | 1,787.8 | 4,576.6 |
| Compost | - | 5.0 |
| Total | 4,380.6 | 5,233.1 |

NON-HAZARDOUS WASTE INTENDED FOR LANDFILL (in tonnes)

| 2020 | 2021 |
|-----------------|----------------|
| 10,700.4 | 9,496.0 |

WASTE DIRECTED TO CO-PROCESSING (in tonnes)



Since 2020, a project has been implemented to expand the allocation of non-recyclable materials for co-processing in the cement industry, where they are used as substitutes for fossil fuels. To ensure implementation, the company invested in the sorting and preparation of this waste, as well as increasing storage capacity and optimizing transport logistics. In 2021, 28.5% of non-recyclable waste was destined for co-processing — an increase of 228% compared to 2020. The volume of waste sent to co-processing is conditioned to the receiving capacity of the cement industries. Due to the high quantity of waste generated in the manufacturing process of wind blades, it is a challenge to maintain monthly shipments of waste for thermal destruction. The expectation is to increase this percentage in 2022 with the crushing of materials and the diversification of cement industries in the supplier portfolio.

In 2021, 28.5% of non-recyclable waste was destined for co-processing — an increase of 228% compared to 2020.



ATMOSPHERIC EMISSIONS

Atmospheric emissions

[GRI 103-1; 103-2; 103-3; 305-1; 305-2; 305-3; 305-4]

As part of the chain that has been accelerating the energy transition, AERIS is committed to decarbonization. Therefore, the company controls its greenhouse gas (GHG) emissions, seeking alternatives to reduce the carbon footprint of its operations and thus contribute to the fight against climate change.

Based on the GHG Protocol methodology, AERIS calculated its GHG emissions for the year 2021, which totaled 11.8 thousand tCO₂e, distributed among the three scopes, as shown in tables and graphs on the side.

SOURCES OF EMISSION - SCOPE 1

| | 2019 | 2020 | 2021 |
|-----------------------|----------------|----------------|----------------|
| Combustion Stationary | 84.3 | 128.4 | 151.9 |
| Mobile combustion | 370.2 | 745.3 | 910.3 |
| Fugitive emissions | 1,563 | 826.7 | 111.3 |
| Solid waste | 84.9 | 103.4 | 23.2 |
| Total scope 1 | 2,102.4 | 1,803.8 | 1,196.7 |

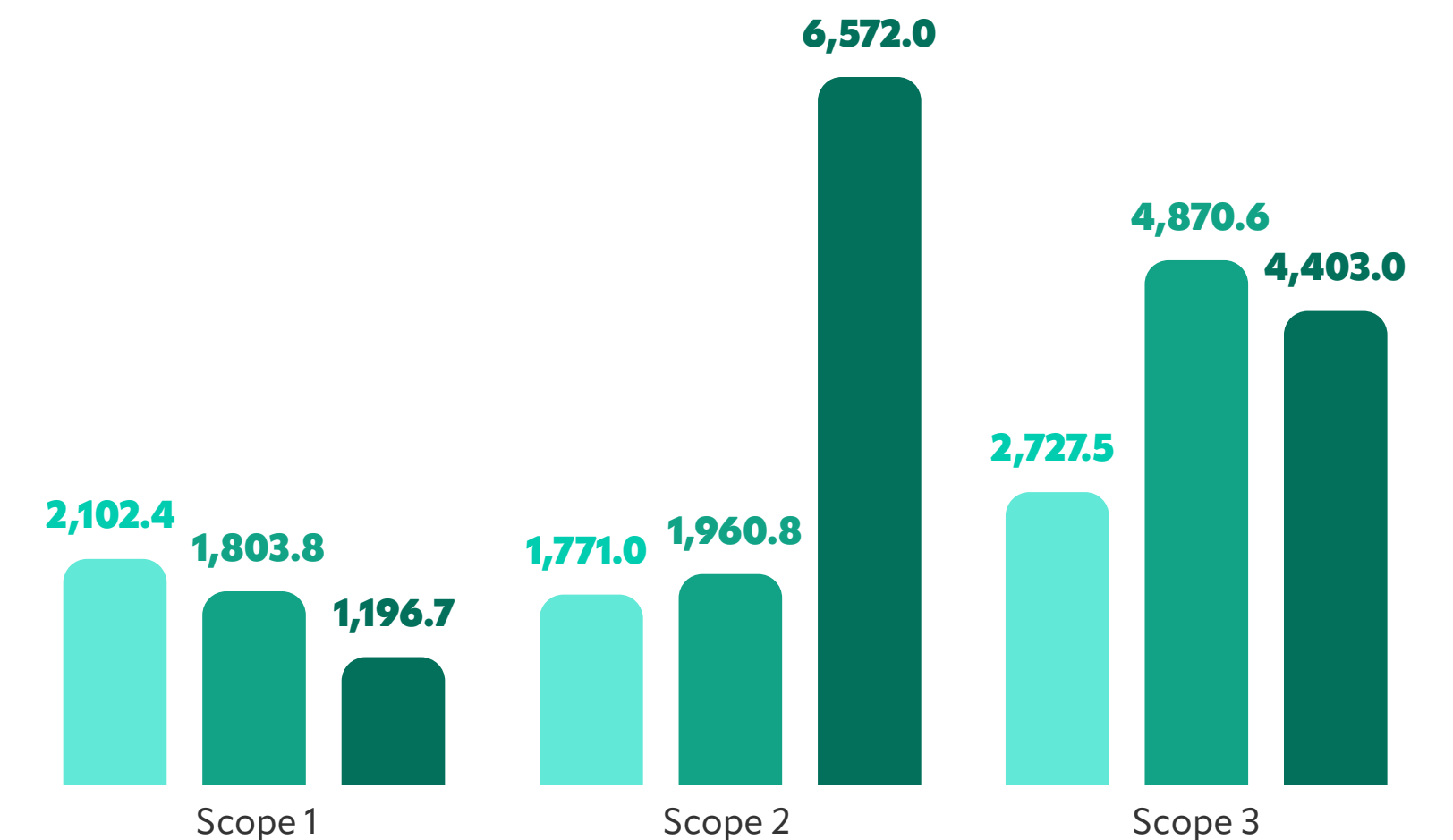
SOURCES OF EMISSION - SCOPE 3

| | 2019 | 2020 | 2021 |
|-------------------------------|----------------|----------------|-----------------|
| Transportation of Employees | 2,707 | 4,870.6 | 3,665.92 |
| Business trips | 20.5 | - | - |
| Waste generated in operations | - | - | 377.1 |
| Total scope 3 | 2,727.5 | 4,870.6 | 4,043.00 |

SOURCES OF EMISSION - SCOPE 2

| | 2019 | 2020 | 2021 |
|-----------------|-------|---------|-------|
| Electric energy | 1,771 | 1,960.8 | 6,572 |

GHG EMISSIONS, BY SCOPE (in tCO₂e)



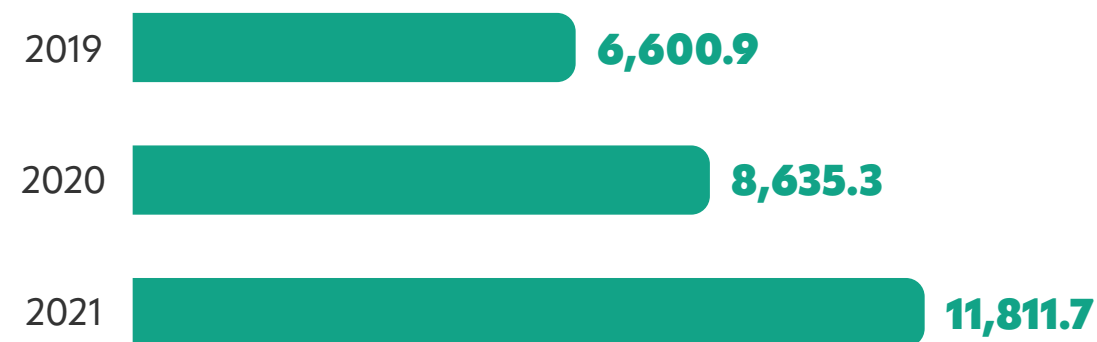
2019 2020 2021

In 2021, based on the total from the three scopes, the company increased its total GHG emissions by 36.8% compared to the previous year — again as a reflection of the expansion project and the start of operations of new blade models.

Specifically in relation to Scope 2 emissions, this increase occurred as a result of the start of new production processes and the factory expansion construction project.

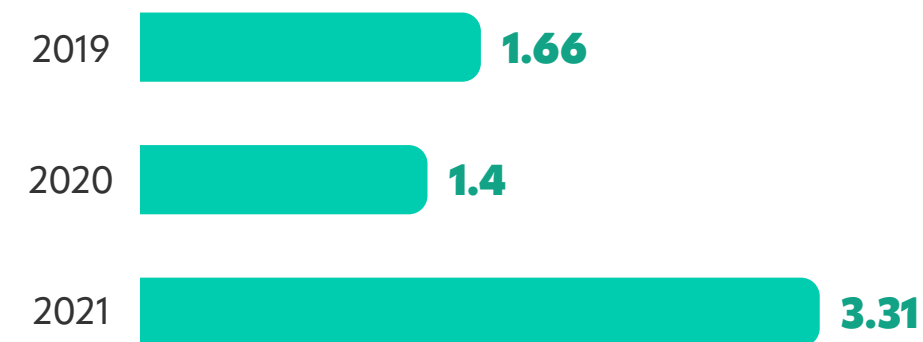
Even with the increase in electricity consumption, Aeris has been reinforcing its commitment to the acquisition of electricity from renewable sources, as attested via I-REC.

TOTAL GHG EMISSION
(in tCO₂e)



In relation to Scope 1, there was an improvement in performance — a reduction of 33.6% compared to 2020 — driven by the optimization in the use of air conditioners (fugitive emissions). The company reported a 136% increase in the intensity of tCO₂ equivalent per unit produced in scopes 1 and 2, compared to 2020.

SCOPE 1 AND 2 EMISSIONS PER UNIT PRODUCED



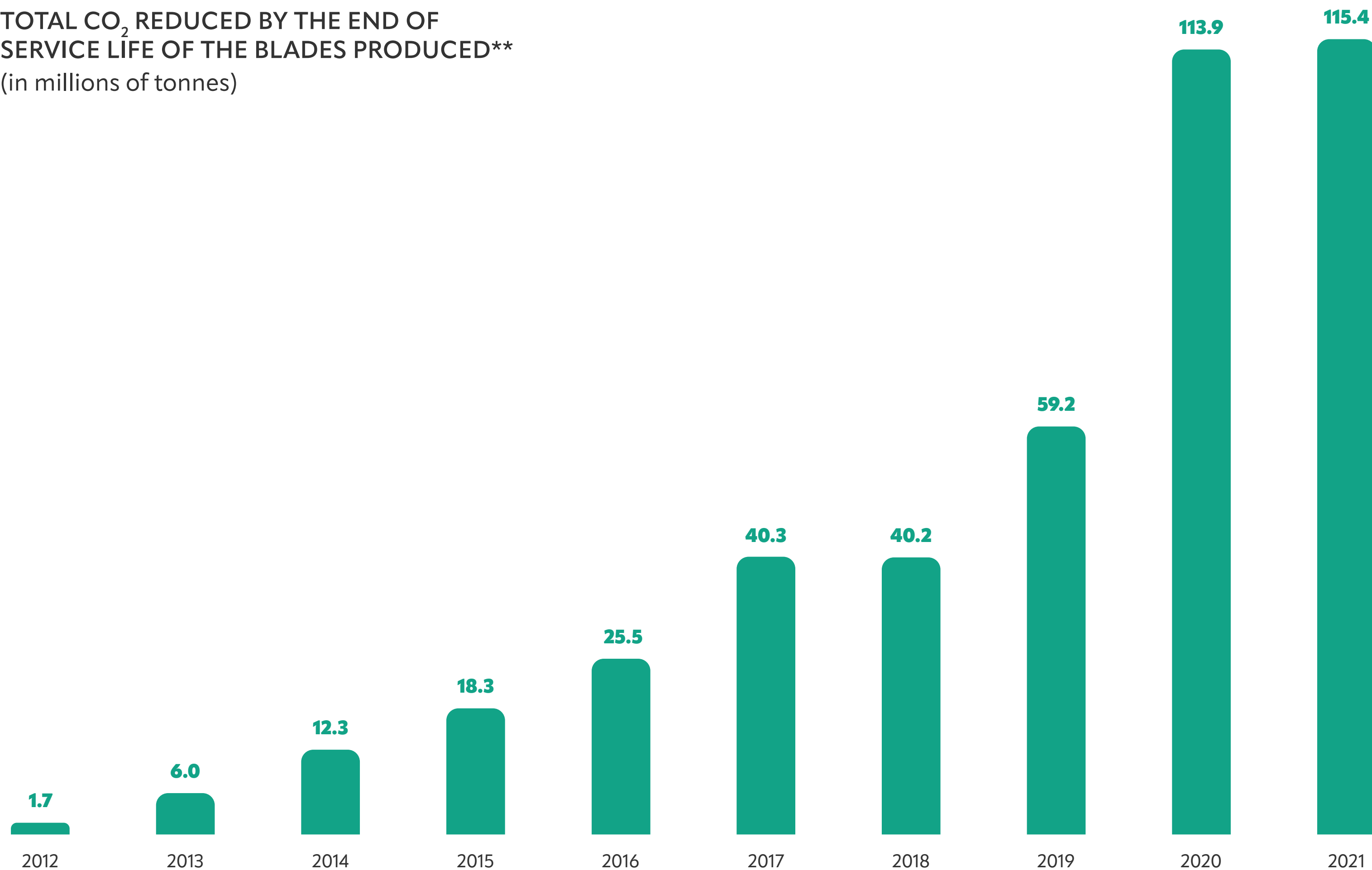
Aeris identified a reduction in emissions arising from the commuting of employees — included in Scope 3 — as a result of adjustments in the work shifts and home-work routes, which optimized employee transportation.

In 2021, the company reported information related to its emissions to the Carbon Disclosure Project (CDP), reinforcing the transparency of its information and its commitment to transition to a low-carbon economy.

Effective contribution

In the chart below, we demonstrate the positive impact of the items produced by Aeris, which contribute effectively to the transition towards a low-carbon economy. The blades produced by the company between 2020* and 2021 have been calculated to reduce emissions by 229.3 tons of carbon dioxide by the end of their service life. In the year, we managed to reduce the volume of CO₂ by 1.3%.

TOTAL CO₂ REDUCED BY THE END OF SERVICE LIFE OF THE BLADES PRODUCED** (in millions of tonnes)



*Corrected information: in the version published in May/22, the period of 2012-2021 was incorrectly indicated for the referred to sum.

**Reduction of CO₂ by the end of service life of the blades produced [million tonnes] = n} of blades produced [PCs.] X stratified power per blade/model [mw] x service life [h] x average capacity factor [%] (Abeolic) x CO₂ emission factor/kwh [kg] (IEA) x (1000)/(1000x1000000)



Commitment to the 2030 Agenda



Aeris' environmental management is guided by Global Compact commitments relating to the subject (see more on [page 16](#)). Therefore, it endeavors to contribute to SDG 6, which deals with the conservation of water resources, and 7, in relation to energy efficiency, in addition to 15, dedicated to the preservation of ecosystems.



In addition, the company has SDG 13 among its top priorities — see more on [Page 16](#) — as well as 12, contributing to the goals highlighted below:

SDG 12

Ensures sustainable production and consumption patterns.

12.2 - By 2030, achieve sustainable management and efficient use of natural resources.

12.5 - By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.



ENVIRONMENT



ABOUT **the Report**



REPORT PROFILE

Report profile

[GRI 102-45; 102-48; 102-50; 102-52; 102-53; 102-54]

The publication of this Sustainability Report represents a commitment by Aeris towards the increasingly consistent reporting of its economic, environmental, social and governance performance, demonstrating the company's transparency. Based on the standard version of the Global Reporting Initiative (GRI) guidelines, in its essential modality, this edition presents information on the management of the company and its operational, environmental, social, and economic performance relating to the period between January 1 to December 31, 2021.

This is the sixth edition of the publication following the GRI — an international network dedicated to guiding reports from public and private organizations around the world. The 2021 financial statements ([click here to access](#)), audited by an independent third party, were the basis of the reported economic and financial indicators.

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

This is the sixth edition of the publication following the GRI — an international network dedicated to guiding reports from public and private organizations around the world.



RELEVANCE AND ENGAGEMENT

Relevance and engagement

[GRI 102-40; 102-42; 102-43; 102-46]

Aeris' 2021 Sustainability Report was collaborated on with the participation of a multidisciplinary team, with the direct involvement of about 50 company professionals. In accordance with the GRI recommendations, we sought to report in this edition sustainability indicators that reflect the practices adopted — also considering the socio-environmental context of the region in which the company is inserted.

Thus, the themes presented in this report cover existing corporate policies and practices, the availability of information and the positioning of other organizations in the sector, and the influence of the company's conduct on the decisions of its stakeholders. The relevance analysis was based on the following processes:



1) Review

Review of the previous report, analyzing issues related to management and practices that are already incorporated, the way in which companies in the sector operate within the same scope, the availability of information, in addition to the influence of stakeholders on the decision-making process;



2) Consultation

A survey was carried out in 2021 with stakeholders from different groups in order to assist in the assessment of the relevance of pre-selected aspects;



3) Validation

Validation by the company's managers of the topics considered for the 2020/2021 reporting cycle.

MATERIALITY

[GRI 102-44; 102-47; 102-49]






To define the relevant topics for the report, Aeris decided to review its Materiality Matrix for the 2021 reporting cycle, based on the analysis of global frameworks related to sustainability, as well as relevant aspects considered benchmarks for the wind energy sector. The strategic vision of the company's top management was added to this study. In order to represent a broad vision of corporate sustainability to this report, aspects considered priorities both externally and internally were added.

Externally, the United Nations (UN) 2030 Agenda, with its 17 Sustainable





Development Goals (SDGs), constitute the main guidelines, along with the principles of the Global Compact. In addition, the company considered the significance of its economic, environmental, and social impacts and how they relate to the assessments and decisions of the stakeholders.

In this sense, the relevant impacts both internal and external of the company and related to all activities, products, services, and social interactions of the organization were considered. From this analysis, the material indicators for the 2021 Report were integrated into the Relevance Matrix, as shown in the following topics.






1- CARING FOR PEOPLE

| Theme | GRI | SDGs and targets of the 2030 Agenda |
|--|----------------|--|
| Health and safety of the teams | 403-9 | 8 – 8.8  |
| Promoting diversity and inclusion in the workplace | 405-1 | 8 – 8.5 16 – 16.b   |
| Development opportunities for employees | 404-1 404-3 | 4 – 4.3 e 4.4  |
| Support to the communities where Aeris operates | 413-1 204-1 | 11 – 11.3  |

2-GENERATION OF SUSTAINABLE VALUE

| Theme | GRI | SDGs and targets of the 2030 Agenda |
|---|-----------------------------------|--|
| Ethical conduct, anti-corruption and legal compliance | 102-17 205-3 307-1 419-1 | 16 – 16.5 e 16.6  |
| Operating and financial results | 201-1 | 7 – 7.2 8 – 8.2 e 8.4   |
| Product Safety and quality | 416-2 | |
| Positive influence on the value chain | 308-1 414-1 | 8 – 8.8  |



3 - ENVIRONMENTAL MANAGEMENT

| Theme | GRI | SDGs and targets of the 2030 Agenda |
|-----------------------|-------------------------------------|--|
| Waste and materials | 301-1 306-3; 306-4; 306-5 | 12 – 12.4 e 12.5  |
| Water | 303-3; 303-5 | 6 – 6.3 e 6.4  |
| Energy | 302-1; 302-3 | 7 – 7.3  |
| Atmospheric emissions | 305-1; 305-2; 305-3; 305-4 | 12 – 12.4  |
| Atmospheric emissions | 304-1; 304-3; 304-4 | 15 – 15.1; 15.5 e 15.a  |




GRI summary

GRI 102-55

Next, in the GRI summary, we present the selected indicators by topic, based on the relevant topics listed, thus composing the performance indicators to be monitored and reported by the company.

| | Disclosure | Description | Page | SDGs | Omission/Justification |
|------------------------------------|-------------------------------|--|---------------|---|---|
| | ORGANIZATIONAL PROFILE | | | | |
| | 102-1 | Organization name | 7 | | |
| | 102-2 | Activities, brands, products and services | 7; 34 | | |
| | 102-3 | Location of headquarters | 7 | | |
| | 102-4 | Location of operations | 7 | | |
| | 102-5 | Property and legal nature | 7 | | |
| | 102-6 | Markets served | 7; 10; 34; 65 | | |
| GRI 102: General themes 2016 | 102-7 | Organization Size | 7 | | |
| | 102-8 | Information about employees and other workers | 48 |  | |
| | 102-9 | Supply chain | 64 | | |
| | 102-10 | Significant changes in the organization and its supply chain | - | | There were no significant changes in the reported period. |
| | 102-11 | Adoption of the precautionary approach or principle | 69 | | |
| | 102-12 | External initiatives | 16 |  | |
| | 102-13 | Participation in associations | 66 | | |



| | Disclosure | Description | Page | SDGs | Omission/Justification |
|------------------------------------|------------|---|-------|---|------------------------|
| STRATEGY | | | | | |
| GRI 102: General themes 2016 | 102-14 | Statement by the executive with the highest decision-making power in the organization | 3 | | |
| | 102-15 | Key impacts, risks and opportunities | 25 | | |
| ETHICS AND INTEGRITY | | | | | |
| GRI 102: General themes 2016 | 102-16 | Values, principles, standards and norms of behavior | 7; 23 |  | |
| | 102-17 | Mechanisms of advice and communication on ethical issues | 23 |  | |
| GOVERNANCE | | | | | |
| GRI 102: General themes 2016 | 102-18 | Governance structure | 18 | | |
| STAKEHOLDER ENGAGEMENT | | | | | |
| GRI 102: General themes 2016 | 102-40 | List of stakeholder groups | 85 | | |
| | 102-41 | Employees covered by collective bargaining agreements | 47 |  | |
| | 102-42 | Identification and selection of stakeholders | 85 | | |
| | 102-43 | Approach to engaging stakeholders | 85 | | |
| | 102-44 | Issues and concerns raised by stakeholders | 86 | | |
| REPORTING PRACTICES | | | | | |
| GRI 102: General themes 2016 | 102-45 | Entities included in the financial statements | 84 | | |
| | 102-46 | Definition of content and limits of material themes | 85 | | |
| | 102-47 | List of material themes | 86 | | |
| | 102-48 | Explanation of the consequences of any reformulations of information provided in previous reports | 84 | | |

| | Disclosure | Description | Page | SDGs | Omission/Justification |
|------------------------------------|------------|--|------|------|--|
| GRI 102: General themes 2016 | 102-49 | Significant changes compared to previous years in reference to the list of material topics, limits of the topics covered | 86 | | |
| | 102-50 | Period covered by the report | 84 | | |
| | 102-51 | Date of the most recent report | - | | The 2020 Sustainability Report was published in July 2021. |
| | 102-52 | Reporting cycle | 84 | | |
| | 102-53 | Contact for questions about the report | 84 | | |
| | 102-54 | Reporting premises in accordance with GRI Standards | 84 | | |
| | 102-55 | GRI content summary | 88 | | |
| | 102-56 | External verification | - | | The report was not verified by an independent third party. |

FORM OF MANAGEMENT








| | | | | | |
|---------------------------------------|-------|---|--|--|--|
| GRI 103: Form of managemen 2016 | 103-1 | Explanation of the material topic and its limit | 23; 36; 41; 47; 55; 60; 64; 70; 72; 74; 76; 77; 79 | | |
| | 103-2 | Form of management and its mechanisms | 23; 36; 41; 47; 55; 60; 64; 70; 72; 74; 76; 77; 79 | | |
| | 103-3 | Evaluation of the form of management | 23; 41; 47; 55; 54; 70; 72; 74; 79 | | |













ECONOMIC PERFORMANCE
















| | | | | | |
|--|-------|--|----|---|--|
| GRI 201: Performance Economic 2016 | 201-1 | Economic value generated and distributed | 41 |   | |
|--|-------|--|----|---|--|

PURCHASING PRACTICES

| | | | | | |
|---|-------|--|----|---|--|
| GRI 204: Procurement Practices 2016 | 204-1 | Proportion of procurement from local suppliers | 64 |  | |
|---|-------|--|----|---|--|

| Disclosure | Description | Page | SDGs | Omission/Justification |
|-----------------------------------|---|---|---|---|
| COMBATING CORRUPTION | | | | |
| 205-2 | Communication and training on policies and anti-corruption procedures | 23 |  | |
| 205-3 | Confirmed cases of corruption and measures taken | 23 |  | |
| MATERIALS | | | | |
| GRI 301: Materials 2016 | 301-1 | Materials used, distinguished by weight or volume | 76 |  |
| ENERGY | | | | |
| GRI 302: Energy 2016 | 302-1 | Energy consumption within the organization | 74 |   |
| | 302-3 | Energy intensity | 74 |   |
| WATER | | | | |
| GRI 303: Water and Effluents 2018 | 303-1 | Interactions with water as a shared resource | 72 |  |
| | 303-2 | Management of impacts related to water disposal | 72 |  |
| | 303-3 | Water withdrawal | 72 |  |
| | 303-4 | Water disposal | 72 |  |
| | 303-5 | Water consumption | 72 |  |
| BIODIVERSITY | | | | |
| GRI 304: Biodiversity 2016 | 304-1 | Operating units owned, leased or managed within or in the adjacencies of Environmental Protection Areas and areas of high levels of biodiversity outside Environmental Protection Areas | 70 |  |
| | 304-2 | Significant impacts of activities, products and services on biodiversity | 70 |  |
| | 304-3 | Protected or restored habitats | 70 |  |
| | 304-4 | Species included in the IUCN Red List and national lists conservational areas with habitats in areas affected by the organization | 70 |  |

| | Disclosure | Description | Page | SDGs | Omission/Justification |
|---|------------|--|------|---|--|
| EMISSIONS | | | | | |
| GRI 305: Emissions 2016 | 305-1 | Direct greenhouse gas (GHG) emissions (Scope 1) | 79 |  | |
| | 305-2 | Indirect greenhouse gas (GHG) emissions originating from energy acquisition (Scope 2) | 79 |  | |
| | 305-3 | Other indirect emissions (Scope 3) | 79 |  | |
| | 305-4 | Intensity of greenhouse gas (GHG) emissions | 79 |  | |
| WASTE | | | | | |
| GRI 306: Waste 2020 | 306-1 | Waste generation and significant waste-related impacts | 77 |  | |
| | 306-2 | Management of significant impacts related to waste | 77 |  | |
| | 306-3 | Waste generated | 77 |  | |
| | 306-4 | Waste not intended for final disposal | 77 |  | |
| | 306-5 | Waste destined for final disposal | 77 |  | |
| ENVIRONMENTAL COMPLIANCE | | | | | |
| GRI 307: Environmental Conformity 2016 | 307-1 | Non-compliance with environmental laws and regulations | - |  | In 2021, no non-conformities were identified related to environmental laws and regulations |
| ENVIRONMENTAL ASSESSMENT OF SUPPLIERS | | | | | |
| GRI 308: Environmental Assessment of Suppliers 2016 | 308-1 | New suppliers selected based on environmental criteria | - | | The company is improving these practices in relation to their suppliers. |
| EMPLOYMENT | | | | | |
| GRI 401: Employment 2016 | 401-1 | New hires and employee turnover | 47 |   | |
| | 401-2 | Benefits offered to full-time employees that are not offered to temporary or part-time employees | 47 | | |

| | Disclosure | Description | Page | SDGs | Omission/Justification |
|---|-----------------|--|------|---|------------------------|
| OCCUPATIONAL HEALTH AND SAFETY | | | | | |
| GRI 403: Health and Safety Work Safety 2018 | 403-1 | Representation of employees in formal health and safety committees | 55 |  | |
| | 403-2 | Hazard identification, risk assessment and investigation of incidents | 55 |  | |
| | 403-3 | Occupational health services | 55 |  | |
| | 403-4 | Employee participation, consultation, and communication with workers related to occupational health and safety | 55 |  | |
| | 403-5 | Training of workers in occupational health and safety | 55 |  | |
| | 403-6 | Occupational Health Promotion | 55 |   | |
| | 403-8 | Workers covered by the health and safety management system Occupational Safety | 55 |  | |
| | 403-9 | Occupational injuries | 55 |  | |
| | TRAINING | | | | |
| GRI 404: Training and Education 2016 | 404-1 | Average number of training hours per employee | 47 |    | |
| | 404-3 | Regular performance and career development assessments | 47 |  | |
| DIVERSITY | | | | | |
| GRI 405: Diversity and Equality of Opportunities 2016 | 405-1 | Diversity of governance bodies and employees | 47 |   | |
| COMUNIDADES LOCAIS | | | | | |
| GRI 413: Local Communities 2016 | 413-1 | Operations with engagement, impact assessments and development programs aimed at the local community | 60 | | |

| Disclosure | Description | Page | SDGs | Omission/Justification |
|--|--|------|---|--|
| SOCIAL ASSESSMENT OF SUPPLIERS | | | | |
| GRI 414: Social Assessment of Suppliers 2016 | 414-1 New suppliers selected based on social criteria | - | | The company is improving these practices in relation to their suppliers. |
| CONSUMER HEALTH AND SAFETY | | | | |
| GRI 416: Consumer Health and Safety 2016 | 416-2 Cases of non-compliance with impacts on health and safety caused by products and services | - |  | In 2020 the company did not identify non-conformities related to product safety. |
| SOCIOECONOMIC COMPLIANCE | | | | |
| GRI 419: Socio-economic Compliance 2016 | 419-1 Non-compliance with laws and regulations in the socio-economic area | - |  | In 2021, no non-conformities were identified related to socio-economic laws and regulations. |

2021 AERIS SUSTAINABILITY REPORT

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