

Sustainability **Re-**  
**port**  
2023





# Message from Management

[GRI 2-22]

When contributing to sustainable development is a genuine commitment, it requires commitment, resilience, and integrated efforts – essential to building a society that is more just and responsible with the planet. At Portonave, we strive every day toward this ideal.

Even though scenarios change over the years and a given context can become more challenging, we always believe in our potential to positively transform the sector and the community in which we operate. That is why we always say that we handle more than containers, because we focus on the balance between economic growth, environmental preservation, and social development.

2023 reinforced this premise. Amid an atypical regional scenario, given the suspension of container handling at the

Port of Itajaí, still in the bidding process, we operated at a very high intensity to maintain competitive service for clients and vessel owners. Thus, we seek to serve our clients with agility and quality, avoiding redirection of vessels, and also staying aware of the socio-economic impact that port dynamics generate in the region, considering the entire value chain involved.

As a result of this effort, we handled 1.3 million TEUs\* in the year, an increase of 10% compared to the previous year and the highest volume in our history, which was reflected in the financial results also being higher than that recorded in previous years. These numbers were achieved based on a robust planning process – carried out assertively by our teams, attentive to excellence and operational safety – added to the constant

- ■ ■ "The significant numbers achieved are the result of robust planning carried out assertively by our teams, always attentive to operational excellence and open to constant dialogue with all parties involved in the business."

dialogue with clients and suppliers to ensure the chain's efficiency.

We are certain that in these relationships, anchored in transparency and cooperation, the main values of Portonave reside – starting with our team, which is at the center of our positive social impact agenda. At the end of 2023, there were 1,108 people, to whom we dedicated, in addition to development and engagement initiatives, special actions to further develop the health and safety culture, so that everyone understands that physi-

cal and emotional integrity is a non-negotiable condition for business growth. The Vidas (Lifes) Program, launched in the year, dedicated to strengthening our safety culture, is an example of the comprehensive care that we seek for all.

On another front, we intensely promoted the importance of diversity in the workplace as part of the people management agenda, aware that the benefits of equity and inclusion generated by this movement extend to society. To further this cause, we launched the Diversity, Equity

\* TEU: 20-foot container unit





and Inclusion Program, initiating training programs for all leaders, in addition to specific training modules for our Human Resources and Communication departments – multipliers of the theme – and took several opportunities to raise awareness within the teams.

Among the highlights of the year is “Porto para Elas” (Port for Women), a program developed in partnership with the Portonave Institute to expand gender equity within the port segment, which had its second edition dedicated to the inclusion of black women, with 30 participants and yielding excellent results. In addition to being strategic for diversity, Porto para Elas is one of the several social responsibility projects carried out by the company. Alto-

gether, in 2023, about R\$ 5.9 million were invested in initiatives of this nature – 48% higher than in 2022.

A key partner in these actions, the Portonave Institute updated its strategic positioning at the end of the year based on the identification of our region's challenges to sustainable development, based on the 2030 Agenda proposed by the United Nations (UN). After identifying the main drivers of engagement, we created an agenda focused on reducing social inequalities, compatible with the Company's Private Social Investment Policy, also prepared in 2023.

The focus on sustainability drives our environmental management, which stays dedicated to avoiding, reducing

and, ultimately offsetting negative impacts on the environment. In the priority management agenda, two themes stand out that are linked to the conservation of ecosystems and climate. First, the de-carbonization of operational activities was intensified in 2023 through the installation of new photovoltaic modules at the Terminal to expand the self-production of renewable energy – 418.2 GJ were generated in 11 months of operation.

Regarding waste disposal, our goal is to reach zero waste by the end of 2024, which means no more waste sent to landfills – except those that are not feasible to recycle or reuse. These initiatives will contribute to Portonave's commitment to another recently signed public pledge to



achieve zero atmospheric emissions from its operations by 2040.

The reduction in emissions reflects the Company's commitment to combating climate change, which directly impacts businesses, as demonstrated by the extreme weather events experienced in 2023. Floods and strong currents that devastated the Itajaí Valley region left the waterway access to the Terminal closed for 29 days between the months of October and November, with losses to the port segment and the logistics chain as well as untold disturbances and losses faced by the community.

We understand that the climate mitigation and adaptation agenda is a necessity – and no longer a choice for organizations. Likewise, we must prepare for the challenges that the sector imposes. Therefore, in 2023 we initiated mobilizations for the Quay Infrastructure Works, which will enable receiving vessels up to 400 meters long, in order to boost the Company's competitiveness in the market.

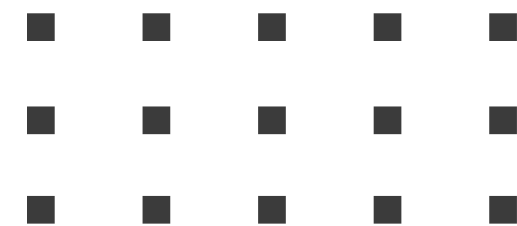
With a budget of R\$1 billion, the work is expected to be completed in early 2026. The investment, the largest in Portonave's history since the start of operations, demonstrates our confidence in Brazil's growth potential.

However, for all this potential to materialize, it will be essential that other large investments are made, both by the government and by other agents in the value

chain – for instance, in Santa Catarina, the investments necessary to duplicate the BR-470, which provides access to the Terminal, and the second stage of the Turning Basin of the Itajaí and Navegantes Port Complex.

As we stated at the beginning of this message, it is this hope for a truly better future, built by cooperation between different social actors for the collec-

tive good that leads us to act toward sustainable development. We especially thank those who were involved, worked, and supported our actions – shareholders, Company professionals, clients, suppliers, public agencies, and the local community, among others. We are convinced that integrated efforts and assertive investments always have the potential to transform reality for the better.



**Osmari de Castilho Ribas**  
*Administrative Director*



**Renê Duarte e Silva Júnior**  
*Operacional Director*



## 2023 Highlights

### Adherence to the Global Compact



United Nations (UN).

**1.3 million**



TEUs handled – 10% growth compared to 2022.

**12.4 million+**



TEUs handled since the start of operations.

**61%**



market share in SC.

**627 k**



truck accesses – 20% growth compared to 2022 – an average of 2,000 trucks per day.

**14**



maritime lines.

**650**



vessels received.

The installation of

**780**



new reefer outlets.

**1,108**



professionals (direct employees).

**16%**



more women in the workforce.

**104.2 k**



hours of training – an increase of 10% compared to the previous year

**R\$ 5,9 million**



Invested in social actions – an increase of 48% compared to 2022.

**1 new certification**



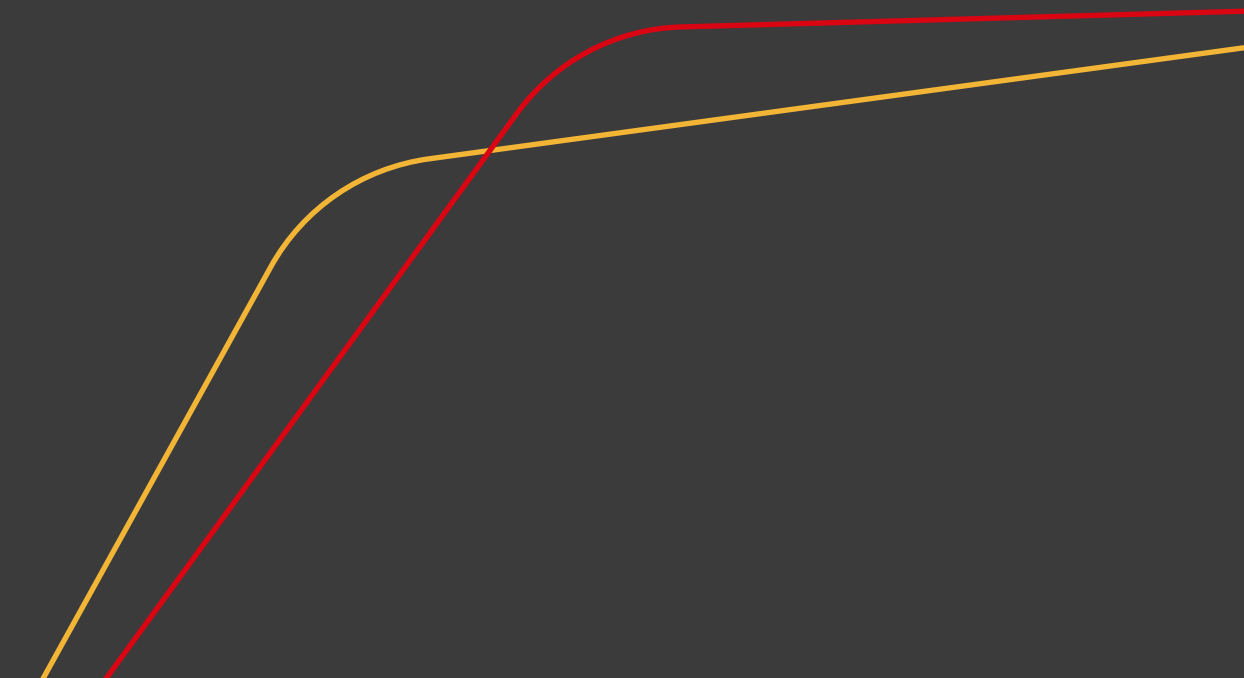
achieved by Iceport: FSSC 22000 (Food Safety System Certification), one of the strictest international food safety standards.

started the investment of

**R\$ 1 billion**



for the Quay Infrastructure Works.





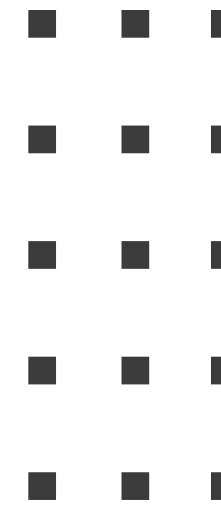
# Contents

## 1. Corporate profile

Our trajectory  
ESG Commitment

## 3. Operations and performance

Economic and sectoral context  
Business performance  
Supply chain  
Operational quality and excellence



## 5. Social impact

Social Action  
Partnerships for development

## 7. About the Report

Report Profile  
Relevant Topics  
GRI Content Summary

## 2. Integral management

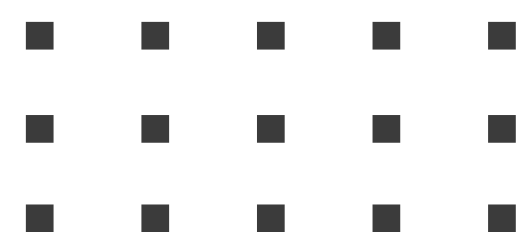
Ethical conduct  
Corporate governance

## 4. Our team

Professional profile of employees  
Diversity, equity and inclusion  
Professional development  
Occupational health and safety

## 6. Environmental management

Policies and practices  
Water  
Waste  
Energy  
Airborne emissions







# Corporate **pro- file**

The first private container port terminal in Brazil, Portonave handled approximately 1.3 million TEUs in 2023.



# Our Trajectory

[GRI 2-1; 2-6]

The first private container port terminal in Brazil, **Portonave, Terminais Portuários de Navegantes S/A reached the end of 2023, for the third consecutive year, as the port terminal that handles the most containers in the Southern Region of Brazil.** It has also taken second place for cargo handling in the country since 2021.

Year-to-date, it recorded a new record: 1.3 million TEUs handled, an increase of 10% compared to 2022.

In addition to shipping a significant portion of the national production, as well as that of other South American countries, Portonave receives cargo from many different regions of the world. **Thus, it contributes significantly to brazilian exports and imports, and consequently to the dynamism of the trade balance.** It is also a driver of local development in the region in which it operates, mainly in the Itajaí Valley, where it employs 1,100 direct and 5,500 indirect professionals and promotes several socio-environmental initiatives.

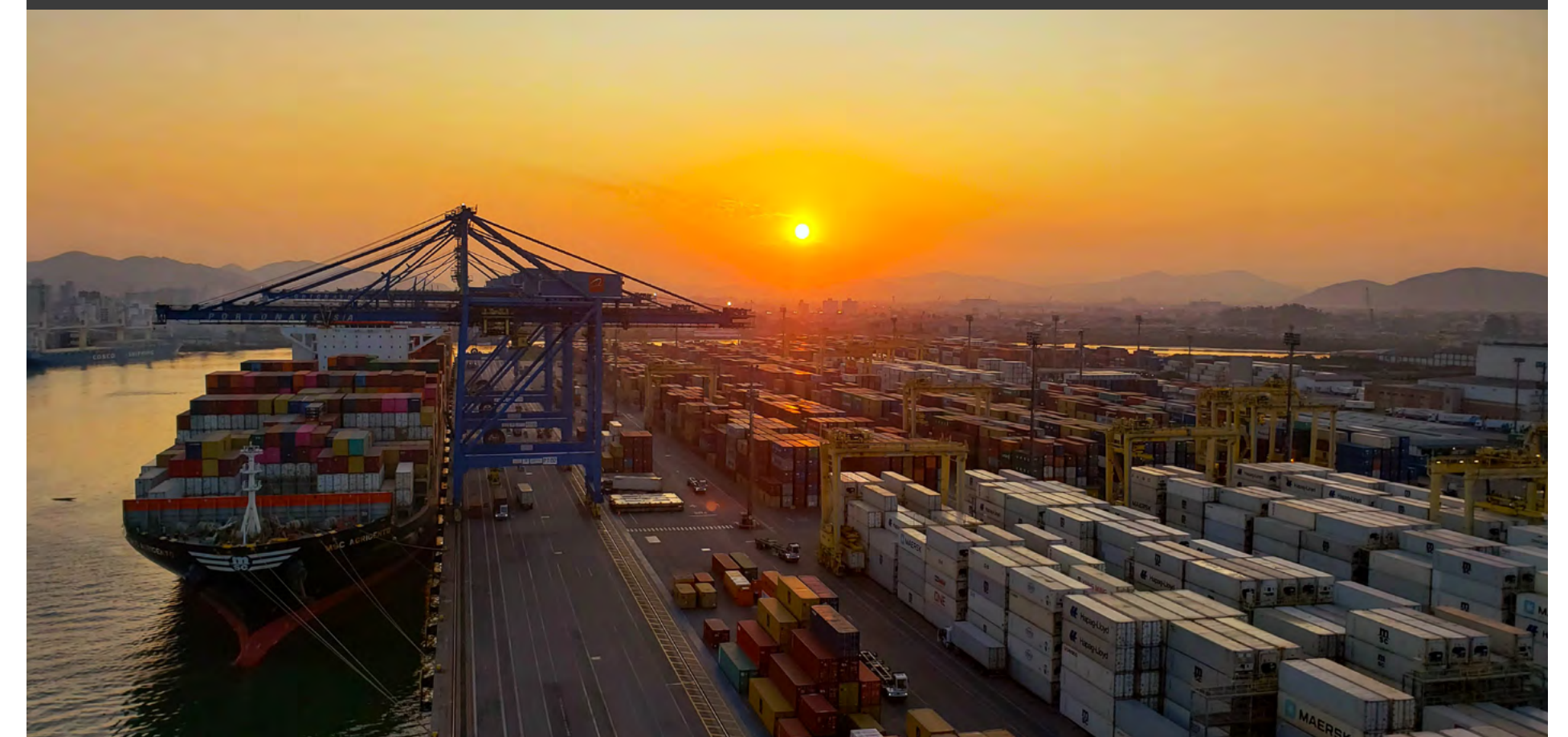
With an operating area of 400,000 m<sup>2</sup>, it also stands out for its fully automated cold storage, Iceport, which achieved the FSSC 22000 (Food Safety System Certification) in 2023, one of the strictest international food safety standards. It is the only refrigerating chamber structured in a port terminal in Brazil (check more [here](#)).

**In the coming years, the Company will further qualify its operational structure, after the Quay Infrastructure Works, which will enable receiving of vessels up to 400 meters long – at the end of 2023, the limit was vessels up to 350 meters.** The implementation license was obtained in the year, which allowed the beginning of mobilizations for the infrastructure works, which is expected to be completed in 24 months, starting in January 2024. The planned investment is R\$1 billion, the largest in the entire history of the Terminal.

- ■ ■ **Corporate control**
- ■ ■
- ■ ■ Portonave is a privately held company, wholly controlled by Terminal Investment Limited (TiL). Headquartered in Switzerland, TiL maintains a market presence in over 70 port terminals on five continents.

In Brazil, Portonave reinforces the parent company's commitment to incorporating sustainability principles into the vision, planning, and operation of the business.

Learn more about TiL and its contribution to sustainable development [here](#).





## MISSION

Offer excellent port services, connected to best practices.

## VISION

To be a global reference in safety, efficiency, and quality of port operations.

## VALUES

 Customer Focus

 Valuing People

 Sustainability

 Integrity

 Commitment to Excellence



**We handle more  
than containers.**



# Our History

## 1997

First land acquisitions at Ponta da Divineia

## 2001

Signing of the adhesion contract with the Ministry of Transport

## 2005

Inauguration of the cornerstone and the start of construction of the Terminal

## 2007

The terminal begins operations by receiving the first vessel: M/V MSC Uruguay

## 2008

UN International Maritime Organization International Ship and Port Facility Security Code (ISPS Code) Certification

## 2009

- ISO 9001 Certification (Quality Management System)
- Cold storage (Iceport) begins operations

## 2010

- ISO 14001 Certification (Environmental Management System)
- 1 Million TEUs handled with the M/V MSC Lorraine

## 2012

2 Million TEUs handled with the vessel CMA-CGM America

## 2013

- 3 Million TEUs handled with M/V MSC Seattle
- Port Operator of the Year, awarded by Lloyd's List Global Awards

## 2014

South American record for productivity per vessel: 270.4 movements per hour

## 2015

- 4 Million TEUs handled after operations on the M/V MOL Advantage
- Expansion of the Terminal, doubling the static capacity of the yard to 30,000 TEUs

## 2016

- Authorized Economic Operator Certification - AEO (1<sup>st</sup> port in Brazil to obtain this certification)
- Electrification of the Rubber Tyred Gantry
- 5 Million TEUs handled with the operation on the M/V Aisopos





**2017**

- Inauguration of the Communal Space for professionals
- 6 Million TEUs handled in operations on the M/V MSC Arica



**2021**

- Reached the mark of 9 million TEUs handled with the operation on M/V MSC Brunella
- First container terminal in Brazil to receive NBR ISO 37001 certification (Anti-Bribery Management System)

**2023**

- Adherence to the UN Global Compact
- Handlings record – 1.3 million TEUs
- Beginning of mobilizations for the largest construction works in Portonave's history
- Iceport's FSSC 22000 Food Safety System Certification

**2019**

ISO 45001 Certification (Occupational Health and Safety Management System)

**2018**

- OHSAS 18001 Occupational Health and Safety Assessment Series
- 7 Million TEUs handled with the operation on the M/V CMA CGM Jacques Júnior



**2020**

- Reached the mark of 8 million TEUs handled on the M/V MSC Albany
- Docking of the first vessel of more than 306 LOA in length, the Ever Laurel, inaugurating the New Basin of the Port Complex of Itajaí and Navegantes

**2022**

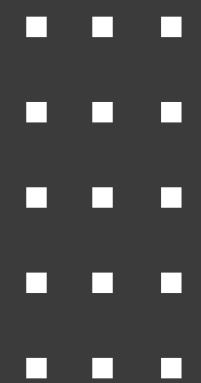
- Reached the mark of 10 million TEUs handled with the operation on the M/V Teno
- Portonave celebrates 15 years of history





**Terminal Infrastructure**

**Iceport Infrastructure**



# Terminal Infrastructure

**400k** m<sup>2</sup> 

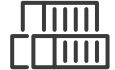
total area

**3,210** 

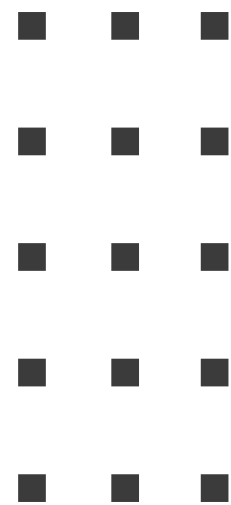
reefer outlets

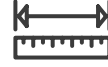
**900** meters 


of linear quay

**1,5** million TEUs/year 


turnover capacity





**500** meters   
Turning Basin


**41** Terminal Tractors 


**5** Empty Container Handler 

**6** Portainers Post Panamax 

**2** HCVM-T Scanners 

**10** Gates equipped with weighing machines 

**18** Rubber Tyred Gantry (E-RTG) 

**6** Reach Stackers 



Terminal Infrastructure

**Iceport Infrastructure**

# Iceport Infrastructure

## 2 Certifications



FSSC 20000 achieved in 2023  
NBR ISO 9001 (Quality Management System)

## 230k

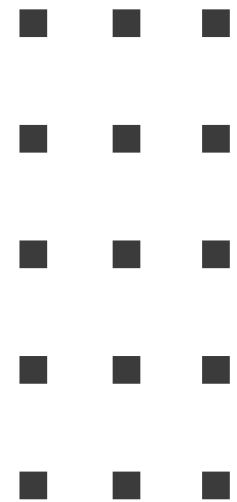


tons of products received

## Licensed to operate and store



cargo for several countries (check [page 24](#))



## 50k m<sup>2</sup>



storage area

## 6



stacker cranes

## 16k



pallet positions

## 13



docks





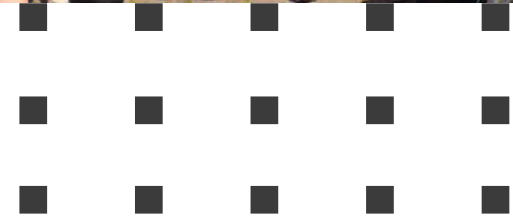
# ESG Commitment

[GRI 2-13; 2-16]

The commitment to sustainable management is an inseparable attribute of Portonave's strategic plan, with guidelines for the ethical and transparent conduct of the business. **Its ESG (Environmental, Social and Governance) Agenda includes actions and initiatives to conserve the environment and climate on the planet, support human resources development, and ensure the application of best corporate governance practices.**

This conduct includes the engagement of stakeholders in defining the topics most relevant to the Company's sustainability, especially through materiality processes carried out every two years – learn more in the chapter About the Report. Based on information obtained through consultations with the publics with which it interacts, combined with the analysis of the positioning of companies in the sector and the strategic vision of the business, in 2023 Portonave had 10 topics highlighted as priorities for the corporate ESG Agenda, as shown in the box to the side.

**Each of these topics is the subject of its own policies and procedures, as well as objectives and goals, which are monitored and evaluated by the Sustainability Committee** (learn more on pages [16](#) and [17](#). Initiatives related to material topics as well as related performance indicators will be presented throughout this Report.



## Priority topics of the ESG Agenda



Ethics and integrity



Risk Management



Safety and quality of operations.



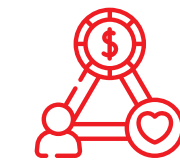
Data security.



Customer relations.



Financial and operating results.



Health, safety, and development of professionals.



Human resources development.



Combating discrimination and social inequality.



Environmental management (energy and emissions, water and waste).





## Global Compact

[GRI 2-28]

In September 2023, in line with ESG practices, Portonave reinforced its commitment to social responsibility by becoming a **signatory of the United Nations (UN) Global Compact**. The Compact seeks to engage companies to align their operations and strategies to ten universal principles in the areas of **human rights, labor, the environment, and anti-corruption**.

By adhering to the Compact, the Company committed to report annually on the progress made regarding the ten principles. For over a decade, Portonave has also been a signatory of the **Santa Catarina SDG Movement**, and contributes to the goals of the UN **2030 Agenda**.

### Sustainable Development Goals



*Click on the images below and learn which SDGs are related to the priority themes of Portonave's ESG Agenda*



## Sustainability Committee

The ESG Agenda plays an increasingly relevant role in Portonave's strategic planning. In order to ensure permanent monitoring of the guidelines and associated initiatives, the Company maintains a Sustainability Committee in its governance structure. It is a multidisciplinary body supporting senior management and is responsible for proposing and evaluating **measures aimed at improving governance and management of the environmental and social aspects of the business.**

The Committee is also responsible for consolidating the sustainability culture at the Terminal, in addition to structuring and disseminating the ESG strategy among the public, always guided by the Sustainable Development Goals (SDGs).

The Committee is composed of profes-

sionals from different corporate areas – Administrative, Legal, Human Resources, Safety and Health, Environment, Maintenance, Engineering, Supplies, Integrated Management System (IMS), Communications, and Social Responsibility.

In 2023, the Committee worked on structuring Portonave's ESG strategy in three pillars:

- Smart Solutions;
- People on board;
- Lasting legacy.

Detailed information about these pillars can be found on the following page.





## Portonave's ESG Strategy

### Smart solutions

We work on the transition to a cleaner economy with efficiency to encourage new ideas, minimize negative impacts, and seek lasting and shared solutions.

### People on board

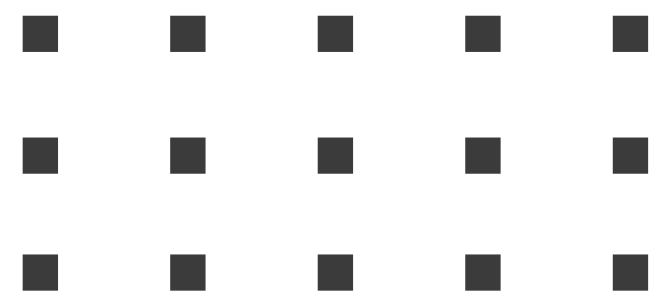
We value people, create fair working conditions, promote professional development, and foster community engagement, practicing safe behaviors and welcoming diversity.

### Lasting legacy

We build relationships based on the highest ethical standards and transparency throughout our chain, prioritize best practices for human rights, and contribute to the social and economic development of our entire community.



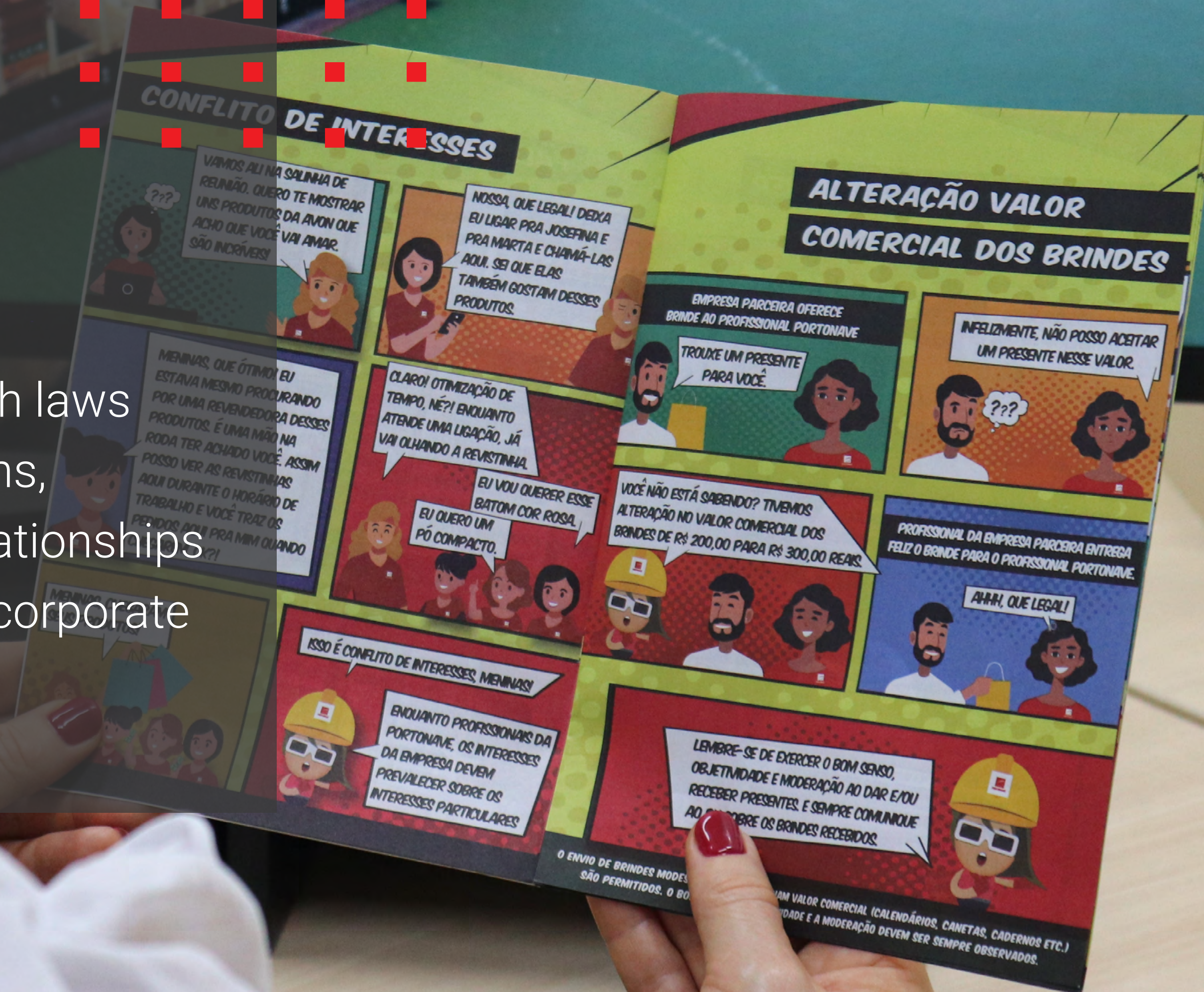
Click on the icons to learn about the SDGs related to each pillar of the strategy





# Integral management

In addition to ensuring compliance with laws and regulations applicable to operations, Portonave maintains business and relationships in line with ethical precepts and good corporate governance practices.





# Ethical conduct

[GRI 2-16; 2-23; 2-24; 2-25; 2-26; 2-28; 205-2; 3-3]

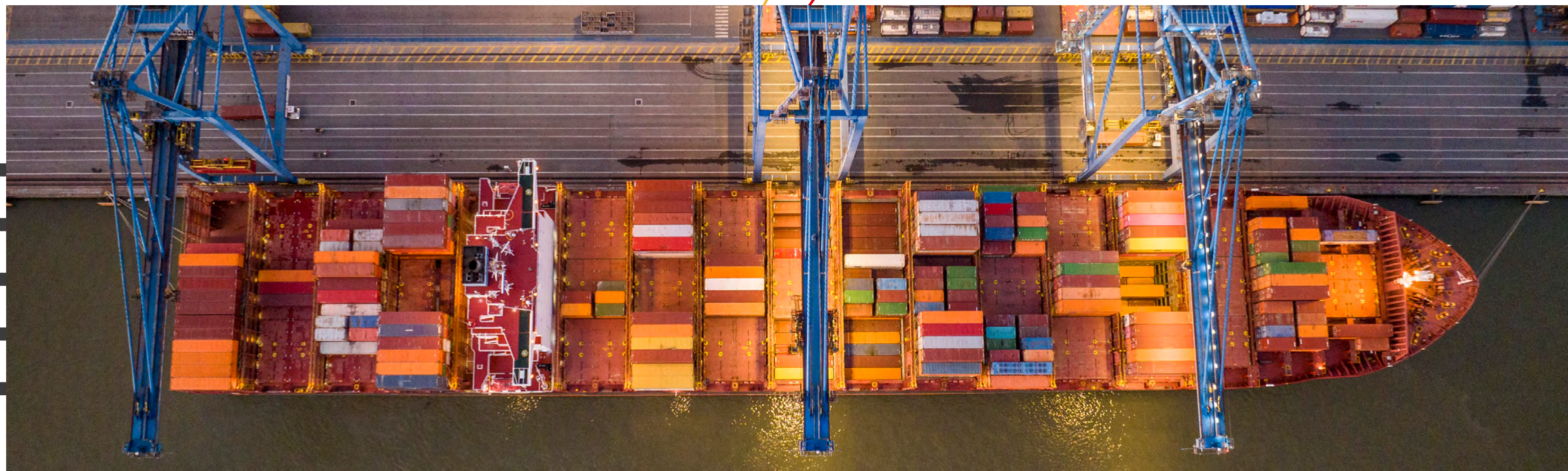
For Portonave, integrity signifies a commitment to be permanently maintained, respected, and shared among professionals, suppliers, partners, and other stakeholders. To more effectively internalize the ethical culture among the public with which it interacts, the Company has a Code of Conduct and an Anti-Bribery Policy in which it establishes guidelines and expected behaviors in line with its values and principles.

Through these documents, Portonave seeks to ensure compliance with the laws and regulations applicable to the operations, guide its relationships, and adhere to the highest ethical standards and good market practices. **Compliance with and updating of the Code of Conduct and the Anti-Bribery Policy are monitored by the Ethics Committee, a body that is part of the corporate governance structure.** The Committee has five members appointed by the Board of Directors, who report every two months to the highest governance body all actions related to the Integrity System.

Of these five members, two are superintendent directors and one is a compliance officer, who supports risk management and the implementation of internal controls focused on compliance and ethics. **In addition, the Company offers different means for complaints and denunciations, accessible and widely disseminated among all stakeholders.**

- ■ ■ The **Code of Conduct** establishes the guidelines and expected behaviors in line with **Portonave's** values and principles.

- ■ ■
- ■ ■
- ■ ■
- ■ ■
- ■ ■





## Ethics channel

Accessible to all interested parties, Portonave's Ethics Channel is an exclusive means for the anonymous or identified registration of reports, complaints, or other manifestations regarding:

- Moral and sexual harassment;
- Conflicts of interest;
- Corruption;
- Suspected fraud;
- Diversion of goods;
- Any other occurrence that may constitute a violation of Portonave's policies and values, as well as applicable laws and regulations.

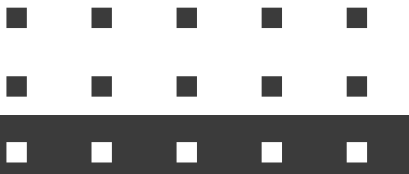
**The Channel is managed by an independent company in order to increase its transparency and reliability.** The manifestations received are forwarded to the Ethics Committee, which is responsible for investigating and treating the reported episodes. **The applicable consequences are provided for in the Code of Conduct and the Disciplinary Measures Policy.** In addition, preventive measures are taken to prevent recurrence.

In some cases, when necessary, an external company may be hired to conduct the investigations. Secrecy and safety are guaranteed to whistleblowers and they are also informed about the development of investigations. In 2023, the Channel received no complaints about cases of corruption.

## Anti-corruption

**To strengthen the culture of integrity, in addition to the Code of Conduct and the Ethics Channel, Portonave has maintained ISO 37001 certification since 2021, which attests to the compliance of its Anti-Bribery Management System.** Portonave was the first container handling port terminal in Brazil to achieve this certification.

The Company has also been a signatory of the Business Pact for Integrity and Against Corruption since 2020, a movement by public and private Brazilian organizations to promote a more integral and ethical market.



### Contact channels:

✉ [eticaportonave@iaux.com.br](mailto:eticaportonave@iaux.com.br)

☎ 0800 878 9017

🌐 [www.canalintegro.com.br/portonave/](http://www.canalintegro.com.br/portonave/)





## Promotion and engagement

Portonave encourages the use of the Ethics Channel and acts to increase understanding of the Code of Conduct and the Anti-Bribery Policy and people's engagement with its principles. To that end, it carries out monthly communication campaigns titled "Integrity Minute" to widely disseminate the current rules through all internal communication channels such as Corporate TV, murals, and WhatsApp groups, among others, in a lighthearted way and with accessible language.

Another important measure is training modules on topics related to ethics and integrity, which are also administered when new professionals enter the Company. In total, in 2023, 195 hours of training programs were carried out. Events designed to raise awareness were also promoted such as a lecture with Professor Mário Sérgio Cortella held on December 8, in allusion to the International Anti-Corruption Day.



Lecture by Professor Mário Sérgio Cortella with the theme "Ethics is not cosmetic."



# Corporate governance

[GRI 2-9; 2-11; 2-12; 2-13; 2-15]

Portonave's governance structure has as its highest decision-making body the Board of Directors, whose key function is establishing the business strategies, guidelines, and policies that direct the Company's performance. **It is also up to the board members to assess the risks and opportunities linked to the activities of the Terminal, which involve economic, social, and environmental aspects.**

The Board consists of three members, one of whom is the chairman. In order to avoid conflicts of interest, the chairman of the board does not hold an executive position at Portonave.

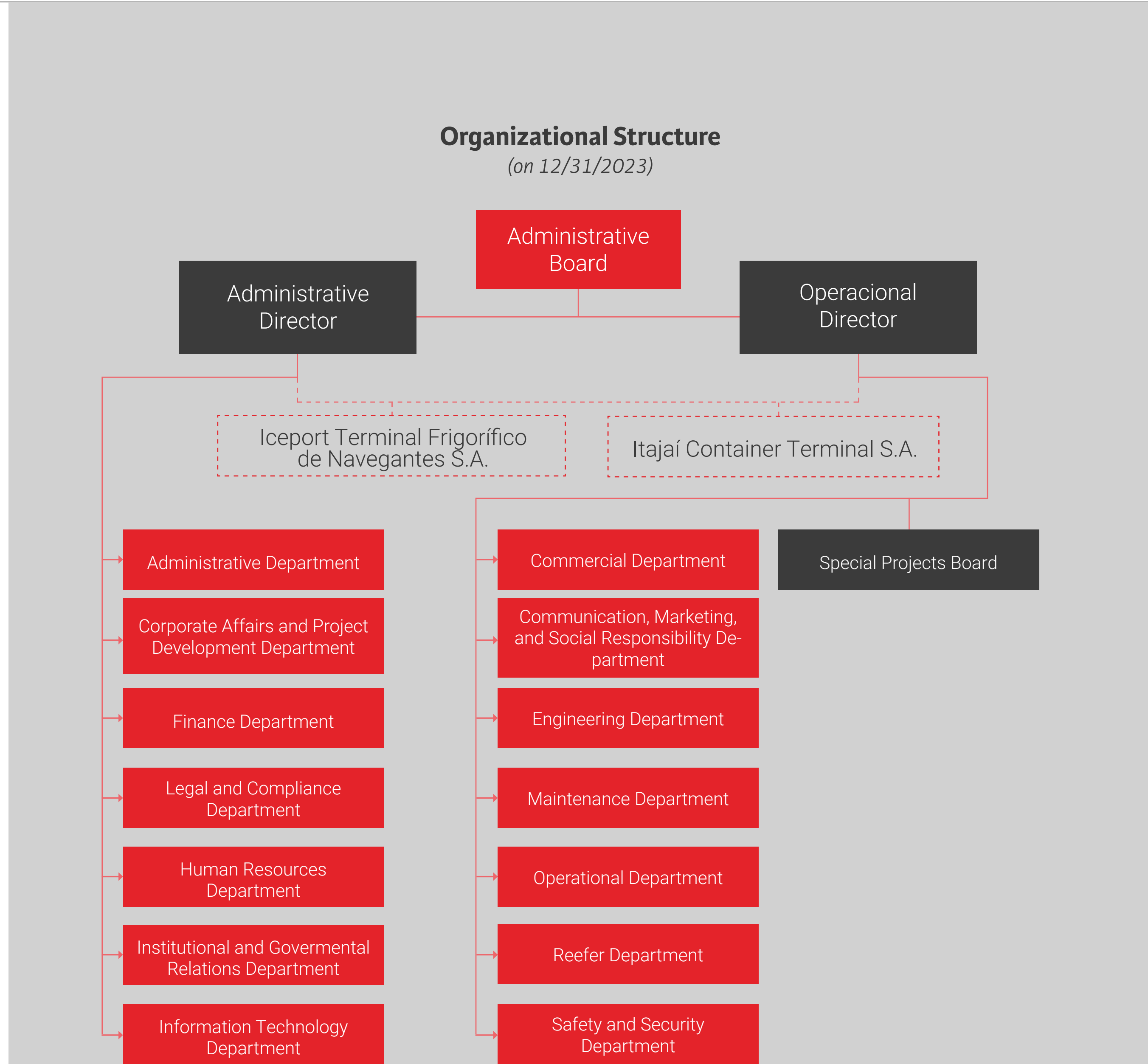
Based on the determinations and guidelines of the Board of Directors and with the support of the board advisors, the Board of Executive Officers executes the strategies and leads the teams in achieving the stipulated objectives.

The executive officers also represent Portonave to the various stakeholders.

Management is shared by two Directors<sup>1</sup>, one in the Administrative area and the other in the Operational area. This division of powers has been adopted since the beginning of the Terminal's activities, as a way to streamline the management practices.

The directors are assisted by 14 managers, as shown in the following organizational chart. Senior Management also has the strategic support of thematic committees, such as the Ethics Committee and the [Sustainability Committee](#).

<sup>1</sup> In 2023, the Special Projects Board was created, with members appointed according to the Company's strategic plans.







## Risk Management

[GRI 3-3]

Portonave's Risk Management Policy is based on the alignment of strategic objectives with the best market practices, which contributes to decision-making processes.

**With the direct involvement of leaders, risk management involves identification, assessment, treatment, control, and communication on both strategic and operational levels.** The identified risks are classified – according to impact and probability – into three categories: Significant, Elevated, or Normal. Thus, they are managed according to their criticality through internal controls, which generate action and monitoring plans. Possible action strategies include:

- (I) Avoid/eliminate;
- (II) Mitigate/increase;
- (III) Transfer/share;

- (IV) Accept or prepare for contingencies.

The main internal control practices involve the structuring of procedures and formal policies, internal audits, establishing authorization levels, and process mapping of areas.

In 2023, several initiatives were developed to advance the risk culture, among which the following stand out:

- Review of the monitored risk groups, which have been classified into four: Strategic, Financial, Compliance, and Operational. This advancement enables us to gauge the efforts being made for the identification and assessment of new risks.
- Incorporation of criteria for food safety risk assessment.
- Finalizing the implementation of the risk

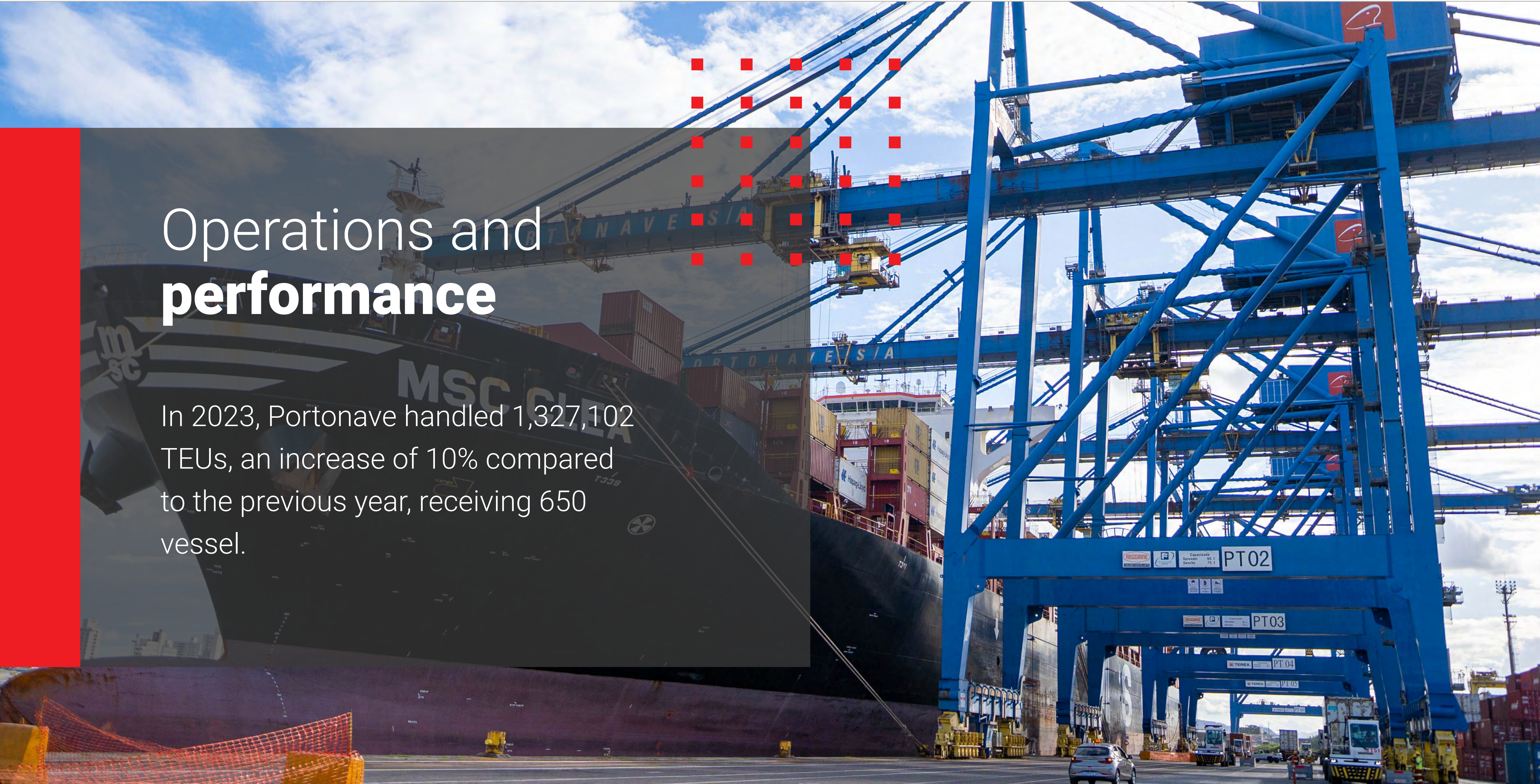
management system in the computerized control system in order to provide greater visibility and risk management, as well as integration with other components of the system.

- Implementation of assessment mechanisms of internal controls in order to assess the adequacy and effectiveness of risk management.
- Review of the required documentation when entering into agreements with the Company's suppliers and service providers.
- Initiation of the climate impact assessment project, in partnership with the University of Itajai Valley (Univali), to analyze and propose an action plan against these risks and their effects on the structures, equipment, operations, and all activities inherent in the port processes carried out at the Terminal.



# Operations and performance

In 2023, Portonave handled 1,327,102 TEUs, an increase of 10% compared to the previous year, receiving 650 vessel.





# Economic and sectoral context

Brazil's macroeconomic scenario in 2023, despite the improvement in some economic indices, reflected a series of global and local events such as the war between Ukraine and Russia, an increase in the cost of living, and the worsening financial conditions in several countries, which impacted the global economy throughout the year.

**Amid internal and external challenges, Brazil showed some positive signs of economic recovery. In 2023, the country's gross domestic product (GDP) grew by 2.9% compared to the previous year, while interest rates, still decelerating, reached 4.9% in the year to date for the Broad National Consumer Price Index (IPCA)<sup>2</sup>.** In foreign trade, according to data from the Ministry of Development, Industry, Trade and Services<sup>3</sup>, exports increased 8.7% compared to 2022, with a trade balance of almost US\$ 100 billion in 2023.



In 2023, the Brazilian port segment showed good container handling results. According to the National Waterway Transport Agency, from January to December the sector handled about 127 million tons of containerized cargo, repre-

<sup>2</sup> Data published by the Brazilian Institute of Geography and Statistics

senting a slight decrease of 0.5% compared to 2022. **Despite this retraction in the segment, Private Use Terminals (PUTs) grew by 6.85% compared to 2022. At Portonave, this indicator grew by 10%.**

<sup>3</sup> Data published in January 2024



# Business performance

[GRI 2-6; 3-3; 201-1]

**As a relevant sectoral agent, the Terminal is inserted in a highly competitive market, whose main clients are vessel owners, importers and exporters.** In Santa Catarina alone, four other port terminals offer solutions for the same public, which requires the Company to adopt proactive and sustainable strategies to attract and retain commercial partners, an effort that has been recognized by the market.

**In 2023, the Terminal handled 1,327,102 TEUs, an increase of 10% compared to the previous year, receiving 650 vessels.** Thus, it held 15% of the national market share and 61% in Santa Catarina, according to the latest data from January to December 2023 issued by Datamar, a consulting firm specialized in the maritime modality.

Temperature-controlled cargoes grew by approximately 10%, with the handling of 140,700 TEUs, and corresponded to 30% of the Terminal's exports. In 2023, 780 new reefers were installed – totaling 3,200 –

which allowed the Terminal to expand capacity to receive and store refrigerated cargo.

The inbound and outbound movements of trucks were also the largest ever recorded. From January to December 2023, there were 627,000 truck accesses. This number is 20% higher than the 523,000 accesses received in 2022. The average was 2,000 trucks per day, and in December there was a peak of up to 3,000 vehicles in a given day.

- ■ ■ **Reefer cargo grew by close to 10%.**
- ■ ■
- ■ ■
- ■ ■
- ■ ■





### Business 2023



**14**

Maritime lines



#### Total number of customers

**15**

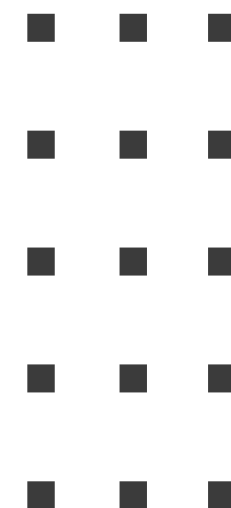
Vessel owners

**1,811**

Exporters

**4,268**

Importers



#### Market Share

**61%**

Santa Catarina

**35%**

South Region

**15%**

Brazil

### Iceport Performance

In 2023, 229,000 tons of food were handled at Iceport. **The highlight was the growth in the handling of vegetables, an increase of 88% compared to 2022.**

The performance of the refrigerated storage plant and its team resulted in the achievement of the Food Safety System Certification (FSSC 22000), which recognizes good practices and quality of operations based on risk management, quality control, hygiene and sanitation practices, personnel training, and supplier monitoring.





## Origins and destinations

The main products exported overseas from the Terminal were wood and its derivatives (41%), frozen meat and its derivatives (32%), and paper (6%). For imports, Portonave handled plastics and derivatives (18%), textiles (11%), and machinery (11%).

The largest volume of imports originated from China, the United States, and India. China was also the main export destination, followed by the United States and Mexico. In addition to containers, the Terminal handled special cargo, such as engines, speedboats, and fighter aircraft of the Brazilian Air Force. Learn more in the box to the side.

## F-39 fighter jets

Throughout 2023, there were three discharging operations of Gripen F-39 fighter jets of the Brazilian Air Force. The aircraft is manufactured by Saab, a leading Swedish company in the defense and security segment that develops, produces, and maintains advanced systems in aeronautics, armaments, command and control, as well as sensors and underwater systems.

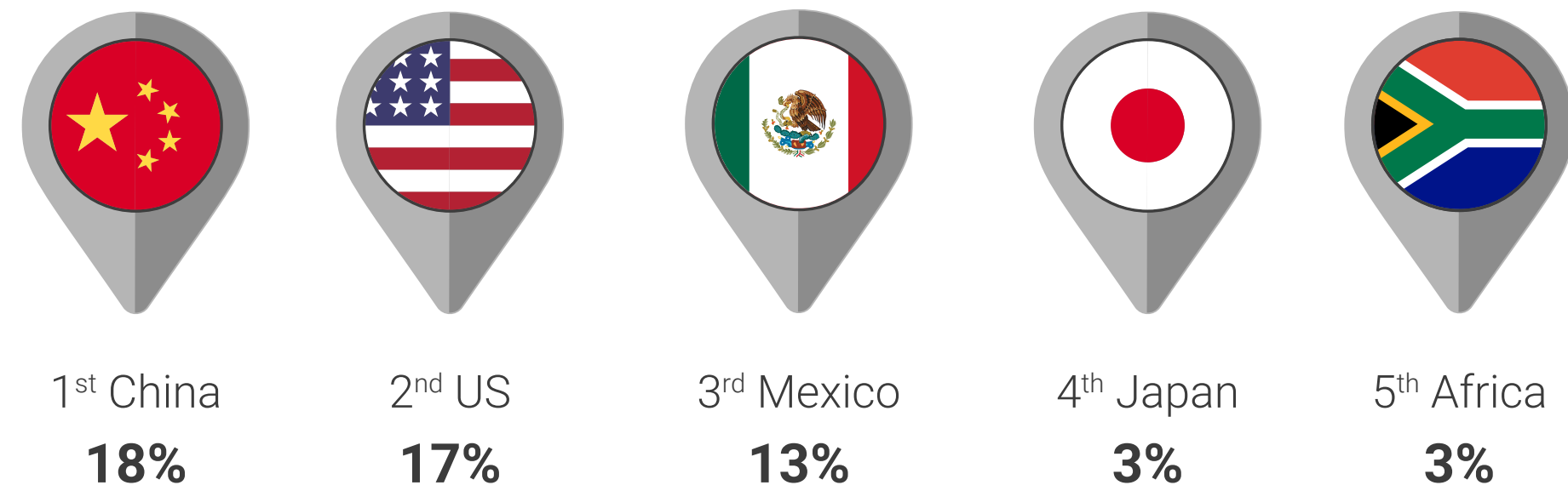
After disembarking at the Terminal, the fighter jets are taken overland to Navegantes International Airport through a special operation – which has already been carried out eight times by Portonave between 2020 and 2023. The aircraft involve breakbulk operations, a type of special transport for large goods, which requires specially trained operational staff to handle special cargo.



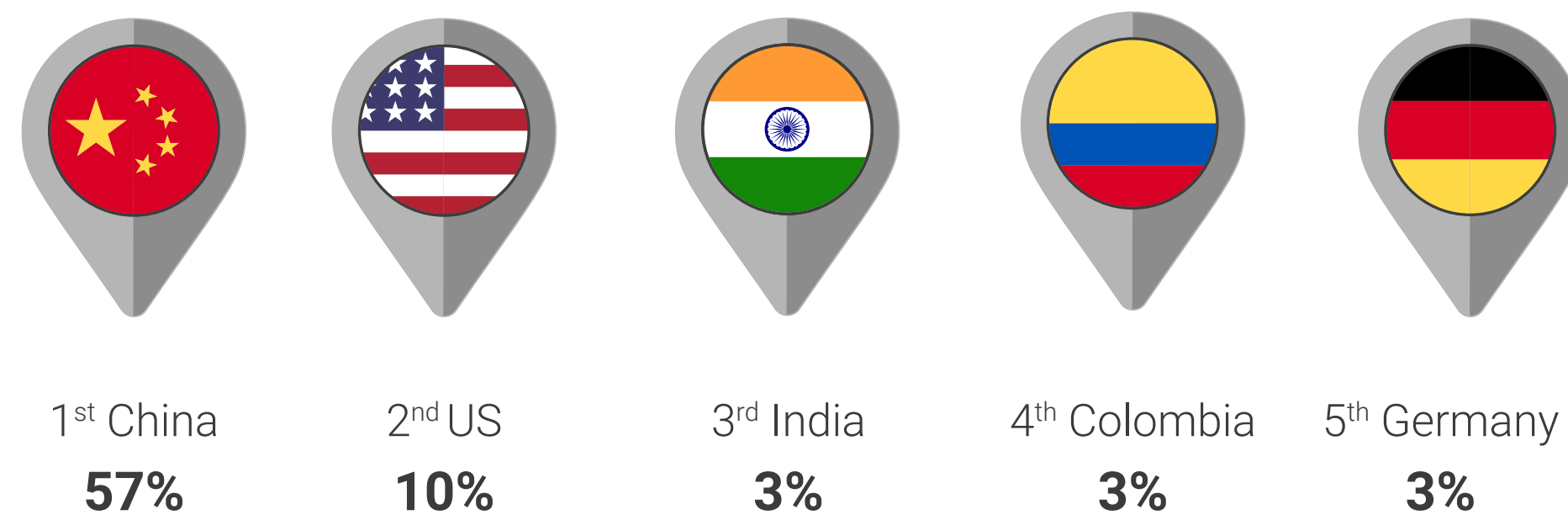
Access the video about the operation.



**Main export destinations**



**Main sources of imports**



**Products handled**

**Export**

Export	TEUs	%
Wood and its derivatives	145,755	41.2%
Frozen meat and its derivatives	114,046	32.2%
Paper	20,073	5.7%
Machinery	13,181	3.7%
Common Metals	8,949	2.5%
Ceramics	8,883	2.5%
Animal feed	5,100	1.4%
Tobacco	4,747	1.3%
Animal oils and fats	3,984	1.1%
Fruits	3,043	0.9%
Others	26,016	7.4%
<b>Total</b>	<b>353,777</b>	<b>100.0%</b>

**Imports**

Imports	TEUs	%
Plastics and derivatives	84,001	17.6%
Textiles	54,117	11.3%
Machinery	51,698	10.8%
Chemicals	43,218	9.0%
Rubbers and derivatives	38,404	8.0%
Common Metals	22,173	4.6%
Beverages, alcoholic liquids, and vinegars	19,479	4.1%
Wood and its derivatives	9,047	1.9%
Ceramics	8,808	1.8%
Paper	8,408	1.8%
Others	138,432	29.0%
<b>Total</b>	<b>477,787</b>	<b>100.0%</b>

\* Source: DATAMAR 2023 (January to December)



## Investments

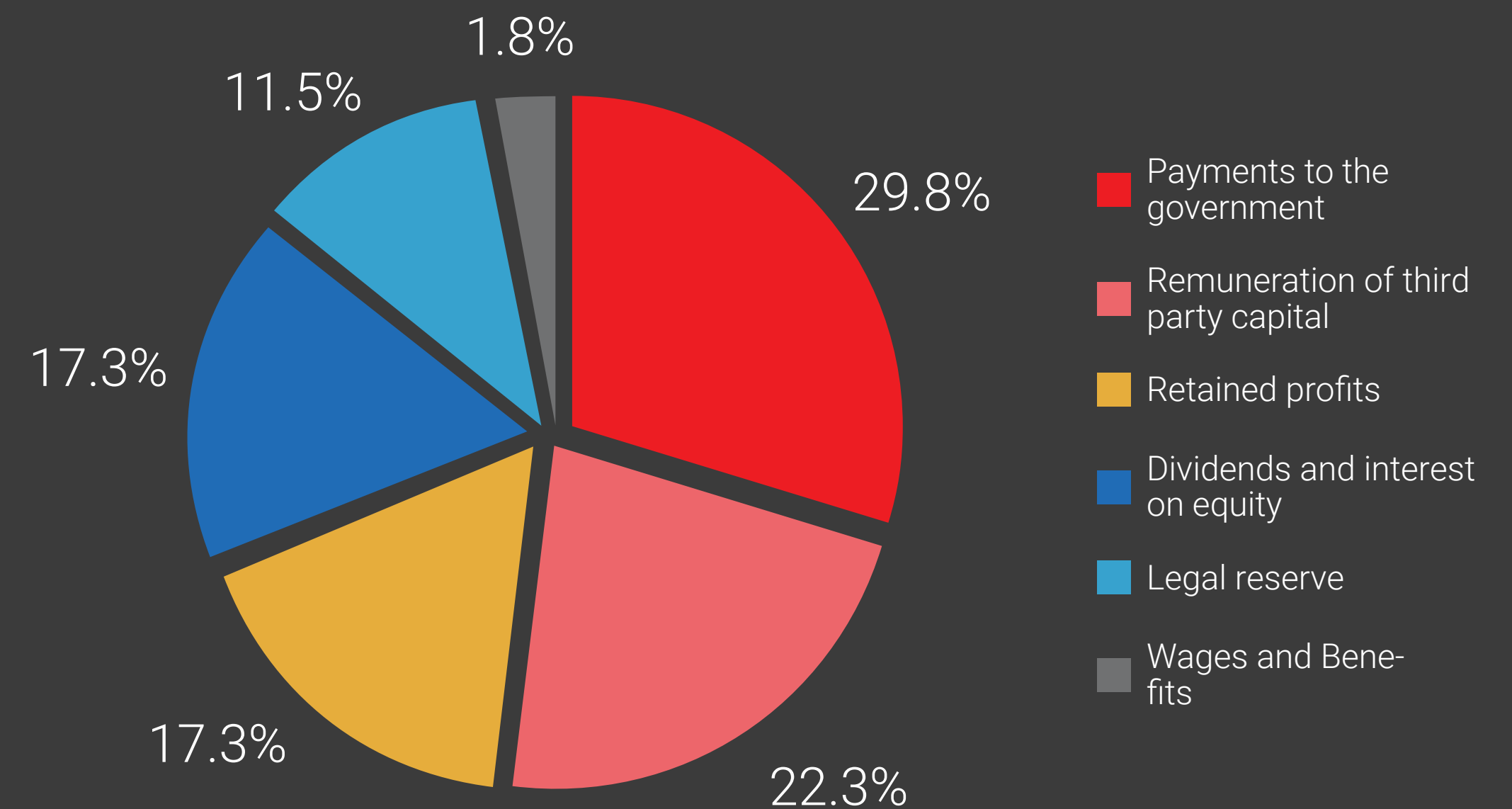
Throughout 2023, Portonave prepared for the largest investment in the Company's history: the Quay Infrastructure Works. **This investment will allow vessels of up to 400 meters in length to be received – the size of the latest vessels launched on the market, with a capacity of up to 24,000 TEUs. The investment is R\$1 billion, the largest since the initial structuring of the Terminal.** The works are planned to occur in two phases, while one side will be under construction (450 meters), the other will continue operations as normal and uninterrupted by the works.




## Value generation and distribution


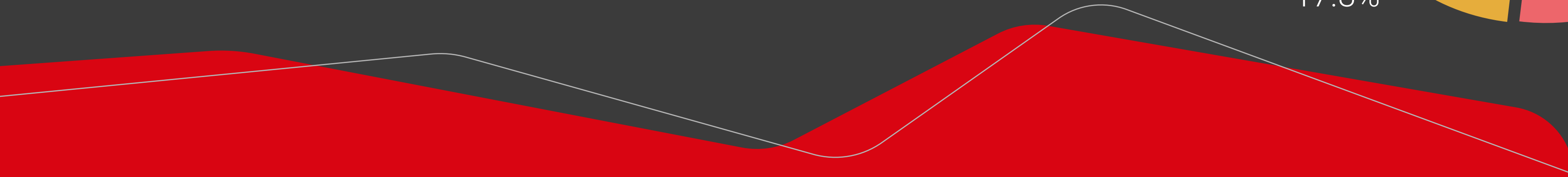
The total amount added for distributions by the Company in 2023 was R\$ 1.2 billion, according to the financial statements available on the [website](#). Added to this amount, for the purpose of calculating the value of distributions, are resources contributed to social projects, reported in [Chapter 5](#).

Value generation and distribution





Learn more about this investment on our YouTube channel.



# Supply chain

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

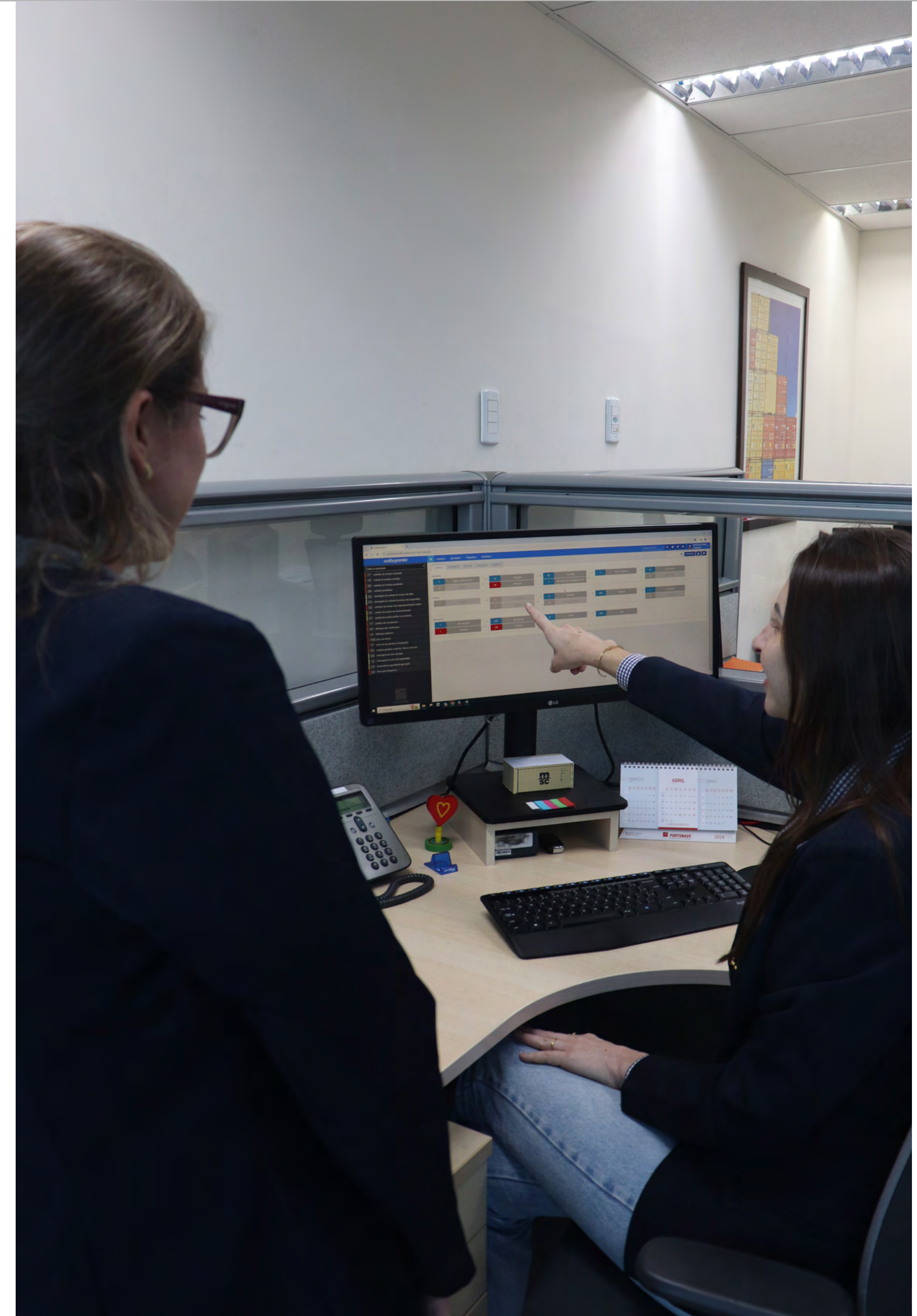
**Companies that produce goods and provide services from different regions of the country – and, in some cases, from abroad – are part of Portonave's supply chain, which had 1,700 business partners at the end of 2023.** Throughout the year, two major projects temporarily changed the profile of the main goods and services contracted: the preparation for the start of the Quay Infrastructure Works and the expansion of the reefer outlets, intended for containers with refrigerated products. Together, these projects represented 57.65% of the amount linked to investments and costs of suppliers in 2023.

Committed to local development, the Company gives preference to suppliers from Santa Catarina, whenever possible. In 2023, of the R\$ 506.9 million paid to suppliers, 70% went to companies based in the state – most of them located in Itajai Valley. In total, only 8% were expended on companies operating outside of Brazil.

In addition to boosting the local economy, Portonave strives to positively impact its value chain through good socio-environmental practices. The Company performs a rigorous supplier evaluation process and requires documents attesting to compliance with environmental, labor, legal, administrative, and occupational safety obligations. **In 2023, 100% of the 406 new contracted suppliers underwent prior evaluation of these requirements.**

Every six months or whenever a contract is concluded, suppliers undergo a new evaluation, in which the validity of the documents and evidence presented are reviewed, as well as the quality of the service provided, compliance with deadlines, and other specifications. If necessary, compliance with the requirements can be checked in loco by Portonave.

**In addition, all contracts signed include clauses that prohibit the use of child, forced or slave-like labor, as well as practices that characterize corruption.**





# Operational quality and excellence

[GRI 3-3]

The incessant search for improvement is at the basis of the operational excellence that underlies Portonave's competitive advantages. Therefore, the Company remains committed to training teams and improving policies, processes, and practices through a systemic view of its activities.

**The Portonave Excellence System contributes decisively to this evolution, which aims to improve environmental, social and governance practices with greater safety, quality, innovation, and lower costs.**

The Excellence System is supported by the pillars of Lean Thinking and the Integrated Management System (IMS). The Lean Mindset focuses on problem-solving, optimizing applied resources, and creating value for clients. The Integrated Management System (IMS) is one of the foundations that consolidates guidelines, objectives, indicators, and actions directly related to the Company's Strategic Planning. It concentrates Portonave's management know-how, provides support to the various areas of the business, and maintains certifications in the search for continuous improvement.

Based on the requirements established in each of these standards, processes and procedures are defined that are aligned with Portonave's commitments, which undergo strict control and monitoring, so that the expected performance is achieved in each area involved in their management. **Internal and external audits also ensure the monitoring of these processes and identifying opportunities for improvement.**

## Certifications of the Terminal



**ISPS CODE**

International Ship and Port Security Code



Quality Management System



Environmental Management System

**Iceport**



Food Safety System Certification



Authorized Economic Operator



Health and Safety Management System



Anti-bribery Management System

## Licenses of Iceport

- **Export licenses from the Ministry of Agriculture, Livestock and Supply for the following markets:** South Africa, Argentina, Canada, Chile, the Russian Federation, Hong Kong, Israel, Japan, Mexico, Paraguay, the European Union, and Uruguay.
- **Qualification to store frozen poultry** destined for Mexico and poultry and pork exported to Chile.



**IMS Guidelines**

Portonave directs its efforts to meet the following guidelines:



Eliminate hazards and reduce risks, especially those related to cargo handling and storage and the maintenance of goods in order to provide safe and healthy working conditions to **PREVENT OCCUPATIONAL INJURIES AND DISEASES.**



**CONTINUOUSLY IMPROVE** its processes and the performance of the Integrated Management System.



Manage business in a **SUSTAINABLE** manner while considering economic, social and environmental factors, seeking to meet the needs of current and future generations, as established in the Sustainability Policy



Promote the **CONSULTATION AND PARTICIPATION** of professionals and – when applicable – their representatives in matters related to the Occupational Health and Safety Management System.



Seek **CLIENT SATISFACTION** by meeting all requirements within the agreed terms.



Ensure **COMPLIANCE WITH LEGISLATION** and apply all such legislation to the Integrated Management System.



Manage its environmental aspects and impacts, focusing on the management of waste and hazardous cargo **TO PREVENT POLLUTION AND PROTECT THE ENVIRONMENT.**



Conduct the business **HONESTLY AND ETHICALLY** as set out in the Anti-Bribery Policy and Code of Conduct.



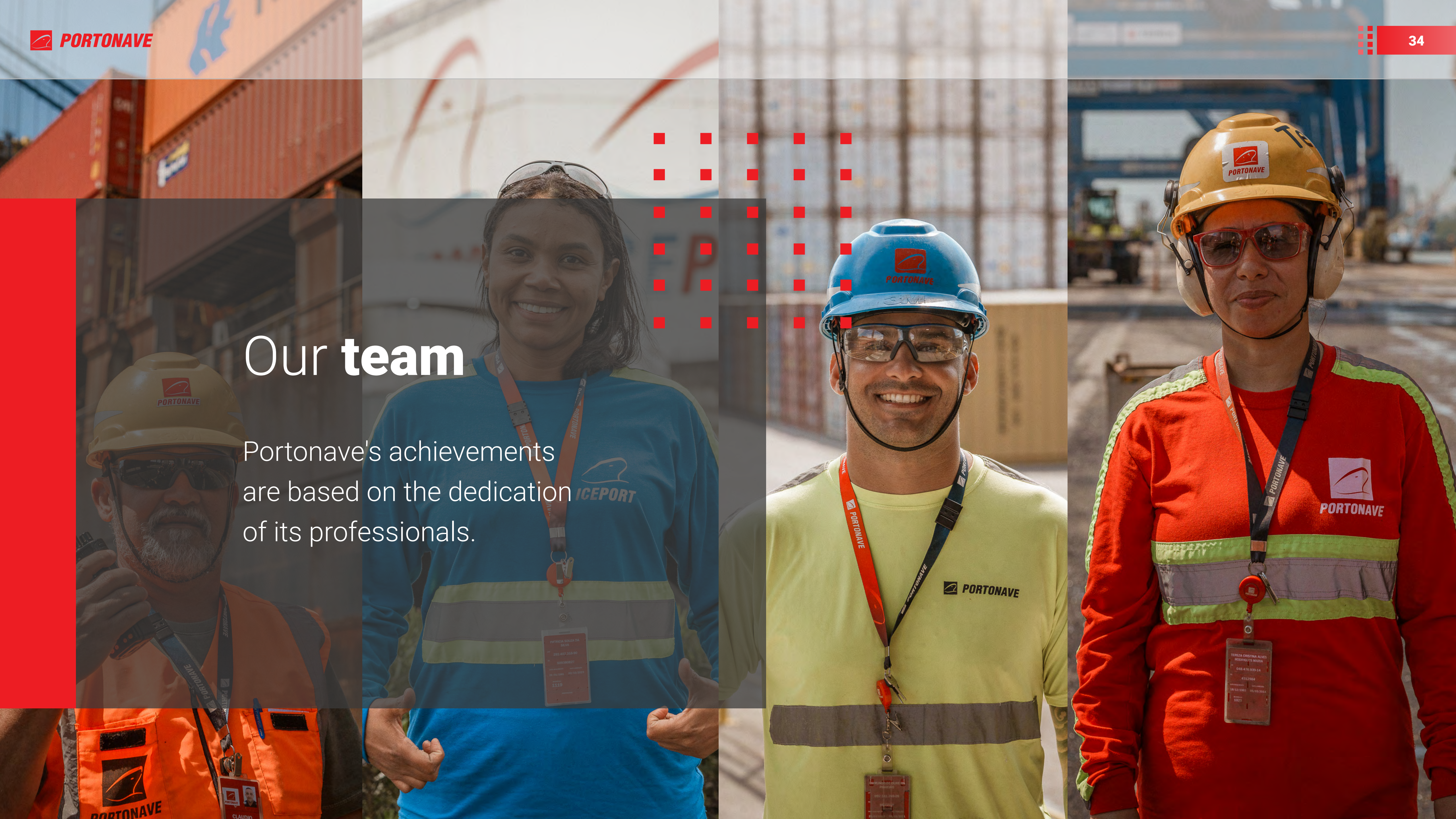
Ensure its professionals the necessary skills and communications related to the Food Safety Management System in order to **PREVENT CONTAMINATION AND ENSURE FOOD SAFE FOR CONSUMPTION.**





# Our team

Portonave's achievements are based on the dedication of its professionals.





# Professional profile of employees

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

Portonave's recognition in the port sector, both for operational excellence and commitment to sustainability, is thanks to the dedication of a very special group of stakeholders: its team of professionals. At the end of 2023, there were 1,108<sup>4</sup> people – an increase of 10% compared to the previous year, generated, especially, by the increase in operations.

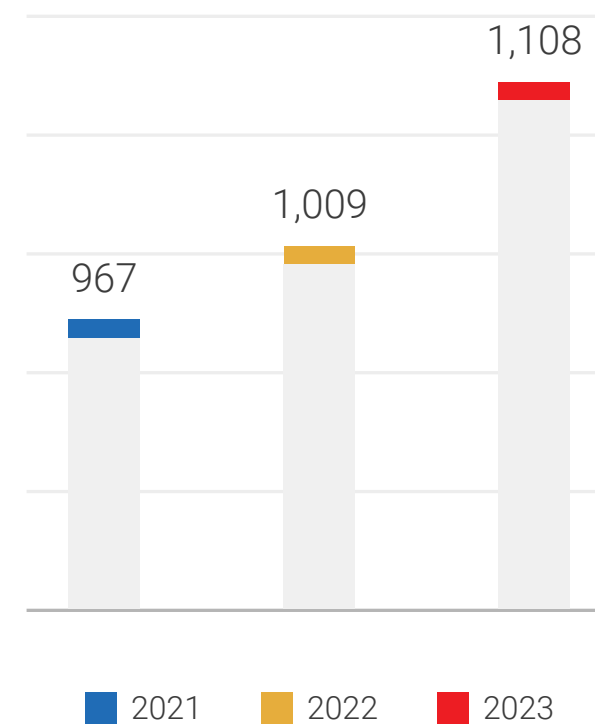
**The significant opening of new jobs has consolidated the Company as one of the largest employers in Navegantes (SC), where 65% of the workforce resides.** The others reside distributed among nearby municipalities, which reinforces the positive impact of the Terminal on the socioeconomic development of the region.

Of the full-time professional employees, six were temporary workers, 20 interns, one trainee<sup>5</sup>, and 253, outsourced contractors.

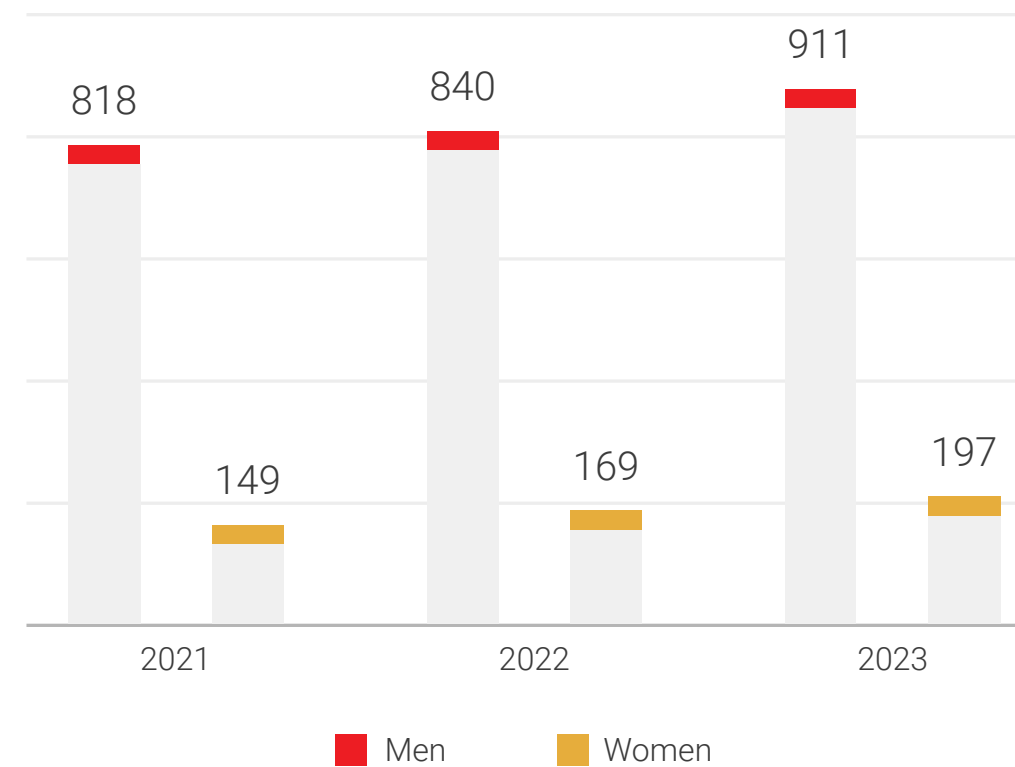
<sup>4</sup> 100% of whom are covered by collective bargaining agreements. Of the total staff, 15 worked part-time.

<sup>5</sup> Data from 12/31/2023, a period when the Program was not in effect. During 2023, 65 youths completed the Youth Apprentice Program.

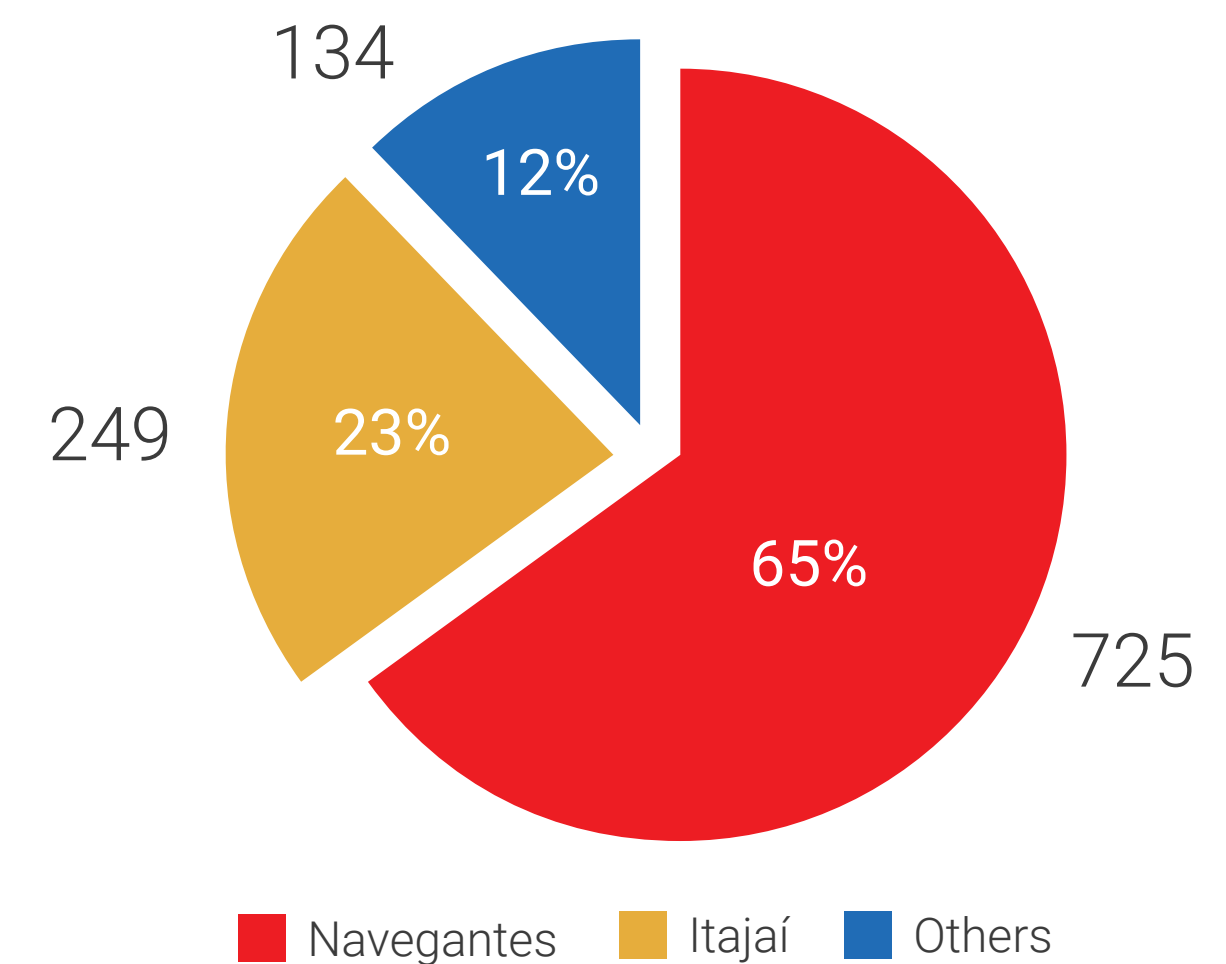
Total professionals



Number of professionals by gender



Distribution of professionals by city of domicile



Increase in professionals compared to 2022

8%

Men

16%

Women



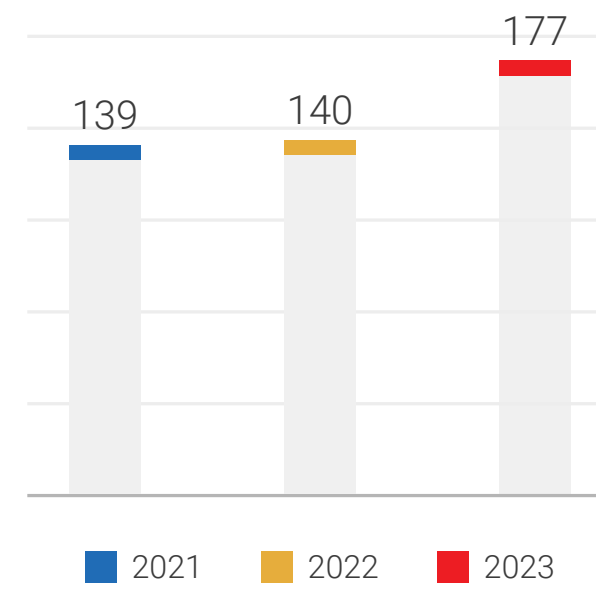
## Admissions and dismissals

In 2023, the number of admissions was about twice as high as dismissals at Portonave - 1776 against 78, respectively. Thus, the Company recorded the third consecutive year with a decrease in the turnover of its professionals - which went from 1.06 in 2021 to 1.00 in 2023.

Another highlight of the period was the increase in the admission rate<sup>6</sup> of women, which reached 21% - previously 16%, considering the total number of people hired, a result of the Diversity & Inclusion initiatives undertaken by Portonave with a focus on gender equity - check more on [page 41](#).

<sup>6</sup> Of the total number of admissions, 77% resided in Navegantes (SC).

### Admissions



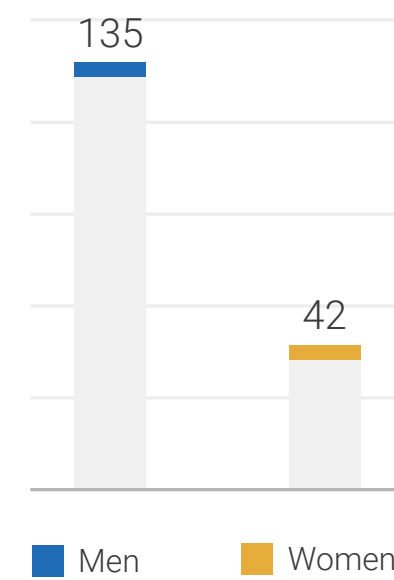
### Admissions according to gender and age group

	Men	Women
Up to 29 years old	56	20
Between 30 and 50 years old	71	21
Over 50 years old	8	1
<b>Total</b>	<b>135</b>	<b>42</b>

### Admission rate by gender and age group\*

	Men	Women
Up to 29 years old	29.2%	23.8%
Between 30 and 50 years old	10.8%	19.4%
Over 50 years old	13.6%	20.0%

### Admissions by gender



### Admission rate by gender\*

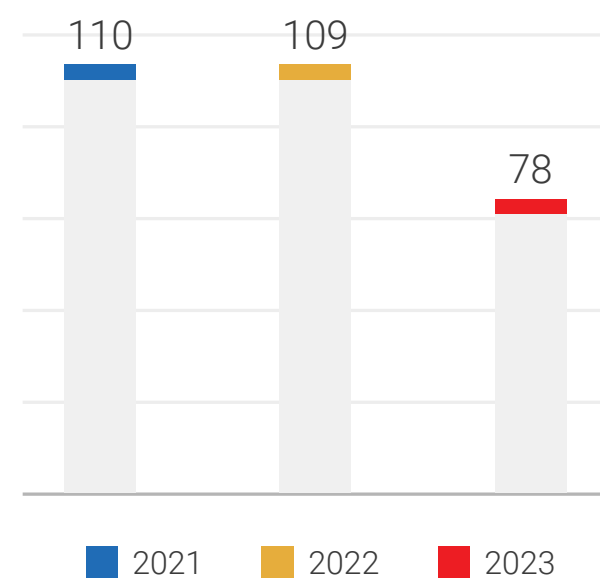
Men	Women	Average
14.8%	21.3%	16.0%

\* Calculation formula: number of admissions / total number of professionals in each classification.





### Dismissals



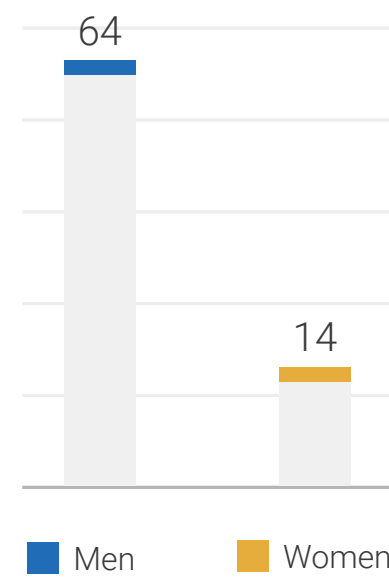
### Dismissals by gender and age group

	Men	Women
Up to 29 years old	17	5
Between 30 and 50 years old	41	9
Over 50 years old	6	0
<b>Total</b>	<b>64</b>	<b>14</b>

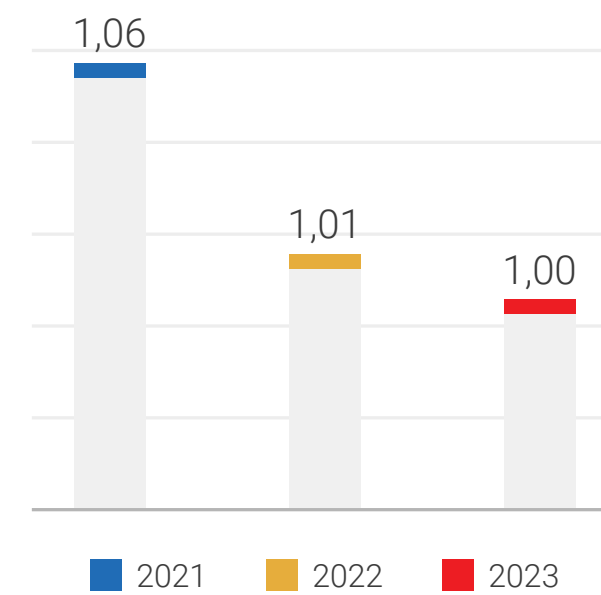
### Dismissals by gender and age group\*

	Men	Women
Up to 29 years old	8.9%	6.0%
Between 30 and 50 years old	6.2%	8.3%
Over 50 years old	10.2%	0.0%

### Dismissals by gender



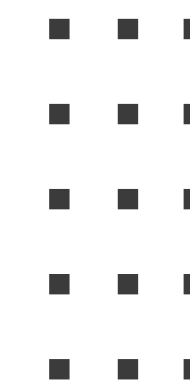
### The evolvement of the turnover rate



### Dismissal rate by gender\*

Men	Women	Average
6.6%	6.6%	6.6%

\* Number of dismissed professionals/total number of professionals in each classification.





## Remuneration and benefits

As one of the main employers in the region, Portonave practices a salary policy compatible with the local labor market, as well as with the sector in which it operates. In addition to the fixed remuneration established in fair standards, it seeks to offer contractors 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.



### Main benefits:



Health and dental plan



Supplementary pension plan, with the Company's counterpart



Profit and income sharing



Life insurance, including disability/invalidity coverage.



Special conditions for maternity leave and paternity leave Empresa Cidadã (Cidadã Company).



Free meals at the Company restaurant.



Food allowance



Education subsidy – 80% from elementary school to graduate school, including vocational courses and language learning programs.



Running teams



Labor gymnastics



Car parking



Wellness program (physical and mental).

## The Maternity Support Program receives international recognition

The Program offers support to the mothers at Portonave, assisting them in reconciling motherhood with work life, and accompanies the return of professionals to the company after maternity leave. Implemented in 2019, the program has already shown great results, with a return rate of maternity leave in 2018 of 62% to 100% in 2021 and 2022. Due to these results, the Terminal won the Maritime Award of the Americas by the Inter-American Ports Commission (CIP) in Honduras in June. In 2023, the rate of return from maternity leave was 90%.





# Diversity, Equity and inclusion

[GRI 405-1]

Respect for all people and the fight against all forms of discrimination are one of the premises of Portonave's culture. **In this sense, 2023 was marked by several actions of the Diversity, Equity and Inclusion program, with a special focus on two underrepresented groups, women and people with disabilities (PWD).**

To strengthen the initiatives that make up the Program, built based on the Diversity Census carried out the previous year, the journey was initiated by knowledge multipliers of the theme: managers from all departments, together with the Communication and Human Resources teams. Subsequently, awareness was extended to other professionals, through actions focused on awareness and engagement, among which the following stand out:

- **Conversation Circles:** at Women's Week, in March, one of the actions carried out by Portonave was the promotion of a space for dialogue on gender equity. At the event, the professionals had the opportunity to speak on the challenges to be faced in order to achieve the fifth Sustainable Development Goal of the 2030 Agenda (Gender Equality), within and outside the workplace.
- **August Lilac:** the fight against violence against women was the subject of an action carried out in partnership with the company ENGIE Brasil Energia, through the Good Partnerships Program, within the scope of the Women of Our Neighborhood Program. The co-founder and general superintendent of the Maria da Penha Institute, Conceição de Maria, conducted a lecture on the various types of violence suffered by women – physical, moral, patrimonial, psychological and sexual, and how to deal with them.





- **Men's Talk:** conversation circles aimed at male professionals, through the Catarina Network Program for the Prevention of Domestic Violence, led by Military Police Lieutenant Victor Campos de Oliveira, responsible for the Resocialization Program for former convicts in the city. Among the topics addressed, the types of domestic violence provided for in the Maria da Penha law and preventive and repressive actions of the Military Police of Santa Catarina (PMSC) within the Catarina Network Program stood out.

- **Special lectures:** Mother's and Father's Day was highlighted by agendas that reinforced the role of parental figures in their careers and raising children. One of the main topics covered in the lectures was sustainable paternal and maternal coexistence in the family environment, strengthening bonds so that fathers and mothers increasingly take on roles and responsibilities with a focus on equity.

As a result of the Diversity, Equity and Inclusion program, in addition to the increase in the hiring of women, the Company recorded an increase in the number of women in leadership positions. In all, at the end of 2023, there were eight managing positions, three managers and five supervisors – one of them in the area of Civil Maintenance, which is predominately performed by men.

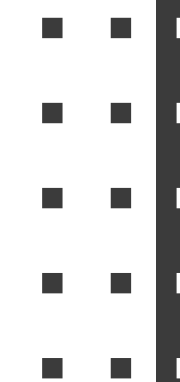
Another highlight project of the year was the second edition of Porto Para Elas, this time dedicated exclusively to black women. As a result of the partnership between the Portonave Institute and the Agbara Fund – a philanthropic fund for black women – the program had professional instructors from Portonave, as well as other companies in the region – all also black or brown – and provided training for 30 women to enter the labor market. Thus, it constituted as an affirmative action aimed at intersectionality.

## Opportunity for youths

The Young Apprentice Program is one of Portonave's most socially impactful initiatives. It is offered to high school students from public schools in Navegantes or teenagers of Terminal employees, who are between 16 and 18 years old and have a per capita family income of less than one minimum wage.

Hired as apprentices, about 50 youths participated in the Program, through courses developed by the National Commercial Learning Service and the National Industrial Learning Service, both partners of the Company.

The apprentices of the Program are joined by the Company's interns, who have the opportunity to acquire professional experience in different areas of the Terminal, based on activities developed in partnership with the Euvaldo Lodi Institute.





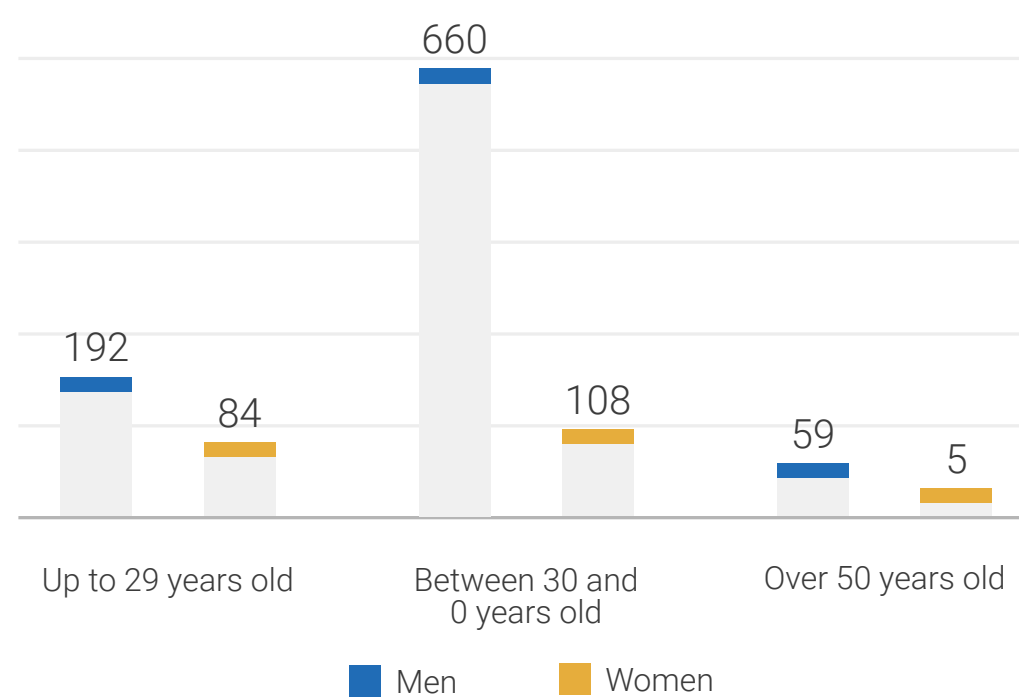
### Number of professionals per job category

Professional category	Men	Women	Total
Superintendent-Director	2	0	2
Project Board	1	0	1
Management	12	3	15
Supervision	22	5	27
Team	874	189	1,063

### Professionals by gender and education

Education Level	Men	Women	Total
Incomplete basic education	8	0	8
Complete basic education	13	0	13
Incomplete high school	5	0	5
High school graduates	417	34	451
Incomplete higher education	210	49	259
Complete higher education	182	63	245
Postgraduate and Master's Degree	76	51	127

### Number of professionals by gender and age group



### Number of people with disabilities

2021	35
2022	42
2023	47





# Professional development

[GRI 3-3; 404-1]

Portonave maintains development actions aimed at all professional categories in its workforce in order to offer opportunities for continuous learning to people, while ensuring, through knowledge multiplication, the conditions for continuous improvement of operational and administrative processes. In 2023, there were 104,179 hours of training, an increase of 10% compared to 2022.

As part of the specific technical development for the business, 11 professionals from Portonave participated in courses administered by Antwerp/Flanders Port Training Centre (APEC) in Antwerp, an international training and reference of the port sector. Such courses enable the expansion of knowledge regarding Port Logistics, Port Management and Strategic Planning, and Container Terminal Management, among other subjects. In addition, ten managers had the opportunity to participate in the Leader of the Future training program, an immersion course designed for leadership development.

In all, seven programs or educational courses were offered with a focus on skills development, as shown on the interactive page to the side.

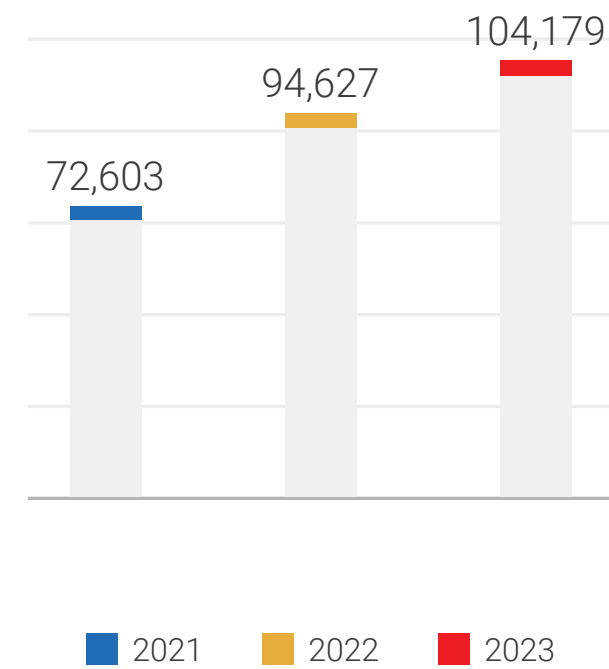
- ■ ■ Throughout the year, about
- ■ ■ **104,200 hours of training** were
- ■ ■ conducted, an increase of 10%
- ■ ■ compared to 2022.



Click to learn more about the programs and training programs carried out in 2023.



**Total number of training hours\***



**Average number of training hours by gender and professional category**

Professional category	Men	Women
Superintendent-Director	52:00	00:00
Management	100:58	124:00
Supervision	105:14	164:60
Team	59:86	62:29
Trainees/Interns	1,613:00	1,852:27

**Organizational environment**

In order to monitor the climate and promote actions to engage and strengthen culture, Portonave traditionally applies organizational environment research methodologies. In 2023, after a few years using the Pulses methodology, the Com-

pany resumed participation in the Great Place to Work (GPTW) survey, in which it obtained the highest rating in its history: 84, certifying it as one of the best companies to work.



\*In the total number of hours, those dedicated to interns and trainees are included.



# Occupational health and safety

[GRI 3-3; 403-1; 403-2; 403-3; 403-4; 403-5; 403-6; 403-7; 403-9]

Ensuring the health and safety of people is a transversal commitment of Portonave, which is constantly cultivated by leaders and strengthened in all practices, always under the guidance of the technical teams responsible for this theme. **The safety culture, shared among all professionals, is based on the constant and unfaltering attention to the risks inherent in port activity, duly monitored to prevent, control, and reduce accidents, incidents, and occupational diseases.**

The ISO 45001 certification, held since 2019, which establishes occupational health and safety procedures and indicators, attests to this safety culture, including through compliance verification audits.

Compliance with the certification requirements is monitored by the Integrated Management System (IMS), and the Company maintains a governance structure that in 2023 included an Occupational Health and Safety Council (OHSC). **Implemented within the scope of the Vidas Program (learn more [here](#)) and presided over by one of the directors, the OHSC is formed by professionals from dif-**

## ferent areas of the Company, Departmental Committees, and Working Groups specific to the priority topics.

In addition, multidisciplinary groups work on topics related to health and safety, such as:

- **Internal Commission for the Prevention of Accidents and Harassment:** composed of representatives from different areas of the Company, CIPA collaborates with the development of preventive actions and the dissemination of lessons learned from recorded cases. Since December 2022, after the publication of the Regulatory Standard – RS 5 by the Ministry of Labor and Employment, CIPA has been called the Internal Commission for the Prevention of Accidents and Harassment, thus adding initiatives in its attributions to prevent sexual and moral harassment and any other type of violence.
- **Customs Committee:** addresses in a timely manner issues related to security that impact the logistics of the Terminal. It is made up of members of the security team and other key professionals for operations.

- **Auditory Conservation Program Committee:** formed by members of the Occupational Health and Safety team to analyze the results of audiometric evaluations, seeking improvements related to the hearing conservation of professionals.
- **Behavioral Observation Working Group:** observes behaviors and attitudes that present potential risk of accidents, and acts in the protection and prevention of teams with awareness dialogues.
- **IMO Working Group:** safety and environmental professionals participate to address the requirements of the Company's management of hazardous products.
- **Safety Culture Program Working Group:** of a multidisciplinary nature, it proposes and performs activities designed to strengthen the safety culture throughout the Terminal.



## Fire Brigade

Portonave maintains an experienced and specialized team in its Emergency Brigade. Provided for by Regulatory Standard (RS) 23 and Normative Instruction (NI) 28 of the Military Fire Department of Santa Catarina, the Brigade is composed of professionals trained annually, focusing on the preservation of the lives and assets of the Terminal.



## Monitoring and reporting

As a way to engage and involve professionals in health and safety prevention and care, Portonave offers several means for everyone to report the risks and dangers related to work activities, whether in meetings, communicating with the safety team, or through the Improvement Observation Card. All professionals, since their integration into the Company, are instructed to follow safety standards, which include the right to refuse to perform any work that makes them feel unsafe.

**For the investigation of accidents and identification of the root cause, Portonave has an internal system that provides for the establishment of investigation committees. An assessment of the severity and potential of the occurrence is carried out to define the level of investigation required and its classification.** The Terminal maintains several health and safety programs to manage the risk of its activities (PGR, PCA, PPR, AET, AEP). The identification and management of the programs result in actions to eliminate and reduce existing risks in the operations.

Throughout 2023, Portonave recorded 43 occupational accidents, the majority of which occurred while commuting, an increase of 40% compared to the previous year, expanding the increase recorded since 2021 – the year of the lowest historical level of this indicator, reflecting the Covid-19 pandemic, which reduced the movement of people in the Terminal and on the access roads, reducing exposure to risk. In order to reverse this upward trend, the Company intensified security measures, especially those dedicated to raising awareness on the subject – learn more [here](#).

All professionals, since their initial integration into the Company, are instructed to follow the safety standards.



### Occupational Safety Indicators

Indicator	2021	2022	2023
Number of hours worked	2,032,892.9	2,152,189.7	2,387,679.3
Number of fatal accidents (deaths)	0	0	0
Number of accidents with serious consequences (except deaths)	3	1	1
Total number of accidents (typical and commuting)	12	29	43
Number of near accidents	14	3	7
Number of days lost	28	588	748

### At-work accidents with mandatory reporting

Accident	With leave	Without leave	Total
Number of work-related accidents (typical)	11	11	22
Number of commuting accidents	16	5	21

### Frequency and severity rates

Indicator	2021	2022	2023
Frequency rate (FR) of company employees	1.5	3.3	4.6
Severity Rate (SR) of company employees	13.8	1,026.9*	313.3

\* In 2022, one workplace accident was recorded, which caused unilateral loss of vision, requiring a prolonged leave period, increasing the severity rate

### Safety culture

During 2023, Portonave strengthened the safety culture with the launch of the Vidas Program. The objective is to continuously sensitize the operational and administrative teams on the subject in order to increase the sense of responsibility regarding individual and collective physical and emotional integrity. The Program trained managers, leaders, strategic professionals, and those most exposed to risks. The training addressed topics such as effective safety management, incident investigation and task safety analysis. Throughout the year, the Company carried out over 60 training modules related to this theme, which totaled about 40 thousand hours of training.

### Continuous training

66

OSH trainings carried out

40 k

hours of training



## Vidas Program

As an offshoot of the safety culture, in September 2023 the “Vidas Program: a movement for what matters most” was launched. With the purpose of encouraging everyone's participation and understanding of each other's responsibilities regarding accident prevention, the Program integrates a series of initiatives focused on prevention, based on the following principles:

- **All accidents can and should be avoided;**
- **Integration and involvement of professionals is fundamental;**
- **All leaders are responsible for incident prevention;**
- **Training is a key component of loss prevention;**
- **Exposure to risk must be controlled;**
- **Behavioral and systems audits must be carried out;**
- **Flaws and deficiencies must be corrected promptly;**
- **Safety is a condition of employment.**

The launch of the Program took place during the Internal Week for the Prevention of Accidents at Work (SIPAT 2023). With the theme “There is always someone waiting for you”, the event was held between September 18 and 22 and engaged professionals and their families, who gave testimonials to remind everyone about the importance and need for the correct use of Personal Protective Equipment.

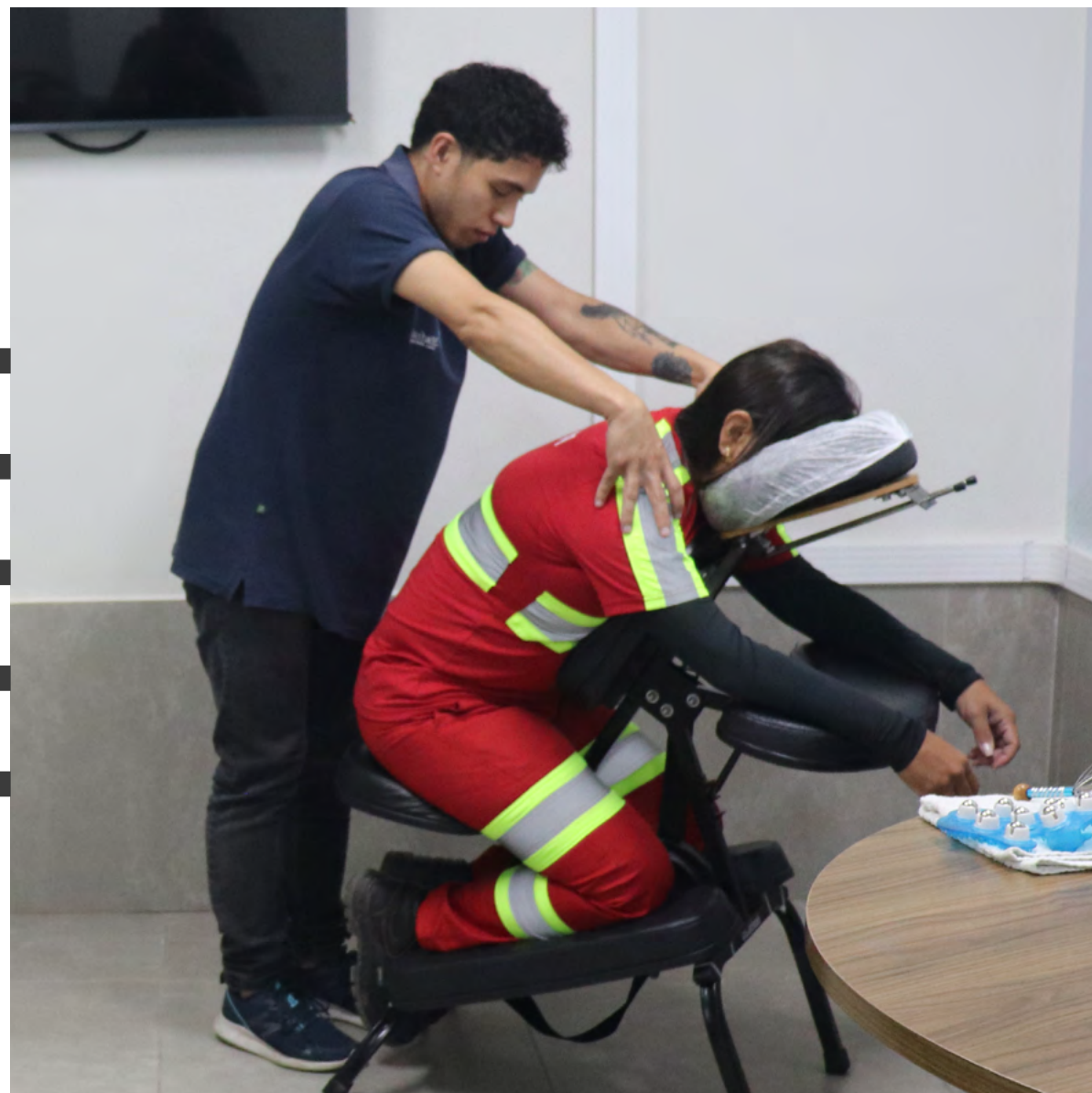


To mark the protagonism of professionals in the Vidas Program, in November a cinema was produced at Portonave, with the screening of the film "Lives: a movement for what matters most". In the short film, senior welder Jotaci da Silva, who has been working for the Company for 8 years, appears with his wife and daughters in scenes that illustrate the value of his safety for the family waiting for him at home.



## Promotion of Health

Portonave encourages and incentivizes its professionals to continuously care for individual and collective health. In addition to offering medical and dental care plans, which are extended to family members, the Company promotes initiatives focused on prevention and quality of life, conducted by a dedicated multidisciplinary team, which was expanded throughout 2023.



## Health campaigns and initiatives:

- **White January** – Mental Health Care.
- **April** – Health Week dedicated to professionals.
- **Yellow September** – Traffic Accident Prevention.
- **Pink October** – Fighting Breast Cancer.
- **Blue November** – Fighting Prostate Cancer.
- **Red December** – The fight against AIDS.
- **Flu Vaccination** – Vaccine application, free of charge, at the Terminal.
- **Program for the Prevention of Alcoholism and Drug use.**
- **Sports consulting** – Running and walking groups guided by specialized professionals.



Another important action of 2023 was the training on mental health prevention and care, dedicated especially to managers, as part of the preparatory cycle for the Mental Health Program initiatives, which will commence in a structured way in 2024.



# Social impact

Connect local socio-environmental demands to global sustainability challenges.

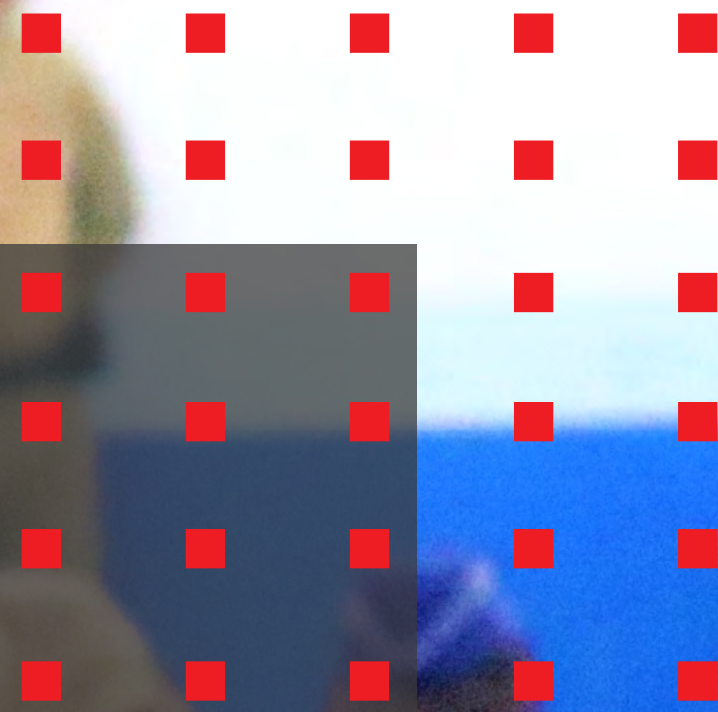


Realização:  
POLÍCIA MILITAR  
SANTA CATARINA  
25º BPM/NAVEGANTES-SC

Patrocínio:



**PORTONAVE**





# Social Action

[GRI 3-3; 413-1]

**Portonave is committed to boosting prosperity and thus contributing effectively to the sustainable development of the region, especially the municipality of Navegantes (SC).** According to data from the City Hall, the Terminal's participation in the collection of the Tax on Services of Any Kind composes 40% of the total.

According to the Brazilian Institute of Geography and Statistics (Instituto Brasileiro de Geografia e Estatística - IBGE)<sup>7</sup>, the Gross Domestic Product (GDP) of Navegantes (SC) rose 10 positions in the ranking of Santa Catarina between 2010 and 2020, an impact also perceived in GDP per capita that increased 40% in the same period. As a result of this growth, in 2023 Navegantes was among the 15 largest economies in the state.

Based on this commitment, in 2023 the Company updated its Private Social Investment Policy. Based on the socioeconomic

context of the community in which it operates, as well as the potential for long-term value creation, the company establishes the following priority axes of action for corporate social responsibility:

- Education;
- Reducing inequalities;
- Health;
- Environmental Conservation;
- Culture.

For the effective application of the Policy, Portonave shares responsibility for sustainable development with society as a whole and remains open to structuring, enabling and participating in partnerships focused on fostering prosperity through initiatives with a positive socio-environmental impact. In this sense, **it attributes**

**a fundamental role to the Portonave Institute, a non-profit entity that conducts the selection and monitoring of projects and socio-environmental actions aimed at the community** – learn more on the next page. Altogether, in 2023, the Company invested about R\$ 5.9 million in initiatives of this nature. This value is 48% higher than that contributed in 2022, with emphasis on company resources, which grew 87% and complemented the incentives through tax waiver mechanisms.

■ ■ ■ **In 2023, Portonave invested approximately R\$ 5.9 million in socio-environmental projects.**

<sup>7</sup> Data issued by IBGE in 2021





**Social impact 2023**

**R\$ 1 million**

**Company** resources

**R\$ 4.9 million**

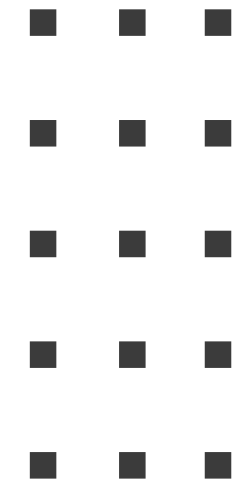
**Incentive** funds

**40**

**Social** projects supported

**≈ 172 k**

**People** benefited



**Portonave Institute**

Connecting local socio-environmental demands to global sustainability challenges in order to overcome them is an effort that has been carried out by Portonave Institute of Social Responsibility since the entity was created in 2014. In 2023, this work was intensified with the strategic repositioning of the Institute, in line with the 2030 Agenda for the achievement of the Sustainable Development Goals, of the UN Global Compact, to which the Company became a signatory in the same year.

Based on an in-depth study on the progress of the city of Navegantes (SC) towards sustainable development, the main causes in which the Institute could engage to increase the positive impact on the community were identified. All these causes led to an agenda focused on reducing social inequalities, with a proposal for priority actions in three strategic axes, as shown in the infographic on the next page.



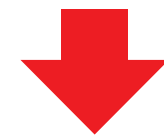


## Axis of action of the Portonave Institute

### Socioeconomic inclusion

#### Priority Causes

- Fighting discrimination
- Employment and income generation
- Creating opportunities for youths



#### Derived Causes

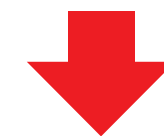
- Universalized access to health
- Fighting hunger and poverty
- Supporting entrepreneurship
- Development of inclusive local chains



### Education & Culture

#### Priority Causes

- Improving the quality of education offered to children and youths
- Vocational training
- Access to Culture



#### Derived Causes

- Encouraging lifelong learning
  - Digital inclusion
- Encouraging sports education
- Environmental and climate education
- Promoting inclusive citizen awareness



### Community engagement

#### Priority Causes

- Promoting volunteering efforts and programs
- Encouragement of community dialogue
- Promoting community well-being



#### Derived Causes

- Articulation for sustainability
- Humanitarian/solidarity actions
- Support in coping with extreme weather phenomena
- Improving the environmental quality of the territory
  - Supporting local governance





## Supported projects 2023

### Education and culture

#### PROERD (Educational Program for Anti-Drugs and Violence)

In partnership with the 25th Military Police Battalion of Navegantes, Portonave supported the Educational Program for Anti-Drugs and Violence (Proerd) developed in schools in the municipality for 5th-grade students from the municipal, state and private schools, with the objective of raising awareness about the risks of the use of licit and illicit substances and providing guidance on the impacts of chemical dependency on the family and society. In 2023, Portonave allocated R\$ 70,000 to the program, which served 1,600 children and registered an increase of 7.5% in student participation compared to the previous year.

#### Onda do Bem (Wave of Wellness)

In order to contribute to access to inclusive and quality education, the Portonave Institute started a partnership with the Rosa Maria Xavier de Araújo Municipal School, located in Navegantes. The project aims to support the educational institution to provide a safe learning environment. The first action was dedicated to 40 teachers of the School, who reflected on self-knowledge, team development, sense of community, and pedagogical vocation, among other topics. The event aimed to support educators so that their potential for multiplication and social impact is increasingly expanded. R\$ 11,700 was invested for the event to take place and had the voluntary support of the Social Seal Institute in conducting the training.





**Estudante Cidadão (Citizen Student)**

Sharing knowledge and positive experiences with children from socially vulnerable communities and familiarizing them with the Military Police is the main objective of the project. The initiative also brings additional knowledge about healthy activities, anti-violence, and encouraging academic study, as a way of offering guidance and support in the training of youths and adolescents. In 2023, Portonave allocated R\$ 28,900 to the program through direct resources and the activities benefited 270 children from the municipal schools of Navegantes, an increase in participation of more than 65% compared to 2022.

**Golfinho (Dolphin)**

The initiative provides awareness and prevention of the dangers of aquatic environments, with playful guidelines for the safe use of beaches, rivers, lagoons and swimming pools. Carried out by the Military Fire Department of Santa Catarina with support from the Portonave Institute, in 2023 the Project received an investment of R\$ 24,900 and has served 640 children between 7 and 11 years old.

**Brigada Mirim (Kid Brigade)**

Carried out in partnership with the Military Police of Santa Catarina, the Department of Animal Assistance and Welfare, and the Military Fire Department of Navegantes. The program was developed for the children of Portonave professionals, which attended 43 children and adolescents between 7 and 14 years old, who learned about first aid, firefighting, and environmental conservation. They also participate in lectures on traffic guidance, the prevention of drug and alcohol use, and caring for animals.

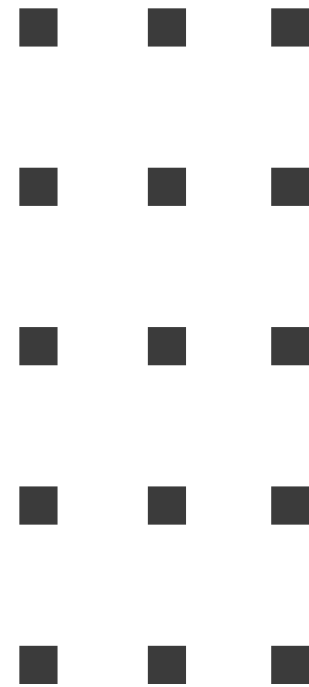




**Pequenos Pintores On-line  
(Small Painters Online)**

Held in 2023, through the Federal Law of Incentive to Culture, with a contribution of R\$ 155,000\*, the project benefited 360 children from six schools in the municipality of Navegantes (SC) who received furniture items and each a collection of 30 children's literary works, five of which in Braille, along with 60 kits containing pedagogical support materials for painting workshops.

\* Contributions made in 2022 for carrying out activities in 2023.



**Ribeira Cultura (Ribeira Culture)**

The project, carried out via the Cultural Incentive Law, was specially developed for the local public of the riverside areas of the Itajaí-Açu River, particularly in the São Pedro neighborhood in Navegantes (SC), and aims to value the customs and cultural habits of the residents of these areas through storytelling, theatrical presentations, a photography learning course, artistic painting, and capoeira sessions. The initiative received investment from Portonave in the amount of R\$ 97.8 thousand to carry out the activities, and directly reached 1,741 people.

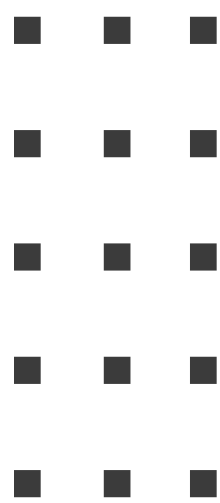
**Raízes do Pontal (Pontal Roots)**

Supported by the Company, the project will offer activities that promote socio-cultural impact at Ponto de Cultura space, a cultural center located in the most traditional riverside community of Navegantes in the São Pedro neighborhood. Through dance workshops, theater classes and a sign language course, it will explore and preserve the origin and roots of the local riverside culture. With the contribution of R\$ 50,000\* (via the Culture Incentive Law), it aims to serve 675 people, primarily public school students, socially vulnerable communities, as well as minority groups such as black people, the elderly, and the LGBTQIAP+ community.

\* Contributions made in 2023 for activities set for 2024.







**Cultural concerts in schools**

To expand knowledge about classical and instrumental music, the project will hold concerts in the local schools of Navegantes for students, teachers, parents, and staff. In 2023, Portonave allocated R\$ 40,000\* through the Culture Incentive Law to hold musical concerts. The Company's partnership with the project began in 2017, and approximately 7,600 people from 11 schools in the municipality have since participated in the presentations.

**Culture Incentive**

With the objective of stimulating the development of projects that generate positive impacts on the regions surrounding Portonave, the program aims to train 200 people for the development, execution, financing, and accountability of cultural projects, specifically for projects that seek resources from incentive laws. Copies of the Rouanet Law Booklet and the Federal Government's Culture Incentive Program will also be distributed. To carry out the program, R\$ 33,000\* was allocated through incentive funds (Culture Incentive Law).

\* Contributions made in 2023 for activities set for 2024.

**Cultural Workshops at Beto Carrero Institute**

The Circus Arts School project developed by the Beto Carrero Institute offers free performance arts classes, primarily for children in the public school system. The contribution of R\$ 25,000\* (made via the Culture Incentive Law) has enabled the training of 200 students who, after completing the course, will be able to perform free circus arts shows.

**Itá Culture Center**

Portonave supports the community project of the Culture Center of Itá, a city in Santa Catarina with approximately six thousand inhabitants, which provides, among other investments, the assembly of a cinema theater with a seating capacity of 352 people. The project aims to expand access to culture and has received a contribution from the Terminal, via the Culture Incentive Law, in the amount of R\$ 100,000, in partnership with ENGIE Brasil Energia. Through the Partnerships for Good Program, the two companies reinforce their partnership in projects and actions that seek to contribute to the socioeconomic development of the regions in which they are located.



## Socioeconomic inclusion

### Porto Para Elas (Port for Women)

In its second edition, the program promoted by the Portonave Institute offered an opportunity for 30 students – black or brown women – to enter the labor market and be introduced to the port sector. The team of teachers and instructors was composed of only black people, including black or brown volunteer professionals from Portonave Institute.

In this edition, Porto para Elas was developed by the Agbara Fund – an organization with vast expertise in racial equity actions – with the integration of initiatives by the Company's Diversity, Equity and Inclusion Program. To carry out the program, R\$ 111.5 thousand (company resources) was invested. Learn more in [Chapter 4](#) – Our Team.

### Mulheres do Nosso Bairro (Women of Our Neighborhood)

In partnership with ENGIE Brasil Energia through the Partnerships for Good Program, the Women of Our Neighborhood project – an important initiative focused on gender equi-

ty – arrived in Navegantes in 2022, structured in four fundamental axes: income generation, education, health, and the struggle against domestic violence. Among the highlights is support for women-led ventures (cisgender and transgender included), which includes financial incentives, training in entrepreneurial education, and business management. In 2023, four women from the region were selected – 50% of the vacancies were affirmative for black women. Portonave supported the project with an investment of R\$ 40,000 (direct resource), which will be directed in its entirety for the women selected to use for the structuring or development of their projects.

- ■ ■ In its second edition, the
- ■ ■ Porto Para Elas program
- ■ ■ trained 30 black or brown
- ■ ■ women to work in the port
- ■ ■ sector





### Escola Helen Keller (Helen Keller School)

With a focus on inclusion, the [Helen Keller Guide Dog School](#), which trains kinotherapy dogs – assisting people with a disorder or disability – contributes to promoting the well-being, emotional health, and socialization of people with disorders or disabilities. Among the main initiatives developed is the training of guide dogs for the blind and people with low vision, in addition to supporting families with children who have autism spectrum disorder (ASD) through the donation of companion and emotional-support dogs.

The school also conducts socialization activities with autistic children and family members, focusing on reducing symptoms of anxiety and stress. The Portonave Institute allocated R\$ 15,000 to carry out actions in partnership with the entity.

### Geração Empreendedora (Entrepreneurial Generation)

Carried out by the Federation of Business Associations of Santa Catarina in partnership with the Business Association of Navegantes, with the participation of voluntary multipliers from the Center for Women Entrepreneurs, the program

aims to awaken, stimulate, and guide entrepreneurship and associative culture among high school students from four schools in the city. Portonave supported the training of 30 adolescents. In the end, eight young entrepreneurs completed the training program, encouraging a conscious, proactive, and capable generation to transform the country's socioeconomic scenario. R\$ 8 thousand (direct resources) were allocated to carry out the program in the municipality. In all, the initiative involved over 1,000 high school students from 90 schools in 45 cities of Santa Catarina in 2023.





## The Childhood and Adolescence Fund and the Elderly Fund

Through tax incentives for projects that encourage the protection of children and youths and the social inclusion of people over 60, Portonave allocated R\$ 532,700 to the Childhood and Adolescence Fund and an additional R\$532,700 to the Elderly Fund in 2023.

The projects financed by FIA aim to promote human rights for children and adolescents and the resources are applied exclusively to the region under the supervision of the Municipal Council for the Rights of Children and Adolescents of Navegantes. The funds allocated to the Elderly Fund, in turn, prioritize programs and actions for the elderly, with the objective of ensuring their social rights and creating conditions to promote their autonomy, integration, and effective participation in society, conducted by the Municipal Council of the Elderly of Navegantes.





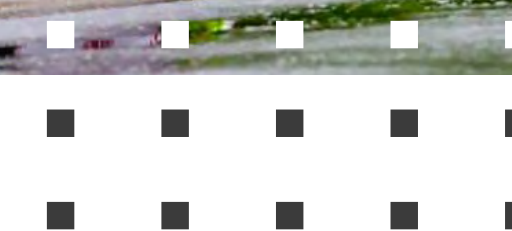
## Health

### Empresa Anjo (Angel Company)

The initiative of the Santa Clara Institute, carried out through the Institutional Development Center of the Children's Hospital Pequeno Anjo de Itajaí (SC), seeks companies in the region to sponsor one day of meals (breakfast, lunch, dinner and snacks) per month, for children, adolescents and their companions hospitalized in the Unified Health System, which represent around 94% of the hospital's care. In 2023, the Portonave Institute expanded its support for the project, allocating its own resources to subsidize three meal days per month, which benefited approximately 16,200 people. The initiative received a donation of R\$ 43,500.

### Corrida dos Anjos – Pernas Solidárias (Angel Run – Solidarity Legs)

In addition to encouraging sports and health care, the Angel Run race is a fundraising initiative for the Pequeno Anjo Hospital that converts the values raised from registrations into equipment to improve the care of children and adolescents in the region. The 2023 edition, held with the support of the Portonave Institute, brought together one thousand people, including 20 athletes who participate in Portonave's running team, and promoted the inclusion of students from the city's Association of Parents and Friends of the Exceptional in the Legs of Solidarity category, where the children participated in the race on tricycles driven by the athletes. To contribute to the initiative, the Institute donated R\$ 10,000 and relied on the NGO Eco Local Brasil to manage the waste generated during the event.





**Women's Network to Fight Breast Cancer**

In October, in addition to raising awareness among its professionals, the Company, through the Portonave Institute, supported the Pink October Campaign of the Women's Network to Fight Breast Cancer in Navegantes. With a resource of R\$ 54,000, 3,000 T-shirts were produced for commercialization by the Network. The funds generated were then allocated to actions that support women with breast cancer in the municipality and their families.



**APAE from São Miguel do Oeste**

The project, located in the city of São Miguel do Oeste (SC), is supported through the National Program to Support the Health Care of People with Disabilities, with a contribution of R\$ 39,200\*, aims to expand the activities of hippotherapy and hydrotherapy as important tools in the qualification and rehabilitation of individuals with motor and cognitive deficits. Investments include the expansion and qualification of differential diagnosis, physiotherapy, speech therapy, and the implementation of new medical care services at (Associação de Pais e Amigos dos Excepcionais - APAE).

- ■ ■
- ■ ■
- ■ ■
- ■ ■
- ■ ■

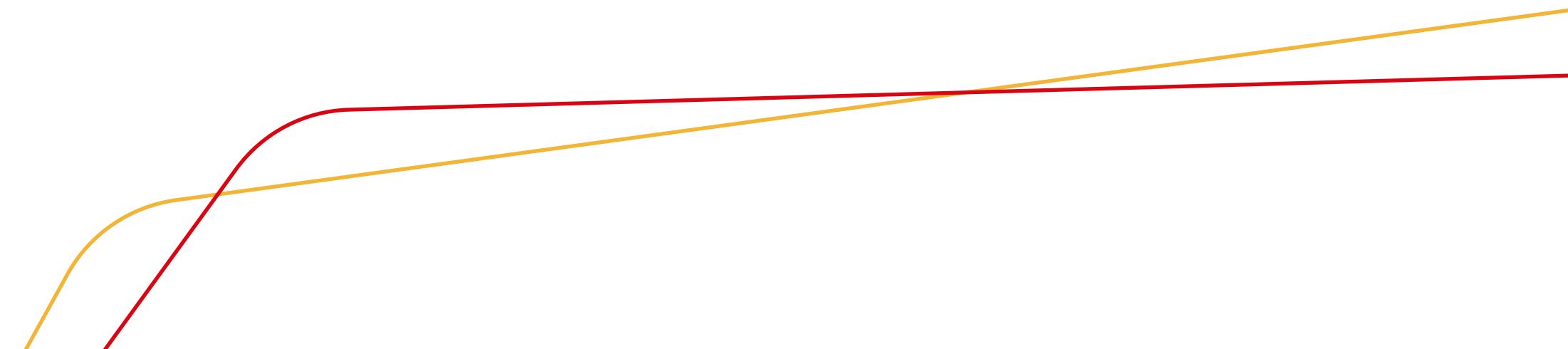
\* Contributions made in 2023 for activities set for 2024

**Otovida Institute**

The Otovida Health and Inclusion of Persons with Hearing Impairment project promotes the recovery of people with hearing impairment and deafness in Santa Catarina through the expansion of diagnostic services, consultations, exams, speech therapy, and sign language teaching. Portonave allocated R\$ 56,000\* via the National Program to Support Health Care for People with Disabilities.

**Foundation for the Study of Liver Diseases**

Portonave's support to this foundation, part of Hospital São Vicente de Curitiba (PR), contributes to expanding access to early diagnosis and treatment with high-resolution exams for cancer patients provided by the Unified Health System. The project is carried out through the National Program to Support Oncological Care and received a contribution of R\$ 95,300\* from the Terminal.





## Sports

### Projeto Nadar (Swimming Project)

Portonave and the Aquatic Center for Athletic and Rehabilitation Development expanded their partnership in 2023 and, in addition to enabling the practice of swimming for children and adolescents in the public school system, the project provides an exclusive class for children with Autism Spectrum Disorder (ASD). A specialized technical team composed of physiologists, nutritionists and teachers consistently monitors the health conditions and physical development of the children. In 2023, 120 children were treated with an investment from the Terminal of R\$ 150,000 (direct resource) and the expectation, based on the new contributions made via the Sports Incentive Law for the Santa Catarina I, Santa Catarina III, and the Novos Céus projects, is to treat another 1,000 people in 2024.

### Santa Catarina I and III Project

To prevent drownings and promote the overall health of children, the Nadar Institute promotes children's physical and phys-

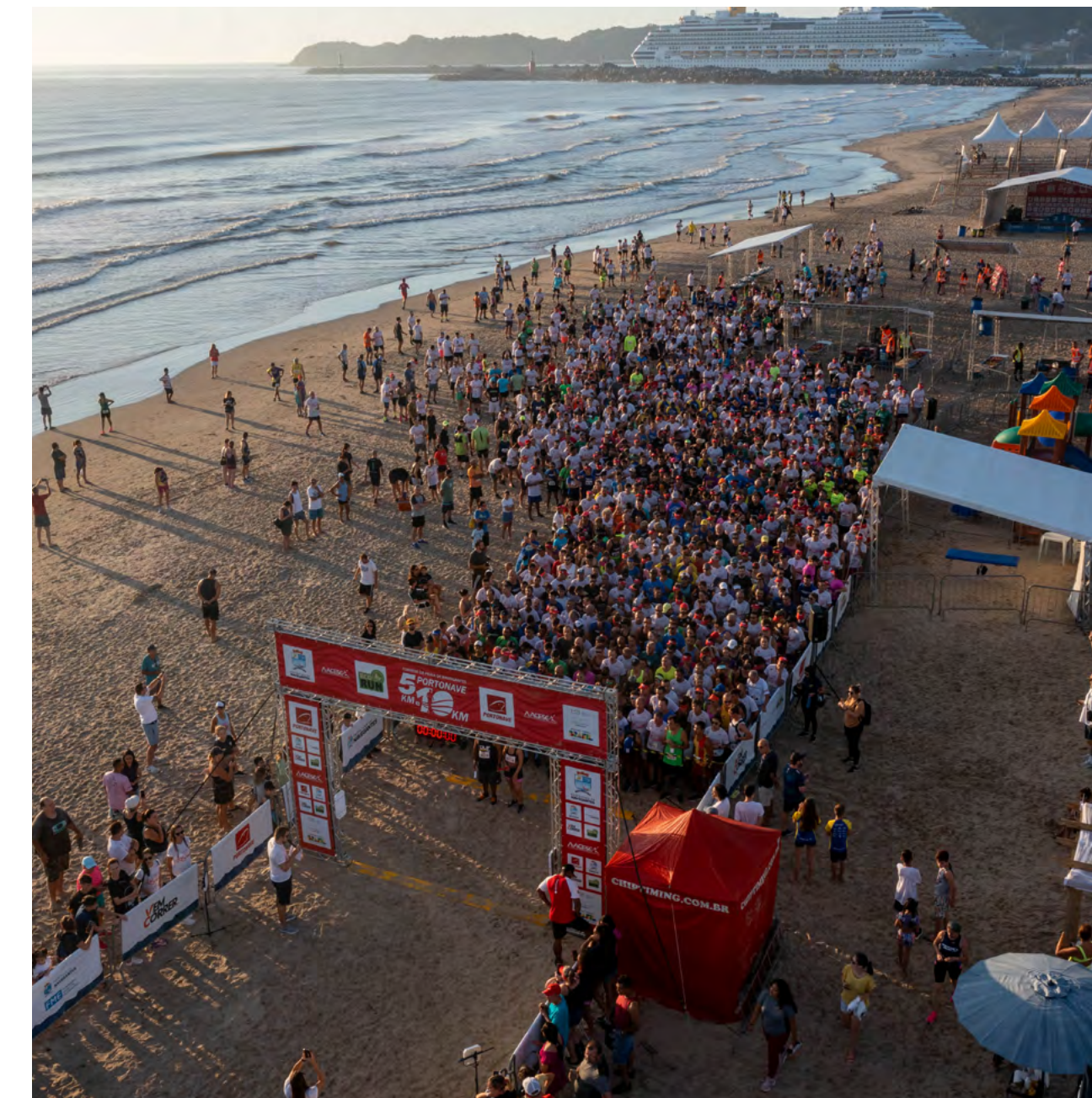
iological development through swimming lessons. Quality of life, health and safety are also some of the benefits offered by the Institute through aquatic activities with children and adolescents who are primarily enrolled in the public school system, in addition to integrating the elderly into physical activity groups with water aerobics classes. The project includes the implementation of a swimming pool to carry out the activities. The initiative, supported by Portonave via the Sports Incentive Law with a contribution of R\$ 791,000\* aims to serve 700 people, including children, adolescents, and the elderly.

### Navegantes Beach Race

The 14<sup>th</sup> edition of the Navegantes Beach Race, held in 2023\*, had twice as many participants compared to the previous year's edition. 2,000 registered in the 5 km and 10 km modalities. The traditional race featured a novelty, the eco-run edition – an ecological race that collected 480 kg of waste. All medals and trophies were produced by Eco Local Brasil from the recycling and reuse

of the waste collected in the 2022 edition. The trophies were made with 160 kg of re-used waste, and the medals with 24 kg of recyclable materials, which corresponds to the recycling of about 12,000 plastic bottle caps. As customary every year, the registrations collected donations of cans and packages of milk powder (186 kg in all), which were sent to Navegantes institutions. For the continuation of the traditional beach race, the Terminal allocated R\$ 236,000\*\* for the 15th edition of the race in 2024, via the Sports Incentive Law.

\* Contributions made in 2023 for activities set for 2024.



\*\* Activities carried out in 2023 with funds raised in 2022

- ■ ■ In the 2023 edition, the Navegantes Beach Race adopted the eco-run modality, collecting 480 kg of waste.





**Novos Cielos (New Cielos)**

This project, carried out by the Cesar Cielo Institute, provides swimming lessons for children and the elderly living in the city of Navegantes (SC) and aims to serve 700 people, starting from 2024. Through specific training programs and all the necessary technical and social support, the project provides opportunities for a better future both in sports and in the professional lives of children and adolescents in the region, providing more quality of life, health, and well-being to students. The Company allocated R\$ 190,000\* to the project, via the Sports Incentive Law.

R\$ 52,000 to the initiative.

**Tropa do Tatame (Tatame Troop)**

Free judo classes, held in the 25th Battalion of the Military Police of Navegantes, in addition to stimulating the practice of physical activity, provided 32 students with lessons on discipline, personal defense techniques, respect, and encouragement to do well at school. Portonave invested R\$ 32,000 (direct resource) for the project that serves children in vulnerable situations in the municipality.

**Judô Cidadão (Citizen Judo)**

With Judo classes for children and adolescents in the municipality of Navegantes, over 120 children participated in the project in 2023, with the support of the Portonave Institute for the participation of athletes in the 5th Brazilian Regional Judo Championship. In support for participation in the competition, the Institute allocated R\$ 2,700 (direct resource).



**Surf Sem Limites – Esporte (Surf with No Limits)**

In 2023, 20 children and adolescents with disabilities participated in playful activities and functional and practical exercises as an introduction to surfing, promoted by Associação Escola de Surf Amigos do Atalaia in partnership with Portonave Institute. Theoretical classes were held at the Association of Parents and Friends of Autistic Persons of Navegantes. The Institute allocated

\* Contributions made in 2023 for activities set for 2024.



## Environmental Education

### Voz dos Oceanos Game (Voice of the Oceans Game)

Raising awareness about the urgent need to preserve the environment, especially the oceans, is the goal of the Voice of the Oceans project, a free educational game that uses technology to navigate in search of solutions for pollution caused by plastic waste. With innovative solutions, the initiative seeks to engage people around the world about the environmental preservation of the planet. The protagonist of the new game is a teenager who, after attending a lecture by the Schurmann Family, decides to do his part in preserving the oceans. With a contribution of R\$ 150,000\* from Portonave, via the Culture Incentive Law, the new version of the game will have educational animations presented by illustrated characters of the Schurmann Family.

### Porto Univali (Univali Port)

In partnership with the University of Itajaí Valley, Univali, environmental education actions were taken to schools in the Municipality of Navegantes (SC). The project, supported by Portonave with a direct resource of R\$ 75,600, also offers the university's infrastructure and a team composed of veterinarians, biologists and oceanographers dedicated to the Marine Animal Stabilization Unit located in Penha (SC) to handle occurrences of marine fauna at Portonave's facilities. Actions were carried out in six schools with the participation of over 800 students.

- ■ ■ In addition to taking care
- ■ ■ of marine fauna, the proj-
- ■ ■ ect carries out environ-
- ■ ■ mental education activities
- ■ ■ in schools.



\* Contributions made in 2023 for activities set for 2024.



**Somos do Mar (We are from the Sea)**

Disseminate oceanic culture, uniting art and science through environmental education actions is the goal of the “Somos do Mar” project. With theater performances, circus arts, and various workshops, the project carried out along the Brazilian coast is free of charge and is in partnership with public schools and universities. After five years, over 33,000 people were impacted and more than 4,000 kilometers of coastline were covered from Rio Grande do Sul to Bahia. In 2023, the project engaged over 23,000 people directly, mainly due to participation

in the Volvo Ocean Race – Itajaí. The continuation of the expedition was also possible due to the support of Portonave, which invested R\$ 30,300 through direct resources for the project.

**Concurso Oceano Sem Plástico (Ocean without Plastic Contest)**

In partnership with the Environmental Institute of Navegantes, Portonave held the second edition of the Ocean without Plastic contest, which aims to raise awareness and sensitize students in schools in the municipality

about the impact of plastic on the oceans and everyone's responsibility in the management of solid waste in the city. In 2023, the event involved about 1,500 students and over 1 million items were collected, which corresponds to a 94.7% increase over the previous year. The plastic bottles were directed to the Association of Recycling Agents of Navegantes (Recinave) and the caps were delivered to the Tampapet Program, which sells the materials and donates the amount to NGOs that work with animal causes in the municipality. The Terminal supported the action by providing an award for the winner of the contest. The total invested by the company was R\$ 16,800 (direct resource).

**O Mar não está para plástico (Plastic is not for the Sea)**

Carried out by the NGO Eco Local Brasil, it is an itinerant environmental awareness project that promotes actions such as beach cleaning efforts and conducts environmental education workshops, among others, focusing on the preservation of the oceans. In 2023, Portonave with its volunteers joined the 700+ people involved in the initiatives throughout the year. Twenty-six environmental beach cleaning actions were carried out on the north coast of Santa Catarina and Paraná beaches and 6.3 tons of waste were collected. To contribute to the initiative, the Terminal allocated R\$4,500 (direct resource).



Presence at the Volvo Ocean Race 2023, performing throughout the environmental education event of One Blue Voice - organization for ocean conservation.



## Featured Actions 2023

Several projects and initiatives were conceived and carried out by the Portonave Institute in 2023, among which the following stand out:

**Golden July ANPRA:** The Navegantina Association for Animal Protection (Associação Navegantina de Proteção Animal - ANPRA) received support from the Institute through the donation of 100 t-shirts used during Animal Rights Awareness Month. The campaign implemented actions aimed at the care that everyone must have with animals, with the realization of an 'educational blitz', seminars, a dog parade, a parade walk, and an animal adoption fair.

**Renovation of the 25th Military Police Battalion:** to support the improvement of the working conditions of professionals who ensure the safety of the community and the facilities to support PROERD, the Company supported the renovations of the corporation building in Navegantes that was built in the 1990s.

**Coat Campaign:** In June, the Portonave Institute carried out the Coat Campaign, an initiative to collect clothes, shoes, and blankets in good condition or new. The campaign had the theme "Practice 5S", which encouraged professionals to set aside and donate clothes they no longer wear. 337 items were collected and donated to the Luz da Vida Church in the Machados neighborhood of Navegantes.

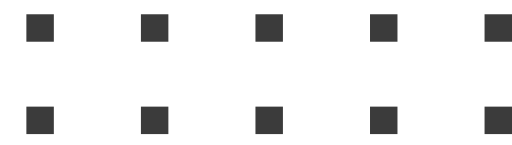
**Climate events:** the Itajaí Valley region faced heavy flooding in October. To help the affected families, the Institute donated 118 mattresses to residents of the region.





**APAE Gymkhana:** promoting the engagement of professionals through volunteering in favor of inclusion motivated the Institute to send 12 volunteers to the 4th edition of the Gymkhana Among Friends da APAE de Navegantes (SC), the main support network for People with Intellectual Disabilities or Multiple Disabilities in the country.

**August Lilac:** in partnership with ENGIE Brasil Energia, through the Partnerships for Good and Women of Our Neighborhood Programs, the Institute held a workshop with the Maria da Penha Institute on violence against women. Learn more on [page 39](#).





## Solidary Christmas Gymkhana

The involvement of the Company's professionals in actions of social impact is among the main strategies to increase the Institute's positive impact. An example of this was the Solidary Christmas Gymkhana in 2023, which united 179 professionals divided into 12 teams for a good competition. The main objective was to collect food to assemble Christmas Baskets, donated to socially vulnerable families in Navegantes.

7,400 food items, 848 toys, and 56 children's wish cards adopted from the Christmas campaign carried out by the Brazilian Post Office. The contributions were distributed in a joint action with the Social Assistance Office of the municipality, the Pequeno Anjo Hospital, and the Ágape social project. The action also had the support of the company Piacentini do Brasil and its professionals, who contributed to the donations and participated alongside the Institute's volunteers in the deliveries of the baskets to the families.





# Partnerships for development

[GRI 2-28]

Aware of its role in transforming society in search of fair relationships and positive impact, Portonave maintains a proactive culture of relationships and partnerships for sustainable development. Traditionally, the company participates in associations, official bodies, forums, and committees led or promoted by governmental and non-governmental organizations.

## Social Seal

The Social Seal is a local development program that mobilizes and integrates companies, public agencies, and civil society organizations in favor of sustainable development. Articulated nationally by the Social Seal Institute, it offers consulting services to companies located in Navegantes (SC) for the development of socio-environmental projects capable of generating a positive impact on communities. In 2023, the program reached over 120,000 people throughout the country and once again had the support of Portonave, which allocated R\$ 36,000 to help carry out the activities in the region.





In 2023, Portonave was part of the following initiatives and organizations:

- Brazilian Association of Business Communication (AB-ERJE);
- Brazilian Association of Maintenance and Asset Management (Abraman);
- Brazilian Association of Animal Protein (ABPA);
- Brazilian Association of Human Resources (ABRH) Litoral – Itajaí Regional;
- Brazilian Association of Training and Development (ABTD);
- Brazilian Association of Container Terminals (ABRATEC);
- Association of Private Port Terminals (ATP);
- Joinville Business Association (ACIJ);
- Navegantes Business Association (ACIN);
- State Commission for Public Safety in Ports, Terminals and Waterways in Santa Catarina (Cesportos/SC);
- Navegantes Council (Concidadenave);
- Municipal Council of Tourism of Navegantes (COMTUR);
- Federation of Business Associations of Santa Catarina (Facisc);
- Federation of Industries of the State of Santa Catarina (Fiesc);
- Federation of Workers in the Movement of Goods in General of Santa Catarina (Fetrammasc);
- CIOs of Santa Catarina Group (IT Managers);
- Port CIOs of Brazil Group (Port IT Managers);
- Santa Catarina Infrastructure and Information Security Group (GISI);
- Brazilian Institute of Infrastructure (IBI);
- Ethos Institute - Companies and Social Responsibility;
- National Movement ODS Santa Catarina;
- Technology and Innovation Center of Navegantes and Santa Catarina;
- United Nations (UN) Global Compact
- Union of Maritime, River and Land Workers in Waterway Transport and Related Activities in the State of Santa Catarina (Simetasc);
- The Global Cold Chain Alliance (GCCA);
- Women's International Shipping and Trading Association of Brazil (Wista).





# Environmental resource management

The commitment to environmental conservation and the conscious use of natural resources is one of the premises of Portonave's management.





## Policies and practices

[GRI 3-3]

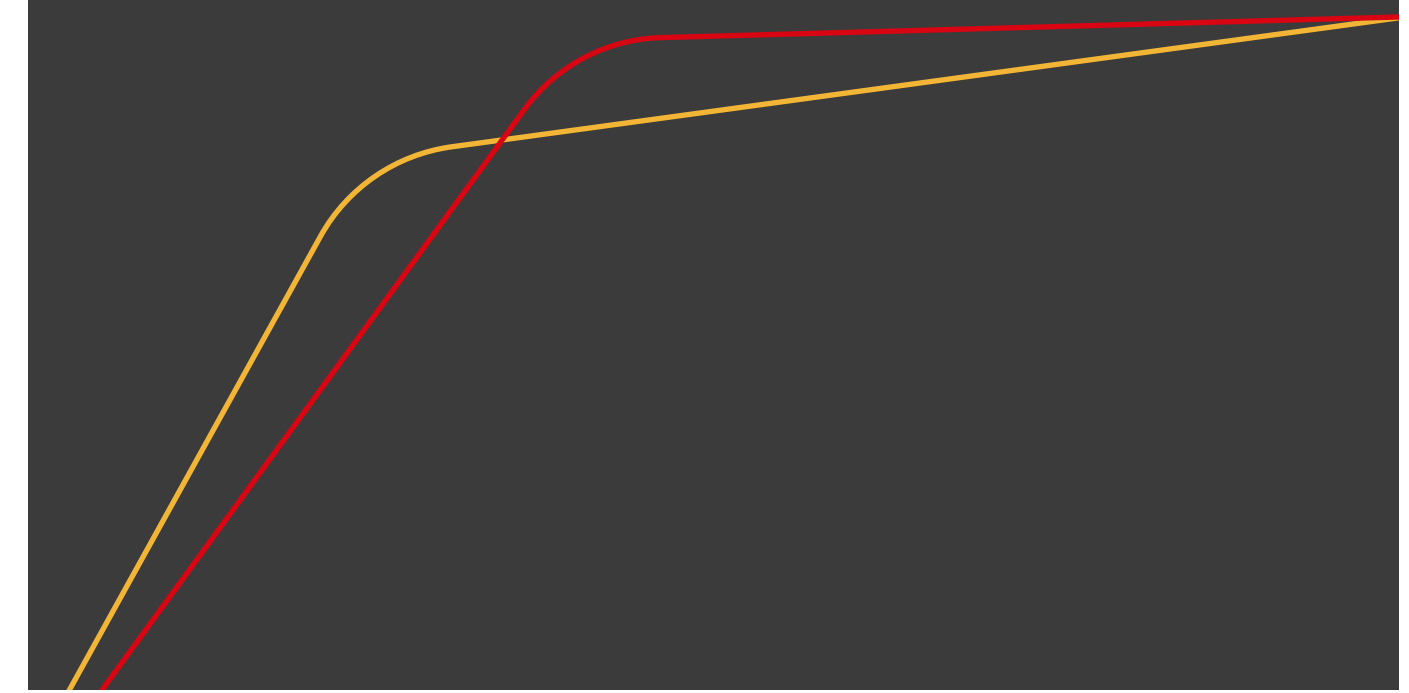
The commitment to environmental conservation and the conscious use of natural resources is among the premises of Portonave's management. Thus, the Company seeks to avoid, reduce, and compensate for any negative impacts of its operations, while working to enhance positive impacts on the ecosystem where it operates.

**In partnership with the community and regulatory bodies, Portonave develops programs and projects that ensure compliance with environmental legislation** and voluntary commitments under the Brazilian Standard of ISO 14001 (Environmental Management System), in which it has been certified since 2010. In support of the Company's Integrated Management System (IMS), the monitoring of indicators referring to the most relevant topics for the business is carried out routinely and based on the requirements of NBR 14001 and the Terminal's Environmental Management System, considering the environmental impacts and aspects of the business. Such topics are reported below.

- ■ ■
- ■ ■
- ■ ■
- ■ ■
- ■ ■

### Environmental Week

From June 5 to 9, Portonave held Environmental Week with several actions to raise environmental awareness and strengthen the culture of sustainability. Interactive exercises, exhibitions, lectures on conscious consumption, composting, and recycling, as well as workshops on soap manufacturing and reuse of leftovers.





# Water

[GRI 3-3; 303-1; 303-3]

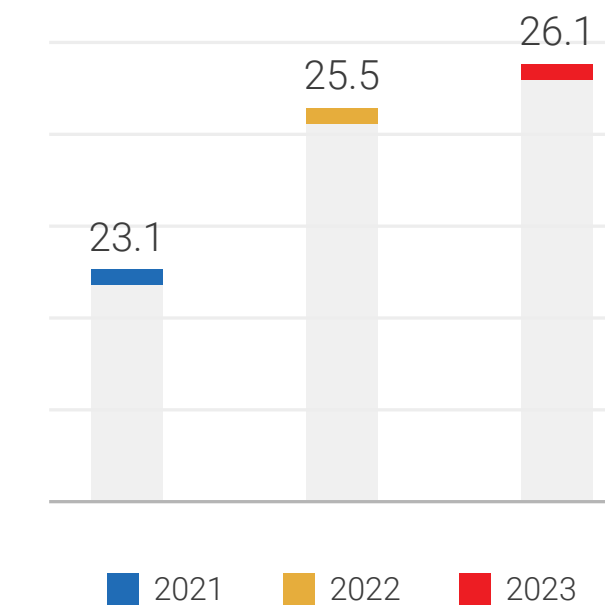
The Terminal's operations use the public water supply network of Navegantes as their main source of water supply, under the responsibility of the local sanitation company. **In addition, in 2023 Portonave expanded the collection of rainwater – which now represents 9% of the total consumed** – with emphasis on the destination of the water collected for the cooling towers of Iceport, where the largest volume of consumption is concentrated.

Monitoring of water consumption is routinely performed through control systems of hydro meters and of the volume in wa-

ter collection boxes. In 2023, 34.6 mega liters were consumed – an increase of 6% compared to 2022, especially due to the increased movements at the Terminal and the activities that preceded the beginning of the infrastructure works to adapt the quay to receive larger vessels.

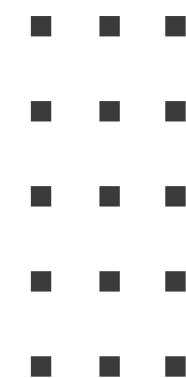
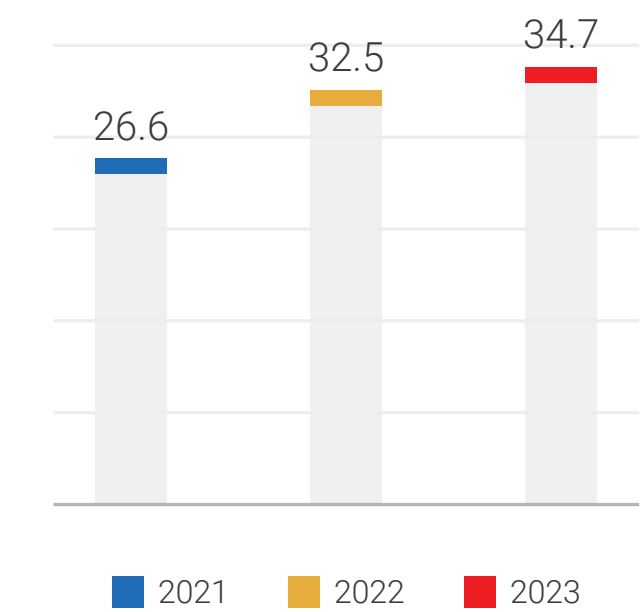
Portonave has an effluent treatment plant (ETE) designed to remove up to 90% of the Terminal's organic load, which allows the treated effluent to be released under ideal environmental conditions into the water body.

**Water consumption per TEU\***  
(in liters)



\* TEU: 20-foot container unit

**Water consumption**  
(in mega liters)





# Waste

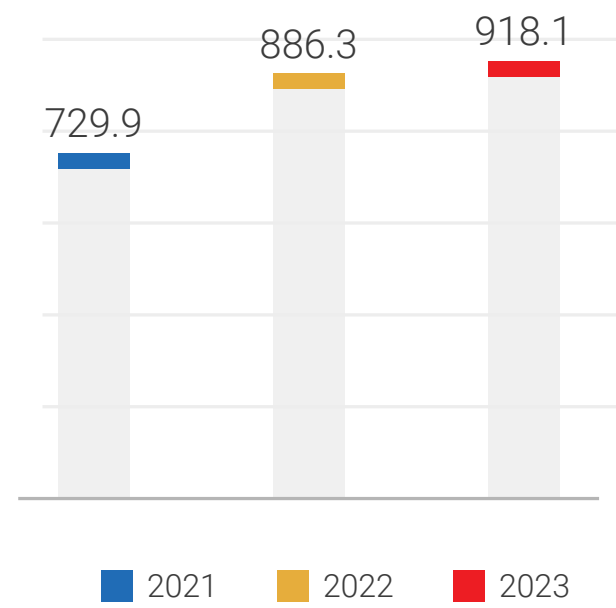
[GRI 306-1; 306-3; 306-4; 306-5]

**Portonave's commitment to waste disposal is reflected in the goal established in its ESG strategy – to reach zero waste by 2030.**

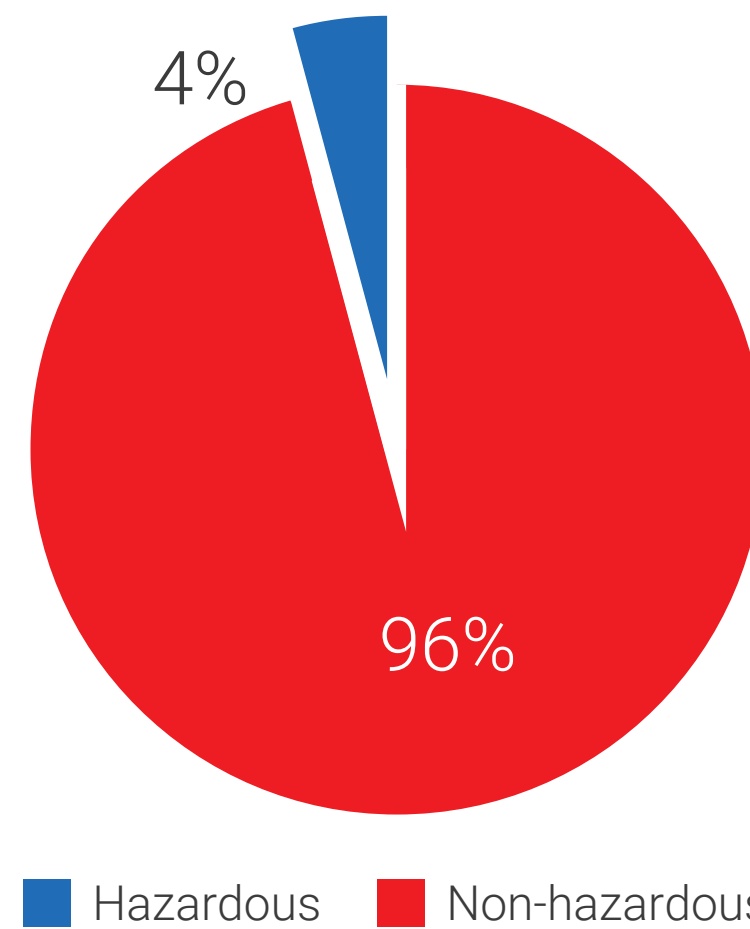
In accordance with the provisions of the environmental agencies and ISO 14001, all waste generated by the operation of the Terminal is properly segregated, treated, and disposed of, according to its category. Collection and final destination are carried out by outsourced companies, duly licensed for this activity.

In 2023, only 8% of waste was sent to landfills, which contributes to the progress towards the goal of reaching zero landfill by the end of 2024. Throughout the year, the Company (combined with waste from the port and the refrigerating chambers) generated about 918 tons of waste – of which 4% was hazardous waste and 96% non-hazardous. The 4% increase in the total generated was due to the increase in the Terminal's handling, added to the preparation activities for the quay infrastructure works, which resulted in a significant volume of civil construction waste.

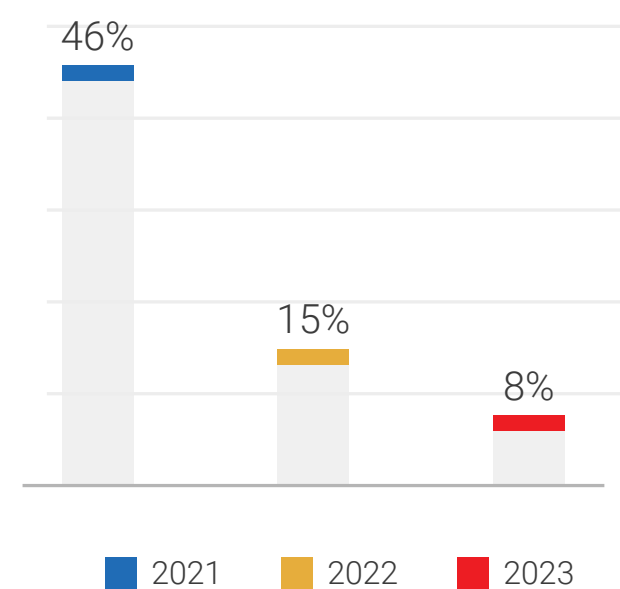
**Total volume of waste generated (tons)**



**Percentage of waste generated by type**



**Percentage of waste sent to landfill**



**In 2023, 8% of waste was sent to landfills.**





**Total waste by type\***  
(in tons)

Type	2021	2022	2023
Hazardous	52.5	42.7	39.2
Non-hazardous	677.4	843.6	878.9
<b>Total</b>	<b>729.9</b>	<b>886.3</b>	<b>918.1</b>

**Waste sent to recycling\***  
(in tons)

Destination	2021	2022	2023
Hazardous	0.01	0.1	0.1
Non-hazardous	331.9	656.5	764.9
<b>Total</b>	<b>331.9</b>	<b>656.6</b>	<b>765</b>

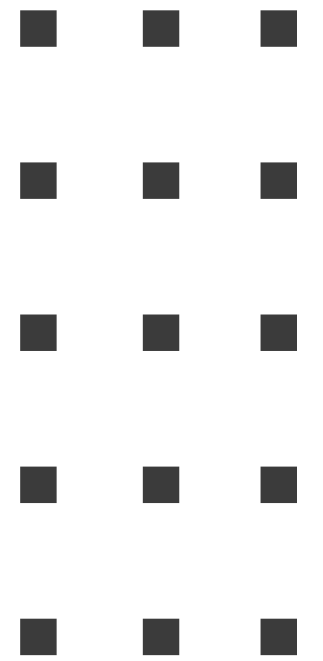
**Waste directed to final disposal\***  
(in tons)

Type	Destination	2021	2022	2023
Hazardous	Co-processing	5.7	30.6	39.1
	Landfill	46.8	12.0	0.0
Non-hazardous	Co-processing	0.0	39.5	38.2
	Landfill	345.5	147.6	75.8
<b>Total</b>		<b>398</b>	<b>229.7</b>	<b>153.1</b>

\* The volumes for the years 2021 and 2022 were reviewed and some inconsistencies were found that resulted in the correction of previously reported data.

**Noise**

Due to the impact of noise mapped out for the Quay Infrastructure Works, the noise sampling network was expanded from 10 points to 16 points. The assessment of the noise emitted by the Terminal's activities is part of Portonave's routine environmental monitoring actions and is in accordance with the methodology provided for in the technical standard on the subject (ABNT NBR 10.151). As part of the monitoring actions, the Company makes available to the surrounding residents an Ombudsman channel for reports and actions taken whenever necessary.





# Energy

[GRI 302-1; 302-3]

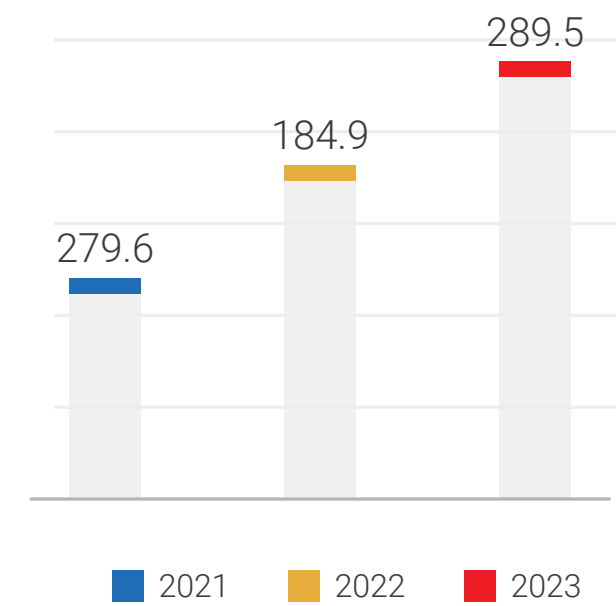
The gradual expansion of the use of renewable energy, replacing fossil sources, is among Portonave's main initiatives to decarbonize its operations and, consequently, to combat climate change. **Along with the electrification of part of the equipment used in the Terminal in order to reduce diesel consumption, the Company has invested in the self-production of energy.**

In 2023, for example, 188 photovoltaic panels were installed in the yard, which generated 418.2 GJ in 11 months of operation. In addition, in each of the 20 new reefer platforms, where con-

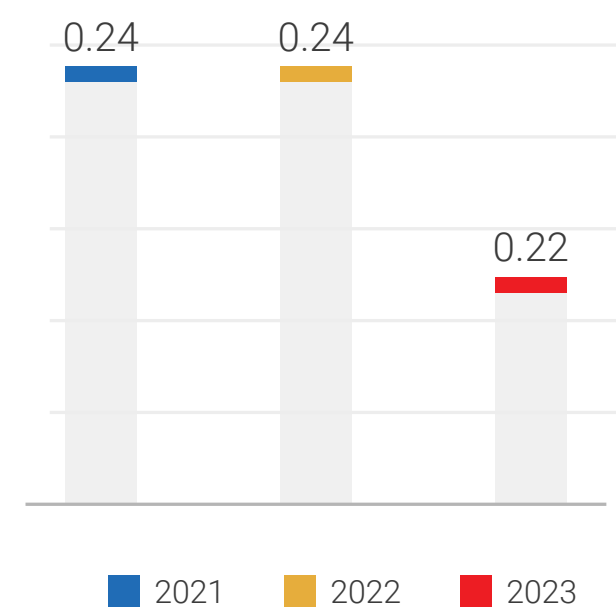
tainers with controlled temperature cargo are stored, new photovoltaic systems were installed, totaling 318 solar energy panels, which are set to start operating in 2024.

Photovoltaic energy reduces the impact of total energy consumption, which in 2023 reached 289,500 GJ – the sum of electricity and fuels – an increase of 2% over the previous year. Of the total consumption, 79% corresponds to electric energy that powers the transcontainers used in the operation of the Terminal, directly linked to the increase in movements recorded in the period.

**Total energy consumption**  
(in thousand GJ)



**Energy consumption per TEU**  
(in thousand GJ)



**Energy consumption by source**  
(in thousand GJ)

Classification	Source	2021	2022	2023
Renewables	Electricity	228.5	229.4	229.6
	Electricity – Solar panels	-	-	0.4
	Ethanol	-	-	0.4
Non-renewable	Diesel	49.0	53.0	56.8
	Lubricants	1.3	1.3	-
	Gasoline	0.7	0.1	1.1
	LPG	0.1	0.2	0.1
	Acetylene	0	0	0.01
<b>Total</b>		<b>279.6</b>	<b>284.9</b>	<b>289.5</b>



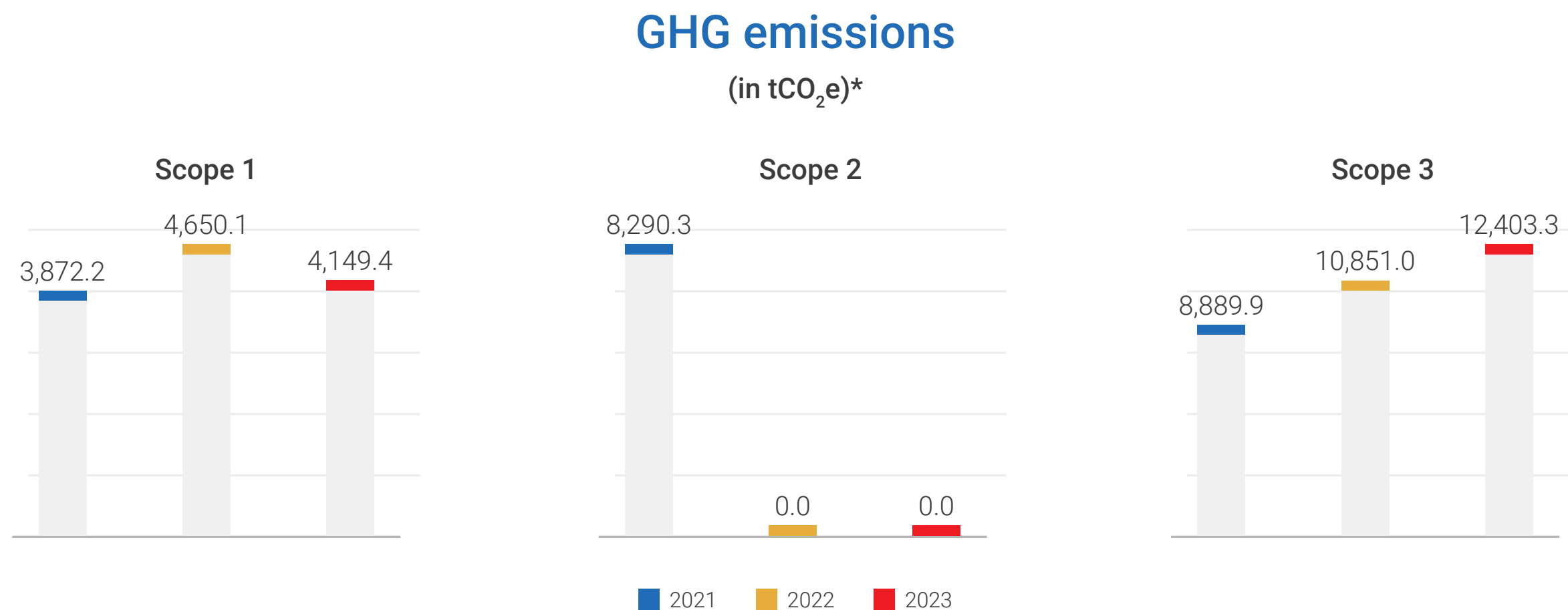
# Airborne emissions

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

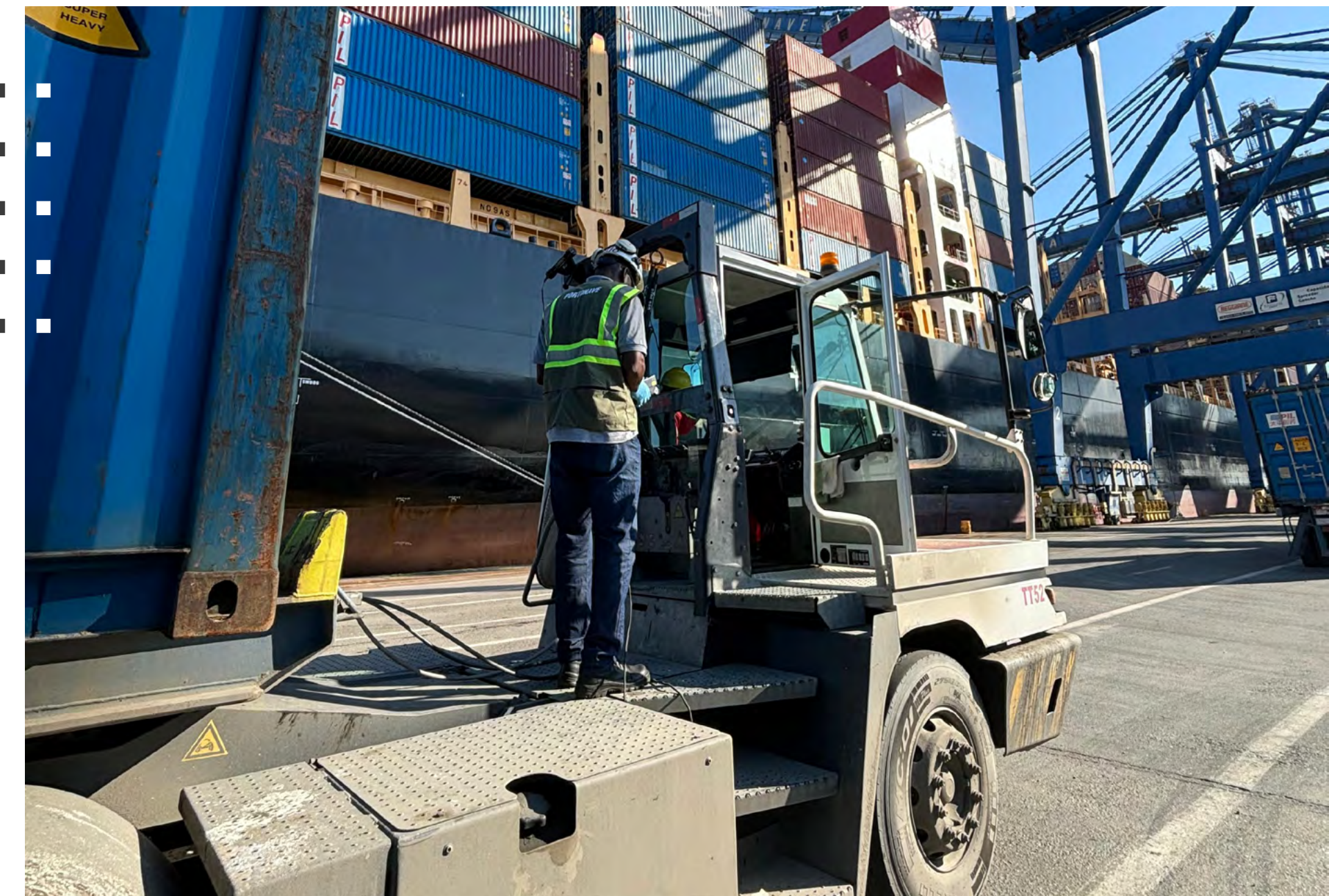
The Greenhouse Gas (GHG) Emissions Inventory, prepared in accordance with the guidelines of the Brazilian GHG Protocol Program, is among the main tools adopted by Portonave to identify the impact of its activities in relation to this environmental aspect. In 2023, gross direct emissions (Scope 1) -- from stationary and mobile sources, in addition to processes and emission leaks -- of

4,149.4 tCO<sub>2</sub>e (tons of carbon equivalent, a unit used to measure emissions) were recorded. Indirect emissions (Scope 3) totaled 12,403.3 tCO<sub>2</sub>e -- the Inventory considered emissions related to the life cycle of purchased goods and services, fuels (those that are not consolidated in Scope 1), transportation, business travel, home-work commuting of the team, and leased property.

Regarding Scope 2, the sum total of emissions, which totaled 2,464.91 tCO<sub>2</sub>e, were fully offset due to the purchase of renewable energy and investments in solar panels for energy consumption at the Terminal.



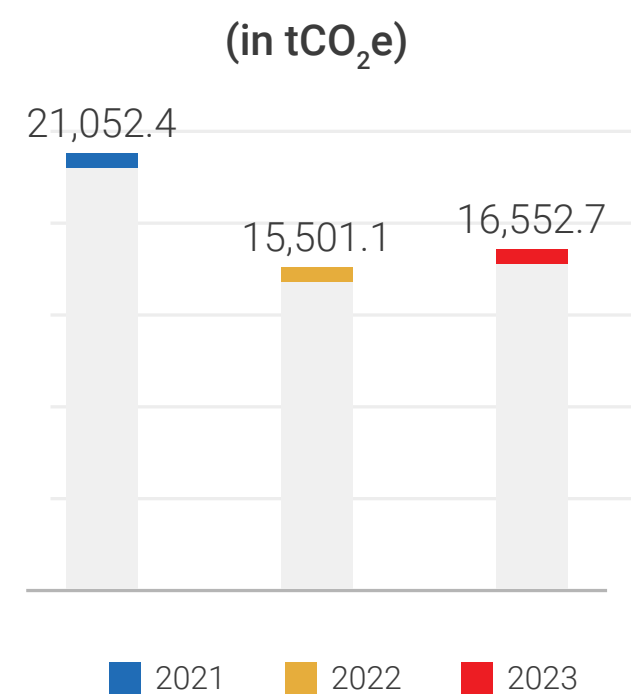
\* The 2021 and 2022 data were corrected due to adjustments in the measured items.





Thus, the total emissions recorded in the sum of the three scopes was 16,552.7 tCO<sub>2</sub>e, which is equivalent to an intensity of 0.12 tCO<sub>2</sub>e per TEU handled. Compared to 2022, Scope 1 emissions show a reduction of 5.7%, directly influenced by improved management and reduced fuel consumption in the processes at the Terminal.

### Total volume of emissions



### Emission sources 2023 (in tCO<sub>2</sub>e)

Source	Volume
Mobile combustion	3,589.6
Fugitive emissions	559.8
<b>Total Scope 1</b>	<b>4,149.4</b>
Energy acquisition – localization approach	2,464.9
Energy acquisition – procurement approach	0
<b>Total Scope 2</b>	<b>0</b>
Procured goods and services	9,566.0
Fuel and energy (except scopes 1 and 2)	1,077.1
Transportation and distribution upstream	113.7
Business Trips	1,000.1
Employee commuting	503.9 (home-work)
Leased property (the organization as lessee)	142.3
<b>Total Scope 3</b>	<b>12,403.1</b>

### Other emissions

In accordance with the standards established by the applicable regulations and in line with the best practices in environmental management, the Company carried out periodic monitoring of atmospheric emissions, specifically particulate matter (PM) and inhalable particles (IP). Particulate matter includes a range of pollutants such as dust, fumes, and small solid and liquid materials capable of remaining suspended in the atmosphere. The emission sources of these pollutants are diverse, ranging from soot emitted by vehicles to fumes from industrial chimneys and urban dust, agitated by wind and vehicular activities.

Inhalable particles (IPs), with even smaller diameters, are able to penetrate deeper into the respiratory system, increasing the risk of health problems. Generally, these particles originate from combustion processes from mobile and stationary sources, including vehicles, incinerators, and thermoelectric plants.

During the 2023 fiscal year, the monitoring results showed that PM and IP concentrations remained below regulatory limits. This compliance is attributed to the effective implementation of environmental control practices, including the periodic maintenance and cleaning of the Terminal's circulation areas and preventive maintenance performed on the Company's vehicle fleet, reinforcing our commitment to preserving air quality and protecting public health.




## Recognition

### Environmental Performance Index

For the second consecutive year, the company took first place in the Environmental Performance Index (IDA) among private use port terminals, receiving the ANTAQ 2023 Award. The award includes socio-environmental initiatives that stand out for their contribution to improving the provision of waterway transport services to society, recognizing the efficiency and quality of Portonave's environmental management.


### Fritz Muller Award

With the case "ESG Management", in the Environmental Management category, Portonave was recognized for its ESG practices developed since its structuring, and especially after the creation of the Sustainability Committee and ISO 37001 certification (Anti-Bribery Management System). For over 20 years, the award has chosen the best environmental initiatives of organizations in the country, and this is the sixth time the Company has received the recognition.




**Awarded by CNIT**

Maternity support program  
2<sup>nd</sup> place in Best Practices in People Management



**Awarded by Aberje**

Cases: Organizational Memory and Special Publication  
1<sup>st</sup> place in the South region



**Recognized by Exame**

Transportation, Logistics, and Logistic Transportation  
Best company in Santa Catarina and the 4<sup>th</sup> best in Brazil



## Protagonism and innovation

Portonave took another important step in its decarbonization plan, with the acquisition of Shacman Pure Electric Terminal Tractor – the first unit in southern Brazil. The equipment is 100% electric, does not emit polluting gases such as carbon dioxide, nitrogen oxides, and sulfur, in addition to emitting less noise and vibrations.

Another leading action of the Company in the port sector is the forecast for the installation of electrical outlets on the quay. These electrical outlets will allow vessels, when berthed in the port for loading and discharging containers, to use only electrical energy, thus reducing greenhouse gas emissions.



# About **the Report**

## Report Profile

---

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

After over 10 years publishing its report, Portonave once again used the framework and guidelines of the Global Reporting Initiative (GRI) as a basis for its 2023 Sustainability Report, thus ensuring a consistent history of its evolution in sustainable management. In addition to the GRI, the general guidelines of global frameworks on the subject were adhered to, such as the International Integrated Reporting Council (IIRC), the United Nations Global Compact, the World Economic Forum, and the Sustainability Accounting Standards Board (SASB).

The report provides data on economic, social, environmental, and governance performance, as well as its corporate practices and policies, from January 1 to December 31, 2023. The economic and financial indicators in this document were extracted from the 2023 Financial Statements, duly audited by an independent third party. [Click here to access the 2023 financial statements.](#)

### Frequency and contact information

Portonave's Sustainability Reports are published annually and can be accessed at [www.portonave.com.br/en](http://www.portonave.com.br/en).

The 2022 edition was published in June 2023.

Questions, suggestions and comments on the content of this report can be sent to:  
[responsabilidadesocial@portonave.com.br](mailto:responsabilidadesocial@portonave.com.br).



# Relevant topics

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

Based on its Materiality Matrix, which was reviewed in 2022\*, Portonave reported the main relevant topics of its sustainability agenda, considering the evolution of its business, its management policies and practices, and its socio-environmental performance. In the external context, the Company monitored the market, as well as any changes in legislation that would lead to any redirection of its sustainable management strategy. The UN's 2030 Sustainable Development agenda is also an important driver of the Company's actions.

\* Two meetings were held in 2022 with stakeholders to review priority topics

The topics relevant to 2023 are presented in Portonave's ESG strategy and include ten main ones:

1. Ethics and integrity
2. Risk Management
3. Safety and quality of operations
4. Data security
5. Client relations
6. Financial and operating results
7. 7. Employee health, safety, and development
8. Human development
9. Combating discrimination and social inequality
10. Environmental management
  - Energy and Emissions
  - Water
  - Waste

# Stakeholder Engagement

Portonave maintains a close relationship with its main stakeholders and periodically carries out actions to promote discussions on its role in sustainable development and the possibility of reviewing the priority topics of its ESG agenda. The two meetings held in 2022, called the Portonave Sustainability Panel, served as the basis for reviewing its materiality matrix - the 10 main topics are reported here to the side.

On the next page, in the GRI Content Index, we present the indicators selected based on the relevant topics.



# GRI Content Summary

Statement of use:

Portonave S.A. prepared this report in accordance with GRI reporting standards for the period from January 1, 2023 to December 31, 2023.

GRI 1: Fundamentals 2021

GRI Standard	Content	Page	Explanation
<b>The organization and its reporting practices</b>			
GRI 2: General Disclosures 2021	2-1 Organizational details	8	
GRI 2: General Disclosures 2021	2-2 Entities included in the organization's sustainability reporting	80	
GRI 2: General Disclosures 2021	2-3 Reporting period, frequency and contact point	80	
GRI 2: General Disclosures 2021	2-4 Restatements of information	-	There were no restatements in the reported period.
GRI 2: General Disclosures 2021	2-5 External assurance	-	The report was not verified by an independent third party.
<b>Activities and workers</b>			
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	8, 26, 31	
GRI 2: General Disclosures 2021	2-7 Employees	35	
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	35	



GRI Standard	Content	Page	Explanation
<b>Governance</b>			
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	22	
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	-	The appointment of directors is carried out by Portonave's parent company.
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	22	
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	22	
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	22	
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	-	Portonave's Board of Directors approves the final version of the Sustainability Report.
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	22	
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	14, 19	
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	-	No actions were developed in the reported period.
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	-	As a privately held company, Portonave does not have a structured performance review process for its board members.
GRI 2: General Disclosures 2021	2-19 Remuneration policies	-	Portonave's senior management remuneration is established based on market practices.
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	-	Portonave's senior management remuneration is established based on market practices.
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	-	The Company considers this information to be strategic, so it will not include it in the Report.
<b>Strategy, policies and practices</b>			
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	2	
GRI 2: General Disclosures 2021	2-23 Policy commitments	19	





GRI Standard	Content	Page	Explanation
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	19	
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	19	
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	19	
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	-	The Company received no fines during the reporting period.
GRI 2: General Disclosures 2021	2-28 Membership associations	19	
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	80, 81	
GRI 2: General Disclosures 2021	2-30 Collective bargaining agreements	35	
<b>Material Topics</b>			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	80, 81	
GRI 3: Material Topics 2021	3-2 List of material topics	81	
GRI 3: Material Topics 2021	3-3 Management of material topics	19, 23, 26, 32, 42, 44, 50, 72, 75	
<b>Economic Performance</b>			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	26	
<b>Procurement Practices</b>			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	31	
<b>Anti-corruption</b>			
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	19	
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	-	In 2023, the Ethics Channel did not receive any complaints about corruption cases.



GRI Standard	Content	Page	Explanation
<b>Energy</b>			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	76	
GRI 302: Energy 2016	302-3 Energy intensity	76	
<b>Water and Effluents</b>			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	73	
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	73	
<b>Emissions</b>			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	77	
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	77	
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	77	
<b>Waste</b>			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	74	
GRI 306: Waste 2020	306-3 Waste generated	74	
GRI 306: Waste 2020	306-4 Waste diverted from disposal	74	
GRI 306: Waste 2020	306-5 Waste directed to disposal	74	
<b>Supplier Environmental Assessment</b>			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	31	





GRI Standard	Content	Page	Explanation
<b>Employment</b>			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	35	
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	35	
<b>Occupational Health and Safety</b>			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	44	
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	44	
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	44	
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	44	
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	44	
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	44	
<b>Training and Education</b>			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	42	
<b>Diversity and Equal Opportunity</b>			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	39	
<b>Local Communities</b>			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	50	

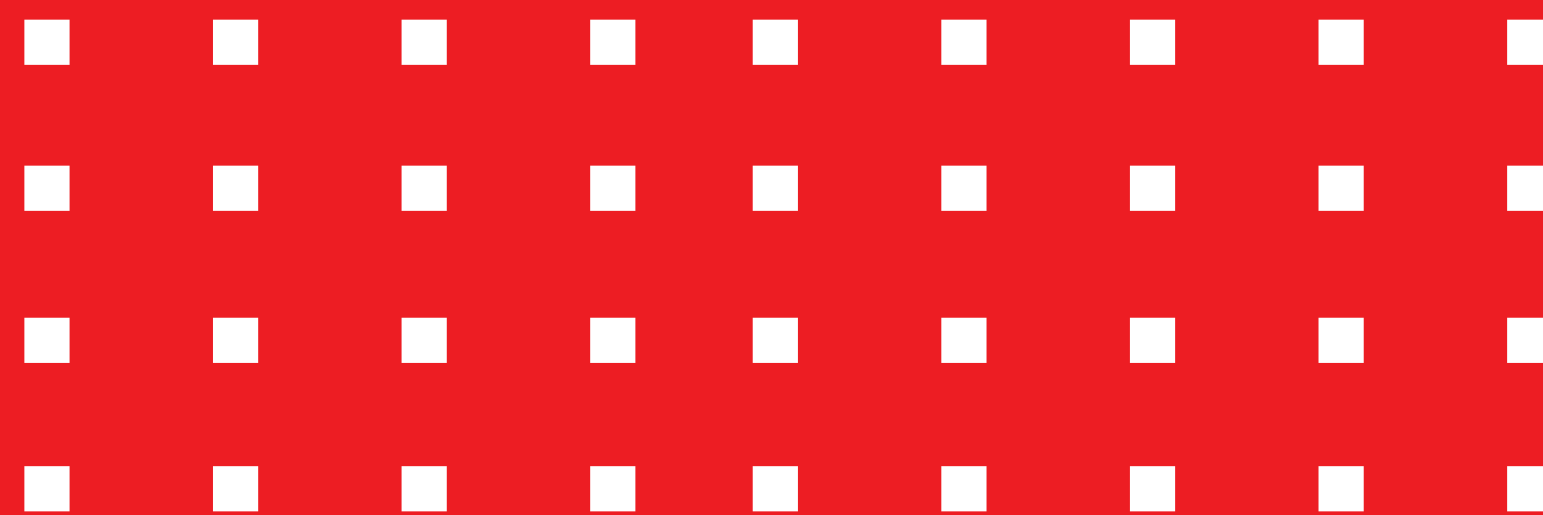


GRI Standard	Content	Page	Explanation
<b>Supplier Social Assessment</b>			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	31	
<b>Customer Privacy</b>			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	The Company received no fines during the reporting period.





***PORTONAVE***



**2023 Sustainability Report**

**Coordination:**

Area of Social Responsibility

**GRI consulting and editorial production:**

We Projetos Estratégicos em ESG

**Images:**

Portonave's Archives