



aeris

Sustainability Report

Message from Management

[GRI 2-22]

Our purpose of producing clean, safe, and renewable energy is what drives us in our work every day. Although the focus of this purpose is on the energy transition – increasingly necessary to face the challenges of climate change – our commitment is to contribute to improving people's quality of life.

The effects of climate change, including the higher rate of extreme weather events that cause social, environmental, and economic impacts, indicate the urgency of the energy transition. In this context, the 28th UN Conference on Climate Change (COP 28) approved a historic agreement among the 200 countries present, including Brazil, which proposed a first-ever transition to the end of fossil fuels. As a result, renewable energy capacity is expected to triple globally by 2030.

Aware of the relevance of the wind energy chain in this scenario, we worked tirelessly and resiliently throughout 2023 to ensure the delivery of our wind blades with quality and agility. Based on a solid culture of socio-environmental responsibility, we remain positioned as the largest manufacturer of wind blades in Latin America, with over 80% of the national market share.

In 2023, the Company generated 3.1 GW, a result 6.8% lower than the volume of blades in equivalent megawatts produced in 2022. Net operating revenue, on the other hand, decreased by 2.7% compared to the previous year, directly impacted by a drop in production and the devaluation of the Brazilian currency against the dollar.

Thus, amid a challenging economic and sectoral scenario, we ended 2023 optimistic about the prospects for the value chain in which we operate. Wind energy is expected to reach 20% of all energy production by 2050, tripling its installed capacity in 2030 and representing 37% of the global energy matrix by 2026.

This potential has led Aeris to invest in expanding the services offered in the operation and maintenance of wind turbines to provide the market with increasingly complete and integrated solutions. In 2023, Aeris Service had a 5.4% share of the Company's net operating revenue, a significant increase from the previous year when the share was 2.6%.



On another front, we continue to attract new long-term contracts within the industry such as those signed at the end of 2023 with two important customers, which together will result in the installation of two new production lines in 2024.

None of these achievements would be possible without the dedication of the more than 6,000 people who work at Aeris. Sharing our values on a daily basis, these people are at the heart of our corporate culture, which is why a new set of initiatives designed to strengthen those values is scheduled to be implemented throughout 2024.

An inseparable commitment to our culture, the health and safety of our workers was emphasized in 2023, with a 33% reduction in the volume of occupational accidents compared to the previous year. This significant victory reflects our imperative to make the environment at Aeris increasingly safe, healthy, prosperous, and inclusive.

We know that this depends on the constant evolution of our Company's management models in response to the challenges we face. To that aim, we initiated a new organizational structure model – operator-focused management (OFM) – in which the operational and production support areas act in autonomous cells alongside leaders focused on people and processes. This model enables and empowers operators to be agents of control, stabilization, and continuous improvement, with autonomy and responsibility.

Designed to generate medium- and long-term positive impacts, OFM has already been of great value in the first months of implementation, with impressive gains in quality and efficiency, in addition to greater team engagement. It is a sign that we are on the right path, based on an in-depth perspective of those who are the priority of our social responsibility agenda, together with the local community. Both internally and externally, we remain committed to human development, in all its dimensions.



None of our achievements would be possible without the dedication of our workers.



Likewise, our commitment to the planet remains solid. In 2023, the Company continued to focus on improving its environmental management to ensure the efficient use of natural resources such as water and energy, while developing initiatives to expand waste recycling and mitigate greenhouse gas (GHG) emissions.

Aeris' commitment to the environment and people has been reaffirmed throughout our history, espe-

cially since 2018, when Aeris became a signatory to the Global Compact, the largest corporate social responsibility group in the world, made up of over 21,000 companies from around the world. Thus, we are engaged to boost the 2030 Agenda for sustainable development to which we seek to contribute through all our socio-environmental initiatives.

For Aeris, this is the path that will lead us to a prosperous future. We thank everyone who also believes

in this vision and trusts our work – shareholders, workers, suppliers, communities, and partners, among other stakeholders. We are certain that the commitment to generate and share value will continue to build the sustainability we strive so much for.



Gisela Sarnes Negrão Assis
Chairwoman of the Board of Directors



Alexandre Sarnes Negrão
Chief Executive Officer



Contents



Our Company

- 1.1 Corporate profile
- 1.2 Market presence
- 1.3 History
- 1.4 Commitment to the future

Our governance

- 2.1 Governance structure
- 2.2 Guidelines and policies
- 2.3 Integrity Program
- 2.4 Risk and opportunity management

Our business

- 3.1 Competitive strategy
- 3.2 Business model
- 3.3 Operational performance
- 3.4 2023 performance

Our team

- 4.1 Our way of #BeSoAeris
- 4.2 Workforce profile
- 4.3 Diversity, equity, and inclusion
- 4.4 Professional development
- 4.5 Health and safety

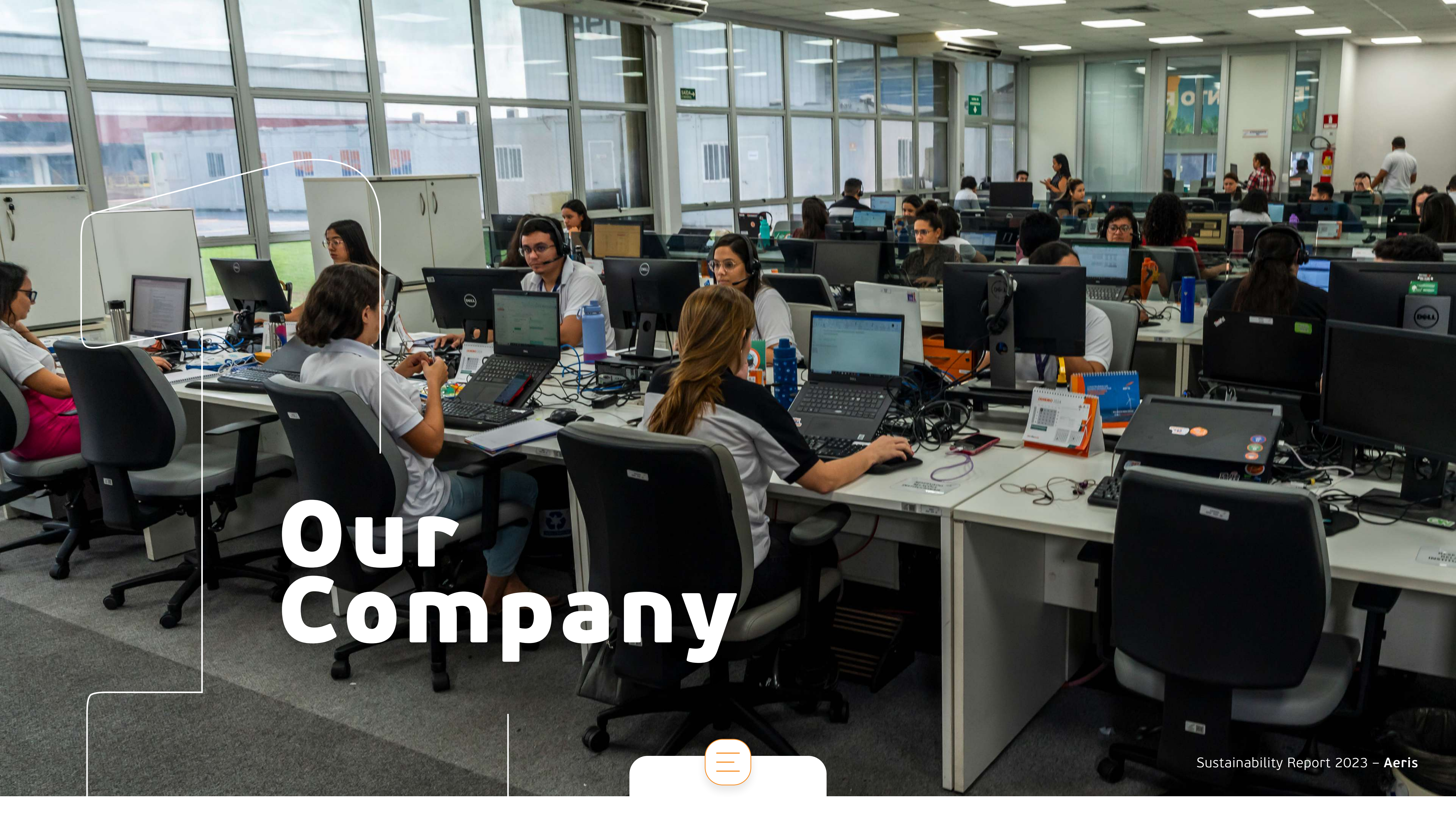
Thriving relationships

- 5.1 Suppliers
- 5.2 Customers
- 5.3 Investors
- 5.4 Community
- 5.5 Engagement

Environmental anagementl

- 6.1 Practical policies
- 6.2 Biodiversity
- 6.3 Water
- 6.4 Energy
- 6.5 Materials and waste
- 6.6 Atmospheric emissions

About the Report



Our Company



1.1

Corporate Profile

[GRI 2-1; 2-6]

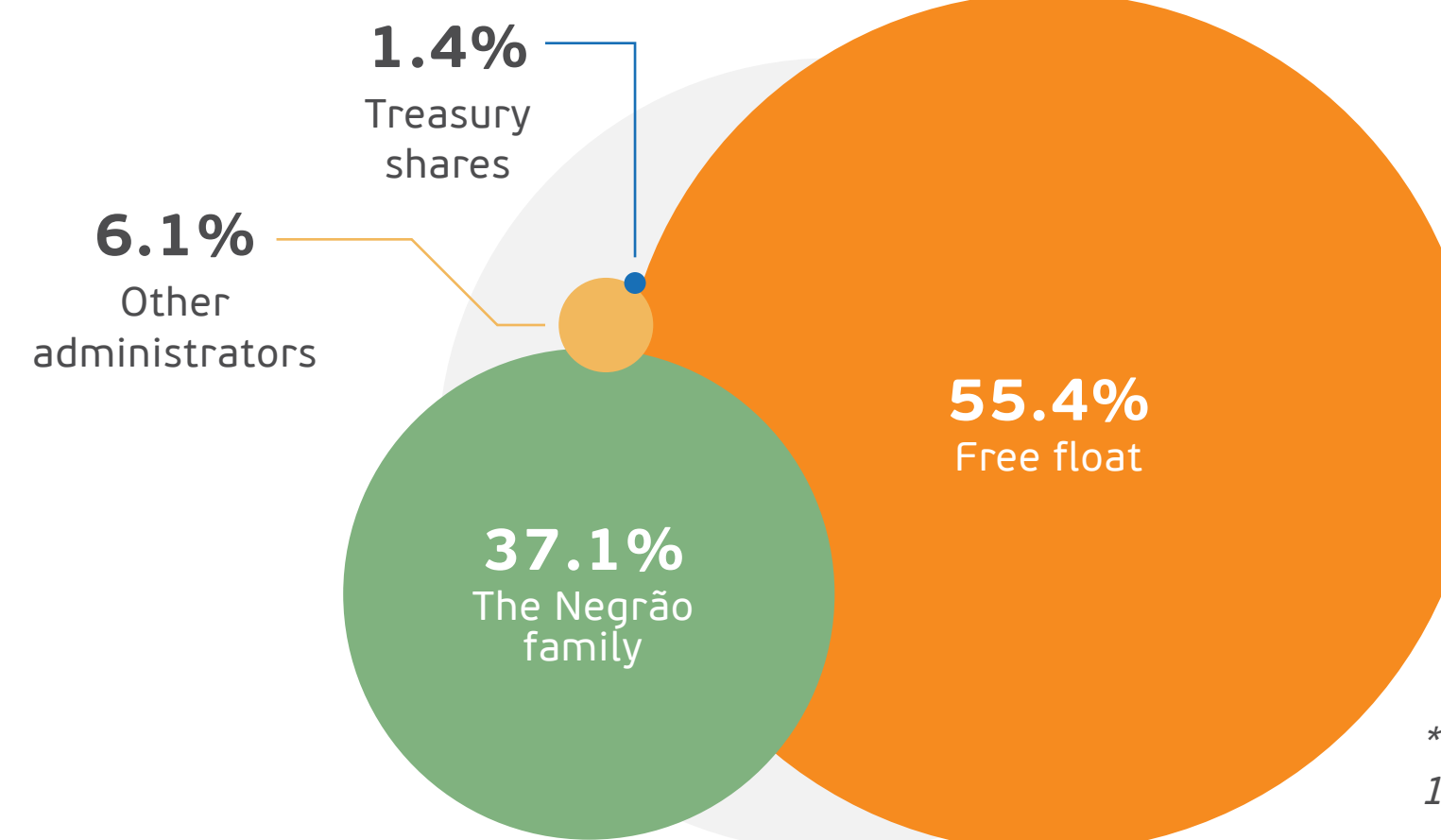
The purpose of producing clean, safe, and renewable energy, boosting the energy transition in Brazil and the world, is what drives the business of Aeris (Aeris Indústria e Comércio de Equipamentos para Produção de Energia SA). A publicly traded company, with shares traded since 2020 on the B3 Brazilian stock exchange in the Novo Mercado segment – the Company ended 2023 with 5,858 workers¹ and a net operating income of about R\$ 2.8 billion. Learn more [here](#).

¹ This total does not include interns, trainees, and advisors.

Aeris drives
the energy
transition in
Brazil.

Corporate structure

(12/31/2023)



* By the end of 2023, there were 1,242,403,933 common shares.



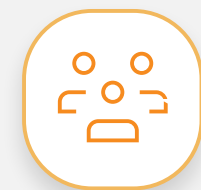
Upon completing 13 years of operation, the Company invested in its operational strategy and in strengthening its maintenance services division, motivated by the growth of the Brazilian and global wind energy sector. Strategically located in the city of Caucaia, a metropolitan area of Fortaleza (CE), Aeris has a modern industrial park in which blades for wind energy wind turbines are produced both for the domestic market and export.

Among the competitive advantages, in addition to quality and sustainability, the Company's industrial park stands out – a state-of-the-art facility with highly qualified professionals who carry out the production of blades, from the management of raw material to the delivery of the finished product. The proximity to the Port of Pecém and the application of lean production concepts in the shipment of blades reduces logistics costs and complements the benefits for customers. Thus, Aeris offers integrated solutions ranging from the manufacture to maintenance of the parts produced through its service division, Aeris Service, which provides service to some of the main players in the wind energy segment, providing maintenance for all models of wind blades, fiber components, and towers.

“The Company produces wind turbine blades for Brazil and the world.”



Aeris in numbers



5,858

workers



13.1%

return on invested
capital in 2023



13.2 GW

GW in potential orders covered
by long-term contracts



+2 million

m² of total area with 203,189.32 m²
of built area



+40.5%

EBITDA compared to 2022



15

production lines with
active molds



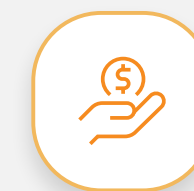
R\$ 2.83 billion

of net operating
revenue in 2023



1,923

blades billed in 2023



5.4%

share of Aeris Service in net
operating revenue – in 2022
the share was 2.6%



Aeris Service

Since its founding in 2013, Aeris Service has been strengthening its operations with a focus on inspections, maintenance, and repairs for all types of wind blades, fiber components, and towers. Operating in Brazil and through a subsidiary in the United States, in 2023 the

division of specialized services for wind turbines controlled by Aeris inaugurated a division of operations and maintenance of wind turbines to complement the offer of services to customers, with even more complete solutions.

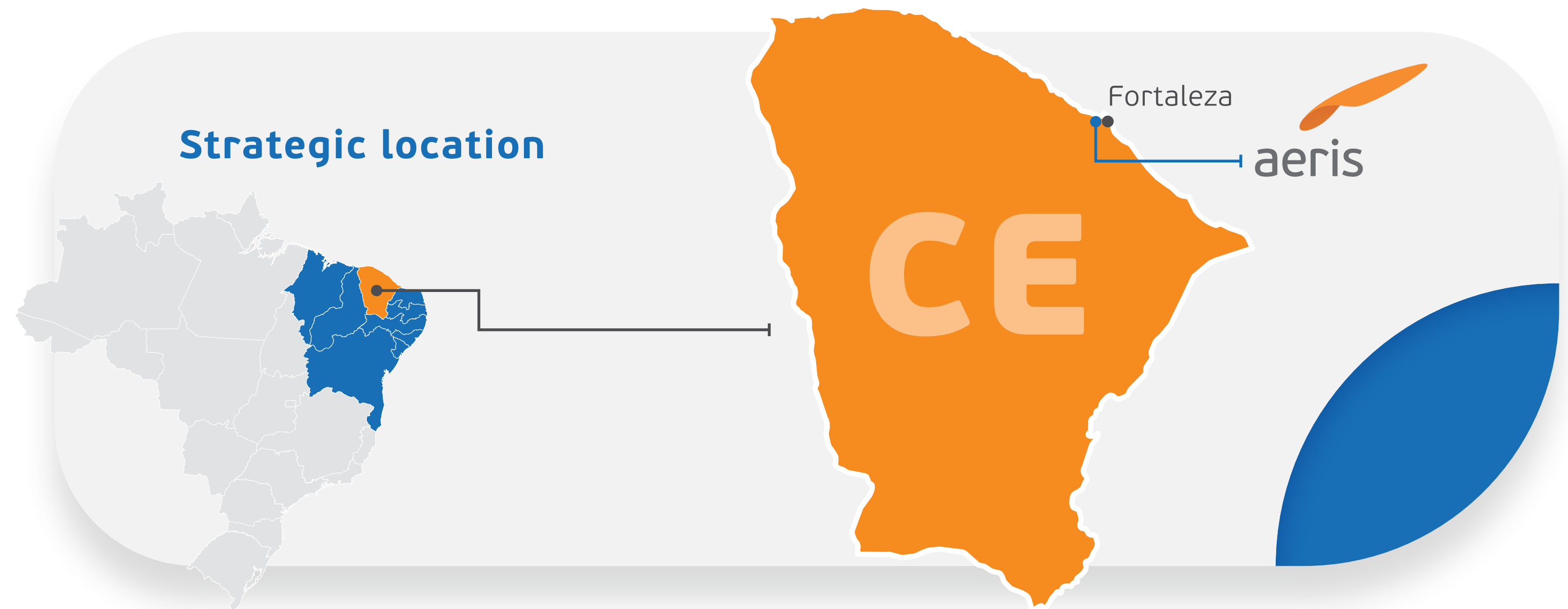
In 2023, Aeris Service had a 5.4% share in Aeris' net operating revenue, which represents a significant increase compared to 2022, when the share was 2.6%, reflecting the company's investment in the diversification of its business within the wind power generation chain.



1.2

Market presence

[GRI 2-6]



The production of wind energy has been gaining strength in the national and global market as an important source for the world's renewable energy chain. According to the Brazilian Association of Wind Energy, ABEEólica, 14% of the capacity of the Brazilian energy matrix comes from wind energy, and Brazil currently holds sixth place in the Global Ranking of Installed Capacity onshore², which reinforces the importance of the industry in facing the climate crisis and the decarbonization of energy sources.

Aware of its role in sustainable development, AERIS has been investing in solid strategic management and focusing on operational excellence, following the movement of markets and the business context. In 2023, the Company operated 15 active production lines, which produced revenues of 3.1 GW, a result 6.8% lower than the volume of blades in equivalent GW produced in 2022. Net Revenue for the period was R\$ 2,831.9 million, a decrease of 2.7% when compared to 2022, a result impacted by the cooling of the market and

the devaluation of the Brazilian real against the US dollar, being partially offset by the 5.2% increase in the average sales price of the blades in USD/MW. All production in 2023 was destined for the domestic market, providing services to customers who did not register export demands for the products.

2 Ranking prepared by GWEC (Global Wind Energy Council).



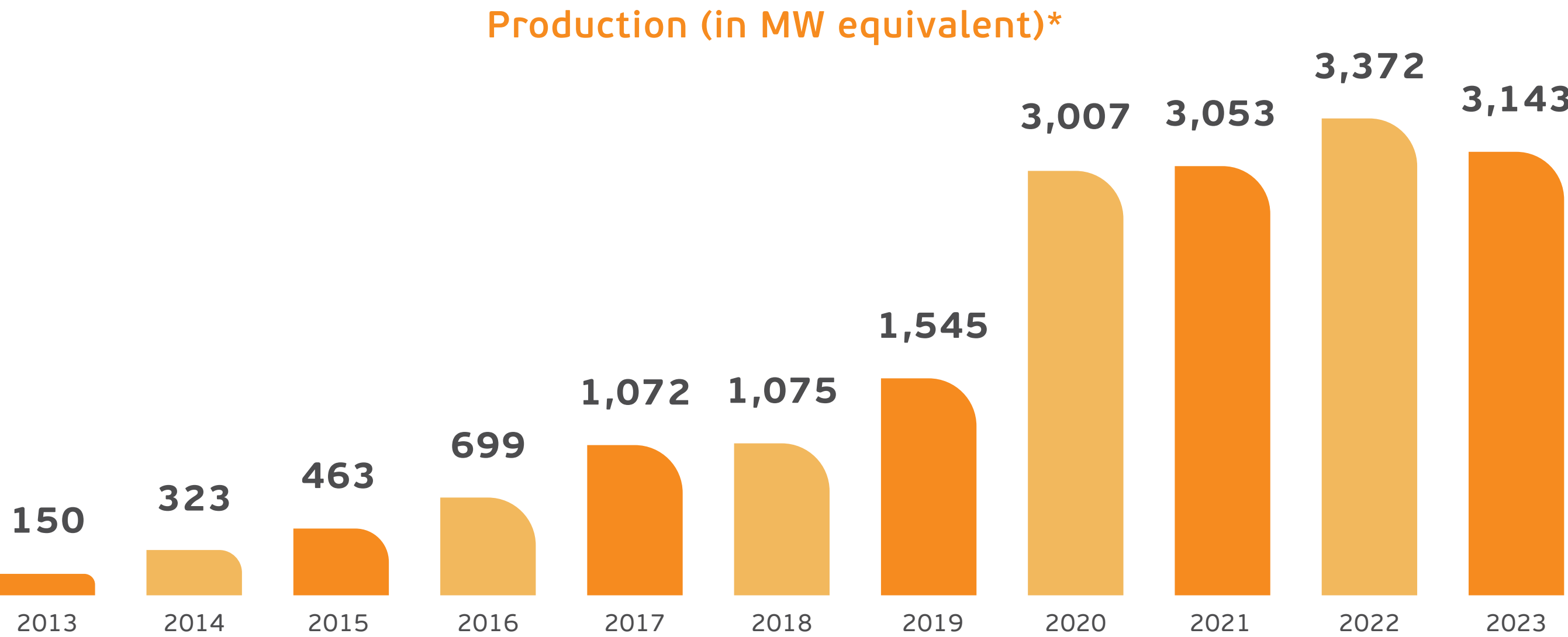
Sustainable growth

Completed in 2021, a robust investment plan to expand production capacity and modernize plant structures has enabled significant business growth over the years. In 2023, the Company invested over R\$ 65 million in the acquisition of machinery and equipment, focusing on the qualification of services and operational efficiency, enabling the production of 3.1 GW – a result that reinforces the importance of the sector, despite the retraction

of the market and the impact of the devaluation of the dollar.

With a business model that serves national and multinational companies in a customized and on-demand manner, Aeris performs medium and long-term planning based on market trends and negotiations with customers and suppliers. At the end of 2023, the Company signed an agreement

with two customers, allowing a potential increase in orders covered by long-term contracts in the amount of 13.2 GW, which will result in the implementation of two new production lines in 2024. Revenue from long-term contracts totaled 2,935 sets, with a forecast of potential net revenue of over R\$ 11 billion (potential of the contracted backlog).



** In 2023, the Company changed its Revenue Recognition Policy, according to the Explanatory Note presented with the Income Release for the year. Therefore, the data published for 2022 has changed since the last report.*

Certifications

As a way of ensuring the maintenance of quality standards, Aeris upholds a management system attested by market certifications, which certify, through internal and external audits, compliance with the processes and standards applicable to the business. Below are the certifications in effect in 2023:



1.3

History

2010

Aeris is founded with a focus on the manufacture of blades for wind turbines fundamental for the production of clean energy, cooperating to mitigate climate change.

2011

Construction of the industrial park begins and the Company gains its first customer, Suzlon of India.

2012

- The Company starts production and seeks certifications to qualify its processes.
- Production is initiated for Acciona.

2013

- The Company receives the certifications ISO 9001 (Quality), ISO 14001 (Environment), and OSHAS 18001 (Occupational Health and Safety).
- Aeris Service is created.

2014

The Company begins supplying to Weg of Brazil.

2015

- Production is initiated for Vestas.
- Expansion: Phases 1 and 2.
- Manufacture of blade number **1,000**.

2016

- The American General Electric (GE) enters the Company's customer portfolio.
- The Company becomes a signatory of the UN Global Compact.

2017

- Start of exports to the United States, producing approximately **1** GW of power.
- Aeris is ranked among the **1,000** largest companies in Brazil, among the **100** most sustainable, and among the **12** Best Companies to Work For in Ceará.

2018

- Opening of the Aeris branch Service provided in the United States.
- Achieved the status of Best Company in the Capital Goods Sector, in addition to being ranked the **8th** Best Company to Work For in Ceará.



2020

- Certification of ISO 45001, replacing OHSAS 18001, and AEO.
- Ranked as one of the **150** Best Companies to Work For in Brazil.
- IPO on the Stock Exchange.
- Expansion of units: Pecém II, Pecém III, and an office in Fortaleza.
- Inauguration of the Distribution Center.

2022

- Contract renewal with Vestas Wind Systems AS.
- Aeris launches its Cultural Manifesto, strengthens the way of #BeSoAeris, and declares its values: We develop and care for our people; We focus on quality; We generate value.
- The Company joins the new portfolio of B3's Corporate Sustainability Index (ISE).

2019

- Ranked **3rd** Great Place To Work in Ceará.
- Implementation of the Aeris Excellence program.
- New contract is signed with Vestas.

2021

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

2023

- Primary offering of shares for a capital increase of **R\$ 400 million**.
- Implementation of OFM – Operator-Focused Management – operations management centers focused on operational excellence.
- Record installations of wind turbines and MW.
- Implementation of lean manufacturing methodology.



1.4

Commitment to the future

Aeris commitment to the future of the planet and people has been reaffirmed throughout its history, especially since 2018, when it became a signatory to the Global Compact, the world's largest corporate social responsibility group, made up of about 21,000 companies from 162 countries. The initiative proposed by the United Nations (UN) brings ten principles and an agenda composed of 17 sustainable development goals (SDGs) and 168 targets to be achieved by society by the beginning of the next decade.

Human rights, labor, the environment, and anti-corruption are some of the issues that make up the 2030 Agenda proposed by the UN. Aeris seeks to contribute by setting challenges and corporate goals for the coming years as it establishes the priority SDGs for its business.



Solid commitments



Environmental

- Businesses should support a precautionary approach to environmental challenges.
- Undertake initiatives to promote greater environmental responsibility.
- Encourage the development and diffusion of environmentally friendly technologies.



Social

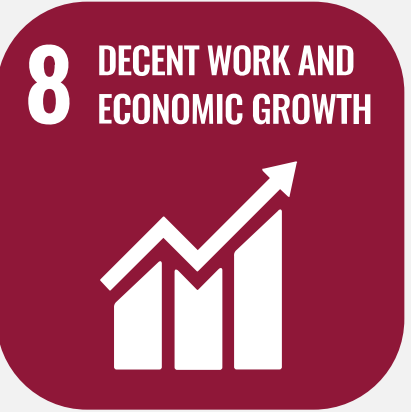
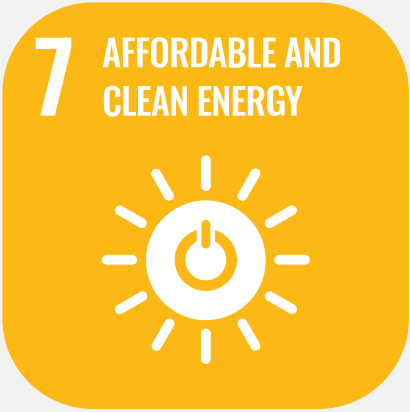
- Businesses should support and respect the protection of internationally proclaimed human rights.
- Make sure that they are not complicit in human rights abuses.
- Businesses should uphold the freedom of association and the right to collective bargaining agreements.
- Elimination of all forms of forced or compulsory labor.
- The effective abolition of child labor.
- Eliminate employment discrimination.



Governance

- Combat corruption in all its forms, including extortion and bribery.

Aeris' priority SDGs



A worker in a blue protective suit and respirator mask is handling a large cardboard box in an industrial setting. The worker is wearing a blue hooded suit, safety glasses, and a respirator mask with a pink filter. They are standing behind a large, light-colored cardboard box. In the background, there are metal railings and a concrete wall. The foreground is blurred, showing the back of a person's head and shoulders. The text "Our governance" is overlaid on the image in a large, white, sans-serif font. A white line graphic, resembling a stylized 'S' or a bracket, is positioned to the left of the text. A small orange circular icon with three horizontal lines is located at the bottom center of the page.

Our governance

2.1

Governance Structure

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

Aware of the importance of governance for sustainable business performance, Aeris seeks to keep its organizational structure, policies, and management practices aligned with market recommendations. A member of B3's Novo Mercado, the Company has management, auditor, and controllership bodies that act with solemnity, responsibility, and transparency, driving the constant evolution of its governance aspects.

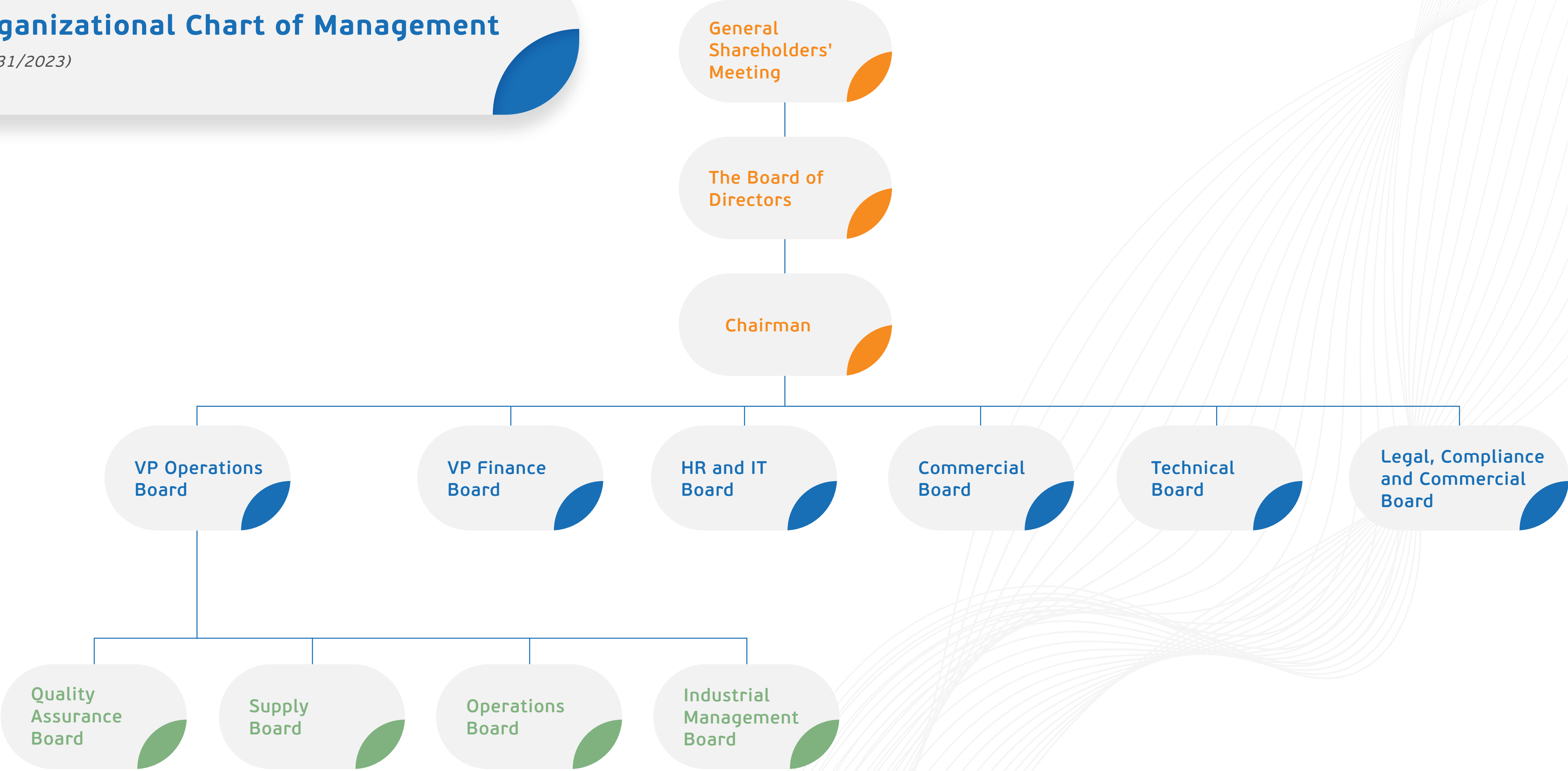
The annual General Shareholders' Meeting (GSM) constitutes Aeris' maximum decision-making

body and allows the participation of all shareholders. Together with the Board of Directors and the Executive Board, advised by an Audit Committee, Aeris' governance structure is responsible for defining the competitive strategy, including those related to the ESG agenda. The duties and functions of each body of the governance structure are described in the Company's Bylaws and guided by B3's guidelines, always focusing on transparency and equity in the Company's relations with shareholders.



Organizational Chart of Management

(12/31/2023)



The Board of Directors

In line with the best Governance practices, Aeris' Board of Directors is composed of shareholders and independent advisors, all with extensive experience in their areas of operation and who are elected at the General Shareholders' Meeting. The Board is composed of at least five and at most 10 effective members, with a term limit of one year, with reelection allowed.

As provided for in the Bylaws, it is the responsibility of the Board of Directors to protect and value the Company's assets and represent the interests of shareholders and stakeholders. It is also responsible for electing and dismissing the members of the Executive Board and statutory committees, approving and amending internal policies and regulations, as well as evaluating and monitoring the risks to which Aeris is exposed.

The Board meetings take place every three months, or whenever necessary, and the body is responsible for deciding on the Company's business plan and budget, in addition to supervising the management of the Executive Board and defining the creation or dismissal of advisory and thematic committees. In 2023, the Board was advised by the Audit (statutory), People, and Integrity committees. The Governance structure also has a non-permanent Fiscal Council.

At the end of 2023, the body was composed of six effective members, and the chair has been held by a woman since 2022, which strengthens the Company's promotion and commitment to gender equity.

Composition of the Board of Directors

(on 12/31/2023)

Name	Title
Gisela Sarnes Negrão Assis	Chairwoman of the Board
Luiz Henrique Del Cistia Thonon	Board Member
Alexandre Sarnes Negrão	Board Member
Edison Ticle de Andrade Melo e Souza Filho	Independent Board Member
Claus Henning Bernhard Paulo Von Heydebreck	Independent Board Member
Rogério Sekeff Zampronha	Independent Board Member



Executive Board

Elected by the Board of Directors and composed of statutory and non-statutory members, Aeris' Executive Board is responsible for the execution of the Company's strategic management and the organization's compliance regarding policies and guidelines. It is up to the executive board members to ensure that actions are applied aimed at sustainability and compliance, in addition to representing the interests of shareholders and the Board of Directors while conducting the business.

At the end of 2023, the Executive Board was composed of ten members, seven statutory and three non-statutory ones occupying complementary positions for the execution of the Company's strategy.

Composition of the Executive Board*

(on 12/31/2023)

Statutory Officers	Title
Alexandre Sarnes Negrão	Chief Executive Officer
Marcelo Costa Nasser	Chief Operating Officer
José Antônio de Souza Azevedo	Vice President and Director of Finance and Investor Relations
Cássio Cancela e Penna	Human Resources Director
Daniel Henrique da Costa Mello	Industrial Director
Vitor Araújo Santos	Chief Technology Officer
Érica Maria Cordeiro	Commercial Director
Non-Statutory Officers	Title
Douglas Rocha Arruda de Souza	Quality Assurance Director
Jonathan Oliveira de Figueiredo	Vestas and Weg Operations Director
Rafael Rocha Lima Medeiros	Nordex and SGRE Operations Director

**The composition of the Executive Board was changed in March 2024, subsequent to the period reported in this Report.*





Advisory committees

To support the Board of Directors and the Executive Board in directing strategies, Aeris has advisory and thematic committees duly established in its governance structure.



Audit Committee

The Audit Committee acts independently with the objective of monitoring and controlling the quality of the financial statements in addition to supervising and monitoring the Company's internal audit activities and internal controllership. The Committee is also responsible for advising the Board of Directors in the monitoring and evaluation of the risks to which the company is exposed. It is permanent in character and directly linked to the Board of Directors.



The Audit Committee advises the Board of Directors in monitoring and assessing risks to which the company is exposed.

Composition of the Audit Committee

(on 12/31/2023)

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





The Integrity Committee was created to promote the legitimation, respect, compliance, and improvement of ethical behavior.



Integrity Committee

As part of the governance structure for the ethical management of the business, the Integrity Committee was created to promote the legitimation, respect, compliance, and improvement of the ethical behavior of workers and other stakeholders. Under the coordination of the Legal and Compliance Manager, its performance covers all actions related to ethical issues and the conduct expected by leaders, workers, suppliers, customers, and other agents of the Company.



People Committee

In order to monitor the Company's main people management indicators, the People Committee is composed of human resources leaders and managers of the business units. The Committee is responsible for monitoring data on absenteeism, internal turnover, professional certification, organizational climate, and overtime management, identifying opportunities to direct efforts according to people management strategies with a focus on the development and retention of talent. Given the relevance of this topic to Aeris, the Committee meetings are attended by, in addition to the Chairman, VPs and other corporate directors and managers.



2.2

Guidelines and Policies

[GRI 2-23; 2-24]

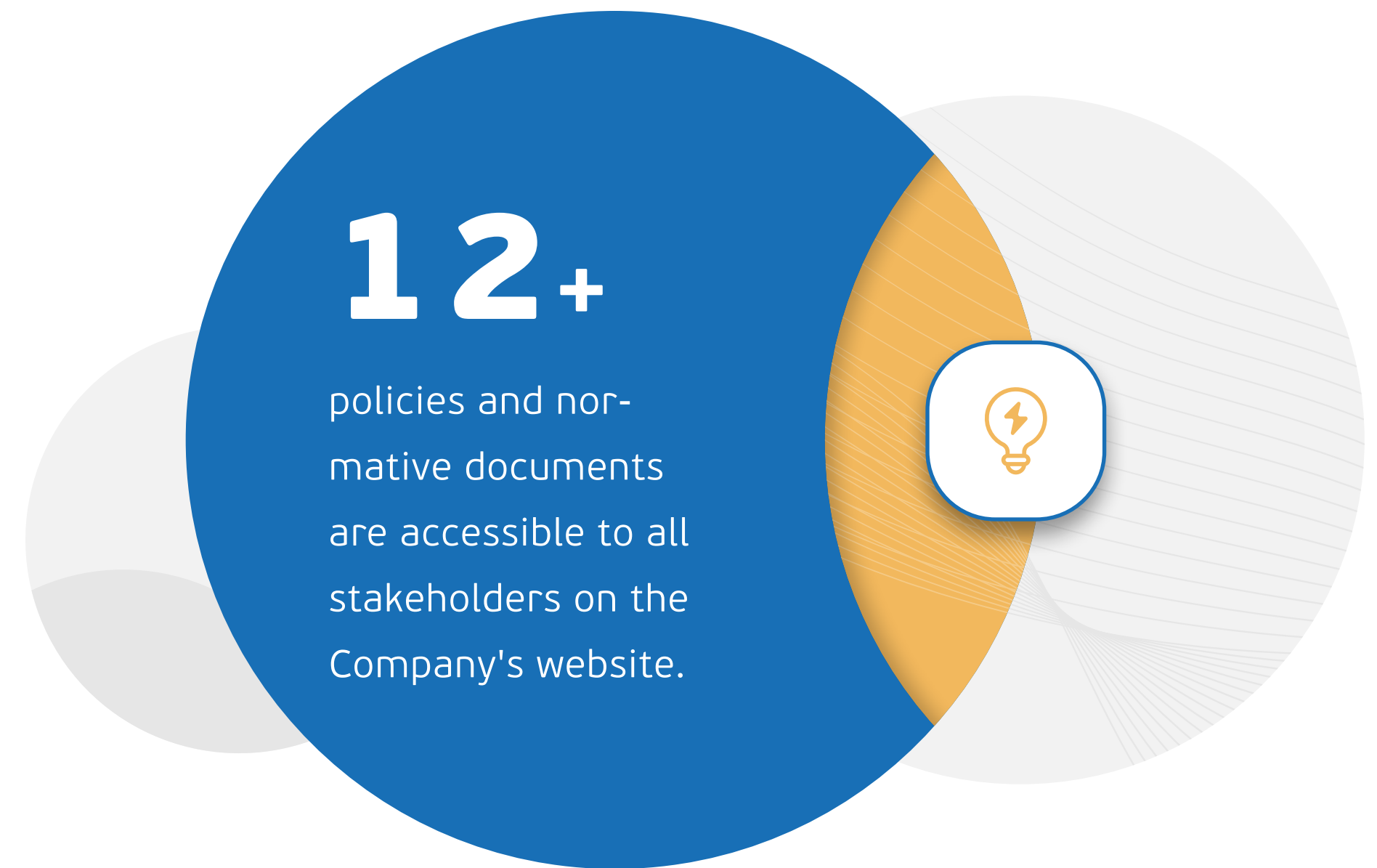
Committed to transparency and access to information for all stakeholders, Aeris disseminates its culture, policies, and normative documents, in line with the Company's values. The following are available on the Company's website:

Risk Management Policy

Establishes guidelines and responsibilities regarding the monitoring, prevention, mitigation, contingency, and transfer of risks related to Aeris' business and sector of operation. Learn more about the Company's Risk Management by clicking [here](#).

Human and Societal Rights Policy

Based on respect for Human Rights, a fundamental commitment of the Company, the Policy has established general guidelines regarding Aeris' performance in its activities and in relation to stakeholders. Applicable to all workers and managers, its guidelines extend across the Company's value chain, covering suppliers, service providers, partners, commercial representatives, and other publics with which the company relates.



Remuneration policy

Regulates the Company's remuneration strategies, and includes practices that encourage the retention of professionals and the creation of long-term value. Defines the guidelines for the remuneration of the members of the Board of Directors, Executive Board, and Advisory Committees.

Policy for Transactions with Related Parties

Seeks to ensure, through rules, procedures, and guidelines, that transactions with related parties involving the Company are carried out in its best interest and based on equitable relations.

Securities Trading Policy

Seeks to curb the misuse of inside information through rules and guidelines to be observed by related persons regarding securities trading.

Management Member Nomination Policy

- Determines the rules, procedures, guidelines, and criteria for the composition and appointment of the members of the Company's Board of Directors, Executive Officers, and Committees.

Fact Disclosure Policy

Provides the rules and guidelines regarding the use and disclosure of information and establishes procedures for ensuring the confidentiality of inside information.



2.3

Integrity Program

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

Commitment to ethical conduct guides all of Aeris' activities and relationships. Implemented in 2020, the Integrity Program provides specific mechanisms for the prevention and fight against illegal practices, discrimination, and corruption in all their forms, aligned with legislation and best governance practices – a position reiterated by additional policies established by the Company.

Together with the Code of Conduct, a series of regulations make up the Program,

whose management is under the responsibility of the Integrity Committee, which coordinates the activities of the Legal and Compliance Department. Such management mechanisms are intended to disseminate the Company's guidelines regarding the conduct expected by all its workers, officers, and other stakeholders in order to identify and remedy deviations, irregularities, and illegal acts practiced in any sphere of Aeris' business.

Consequences Matrix

In 2023, Aeris launched its Consequences Matrix, a document made to ensure uniformity when applying the Company's internal rules and guidelines, defining clear, transparent, and equitable sanctions for incidents of misconduct.



Integrity Program Management Mechanisms

- 1. Aeris Code of Conduct;
- 2. Compliance Policies:
 - Anti-Corruption Policy and Public Administration Relations;
 - 2.2 Fraud, Collusion, and Coercion Prevention Policy;
 - 2.3 Competition and Antitrust Policy;
 - 2.4 Information Disclosure Policy;
 - 2.6 Policy on Transactions with Related Parties;
 - 2.7 Policy on the Application of Disciplinary Measures;
 - 2.8 Donations and Sponsorship Policy;
 - 2.9 Philanthropic Donations Policy; and
 - 2.11 Whistleblower Channel Policy.
- 3. Internal Regulations of the Operational Integrity Committee (“Integrity Committee”) and the Operational Integrity Committee (“Integrity Committee”); and
- 4. Disclosure and management of the person responsible for the Whistleblower Channel.



Aeris Code of Conduct

The Code of Conduct serves as the primary reference that establishes the ethical principles upheld by the company, which are based on respect for human rights, transparency, and sustainable business development.

Fundamental principles of the Code of Conduct

1. Lawful conduct
2. Mutual respect and diversity
3. The right to privacy
4. Protection against harassment or violation of human rights
5. Physical and psychological health and safety
6. Transparency

All workers, when coming onboard the Company, receive information about the Integrity Program and have access to the Aeris Code of Conduct.



Training and Communication

As well as the integration of new workers, suppliers and outsourced workers receive information and training on the Integrity Program, in addition to access to the Company's Code of Conduct. Periodically, the Integrity Committee conducts the Integrity Dialogues in all Aeris units.



2023 Highlights

100%

of new suppliers were briefed about the Integrity Program.

86%

of workers participated in the Integrity Dialogues.

All workers had access to the Code of Conduct course at Aeris University.



Whistleblower Channel

In order to strengthen integrity as a fundamental value, Aeris maintains a Whistleblower Channel managed by an independent company, which ensures access and confidentiality to all stakeholders – including the guarantee of anonymity. All manifestations received are forwarded to the Integrity Committee, responsible for investigating the reports received, who collect the necessary evidence to verify the validity or unfoundedness of the reported incident. The result of the investigation is passed

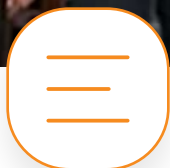
on to the Integrity Committee which, based on the Consequences Matrix, follows up with the whistleblower and applies the appropriate measures for each case.

Due to its importance in the Company's governance system, the performance of the Whistleblower Channel is periodically reported as a management indicator to senior management, based on the criteria of swift processes, especially regarding more critical issues.

Target: handle 100% of the cases registered in the Whistleblower Channel with responses within 60 days³.

In 2023, the Whistleblower Channel received 355 manifestations, of which eight were identified as possible incidents of discrimination, which were found to be unfounded after a thorough investigation. There were no reports regarding possible incidents of corruption in the period.

3 Incidents of greater severity or that require external audit may have the resolution period extended.



2.4

Risks and Opportunities Management

[GRI 2-25; 3-3]

Aeris' monitoring of risks and opportunities aims to ensure the identification, assessment, and mitigation of risks based on the premise of reducing the probability of uncertain incidents and events that may impact the results and sustainability of the business. Therefore, in the risk management process, carried out by the Internal Controllershship, Risk Management, and Compliance departments, macroeconomic, sectoral, regulatory, financial, operational, social, and environmental aspects are considered, as well as those related to image and corporate governance. This work also involves the Board of Directors, the Audit Committee, and the

Executive Board. The Board of Directors is responsible for periodically supervising and assessing risks, in addition to defining the level and degree of exposure that the Company is willing to accept in the implementation of its business strategies and the performance of activities.

Implemented in 2020, the Risk Management Policy applies to the entire Company and its subsidiaries. This document describes the guidelines and responsibilities as well as the management system used by the company to identify and monitor risks.



Main Risks and Opportunities Monitored

● **Cyber Risk:** associated with cyber-attacks, including attempts to compromise the confidentiality, integrity, and availability of data or computer systems.

● **Compliance Risk:** associated with the application of legal or regulatory penalties, as well as reputational or financial losses resulting from non-compliance to applicable laws, regulations, the Code of Conduct, and corporate policies.

● **Credit Risk:** the occurrence of losses related to the non-fulfillment by the borrower or counterparty of their respective financial obligations under the agreed terms, the devaluation of credit agreements resulting from the deterioration in the borrower's risk classification, reductions in gains or remuneration, among other factors.

● **Strategic Risk:** associated with the decision-making of senior management and any event that may generate a substantial loss in the Company's economic value.

● **Financial Risk:** associated with the Company's financial and accounting operations; the possibility of issuing incomplete, inadequate, inaccurate, or untimely financial, managerial, regulatory, tax, statutory, and sustainability reports, and any event that may expose the Company to fines, penalties, and other sanctions. Associated with a deterioration in the payment ability of customers, which may significantly affect the Company's financial capacity; any fines, penalties, and payment of indemnities incurred by the Company due to contracts with third parties, as well as the early termination of contracts with customers; exchange rate volatility or failure to execute the foreign exchange hedging policy; changes in or termination of regional or sectoral tax incentives, or incentives provided to

export companies; the risk that cash flows are not managed effectively to maximize operating cash generation; failure to manage the risks and returns specific to financial transactions; and the failure to raise and allocate financial resources in accordance with established policies.



● **Image Risk:** associated with an event that may have a negative impact on the Company's reputation, credibility, or brand.

● **Liquidity Risk:** related to the possibility of the Company not being able to efficiently honor its obligations as expected and unexpected, current and future, at maturity, or only doing so by incurring significant losses.

● **Market Risk:** the occurrence of losses resulting from fluctuations in market values of the Company's positions, including the risks of operations subject to exchange rate variation, interest rates, market demand, stock prices, and commodity prices.

● **Product Risk:** associated with possible non-compliance with the quality specifications established by the customer, or possible product failures during operation of the wind turbines, exposing the Company to image and financial risks.

● **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, labor strikes, and terrorist acts. Operational risk events include: internal and external fraud; lawsuits; inability to retain talent; lack of raw materials; restrictions on logistics and transport infrastructure in Brazil; inefficient workplace safety; inadequate practices related to customers, products, and services; and damage to physical assets.

● **Regulatory Risk:** the occurrence of changes in regulations and actions of regulatory bodies that may significantly affect the Company's ability to efficiently manage its business. It may also represent a possible change in the labor or tax legislation that may adversely affect costs and compromise the Company's competitiveness in foreign or domestic markets.

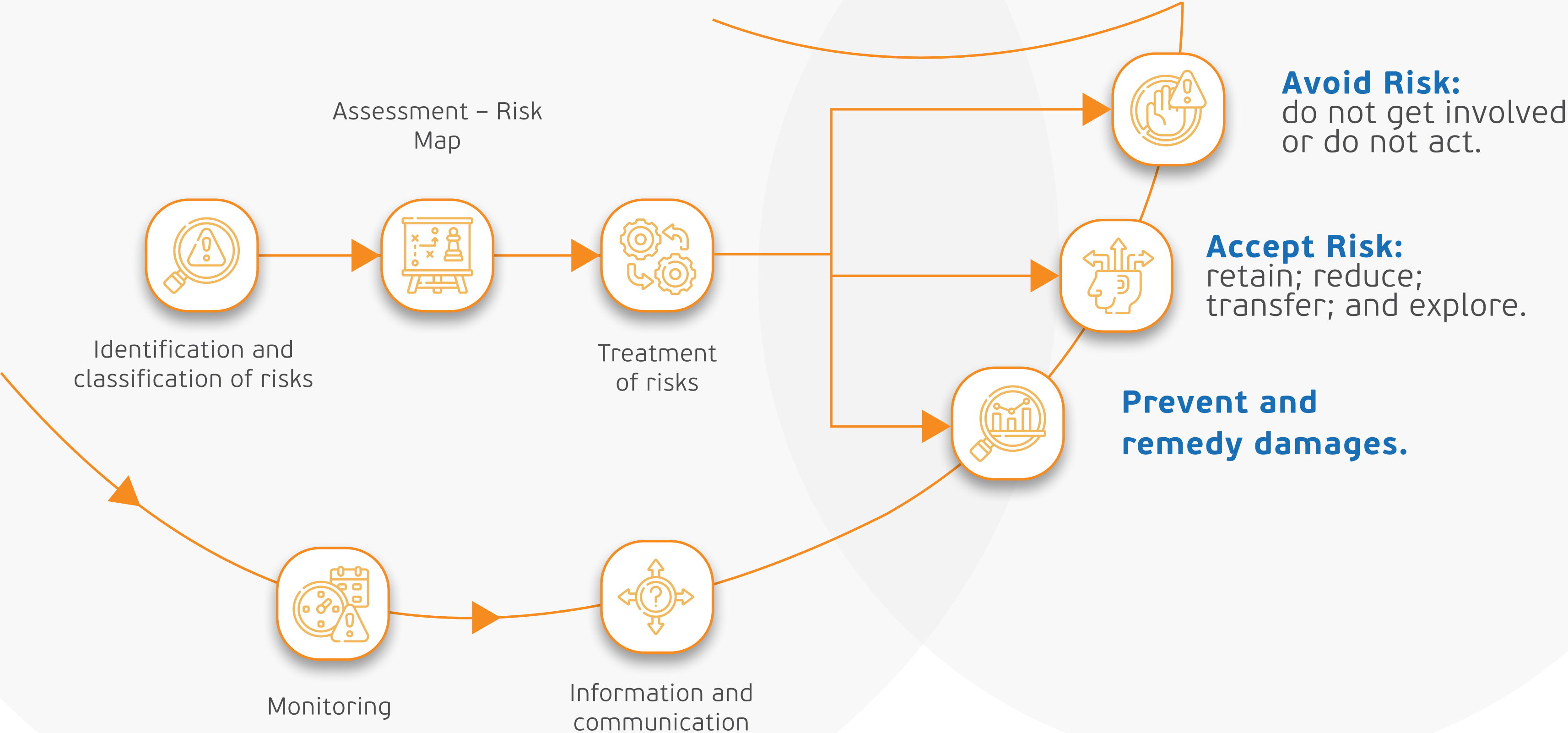
● **Social and Environmental Risk:** associated with the occurrence of losses due to negative effects on the environment and society, as well as a possible modification of environmental standards that may impact the business.

● **Technological Risk:** any failures, unavailability, or obsolescence of equipment and production or manufacturing facilities, as well as computerized control, communication, logistics, and operational management systems, which impair or make it impossible to continue the organization's regular activities along its value chain. It may also be associated with events related to internal or external errors or fraud in computerized systems that may occur when invoicing, recording, monitoring, and reporting transactions or positions.



Risk Management Process

The risk monitoring flow is established in the [Risk Management Policys](#) and follows the steps described below:



Data Protection (GLDP)

[GRI 418-1]

The security of data belonging to customers, workers, suppliers, and any other stakeholder is an integral part of the Company's risk management, which has the Data Privacy Policy available on its website to be accessed and consulted. The guideline was developed according to the provisions of the General Data Protection Law (GDPL) and addresses topics such as data collection from job applicants at the Company and information of customers and suppliers.

Data security management includes continuous monitoring of cyber threats, vulnerability management, brand monitoring, the creation and review of policies and procedures, and periodic training of workers. These activities are conducted by the Information Security teams and the Legal Department, whose manager also holds the position of Data Protection Officer (DPO). At Aeris University, the Data Security course carried out by all workers in their integration is available, in addition to pe-

riodic refresher courses carried out for the other teams. In 2023, 3,092 people took the course on the platform. At the end of the year, the Company had not registered any incidents related to data breaches.

Training programs

During the recent update of the Information Security course at Aeris University, several crucial aspects of data protection were addressed, especially regarding cyber threats. A significant

portion of the training was devoted to raising awareness of Social Engineering, a technique used by perpetrators to manipulate people and gain sensitive information or unauthorized access

to systems. Techniques to identify signs of possible attacks were presented to workers as well as forms of reporting and protection.





Our business



3.1

Competitive Strategy

Market Context

In recent years, discussions about the importance and urgency of the energy transition have been gaining momentum around the world, driven by the effects of climate change, especially the more frequent occurrence of extreme weather phenomena, which cause social, environmental, and economic impacts. Accelerating the just energy transition by replacing fossil fuels with renewable sources in the global energy matrix – as a way to reduce greenhouse gas (GHG) emissions – is among

the ambitions of the United Nations (UN) 2030 Agenda.

According to the UN, to achieve the goal of limiting global warming to 1.5 °C by 2030, a reduction in the use of fossil fuels needs to reach at least 43% worldwide. In this scenario, intensifying the use of renewable energy has been pointed out as the main strategy to minimize the impacts of climate change on the planet, people, and businesses.

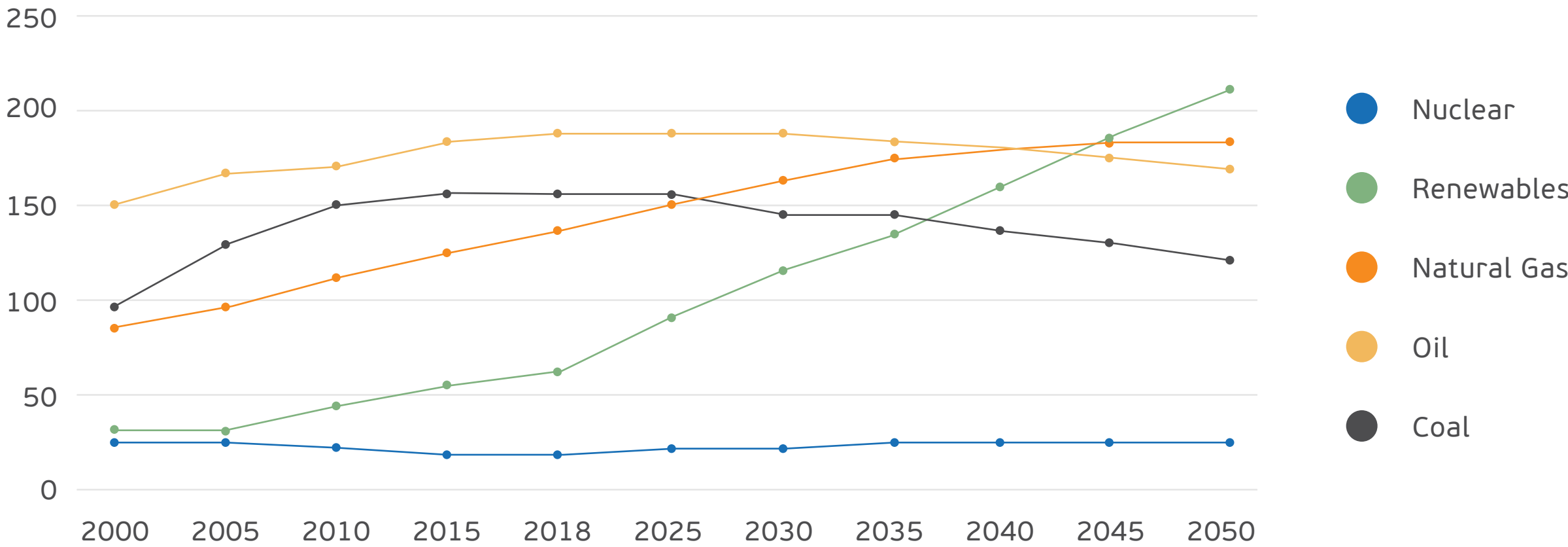
Wind energy plays a key role in this transition and the projections recently released for the segment are positive. According to the International Energy Agency (IEA), renewable energy will overtake coal as an electricity source by 2025, accounting for 37% of the global energy mix by 2026. According to a study published by Bloomberg and Statista, wind energy is expected to reach 20% of all energy production by 2050, tripling its installed capacity in 2030⁴.

4 Data from the International Renewable Energy Agency (IRENA)).



World energy consumption

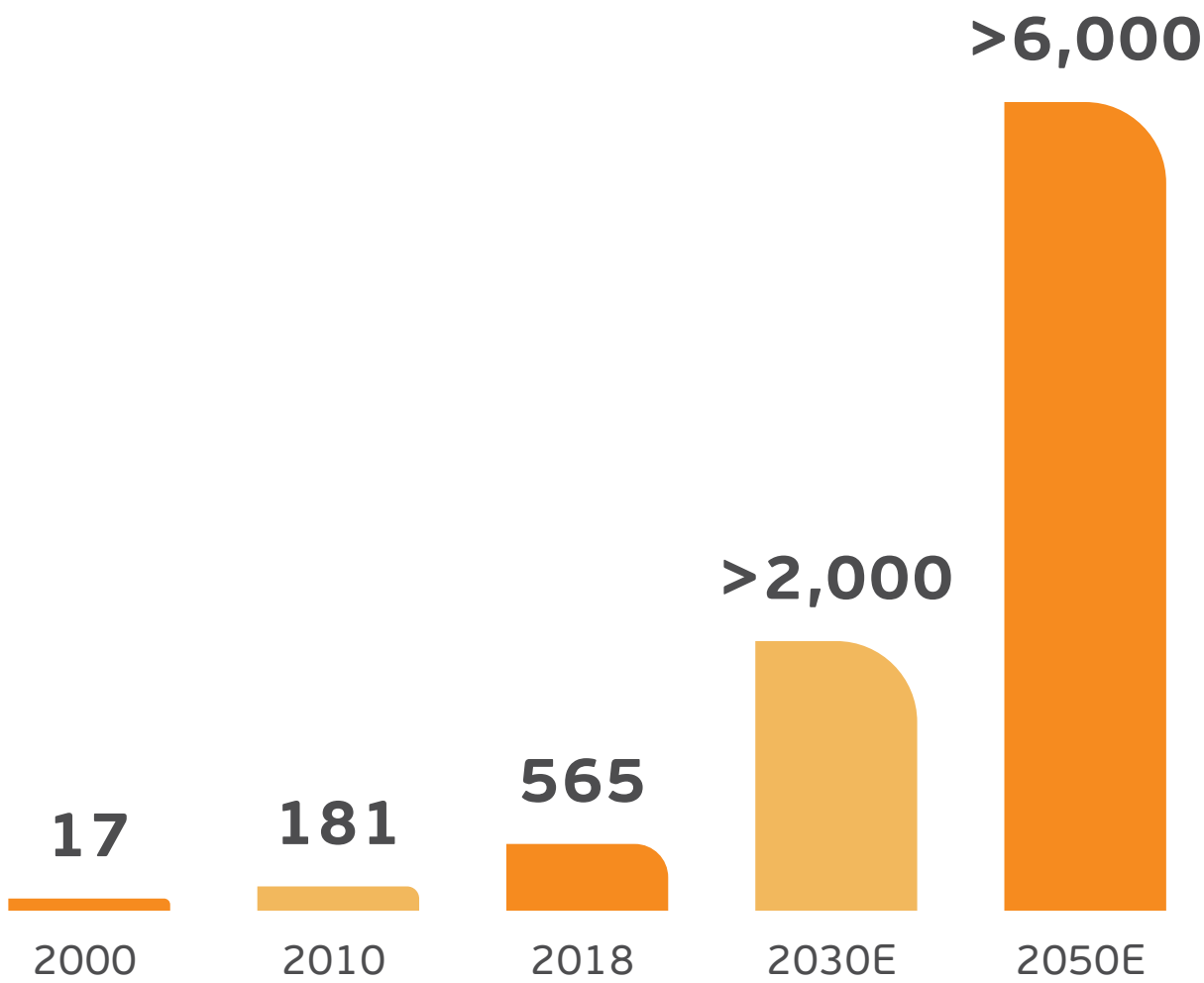
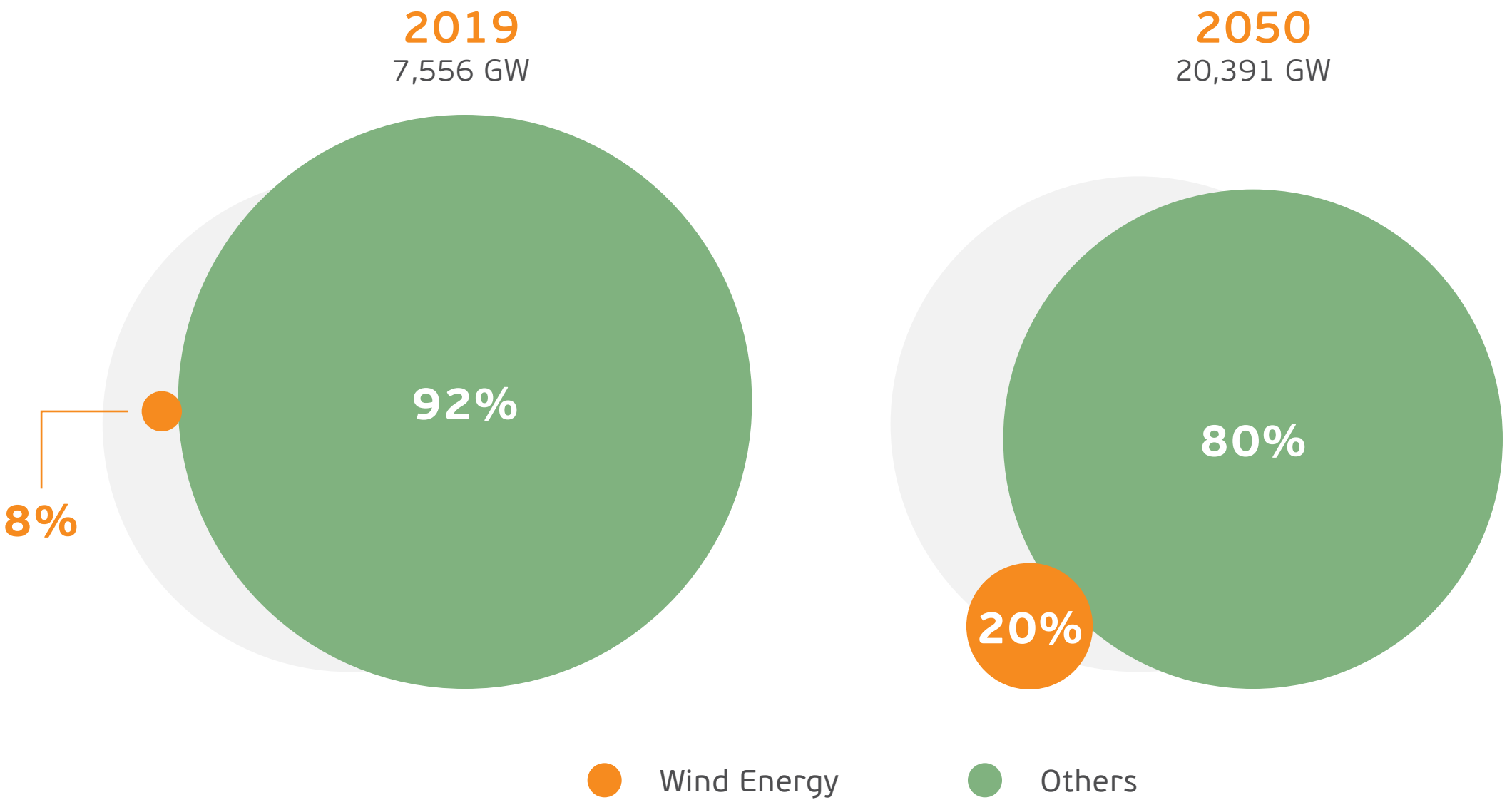
(em exajoules)



The Brazilian market has been at the forefront of the renewable energy generation movement. According to data from the Brazilian Wind Energy Association (ABEE-ólica), in 2023 the country's accumulated wind capacity reached 29.7 GW, an increase of 16% compared to 2022. Compared to the installed capacity in the world, Brazil has 44%, higher than the global average of 34%.

Accumulated wind capacity in the world

(on GW)



Located in the Brazilian Northeast, a region with a potential of 528.6 GW in power generation, thus concentrating over 90% of the country's wind potential⁵, Aeris plays a key part of the wind turbine blade pro-


duction market. According to ABEEólica's 2022 Annual Bulletin, the state of Ceará is among the five largest wind power generators (7.06 TWh) in the country. With its factory inserted in the Industrial and

Port Complex of Pecém, in the vicinity of Fortaleza (CE), it is currently a market leader in the production of wind blades in Latin America.


5 Data from the National Electric Energy Agency (ANEEL) published in 2022.


The Wind Energy Market in Brazil



1,043
wind farms in operation.


15.4%
of the Brazilian electricity matrix is wind energy.


US\$48.6 billion
of investment in the sector from 2012 to 2023.


31.1 GW
of installed capacity in commercial operation or being tested.


+17.7%
of wind energy generated compared to the previous year.


30 million
tons of CO₂ avoided in 2023 (equivalent to emissions from 70 million cars).

Source: Infovento n. 34, 03/2024 – ABEEólica



COP 28

Held in November and December 2023 in Dubai, the United Arab Emirates, the 28th UN Climate Change Conference (COP 28) approved a historic agreement among the 200 countries present, including Brazil. This agreement proposes, for the first time, a transition to end the use of fossil fuels.

The proposal directs countries to seek to avoid fossil fuels in their energy systems, in a fair, orderly, and equitable movement. The text also recognizes the role of transition fuels for energy security, as well as actions to capture carbon as a solution to minimize the impact of greenhouse gases.

The agreement also provides for a tripling of renewable energy capacity worldwide and a doubling of the global average annual rate of energy efficiency improvements by 2030. An international fund to mitigate the impacts of climate change, especially in poor countries, was created and the amount raised in 2023 was US\$ 700 million, an amount still far from what is necessary to achieve the established goal.



Competitive Advantages

The constant expansion of wind energy supply in recent years has accelerated the need for infrastructure and technologies that are increasingly evolved and accessible to wind turbine and wind farm producers. It is in this context of a rapidly expanding market in Brazil and in the world that Aeris has defined its competitive strategy.

According to ABEEólica data, between 2025 and 2030, based on scheduled bids and the free energy market, the installed capacity of wind turbines in Brazil is set to add another 22 GW as a result of relevant investments in the sector. In addition, the growing trend of outsourcing wind blade manufacturing – which has gone from 20% to 50% in the last ten years – makes Aeris even more competitive.

The Company is prepared to follow this growth trend through its modern industrial park with the capacity to produce over 5,000 large wind blades per year. Strategically located in the Northeast Region, this industrial park offers customers operational agility combined with lower logistics and storage costs.



In **8 years**

of investment, Aeris' production area has increased over

4 times in size.

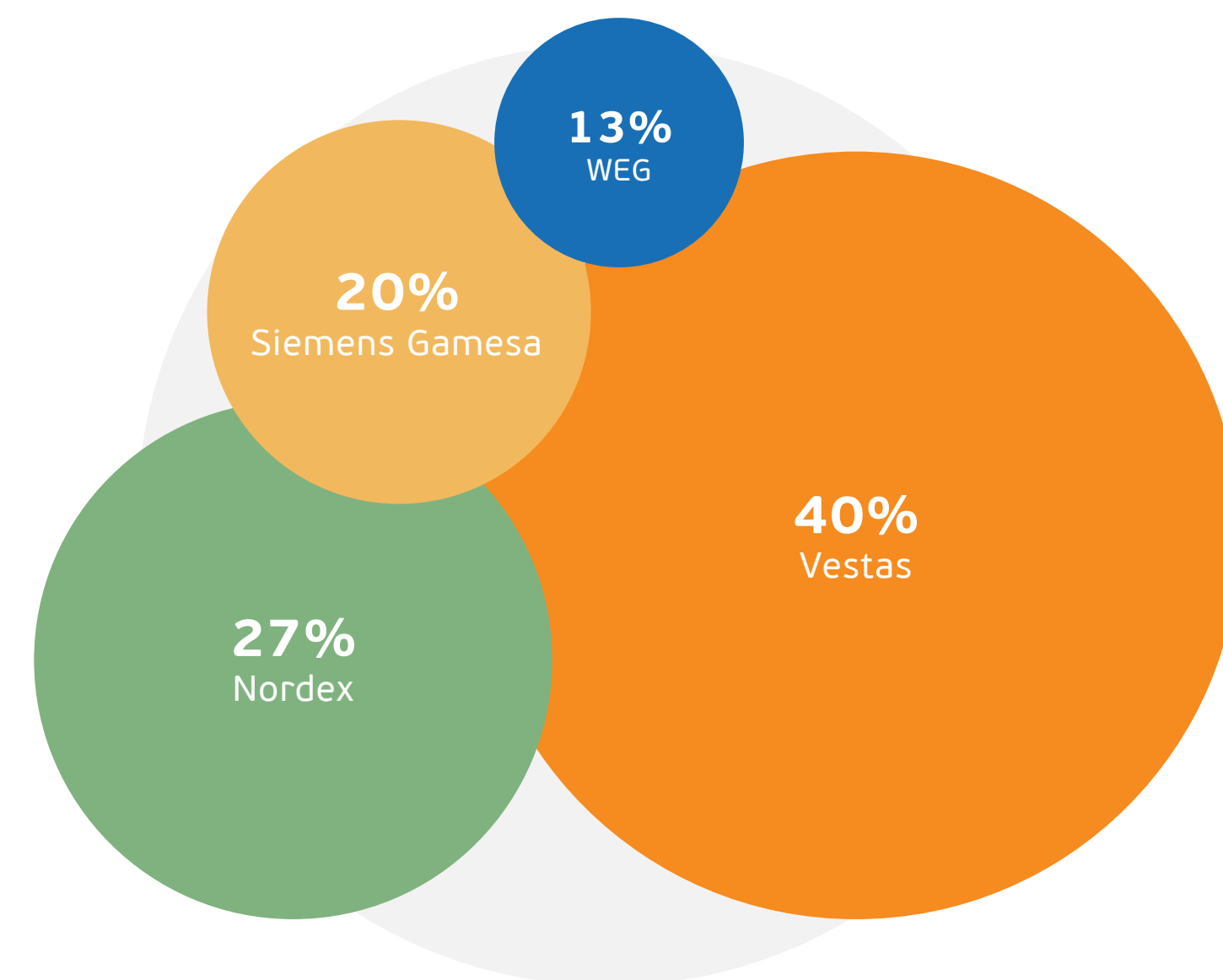




In addition to a verticalized production process, which allows the production of blades in a customized way for each customer, a service team with a multinational presence is qualified to perform after-sales services with a focus on preventive and corrective maintenance of equipment. Thus, Aeris' business model and operational structure are oriented to long-term relationships with customers, with favorable commercial conditions for all those involved. This is reflected in legal and financial security for the Company and consequently for other stakeholders.

Percentage of customized production lines – 2023

(per customer)



3.2

Business Model

[GRI 3-3; 416-2]

The purpose of producing clean, safe, and renewable energy, driving the energy transition in Brazil and the world, is what drives Aeris' business. Based on core values and a solid culture of genuine care for people, the Company is today the largest manufacturer of wind blades in Latin America with a national market share of more than 80%, considering projects already contracted by customers.



Purpose

Produce clean, safe, and renewable energy.



Commitment

Respect our environment, sustain our communities, and invest in our team.

Our Values



We develop and care for our people



We focus on quality



We generate value



Quality and Customization

Aeris' business model ensures a vertical monitoring system of the production process, present in all its stages. This dynamic production method generates leading-edge products and services, meeting the requirements of the international market for the parts produced.

Thus, the Company develops a system for monitoring and managing requirements and quality standards for all its processes based on current market standards. After the re-certification processes carried out in 2023, Aeris maintained the

following certifications, applicable to all its units:

- ISO 9001:2015 - Quality Management System;
- ISO 14001:2015 - Environmental Management System;
- NBR ISO 45001:2018 - Occupational Health and Safety Management System; and

- Federal Revenue Service - Authorized Economic Operator (AEO)

Reinforcing quality

In 2023, Aeris instituted the Duty to Refuse Activity – Quality Risk process, which aims to ensure workers and outsourced workers the authority to stop any activity, inside or outside the Company's facilities, whenever a situation of serious and imminent risk is identified that may compromise the quality of the service or final product.

Quality Week

In its second edition, the 2023 Quality Week, the main theme was "Quality is non-negotiable! We focus on doing it right!" which sought to highlight the importance of care and compliance with standards in all

processes carried out in Aeris' units. Through various activities such as conversation circles with managers, Quality Blitz, workshops with suppliers, and a webinar on Strategic Quality Perspectives, all workers were in-

vited to participate and reflect on the quality culture practiced at the Company, which extends beyond compliance with standards and must be present in the daily commitment to do it right.



Strategic Pillars

A history of technological capacity and delivery

The characteristics of the Company's activity and the growth in market demand have allowed the development of extensive technological capital and specific knowledge of the production of wind blades. This knowledge also enables efficient and agile product delivery processes, reflected in Aeris' history – which until 2023 has yet to undergo any product recalls or returns.

Strategically Located Industrial Park

The Aeris plant is located in the Industrial and Port Complex of Pecém near the city of Fortaleza (CE), at the center of Brazil's wind generation ecosystem. Currently, the Northeast region concentrates over 92% of the 27.5 GW of wind power installed in Brazil. The proximity of the Port of Pecém, about 20 kilometers away, guarantees a logistical competitive advantage, enabling greater agility and safety in the transport and delivery of products.

Efficiency in the production process

Within the concepts of efficiency gains in industrial processes and cost control, the entire production chain is concentrated in a single industrial park. This enables a more optimized production structure, reduced waste, and maximization of returns on invested capital.

Gains in scale and improvement cycles

Operational efficiency also ensures gains of scale in production, generating greater competitiveness for customers and a positive impact on the Company's results. With the Company culture focused on continuous improvement, lessons learned are shared quickly and effectively, always preserving the intellectual property of our customers and enabling improvements in all phases of the production process.

Strong Organizational Culture

Aeris' corporate culture guidelines permeate all strategic decisions of the Company, ensuring

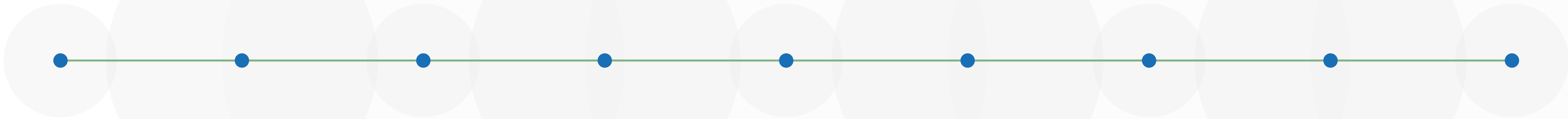
the alignment of practices and connectedness of processes (see [Aeris' Cultural Manifesto](#)).

Robust ESG Agenda

For Aeris, sustainability is an inseparable part of the business. Thus, its ESG agenda has been strengthened over the years with practices aimed at integrating sustainability into all of the Company's strategies. Always attentive to the socio-environmental impacts of its activities, the Company seeks to mitigate the negative ones and enhance the positive ones through the management of risks and impacts.



Steps of the Production Process

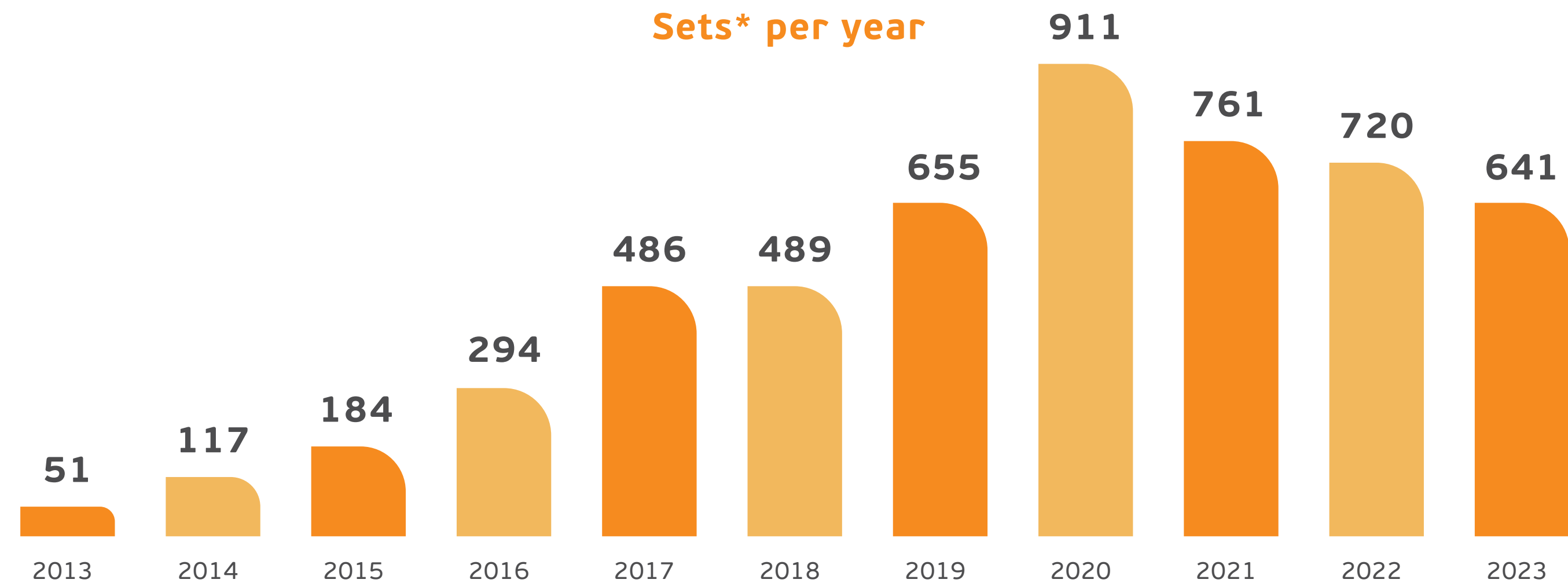


3.3

Operational Performance

Aeris ended 2023 with 15 active production lines – all mature – ensuring the production of 641 sets of blades (a set consists of three blades), equivalent to 3,143 Megawatts of electricity-producing capacity⁶. These production lines are dedicated to manufacturing blades between 71.5 and 83.5 meters in length to compose wind turbines, with an average electricity-producing capacity per set of 4.9 MW.

6 Considers the mid-range of the nominal electricity-producing capacity of the wind turbines equipped with the sets billed in the year.

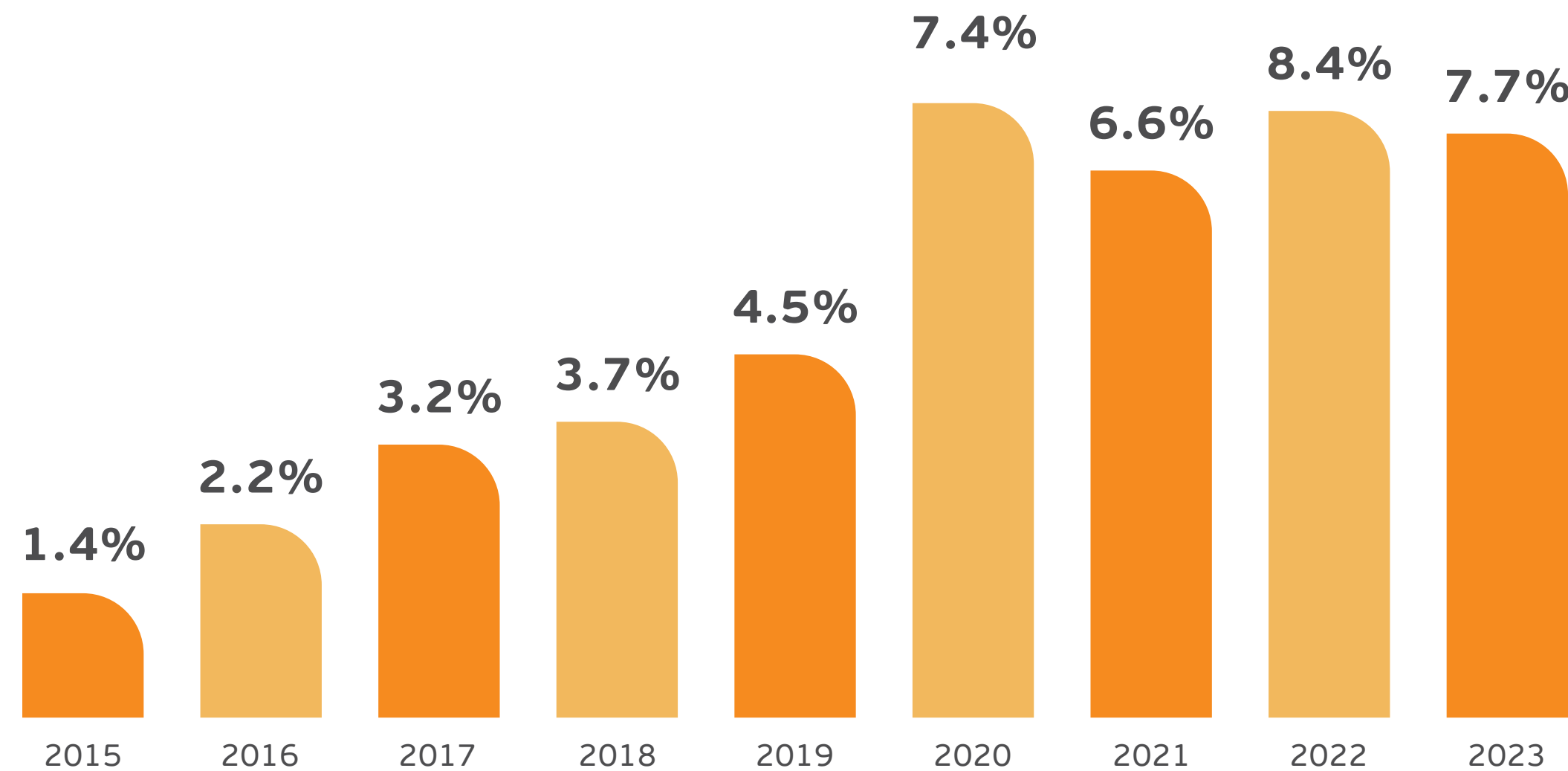


* A set consists of three blades



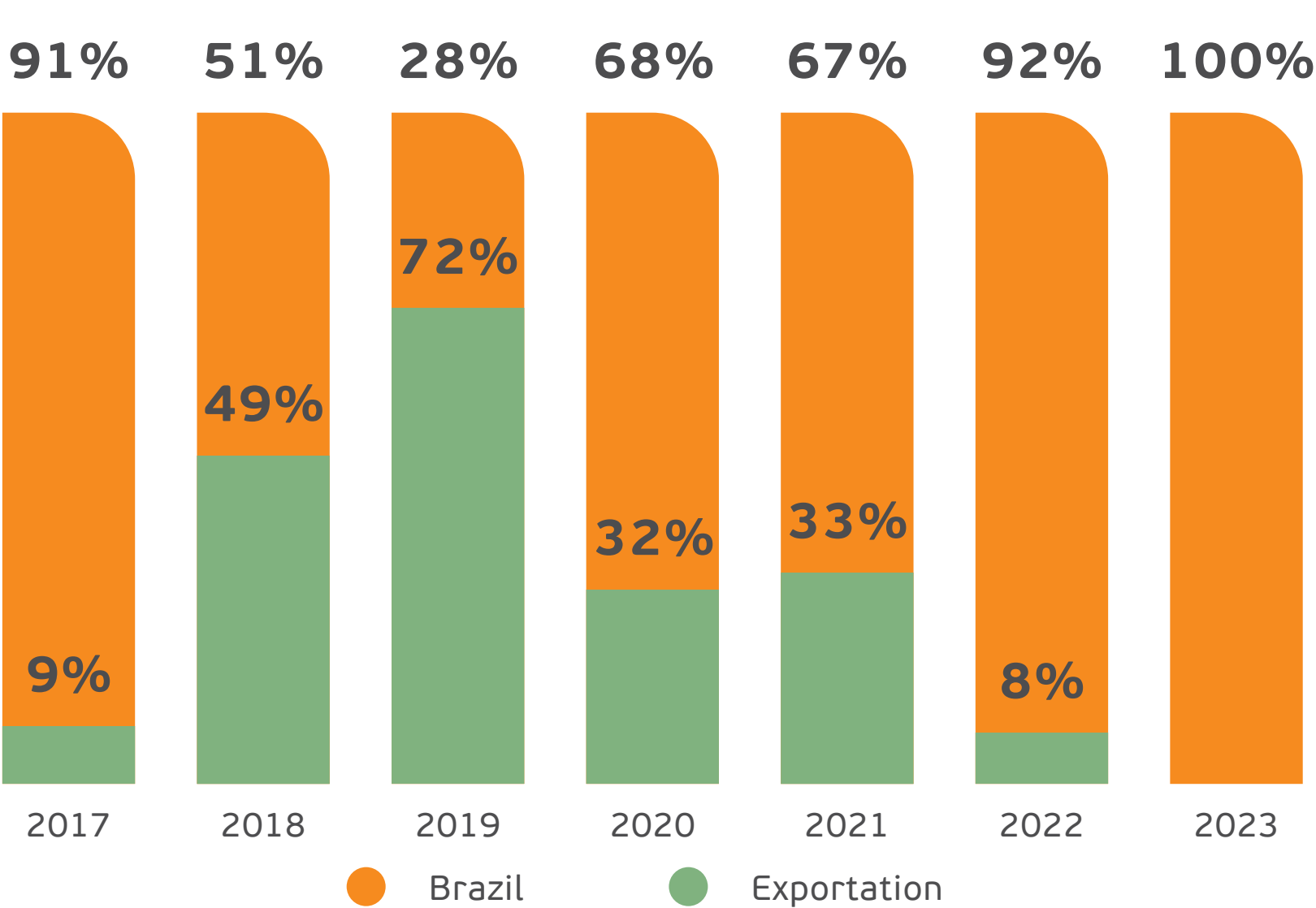
Aeris Global Market Share

(excluding the Chinese market)



Aeris Production According to Destination

(GW)



3.4

2023 Performance

[GRI 3-3; 201-1]

Economic and Financial Context

In general, 2023 was a year in which global development indicators were still greatly affected by the recent impacts of the COVID-19 pandemic and the war between Ukraine and Russia. Although inflation has been receding in response to rising interest rates, growth in most countries is still sluggish, still under the pressure of high food and energy prices. According to the International Monetary Fund

(IMF), the global gross domestic product (GDP) for 2023 grew by 3% – a slight retraction compared to 2022, which was 3.4%.

In Brazil, interest rates remained high despite the fall in inflation, which in 2022 ended the year at 5.8% and in 2023 reached 4.8% according to the Brazilian Institute of Geography and Statistics (IBGE). However, the Selic rate

remained high, at 11.5% as pointed out by the Central Bank of Brazil in December 2023, still suffering the impacts of the foreign market and the dollar (Ptax), which was quoted at R\$4.87. The GDP of Brazil, on the other hand, maintained the growth pace of the previous year, increasing by 2.9%.



In addition to the challenging economic scenario, the energy market, despite the high demand, faced important regulatory issues, which impacted the reduction of future demand for wind energy. In addition, energy prices and the average cost of installing wind energy farms are obstacles that the sector faces.

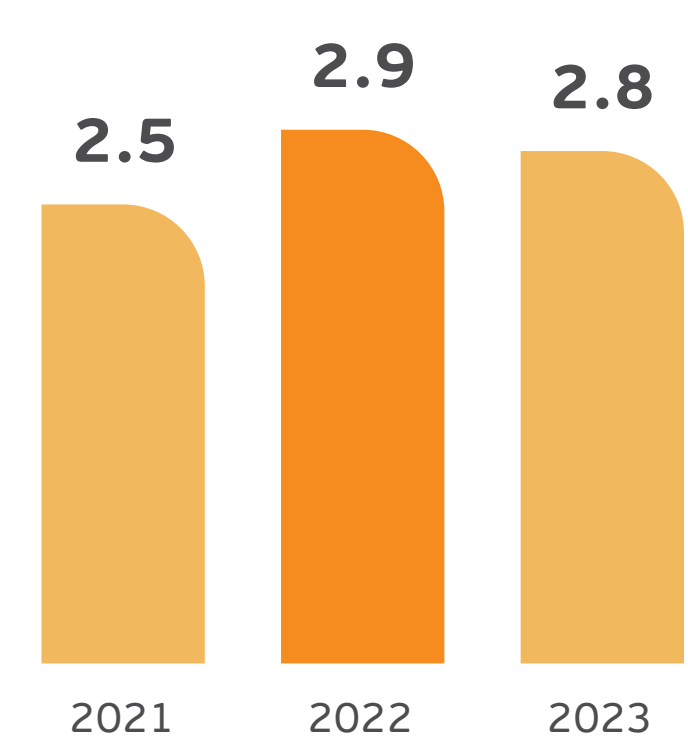
2023 Results

In 2023, the Company billed 3.1 GW, a result 6.8% lower than the volume of blades (MW equivalent) produced in 2022. Net operating revenue, on the other hand, decreased by 2.7% compared to the previous year, directly impacted by the drop in production and the devaluation of the Brazilian currency against the dollar. The Company's main economic and financial results are presented on the side and more detailed information can be found in the 2023 Financial Statements⁷.

⁷ In 2023, the Company changed its Revenue Recognition Policy, according to the Explanatory Note presented with the Income Release for the year. Therefore, the data published for 2022 has changed since the last report.

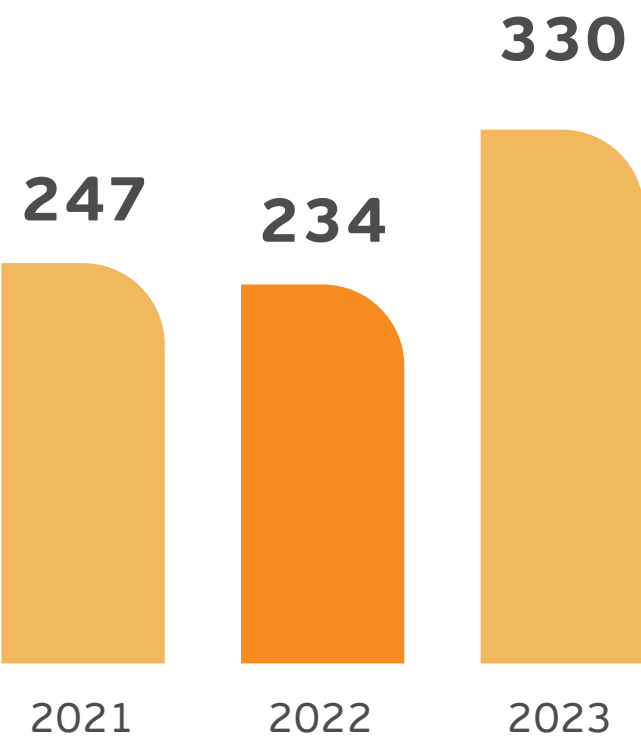
Net operating revenue

(in millions of BRL)



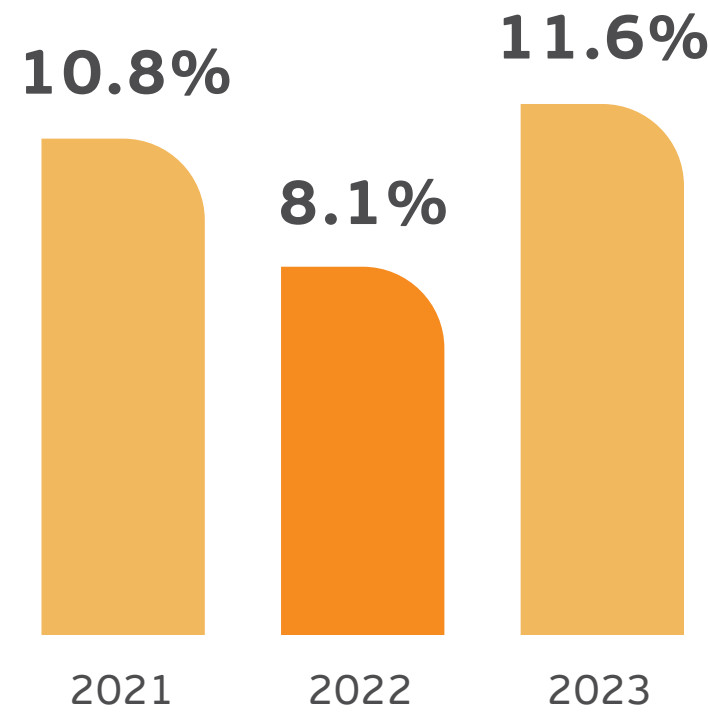
EBITDA

(in millions of BRL)



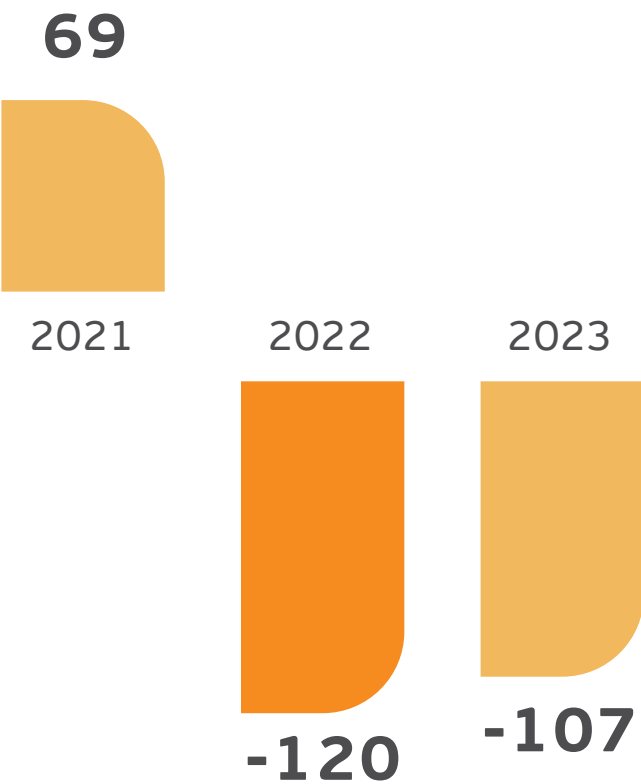
EBITDA margin

(in %)



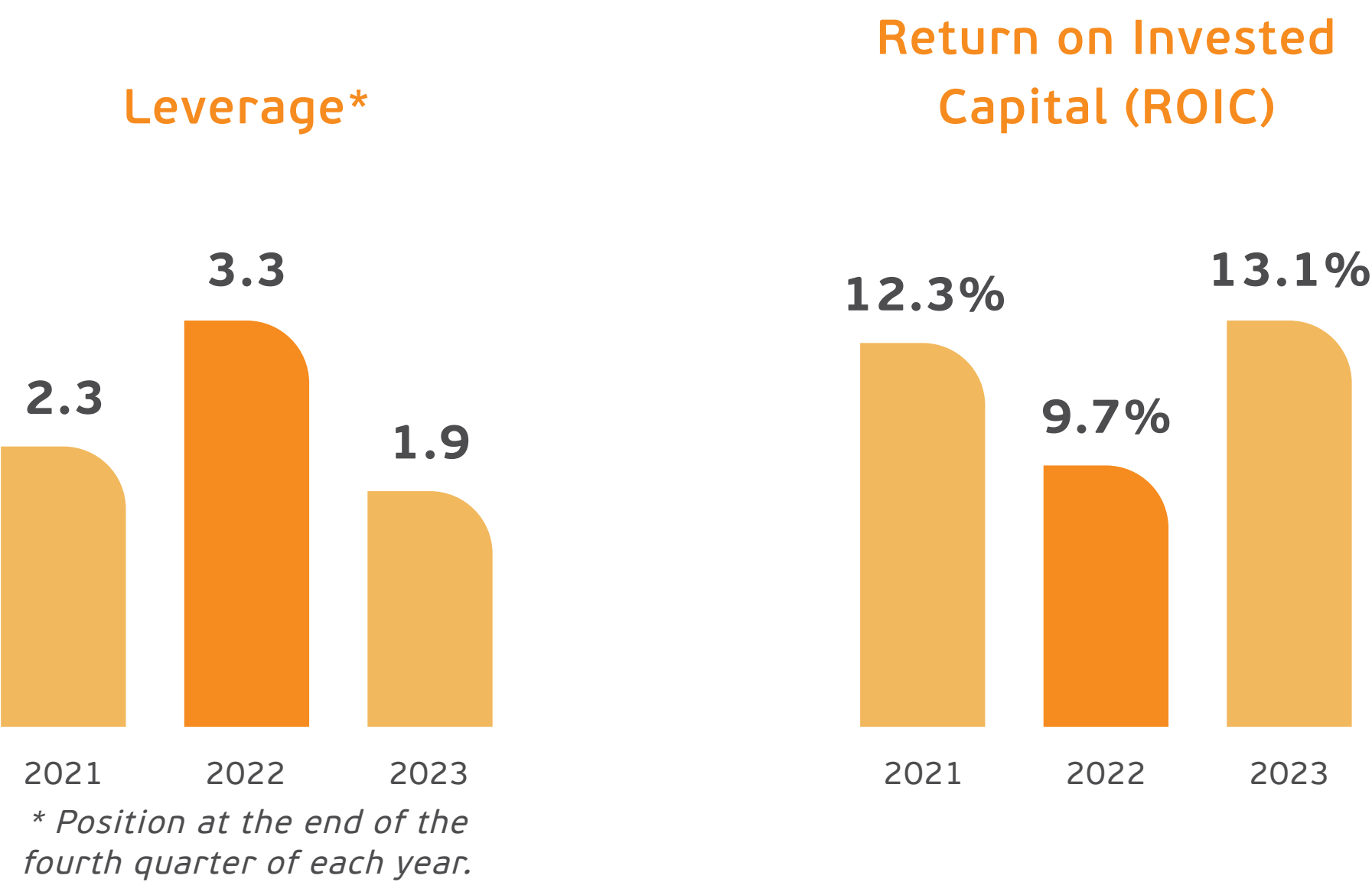
Net income

(in millions of BRL)



Financial Results and Indebtedness

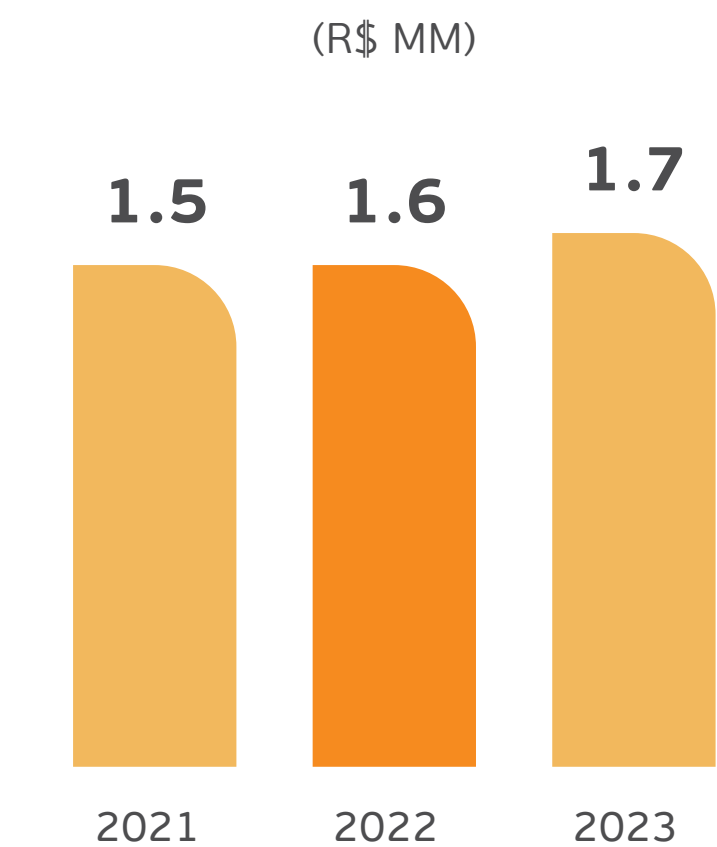
At the end of 2023, the Company's cash position was R\$ 1,063.5 million. In the last quarter of 2023, AERIS concluded the IPO of shares for a capital increase in the amount of R\$ 400 million, which enabled the reduction of net debt by R\$ 124.7 million. Added to the increase in EBITDA, this amount reduced net leverage, measured by the net debt/EBITDA indicator, to 1.9 times, which is compatible with the Company's short-term commitments.



Investments

In 2023 a total of R\$ 65.9 million was invested in equipment for blade finishing stations with the objective of increasing production capacity and further improving productivity rates and delivery times to customers.

Average invested capital



Liabilities and Shareholders' Equity

At the end of 2023, AERIS' total liabilities totaled R\$ 4,014 million, of which R\$ 1,695 million amounted to current liabilities and R\$ 1,138 million in shareholders' equity.



Direct economic value generated and distributed

The economic value generated by Aeris in 2023 was R\$ 1,113,476, of which 47% was allocated to third-party capital remuneration, and 30% to taxes, fees, and contributions.

Total Value Added for Distribution – 2023

(in thousands of BRL)

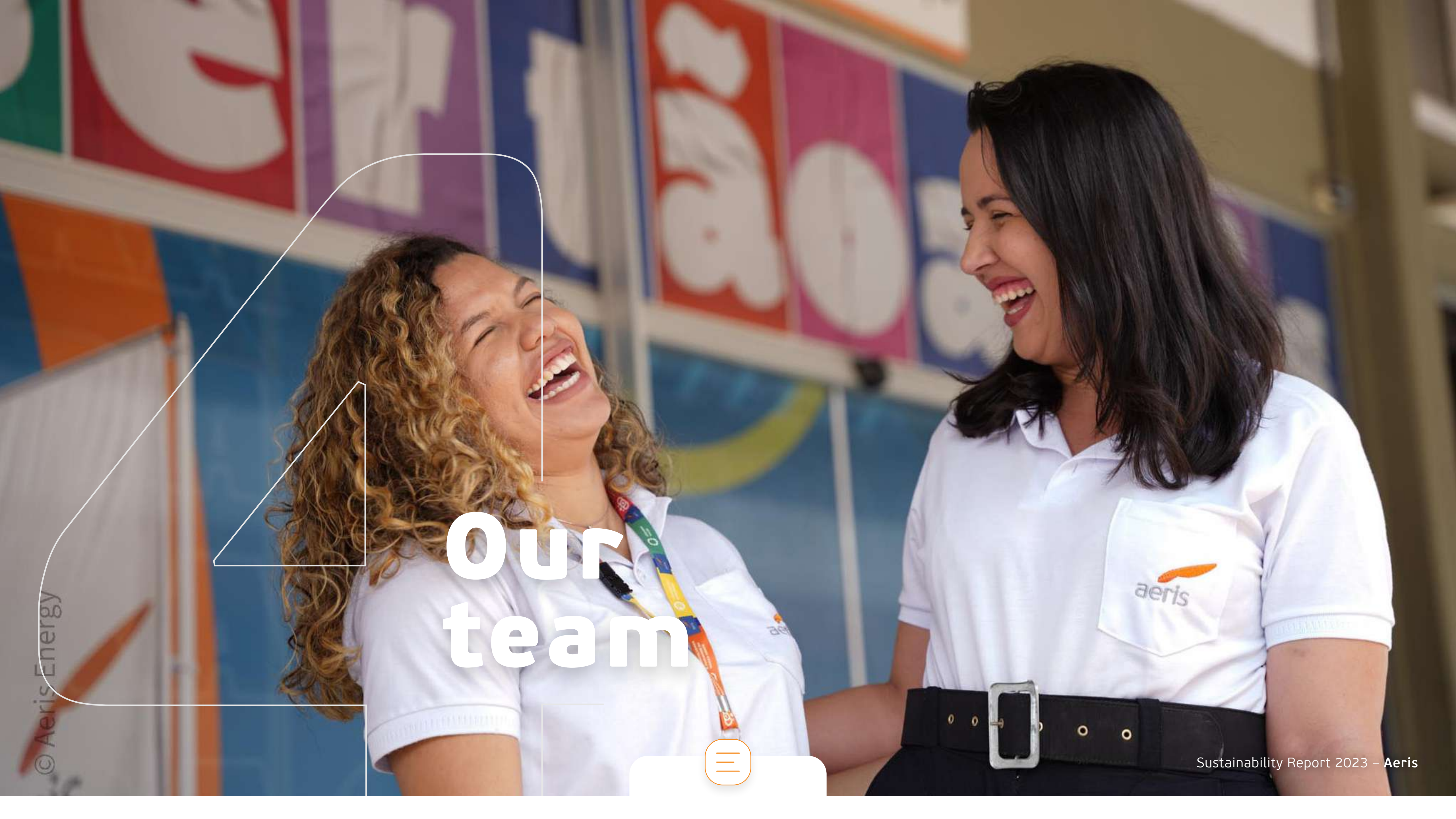
Personnel and related charges	R\$ 367,351
Taxes, fees, and contributions	R\$ 334,808
Remuneration of third-party capital	R\$ 517,884
Remuneration of shareholder equity	R\$ (106,567)
Total	R\$ 1,113,476

Performance in the capital markets

At the end of 2023, the Company held 1,242,403 common shares traded on the Novo Mercado da Bolsa (B3) under the code AERI3 (100% common shares).

In 2023, the average daily trading volume reached R\$ 7,112,326.00 in the year, a decrease of 30.1% compared to 2022, when it reached R\$ 10,185,305. In the last trading session of December 2023, the Company's shares were quoted at R\$ 0.90, which gave Aeris a market value of R\$ 1,118,163,540.





Our team



4.1

Our way to #BeSoAeris

[GRI 3-3]

Fostering a strong culture through worker engagement, motivation, and belonging is essential to the success of the business. Aware of this, since 2022, Aeris has been strengthening several initiatives that have boosted the "way to Be So Aeris".

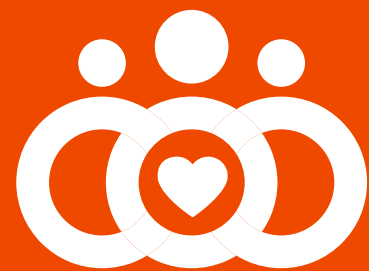
Based on the work carried out in the previous year, the values and attributes that support the Company's culture guided the actions aimed at the care and development of workers throughout 2023. Likewise, they directed the leaders to more humanized management practices aimed at the well-being of people, the quality of products and services, and consequently the sustainable future of the business.



**People are a
fundamental
pillar in the
execution of
the corporate
strategy.**



Values #BeSoAeris



WE HELP TO
DEVELOP AND CARE
FOR OUR PEOPLE

*Our people make
it all happen.*

#CAREFORLIFE

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



WE FOCUS ON
QUALITY

*Quality allows
us to exist.*

#WEAREQUALITY

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



WE GENERATE
VALUE

*Together we
deliver more.*

#WEAREATEAM

Attributes: collaboration;
commitment; focus
on the business.

Of the main initiatives developed
in the year that contributed to
supporting the way To Be So
Aeris, the following stand out:

- Operator-Focused
Management (OFM);
- Agents of Change;
- Energizers of Communication
and Culture;
- Consequences Matrix;
- Duty to refuse – Quality Risk;
and
- Culture and Quality Week.



The Progress of Operator-Focused Management (OFM)

This was the directive behind the implementation of operator-focused management (OFM), a new model of the organizational structure in which the production areas and production support areas worked within dedicated cells, with leaders even more closely focused on operations to improve the management of people and processes in the production chain. The OFM model enables and empowers the operator, who, within the concept of an operational cell, is responsible for the management and governance of the operational processes under their responsibility. In the first training cycle, 204 workers were trained as monitors.



Agents of Change

Focusing on the responsibility shared by all to strengthen the organizational culture, in 2023 the Company implemented Agents of Change, a team of professionals selected and trained to disseminate the Aeris Culture in all its activities and with all its people.

The group is also responsible for ascertaining impacts from organizational changes, proposing actions and plans for integration and adaptation to the way to Be So Aeris.



Energizers



Another initiative launched in 2023, the Energizers of Communication and Culture Program was attended by over 30 representatives from all areas and work shifts. Through meetings, training modules, internal events, experience in Communication and Social Responsibility actions, participants assimilated relevant information about the Company and its strategy, becoming able to disseminate the content to colleagues in a clear and assertive manner and applying good corporate communication practices.

The closing of the Program featured a retrospective of the first cycle, in addition to recognizing highlights with the delivery of trophies and certificates.



Organizational Environment

[GRI 2-29]

Throughout its history, Aeris has been disseminating an integrated culture among its teams and business partners to keep its workers continually updated on the Company's guidelines, operations, activities, and initiatives. Transparent, agile, and comprehensive communication fosters an ethical and welcoming work environment, with space for respectful dialogue and positive impacts on the organizational climate.

In addition to the internal communication management and governance processes, which seek to ensure the dissemination of information to all workers, Aeris has several informative channels such as Rádio Aeris, Jornal Mural, and the internal Instagram page – @mundoaeris. Through these channels, the main news about the business and internal activities are shared, promoting connection between people.

In addition, to expand the means of communication and relationship with the teams, Aeris regularly conducts an organizational climate diagnosis to evaluate the teams' perception of the Company. Through a weekly engagement survey, all workers have the opportunity to answer a brief questionnaire that addresses issues related to positions and salaries, benefits, leadership, work structure, food, and transportation services, among other topics.

With a higher adherence to the market average, the score attributed by workers to Aeris was 8.2, a very positive indicator of favorability according to the methodology used. The survey also offers open questions, which allow workers to complement their answers. The content of these comments is analyzed by the Human Resources teams to identify opportunities to improve the organizational climate wherever necessary.



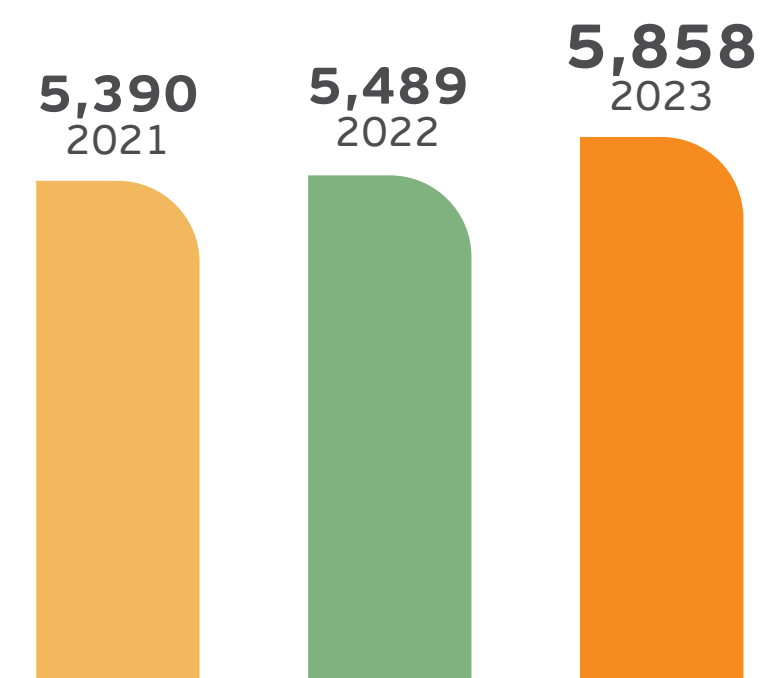
4.2

Workforce Profile

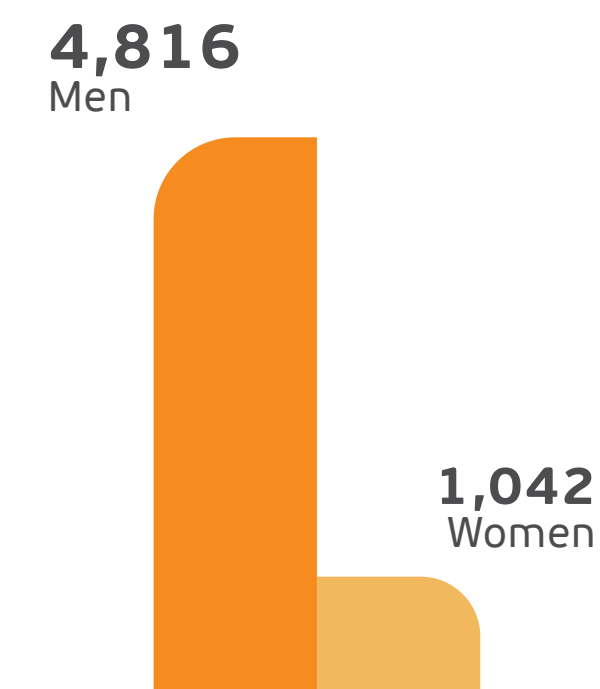
[GRI 2-7; 2-8; 2 -21; 2-30; 405-1]

Aeris has human capital as one of the main pillars of sustainable business growth and is committed to offering its workers a healthy, safe, diverse, and inclusive work environment that promotes individual and collective development. At the end of 2023, the Company had 5,858 direct workers, an increase of 7% compared to the previous year. Among these professionals, about 82% were men and 99% were allocated in the Northeast Region, where Aeris' industrial park is located. Complementing the workforce were 226 trainees and 53 interns, in addition to 1,187 outsourced professionals.

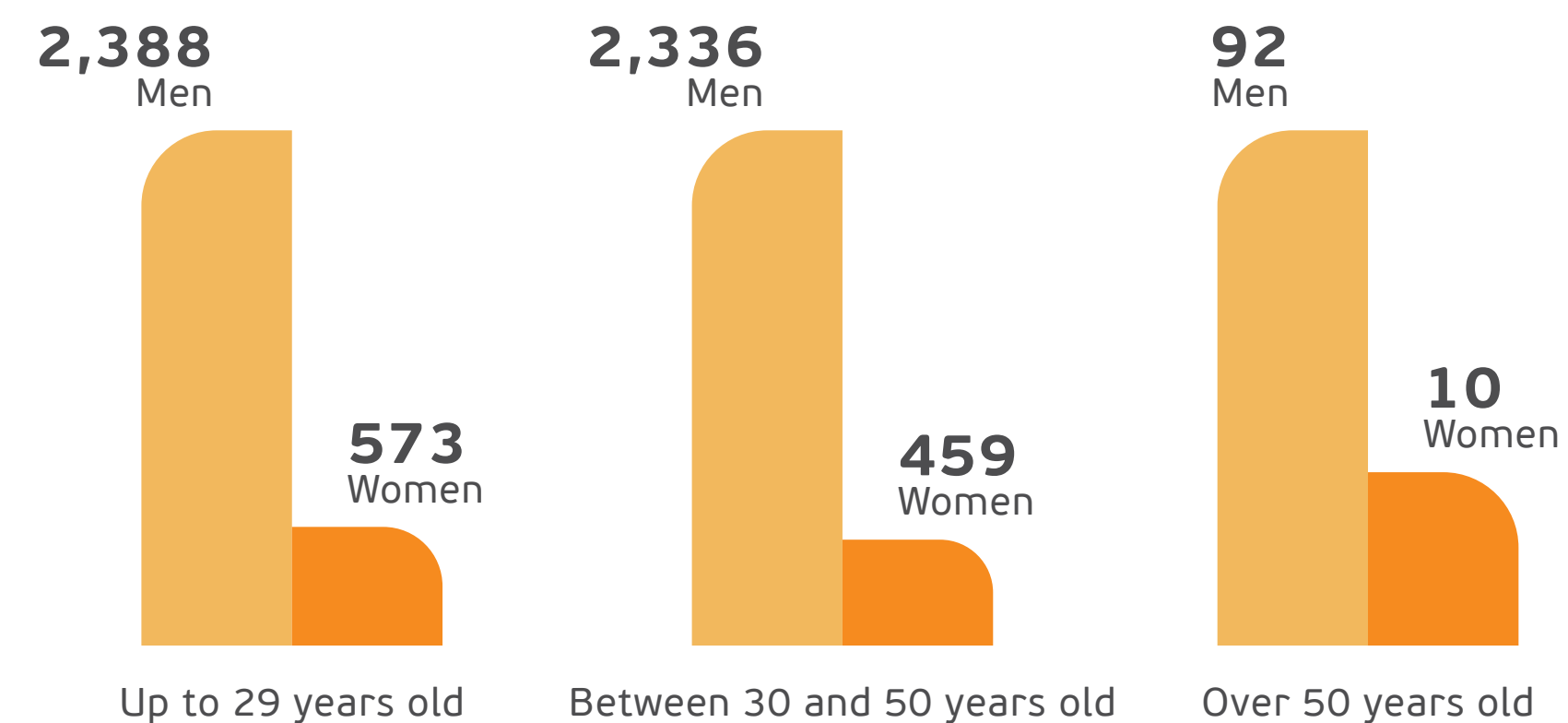
Number of workers



Number of workers by gender



Workers by age group and gender



Number of workers by professional category

Professional category	Men	Women	Total
Directors	10	1	11
Management	44	11	55
Coordination	203	49	252
Technicians	405	84	489
Administrative	222	224	446
Operational	3,932	673	4,605
Total	4,816	1,042	5,858

Interns and Trainees

Professional category	Men	Women	Total
Intern	35	18	53
Trainees	119	107	226

Workers' education levels

Postgraduate Degree	170
Complete Higher Education	481
Incomplete higher education	665
High school graduates	4,482
Incomplete high school	32
Complete basic education	23
Incomplete basic education	5

Number of workers according to race

	Men	Women	Total
Brown	3,530	776	4,306
White	640	157	797
Black	319	46	365
Indigenous	117	16	133
Asian	65	13	78
Not declared	145	34	179

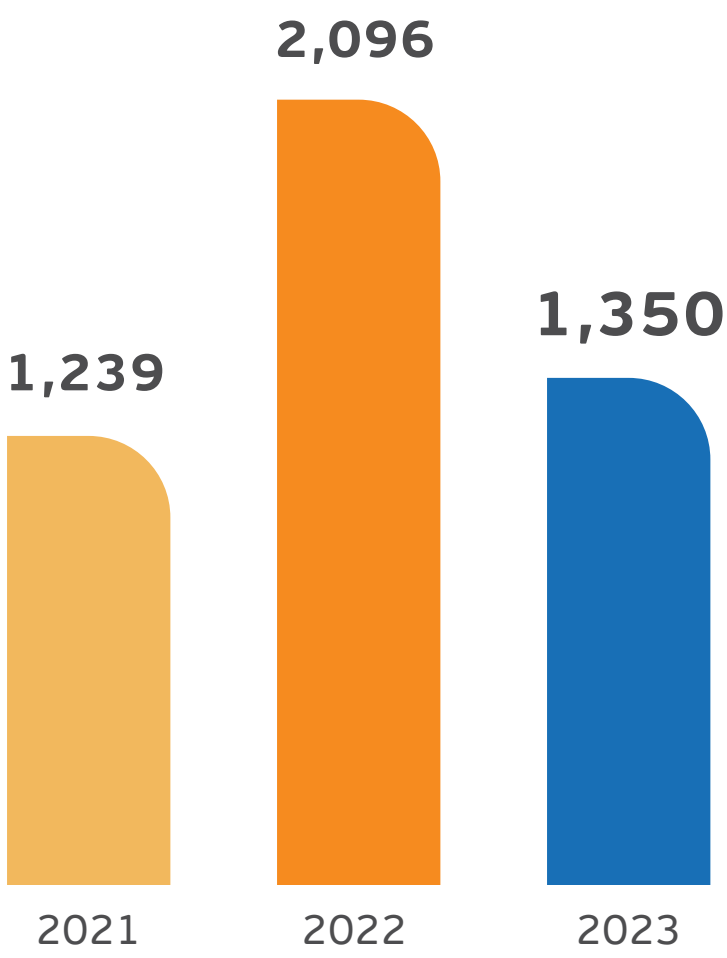


Admissions and dismissals

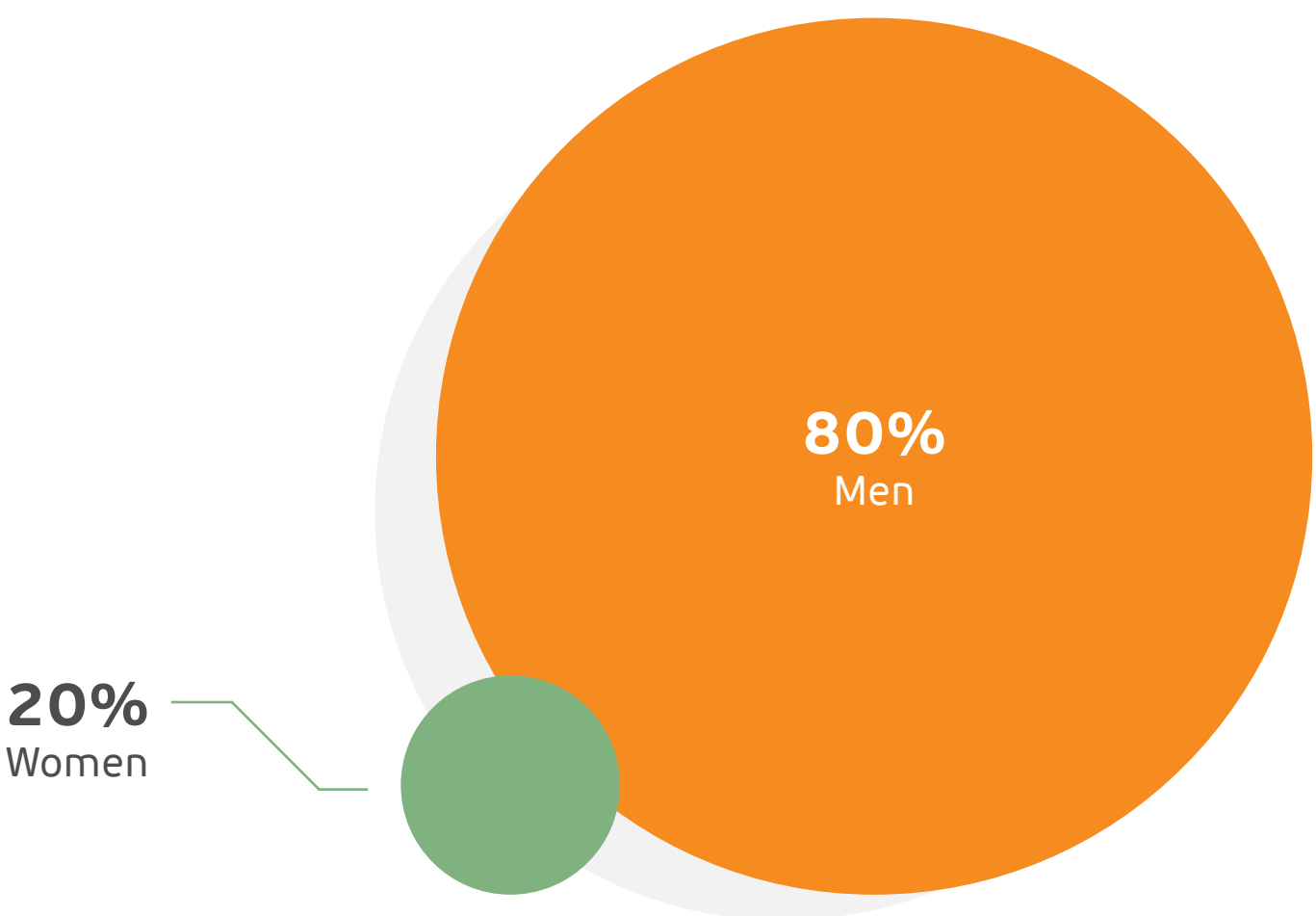
[GRI 401-1]

Throughout 2023, Aeris opened 367 new jobs, 18% higher than in 2022, in line with the Company's expansion strategy for the period. In all, 1,350 people were hired. 983 people, 80% of whom were men, had their employment contract terminated. We highlight the rate of dismissals of women, which decreased from 22% in 2022 to 14% in 2023 – an important advance in the context of the sector, which is predominantly male.

Number of Admissions



Admissions by gender



Admission by age group and gender

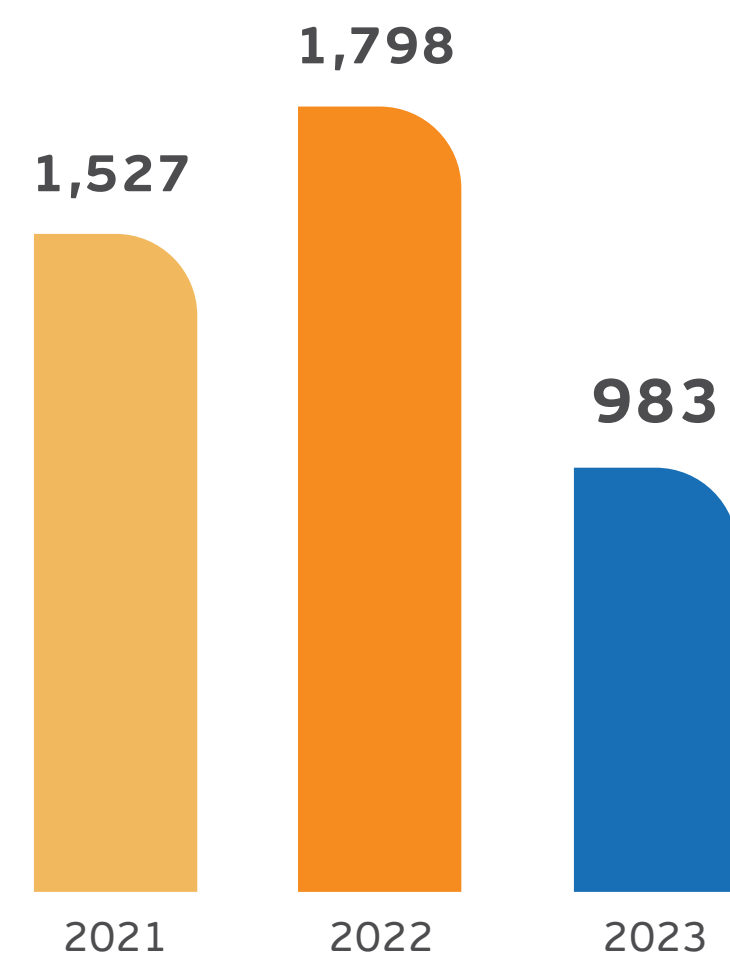
Age group	Men	Women
Up to 29 years old	712	170
Between 30 and 50 years old	357	99
Over 50 years old	11	1

Admissions according to region

Region	Total
Northeast	1,338
Southeast	11
South	1



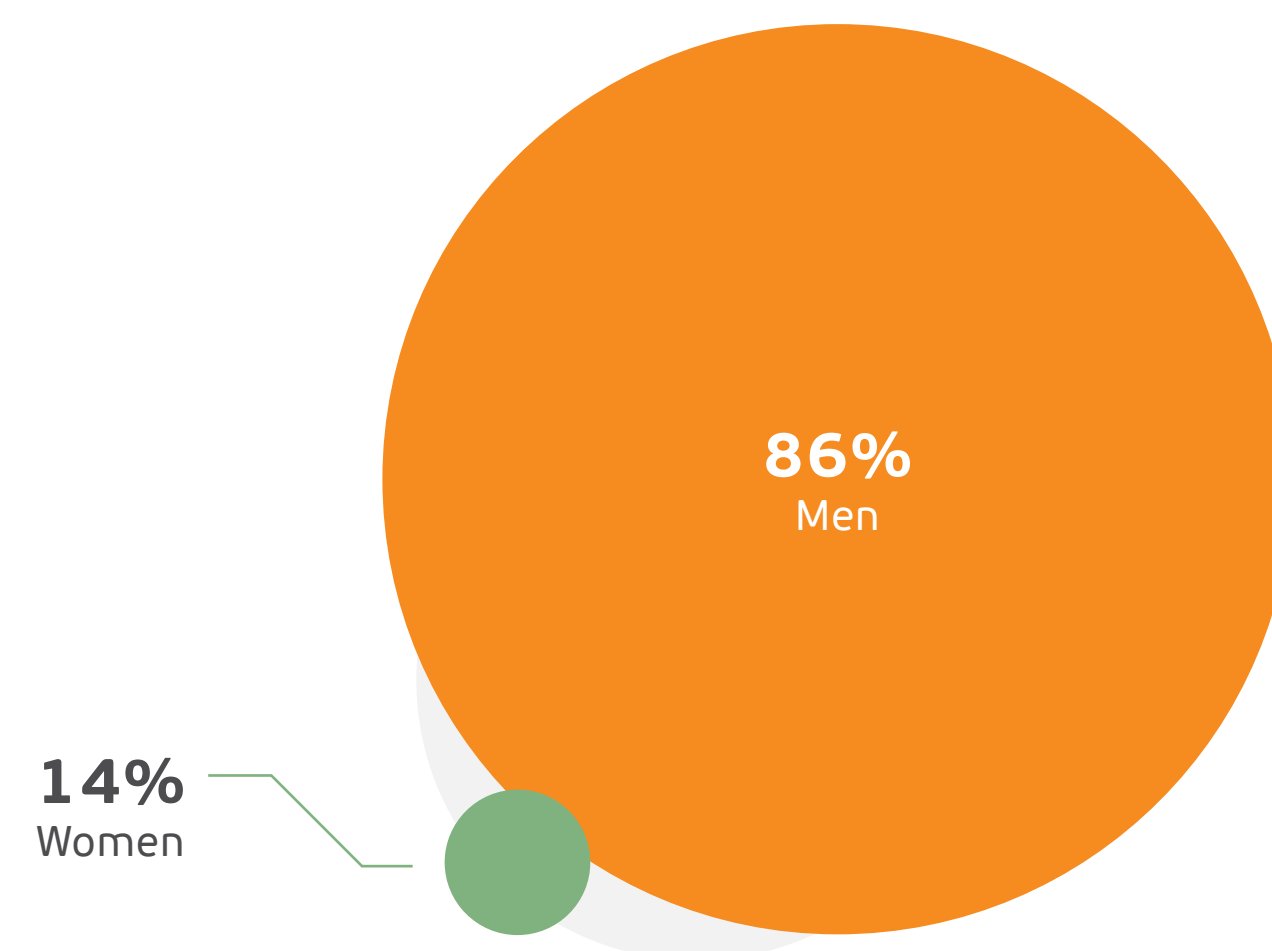
Number of dismissals



Dismissals by age group and gender

Age group	Men	Women
Up to 29 years old	454	77
Between 30 and 50 years old	376	64
Over 50 years old	12	0

Dismissals by gender



Dismissals according to region

Region	Total
Northeast	966
Southeast	16
South	1

Turnover rate according to gender*

Men	Women	Total
10.9%	1.8%	12.7%

* Calculation formula: Total Dismissals - trainees - interns - reduction of workforce/average active workers in the period.

Turnover rate according to age group*

Up to 29 years	Between 30 and 50 years	Over 50
6.2%	6.3%	0.1%

* Calculation formula: Total Dismissals - trainees - interns - reduction of workforce/average active workers in the period



Remuneration and benefits

[GRI 401-2]

Aeris practices a salary policy compatible with the labor market of the region where it operates and its sector. In addition to the fixed remuneration established based on fair standards, it seeks to offer workers a benefits package in addition to those provided for in the legislation in order to remain competitive and attract and maintain highly qualified professionals in its workforce. At the end of 2023, 100%⁸ of workers had access to the benefits package and were covered by collective bargaining agreements or conventions of their respective job categories.

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



Life insurance, including death, disability, and funeral coverage



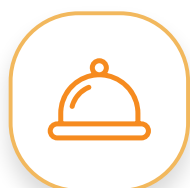
Medical and dental care coverage*



Chartered transport*



Food vouchers



Meals provided in the Company's cafeteria*



Extended maternity and paternity leave



Childcare aid, paid until the baby's sixth month



School materials aid



Edupass – Collaborative agreement with educational institutions

** Also offered to trainees and interns.*

Remuneration Indicators

Committed to the search for wage equity in all its business scenarios, Aeris constantly monitors the variables that may impact the teams' remuneration to remain competitive in the labor market. Below are the main indexes monitored by the Company:

- The ratio between the annual remuneration of the highest paid individual and the average total annual remuneration of all workers: 19.56.
- The ratio between the percentage increase in the individual remuneration of the most highly paid individual and the average increase in the total remuneration of workers (excluding the most highly paid): 9.5.



4.3

Diversity, Equity and Inclusion

[GRI 401-3; 405-1]

Aeris' Diversity, Equity, and Inclusion journey is strengthened every year. After the launch of its Diversity and Inclusion Policy, the Diversity Committee, and the Diversity and Inclusion Booklet, in 2023 the Company continued the action plan initiated in the previous year, reinforcing its commitment to stand against all forms of discrimination and thus maintain a respectful and welcoming work environment.

In this sense, the PWD Connection stands out, a guide to support the onboarding processes of People with Disabilities (PWDs), which informs on the types of disabilities and how managers and teams should welcome and support professionals from this group. On another front, an internal campaign encouraging self-declaration – in an educational and welcoming way – allowed six workers to be identified as PWDs and receive

due care and referral for the official approval of their relevant documents.

As a way to engage leaders and strengthen their role in the inclusion process, over 300 managers were trained in a course on Capacity Building to expand knowledge about the types of disabilities and the potential that each person can develop, regardless of their limitations.

Aeris is committed to standing against all forms of discrimination.



Diversity and Inclusion Calendar

Based on 13 specific dates, the Company prepared its Diversity and Inclusion Calendar, which guided the activities throughout the year, with emphasis on:

- Nine awareness actions for workers and leaders of the production areas on D&I;
- Strengthening of the Diversity and Inclusion Committee with the creation of five affinity fronts: Race, Gender, PWDs, Generations, and LGBTQIAPN+;
- Painting of pedestrian crossings in the colors of diversity at the production units;
- Disclosure of affirmative action job vacancies;
- The installation of anti-prejudice signs in the units; and
- The mapping of and installing signs on genderless restrooms.



Other Featured Actions

- **Gender Equity:** To address gender inequality in the corporate environment, in 2023 those responsible for taking action regarding this theme through the Diversity, Equity and Inclusion Committee carried out meetings aimed at listening to women, with the objective of establishing safe and welcoming environments that foster dialogue. The conversation circles were attended by over 80 workers.
- **Company of Citizens:** As a member of the Company of Citizens Program of the Federal Government, in 2023 Aeris granted extended maternity leave of 6 months for 70 professionals and paternity leave of 20 days for another 241 workers, with a 100% return rate after the leave period. The retention rate, which considers the number of professionals who remained in the company for 12 months after returning from leave, was 59.48%.
- **Youth Inclusion:** The Aeris Generation Program was implemented for the preparation and insertion of young talents in the labor market. Through structured actions for their reception, professional development, and evaluation, trainees and interns participate in several professional training programs throughout their journey at the Company. See details of the Program on the following page.



Trainee Program

Each Aeris trainee, after being hired, undergoes the institutional admission process and then begins their professional development plan, which consists of immersion in theoretical classes at the partner institution, in addition to participating in training programs and the completion of a thesis project that is applied within an area of the Company. Youths also have the opportunity to develop techniques and behaviors through a flexible curriculum of specific training programs organized by the Company – according to the needs of each group – on topics such as time management and emotional intelligence. In 2023, 253 trainees participated in the Program, of which 106 were hired as permanent employees at Aeris.



Internship Program

The Aeris internship program has a standard duration of 12 months, and may be renewed for an equal period whenever the intern has yet to finish their high school education. With employment contracts of 30 hours per week, all trainees go through the process of institutional integration and development, consisting of a job rotation cycle to experience the work routine of several areas of the Company for a certain period.

Specific training and the elaboration of a thesis project applied to an area of the Company are also part of the Program. In addition to the training of youths, every two months the Company organizes training modules for the technical and behavioral development of teams. In 2023, Aeris interns received specific training in Project Management to better assist them on their journey at the Company. In the same period, 12 interns were hired and another 52 were admitted into the new interns development cycle, which began in October.



4.4

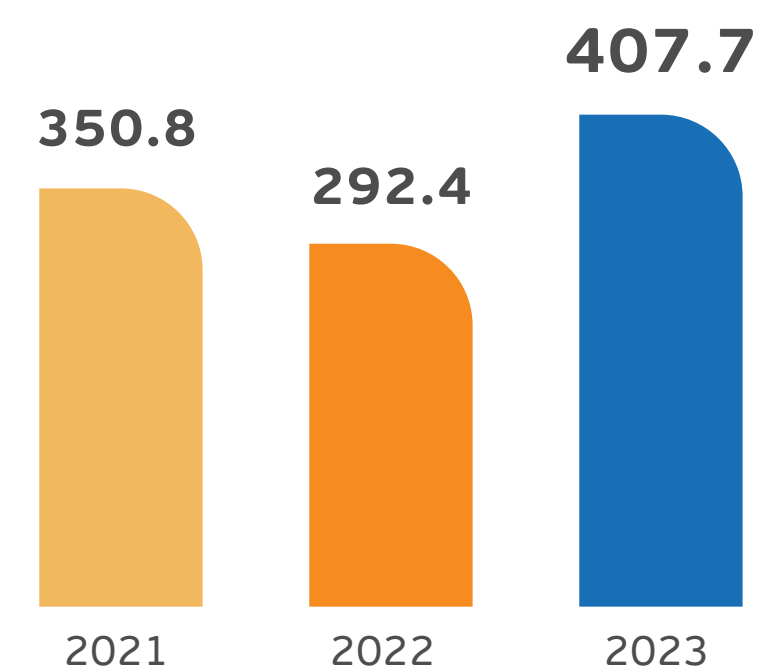
Professional Development

[GRI 3-3; 404-1; 404-2; 404-3]

Aware that the continuous development of teams is an essential practice for sustainability, Aeris strives to foster a work environment of continual learning in order to contribute to the professional and personal development of workers and leverage business results. Through the People Committee, which meets monthly with participation of senior management, professional development strategies are structured in order to promote initiatives to multiply internal and external knowledge, and follow-up on the development of technical and behavioral skills.

Total number of training hours*

(in thousands)



* In the total number of training hours, the hours of trainees and interns are included.

Thusly the Company encourages such development at all hierarchical levels, especially that of leaders, encouraging their roles in the execution of corporate strategy and management guidelines. In 2023, over 407,000 hours of training were carried out, an increase of 39.4% compared to the previous year, with a total investment of R\$ 1.6 million.

Average Number of Training Hours per Job Category and Gender

Professional category	Men	Women	Average
Directors	5:07	0:00	4:33
Management	42:43	38:54	41:58
Coordination	206:25	217:33	208:35
Technicians	43:29	43:25	43:28
Administrative	89:49	60:55	75:18
Operational	60:51	56:48	60:15



Aeris University

The Company's main development platform, Aeris University, offered several courses and training programs for workers and the community throughout 2023, totaling 196,327 accesses in total. In addition to the mandatory training curricula for all professionals, specific training programs for each function and technical and behavioral content are available and accessible to all on the platform, including workers who do not have access to computers – through a study room and the mobile app.

Another important novel feature implemented during this period was the digitization of the enrollment process of workers through the platform. Now enrollments can be solicited through an automated system via a direct call to the Human and Organizational Development team, which allows the applicant to monitor the progress of the enrollment process.

Aeris University Highlights



+44.9%

more accesses to the platform compared to the previous year.



783

new courses created.



136,730

accesses via computers.



121,266

enrollments in courses.



59,597

accesses via the mobile app.



58 more training hours

carried out per worker – 20 hours dedicated to training on guidelines and regulations.



The digitization of processes.



Training for All

In addition to the training necessary for the execution of operational and administrative processes, the professional development of workers also takes place through corporate programs, such as those for the training of leaders, coordinators, specialists, repairers, and operators, among other positions.

Another action front of the Company's performance enables workers to complete their regular school education through a partnership with the Social Service of Industry (SESI) as a measure to strengthen Social Responsibility initiatives. In 2023, 13 students completed their basic or high school educations.

As a measure to further educational improvement, the Company subsidizes English language courses to qualify communication among customers and partners. In 2023, 16 workers benefited from this program.

Edupass

In partnership with several educational institutions, Aeris offers its workers Edupass, a benefit that allows up to an 80% discount on the tuition of undergraduate, graduate, technical, and language courses.

Education Benefit: Edupass



4 modalities

(undergraduate, graduate, language, and technical courses)



150+ courses



National coverage



80% discount



100+ institutions



Leadership Development

Aware of the importance of managers for the continual development of the business and team engagement, Aeris seeks to keep its leaders properly prepared to understand the challenges of the sector, disseminate relevant information, and guide

the teams in relation to the Company's policies and practices. Thus, it implements programs for the professional development of these groups in four main axes, as detailed below.

Highlights of the Year



+90%

of the managers and coordinators participated in the Leader Development Program (LDP) in 2023.



38

coordinators and 10 managers from the Talented Leader Development Program received recognition.



178

new coordinators were trained at the Coordinators Academy.



1st class

of the On the Job Program held for coordinators, with 20 participants.

Leader Development Program (LDP)

- Continuous Development of Aeris Managers.
- Methodology based on the Aeris Culture movement, business needs, behavioral skills, and capacity-building.
- In 2023, two LDP modules were carried out: Leadership Practices (feedback, communication, routines, and safety at work) and Focus on Quality (doing it right; acting with discipline and collaboration).
- Special theme worked on in 2023: Empowerment – Reflections, Knowledge and Experience for the Role of an Exemplary Leader.



Coordinators Academy

- Development program for new Aeris coordinators (newly hired or promoted).
- The development of first-time leaders with behavioral and procedural modules to prepare leaders for their new role.
- Through 40 hours of study time, it trained 178 new coordinators in 2023.

Talented Leader Development Program (Talented LDP)

- Recognizes managers classified as “Talented” in the Performance Evaluation Cycle.
- Accelerates the development of managers, aiming to prepare them to take on new challenges at the Company.
- External Professional Development Programs Offered to Selected Managers.

On The Job

- Designed for talented prospects who are inclined to move into a career in coordination.
- Strengthens the concept of management succession, recognizing talented prospects at the Company through performance evaluations.
- It entails a four-month professional development journey, with three participants per management sector and 20 members per class.



Special Programs

Engineering Capacity-Building Course

Aeris University launched the Engineering Capacity-Building Program, providing training on finishing, bonding, sealing, and infusion technologies, among others. Divided into eight modules and taught in-person or online, over 50 students were enrolled in the course in 2023.

Electromechanical Training Course

In partnership with the National Industrial Learning Service (Senai), 40 workers in the maintenance area took the Electromechanics Training Course, further qualifying the teams in specific technical functions.

Repairer Training Course

In order to train workers in wind blade repair techniques, 11 repair training classes were held in 2023. In all, 88 professionals completed the course, thus becoming qualified for the role of repairer at the Company.

Operators Academy

Provides the development of reading and writing skills, mathematical calculations, and logical and socio-emotional intelligence, thus strengthening the comprehensive development of the Company's professionals. In 2023, 37 production operators conducted over 100 hours of training at the Academy.



Performance Evaluation

Aeris' performance evaluation cycle is carried out annually and aims to identify opportunities for development and career advancement at all hierarchical levels of the company, based on the alignment of the corporate culture with the professional and behavioral skills of each function. An important talent management tool, it operates under two axes: Potential Evaluation and Performance Evaluation, directing the training needs of talented professionals for potential promotions. After the evaluations, each professional prepares their Individual Development Plan (IDP) to guide their learning journey.

Evaluations carried out in 2023

Professional category	Men	Women	Total
Directors	7	1	8
Management	33	6	39
Coordination	140	34	174
Technicians	748	143	891
Administrative	348	238	586
Operational	3,167	456	3,623

Recognition

Aeris' constant investments in people management and its organizational climate earned the Company recognition in the Ser Humano Award of the Brazilian Association of Human Resources (ABRH) of Ceará.

The Company was awarded 1st place in the Organizational Excellence category, with the case "VISA Program - Valuing Ideas and Suggestions at Aeris". In the Development category, the Company was praised for its "Aeris Generation Internship Program".



4.5

Health and Safety

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

Ensuring the health and safety of people and a healthy work environment are interwoven components of the culture at Aeris, consistently cultivated by its leaders and strengthened in all its practices, always under the guidance of the technical teams in charge of the subject. Based on this premise, the Company's Occupational Safety, Health and Environment (HSE) Management System is structured according to ISO 45001, which establishes the requirements for an Occupational Health and Safety (OHS) Management System, which is focused on the prevention of work-related injuries and disease.

Aeris' HSE Management System also follows the regulatory standards and Normative Instructions of the Ministry of Labor, that of the Military Fire Department of the State of Ceará (CBMCE), and other current regulations applicable to all workers (direct and outsourced) who are performing any functions within the Company's facilities, in wind farms, where services are provided, or in the services carried out on behalf of Aeris.

To support the HSE Management System structure, the Company has the Internal Commission for Accident Prevention (CIPA), which carries out

actions that raise awareness of workers and team awareness campaigns with an emphasis on the Internal Week for the Prevention of Work-Related and Environmental Accidents (SIPATMA), which in 2023 featured the theme "Safe Hands, Sustainable Future". Likewise, the Emergency Brigade, composed of 518 brigade members, is properly trained and equipped to respond to emergencies, perform first aid, firefighting actions, and respond to chemical emergencies.



In order to continuously improve safety conditions, the Company acts to identify and eliminate hazardous and unhealthy situations, minimizing as much as possible the risks to which workers may be exposed in their activities. To that end, multidisciplinary and specialized technical teams composed of doctors, nurses, nursing assistants, engineers, and occupational safety technicians systematically analyze facilities, equipment, and operational and administrative procedures for the thorough mapping of such risks.

Internal Week for the Prevention of Work-Related and Environmental Accidents

During SIPATMA 2023, under the motto "Safe hands, Sustainable future", workers carried out actions to clean up the Cauípe River, which flows by an area under Aeris' administration, reinforcing the importance of preserving the environment.



Safety Culture

The Health, Safety and Environment Culture Development Program (PD-CSSMA) encourages several communication and awareness actions, led by CIPA and the Emergency Brigade. In addition, as a fundamental part of the process of preventing and mitigating occupational risks, an annual training plan is developed for workers and partners as well as suppliers and local communities. The Daily Safety and Environment Dialogues (DDSSMA) are a tool for rapid dissemination of knowledge and updates relevant to these efforts, which reinforce the mandatory training programs carried out with the teams. In 2023, the Company carried out 11 training modules on topics related to the HSE Management System, with a total of 5,567 participants, highlighting the themes of Hazardous Work and Hand Care and Protection.



Safety Multipliers

Safety multipliers play an essential role in accident prevention, helping workers adopt best practices during their labors and reinforcing the safety culture in their areas. Launched in 2023, the team is comprised of 198 professionals who have been properly trained and guided to support safety teams and managers.

The main duties of multipliers:

- Verify the level of risk potential within your area to guide the initiation and conclusion of events, whenever necessary;
- Verify that workers are acting safely and encourage them to adopt correct and preventive behaviors;
- Reinforce the good practices adopted by the sector during work shifts;
- Practice maintaining the attitude, behavior, and learning acquired, while always staying committed to the development of other workers.



Analytics and Monitoring

For the investigation of incidents classified as typical accidents or incidents, Areis carries out a process of analyzing the root causes of each event. An action plan is then put together for the mitigation or elimination, whenever possible, of the causes found. In addition, the action plan is monitored in order to verify the effectiveness of the investigations.

Investigation and monitoring tools:

- Conduct periodic inspections;
- Risk anticipation and recognition tools; Preliminary Risk Analysis (PRA), Hazard and Risk and Potential Risk Survey (LPR);
- PSI - Practiced Security Index (in each sector);
- Verification of the effectiveness of the action plans generated in the investigations through the easy checklist tool;
- Safety Walk; and
- Monitoring of HSE indicators.

Based on the inspections and risk assessments, safety routines to be followed by the workers are determined. Any incident or accident in Aeris' operations is immediately communicated to all involved, and its degree of impact is reported (accidents with leave, without leave, first aid, material damage, and disruptions). All workers are advised to inform any situations that pose a potential risk to their activities or those of third parties. Likewise, any worker can refuse to perform activities that pose risks to their safety (exercising the duty to refuse).

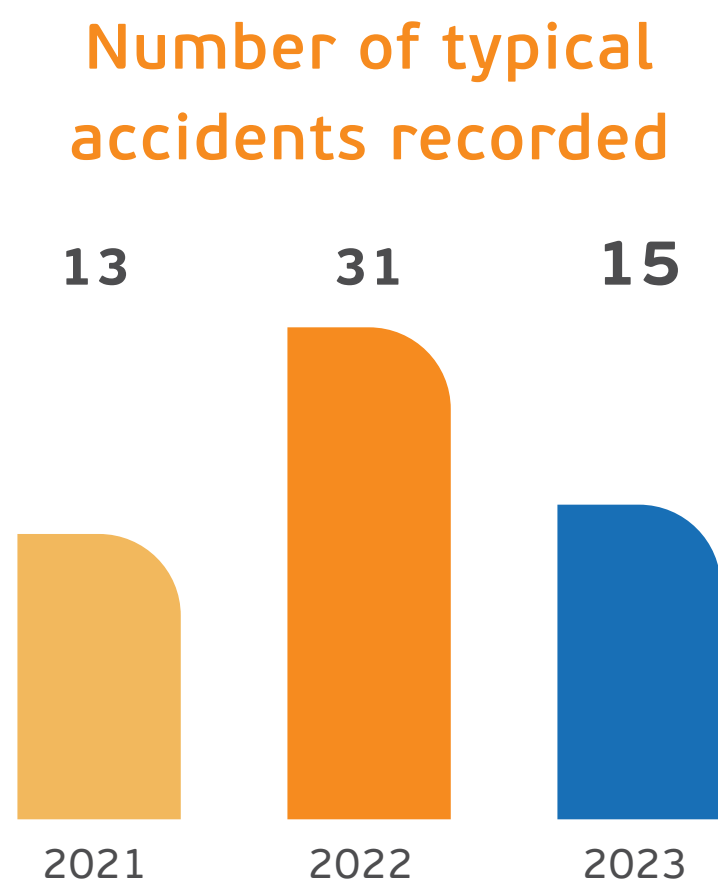
Means for workers to report risks/ hazards related to work activities:

Channel/Process	Description
Hazards and Risks Survey	Survey of hazards and risks in routine and non-routine processes and activities using the risk matrix to estimate the severity of each risk found, as well as mitigation/control measures.
Qualitative/ quantitative assessment of environmental risks	Carry out environmental measurements of the environmental agents (physical, chemical and biological) found.



Workplace Accidents

In 2023, Aeris recorded a total of 15 typical workplace accidents, a reduction of 51.6% compared to 2022.



Accident frequency rate*

	With leave	Without leave
2021	0.56	0.66
2022	1.45	1.19
2023	0.26	1.02

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

Health and Safety Indicators

Indicator	2022	2023
Number of hours worked	11,720,637.5	11,716,649.5
Number of fatal accidents (deaths)	0	0
Number of days lost	251	135

Workplace accidents with mandatory reporting (CAT)

Accidents	With leave	Without leave	Total
Number of work-related accidents (typical)	3	12	15

Frequency rate and severity

Indicator	2022	2023
Frequency rate (FR)* of company workers	2.64	1.28
Severity rate (TG)** of company workers	21.41	11.52

* TF: (15/11720637,51)*10^6
** TG: (No. of days lost + days debited) X 1,000,000 / HHT.



Health Care

Caring for the comprehensive health of workers is the purpose of developing prevention and education initiatives for all. Thus, in addition to the workers' healthcare benefits plan, Aeris has the Multiprofessional Healthcare Center to provide medical, dental, physiotherapeutic, and nutritional care. In 2023, the Healthcare Center carried out over 16,600 consultations that, in addition to providing medical consultations to professionals, also offered procedures and exams such as X-rays, spirometry, visual acuity, and audiometry, as well as a clinical analysis laboratory and the Healthy Pregnancy Program.

Workers with chronic diseases (hypertension, diabetes, obesity, heart disease) are also continuously monitored by the Aeris healthcare team and partners of the healthcare benefits plan. In addition, the organization provides 24-hour emergency care with a medical team and a fully equipped ambulance, in addition to the available telemedicine service.

Healthy Pregnancy

In its 8th edition, the Healthy Pregnancy Program promotes virtual and face-to-face meetings addressing important topics for a healthy and risk-free pregnancy. Conducted by medical professionals from UNIMED Ceará and those of Aeris, in 2023 47 pregnant women participated in the activity and received a pregnancy kit at the end of the event.



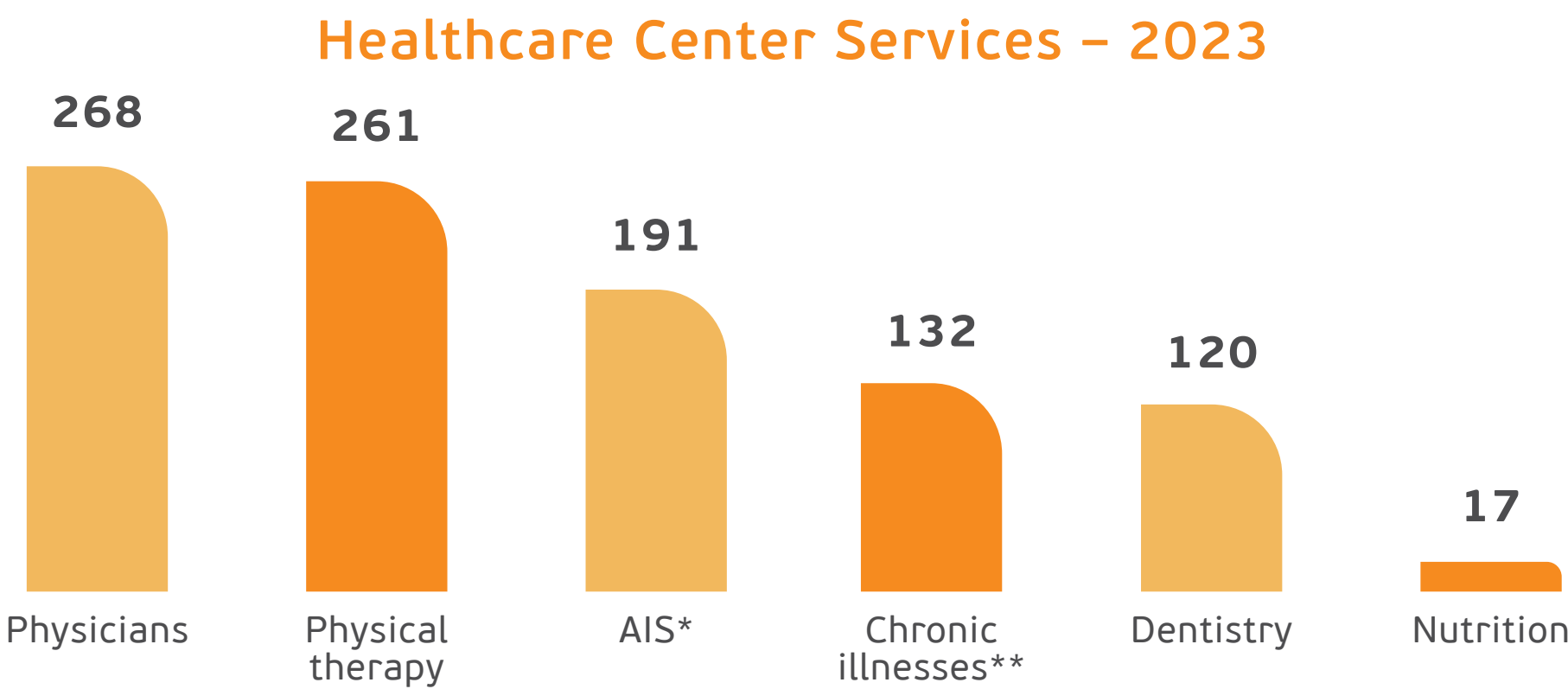
Engagement

In addition to the healthcare infrastructure and programs in place to serve workers, a series of initiatives were carried out throughout 2023 to stimulate self-care and prevention. In all, over 2,100 professionals engaged in activities including:

- February Carnival** – Guidance on STIs and the passing out of condoms and important information;
- Lilac March** – Awareness of the prevention and fight against cervical cancer, with nursing consultations and preventive examinations (Pap test) at the Aeris Healthcare Center;
- Red April** – The fight against systemic arterial hypertension;
- Special campaigns** - vaccination against the flu (Influenza) and blood donations with the participation of workers;

- Yellow September** – Actions intended to raise awareness and sensibilization regarding suicide;
- SIPATMA** – Events designated to check blood pressure, take blood glucose measurement, bioimpedance, and nutritional guidance, as well as offering psychological support, guidance on STD/AIDS and testing (HIV, syphilis, the hepatitis B and hepatitis C viruses), and vaccination campaigns (COVID, tetanus, hepatitis B);

- Pink October** – Breast cancer awareness actions, conversation circles, and clinical exams, in addition to providing a moment of relaxation for women;
- Blue November** – abordagem de temas como saúde emocional do homem, verificação de pressão arterial e glicemia e consulta médica.
- Red December** – Guidelines on HIV, AIDS and other STIs (sexually transmitted infections), as well as testing for HIV, syphilis, hepatitis B and hepatitis C.



*Comprehensive Health Care.

**Workers with chronic diseases monitored.



Thriving relationships



Aeris is committed to the development of a robust organizational culture and the continuous evolution of its processes, in parallel with the cultivation of prosperous and ethical relationships with a wide range of stakeholders (see infographic on the side). To foster the engagement of its stakeholders, the Company adopts several relationship practices, including institutional communication channels and consultations on strategic matters, such as the materiality analysis that guides this Report.

Stakeholders Map



5.1

Suppliers

[GRI 2-6; 204-1]

Aeris establishes relationships with its suppliers based on transparency, ethics, cooperation, and respect, understanding that mutual growth and the success of the business are fundamental to consolidating a prosperous supply chain. Based on this premise, the Company maintains a global network of partners consisting of 2,206 active suppliers at the end of 2023, having transacted approximately R\$ 2.2 billion in the year – about 40% of this amount (R\$ 889 million) in Brazil.

Supply Chain Management

Oriented to the sustainability of the business, Aeris seeks to ensure the acquisition of products and services in the appropriate manner and precise quantities, with adequate quality and at the lowest cost, while maintaining optimized inventory levels. The Supply Department in the Company is responsible for managing the complete procurement cycle of materials, goods, and services, based on three fronts:

- **Demand Planning and Management:** forecasts future demand to ensure resource availability, control inventory levels, and ensure the continuity of production processes.
- **Procurement Management:** ensures compliance with contractual terms, monitoring deadlines, deliveries, and payments, in addition to identifying and mitigating risks.
- **Logistics Chain Management:** supervises imports, ensuring compliance with customs regulations and local and international laws, including efficient shipping planning.
- **Supplier Engineering and Quality:** acts in the selection and approval of new suppliers and the monitoring of those already registered, ensuring quality, performance, and legal compliance criteria – which includes socio-environmental aspects.



Aeris practices due diligence analysis on its main partners, as provided in the Supplier Quality Manual. Thus, it evaluates integrity, risks, and social aspects, and requires compliance with ISO 9001, ISO 14001, and ISO 45001 standards.

In 2023, the Company reached a significant milestone in terms of transparency in the supply chain. The expanded adoption of busi-

ness intelligence tools resulted in improved inventory and greater control in the management of orders, increasing operational visibility and providing valuable insights for strategic decision-making and risk mitigation.

In addition, the implementation of a new technology made it possible to automate the traceability of all the company's cargo and containers. This system genera-

tes reports and issues projections on the actual arrival dates of the products, based on variables such as history, distance, and speed.

Complementing these advances, Aeris recognized the need to work with larger service providers as the business expands. Thus, it established a partnership with DSV – Global Transport and Logistics, a renowned Danish company present in over 80 countries with ex-

tensive experience in international logistics. DSV now dedicates over 20 specialists exclusively to the Company, supporting customs clearance and tracking purchases to reinforce efficiency and expertise in the management of Aeris' global logistics chain.

2,206

Suppliers were part of Aeris' partner portfolio at the end of 2023.



5.2

Customers

[GRI 2-6; 2-29]

For Aeris, relationships with customers are central to the business' sustainability and imperative for the Company's long-term growth and resilience. Thus, interaction with this group of stakeholders is not limited to business transactions alone but encompasses building trust, a deep understanding of their needs and expectations, and ongoing commitment to quality and innovation.

Aeris' customer portfolio covers a large variety of companies in the wind energy sector, both in the Brazilian and international markets, which develop

and produce wind turbines for application in wind farms (learn more in [Chapter 3](#)). Through long-term contracts, the Company takes on critical responsibilities such as mold management and selecting suppliers of raw materials. This partnership allows customers to closely monitor the production process, assess the quality of the final product, and confirm that delivery deadlines have been met.

In addition, the strategic proximity to the Port of Pecém and the application of lean manufacturing principles in shipping operations contribute to re-

ducing customers' operating costs. Focusing on competitiveness, in 2023 the Company remained committed, together with these partners, to the excellence of its production processes, compliance with the technical specifications of the projects, and adherence to relevant international standards.



5.3

Investors

[GRI 2-6; 2-29]

Essential to the realization of the Company's strategic plans, as well as to the achievement of its purpose, AERIS' investors demonstrate confidence and commitment to the growth and sustainability of the business. At the end of 2023, there were 89,000 investors, including individuals, legal entities, and institutions.

Recognizing the importance of maintaining an open dialogue with this public, AERIS invests in clear and consis-

tent communication channels. In this sense, the Investor Relations Portal works to disseminate relevant information and ensure that shareholders are sufficiently informed about the Company's governance, current practices, financial performance, and future strategies. In addition, the dedicated Investor Relations (IR) team is available for consultations via email, ensuring effective and continuous communication.



At the end of 2023, there were 89,000 investors, including individuals, legal entities, and institutions.



5.4

Community

[GRI 2-29; 201-1; 413-1]

Committed to improving the living conditions of the local community and in line with the Sustainable Development Goals (SDGs) established by the United Nations (UN), Aeris has dedicated efforts to establish and implement policies aimed at positive social impact. Since the beginning of its activities, the Company has recognized the need to remain engaged in social actions aimed at local community development, particularly in the municipalities of Caucaia and São Gonçalo do Amarante.

Of a multidisciplinary nature, the Social Responsibility Committee, formed in 2020 by workers from different areas of Aeris, is responsible for developing and supporting the execution of social programs and actions, under the supervision of the Executive Board. The following are the most prominent initiatives carried out in 2023, which totaled R\$ 340 thousand in investments by the Company – from direct and incentivized resources.

Volunteer Program: focuses on promoting the active participation and engagement of workers in social initiatives in the communities around the Company's operations. In 2023, the more than 30 active volunteers on the Social Responsibility Committee dedicated approximately 700 hours to these activities, demonstrating the Company's commitment to community development.



🍊 **Youth Mentoring:** initiative aimed at increasing employability among youths aged 18 to 24 with low income and living in the vicinity of Aeris through providing professional guidance and development of technical and behavioral skills. Between March and August 2023, the program mentored 16 youths from the community of Japura, in Caucaia (CE).

🍊 **People Who Get it Done in the Community:** aims to contribute to community development by promoting courses, lectures, and workshops conducted by Aeris volunteer workers. The topics covered include environmental education, career guidance, and entrepreneurship. In 2023, there were five actions carried out in several communities.



🍊 **Adopt a Smile:** encourages volunteer workers to participate in activities related to Children's Day, with donations of toys and shoes. In 2023, over 900 children benefited.



Aeris Triathlon Academy: focused on promoting sports among children and adolescents, the Aeris Triathlon Academy in Caucaia (CE) offers facilities and equipment suitable for practicing sports. The project benefits 50 children in the region – one of 24 centers located across several Brazilian states. The initiative is the result of a partnership with the Triathlon Federation of the State of Ceará, the Instituto Escolinha de Triathlon, and the Caucaia City Hall, supported by the Ministry of Sports and Federal Government through the Sports Incentive Law.



Solidarity Winds: to provide access to a joint effort of integrated and free services in the areas of health, culture, leisure, and good employer branding practices, Winds of Solidarity takes place bimonthly through services provided to communities experiencing situations of social vulnerability. In 2023, with the participation of volunteer workers, suppliers, partners, and public agencies, the action benefited over 400 people in two editions held between January and August.



● **Aeris School:** held in partnership with the Social Service of Industry (SESI), Aeris School provides training in basic education for residents of the surrounding communities. In 2023, 13 residents of the community of Santa Rosa in Caucaia (CE) completed their elementary and lower secondary education schooling through the Company's social project.



● **Aeris University in the Community:** educational development is the focus of the project, which offers 10 free courses on the corporate education platform, Aeris University, to residents of nearby communities. In 2023, over 170 people benefited from courses such as Excel, Assertive Communication, and Power BI.



5.5

Engagement

[GRI 2-28]

In addition to the publics already addressed in this Report – workers, suppliers, customers, investors, and communities – Aeris maintains relationships with several other stakeholder groups. Entities representing the industrial sector and the energy segment, universities, government representatives at all levels, the press, and non-profit organizations, among others, are part of the Company's broad stakeholder map. Aeris strives to establish an open and productive dialogue with everyone, guided by ethics and cooperation.

As a means of engagement, in 2023 the Company participated in several associations and forums led or promoted by governmental and non-governmental organizations in Brazil and abroad, among which the following stand out:

- American Clean Power – ACP
- Brazilian Association of the Machinery and Equipment Industry – ABIMAQ
- Brazilian Association of Wind Energy - ABEEólica;
- Association of Companies of the Industrial and Port Complex of Pecém – AECIPP
- National Confederation of Industry – CNI
- Union of Mechanical Metallurgical and Electrical Materials Industries in the State of Ceará - SIMEC
- Federation of Industry of the State of Ceará – FIEC
- Global Wind Energy Council – GWEC





Environmental management

6.1

Policies and practices

[GRI 3-3]

A signatory, since 2016 of the United Nations (UN) Global Compact, Aeris contributes directly to achieving the seventh Sustainable Development Goal (SDG 7): ensuring reliable, sustainable, modern, and affordable access to energy for all. But its commitment to the planet's environment and climate goes beyond the push for renewable energy, being reflected in a series of initiatives dedicated to the conservation of natural resources and the effective management of the impacts caused by its operations on the ecosystem where it operates.

Anchored by legal compliance and the recommendations of NBR ISO 14001, the standard in which the Company is certified, Aeris' Environmental Management System Policy establishes the following guidelines:

- Identify environmental aspects and impacts, defining plans for the reduction thereof.
- Protect biodiversity (flora and fauna).
- Consciously reduce the use of natural resources, especially water and energy.
- Reduce waste generation as well as recycle and reuse.
- Develop the socio-environmental culture with the participation of stakeholders.

As in previous years, in 2023 the Company continued to monitor compliance with legal requirements applicable to: the environment; environmental events; actions to raise environmental awareness among workers and surrounding communities; the recycling rate of waste; and co-processing of non-recyclable scraps. These metrics together make up the Environmental Performance Index (EPI), which reflects the Company's progress regarding material environmental issues, as highlighted below.



6.2

Biodiversity

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

Aeris is active in the conservation of biodiversity in its perimeter of operation, managing Permanent Preservation Areas (PPAs) in constant collaboration with environmental agencies and industry experts. Thus, it implements environmental management and control practices that seek to ensure the protection of biodiversity.

As a compensatory measure for the construction of Aeris Pecém III carried out in 2021, the Company planted in a reforestation area approximately 23,800 seedlings of native tree species, which

received adequate maintenance throughout 2023. Since the construction period, the seeds of these species found in the vicinity of the industrial park have been rescued for the germination and cultivation of seedlings – a practice that has become part of Aeris' environmental indicators. The goal is to plant one seedling for each blade produced, thus contributing to the fight against climate change. During the year, 2,070 blades were de-molded and 2,376 seedlings were planted, resulting in 1.14 seedlings per blade.



2,376
seedlings of
native tree
species were
planted by
Aeris in 2023.





Permanent Protection Areas (PPAs)

Classifications of the Areas	Size (m²)	Location (city and state)	Status	Observations
PPA - Permanent Protection Area	178,000	Caucaia (CE)	Protected	Permanent preservation area existing within the property of Aeris.
Forest replacement area	206,000	Caucaia (CE)	Restored	Area delimited by Aeris for forest enrichment.

In relation to fauna, duly trained Aeris teams carry out the monitoring and, when necessary, the management of species identified in the PPAs or in locations in the vicinity of the operational sites. According to studies conducted by the Company, no animals were

found in the region included in the red list of endangered species of the International Union for Conservation of Nature (IUCN), nor were fauna species that are listed as threatened or near threatened with extinction or considered vulnerable.



6.3

Water

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

Throughout 2023,
there was a 4%
decrease in water
consumption
compared to 2022.

The rational use of water is among the commitments made in Aeris' Environmental Management Policy, which has its facilities supplied by the Water Resources Management Company (Co-GERH) of the State of Ceará, as well as other industries of the Industrial and Port Complex of Pecém (CIPP). The water collected comes from the hydraulic works called Eixão das Águas⁹, which covers the metropolitan region of Fortaleza, classified as an area of water scarcity. At the operational sites, water is

not directed to production processes, but used in sanitation activities and for human consumption¹⁰.

Throughout 2023, there was a 4% decrease in water consumption compared to 2022. In total, 119,400 m³ was collected, of which 101,856 m³ came from the public supply system and 17,563 m³ was collected in an officially granted underground well. The reduction in the intensity of water consumption was even greater: 11%, reaching the mark of

53 liters per person per day, higher than the target set by the Company (56 L/P/D).

Among the factors that contributed to this reduction are the anti-waste campaigns carried out with workers through the Daily Health, Safety and Environment Dialogues, as well as celebratory events such as Environment Day, Water Day, and Earth Day.

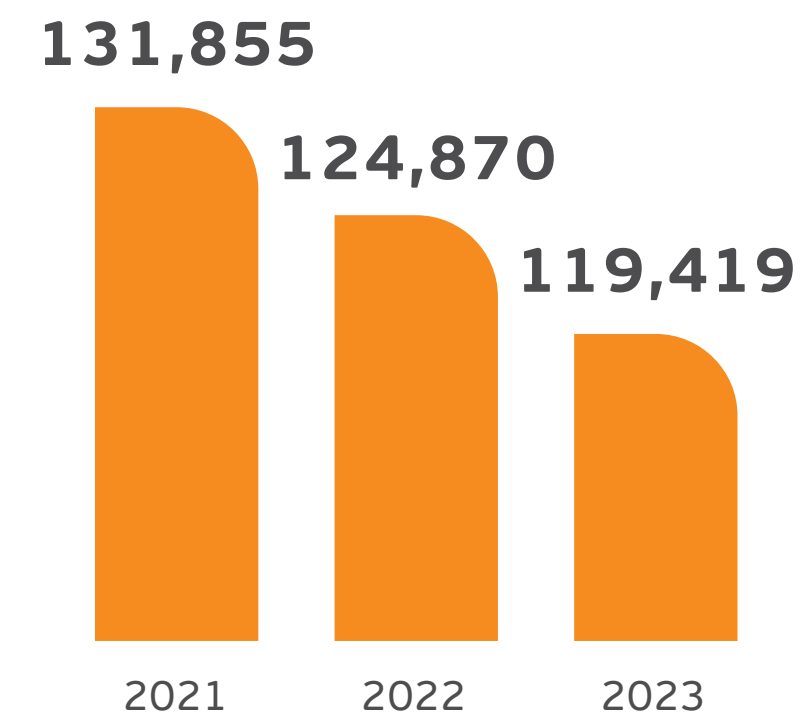
⁹ Eixão das Águas is the hydraulic works that carry out the transposition of water from the Castanhão Dam to the Metropolitan Region of Fortaleza (CE) across a 255-kilometer extension, reinforcing supply in the region, including that of the Industrial and Port Complex of Pecém.

¹⁰ For this reason, the Company established water consumption per capita as an intensity indicator, as measured by liters/person/day.



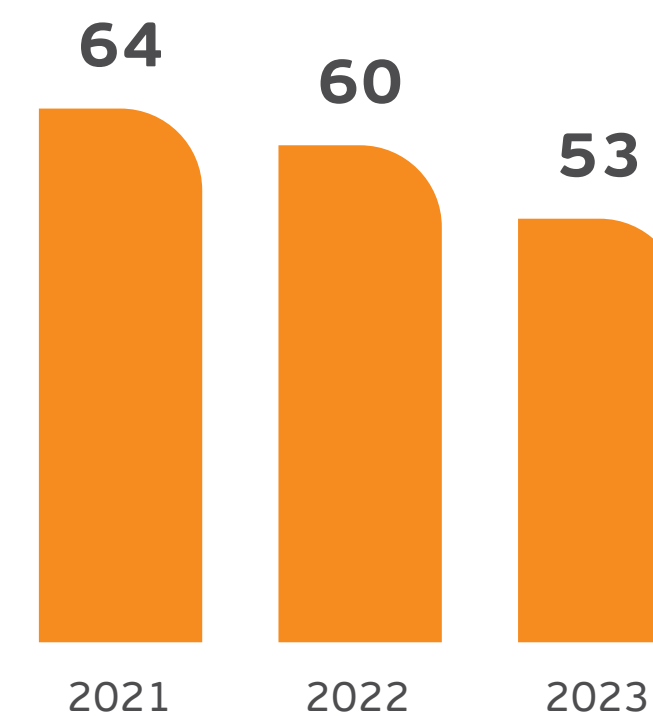
Water Withdrawal

(in m³)



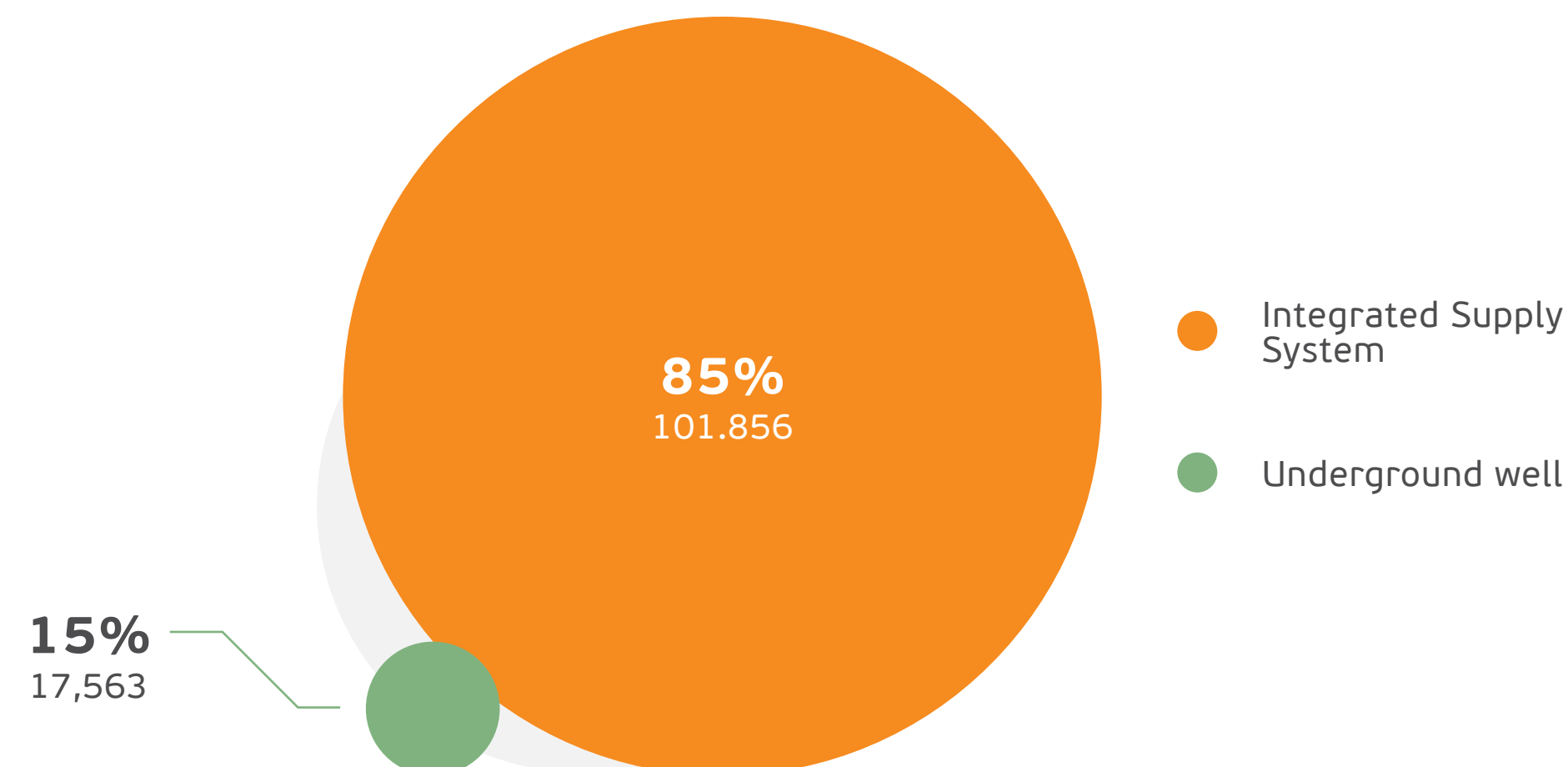
Intensity of water consumption

(liters/person/day)



Volume of water withdrawn according to source

(in % and m³)

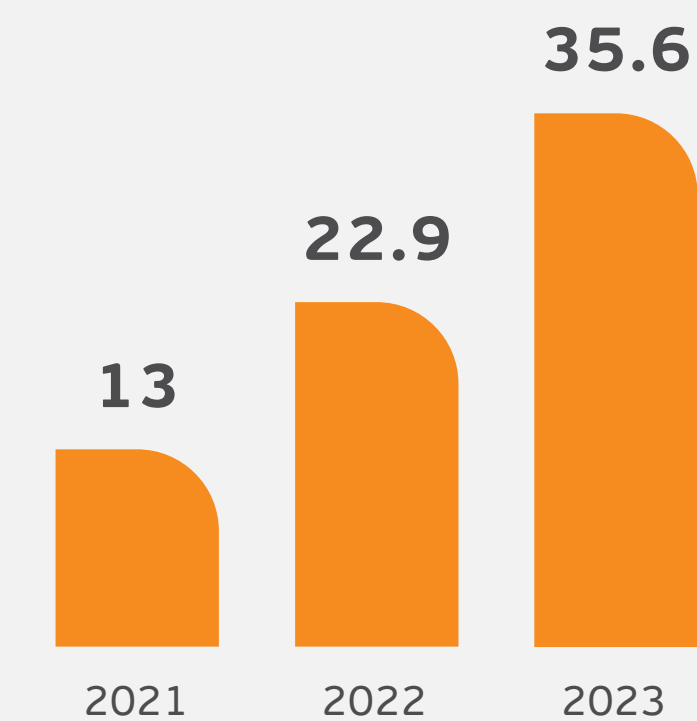


Reuse

To reduce water withdrawal from natural springs, Aeris maintains cisterns to store rainwater and water from the backwash of the filters of its water treatment plant (WTP). These cisterns supply activities such as the irrigation of plants, flushing of toilets, washing of equipment, and wetting the roads of the industrial park. Of the total volume of water consumed by Aeris, 35,600 m³ were reused, an increase of 55% over the previous year.

Volume of water reused

(in thousand m³)



Effluents

The Company treats all the effluent generated in the operations and reuses it for the irrigation of green and reforestation areas to not discharge any effluents into water bodies. Thus, Aeris meets the requirements of state ordinances (COEMA Resolution 02/2017), which establish the standards and conditions for the use of liquid effluents for irrigation purposes.

In order to improve water efficiency, Aeris completed the construction works of its Effluent Treatment Plant (ETP) – which underwent the first operational tests in 2023, enabling the treatment of the effluents produced in the Company. Throughout 2023, 55,245 m³ of effluents were treated in the ETP and were then directed to uses according to the standards established for irrigation.



6.4

Energy

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

The prioritization of renewable sources, the continuous search for energy efficiency, and the awareness of workers regarding the rational use of energy constitute Aeris' main initiatives to mitigate climate change. In addition, the Company monitors energy consumption through indicators that make up the variable remuneration of the teams, linked to the Profit and Results Sharing Program (PRS).

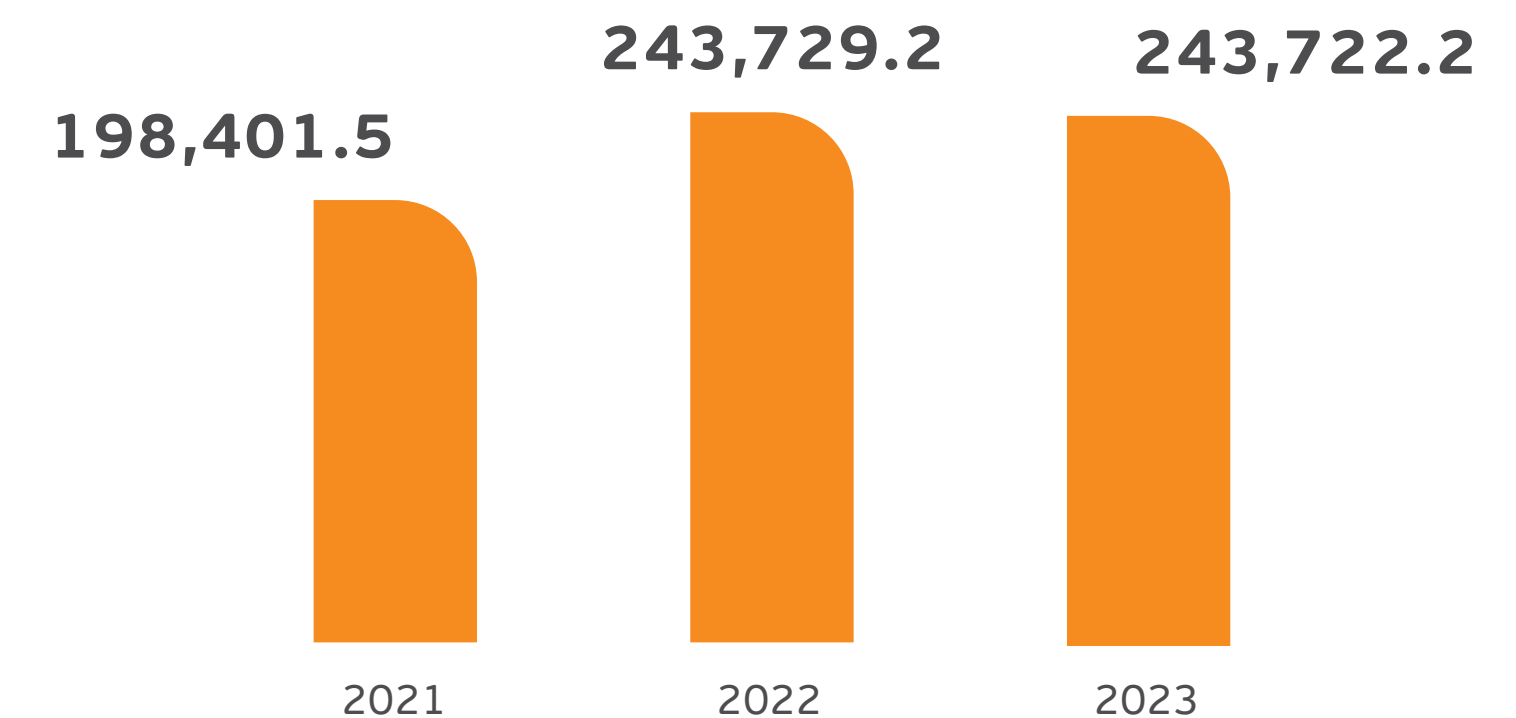
In 2023, the energy matrix of Aeris' operations continued to be composed of electric

energy, diesel oil, and liquefied petroleum gas (LPG). In the year, the Company consumed 243,700 gigajoules (GJ), remaining at the same level as in 2022. The increase in electricity consumption (2.1%) is mainly related to the full operation of plants II and III, which generated an increase in the number of molds for the production of wind blades, which have been increasing in size.

Aeris' energy intensity rate increased by 12.2% compared to the previous year, ending the year at 380.2 GJ.

Aeris prioritizes the use of renewable energy sources in its operations.

Total Energy Consumption
(in GJ)



Electricity consumption*

(in GJ)

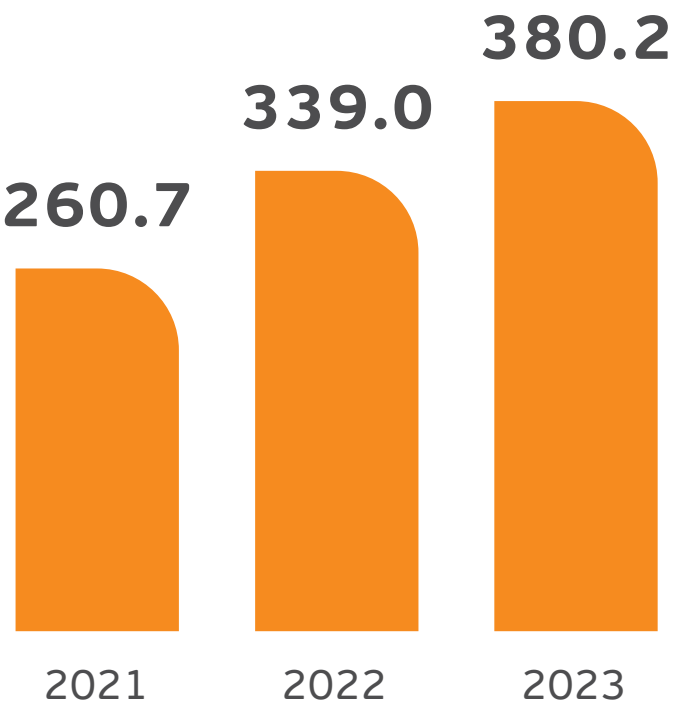
	2021	2022	2023	Variação 2023x2022
Consumption of non-renewable fuels				
Diesel	7,036.5	11,012.6	16,358.1	48.5%
Gasoline	2,096.6	7,798.1	1,781.8	-77.2%
LPG	5,463.7	8,742.1	4,929.6	-43.6%
Consumption of renewable fuels				
Ethanol	46.0	-	9.1	-
Electricity consumption				
Electricity	183,758.7	216,176.4	220,644.1	2.1%
Total	198,401.5	243,729.2	243,722.7	-0.003%

*The Company's total energy consumption is equivalent to 67,700.8 MWh.

To reduce the consumption of fuels, especially those from non-renewable sources, Aeris adopts several measures such as contracting chartered transport services, preference for LED lighting in factory warehouses, and acquiring certified energy-efficient devices. Since the founding of the Committee to Reduce Water and Energy Consumption, Aeris receives suggestions from workers and implements their proposals whenever possible.

Energy Intensity*

(in GJ)



* Data were reformulated due to changes in the accounting of blades produced (see explanation on page 12)
The intensity calculation formula:
 $Intensity = \frac{\text{total energy consumption (in GJ)}}{\text{blade set produced}}$

Renewable energy sources

As a strategy to reduce impacts from emissions, Aeris prioritizes acquiring energy from clean sources, such as electricity from certified sources via I-REC. Thus, the 61.2 million KWh used in 2023 came from renewables, representing 100% of the electricity consumed.



6.5

Materials and Waste

[GRI 3-3; 301-1; 306-1; 306-2; 306-3; 306-4; 306-5]

Aeris adopts strict and sustainable criteria in the choice of materials used in its operations, prioritizing high quality, efficient cost, and the reduction of environmental impacts during the production cycle. One example is the balsa wood consumed in the manufacturing process of wind blades, duly certified by the Forest Stewardship Council (FSC), ensuring the sustainable forest management of this raw material, including the use of coconut fiber blanket in the manufacture of the blades. In addition, the Company incorpo-

rates principles of the circular economy by using recycled plastic tubes produced from reused plastics.

In 2023, the variations in the volumes of the materials used reflect the changes in the models of blades produced – each line has specific characteristics that impact the use of inputs. In addition, the optimization of certain processes carried out throughout the year reflects the variation in the consumption of some specific products.



**The Company
adopts circular
economy
principles in its
operations.**



Main materials used

(in kg)

Material	2021	2022	2023
Resin	14,006,909	12,497,515	15,323,848
Fibers	23,142,728	22,017,752	71,780,084
PVC	100,938	17,363	4,845
PET	2,336,265	2,552.959	2,855,267
Balsa wood	764,775	340,022	642,265
Metal parts	579,350	2,375,228	2,781,903
Paint	532,565	481,238	656,400
Vacuum plastic	238,631	318,604	511,305
Pultruded material*	5,010,067	4,518,746	5,184,971

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

Volume used of recycled-sourced materials

(in meters)

Materials	Material type	2021	2022	2023
Plastic tubes	Plástico	1,456,471	1,089,549	1,270,165
Coconut fiber	Orgânico	1,716,549	1,435,354	1,455,475
Paper towels	Papel	3,269,655	2,868,657	4,540,086

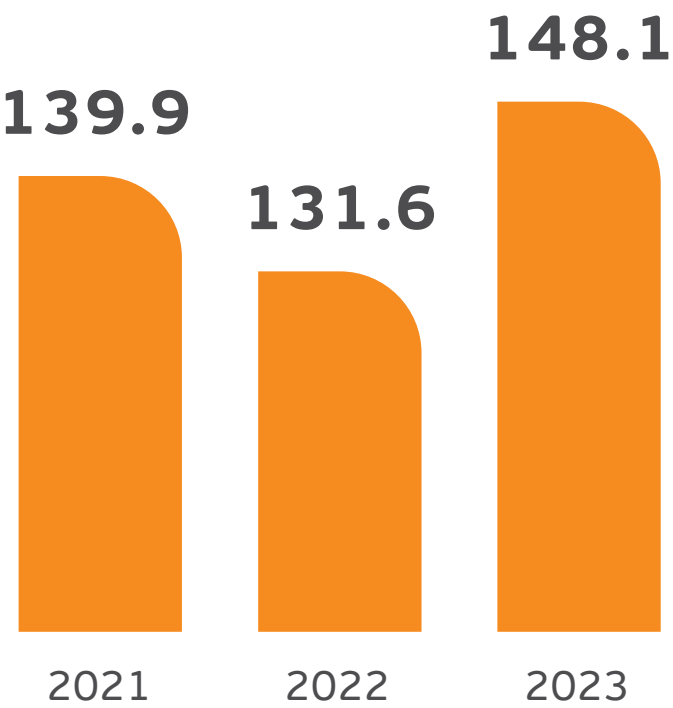


Waste

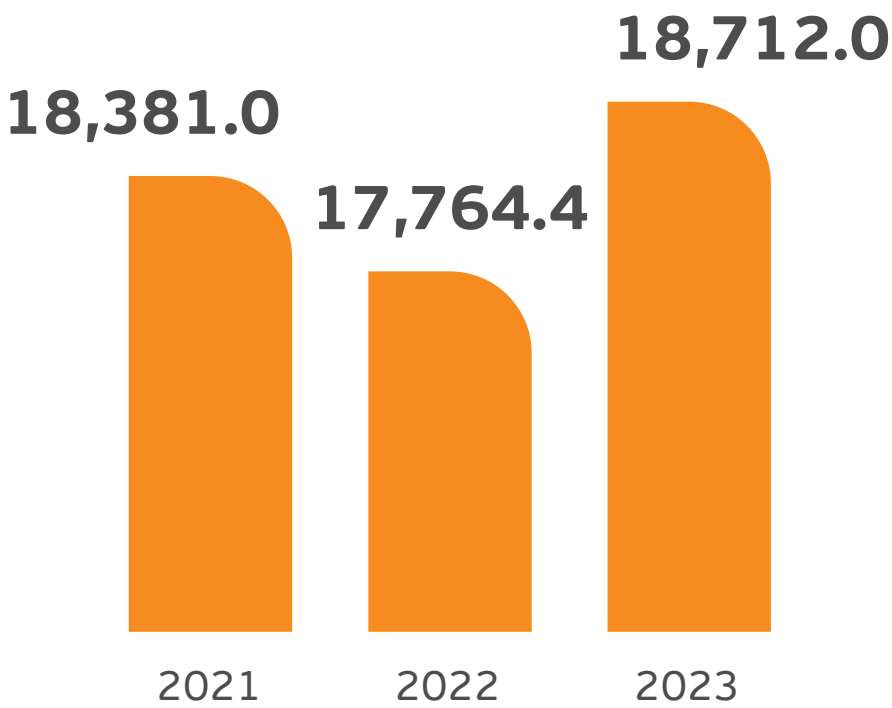
In order to properly manage the waste generated in its operations, Aeris monitors its results daily, the percentage recycled being one of the main indicators – especially that of fabrics.

The data related to the theme are monitored through the Waste Inventory, which is filled out every time waste collections occur, with traceability ensured through the Waste Transport Manifests (WTM).

Volume of hazardous waste generated
(in tons)



Volume of non-hazardous waste generated
(in tons)



Waste treated within the Company

(tons)

Classification	Destination	2021	2022	2023	Variance 2023x2022
Hazardous	Preparation for re-use	-	1.6	3.6	124%
	Compost	651.5	4.4	13.2	200%
Non-hazardous	Compostagem	5.0	17.5	22.3	27%

Waste disposed of outside the Company

(tons)

Classification	Destination	2021	2022	2023	Variance 2023x2022
Hazardous	Co-processing	139.9	130	144.5	11.1%
	Co-processing	3,652.30	491.4	827.8	68%
Non-hazardous	Landfill	9,496.00	11,747.40	11,628.2	-2%
	Recycling	4,576.60	5,503.70	6,220.5	13%

The volume of waste produced by Aeris in 2023 was 18.9 thousand tons, with 18.7 thousand tons of non-hazardous waste (recyclable and non-recyclable) and 148.1 tons of hazardous waste – mainly composed of resins and paints or materials contaminated with oils and greases. All hazardous waste was directed to co-processing, according to the established rules and regulations.

The Company has not disposed of any waste classified as hazardous into industrial landfills. When the recycling possibilities are exhausted, heat treatment via co-processing is sought. Throughout the year, 13.2 tons of hazardous and non-hazardous waste were reused, such as leftover fabric, resins, and catalysts. These materials involved the installation of 300 waste collection points, expanding the practice that started in 2022.



6.6

Airborne Emissions

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

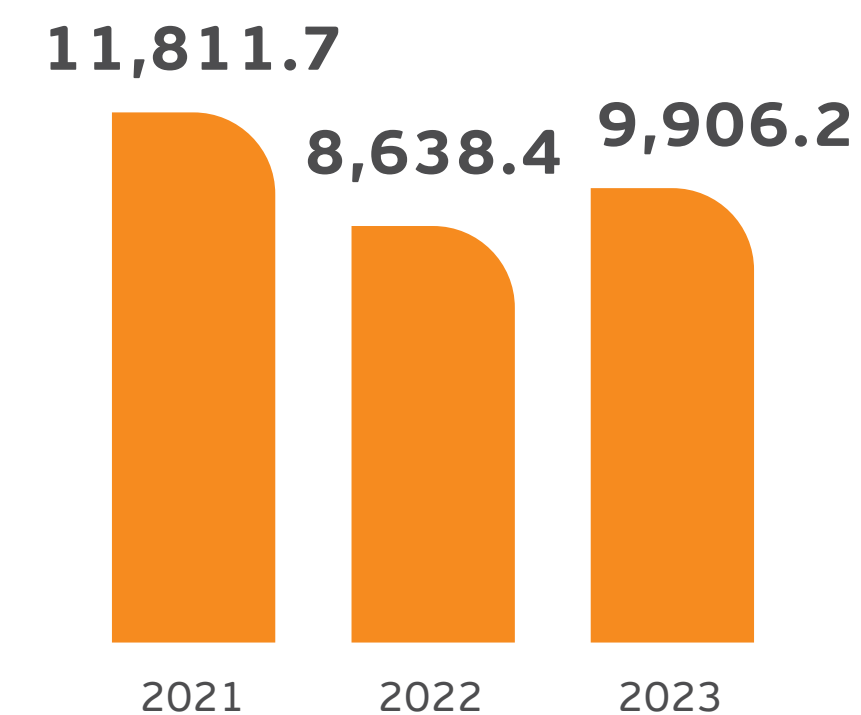
Based on the GHG Protocol methodology, Aeris calculated its GHG emissions for 2023, which totaled 9,900 tCO₂e distributed among the three scopes. This volume represents an increase of 15% compared to 2022, as shown in the following tables.

Scope 2 emissions, based on the choice to procure electricity, were zero because 100% of the volume consumed in 2023 came from renewable sources, as evidenced by I-RECs.

The Company identified an increase in Scope 3 emissions mainly due to the transportation of workers from home to work. Adapting to the teams' home-work routes demanded greater fuel consumption, which is reflected in this increase for 2023. On the other hand, emissions arising from business trips and waste disposal in landfills have been reduced.

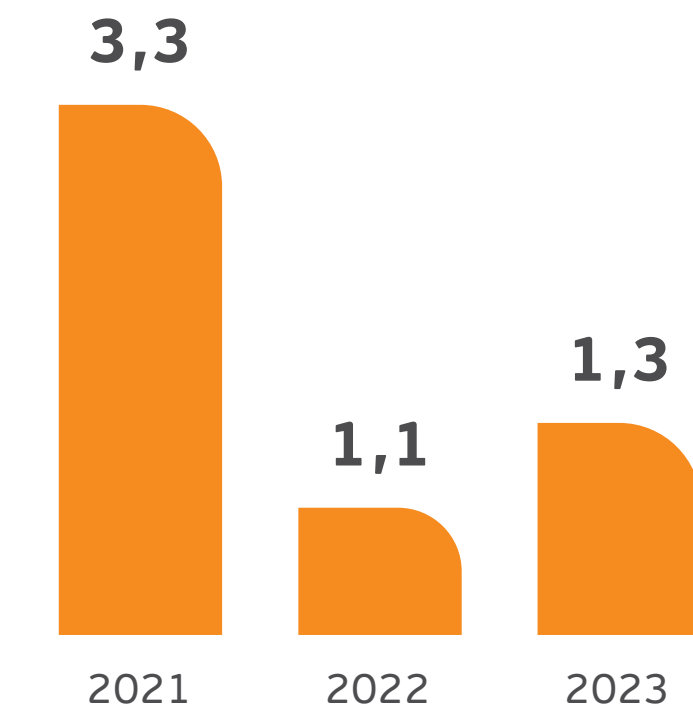
Total GHG emissions

(in tCO₂e)



Emissions intensity*

(in tCO₂e)



* Scopes 1 and 2 emissions per item produced.



Scope 1 emissions

(in tCO₂e)

Source of emissions	2021	2022	2023	Variance 2023x2022
Stationary combustion	151.9	137.9	282.5	105%
Mobile combustion	910.3	1,305.8	1,486.5	14%
Fugitive emissions	111.3	540.8	1,022.4	89%
Solid Waste	23.2	3.1	3,0	-3%
Total Scope 1	1,196.7	1,987.6	2,794.5	41%

Scope 2 emissions

(in tCO₂e)

Source of emissions	2021	2022	2023
Energy acquisition	6,572.0	6,580.0	0.0

Scope 3 emissions

(in tCO₂e)

Source of emissions	2021	2022	2023	Variance 2023x2022
Worker transportation	3,665.9	5,386.6	6,527.7	21%
Business trips	-	229.0	148.4	-35%
Waste generated in operations	377.1	466.4	435.5	-7%
Total do escopo 3	4,043.0	6,082.0	7,111.7	17%

Scope 2 emissions were zero because 100% of the volume of electricity consumed in 2023 came from renewable sources.

About the Report

7.1

Report Profile

[GRI 2-2; 2-3]

This Sustainability Report reiterates Aeris' commitment to providing transparency to information on its economic, environmental, social, and governance performance. Guided by the guidelines of the Global Reporting Initiative (GRI) in its Standard version, this publication reports on the management, policies, and corporate practices for the period between January 1 and December 31, 2023, including the data presented in the 2023 Financial Statements ([click here](#) to access), which were audited by an independent third party.

The Company publishes Sustainability Reports annually, which can be accessed on its website. The previous edition, in reference to 2022, was released in May 2023. Questions, suggestions, and comments on the content of this report can be sent to sustentabilidade@aerisenergy.com.br.



7.2

Relevance

Aeris' 2023 Sustainability Report was compiled with the participation of a multidisciplinary team, involving several areas of the Company. In line with the GRI guidelines, the report seeks to present the aspects of sustainability that are part of the daily operations and reflect the practices adopted – also considering the socio-environmental context of the region where the business operates.

Thus, the topics listed for the Report consider the Company's corporate policies and practices, the positioning of other organizations in the sector, and the interests expressed by the main stakeholders. In addition, the topics are based on the recommendations of global frameworks on the subject, prepared by specialized institutions – in addition to the GRI, general guidelines from the International Integrated Reporting Council (IIRC), the United Nations Global Compact, the World Economic Forum, and the Sustainability Accounting Standards Board (SASB) were observed.

7.3

Stakeholder Engagement

[GRI 2-29; 3-1]

The involvement of stakeholders in determining the reported topics is a fundamental premise for the process of preparing Aeris' Sustainability Report. This edition considered (online) consultations carried out in the previous cycle with the main areas of the public with whom the Company interacts to survey the relevant topics and identify the information demands of the people and institutions with which the Company interacts. In all, 214 people answered the survey, indicating issues related to sustainability that they considered most relevant.



7.4

Material Topics

[GRI 3-2]

Based on the responses of stakeholders, as well as the Company's commitments to sustainability, 11 material topics were defined for effective management and reporting purposes. Each topic is presented below as they relate to GRI performance indicators and are linked to Sustainable Development Goals (SDGs).

Next, the GRI Content Index presents the indicators selected according to theme, based on the relevant topics listed for reporting.

Topic	Indicadores GRI	ODS
Governance, Ethics, and Integrity	2-26; 2-27; 3-3; 205-2; 205-3; 406-1	16
Risk Management	3-3	16
Economic-financial and Operational Performance	3-3; 201-1	7, 8
Product Safety and Quality	3-3; 416-2	-
Innovation	3-3	8
Tackling Climate Change	3-3	13
Worker health, safety, and development	3-3; 403-1; 403-9; 404-1	4, 8
Protection of Human Rights	3-3	8, 16
Responsible Procurement	3-3; 204-1; 308-1; 414-1	8, 12
Supporting the Sustainable Development of Communities	3-3; 413-1	11
Eco-Efficiency	3-3; 306-1; 306-3; 303-1; 303-3; 302-1; 305-1; 305-2; 305-3	6, 7, 12, 13
Solid Waste		
Water and Effluents		
Energy and Emissions		



GRI Standard	Content	Page	Answer/explanation
The organization and its reporting practices			
GRI 2: General Contents 2021	2-1 Details of the Organization		
GRI 2: General Contents 2021	2-2 Entities included in the organization's sustainability reporting		
GRI 2: General Contents 2021	2-3 Reporting period, frequency, and point of contact		
GRI 2: General Contents 2021	2-4 Restatements of information	–	There were no restatements in relation to previous years.
GRI 2: General Contents 2021	2-5 External verification	-	The report was not verified by external audit.
Activities and workers			
GRI 2: General Contents 2021	2-6 Activities, value chain and other business relationships		
GRI 2: General Contents 2021	2-7 Employees		
GRI 2: General Contents 2021	2-8 Workers who are not workers		
Governance			
GRI 2: General Contents 2021	2-9 Governance structure and composition		
GRI 2: 2021 General Contents	2-10 Nomination and selection of the highest governance body		
GRI 2: General Contents 2021	2-11 Chair of the highest governance body		
GRI 2: General Contents 2021	2-12 Role of the highest governance body in overseeing the management of impacts		
GRI 2: 2021 General Contents	2-13 Delegation of responsibility for managing impacts		
GRI 2: General Contents 2021	2-14 Role of the highest governance body in sustainability reporting		
GRI 2: General Contents 2021	2-15 Conflicts of interest		



GRI Standard	Content	Page	Answer/explanation
GRI 2: 2021 General Contents	2-16 Communication of critical concerns		
GRI 2: General Contents 2021	2-17 Collective knowledge of the highest governance body		
GRI 2: 2021 General Contents	2-18 Evaluation of the performance of the highest governance body		
GRI 2: General Contents 2021	2-19 Remuneration policies		
GRI 2: General Contents 2021	2-20 Process for determining remuneration		
GRI 2: General Contents 2021	2-21 Total annual compensation ratio		
Strategy, policies, and practices			
GRI 2: General Contents 2021	2-22 Statement on sustainable development strategy		
GRI 2: General Contents 2021	2-23 Policy commitments		
GRI 2: General Contents 2021	2-24 Embedding policy commitments		
GRI 2: General Contents 2021	2-25 Processes to remediate negative impacts		
GRI 2: 2021 General Contents	2-26 Mechanisms for seeking advice and raising concerns		
GRI 2: General Contents 2021	2-27 Compliance with laws and regulations		
GRI 2: General Contents 2021	2-28 Membership in associations		
GRI 2: 2021 General Contents	2-29 <i>Approach to Stakeholder Engagement</i>		
GRI 2: General Contents 2021	2-30 Collective bargaining agreements		
Material Topics			
GRI 3: Material Themes 2021	3-1 Process to determine material themes		
GRI 3: Material Topics 2021	3-2 List of material topics		
GRI 3: Material Themes 2021	3-3 Management of material topics		



GRI Standard	Content	Page	Answer/explanation
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Economic Development			
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GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed		
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Procurement Practices			
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GRI 204: Purchasing Practices 2016	204-1 Proportion of spending on local suppliers		
------------------------------------	---	--	--

Anti-Corruption			
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GRI 205: Anti-Corruption 2016	205-2 Communication and training about anti-corruption policies and procedures		
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GRI 205: Anti-Corruption 2016	205-3 Confirmed incidents of corruption and actions taken		
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Materials			
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GRI 301: Materials	301-1 Materials used by weight or volume		
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Energy 2016			
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GRI 302: Energy 2016	302-1 Energy consumption within the organization		
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GRI 302: Energy 2016	302-3 Energy intensity		
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Water and Effluents			
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GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource		
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GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts		
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GRI 303: Water and Effluents 2018	303-3 Water withdrawal		
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GRI 303: Water and Effluents 2018	303-4 Water Discharge		
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GRI 303: Water and Effluents 2018	303-5 Water consumption		
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GRI Standard	Content	Page	Answer/explanation
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Biodiversity

GRI 304: Biodiversity 2016

304-1 Operational sites owned, leased, or adjacent to protected areas and areas of high biodiversity value outside protected areas

GRI 304: Biodiversity 2016

304-2 Significant impacts of activities, products and services on biodiversity

GRI 304: Biodiversity 2016

304-3 Habitats protected or restored

GRI 304: Biodiversity 2016

304-4 Red List species and national conservation list species with habitats in areas affected by operations

Emissions

GRI 305: 2016 Emissions

305-1 Direct greenhouse gas (GHG) emissions (Scope 1)

GRI 305: 2016 Emissions

305-2 Indirect greenhouse gas (GHG) emissions from energy procurement (Scope 2)

GRI 305: 2016 Emissions

305-3 Other indirect greenhouse gas (GHG) emissions (Scope 3)

GRI 305: Emissions 2016

305-4 GHG emissions intensity

Waste

GRI 306: Waste 2020

306-1 Waste generation and significant waste-related impacts

GRI 306: 2020 Waste

306-2 Management of significant waste-related impacts

GRI 306: Waste 2020

306-3 Waste generated

GRI 306: Waste 2020

306-4 Waste diverted from disposal

GRI 306: Waste 2020

306-5 Waste directed to disposal



GRI Standard	Content	Page	Answer/explanation
Environmental assessment of suppliers			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		
Employment			
GRI 401: 2016 Employment	401-1 New hires and worker turnover		
GRI 401: Employment 2016	401-2 Benefits provided to full-time workers		
Occupational Health and Safety			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System		
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation		
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services		
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety		
GRI 403: Occupational Health and Safety 2018	403-5 Training of workers in occupational health and safety		
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health		
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system		
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries partial.		The Company does not present data on injuries from commuting and those related to third parties.
Training and Education			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per worker		
GRI 404: Training and Education 2016	404-3 Percentage of workers receiving regular performance and career development reviews		



GRI Standard	Content	Page	Answer/explanation
Diversity and Equal Opportunities			
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity of governance bodies and workers		
Non-Discrimination			
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		
Local Communities			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		
Social Evaluation of Suppliers			
GRI 414: 2016 Supplier Social Assessment	414-1 New suppliers that were screened using social criteria		
Customer health and safety			
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		In the year, there were no cases of noncompliance related to health and safety impacts caused by products developed by the company.
Customer Privacy			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of privacy and losses of customer data		





2023 Sustainability Report

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