



2024

SUSTAINABILITY

REPORT

Message of the administration

GRI 2-22



ur commitment to the energy transition remains non-negotiable.

We believe that

our role goes beyond manufacturing wind blades — we are part of a global movement that drives solutions for sustainable development, the decarbonization of economies, and the construction of a cleaner, safer, and more prosperous future.

Throughout 2024, the wind energy sector faced a combination of challenges that tested the resilience of the entire production chain . In Brazil, we are going through an adverse scenario, marked by the slowdown in investments, the impact of curtailment and the absence of new regulated contracts — reflection of structural issues which have been intensely debated in the sector.

In the global context, the year also brought challenges. Despite the record 117 GW in new installed capacity,

according to the Global Wind Report 2025, the sector faced bottlenecks in electrical infrastructure, delays in licensing, increased financing costs and trade barriers. COP29, held in Azerbaijan, made it clear that accelerating the energy transition requires more than generating renewable energy: it is necessary to address, in a structured way, the challenges of network expansion, climate finance and energy security — with the goal of more than 25 million kilometers of modernized transmission networks by 2030.

This global reality reflects, to varying degrees, what we experience in Brazil. And, given this scenario, we reinforce our institutional leadership. Through the participation of our CEO, Alexandre Sarnes Negrão, on the ABEEólica Board of Directors, we continue to actively participate in discussions aimed at strengthening the sector, addressing current challenges and paving the way for the resumption of sustainable growth in wind energy in the country.

At Aeris, we respond to this context with responsibility, agility, and forward-thinking vision. We have carried out a robust readjustment of our production structure, in line with the current level of demand, without losing sight of our growth capacity. We successfully completed the renegotiation of debentures and a large portion of our debts, extending terms until 2030 and significantly strengthening our capital structure. These decisions were essential to ensure financial stability and preserve our competitive capacity.

We also made progress in diversifying our business. Our international operations were resumed, once again representing 5% of production volume, while our services unit, Aeris Services, consolidated itself as a strategic pillar, accounting for 11% of net revenue in 2024, with operations throughout Latin America and the United States. Furthermore, we expanded our presence in the electricity sector, with the operation of our energy trading company, directly contributing to accelerating the energy transition.

Our socio-environmental journey continued steadily. We maintained 100% of our energy consumption coming from certified renewable sources, increased our water reuse rate to 44%, and continued to strengthen our commitments to reducing emissions, managing waste, and protecting biodiversity.

None of this would be possible without the talent, commitment and resilience of the more than 2,400 people who build Aeris every day.



Gisela Sarnes Negrão Assis
Chairman of the Board of Directors

None of this would be possible without the talent, commitment and resilience of the more than 2,400 people who build Aeris every day. They are the ones who bring our purpose to life, drive our culture and sustain our trajectory of excellence, responsibility and value generation.

We look to the future with confidence and conviction. The sector's recovery is already taking shape, driven by the arrival of large consumers, such as data centers, the advancement of green hydrogen, and the evolution of regulatory frameworks, which will bring solutions to the sector's current challenges. Globally, the commitments made at COPs and on the main climate agendas show that the energy transition is no longer a choice — it is an irreversible reality. And it is in this context that we remain firm in our commitment to manage, in a responsible and transparent manner, the economic, social and environmental impacts of our business, aligned with the material themes that guide

this report and the construction of solutions that accelerate the energy transition.

Aeris will continue to be an active part of this transformation. With responsibility, competence, and determination, we remain committed to delivering solutions that drive clean energy and contribute to a future where development and sustainability go hand in hand.

To everyone who has walked this journey with us—our employees, customers, investors, suppliers, communities, and partners—we offer our recognition and gratitude. We continue together, building the future of renewable energy.



Alexandre Sarnes Negrão
Chief Executive Officer

Sumário

About the Report 114

aeris

1

Our Company 5

Corporate Profile 6
Presence in the Market 12
History 16
Commitment to the future 18

2

Our Governance 20

Structure of the Governance 21
Guidelines and Policies 26
Integrity Program 27
Risk and Opportunity Management 33

3

Our Business 38

Competitive strategy 39
Business model 46
Operational Performance 50
Development 2024 52

4

Our Team 56

Our Way of Doing Things 57
Profile of the Employees 61
Diversity, Equity and inclusion 68
Professional Development 73
Health and Safety 78

5

Successful Relations 85

Suppliers 87
Clients 90
Investors 91
Community 92
Company stakeholders 98

6

Environmental Commitment 99

Policies and Practices 100
Biodiversity 101
Water 103
Energy 106
Materials and waste 108
Atmospheric Emissions 111



1

2

3

4

5

6

OUR COMPANY

Corporate Profile
Presence in the market
History
Commitment to the future

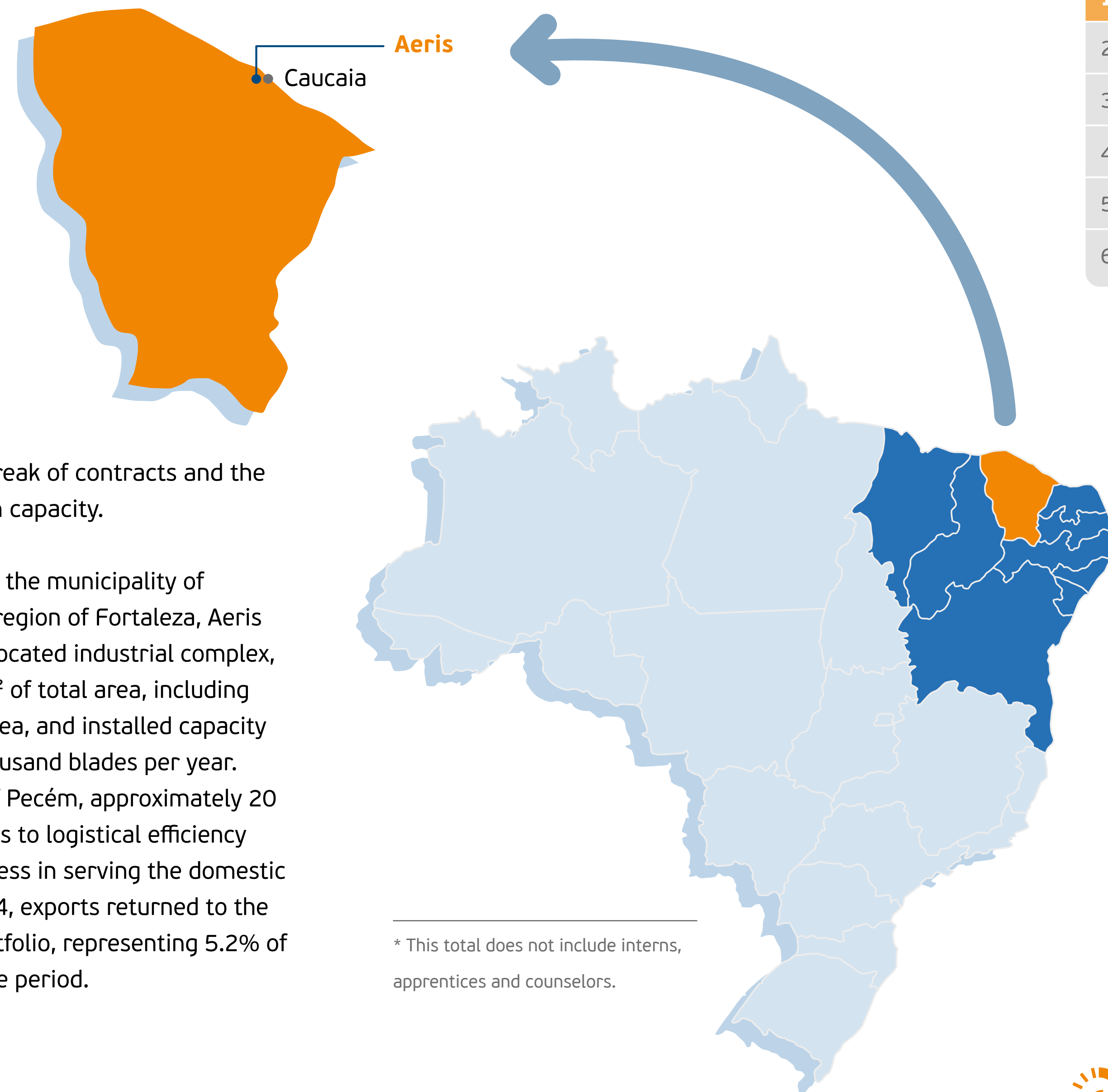


Corporate Profile

GRI 2-1; 2-6

The commitment to energy transition drives the operations of Aeris (Aeris Indústria e Comércio de Equipamento para Geração de Energia S.A.), a company which manufactures blades for wind turbines and offers solutions in specialized maintenance services. Present in the market since 2010 and with shares listed on the Brazilian stock exchange B3 since 2020, in the Novo Mercado segment, the Company ended 2024 with 2,470 direct employees* and net operating income of R\$ 1,516 million. The performance reflects the challenging scenario of the global wind industry, with a 46.5% drop in revenue compared to the

Strategic Location



previous year, due to the break of contracts and the readjustment of production capacity.

With operations centered in the municipality of Caucaia (CE), metropolitan region of Fortaleza, Aeris operates in a strategically located industrial complex, with more than 2 million m² of total area, including 206 thousand m² of built area, and installed capacity to produce more than 6 thousand blades per year. The proximity to the Port of Pecém, approximately 20 kilometers away, contributes to logistical efficiency and increases competitiveness in serving the domestic market and exports. In 2024, exports returned to the Company's commercial portfolio, representing 5.2% of net operating revenue in the period.

* This total does not include interns, apprentices and counselors.

Aeris has a verticalized production structure and highly qualified professionals, who work from raw material management to the final delivery of the blades. The application of lean manufacturing practices throughout the process, including product shipping, reduces operating costs and adds value for customers.

Complementing the Company's portfolio, in 2013, we founded Aeris Services, with blade inspection and repair solutions, with teams operating in various regions of Brazil and in other countries in the Americas, such as the USA, Mexico and Argentina. In the USA, we have a subsidiary called Aeris Services LLC, dedicated to providing blade maintenance and repair services, which uses knowledge and infrastructure in blade manufacturing to offer the wind turbine OEM market a differentiated service.

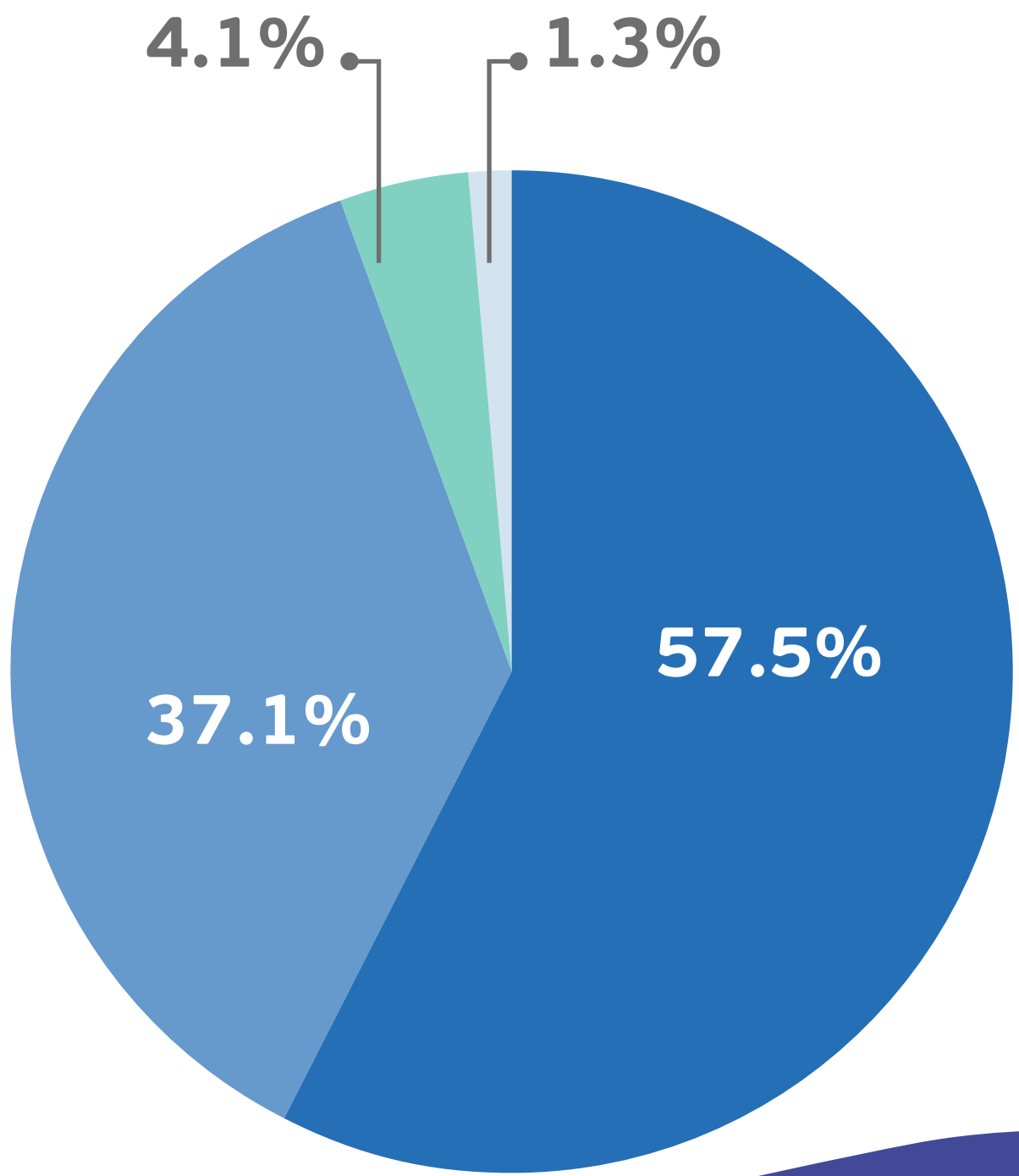
A CONTINUOUS MOVEMENT

Guided by the trust of its partners and the conviction that it is possible to transform the present responsibly, Aeris continues to add value to the energy transition. More than just making blades, it delivers solutions that connect purpose, technology, and positive impact — in every project, in every territory, in every possible future.

CORPORATE STRUCTURE

(12/31/2024)

- Free float
- Negrão Family
- Other managers
- Treasury shares



Aeris in numbers

1,032
blades invoiced in 2024

7
production lines
with active molds

2,470
employees

R\$1,516 mi
of net operating revenue in 2024

9.7 GW
in potential orders covered by long-term contracts

more than
2 mi
m² of total area, with 205,907.76 m²
of built area

R\$138.8 mi
of EBITDA in 2024 with an EBITDA
margin of 9.2%

11%
Aeris Service's share of Net Operating
Revenue – in 2023 the share was 5.4%

AERIS SERVICES

In 2024, Aeris Services played a significant role in the company's performance, representing 11% of Net Operating Revenue (NOR) — a growth of 5.6% compared to 2023. As part of its structural evolution, the unit now has a dedicated Vice-Presidency, reinforcing its strategic positioning within the company.

During the same period, Aeris Services expanded its international operations, providing its first service in Chile, in addition to acquiring new relevant clients, such as Auren Energia, Essentia Energia, Echoenergia, Renova and Serena.

In terms of technological innovation, the unit began its first inspection projects using rovers and drones, which contributed to increasing the efficiency, safety, and accuracy of technical analyses carried out in the field.

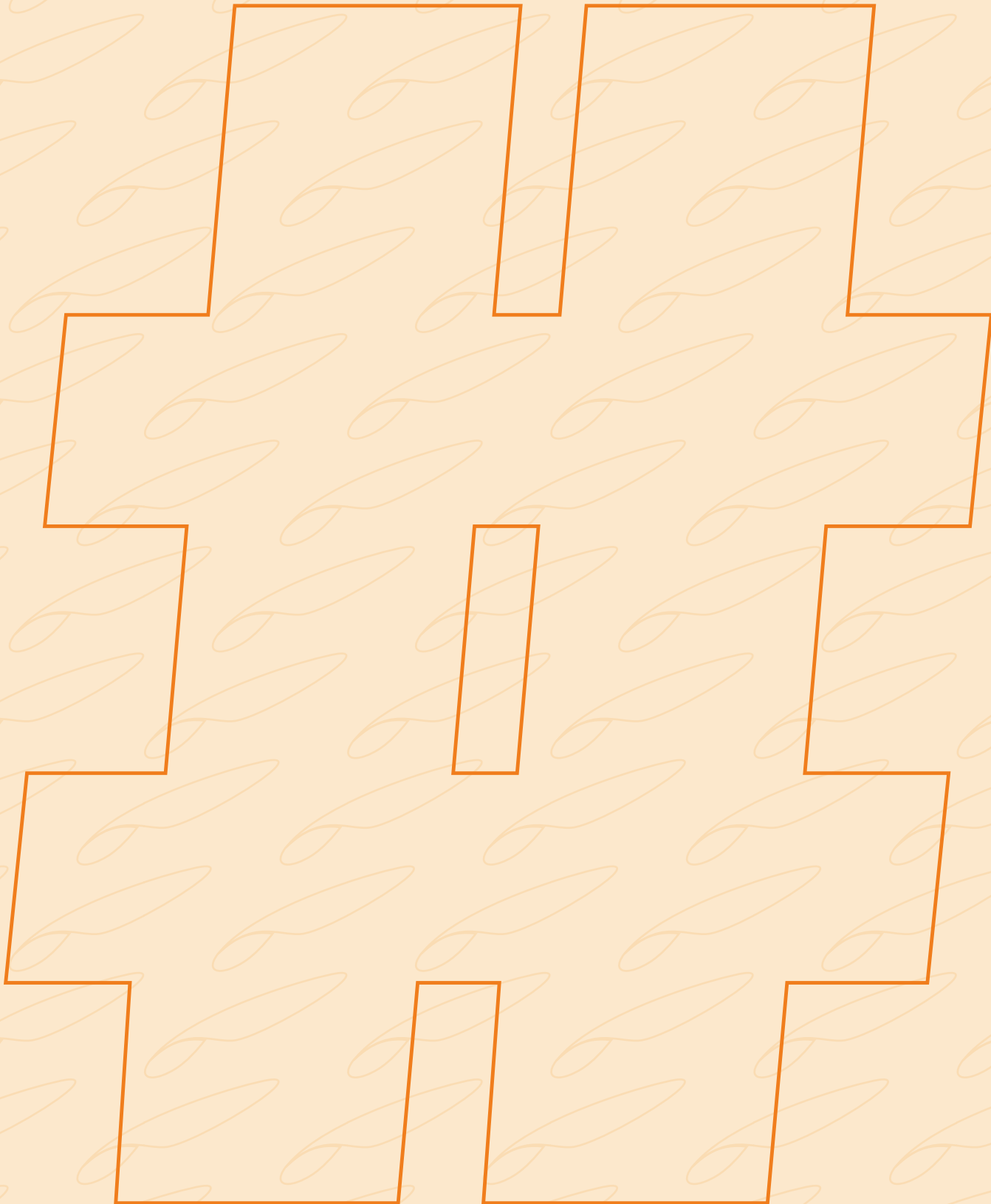
To strengthen performance management, an internal goals dashboard (goal card) was implemented with indicators aimed at both internal and external customers, promoting greater alignment and control of results.

Furthermore, operational quality was improved through continuous technical monitoring by the Quality team in 2x2 shifts (two days of work followed by two days of rest, with full shift coverage). The restructuring of the Engineering team also brought gains in technical synergy and responsiveness in projects.

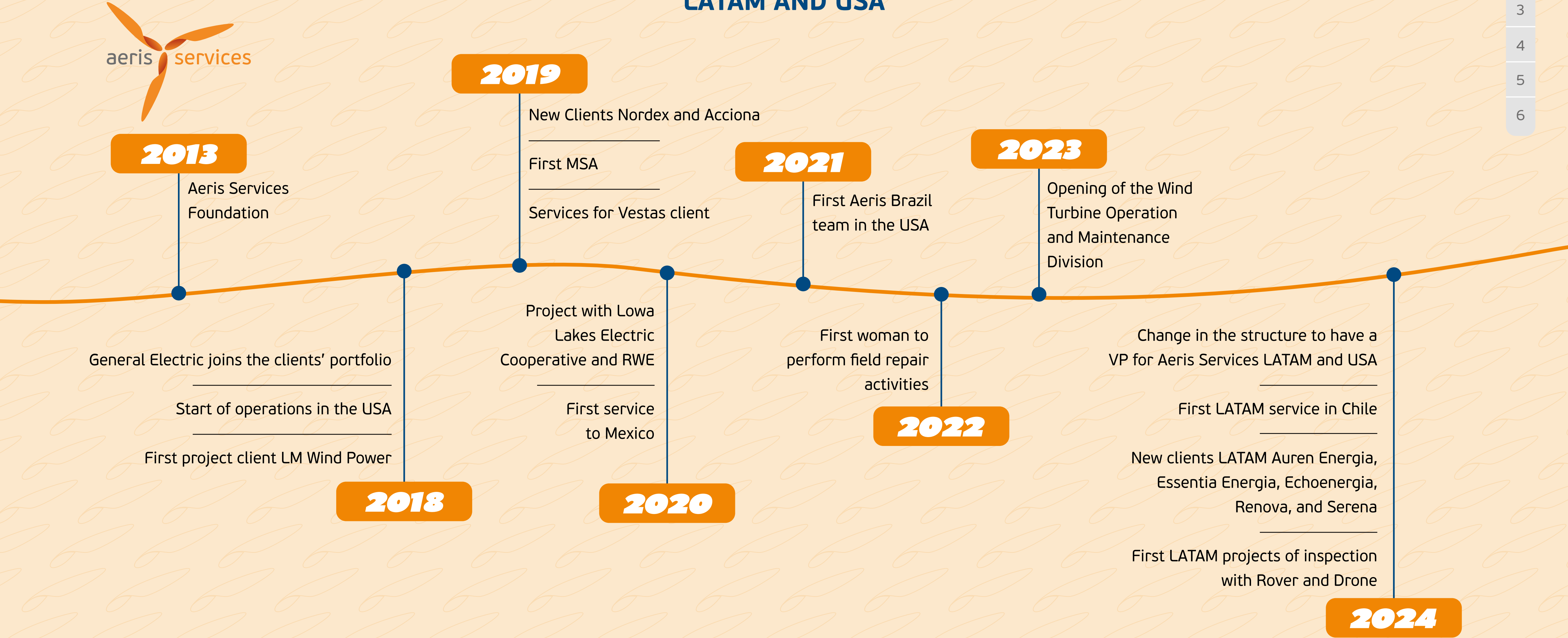
As part of the continuous improvement process, the Non-Conformity Report (RNC) was implemented in Aeris Services projects, promoting greater traceability and learning from recorded occurrences.

As a combined result of these initiatives, Aeris LLC achieved a significant 60% reduction in the cost of non-quality, measured in reworked days, consolidating significant advances in efficiency and operational maturity.

Aeris Services played a significant role in the company's performance, representing 11% of Net Operating Revenue (NOR) — a 5.6% growth compared to 2023.



AERIS SERVICES TIMELINE LATAM AND USA



AERIS TOOLING

Aeris Tooling Solutions is a strategic division created by Aeris with the purpose of developing advanced industrial solutions, especially aimed at the wind sector. With a highly specialized team recognized for its extensive technical experience in mechanical design, composites, and the manufacturing of devices, tools, and equipment, Tooling plays a fundamental role in optimizing production processes.

In addition to manufacturing and technological development, the division is recognized for its excellence in Three-Dimensional Metrology, using state-of-the-art Laser Trackers to ensure accurate measurements, detailed analyses and high technical reliability in molds, parts, devices and machines. This focus on precision and quality directly contributes to operational efficiency, reduced reworking, reduced material waste, and extended equipment lifespan — fundamental aspects for the sustainable advancement of the industry.

To learn more about Aeris Tooling Solutions' technical and sustainable solutions, [click here](#).



Presence in the market

GRI 2-6

Operating at the forefront of the wind energy chain, the Company maintains its focus on generating long-term value, contributing to the decarbonization of the energy matrix and the security of national and international supply.

The wind energy continues to expand its role as one of the main renewable sources in the scenario regional and global. According to the Brazilian Wind Energy Association (ABEEólica), in 2024 the source came to represent 15.4% of the Brazilian electricity matrix, consolidating Brazil in 6th position among the countries with the largest onshore installed capacity, with 31.1 GW in operation, compared to the 27.5 GW registered in 2023. The Northeast Region remains the epicenter of this generation, concentrating more than 90% of the installed power in the country.

In this context, Aeris reaffirms its commitment to sustainable development through strategic management, which combines operational excellence, customized solutions and continuous adaptation to the dynamics of the sector. Operating at the forefront of the wind energy chain, the Company maintains its focus on generating long-term value, contributing to the decarbonization of the energy matrix and the security of national and international supply.

In 2024, the Company underwent a structured process of factory readjustment, with the decommissioning of four mature lines and the deactivation of three others,

reflecting the downturn in global demand and the need to align with customers' contractual reality. As a result, Net Operating Revenue for the period was R\$1,516 million, representing a reduction of 46.5% compared to 2023. This decline was influenced by the lower use of installed capacity, the decrease in contracted volumes and exchange rate fluctuations.

Even so, there was significant progress in international operations: exports represented 4.8% of total net revenue — a movement that contrasts with the 2023 scenario, in which all production was aimed at the domestic market.

Source: Infovento No 34, March 2024 – ABEEólica (Annual Bulletin 2025)

SUSTAINABLE GROWTH

Completed in 2021, the investment plan aimed at expanding production capacity and modernizing the factory sustained important advances in the following cycles. In 2024, the Company invested R\$ 93.9 million, as budgeted, prioritizing the structuring of new lines and strengthening manufacturing efficiency. During the period, 344 sets (equivalent to 1,032 blades) were produced, totaling 1.6 GW, a volume impacted by the decline in demand and operational adjustments, which included the decommissioning of four mature lines and the deactivation of three others.

With a business model anchored in long-term contracts and customized solutions, Aeris maintains its strategy aligned with industry dynamics and the needs of major global players. By the end of 2024, the potential supply volume covered by signed contracts totaled 9.7 GW, consolidating the Company as a strategic partner for its customers in medium and long-term decisions.



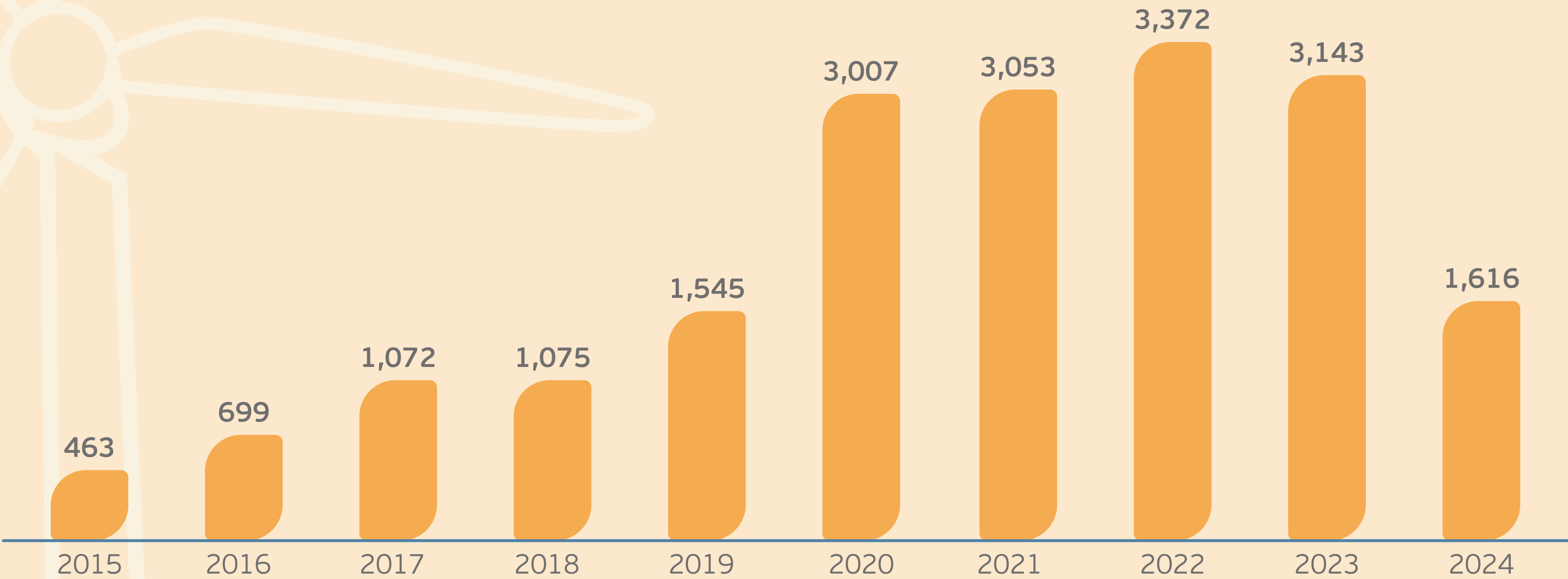
The performance of the services segment, responsible for 11% of annual net revenue, reinforces Aeris' ability to add value beyond blade production.

The allocation of 4.8% of net revenue to the foreign market reflects Aeris' growing role in international projects. Even though the decision to export comes from the customers themselves, the Company has remained technically prepared and commercially competitive to meet global demands with excellence.

This capacity has become especially relevant in a more challenging domestic scenario, in which the lack of new contracts and macroeconomic effects have limited the expansion of the wind energy chain in Brazil.

In response, Aeris strengthened its position with internationally active customers, and saw export performance reach 31.8% of revenue in the fourth quarter of 2024 and 4.8% for the year — reinforcing the importance of maintaining global competitiveness in the face of new market dynamics.

PRODUCTION (IN MW EQUIVALENT)



CERTIFICATIONS

In order to ensure compliance with legal and regulatory requirements applicable to its sector of activity, Aeris maintains a Management System structured around nationally and internationally recognized certifications. These certifications are validated through periodic internal and external audits, carried out by independent bodies.

In 2024, the ISO 9001 (Quality Management), ISO 14001 (Environmental Management) and ISO 45001 (Occupational Health and Safety) certifications were maintained, all valid until 2025.

The Company also remains qualified as an Authorized Economic Operator (OEA), a Federal Revenue program that recognizes companies with a high level of security in the logistics chain and customs compliance, promoting greater agility and predictability in export processes.



Histórico

2010

Aeris was founded with a focus on manufacturing of blades for wind turbines, essential for the production of clean energy, cooperating in the mitigation of climate change.

2011

Construction of the industrial park begins and the Company wins its first client, the Indian company Suzlon.

2012

The Company starts production and, to qualify its processes, seeks certifications.

Start of production for Acciona.

2013

Achievement of ISO 9001 (Quality) Certifications, ISO 14001 (Environment), and OSHAS 18001 (Occupational Health and Safety).

Creation of Aeris Services.

2014

Start of supply to Brazilian company WEG.

2015

Start of production for Vestas.

Expansion: Steps 1 and 2.

Manufacturing of blade number 1,000.

2016

Entry of the American client General Electric (GE).

The Company becomes a signatory to the UN Global Compact.

2017

Beginning of exports to the United States, producing around 1 GW of power.

Aeris is ranked among the 1,000 largest companies in Brazil, among the 100 most sustainable and among the 12 best places to work in Ceará.

2018

Opening of the AERIS Services branch in the United States.

Achieving the position of best company in the capital goods sector, as well as 8th best place to work in Ceará.

2019

Great Place To Work award, as the 3rd best place to work in Ceará.

Implementation of the AERIS Excellence program.

New contract signed with Vestas.

2020

ISO 45001 certification, replacing OHSAS 18001, and OAS.

Ranked as one of the top 150 companies to work for in Brazil.

IPO on the Stock Exchange.

Expansion of the units: Pecém II, Pecém III and office in Fortaleza.

Opening of the Distribution Center.

2021

Start of the contract with the German-Spanish company Siemens Gamesa.

Completion of the 6th expansion of the headquarters, which now has 226,000 m² of built area.

Contract renewal with Nordex Energy.

Beginning of the partnership with Falconi Consultores, aiming to strengthen corporate culture, maximize results and consolidate AERIS' operational standards.

2022

Contract renewal with Vestas Wind Systems AS.

AERIS launches Cultural Manifesto, strengthens the #BeSoAERIS and declares its values: We develop and care for our people; We focus on quality; and We generate value.

The Company is now part of the new portfolio of the B3 Corporate Sustainability Index (ISE).

2023

Primary offering of shares for capital increase in R\$ 400 million.

Implementation of GFO – Operator-Focused Management – operations management centers focused on operational excellence.

Record in the installation of wind turbines and MW.

Implementation of the Lean Manufacturing.

2024

Manufacture of 15 thousand blades since the beginning of our journey.

New amendment with Vestas and Nordex.

AERIS is part of the team of partners at the Ceará Center of Excellence for Energy Transition.

1st place in the AECIPP 2024 Communication Award, in the Institutional Campaign category.

1st place in 2024 Gandhi Communications Award, in the Internal Communication category.

HIGHLIGHTS AERIS WAS PRESENT

Blades USA in Austin

Clean Power 2024 in Minneapolis (USA)

FIEC Summit 2024 in Fortaleza-CE

2nd edition of JEC Composites

Talks Brasil in São Paulo

Brazil Wind Power 2024 in São Paulo

Commitment to the future

Since 2018, when it joined the UN Global Compact, Aeris has been consolidating its performance as a committed company with the principles of corporate social responsibility. The 2030 Agenda, with its 17 Sustainable Development Goals (SDGs), continues to be an essential reference for our corporate decisions and goals.

In 2024, this commitment is reaffirmed in a more challenging scenario, in which reconciling economic and financial performance with socio-environmental responsibility requires even more discipline, planning and resilience. We have dedicated ourselves to structuring and standardizing processes that help mitigate negative impacts and increase positive ones, with a focus on environmental preservation and human development. We strengthen institutional partnerships with entities such as ABEEólica and ABIMAQ, we contribute to the public debate about the

sector and we promote structuring actions in our operations.

More than ever, we recognize that sustainability is an inseparable part of our long-term strategy.

Therefore, we continue to work in an integrated manner with our stakeholders, starting with our employees — protagonists of an organizational culture that values ethics, innovation and positive impact on the territory where we operate.



SOLID COMMITMENTS

10 PRINCIPLES OF THE UN GLOBAL COMPACT:



ENVIRONMENTAL

- # The companies must support a preventive approach to environmental challenges.
- # Develop initiatives to promote greater environmental responsibility.
- # Encourage the development and dissemination of environmentally friendly technologies.



SOCIAL

- # The companies must support and respect the protection of internationally recognized human rights.
- # Make sure that you do not participate in any violation of these rights.
- # The companies must support freedom of association and effective recognition of the right to collective bargaining.
- # The elimination of all forms of either forced or compulsory labor.
- # The effective abolition of child labor.
- # Eliminate discrimination in employment.



GOVERNANCE

- # Fight the corruption in all its forms , including extortion and bribery.

AERIS PRIORITY SDGs





1

2

3

4

5

6

OUR GOVERNANCE

Governance Structure
Guidelines and Policies
Integrity Program
Risk Management and Opportunities



Governance Structure

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

A

eris adopts corporate governance practices that prioritize ethics, transparency and

With a presence on B3's Novo Mercado since 2020 — a segment that concentrates companies with high regulatory standards — the Company seeks to ensure that its management structure is permanently aligned with good market practices.

Governance is executed in an integrated manner by different bodies: the Ordinary General Assembly (AGO),

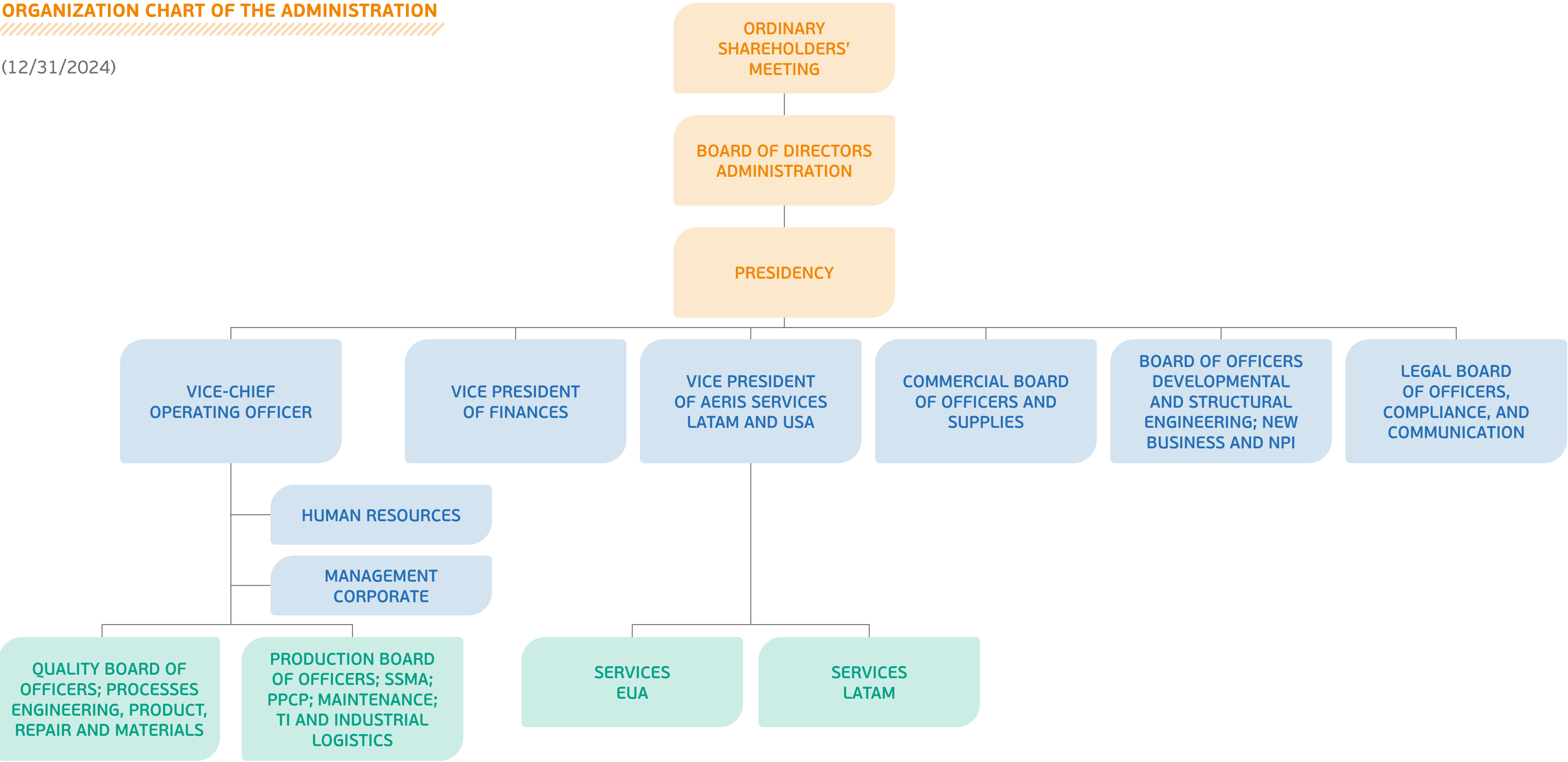
held once a year, it brings together shareholders and represents the highest forum for deliberation; the Board of Directors, responsible for strategic supervision; and the Executive Board, in charge of conducting business. These bodies have the technical support of the Audit Committee, which reinforces the solidity of the control and compliance mechanisms.

The powers and responsibilities of each instance are described in the [Bylaws](#) and follow B3 guidelines, ensuring a fair, transparent and responsible relationship with all stakeholders.



ORGANIZATION CHART OF THE ADMINISTRATION

(12/31/2024)



BOARD OF DIRECTORS

The Board of Directors is Aeris’ highest governance body, responsible for guiding strategic guidelines and supervising the conduct of the Company’s business, as established in the Bylaws. Its responsibilities include approving the business plan, appointing and supervising the Executive Board, assessing risks and resolution on topics relevant to sustainability and long-term value creation.

The composition of the Board may vary from five to ten effective members, shareholders or not, all elected by the General Assembly for unified one-year terms, with the possibility of re-election. Regular meetings are held quarterly, or on an extraordinary basis, according to the organization’s strategic demands.

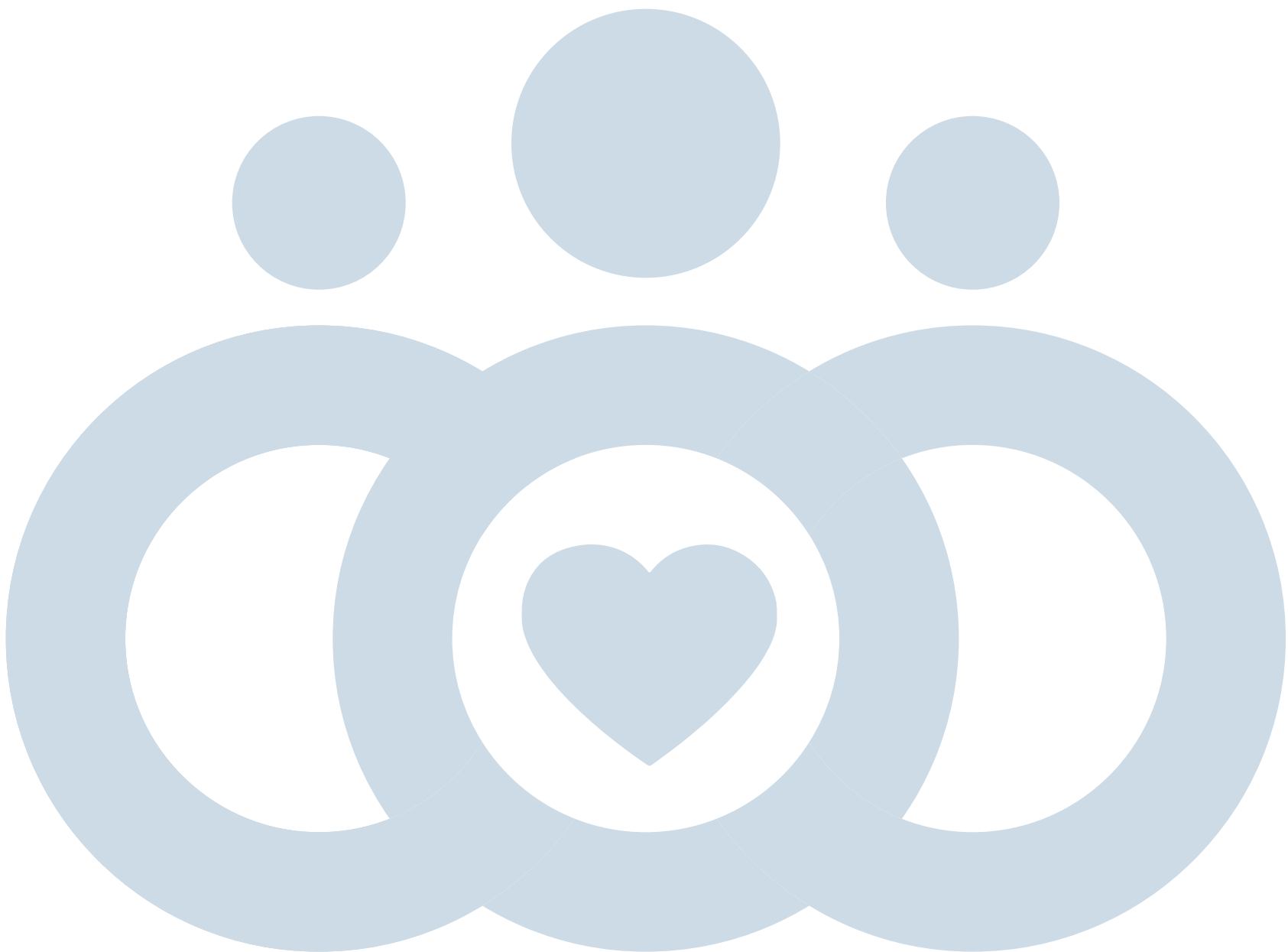
At the end of 2024, the Board was composed of four members, with a woman as President since 2022. The president does not accumulate executive functions, which ensures the separation between supervision and operational management. This female representation reinforces Aeris’ commitment to gender equality (SDG 5) and more diverse and responsible governance (SDG 16).

The governance structure also includes advisory committees to the Board, focused on the technical analysis of critical issues such as auditing, integrity, and people. Aeris also maintains a non-permanent Fiscal Council, which contributes to strengthening control and transparency mechanisms.

COMPOSITION OF THE BOARD OF DIRECTORS

(on 12/31/2024)

NAME	TITLE
Gisela Sarnes Negrão Assis	President of the Board
Luiz Henrique Del Cistia Thonon	Director
Alexandre Sarnes Negrão	Director
Claus Henning Bernhard Paulo Von Heydebreck	Independent Director



EXECUTIVE BOARD

The Aeris Executive Board is responsible for implementing the Company’s strategy and ensuring compliance with organizational policies and guidelines, with special attention to commitments related to sustainability and integrity. It operates under the guidance and supervision of the Board of Directors, as provided for in the Bylaws, and is also responsible for institutionally representing the Company before its various stakeholders.

Executive decision-making authority is formally delegated by the Board, and the Board’s performance is monitored in alignment with corporate objectives and long-term goals.

At the end of 2024, Aeris had seven statutory and four non-statutory boards, both essential for the efficient conduct of business and the strengthening of corporate governance.

COMPOSITION OF THE EXECUTIVE BOARD

(on 12/31/2024)

STATUTORY	TITLE
Alexandre Sarnes Negrão	Chief Executive Officer
Marcelo Costa Nasser	Vice Chief Operating Officer
José Antônio de Souza Azevedo	Managing Director and VP of Finance and Investor Relations
Cássio Cancela e Penna	Vice President of Aeris Services LATAM and USA
Daniel Henrique da Costa Mello	Director of Commercial and Supply Chain
Vitor de Araújo Santos	Technology and Innovation Officer
Erica Maria Cordeiro	Services Director - Service LATAM

NON STATUTORY	TITLE
Douglas Rocha Arruda de Souza	Quality Director
Jonathan Oliveira de Figueiredo	Services Director – Service LATAM
Rafael Rocha Lima Medeiros	Chief Operating Officer
Lidianne Pacheco Dantas	Legal, Compliance and Institutional Relations

ADVISORY COMMITTEE

They assist company management in analyzing strategic issues, providing the board with technical recommendations and supporting decision-making, contributing to more efficient, transparent management aligned with the organization's objectives.

AUDIT COMMITTEE

The Audit Committee, which has enduring character, acts independently and is directly linked to the Board of Directors. Its responsibilities include supervising internal controls, monitoring financial statements, monitoring internal audit activities and advising the Board on assessing corporate risks.

MEMBERS OF THE AUDIT COMMITTEE

(on 12/31/2024)

NAME	TITLE
Eduardo Luiz Rota	Member of the Committee
Fabício La Gamba	Member of the Committee

INTEGRITY COMMITTEE

As part of the Governance structure for ethical business management, the Integrity Committee continues to focus its efforts on promoting a culture of compliance and strengthening the ethical principles that guide Aeris' relationships with its various stakeholders.

Coordinated by the Legal and Compliance Department, the committee monitors actions related to organizational conduct, compliance with internal regulations, and interactions with employees, suppliers, customers, and society, reinforcing the Company's commitment to integrity as a core value.

PEOPLE'S COMMITTEE

The Human Resources Committee is responsible for advising Aeris' leadership on monitoring key indicators related to human capital management, conducting analyses that support the Company's strategic decisions.

Held monthly, the committee is composed of the president, vice presidents, directors, corporate managers and Human Resources leaders. Among the topics discussed are

absenteeism, rotation, job certification, organizational climate and overtime management.

The committee's work contributes to increasing integration between the areas and HR, directing efforts towards the development and retention of talent, and strengthening people governance as a strategic pillar of the organization.

Guidelines and Policies

GRI 2-23; 2-24

Committed to transparency and access to information for all stakeholders, Aeris disseminates its culture, policies and regulatory documents, aligned with the company's values. The following documents are available on its [website](#):

RISK MANAGEMENT POLICY

Establishes guidelines and responsibilities related to the monitoring, prevention, mitigation, contingency and transfer of risks related to Aeris' business and sector of activity.

HUMAN RIGHTS AND SOCIETY POLICY

Based on the premise of respect for Human Rights fundamental commitment of the Company, the document defines general guidelines regarding Aeris's performance in its activities and in the relationship with stakeholders. Applicable to all employees and managers, its guidelines extend to the Company's entire value chain, including suppliers, service providers, partners, sales representatives, and other stakeholders with whom the company interacts.

REMUNERATION POLICY

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

TRANSACTIONS POLICY FOR RELATED PARTIES

It seeks to ensure, through rules, procedures and guidelines, that transactions with related parties involving the Company are carried out in its best interest, guided by equity in relationships.

SECURITIES TRADING POLICY

The Policy seeks to prevent the misuse of privileged information through rules and guidelines to be observed by related parties regarding the trading of securities.

POLICY FOR APPOINTMENT OF MEMBERS OF THE BOARD OF DIRECTORS

Determines the rules, procedures, guidelines and criteria for the composition and appointment of members of the Board of Directors, Executive Board And Committees of the Company.

DISCLOSURE POLICY OF FACTS

It deals with the rules and guidelines regarding the use and disclosure of Information and establishes procedures to guarantee the confidentiality of privileged information.

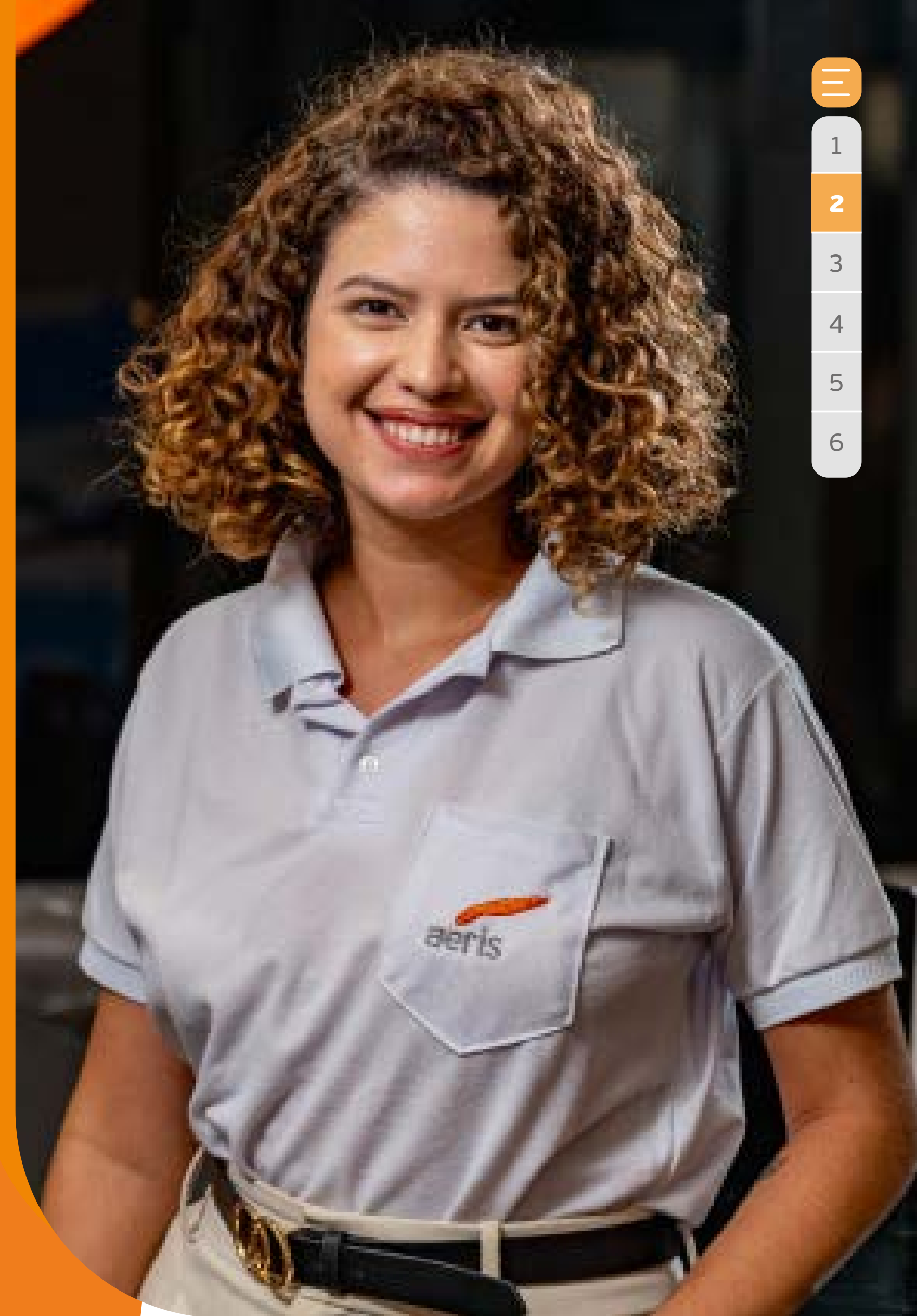
Integrity Program

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

The commitment to ethical conduct guides all of Aeris' activities and relationships, which has the Integrity Program, launched in 2020, as its main mechanism for preventing and combating any illegal practice, discrimination or corruption, acting in line with legislation and best Governance practices – a position reiterated by the policies established within the Company.

Together with the Code of Conduct, a series of regulations make up the Integrity Program, the management of which is under the responsibility of the Integrity Committee, which coordinates the activities of the Legal and Compliance area. The Program's

management mechanisms are intended to inform the Company's guidelines regarding the conduct expected of all its employees, managers and other stakeholders, in order to identify and remedy deviations, irregularities and illegal acts committed in any sphere of Aeris' business.



1

2

3

4

5

6

The Aeris Integrity Program continues to be a fundamental pillar in promoting ethics, transparency and compliance in all our operations. In 2024, we reinforced our commitment to integrity by holding monthly meetings of the Integrity Committee and the Operational Integrity Commission. These meetings are essential to foster a continuous learning environment, allowing for in-depth discussions on improvements and lessons learned, in addition to ensuring the constant improvement of our internal control and governance processes.

The initiatives carried out throughout the year demonstrate the growing maturity of the program and its integration into the organizational culture, promoting responsible and sustainable practices at all levels of the company.

Among the main advances recorded in the period, the following stand out:

- # 89% of employees were trained in 2024 2024, an average of around 450 interviews carried out reinforcing the pillars of ethics and compliance.
- # Update of the internal policies, including the Conduct Code and the Reporting Channel.
- # Monitoring of key integrity indicators, such as the number of 238 complaints received in the period, with an average of response time, of approximately, 50 (fifty) days and with a proportion of 7 cases closed with action plan.

These actions reflect our commitment to ethical, transparent and responsible management, fundamental elements for creating sustainable value in the long term.

MANAGEMENT MECHANISMS OF THE INTEGRITY PROGRAM

1. Aeris Code of Conduct

2. Compliance Policies

2.1 Anticorruption Policy and Relationship with public Administration;

2.2 Prevention Policy against Fraud, Collusion and Coercion;

2.3 Competition and Antitrust Policy;

2.4 Policy for Relationship with suppliers;

2.5 Information Disclosure Policy;

2.6 Policy for Transactions with Related Parties;

2.7 Policy for Disciplinary Measures Application;

2.8 Policy for Donations and Sponsorships;

2.9 Philanthropic Donations Policy;

2.10 Prevention Policy against Fraud, Collusion and Coercion;

2.11 Reporting Channel Policy;

3. Internal Rules of the Integrity Operational Commission ("Integrity Commission") and the Integrity Operational Committee ("Integrity Committee");

4. Disclosure and management of the person in charge of the Channel.

AERIS CODE OF CONDUCT

The main instrument of Aeris' ethical commitment, the Code of Conduct guides the decisions and behaviors expected in all of the Company's relationships, based on principles such as respect for Human Rights, integrity in business practices and the promotion of sustainable development.

Applied to all employees and partners, the Code reinforces the culture of compliance and contributes to consolidating Aeris' reputation as an ethical and responsible company.

Fundamental principles of the Code of Conduct

1. **The Conduct and the Law;**
2. **Mutual Respect and Diversity;**
3. **Right to Privacy;**
4. **Protection against harassment or violation of Human Rights;**
5. **Physical, Psychological Health and Safety;**
6. **Transparency.**

All employees, upon starting their activities at the Company, receive information about the Integrity Program and have access to the Aeris Code of Conduct.



1

2

3

4

5

6

TRAINING AND COMMUNICATION

Just as with the integration of new employees, suppliers and service providers also receive guidance on the Integrity Program and have access to the Company's Code of Conduct.

With defined frequency, the Integrity Committee holds Integrity Dialogues in all Aeris units, promoting reflection on ethical conduct, compliance and shared responsibilities in the corporate environment.



HIGHLIGHTS 2024

100%

of new suppliers notified about the Integrity Program.

89%

of employees participated in the Integrity Dialogues, as well as having access to the code of conduct course at Aeris University.

The integrity program works on integrity-related actions throughout the year.

REPORT CHANNEL

Aeris maintains an independent, secure and accessible Whistleblower Channel for all audiences — employees, third parties, suppliers, customers and other interested parties. The channel guarantees anonymity, confidentiality of information and a commitment to non-retaliation, being an essential tool for strengthening the culture of integrity within the Company.

The received reports are analyzed by the Integrity Committee, responsible for investigating the facts based on the collection of evidence. The results are forwarded to the Integrity Committee, which, using the Consequence Matrix, deliberates on the appropriate measures and ensures feedback to the complainants. Channel performance is monitored by senior management through management indicators.

Goal: 100% of complaints responded to within 50 days.

In 2024, the channel received 238 statements. Among them, five were initially classified as possible cases of discrimination, but, after thorough investigation, were considered unfounded. There were no reports of corruption-related complaints.

Risk and Opportunity Management

GRI 2-25; 3-3



eris' risk and opportunities monitoring aims to ensure the identification,

assessment and mitigation of risks, with the assumption of reducing the probability of occurrences and uncertain events that may impact the results and sustainability of the business.

Therefore, in the risk management process, carried out by the Internal Controls, Risk Management and Compliance area, macroeconomic, sectoral, regulatory, financial, operational, social and environmental aspects are considered, as well as those related to image and corporate governance.

The work also involves the Board of Directors, the Audit Committee and the Executive Board. The Board of Directors is responsible for supervising and periodically assessing risks, in addition to defining the level and degree of exposure that the Company is willing to accept in implementing its business strategies and conducting its activities.

Implemented in 2020, the Risk Management Policy, applicable to the entire Company and its subsidiaries, is the document that sets out the guidelines and responsibilities, as well as the management system applied by the company, from risk identification to risk monitoring.

MAIN RISKS AND OPPORTUNITIES MONITORED

Cyber Risk

Refers to the possibility of virtual attacks, data leaks and interruptions in critical systems, resulting from the intensive use of information technologies. These events may compromise the Company's operational continuity, information security and regulatory compliance. To mitigate this risk, Aeris adopts structured information security controls, including access policies, vulnerability testing, periodic training, and LGPD compliance.

Compliance Risk

Refers to the possibility of non-compliance with laws, regulations and internal standards, with potential legal, financial and reputational impacts. Aeris has a structured Integrity Program, which includes clear policies, a reporting channel, internal audits, and training, promoting an organizational culture based on ethics and compliance.

Credit Risk

Alt is associated with default by customers or business partners, which can affect cash flow and financial stability. The Company adopts strict credit analysis criteria, customer portfolio monitoring, exposure limits and efficient collection mechanisms.

Strategic Risk

It relates to impacts resulting from strategic decisions inadequate, failure to adapt to market trends or changes in the competitive environment. Aeris conducts periodic strategic analyses and monitors the macroeconomic, regulatory, and industry environment, focusing on ensuring long-term resilience and sustainability.

Financial Risk

Refers to financial operations and the possibility of issuing inaccurate or untimely reports, customer defaults, exchange rate fluctuations, failures in executing the hedge policy, or changes in tax incentives. The Company operates with strict financial risk management, control policies and cash flow monitoring.

Image Risk

It relates to stakeholder perception and the impact of crises, inappropriate behavior or negative exposure. To mitigate this, Aeris invests in transparent communication, ethical relationships with stakeholders, media monitoring, and a crisis response plan.

Liquidity Risk

Refers to the possibility of non-fulfillment of short-term financial obligations. Aeris manages this risk through working capital policies, maintaining adequate cash and available credit lines.

Market Risk

It relates to losses arising from variations in interest rates, exchange rates, commodity prices, demand or financial assets. Aeris monitors macroeconomic indicators and implements hedging strategies to reduce exposure.

Product Risk

It is associated with the occurrence of non-compliance with either specifications or performance failures in operation, which can generate financial and reputational impacts. The Company adopts robust quality control and risk management processes in engineering and production.

Operational Risk

It arises from failures or deficiencies in internal processes, people, external systems or events. It comprises fraud, litigation, shortages of supplies, logistical problems, workplace safety, and damage to assets. The Company has internal control mechanisms, contingency plans and operational continuity management.

Regulatory Risk

It relates to changes in labor, tax or sectoral legislation, which may impact the Company's costs, operations and competitiveness. Aeris conducts constant regulatory monitoring and evaluates scenarios to anticipate impacts.

Social and Environment Risk

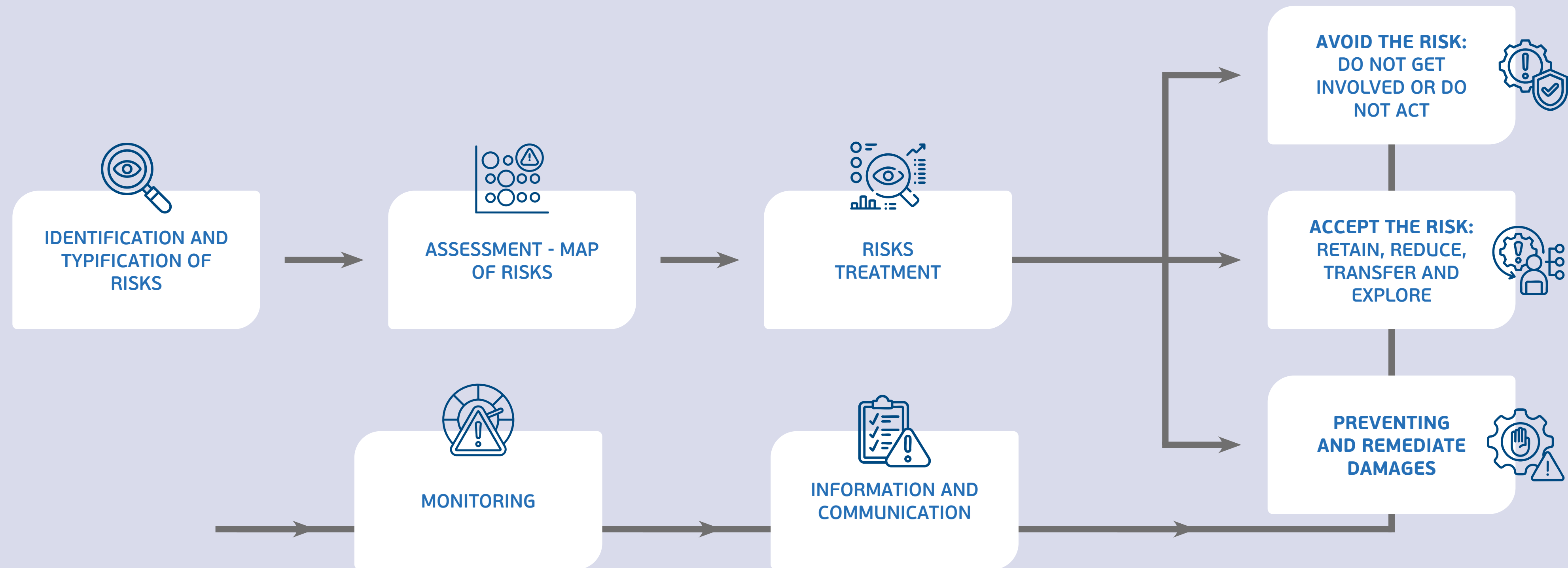
It concerns the social and environmental impacts of Aeris activities and exposure to extreme weather events. The Company adopts a sustainability policy aligned with the SDGs, focusing on energy efficiency, emissions management, waste, community relations and environmental compliance.

Technological Risk

Refers to the unavailability, failures or obsolescence of equipment, control, communication or management systems that compromise the continuity of activities. It may involve human error or system-related fraud. Aeris invests in infrastructure, technological updates, and digital risk monitoring.

RISKS MANAGEMENT PROCESS

The flow for monitoring the risks is established in the [Risk Management Policy](#) and it follows the steps bellow:



DATA PROTECTION – (LGPD)

GRI 418-1

The protection of personal data of clients, employees, suppliers and other stakeholders with whom the Company interacts is an integral part of corporate risk management. To reinforce this commitment, the company maintains its Data Privacy Policy available on its institutional website, which guides how information is handled.

Prepared in accordance with the General Personal Data Protection Law (LGPD), the policy establishes guidelines for the collection, use and storage of data, including that provided by job applicants, business partners and customers. Thus, the Company ensures greater transparency and responsibility in the use of information, in line with best governance and compliance practices.

Information security management includes continuous monitoring of cyber threats, vulnerability management, brand monitoring, creation and review of policies and procedures, and periodic employee training. These activities are conducted by the Information Security teams and the Legal department, whose manager also holds the role of information protection officer (DPO).

At Aeris University, an Information Security course is available, carried out by all employees in their integration in addition to periodic competencies updating/ refreshing training with other employees. In 2024, 2,747 people

took the course on the platform. At the end of 2024, the Company had not registered any cases related to data breaches.



OUR BUSINESS

Competitive Strategy
Business Model
Operational Performance
Performance 2024

Competitive Strategy

MARKET CONTEXT

Reduce global emissions to half by 2030 is an ambitious goal, but it is possible as long as adopting strong measures that combine energy efficiency and the progressive replacement of fossil fuels with renewable sources. This is the most feasible approach to face the climate crisis within the necessary timeframe, as pointed out by the International Renewable Energy Agency (IRENA)*.

*Source Irena: <https://www.irena.org/Energy-Transition/Outlook>

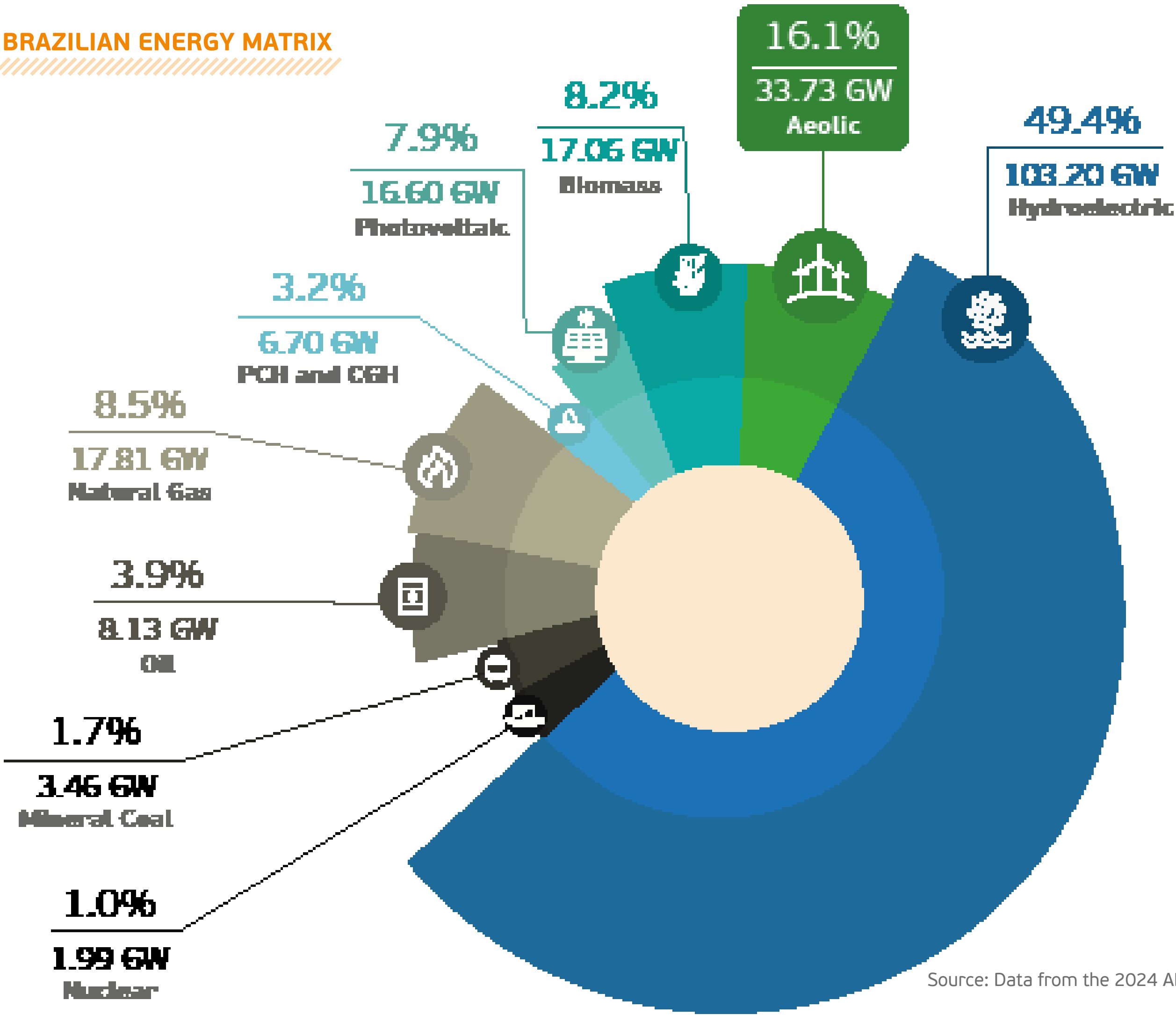
However, the decarbonization process presents considerable challenges, especially for countries whose energy matrix is still heavily based on coal. In this context, ensuring a fair and inclusive energy transition that takes into account the social and economic impacts on workers and local communities is as urgent as the technological change itself. To this end, international cooperation and coordinated action between nations become decisive factors.

The global energy transition requires replacing fossil fuels with zero-carbon solutions by the second half of this century. This structural transformation in the energy sector is essential to limit global warming to 1.5°C above pre-industrial levels, a target established by the Paris Agreement.

IRENA's World Energy Transitions Outlook presents an evolutionary roadmap to achieve this sustainable future. The study highlights that the electrification of sectors and energy efficiency are the two central drivers of this transformation. These efforts must be supported by a diversified portfolio of solutions, such as increased use of renewable sources, the development of green hydrogen, and the sustainable use of biomass.

Moving forward on this path requires urgent action on a global scale, with robust public policies, consistent investments, and a clear long-term vision. Only with this level of commitment will it be possible to align national and regional commitments with global climate goals and ensure a safe, fair and sustainable energy future for all.

BRAZILIAN ENERGY MATRIX



Source: Data from the 2024 ABEEólica Annual Bulletin

According to ABEEólica, wind power reached a 16.1% share of the Brazilian electricity matrix in 2024, consolidating itself as the second largest source of generation in the country. This advancement reinforces the strategic role of renewable energy in accelerating decarbonization and expanding energy security.

To keep global warming below 1.5°C by the end of the century, wind energy efforts need to triple in speed.

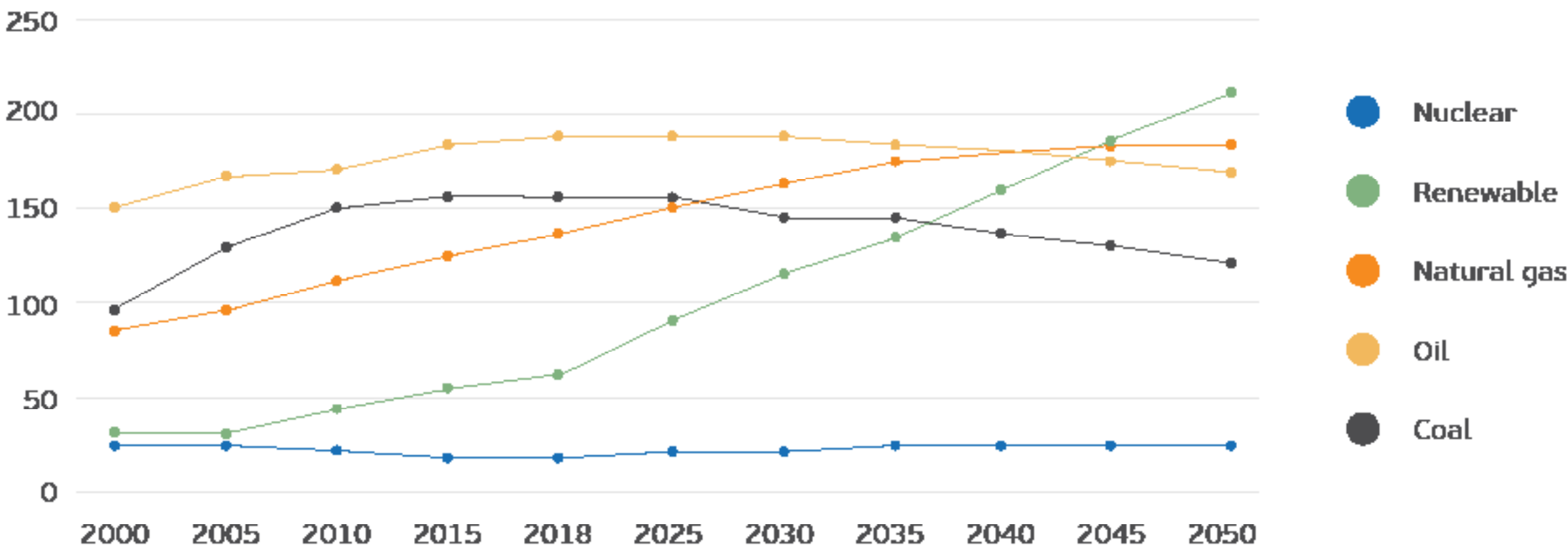
ENERGY TRANSITION

The Brazilian market has stood out in the global scenario of renewable energy generation. According to data from the Brazilian Wind Energy Association (ABEEólica), by the end of 2024 Brazil reached 33.7 GW of installed wind energy capacity, which represents a growth of approximately 10.8% compared to the 30.4 GW recorded in 2023.

When observing the proportion of wind energy in the national electricity matrix, participation reached 16,1%, consolidating this source as the second largest in the country, behind only hydroelectric power. In terms of capacity factor, Brazil remains above the global average – wind farms operating in the country have an average capacity factor of 41.8%, while the world average is around 34%.

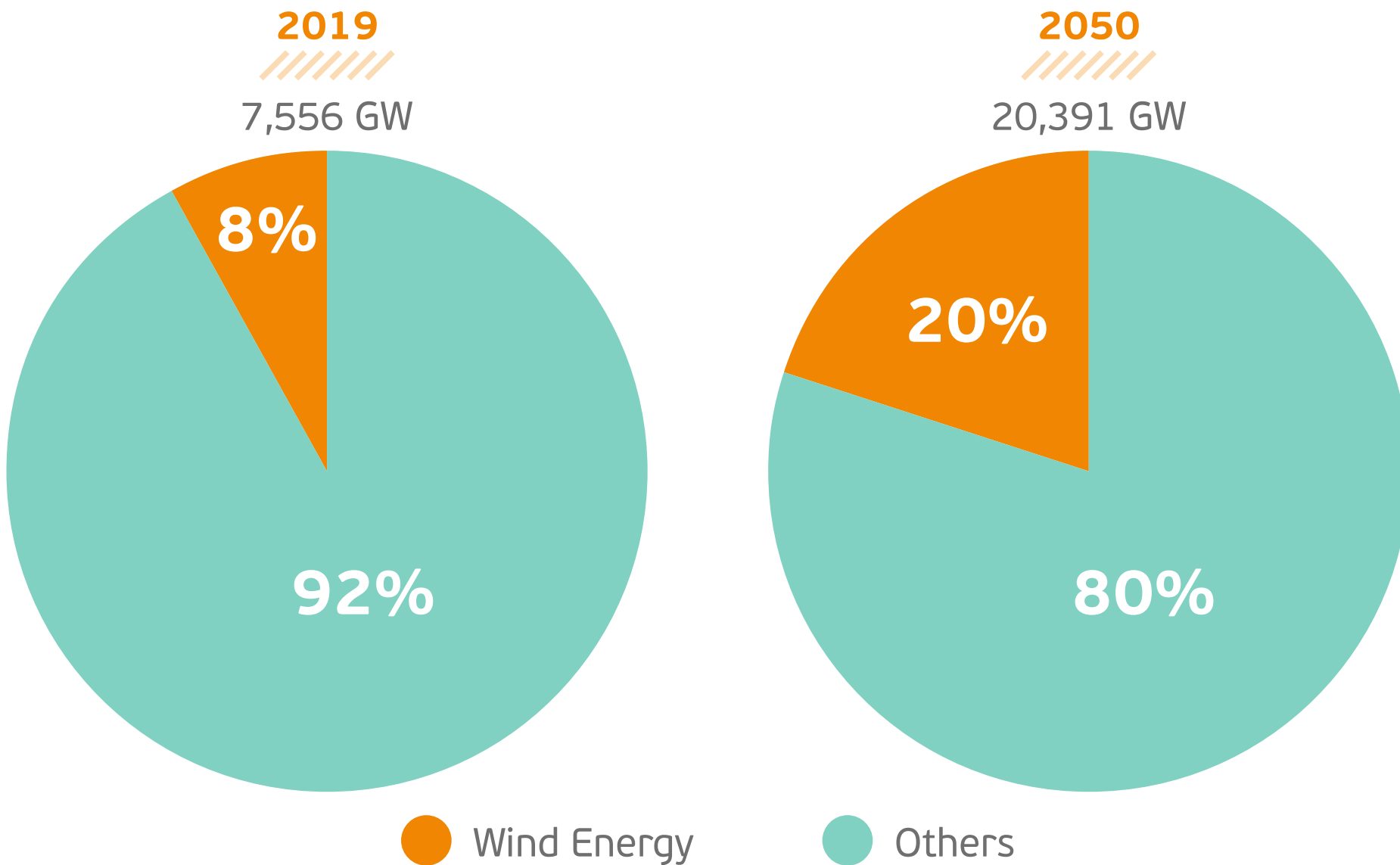
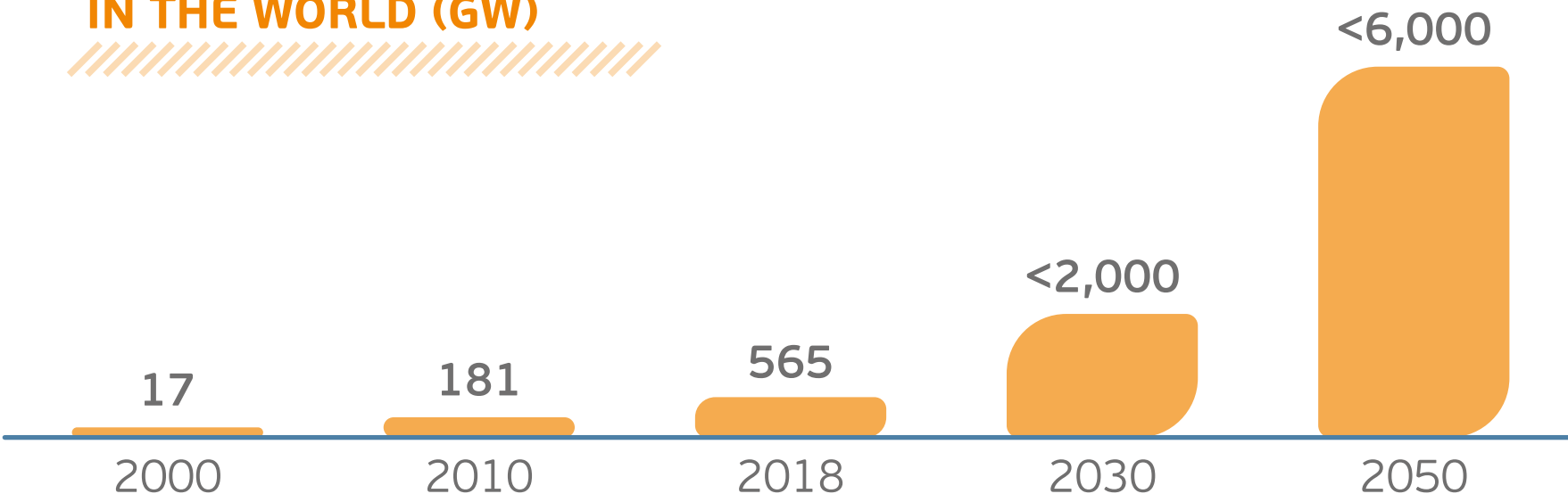
WORLD ENERGY CONSUMPTION

(in exajoules)



Source: Bloomberg and Statista

WIND ENERGY CAPACITY IN THE WORLD (GW)

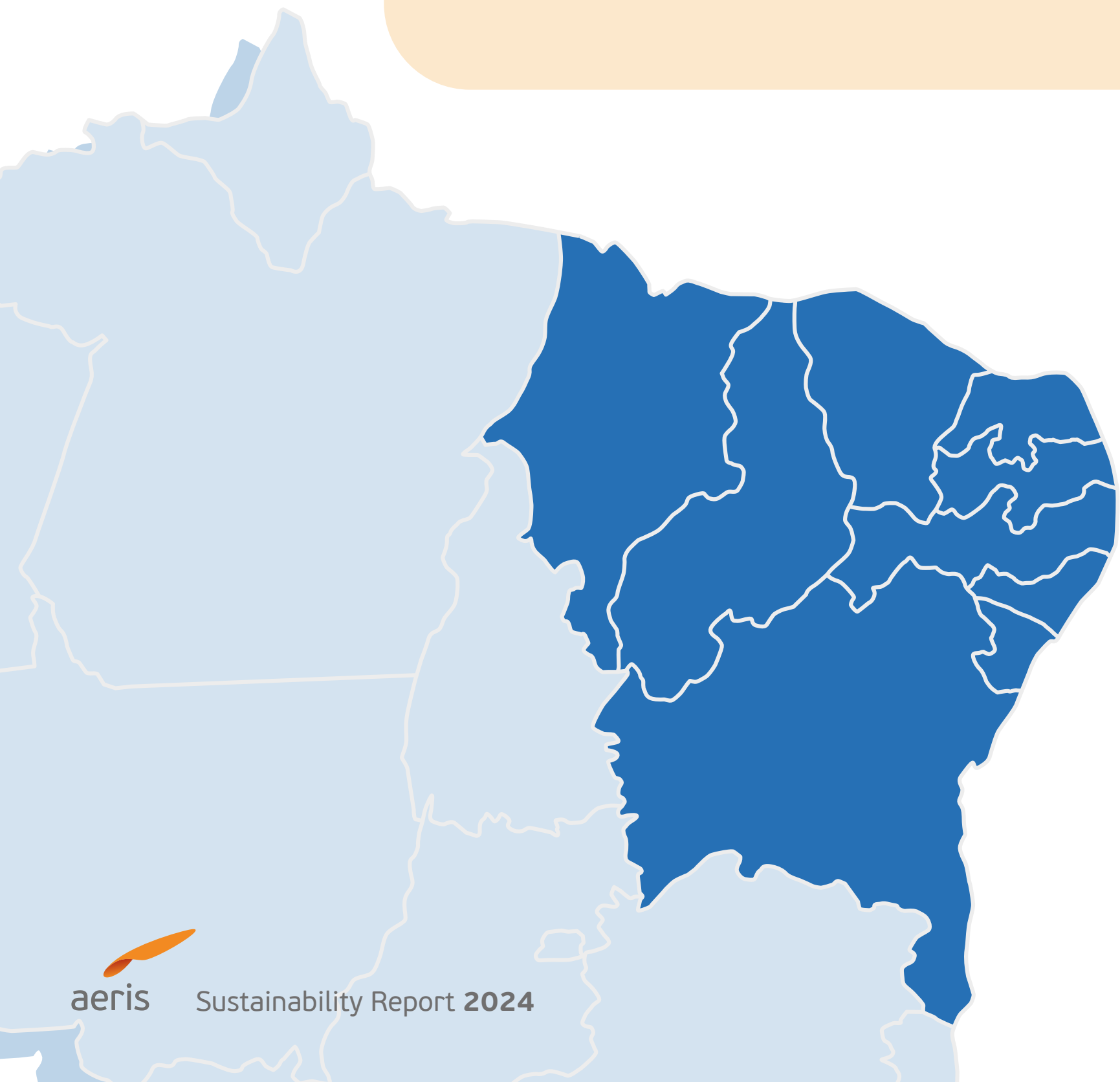


The Brazilian Northeast remains the main hub for wind energy generation in the country, concentrating 93% of the national installed capacity. With constant, high-quality winds, the region has the technical and structural conditions that favor the continued expansion of the source.

Ceará, in particular, maintained its prominent position in 2024, ranking among the five largest wind energy generators in Brazil, with a production of 7.01 TWh, according to the ABEEólica Annual Bulletin.

Located in the Pecém Industrial and Port Complex, near Fortaleza (CE), Aeris occupies a strategic position in the renewable energy production chain, acting as a leader in the manufacture of blades for wind turbines in Latin America.

Aeris' operations in the state contribute to strengthening the local industrial infrastructure and boosting the region's economy, generating qualified jobs and stimulating technological development. Its presence reinforces Ceará's role as one of the main centers of excellence in the wind industry in the country.



93%

of wind capacity in Brazil is produced in the Northeast Region.

Wind industry installs record of 117 GW of new capacity globally in 2024.

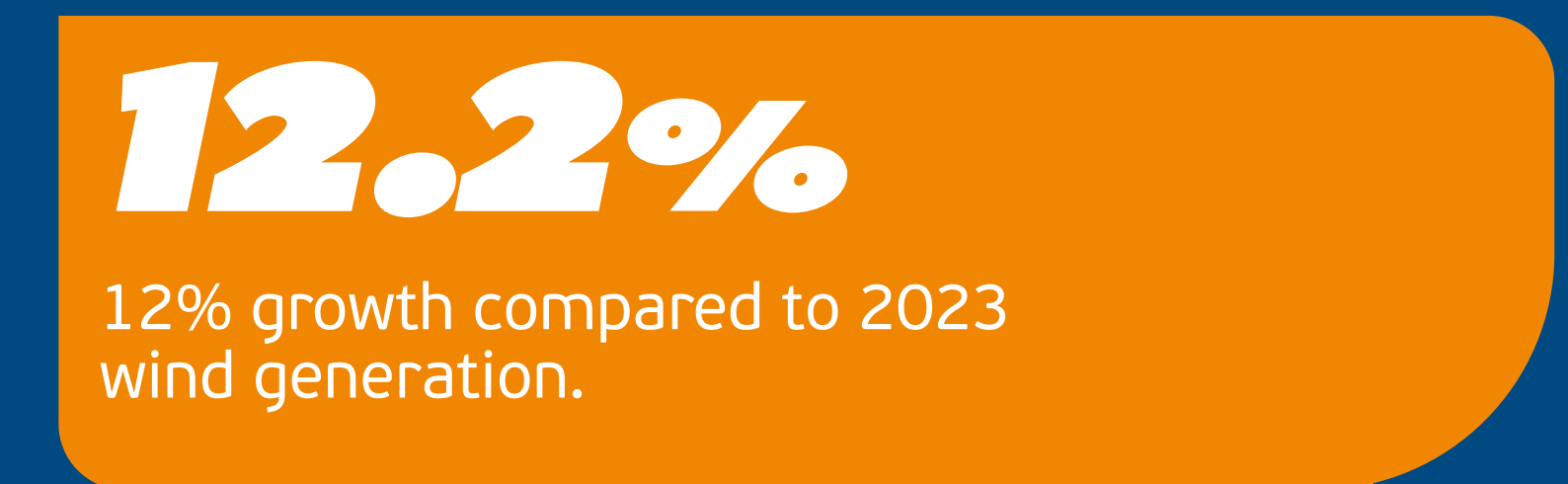
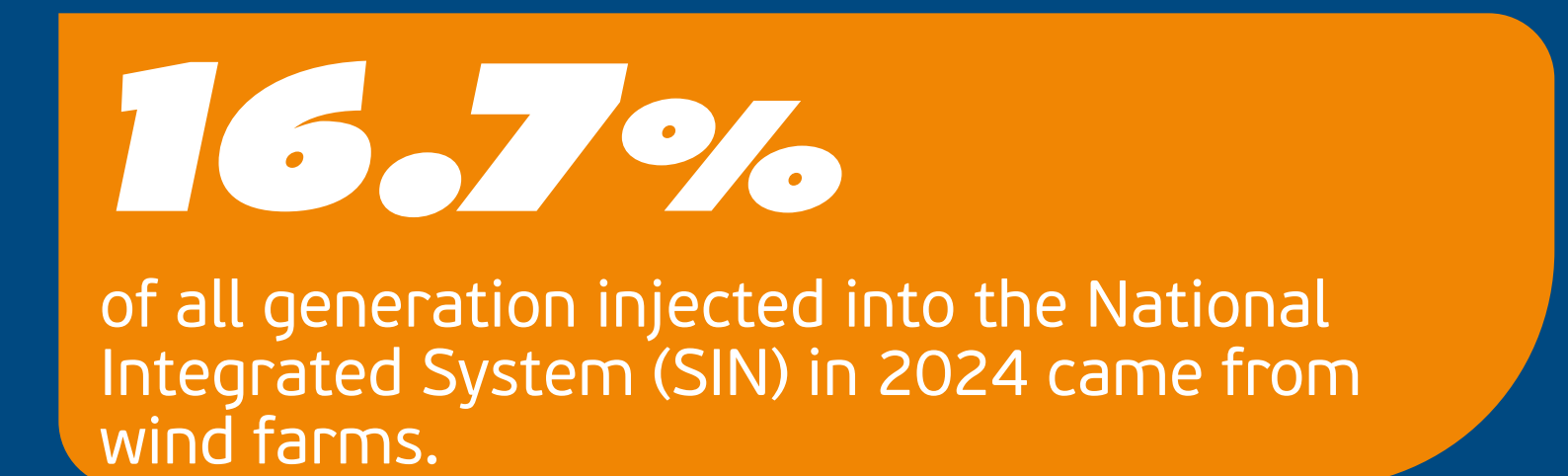
Source: Global Wind Energy Council (GWEC)

WIND ENERGY MARKET IN BRAZIL

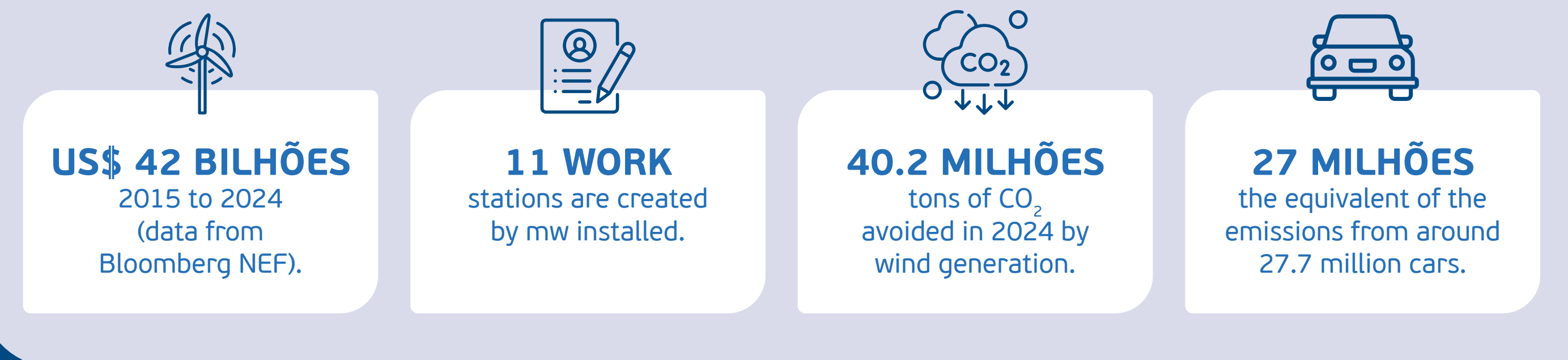
How large is the industry in Brazil?



How much energy does it generate?



Contribuições da energia eólica para o Brasil



ALIGNMENT WITH THE GLOBAL AGENDA

In recent years, the international climate agenda has intensified, with emphasis on the advances achieved at the UN Conference of the Parties (COP). In 2023, COP28 resulted in a historic agreement, with more than 130 countries committing to triplicate global renewable energy capacity and doubling energy efficiency gains by 2030. Also signed for the first time was a formal commitment to begin the transition away from fossil fuels, albeit in a gradual, fair and orderly manner.

Subsequently, COP29, held in 2024 in Azerbaijan, reinforced this path by placing energy infrastructure at the center of the global strategy. The goal was set to modernize or expand 25 million kilometers of electricity grids by the end of the decade, with a focus on enabling the growth of renewable sources and ensuring energy security. The event also brought important warnings: slow licensing, logistical bottlenecks, and regulatory uncertainties continue to hinder the speed needed to achieve climate commitments.

Expectations now turn to COP30, which will be hosted by Brazil, creating a strategic opportunity for the country to lead the debate on energy transition in emerging regions and strengthen its position in the global renewables sector.

In this context, Aeris reaffirms its position as an active agent of this transformation. Operating in the wind energy chain — one of the protagonists of the transition — the Company maintains its strategy focused on efficiency, technical excellence and competitive insertion in markets that demand increasingly sustainable and reliable solutions.



COP29
Baku
Azerbaijan

COMPETITIVE ADVANTAGES [GRI 3-3]

The growing relevance of wind energy as a sustainable source has, in recent years, driven the demand for more advanced infrastructure and technologies that are increasingly accessible to wind turbine manufacturers and wind farm developers. In this scenario of continuous expansion both in Brazil and globally, Aeris establishes its competitive strategy with a focus on innovation, scale and logistical proximity.

According to the Brazilian Wind Energy Association (ABEEólica), installed wind power capacity in Brazil is expected to grow from approximately 30 GW in 2025 to 45.8 GW by 2030 — an increase of approximately 15.8 GW over that period. Additionally, Brazil already occupies 5th place in the world ranking of installed capacity in onshore wind energy, according to the Global Wind Energy Council (GWEC), with data released in April 2025.

Even in the face of a scenario of specific demand, Aeris maintains its industrial structure prepared to respond with

excellence and agility to the needs of the wind sector. Located in one of the largest industrial complexes in the segment, the company has a total area of over 2 million m², of which 205,900 m² is built area, and has cutting-edge technology aimed at the production of large components.

Its strategic location, close to Brazil's main wind farms and the Pecém Port Complex, provides logistical and operational advantages, ensuring greater efficiency in delivery and meeting the demands of current and future clients.

Aeris adopts a verticalized business model, in which it controls all stages of the production chain — from raw material management to delivery of the final product. This format guarantees high operational efficiency, allowing the production of customized blades for different wind turbine models, with agility, performance and reliability.

With consolidated structure, technology and know-how, the Company is prepared to expand its customer base and capture new contracts. In addition to custom production, Aeris has a multinational service team, qualified to provide after-sales service with a focus on preventive and corrective maintenance. This integrated capability reinforces the commitment to long-term relationships and offers competitive commercial conditions, ensuring legal and financial security for the Company and its stakeholders.

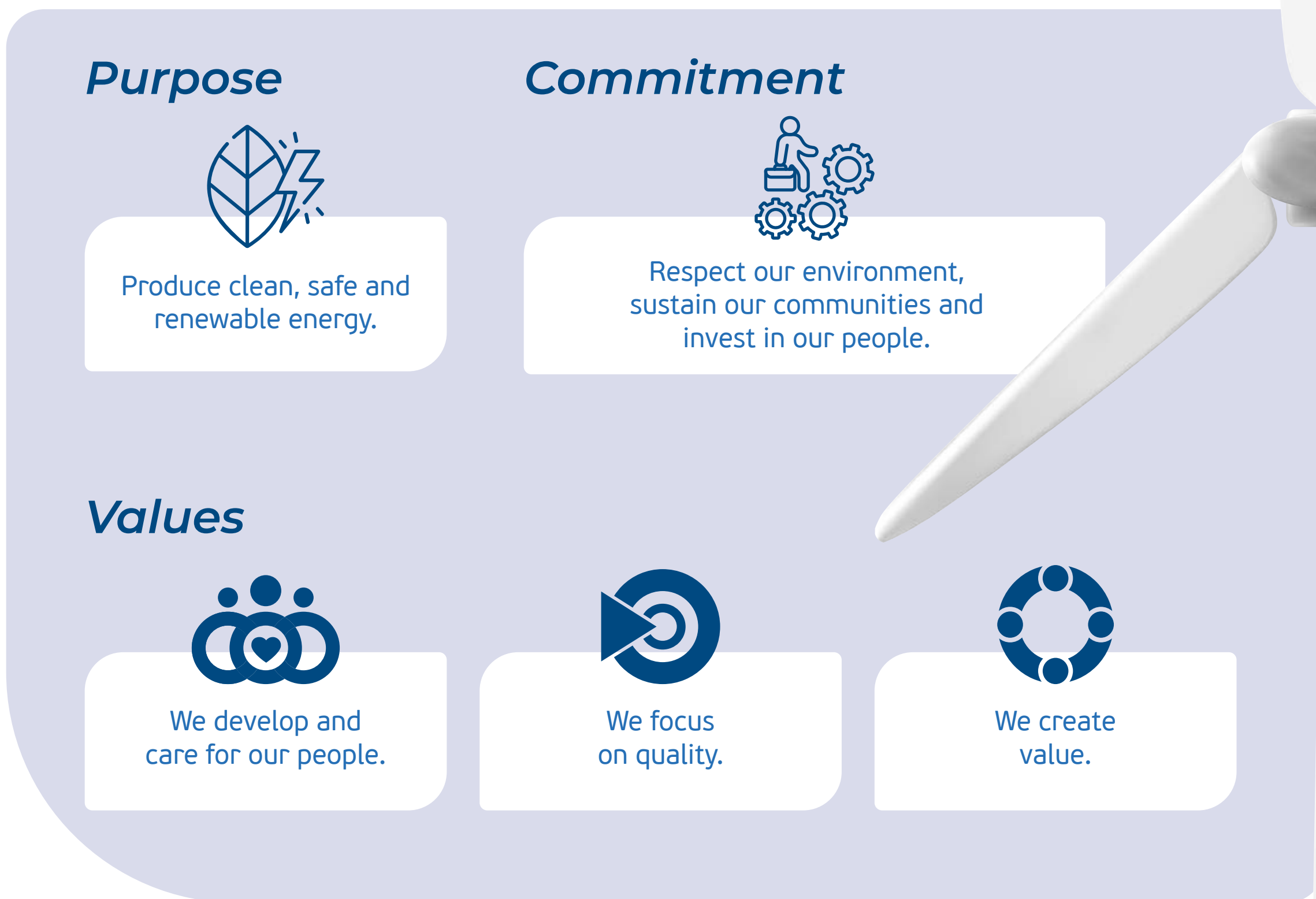
Together with entities such as ABEEólica and ABIMAQ, Aeris also contributes to the institutional debate on the direction of the sector, reinforcing its commitment to the sustainable development of the wind energy chain in Brazil. The expectation for the coming years, with COP30 being held in Brazil, strengthens the country's role in the global climate agenda and reaffirms Aeris' position as a reliable, competitive partner prepared to capture new opportunities.

Business Model

GRI 3-3; 416-2

WW

With a business model aligned with the global energy transition, Aeris' purpose is enable the production of clean, safe and renewable energy Supported by solid values and a culture of genuine care for people, the Company has established itself as the largest manufacturer of wind turbine blades in Latin America.



QUALITY AND CUSTOMIZATION

Aeris’ business model is guided by the constant pursuit of excellence and personalization. With a fully verticalized production process monitored at all stages, the company ensures high quality control. This approach allows us to offer products and services with a high technical standard, aligned with the demands of the international market in terms of performance, reliability and consistency in the delivery of wind blades.

Throughout its 14-year history, Aeris has structured its business around a number of strategic pillars, aligned with its purpose and culture.



STRATEGIC PILLARS

Technological capacity and delivery history

The evolution of the Company's operations, combined the continuous growth in market demand, enabled the development of robust technological capital and in-depth specialized knowledge in the production of wind blades. This technical mastery not only supports excellence in manufacturing processes, but also ensures agile and efficient product delivery. This commitment to quality and precision is reflected in Aeris' impeccable track record, with no product recalls or returns as of 2024, solidifying its reputation for reliability in the industry.

Strategically located industrial park

The Aeris factory is located in the Industrial Complex and Port of Pecém, in the municipality of Caucaia (CE), near the city of Fortaleza. The Northeast region concentrates approximately 85% of the installed wind capacity in Brazil, which totaled around 33,7 GW at the end of 2024. This strategic location, about 20 km from Porto of Pecém, represents a relevant logistical advantage,

ensuring greater efficiency, agility and safety in the transportation and delivery of wind blades to national and international customers.

Effectiveness in the production process

Under the concept of increasing efficiency in industrial processes and controlling costs, the entire production chain is concentrated in a single industrial park, enabling a more optimized production structure, reducing waste, and maximizing returns on invested capital.

Gains in scale and improvement cycle

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

Strong organizational culture

Aeris recognizes that having a strong culture is a prerequisite for business success. Therefore, it establishes its cultural guidelines that permeate all of the Company's strategic decisions, based on its values, ensuring alignment of practices and connection of processes (learn more about [Aeris Cultural Manifest](#)).

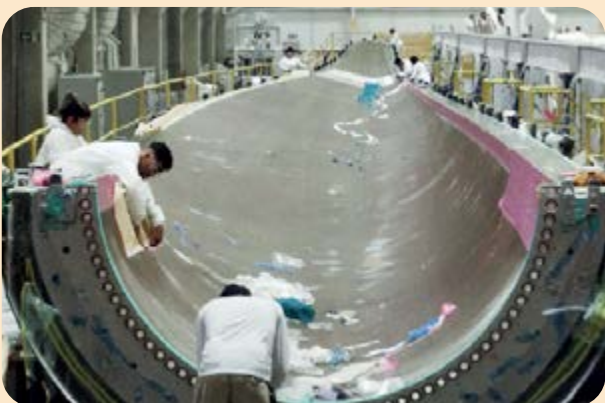
Robust ESG Agenda

To Aeris, a sustainability is inseparable part of the business. Therefore, its ESG agenda has been strengthened over the years with practices that aim to integrate sustainability into all of the Company's strategies. Aeris has been part of the stock exchange's Corporate Sustainability Index (ISE B3) since 2022. Always attentive to the socio-environmental impacts of activities, it seeks to mitigate the negative ones and enhance the positive ones through risk and impact management.

PRODUCTION PROCESS STEPS

1

Preparation and cleaning of the mold and placement of the internal fiberglass layers.



2

Root positioning assembly and spar cap placement.



3

Vacuum bag with epoxy resin infusion and chemical hardening (curing) process.



4

Insertion and gluing of the cores to close the shell.



5

Curing process of the bonding compound.



6

Removal of the blade from the molds and quality inspection using ultrasound.



7

Fiberglass insertion in the external area.



8

Painting and final assembly.



9

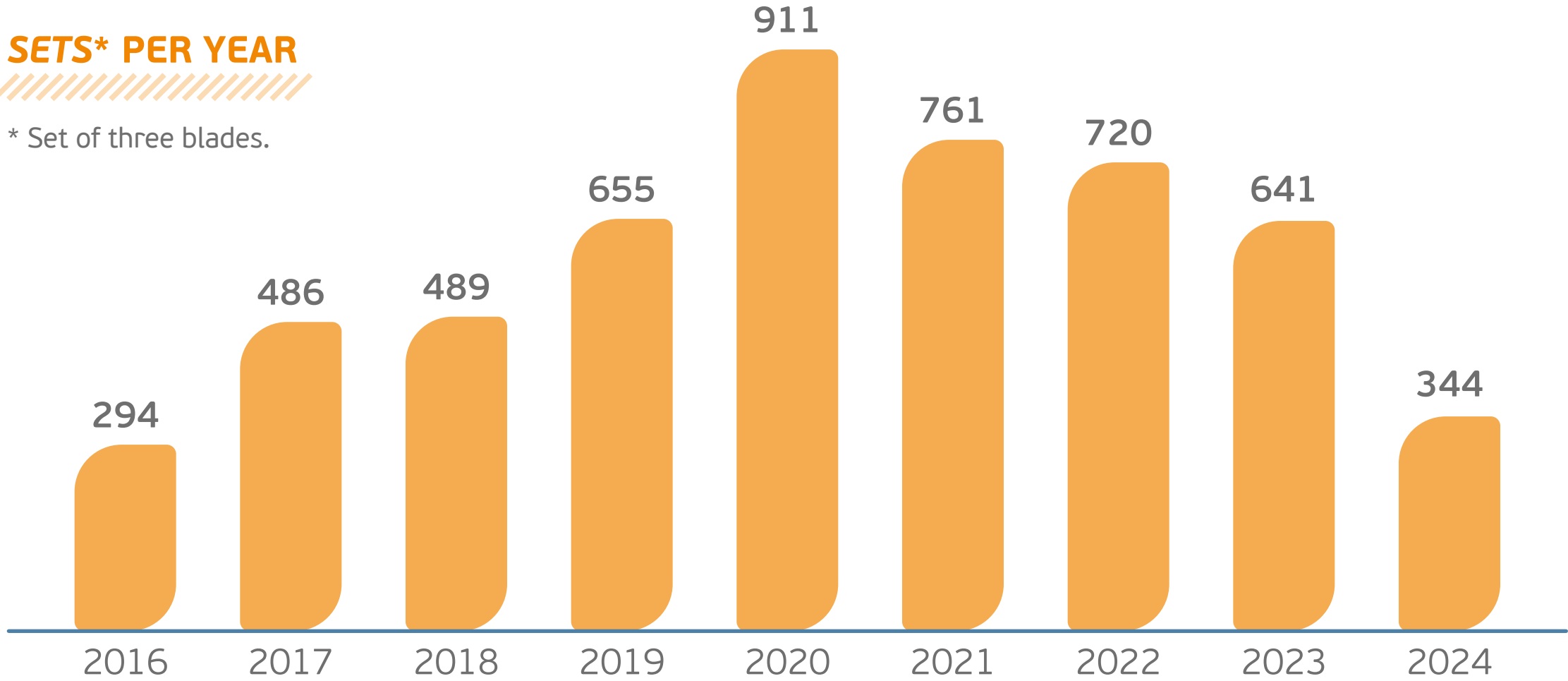
Balancing and Shipping.



Operational Performance

Aeris ended 2024 with seven active production lines, five mature and two non-mature, reflecting the operational adjustments made throughout the year. 344 blade sets (sets of three blades) were produced, totaling 1,616 Megawatts equivalent*. The blades manufactured vary between 71.5 and 83.5 meters in length, focusing on wind turbines that operate with an average power of 4.1 MW per set.

* Considers the center of the nominal power range of the wind turbines equipped by the sets invoiced in the year.

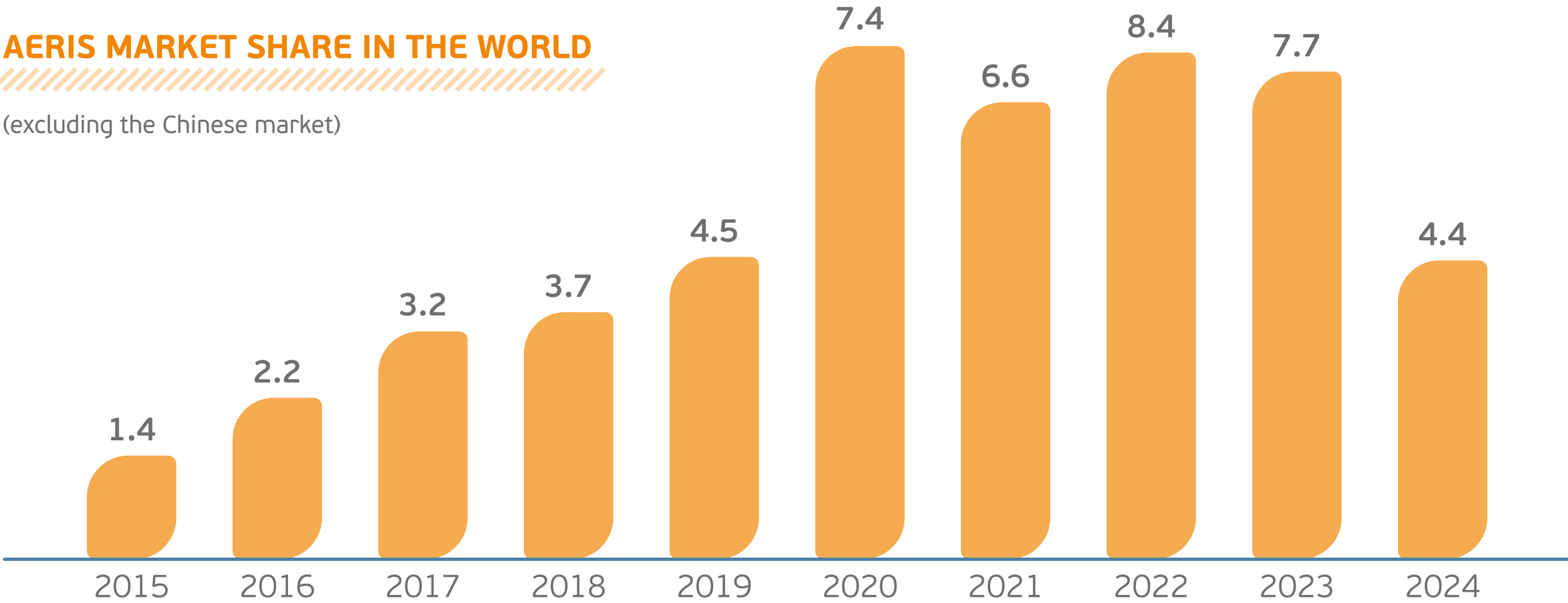


In 2024, the decline in demand in the Brazilian market directly impacted Aeris' production volume, also reflecting on its global market share, which fell from 7.7% to 4.4%.

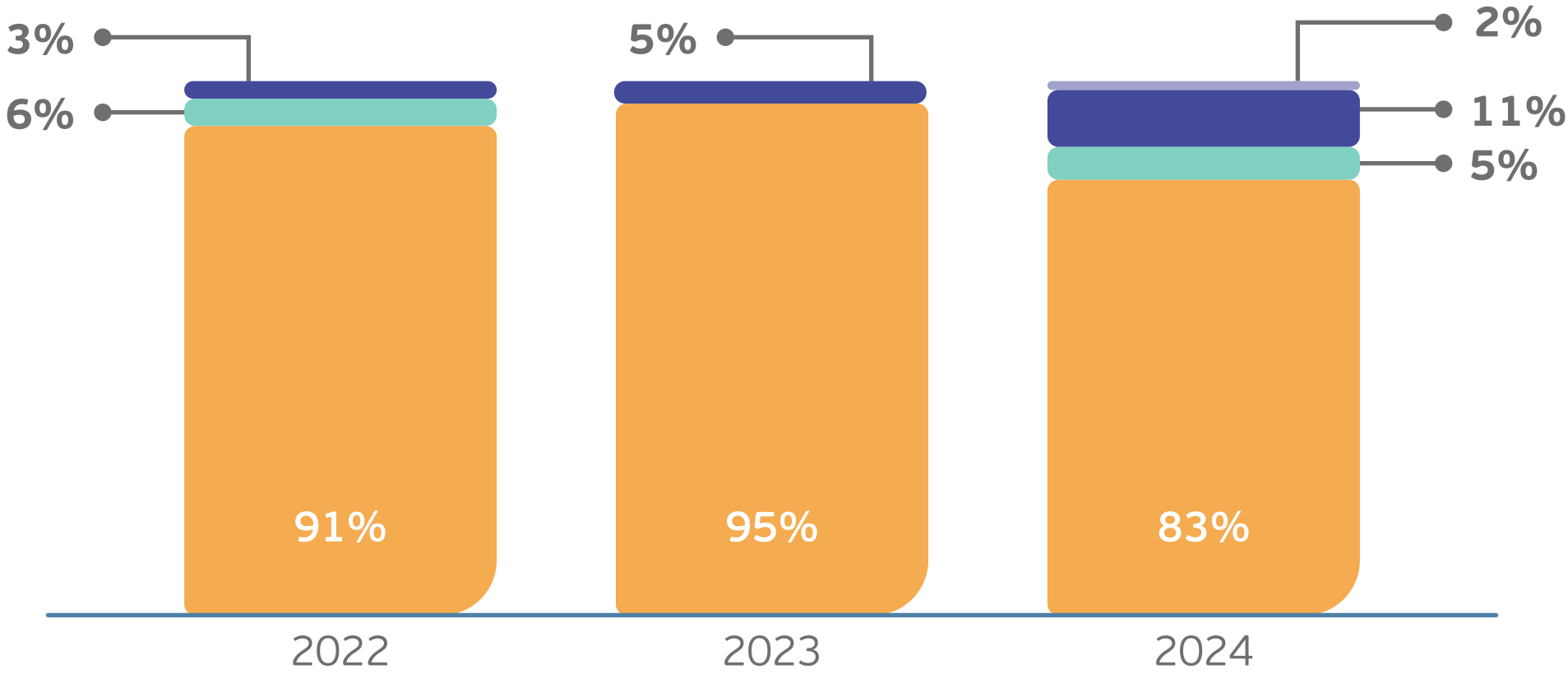
Even in this scenario, the Company maintained its position as the largest blade manufacturer in Latin America. After a year of production entirely focused on the domestic market, Aeris returned to register exports, which represented 5% of the total volume.

AERIS MARKET SHARE IN THE WORLD

(excluding the Chinese market)



AERIS PRODUCTION BY DESTINATION (GW)



- Blades - Internal Market
- Blades - Export
- Services
- Energy Trading Company

Note: We started with the energy marketing in 2024

Performance 2024

GRI 3-3; 201-1

The national wind sector faced one of its most challenging years in 2024, marked by a decline in project contracting, regulatory uncertainties and restrictions on renewable generation, intensified by the curtailment imposed by the National System Operator (ONS). The lack of new auctions compromised the expansion of installed capacity. According to ABEEólica, new wind installations in Brazil fell 32% compared to 2023.

Globally, economic growth remained slow, influenced by high interest rates and persistent energy and food costs. According to the International Monetary Fund (IMF), the Global Gross Domestic Product (GDP) raised 3.3% in 2024, compared to 3.5% the previous year.

In Brazil, official inflation (IPCA) was 4.83%, slightly above the 4.62% recorded in 2023, according to the Brazilian Institute of Geography and Statistics (IBGE). The basic interest rate (SELIC) ended the year at 11.25%, after gradual cuts throughout the period. National GDP grew 3.4%, maintaining the pace of the previous year.

Even with high demand for energy, the lack of regulatory predictability limited new contracts, impacting the entire production chain. At Aeris, this resulted in non-renewal of contracts, reduction of volumes, decommissioning of lines and recognition of extraordinary accounting adjustments.



1

2

3

4

5

6

INCOME OF THE YEAR

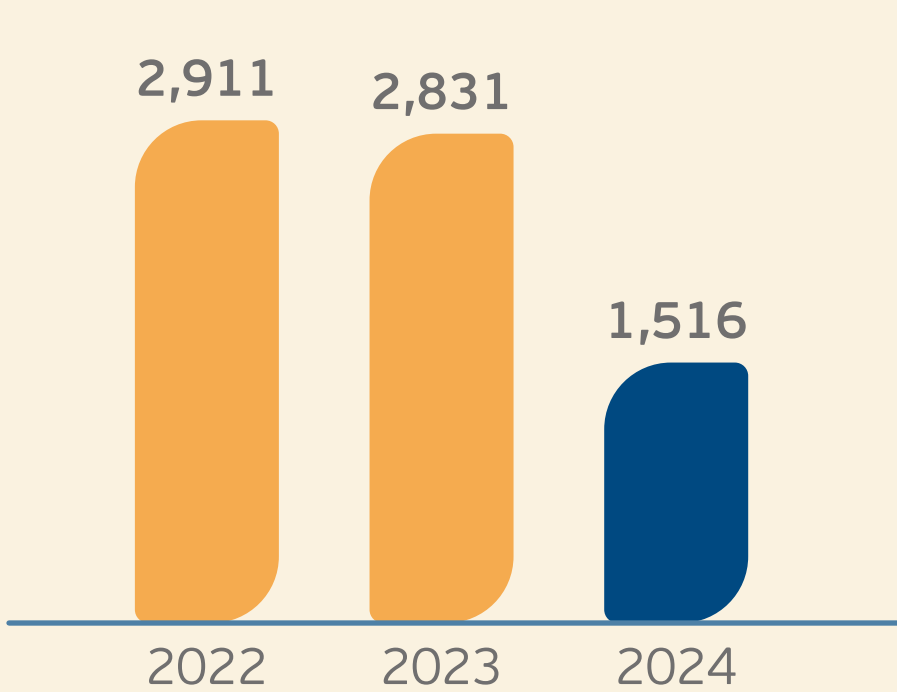
In a year marked by severe restrictions in the national wind sector, the Company delivered 1.6 GW in installed capacity — a volume 49.2% lower than in 2023, in line with the reduction in demand and the termination of contracts by strategic customers. Net Operating Revenue was R\$ 1,516 million, a 46.5% drop year-on-year. Even so, adjusted EBITDA totaled R\$ 138 million, with a margin of 9.2%, reflecting management discipline and the adaptation of the structure to the new operational reality.

Exports represented 4.8% of revenue for the year, demonstrating Aeris’ repositioning in the international market. The net result was negative by R\$ 934 million, impacted by extraordinary accounting adjustments associated with the discontinuation of production lines — a direct consequence of the end of contracts and part of the industrial readjustment process.

The main indicators are presented below, with details available in the 2024 Financial Statements.

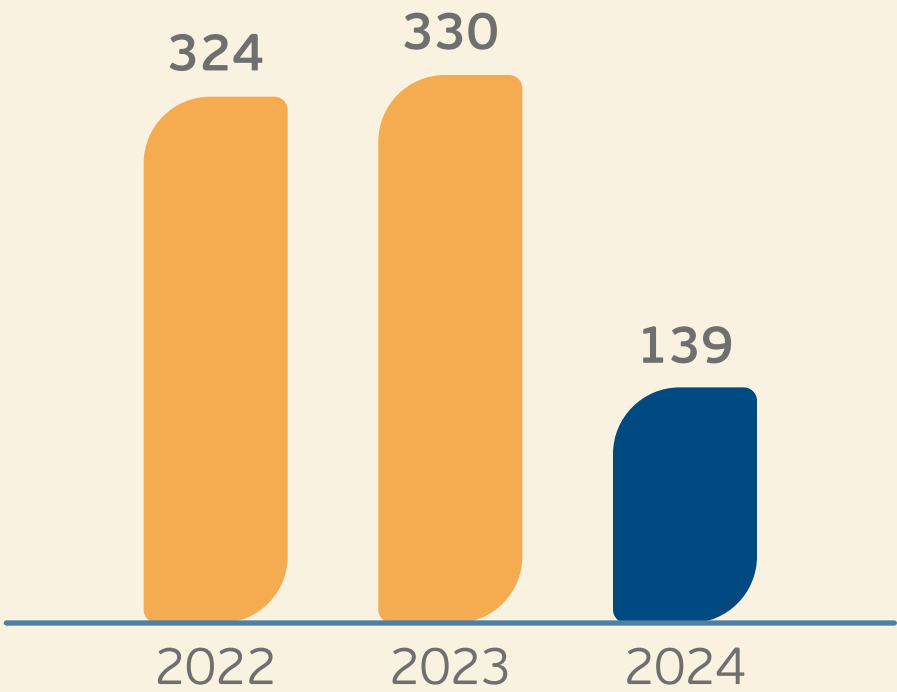
NET OPERATING INCOME

(in R\$ million)



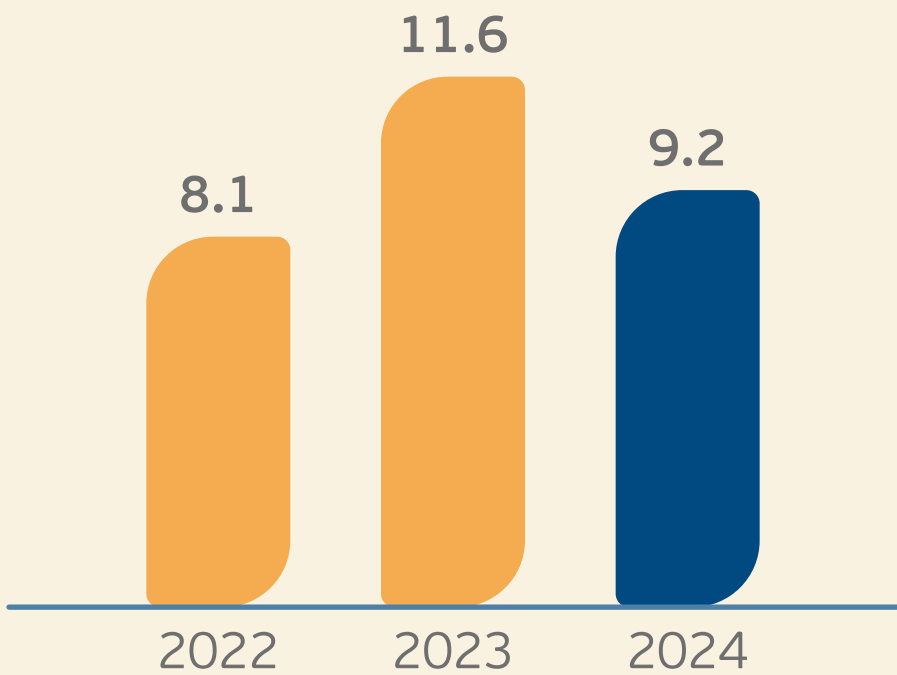
EBTIDA

(in R\$ million)



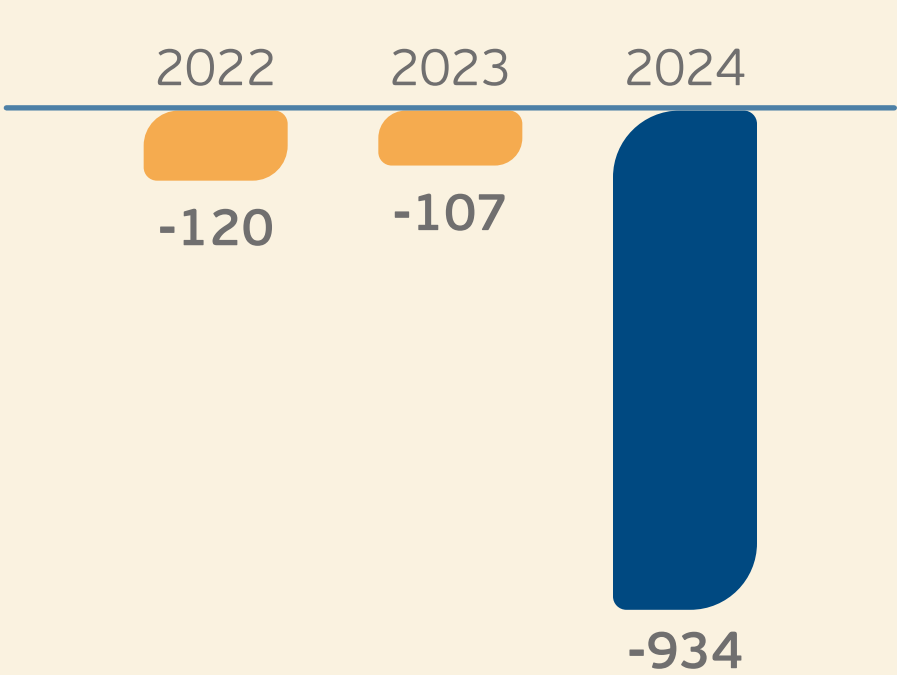
MARGIN EBTIDA

(in %)



NET INCOME

(in R\$ million)

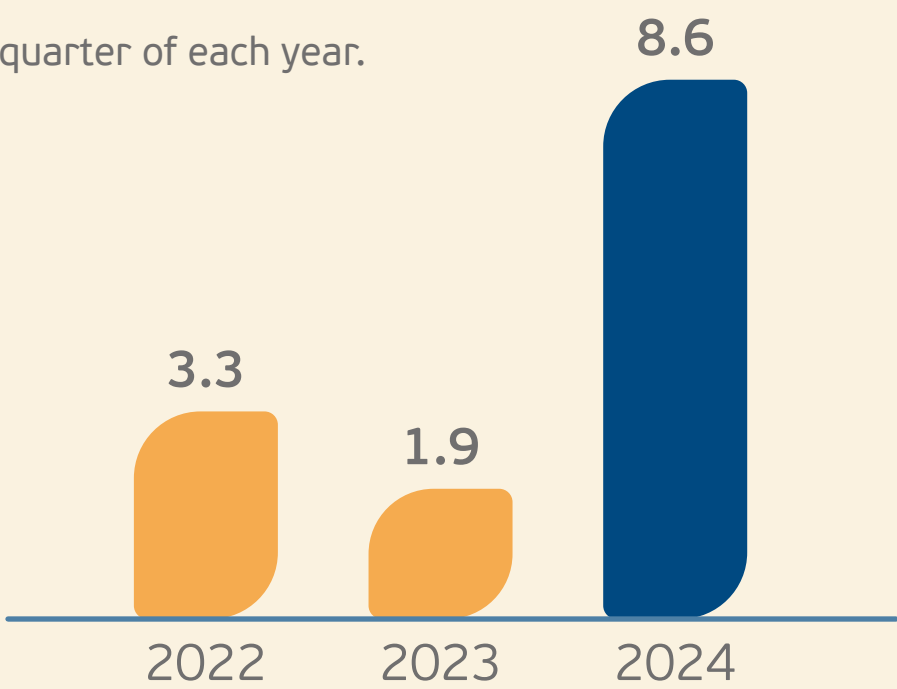


FINANCIAL RESULT AND INDEBTEDNESS

At the end of 2024, net financial expenses totaled R\$ 217.5 million — a 33.1% reduction compared to 2023, reflecting the Company's efforts to renegotiate debt and optimize its capital structure. The cash position at the end of the period was R\$ 345.8 million. On the other hand, the drop in revenue and EBITDA increased net leverage, measured by the Net Debt/EBITDA indicator, to 8.6 times.

LEVERAGE*

* Position at the end of the fourth quarter of each year.

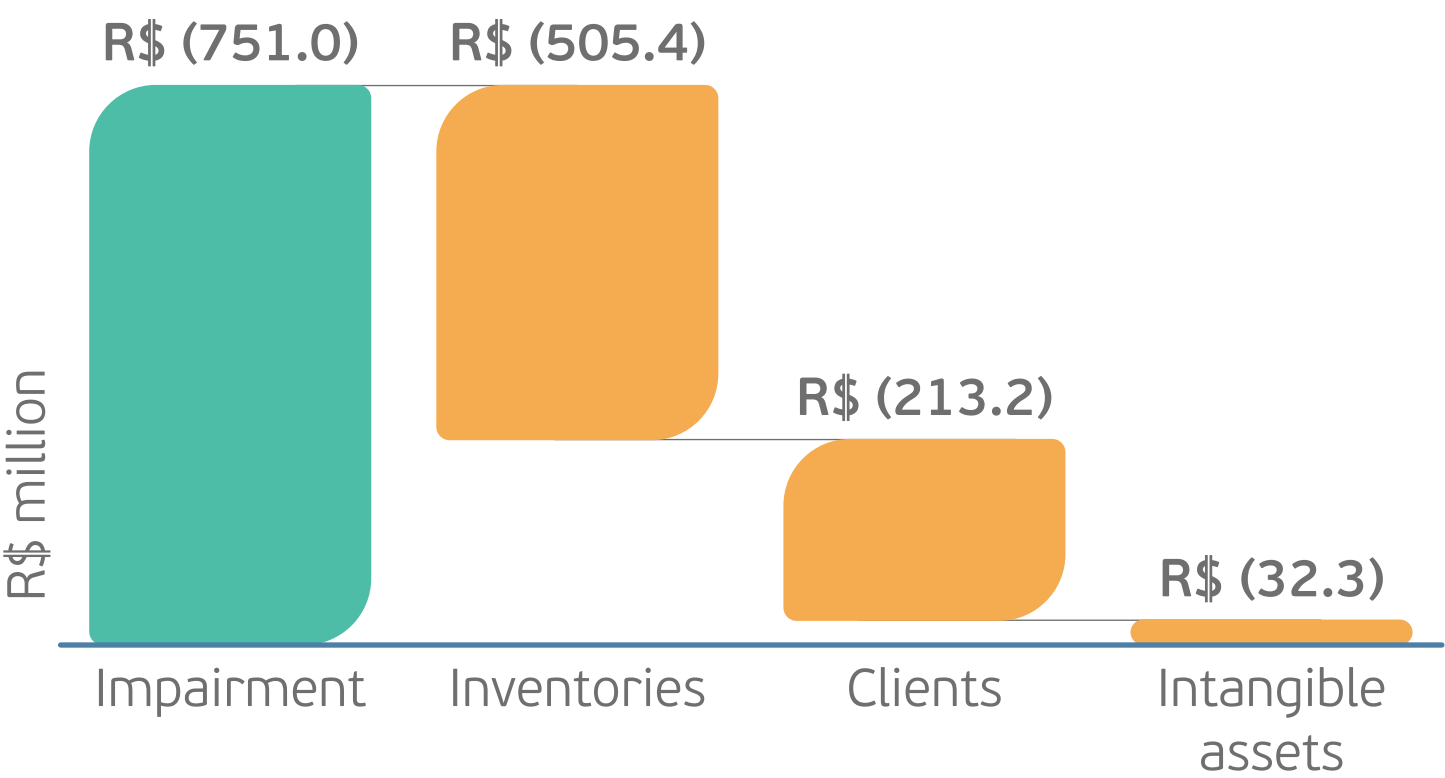


INVESTMENTS

In 2024, investment activities totaled R\$ 93.9 million, compared to R\$ 65.9 million in 2023. The resources were primarily directed towards asset maintenance, operational improvements and strategic initiatives.

IMPAIRMENT*

In the fourth quarter of 2024, the Company recognized impairment losses with a non-recurring effect (one-off) in the amount of R\$ 751.0 million, resulting from the discontinuation of three relevant contracts with strategic customers. The impact was recorded in the accounting categories of inventories, accounts receivable from customers and intangible assets, in accordance with technical recoverability criteria.



* Further information can be found at Financial Statements 2024.

LIABILITIES AND SHAREHOLDERS' EQUITY

At the end of 2024, Aeris' total liabilities amounted to R\$ 2,367,614 million, of which R\$ 2,160,737 million were current and non-current liabilities and R\$ 206,877 million were equity.

PERFORMANCE IN THE CAPITAL MARKET

At the end of fiscal year 2024, the Company had 62,120,196 common shares in circulation, fully traded in the Novo Mercado segment of B3, under the trading code AERI3. In the referred period, the average daily trading volume reached R\$ 2,979.4 thousand, representing a 59.4% decrease compared to 2023, whose average volume was R\$ 7,337.1 thousand.

On the last trading day of December 2024, the Company's shares closed at R\$ 5.71 per share, which corresponded to a market value of R\$ 354,706.3 thousand.

ECONOMIC VALUE GENERATED AND DISTRIBUTED

The economic value generated by Aeris in 2024 was R\$ (131,838) million, of which -305% was allocated to remuneration of third-party capital and -114% to taxes, fees and contributions.

TOTAL ADDED VALUE TO BE DISTRIBUTED 2024*

(In thousands of Reais)

Staff and Charges	R\$ 249,711
Taxes, rates and contributions	R\$ 150,149
Remuneration of third-party capital	R\$ 402,385
Remuneration of own capital	R\$ (934,083)
TOTAL	R\$ (131,838)

*Dado from the comprehensive income statement that is part of the Annual Financial Statements.

OUR TEAM

Our way to #SerTãoAeris
Profile of the Employees
Diversity, Equity and Inclusion
Professional Development
Health and Safety



Our way to #SerTãoAeris

GRI 3-3

The building and strengthening a solid organizational culture are strategic factors .essential for the sustainability and performance of Aeris. The “Aeris’ Way of doing things” represents a set of values, behaviors, and practices that have guided our actions since 2022, reinforcing engagement, a sense of belonging, and the appreciation of people at all levels.

In 2024, faced with a challenging operational context, we further intensified actions aimed at caring for our employees, actively promoting engagement, motivation, and a sense of belonging. These initiatives have fostered a collaborative environment, aligned with our cultural pillars and essential for overcoming current challenges.

The Aeris culture also guides our leaders towards humanized management, focused on the well-being of teams, the excellence of products and services, and the sustainability of the business. This direction reinforces the commitment to a sustainable future, built with responsibility, innovation and continuous appreciation of people.

In 2024, the experience of our values was enhanced by four initiatives that strengthened practices and behaviors aligned with the Aeris Cultural Manifesto:

- # Cultural Circuit
- # Operator-Focused Management (GFO)
- # Quality Week
- # Energizers

At Aeris, we reinforce behaviors aligned with our values, contributing to more conscious, humane, and strategic management.



VALUES #SERTÃOAERIS

MANIFESTO

☛ We exist to help build a more sustainable world powered by clean energy. We strive every day to ensure the sustainability of our business, generating consistent results.

We respect and value our employees and their families. They are the ones who make everything happen. Our people make everything happen! We value ethics and transparency in our relationships and in dealing with problems.

We are determined and always work to achieve the quality of our products and services. We want to be recognized as the best supplier to our customers.

We are aware of our social role and promote actions for the development of our surroundings. This is our belief, our way –
THE WAY AERIS OF DOING THINGS.



WE DEVELOP AND CARE FOR OUR PEOPLE

Our people make everything happen

#BECAREFULWITHLIFE



WE FOCUS ON QUALITY

Quality allows us to exist

#WEAREALLQUALITY



WE CREATE VALUE

Together we deliver more

#WEAREATEAM

CULTURAL CIRCUIT

The Cultural Circuit mobilized different areas in interactive experiences, using dynamics and games to stimulate reflection and engagement on strategic themes, such as discipline to do the right thing, duty of refusal, change curve, 5S, customer focus and pride of belonging. More than just sharing content, the initiative strengthened connections between employees and a sense of belonging, promoting an ethical and collaborative culture.



OPERATOR FOCUSED MANAGEMENT (GFO)

GFO has consolidated a new operational model based on work cells, with greater protagonism of operators in process management. In 2024, the focus was on stabilization and continuous improvement, with structured practices of standardization, training, execution according to standards and monitoring. The program advances through team engagement and discipline in management rituals, driving efficiency and



QUALITY WEEK

The third edition of Quality Week deepened the discussion on behaviors that transform results, reinforcing that quality goes beyond compliance with standards: it is an ongoing commitment to continuous improvement. The event valued proactive attitudes, disciplined processes and decisions based on integrity, consolidating a solid foundation for consistent and lasting results.



ENERGIZERS

In the second cycle of the program, 33 brand ambassadors participated in training focused on communication, culture, feedback and quality. Even after the classes end, the network remains active, multiplying strategic content through the 'Energy Notes'. The group keeps the journey of disseminating the company's values and messages alive: once an energizer, always an energizer.



Profile of the Employees

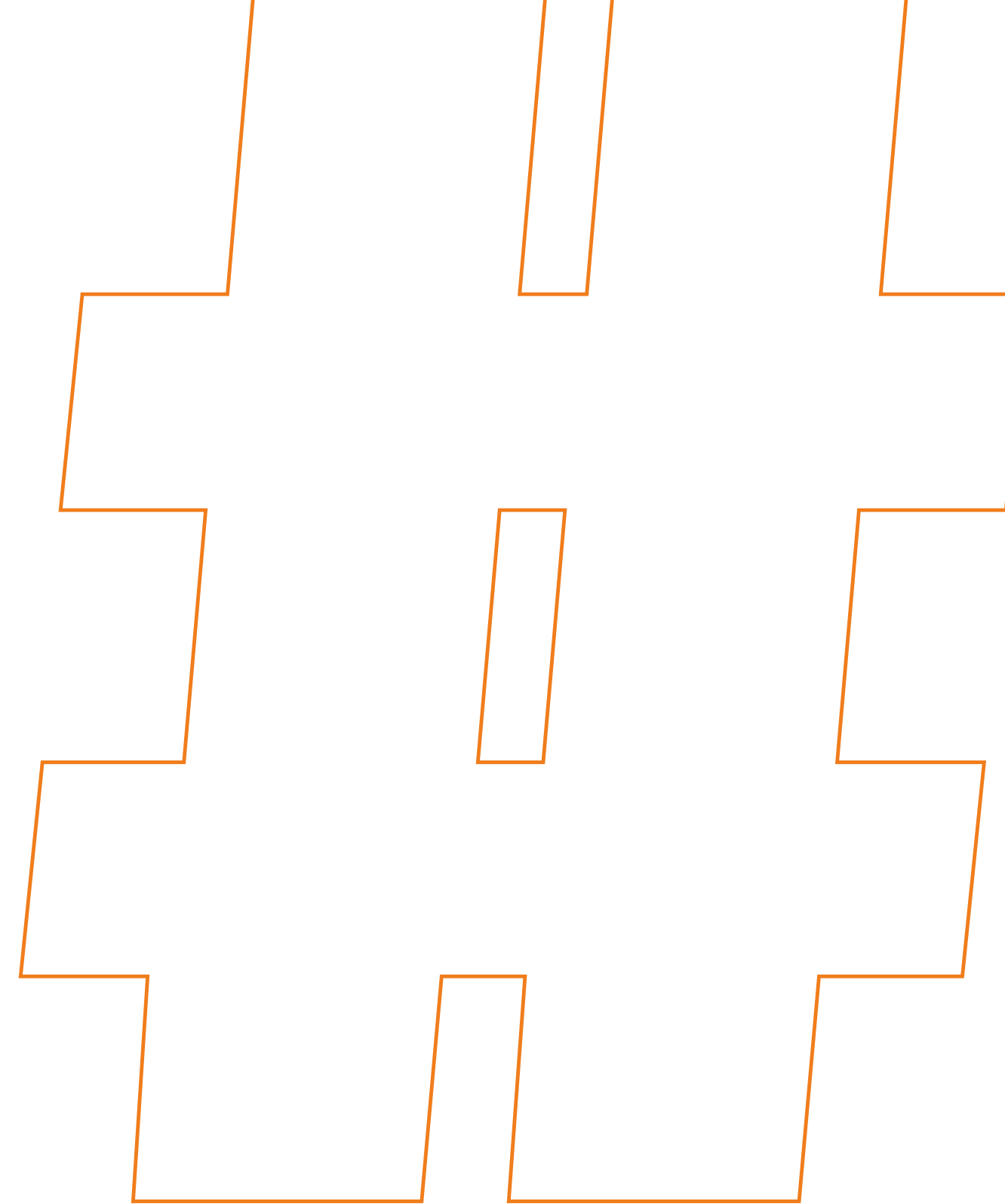
GRI 2-7; 2-8; 2 -21; 2-30; 401-1; 401-2; 404-1; 404-3; 405-1



People management at AERIS is conducted with responsibility and a vision for the future, based on ESG social principles,

focusing on human value, talent development and strengthening lasting bonds.

At the end of 2024, AERIS had 2,470 permanent employees, representing a reduction of 57.85% compared to 2023, when the workforce totaled 5,858 professionals. This decrease reflects the termination of contracts with customers, resulting from a period of low demand in the wind energy sector – a context that impacted the pace of admissions and increased rotation.



At AERIS, people are at the heart of strategy and operations — they are the ones who drive innovation, the efficiency and sustainable growth of the Company, as they make everything happen.

Even so, the Company maintained its commitment to regional development, keeping 98.7% of its employees in the Northeast Region — the location of the industrial park — and reinforcing its role in generating qualified jobs.

Investment in young talent was maintained as a priority, with 66 apprentices, 16 interns and 25 SEDUC* interns, in partnership with public vocational education

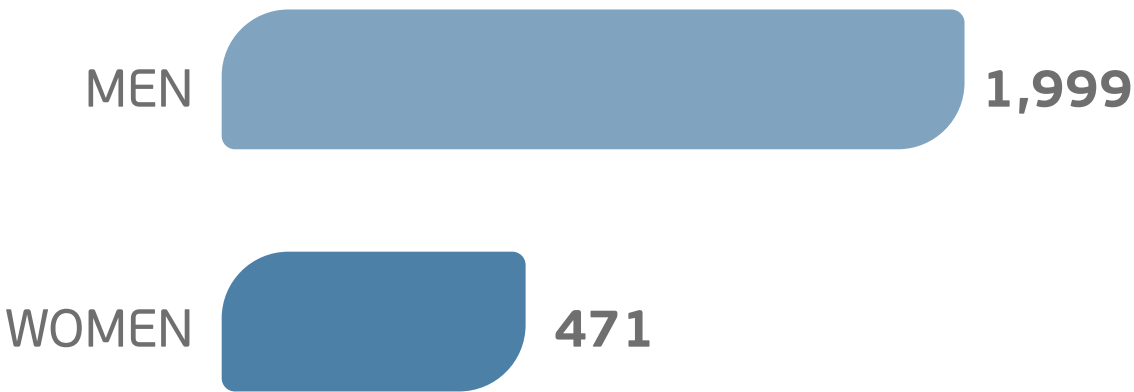
schools, reinforcing AERIS' social contribution to the productive inclusion of young people and strengthening quality technical education.

* Outsourced Interns.

In addition to the permanent staff, the workforce was supplemented by 1,631 outsourced professionals, an increase of 37.4% compared to 2023. These professionals work in an integrated manner, ensuring the continuity of operations and the maintenance of quality standards.

All new employees go through a structured onboarding process, which includes three fundamental steps: Institutional Integration, Functional Certification and Sponsorship. This model aims to promote safety, belonging and alignment with the organizational culture from day one, strengthening the #SerTãoAeris.

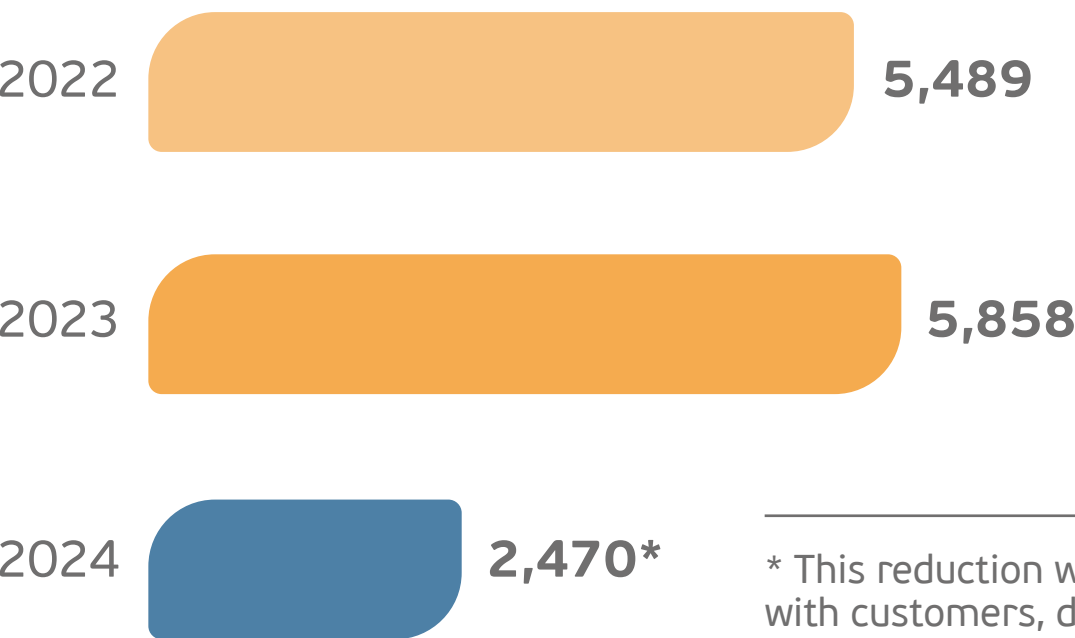
NUMBER OF EMPLOYEES BY GENDER



EMPLOYEES BY REGION

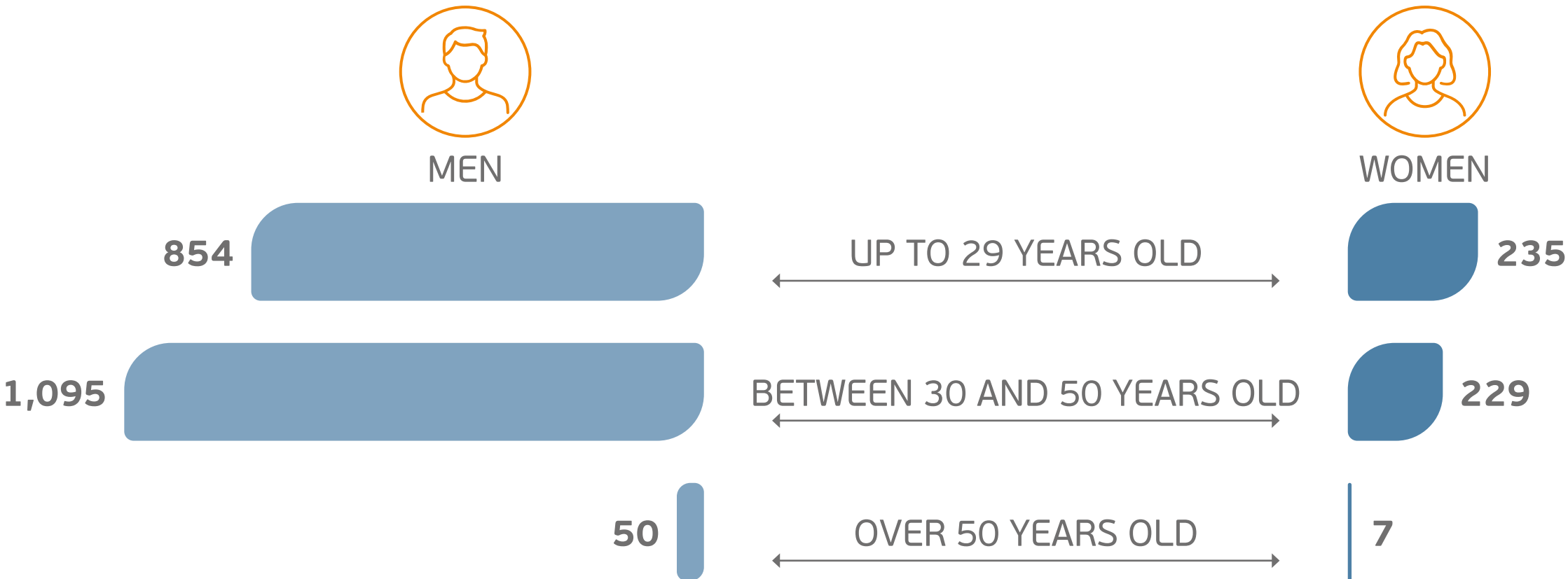
REGION	TOTAL
Northeast	2,438
Southeast	30
North	0
South	1
Mid-Western region	1

NUMBER OF EMPLOYEES



* This reduction was due to the termination of contracts with customers, due to a seasonal period of low demand in the wind energy sector — a context that influenced the slowdown in the pace of admissions and the increase in rotation.

NUMBER OF EMPLOYEES BY AGE GROUP AND GENDER



NUMBER OF EMPLOYEES BY FUNCTIONAL CATEGORY

CATEGORIA FUNCIONAL	MEN	WOMEN	TOTAL
Board of Officers	9	2	11
Management	33	7	40
Coordination	116	34	150
Technical area	121	19	140
Administrative	194	174	368
Operational	1,526	235	1,761
TOTAL	1,999	471	2,470

INTERNS AND APPRENTICES

FUNCTIONAL CATEGORY	MEN	WOMEN	TOTAL
Intern	13	3	16
Apprentices	31	35	66

EDUCATION OF EMPLOYEES

Graduate Studies	205
Higher Education	275
Higher Education incomplete	366
High School	1,598
High School incomplete	16
Elementary Education	9
Elementary Education incomplete	1

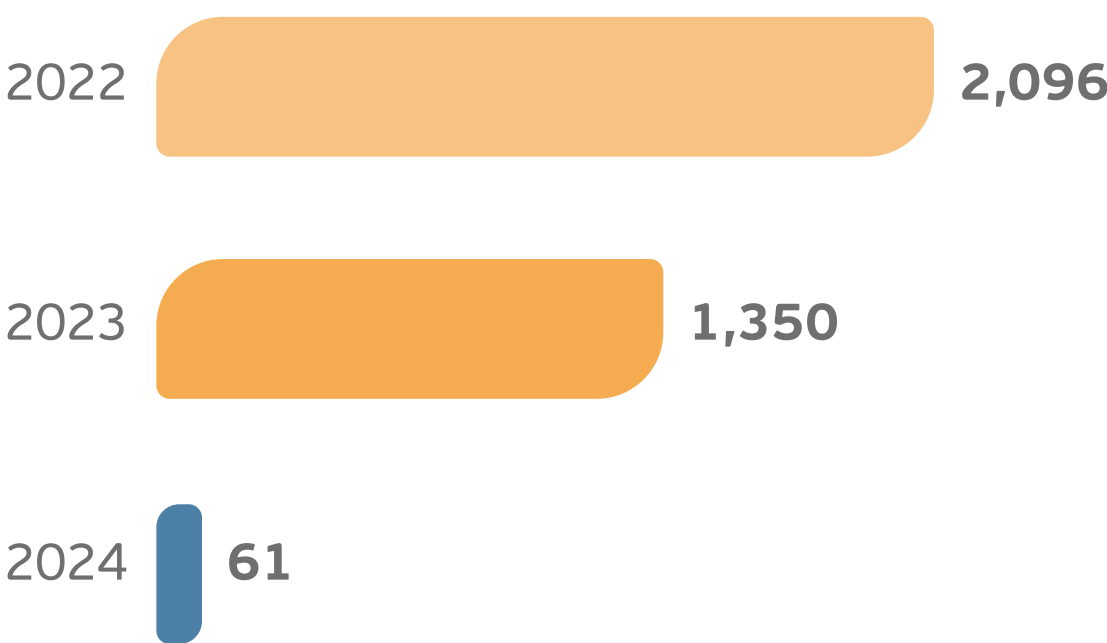
NUMBER OF EMPLOYEES BY RACE/ ETHNICITY

	MEN	WOMEN	TOTAL
White	259	109	368
Non stated	0	0	0
Black	108	16	124
Mixed race	1,569	339	1,908
Yellow	20	2	22
Indigenous	43	5	48

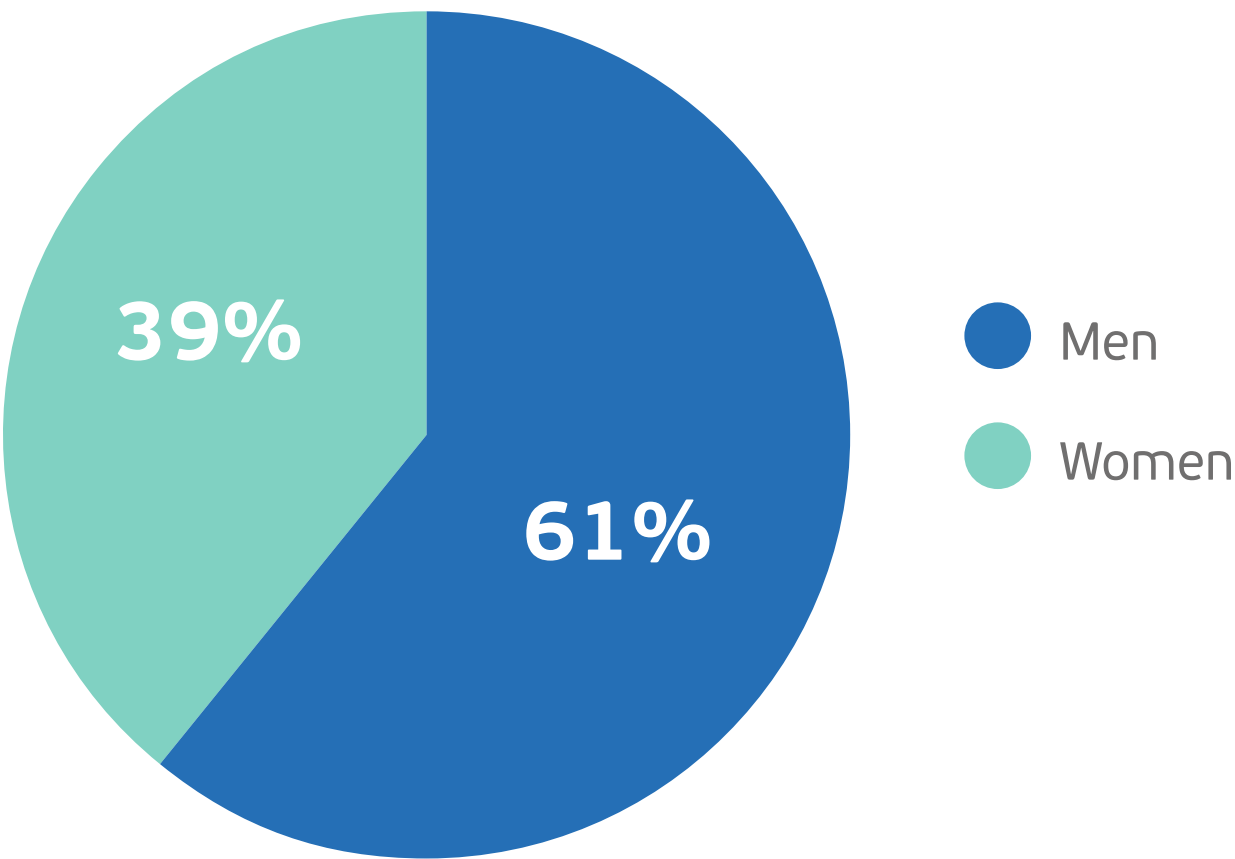
ADMISSIONS AND DISMISSALS

In 2024, 61 people were hired for the permanent staff, while 3,454 contracts were terminated, reflecting the direct impact of project closures and the seasonality of the wind sector. The dismissal process was conducted in a planned and transparent manner, prioritizing communication and respect for employee rights. 98% of admissions were in the Northeast Region, reinforcing Aeris’ commitment to local development and social responsibility.

NUMBER OF ADMISSIONS



ADMISSIONS BY GENDER



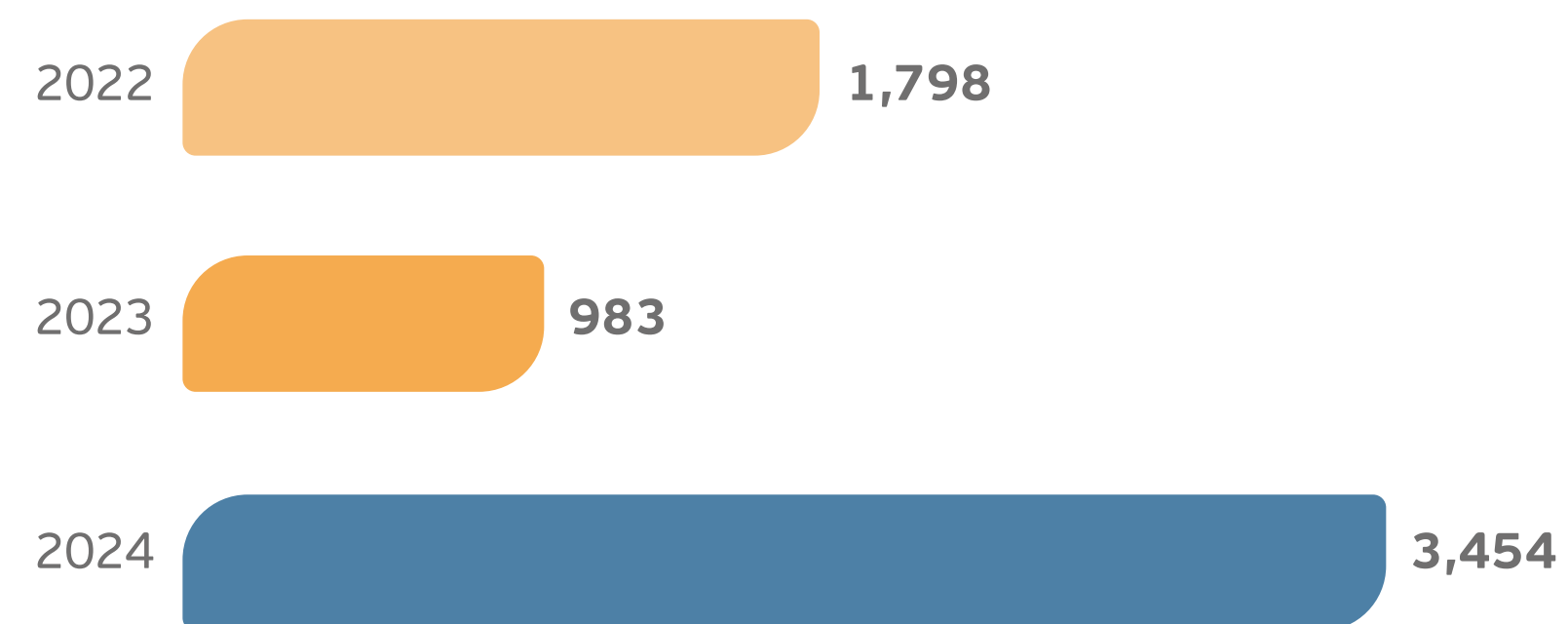
ADMISSIONS BY REGION

REGION	TOTAL
Northeast	60
Mid-Western region	1

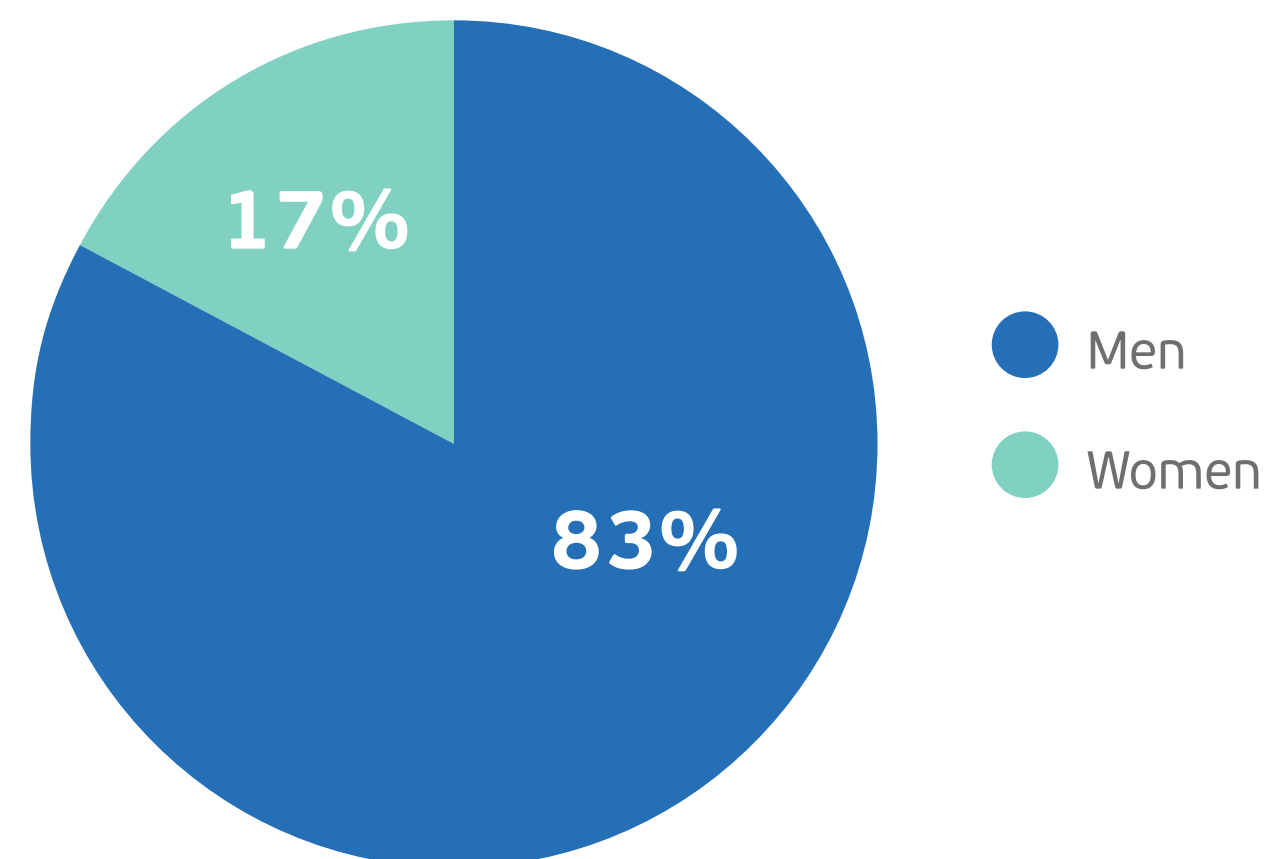
ADMISSIONS BY AGE GROUP AND GENDER

AGE GROUP	MEN	WOMEN
Up to 29 years old	17	15
Between 30 and 50 years old	20	9
Over 50 years old	0	0
TOTAL	37	24

NUMBER OF DISMISSALS



DISMISSALS BY GENDER



ROTATION BY GENDER*

MEN	WOMEN	TOTAL
76.31%	15.98%	92.29%

* Calculation formula: Total Dismissals - apprentice - intern - reduction of staff/average assets in the period.

DISMISSALS BY REGION

REGIÃO	TOTAL
Northeast	3,440
Southeast	11
North	1
South	1
Mid-Western region	1

DISMISSALS BY AGE GROUP AND GENDER

AGE GROUP	MEN	WOMEN
Up to 29 years old	1,403	316
Between 30 and 50 years old	1,401	279
Over 50 years old	52	3
TOTAL	2,856	598

ROTATION BY AGE GROUP*

UP TO 29 YEARS OLD	30 - 50 YEARS OLD	OVER 50 YEARS OLD
45.93%	44.89%	1.47%

* Calculation formula: Total Dismissals - apprentice - intern - reduction in staff/average assets in the period.

REMUNERATION AND BENEFITS

GRI 401-2

Aeris adopts a remuneration policy structured based on fairness, transparency and competitiveness. The salaries charged are compatible with the regional market and the sector in which the Company operates.

In addition to fixed compensation, Aeris offers a set of benefits that complement legal requirements, contributing to the well-being, safety and development of employees. These benefits reinforce Aeris’ strategy of positioning itself as a benchmark employer.

By the end of 2024, 100%* of eligible employees had access to the benefits package and were covered by collective agreements or conventions for their respective categories.



LIFE INSURANCE, WITH COVERAGE FOR DEATH, DISABILITY AND FUNERAL EXPENSES



MEDICAL AND DENTAL ASSISTANCE



TRANSPORTATION



MEAL VOUCHER



TRANSPORTATION VOUCHER



FUEL VOUCHER



SUPERMARKET/FOOD VOUCHER*



HOME-OFFICE ALLOWANCE



CHRISTMAS FOOD BASKET



MEAL PROVIDED IN THE COMPANY’S CAFETERIA



EXTENDED MATERNITY AND PATERNITY LEAVE



DAYCARE ALLOWANCE, PAID UNTIL THE BABY’S SIXTH MONTH



ANNUAL AID FOR THE PURCHASE OF SCHOOL SUPPLIES



AGREEMENTS WITH EDUCATIONAL INSTITUTIONS

* Legal Entities and Statutory Directors are not covered by collective agreements because the contractual modality is linked to specific laws and internal policies. Apprentices and interns enjoy some benefits, depending on eligibility.

WAGE EQUITY AND
MONITORING OF INDICATORS

Committed to the ongoing pursuit of pay equity, Aeris systematically monitors compensation variables, ensuring alignment with best market practices. In 2024, the main indicators were:

- # Proportion between the annual remuneration of the highest-paid professional and the average annual remuneration of other employees: 19.
- # Proportion between the percentage increase in the remuneration of the highest-paid professional and the average increase of the other employees (excluding the first): 0.



1

2

3

4

5

6

Diversity, Equity, and Inclusion

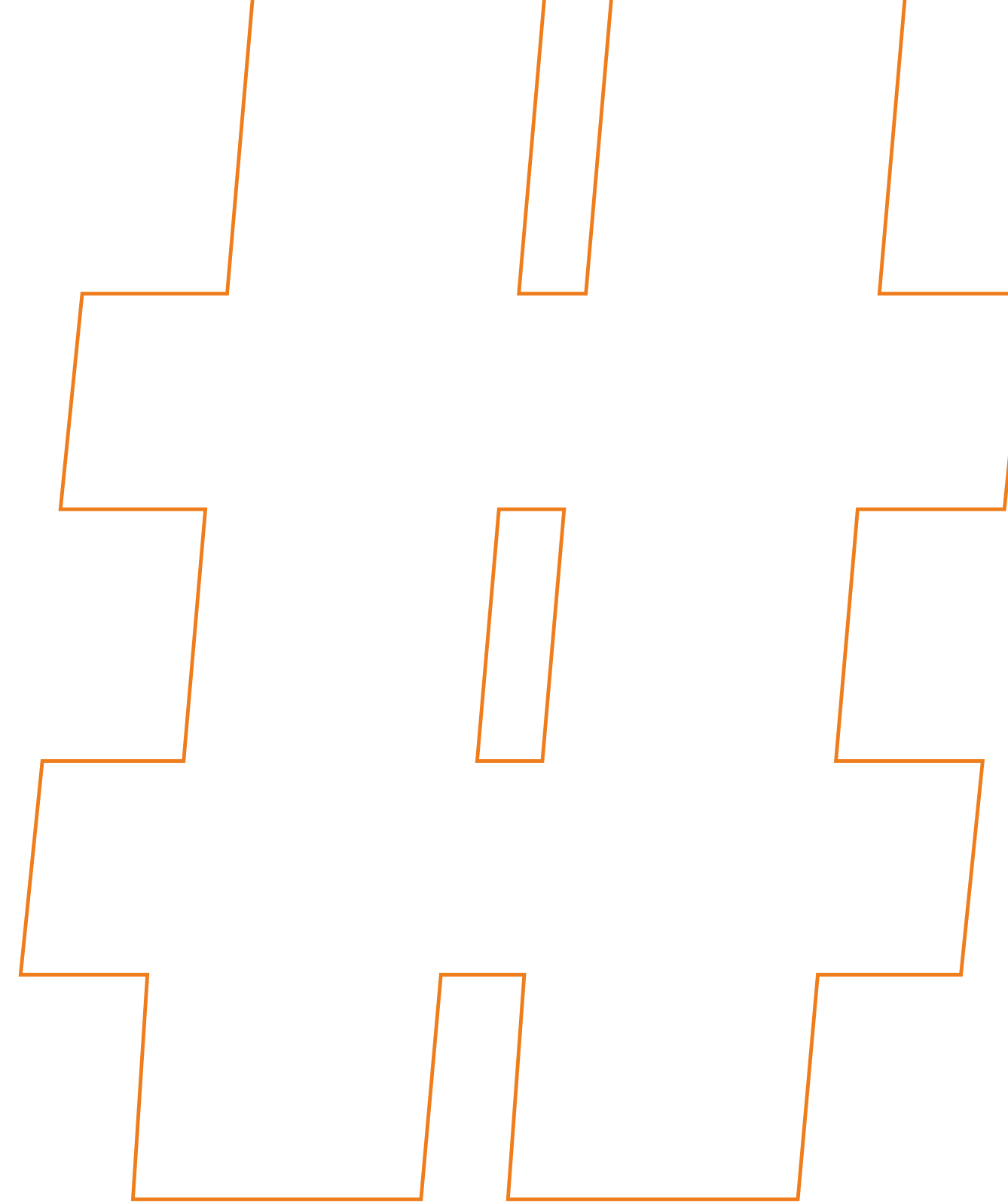
GRI 401-3; 405-1



Aeris acknowledges the diversity that exists in her daily life, its value and the advantages of

having a force of plural work with equity, promoting an inclusive and empathetic culture, with the appreciation of people, where employees are encouraged to show the best of their abilities and their different points of view to seek greater engagement in the effectiveness of the social groups that constitute diversity in the corporate structure.

Diversity and Inclusion for Aeris means respecting, providing opportunities and valuing the contribution of employees from different backgrounds, ages,



ethnicities, socioeconomic status, marital status, people with disabilities, sexual orientation, gender identity, with different abilities, perspectives and experiences.

We demonstrate in our workplace an environment conducive to human prosperity, where employees can achieve their career aspirations, execute their potential, and freely share their perspectives, experiences, and ideas, respecting the limits of ethics and the company's business objectives.

Together we build an environment where every voice matters and every difference counts.

We value transparency in all actions to build and promote a diverse and inclusive work environment, with resources so that employees have a sense of belonging and continuous learning.

Diversity and Inclusion and Social Responsibility actions at Aeris are unified within the scope of the Institutional Communications area, which is part of the Legal, Compliance and Communications department.

We believe that valuing Diversity and Inclusion is a competitive differentiator that allows us to strengthen ties and create unparalleled value for our employees, customers, suppliers, local communities, business partners and investors.

Our purpose is to maximize transparency and awareness-raising opportunities with stakeholders, to contribute to an empowered value chain, based on the propagation of initiatives on central themes that reflect our commitment to Diversity and Inclusion.

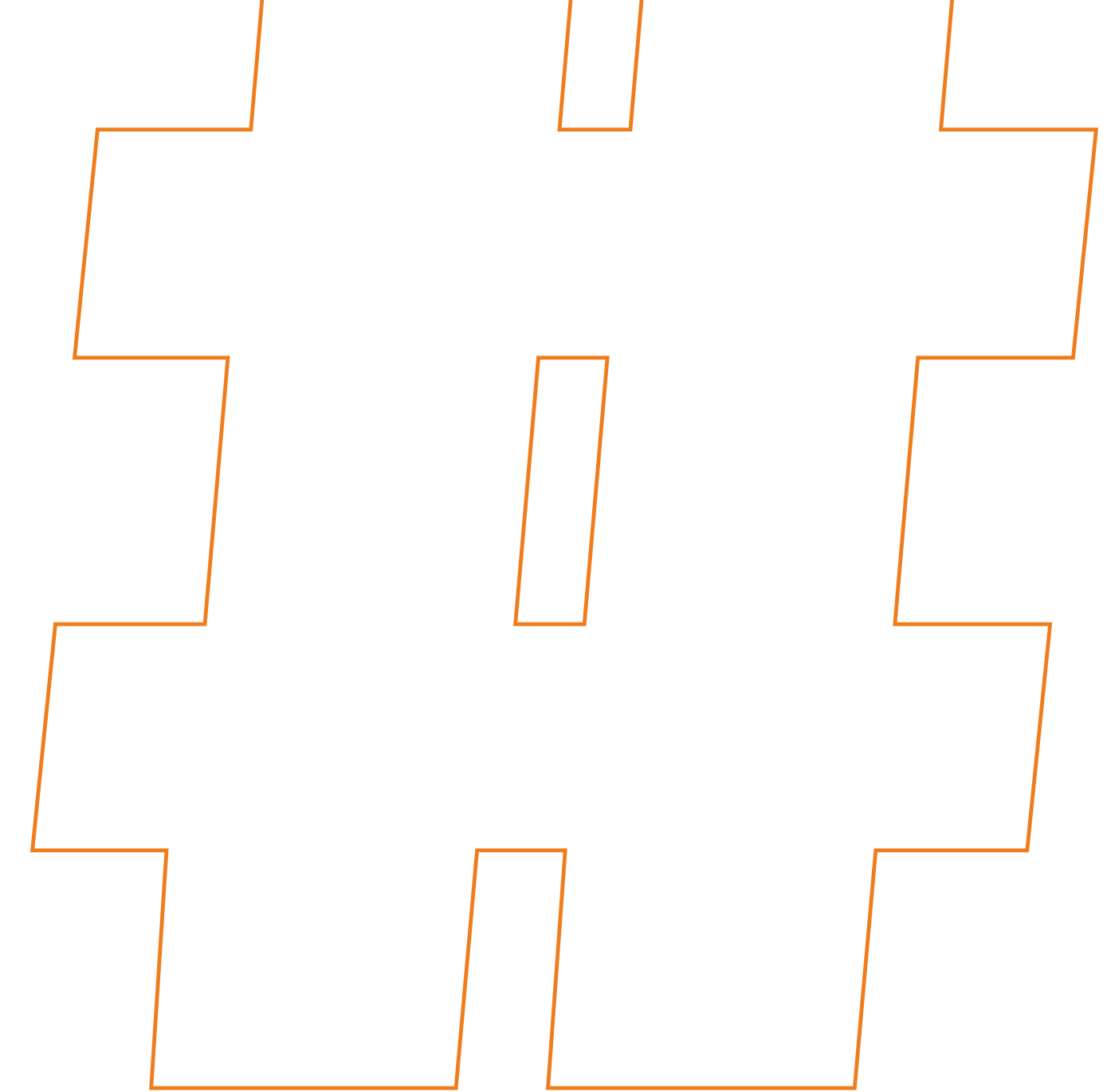
Aeris has a structured Diversity and Inclusion committee, made up of employees from various areas of the company, who are distributed across five areas of affinity. They are:

- # Gender
- # Generations
- # LGBTQIAPN+
- # People with Disabilities
- # Race

Together with the Institutional Communications area, an atypical calendar with ten important dates is designed for literacy campaigns and actions, where the committee provides support for planning and execution with the aim of combating any type of discrimination.

To continually advance and ensure we are on the right path, our employees are trained through a dedicated track at Aeris University, through literacy in internal campaigns, lectures and discussion groups. The topic is also worked on by managers, through the Leadership Development Program (PDL).

In addition, the company conducts an internal climate survey weekly, covering various organizational topics, including diversity and inclusion. Whenever this topic is measured, the Institutional Communications area is called upon for context and action. Furthermore, in internal campaigns, the reporting channel is always highlighted to receive complaints.



The Diversity and Inclusion Committee monitors three indicators: racial self-declaration, hiring of women in leadership positions, and hiring of people with disabilities.

On the journey for equity, we move forward with:

- # Creation of the Diversity and Inclusion Policy;
- # Track on Diversity and Inclusion at Aeris University;
- # Diversity and Inclusion Committee structured with five fronts of defined affinities;
- # Atypical Annual Calendar with ten campaigns connected with the five affinity fronts;
- # Installation of signs against prejudice with strengthening of reporting channels in the units;
- # Painting of pedestrian crossings in the colors of diversity in the productive units;
- # Mapping and identifying gender-neutral restrooms;

- # Announcements of affirmative vacancies;
- # Action of self-statement of people with disabilities;
- # Literacy for managers through the Leadership Development Program (PDL);
- # Launch of the Generations Guide;
- # Holding of the Diversity Fair;
- # Holding lectures and discussion groups;
- # Award recognition: 1st place in the AECIPP 2024 Communication Award, in the Institutional Campaign category and 1st place in the Gandhi Communication Award 2024, in the Internal Communication category.



OTHER ACTION IN THE SPOTLIGHT

GENDER EQUALITY

In 2024, to advance the fight against gender inequality in the corporate environment, the Diversity and Inclusion Committee promoted discussion groups and lectures, creating safe spaces for dialogue, active listening, and support.

CITIZEN COMPANY

As part of the Federal Government’s Empresa Cidadã Program, in 2024 Aeris granted extended maternity leave of 6 months to 67 professionals and paternity leave of 20 days to 141 employees. The return rate after the period of absence was 100%. The evolution in the retention rate stands out: 100% of professionals remained working in the company for at least 12 months after returning from leave, a significant improvement compared to 2023, when this rate was 59.48%.

YOUTH INCLUSION

In 2024, the Geração Aeris Program continued to promote the preparation and insertion of young talents into the job market. Through structured welcoming, development and evaluation actions, apprentices

and interns participate in various professional training activities throughout their time at the Company. Check out the Program details below.

APPRENTICES

The Geração Aeris program – Apprentice is aimed at training and including young people in the job market. Each apprentice undergoes institutional integration, theoretical immersion at a partner institution, and practical training aligned with the group’s needs.

During the year, 52 apprentices participated in the program, of which 12 were hired as employees. In 2023, there were 253 apprentices, with 106 permanent employees.

Despite the reduction in the number of vacancies and permanent positions, the program remains structured as a gateway for young talent, maintaining its focus on technical and behavioral development and contributing to the renewal and strengthening of the Aeris team.

INTERNSHIP

The Aeris Generation Internship Program maintains its commitment to preparing young talent for the future of the company, focusing on the development of technical and behavioral skills. The program lasts 12 months, renewable for the same period, with a workload of 30 hours per week and no possibility of overtime.

After institutional integration, interns participate in job rotation, bimonthly training, and the development of projects applied to the area. They are encouraged to propose improvement initiatives, such as projects focused on cost reduction in 2024. The HR department periodically conducts training aligned with the group's technical and behavioral needs.

In 2024, 55 young people participated in the program: 52 contracts were renewed and 3 new interns were hired. The HR department periodically conducts training aligned with the group's technical and behavioral needs.



Professional Development

GRI 3-3; 404-1; 404-2; 404-3

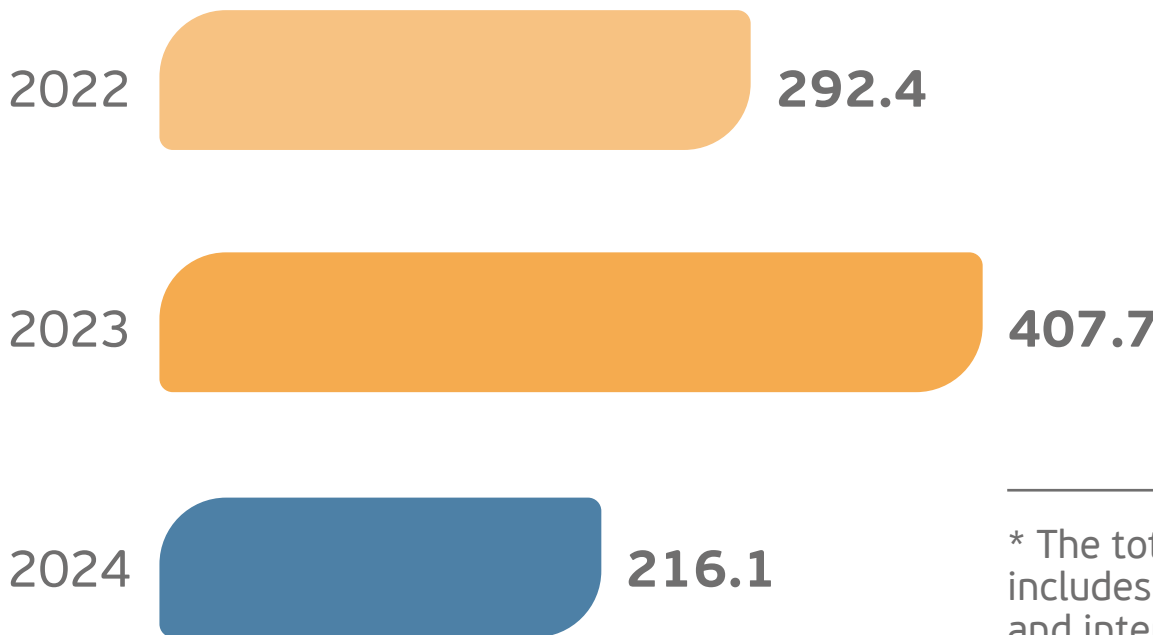


ware that the continuous development of teams is essential to sustainability,

Aeris remains committed to fostering an environment of permanent learning, contributing to the professional and personal development of employees and to strengthening business results. Professional development strategies continue to be defined by the People Committee, which meets monthly with the participation of senior management, promoting initiatives to multiply internal and external knowledge and monitoring the evolution of technical and behavioral skills.

In this context, the Company invested in training for all hierarchical levels, with special emphasis on operational, technical and coordination teams. In 2024, 216 thousand hours of training were carried out, with a total investment of R\$ 2,1 million. Even though there was a reduction compared to the previous year, Aeris maintained its commitment to team qualification, ensuring access to development in all functional categories.

NUMBER OF TRAINING HOURS (THOUSAND)*



* The total number of training hours includes the hours of apprentices and interns.

AVERAGE NUMBER OF TRAINING HOURS PER FUNCTIONAL CATEGORY AND GENDER

CATEGORY	MEN	WOMEN	TOTAL
Board of Officers	1:00:00	5:00:00	6:00:00
Management	2.533:30:00	768:30:00	3.302:00:00
Coordination	21.817:15	6.220:30:00	28.037:45
Technical area	28.313:00	2.223:00:00	30.536:00
Administrative	8.655:30:00	9.100:00:00	17.755:30
Operational	112.624:30	14.387:15	127.011:45
Intern	1.473:00:00	1.215:00:00	2.688:00:00
Apprentices	2.659:00:00	3.561:00:00	6.220:00:00

AERIS UNIVERSITY

Employee development is one of the core values of Aeris' organizational culture, guiding training actions at all levels of the company. As the main development platform, Aeris University plays a fundamental role from institutional onboarding onwards, offering mandatory training paths and technical and behavioral content for all roles.

In 2024, the platform had 101.295 completed registrations and recorded 64.942 accesses (60.223 via the web and 4.719 via the app), reaching an average of 4.775 accesses per user. 21 hours of normative training were offered and more than 29 hours of training per person throughout the year, exceeding the national average of 6 hours of training according to the [Brazilian Training and Development Association \(ABTD\)](#).

Among the notable actions are the holding of 10 training classes for repairers, preparing 120 employees for a critical role in the company.

Furthermore, Aeris University continues to promote digital inclusion, offering access alternatives for all employees, including those who do not use computers on a daily basis.

10 classes

carried out repairer training, training 120 employees capable of taking on the role of repairer in the company.

64,942

accesses to the platform, being 60.223 via web and 4.719 via app.

2,058

ways created to carry out employee training and evaluations.

4,775

accesses by users.

more than 29h

of trainings per person.

21h

in regulatory trainings.

101,295

registrations completed.

TRAINING FOR EVERYONE

In addition to essential training for operational and administrative functions, Aeris invests in corporate continuous development programs, including training for leaders, coordinators, specialists, repairers, operators, and other strategic positions. Thus, it develops these groups along five main axes, detailed below.

LEADERS DEVELOPMENT PROGRAM

Aimed at coordinators and managers, the PDL delved into topics such as people management, career, feedback, performance evaluation, self-knowledge, legal foundations, strategic planning, and organizational culture. By promoting the development of these leaders, the program contributed to greater clarity in responsibilities, team engagement and consistency in the application of values in everyday life.

We had more than 91% of our team of Managers and Coordinators participating in the modules in 2024, which means that more than 250 managers were in the classroom, participating in the activities, dynamics, reflections and discussions that were part of the PDL.



IMPULSIONA (BOOST) PROGRAM

Launched in 2024, the Impulsiona Program accelerates the technical and behavioral development of analysts in the Engineering and Quality areas at Aeris. Lasting five months, it offers a journey that combines theoretical training, practical experiences and direct monitoring

by managers. Participants immerse themselves in the day-to-day operations of these areas, lead relevant projects, and delve deeper into topics such as emotional intelligence, negotiation, strategic vision, lean , and root cause analysis. In the first class, 10 analysts participated, resulting in 3 internal promotions.

OPERATORS' ACADEMY

It develops reading and writing skills, mathematical calculations, logical reasoning and socio-emotional skills, strengthening the integral development of professionals. In 2024, 35 Production Operators completed more than 50 hours of training at the Academy.



TRAINING OF REPAIRERS

With the aim of training employees in wind blade repair techniques, 12 repair training classes were held in 2024. In total, 122 professionals completed the course, of which 50 were considered capable of taking on the role of repairer at the Company.

ENGLISH SUBSIDY

To boost communication, the Company maintains the English Subsidy Program, which encourages employees to improve their skills to better serve customers and partners. In 2024, 20 employees benefited from the subsidy.

PERFORMANCE EVALUATION

Aeris conducts its annual performance evaluation cycle, with the aim of identifying opportunities for professional growth and skills development at all levels of the organization. The process considers the degree to which employees adhere to the technical and behavioral skills required for their roles, always in alignment with the company's values and culture.

As a strategic talent management tool, the assessment is structured into two pillars:

- # Potential Assessment
- # Results Assessment (Performance + Goals)

This approach makes it possible to map training needs, recognize professionals with high potential for advancement, and direct development actions. At the end of the process, each employee must prepare their Individual Development Plan (IDP), which guides their learning path and career development.

NUMBER OF PERFORMANCE ANALYSIS 2024

FUNCTIONAL CATEGORY	MEN	WOMEN	TOTAL
Board of Officers	8	2	10
Management	41	10	51
Coordination	165	44	209
Technical area	640	91	731
Administrative	194	189	383
Operational	2,004	351	2,355



Health and safety

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

Aeris maintains a strong commitment to promoting a safe, healthy and compliant work environment compliance with the highest standards of occupational health and safety management. Our Safety, Health and Environment Management System (SSMA) is structured based on the ISO 45001 standard and other applicable regulations, covering all our own and third-party employees, regardless of the unit, wind farm or location of operation.

The HSE structure relies on the active participation of the Internal Accident Prevention Committee (CIPA) and the Emergency Brigade, both responsible for promoting



educational activities, awareness campaigns and emergency response, including first aid and firefighting. Among the notable initiatives is the holding of SIPATMA – Internal Week for the Prevention of Accidents at Work and the Environment, which in 2024 addressed the theme “Transforming Behaviors for a Sustainable Future”.

In addition to these practices, tools such as the Safety Multipliers program and the HSE Maturity Matrix reinforce Aeris’ commitment to the continuous evolution of its preventive culture, promoting team engagement and the constant pursuit of excellence in health, safety, and the environment.

Continuously seeking to improve working conditions, Aeris acts preventively and systemically in the identification, evaluation and elimination of risks. Multidisciplinary technical teams, composed of occupational health and safety professionals, they carry out periodic assessments of facilities, equipment and procedures to ensure the integrity of employees in all operations.

INTERNAL PREVENTION WEEK OF ACCIDENTS AT WORK AND IN THE ENVIRONMENT

During SIPATMA 2024, held under the theme “Transforming Behaviors for a Sustainable Future,” Aeris reinforced its commitment to environmental awareness and social responsibility through practical and participatory actions. Among the activities carried out, the cleaning actions on the Cauípe River and on the Beach stood out, which had the voluntary participation of 50 employees. These initiatives not only contributed to environmental preservation but also strengthened the sense of belonging and collective responsibility among participants.

Employee engagement demonstrates how a culture of safety, health, and sustainability is present in Aeris’s daily operations. The actions of SIPATMA 2024 reaffirm the importance of conscious and sustainable attitudes, aligned with the company’s vision for the future and its active role in building a safer environment and a better world for future generations.



SAFETY CULTURE

Strengthening the Health, Safety and Environment (HSE) culture is a priority at Aeris, connecting with the value “We Develop and Care for Our People”. The operator-focused management model (GFO) is enhanced by the Standardized Health, Safety and Environment Work (TPSSMA), an essential tool for consolidating prevention in everyday life, promoting employee well-being and ensuring that what is right is always prioritized, based on observation and safe practices.

The HSE Culture Development Program (PDCSSMA) seeks to increase awareness and engagement with various communication actions, led by CIPA and

Emergency Brigade. As part of its preventive strategies, Aeris develops an annual training plan for employees, partners, suppliers and community members. Among the resources used, the Daily Safety and Environmental Dialogues (DDSSMA) stand out for their agility in exchanging information and reinforcing the content covered in mandatory training.

In 2024, 20 HSE training sessions were held, involving 2.470 participants, with emphasis on the Behavioral Safety and Safety Culture modules — pillars for building a safer, healthier and more conscious work environment.

SAFETY MULTIPLIERS

In 2024, the Safety Multipliers program expanded its operations, with the participation of 250 employees who were properly trained to act as a reference in safety in the workplace. Multipliers support their teams, managers and the Occupational Health and Safety (OHS) team in promoting safe practices, identifying risks and disseminating a preventive culture.

Among the main responsibilities, the monitoring of risk conditions and behaviors, the encouragement of the adoption of safe conduct and the reinforcement of good practices in the sector stand out, contributing to the Continuous development of employees and the reduction of accidents in all areas of Aeris.



ANALYSIS AND MONITORING

Aeris maintains structured processes to identify hazards, assess risks, and strengthen the Health, Safety, and Environmental Management System (HSE), ensuring the physical integrity of all employees and partners. All activities, whether routine or not, are evaluated according to the hierarchy of controls, prioritizing the elimination of hazards at the source and, when not possible, the mitigation of risks.

Hazard identification and risk monitoring are carried out through periodic inspections, on-site analyses and detailed assessments of activities, conducted by qualified, trained and continuously updated professionals. Among the main investigation and monitoring tools used, the following stand out:

- # Periodic inspections in all areas and sectors.
- # Risk anticipation and recognition tools (APR, LPR and Risk Potential).
- # ISP – Practiced Security Index.
- # Verification of the effectiveness of action plans via automated checklists.

- # Safety Walk with participation of different hierarchical levels.
- # Monitoring of SSMA Indicators SSMA.
- # TPSSMA – Standardized Work for Health, Safety and Environment.
- # Observation of activities by senior management.

Accidents and incidents are reported immediately and investigated using methodologies such as Ishikawa and the “5 Whys”, ensuring the correction of causes and verification of the effectiveness of the measures adopted.

To ensure everyone’s active participation in risk control, Aeris provides several channels for employees to report unsafe or dangerous situations identified in the workplace.

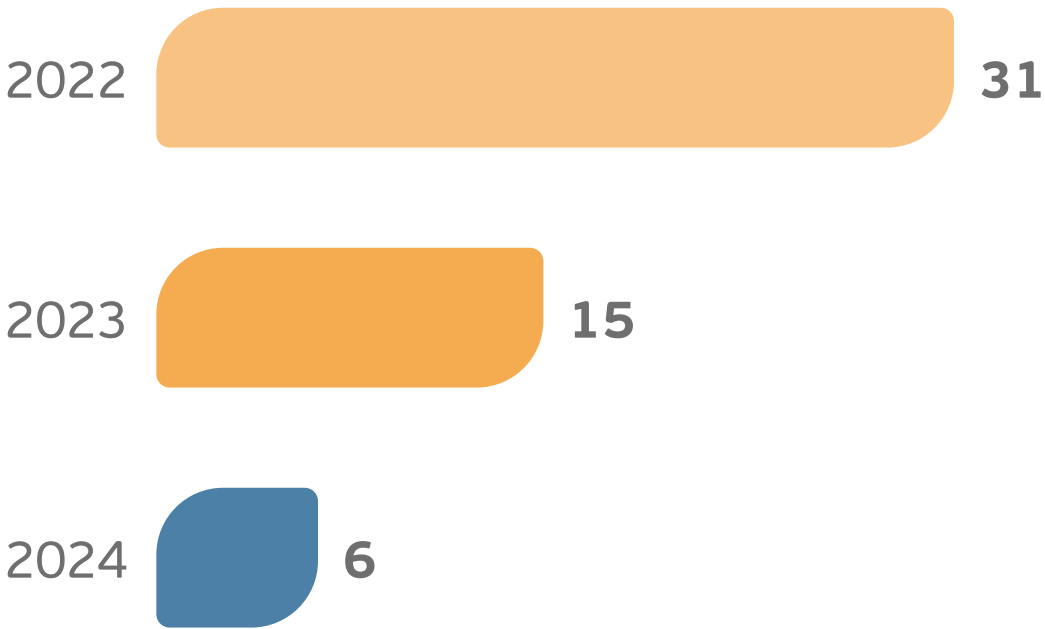
MEANS FOR EMPLOYEES TO REPORT RISKS/HAZARDS RELATED TO WORK ACTIVITIES

CHANNEL/PROCESS	BRIEF DESCRIPTION
Hazard and risk assessment	Identification and assessment of risks in processes and activities, whether routine or not, using a risk matrix and defining control actions.
Environmental risk assessment	Periodic measurements of environmental agents (physical, chemical and biological).
Risk potential	Identification of conditions outside the safety standard to promote a preventive culture and eliminate risks.
Preliminary Risk Analysis	Detailed analysis of non-routine activities to identify and mitigate risks prior to execution.
Duty to refuse activity	Right and guidance to refuse activities with serious and imminent risk, ensured by internal policies.

WORK ACCIDENTS

In 2024, Aeris recorded a total of 6 work accidents, 1 with time off and 5 accidents without time off, a 60% reduction compared to 2023.

NUMBER OF TYPICAL ACCIDENTS REGISTERED



HEALTH CARE

Comprehensive employee health care is a priority for Aeris, which invests in preventive and educational initiatives and facilitated access to health services. In addition to the health plan, the Company maintains the Multiprofessional Health Center, responsible for medical, dental, physiotherapy, nutritional and psychological care, with access to laboratory tests, X-rays, spirometry, visual acuity and audiometry.

In 2024, approximately 15,000 appointments were carried out at the Health Center, including consultations, follow-ups, procedures and exams, in addition to the Healthy Pregnancy Program All health records are kept confidential, accessible only to authorized professionals, in accordance with ethical and legal standards.

Aeris also promotes continuous monitoring of workers with chronic diseases (hypertension, diabetes, obesity and heart disease), coordinated between the internal team and the health plan. To expand access to immediate care, the company offers 24-hour emergency care, telemedicine services, and an equipped ambulance.

HEALTHY PREGNANCY

The Healthy Pregnancy Program, in its 9th edition, reaffirms our commitment to comprehensive health and support throughout pregnancy.

Conducted in partnership with Hapvida, the program has a multidisciplinary team and promotes in-person and virtual meetings, covering essential topics such as nutrition, physical and emotional health, prenatal care, breastfeeding, and preparation for childbirth and postpartum.

More than just providing guidance, the initiative prevents pregnancy complications, strengthens bonds with expectant mothers, and contributes to a safer, more welcoming, and inclusive work environment. In 2024, 13 pregnant women participated in the activities and received a care kit as recognition and support at this special time.



HEALTH CENTER SERVICES IN 2024

more than
10,000
medical care.

492
nutrition
assistance.

136
physical education
assistance.

1,828
dental assistance.

2,019
physiotherapy assistance.

290
psychology assistance.



ENGAGEMENT

In addition to the ongoing care offered by the Multiprofessional Health Center, Aeris promotes ongoing actions to strengthen self-care, prevention, and the physical and emotional well-being of its employees. In 2024, these initiatives included health campaigns, educational activities and engagement programs at all levels of the company, recognizing employees as active agents in their own care.

Among the highlights of the year were:

- # **February Carnival** – guidelines about sexually transmitted diseases and AIDS, with distribution of condoms.
- # **Purple March** – awareness about the prevention and fight against cervical cancer with nursing consultations and preventive exams (Pap smear) at the Aeris Health Center.

- # **Red April** – awareness about high blood pressure with distribution of information, checking blood pressure, blood glucose, bioimpedance and nutritional guidance.
- # **Special Campaigns** – vaccination against flu (Influenza) and blood donation.
- # **Yellow September** – awareness raising and action on suicide.
- # **SIPATMA** – blood pressure checking actions, blood glucose measurement, bioimpedance and guidance nutritional; psychological support, guidance on STD/AIDS and testing (HIV, Syphilis, Hepatitis B and Hepatitis C), vaccination campaign (COVID, Tetanus, Hepatitis B).
- # **Pink October** – awareness-raising actions, conversation, groups and Clinical examinations, in addition to a relaxation moment for women.

- # **Blue November** – approach of themes such as men emotional health , checking of blood pressure and sugar medical appointment.
- # **Red December** – guidelines on the HIV virus, AIDS and other STIs (Sexually Transmitted Infections), in addition to testing for HIV, Syphilis, Hepatitis B and Hepatitis C.



Suppliers
Clients
Investors
Community
Other Company stakeholders

SUCCESSFUL RELATIONS

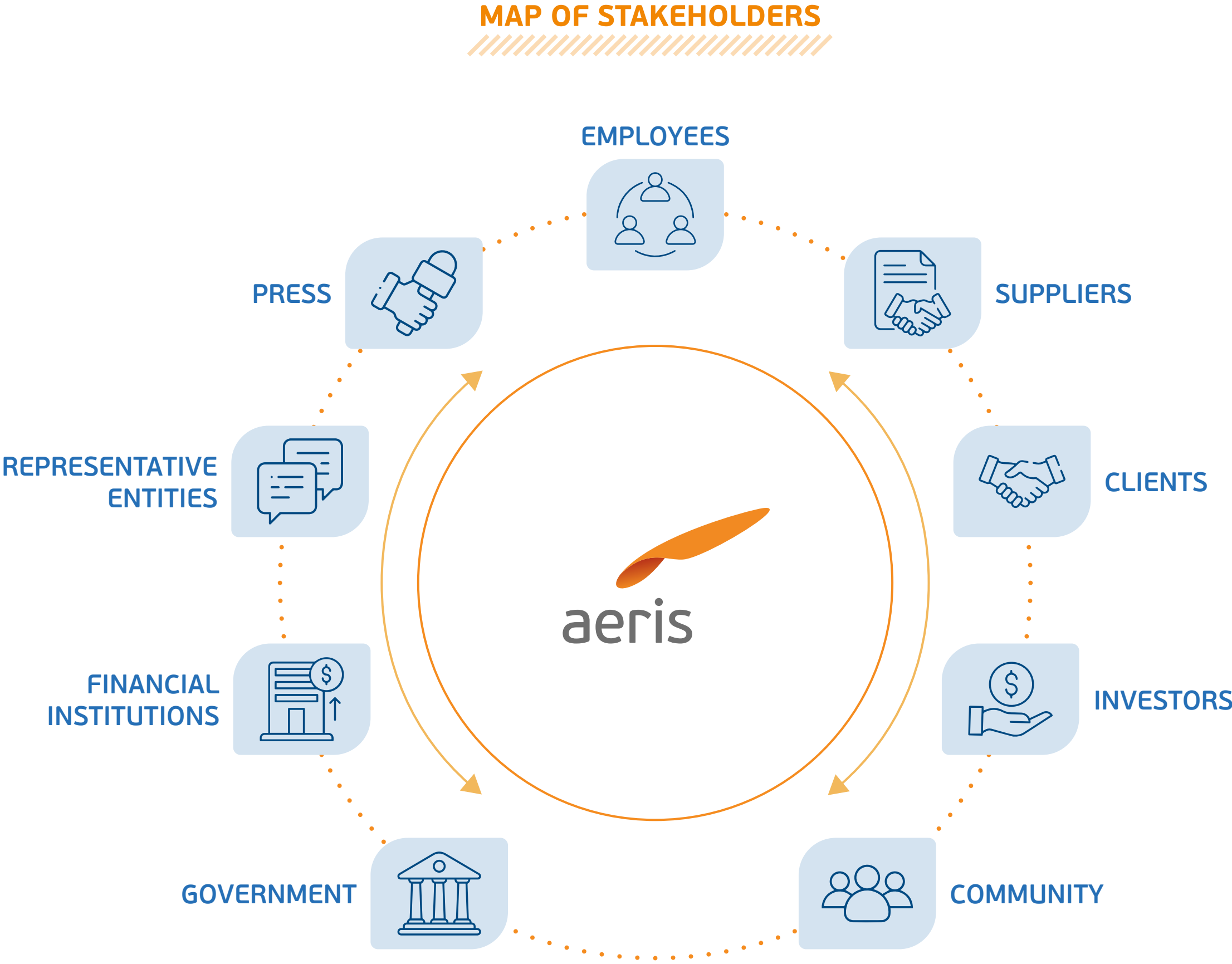


eris understands that contributing to a sustainable future requires concrete actions and relationships of trust with all the audiences

with which it operates relates to. To this end, it invests in strengthening a solid organizational culture and the continuous evolution of its internal processes, always guided by principles of ethics, respect and integrity.

The relationship with its stakeholders (see infographic alongside) is based on mutual appreciation, transparent dialogue and the building of lasting bonds. In order to promote the engagement of these stakeholders, the Company maintains active institutional channels and carries out consultations on strategic topics, with emphasis on the materiality analysis that guides this Report.

These initiatives reinforce Aeris’ commitment to acting in line with industry transformations and generating shared value throughout the wind energy chain.



Suppliers

GRI 2-6; 204-1

The Suppliers play a strategic role in Aeris' operations, contributing directly to the quality, safety and competitiveness of products.

More than just service providers, they are fundamental partners in the value chain.

Since the beginning of operations, Aeris has maintained relationships with suppliers based on transparency, cooperation and respect, focusing on technical, regulatory and contractual standards required by customers. The standardization of evaluation, measurement and approval criteria is part of chain governance.

1,461

suppliers were part of Aeris' partner portfolio at the end of 2024.

In 2024, the active base was made up of 1,461 suppliers, a number 33,78% lower than that recorded in 2023. The reduction is due to the reduction in production and the break of contracts with strategic clients, which required adjustments in the demand for materials.

Despite the challenging scenario, the Company registered 246 new suppliers during the year, maintaining its commitment to responsible relationships and rigorous performance and integrity criteria.

The volume moved with suppliers totaled approximately R\$1,39 billion, of which R\$683,8 million (49%) went to Brazilian suppliers, reinforcing support for the national production chain.



SUPPLY CHAIN MANAGEMENT

Aeris' supply chain is managed by an integrated structure that acts strategically to ensure the efficient supply of materials, goods, and services at all stages of production. This activity is conducted with a focus on quality, punctuality, cost optimization and compliance with regulatory and contractual requirements.

Management is structured around four main fronts:

Demand Planning and Management: forecasts future demand for products to ensure resources are available to meet customer needs. Therefore, it is responsible for maintaining stock levels within the standards established by the company and ensuring the fluidity of materials within the production processes.

Purchase Management: has the function of ensuring that all contractual terms and conditions are followed by all parties, as well as monitoring deadlines, deliveries, payments and other contractual obligations. Thus, it establishes a monitoring process that ensures that the parties involved are complying with the agreements,

as well as identifying risks in the process, taking measures to mitigate them and resolving conflicts, when necessary.

Logistics Chain Management: manages the company's imports, coordinating all activities related to the import of goods, dealing with customs and regulatory issues, ensuring that operations comply with local and international laws. Furthermore, it also has the function of planning routes and transportation efficiently, seeking to reduce costs and ensure on-time deliveries.

Engineering and Suppliers Quality: plays an important role in qualification and approval of new suppliers, bringing business partners closer together. They ensure that suppliers meet quality, performance, production capacity and compliance with legal and regulatory requirements. This minimizes the risk of supply chain failures by ensuring that suppliers have delivery capacity and that materials are supplied according to specifications and with adequate quality.

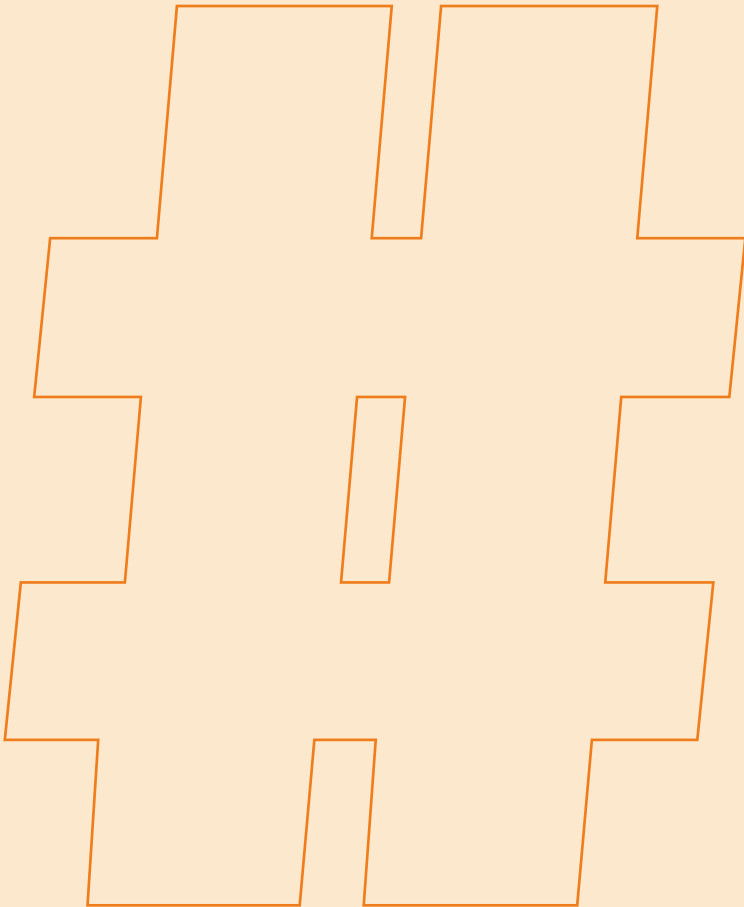
Aeris continually seeks to promote the local market and nationalize the most strategic partners for the business. The benefits of this strategy are numerous and mitigate several risks for the company.

Throughout 2024, Aeris consolidated important advances in supply chain management, with gains in efficiency, control and strategic relationships. The expanded use of Business Intelligence tools and the implementation of Project 44's Ocean Tracking solution have increased the level of logistical predictability and mitigation of operational risks.

In its relationship with suppliers, the Company has strengthened a collaborative

model, based on technical performance and integrated sustainability criteria, such as financial health, ethical conduct and regulatory compliance. The consolidation of the partnership with DSV, which now maintains a team dedicated to Aeris, directly contributed to improving logistics intelligence and international performance.

Combined, these initiatives contributed to strengthening the robustness and resilience of the supply chain, ensuring Aeris' greater responsiveness in complex scenarios.



Project44 is a management software that helps make the supply chain more efficient by enabling real-time monitoring of shipments.



Clients

GRI 2-6; 2-29

Client relationships are central to Aeris' strategy, supporting the business continuity and guiding operational and commercial

decisions in different market scenarios. More than just transactions, each partnership is built on trust, constant dialogue and a deep understanding of the needs of each project.

The Company's operations are marked by integration between teams, the search for tailored solutions and close technical and production support. This approach ensures agile responses, rigorous quality control, and excellence in meeting deadlines.

Faced with a more challenging business environment, Aeris reaffirms its commitment to long-lasting, high-value relationships. The consistent application of

lean manufacturing principles, combined with the strategic location close to the Port of Pecém, remains a competitive advantage that reinforces customer trust and expands opportunities for collaboration.

As part of this long-term vision, Aeris has expanded its operations through the Aeris Services unit, offering technical solutions focused on maintenance, inspection and field support. This front strengthens relationships with customers, directly contributing to asset availability, operational continuity, and sustainable value generation.

Building value is also reflected in the continuous pursuit of innovation, active listening, and joint action on initiatives that promote efficiency, safety, and sustainability. It is through this collaborative approach that Aeris consolidates its position as a strategic partner for leading companies in the wind energy sector, both in Brazil and abroad.



Investors

GRI 2-6; 2-29

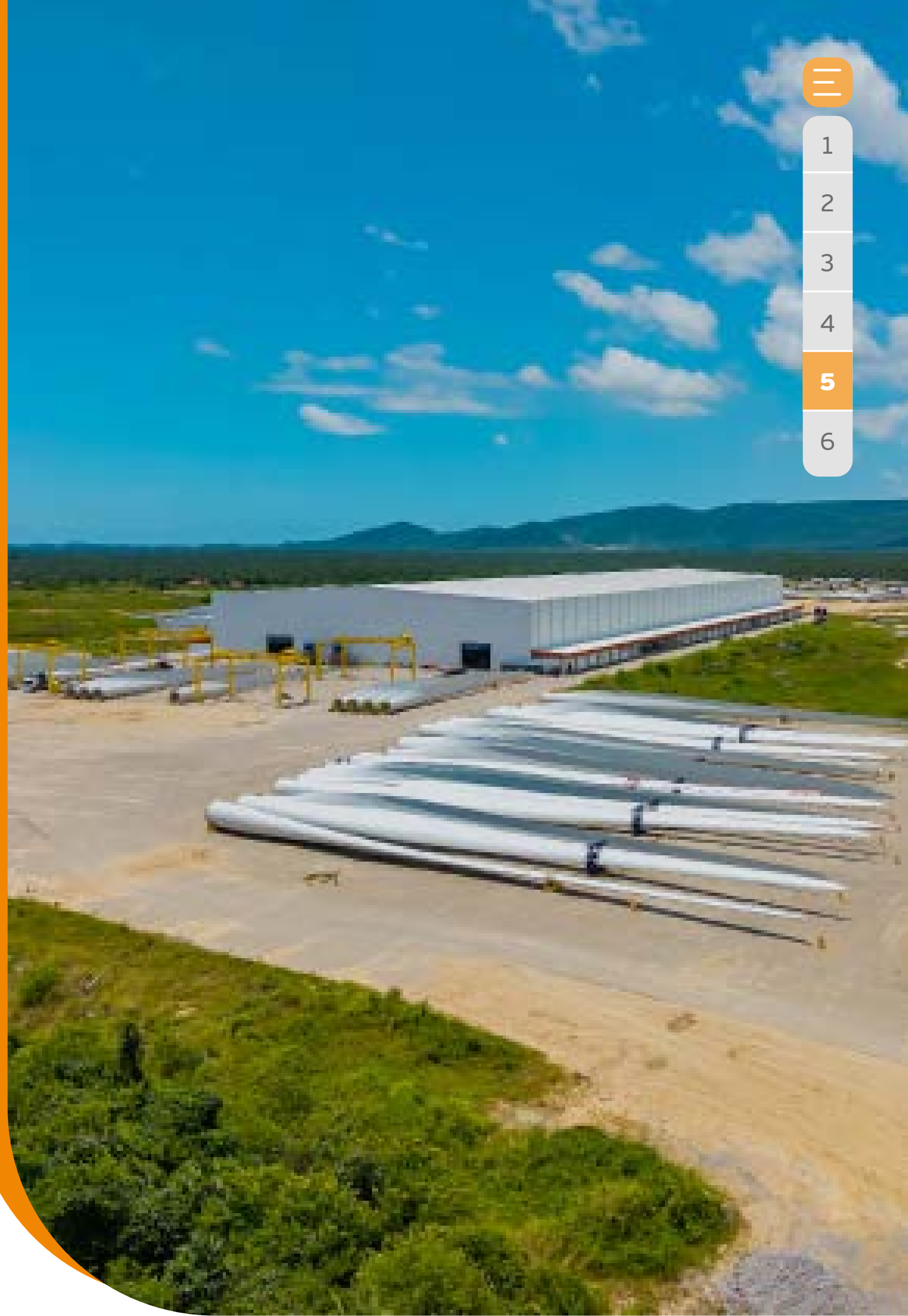
Aeris investors play a key role in enabling the strategy corporate, construction of a sustainable, ethical business model geared towards generating long-term value. Even in a scenario of greater volatility in the capital markets and significant changes in the macroeconomic environment, the Company remains committed to transparent management, focusing on the integrity of information and alignment with corporate governance principles.

By the end of 2024, Aeris had approximately 56,000 investors, including individuals, legal entities and institutions. The reduction in relation to the 2023 shareholder base reflects not only market movements, but also the structural changes promoted

by throughout the year, such as the share split approved in April 2024, carried out in a proportion of 20 to 1.

The relationship with the market continues to be guided by consistent communication and the strengthening of the Investor Relations (IR) channel, which works to timely disseminate relevant information about the Company. The dedicated team is also available for regular consultations and interactions, contributing to constructive dialogue and the formation of a shareholder base aligned with Aeris' strategic vision.

Even in the face of current challenges, the Company remains committed to consolidating investor confidence through consistent deliveries, financial discipline and corporate responsibility. Continued adherence to good ESG practices, a focus on the energy transition and building shared value remain central elements of Aeris' journey in the capital markets.



1

2

3

4

5

6

Community

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

Aeris Energy recognizes the fundamental role that businesses play in social development of the territories where they operate. Aligned with the Sustainable Development Goals (SDGs) and the guidelines of the Global Reporting Initiative (GRI), the Company develops and supports initiatives that aim to generate positive social impact, focusing on the municipalities of Caucaia and São Gonçalo do Amarante, located in the Metropolitan Region of Fortaleza, in the state of Ceará, with the Pecém Industrial and Port Complex (CIPP), where its industrial operations are located.

6
projects
social

9
communities
benefited

7
institutions
contemplated

1,593
families benefited

218k
invested

Community engagement is conducted in a structured and participatory manner through the Social Responsibility center and an internal committee composed of volunteer employees, created in 2020. The committee is made up of people from different areas of Aeris and operates under the supervision of the Legal, Compliance and Communications Department, being responsible for assessing local demands, managing programs and monitoring the execution of the company's social initiatives.

In 2024, the company invested R\$ 218,000.00 of its own resources in social projects covering areas such as education, health, culture, the environment and social inclusion. The initiatives are planned based on local diagnoses and seek to contribute to improving the community's quality of life, promoting the sustainable development of the surrounding regions.

All social actions developed are guided by active listening, coordination with local partners and a commitment to creating shared value. The Company keeps its channels of dialogue open to communities, ensuring the identification of opportunities for action and the strengthening of bonds of trust.



OUR SOCIAL PROGRAMS

Ventos Solidários Aeris (Solidarity Winds)

Aeris believes that it is possible to facilitate citizens' access to essential rights through a solidarity network, joining forces to provide free services that are relevant to the population. To that end, since 2019, it has promoted the Ventos Solidários action, which refers to the implementation of a voluntary joint effort of essential, integrated and free services in the areas of health, leisure, education, citizenship and employer brand.

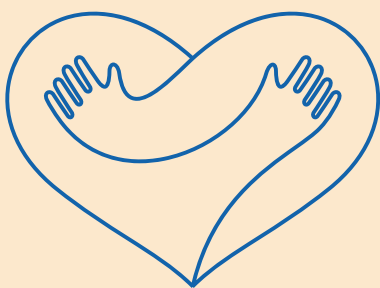
The action is part of Aeris' Corporate Volunteering front and brings together volunteers from the company's employees, suppliers and public sector partners every six months to provide services to local communities. The event takes place in surrounding public schools.

Services provided range from issuing SUS cards, administering vaccinations, blood pressure and blood sugar tests, rapid HIV, Syphilis and Hepatitis tests, BMI calculations and nutritional guidance, oral health consultations, fluoride application and cleaning.

The action also includes the areas of self-care, where haircuts and skin cleaning are provided, and employer branding, with professional guidance. Children also enjoy the cultural and leisure area with a space for kids, face painting, drawing, cultural presentations with puppets, among other games.

In 2024, the 4th and 5th editions of the program were held. The 4th edition was held in February, in the Capuan community (Escola Conrado Teixeira), providing services to 199 families.

The 5th edition was conceived in August, in the community of Catuana (Plácido Monteiro Gondim School), serving 413 families.



**Ventos
Solidários
Aeris**

Solidarity Winds



Gente que Faz na Comunidade (People That Make it Happen in the Community)

The *Gente que Faz na Comunidade* program aims to involve company employees in the corporate volunteering movement, to develop lectures, courses or workshops that contribute to the training of surrounding communities in matters of demand by them.

Through the program, in March, we held lectures in the Japuara community (Viver Institute) on “Domestic Workers’ Rights” and “Women’s Self-Care: the Importance of Prevention”, plus massage therapy sessions. In total, 60 women participated in the event.

In June, we organized the lecture “Climate Change” for the Anacé Village, Alto do Garrote, with the participation of 41 students from the Anacé People’s Right to Learn School.

In November, through the program, we welcomed 30 women from the Japuara community (Instituto Viver) to the internal facilities of the Aeris restaurant, who are part of the Cozinha Japuara project, a social culinary training course. They had the opportunity to see the facilities and layout of our in-house industrial kitchen.

In December, new toys were delivered to two institutions. There were 50 units for the Casa do Autista Litoral, located in Icaraí, and 50 units at the public daycare center Vivendo e Aprendendo, located in Matões.



GENTE QUE FAZ!

People that make it happen!



Mentoria Jovem (Youth Mentoring)

Mentoria Jovem (Youth Mentoring) is an annual initiative that seeks to support the the employability of socially vulnerable young people, aged between 18 and 24, from the communities surrounding Aeris, contributing through corporate volunteering, with the development of technical, behavioral and cultural skills.

In the first stage of the program, the young participants and the company volunteers register. Then, both go through a training activity, which defines the pairs of mentors and mentees. After this process, the mentoring sessions begin, which take place every two weeks, lasting approximately one and a half hours (each).

In total, five sessions are held to develop the young people. Finally, the graduation ceremony and the presentation of certificates are held.

The topics covered during the training range from career guidance, the importance of self-knowledge and empowerment, developing empathy, choosing a professional field, building a professional action plan, preparing a resume, simulating an interview, and even

a tutorial to a use LinkedIn. At the end of the program, young people can also apply for vacancies at Aeris and are monitored through an employability beacon.

In 2024, eight young people from the Capuan community were certified by the program.



Adote Um Sorriso (Adopt a smile)

Aligned with the cultural attribute of Development of surrounding communities, the Adote um Sorriso program works with the participation of company employees who mobilize to sponsor a child by donating toys and school shoes, from the communities or institutions selected for the initiative.

The initiative is connected to the promotion of childhood, receives three-month planning and is designed during the month of October, with activities related to Children's Day.

In 2024, 634 children from eight communities were covered by the program.



Adopt a smile



Participation in the 2nd year of AECIPP's volunteer action

In November, Aeris Energy was present at the 2nd edition of Volunteer Day, promoted by AECIPP (Association of Companies of the Pecém Industrial and Port Complex), at EEIF Joaquim da Rocha Franco (Pitombeira/Planalto Cauípe – Caucaia).

Aeris contributed with the donation of 150 new toys and the mobilization of dozens of volunteers for the event's activities. This action reinforces the commitment of AECIPP and its associated companies to the well-being and development of local communities.

Sponsorship via direct donation to the Aeris Triathlon School in Caucaia-CE, with the participation of 50 children and adolescents

The Formando Campeões Triathlon School was started in 2015, in Curitiba-PR, and is a model for training the sport in the country. Created by the Olympic athlete from Curitiba, Juraci Moreira, it includes more than a thousand children and teenagers in 25 centers spread across Santa Catarina, Paraná, São Paulo, the Federal District, Goiás, Espírito Santo, Bahia, Ceará and Sergipe.

The Aeris Triathlon School Forming Champions of Ceará, based in Caucaia, is sponsored by Aeris and has 50 children. It is run by the Ceará State Triathlon Federation and the Instituto Escolinha de Triathlon with support from the Caucaia City Hall and is made possible by the Sports Incentive Law, a program of the Ministry of Sports and the Federal Government. The project encourages the practice of sports with facilities and equipment and trained professionals to serve children and adolescents in the region.



200k/year
value sponsored by Aeris
through direct donation in 2024.

Other stakeholders

GRI 2-28

In addition to the audiences with which it maintains ongoing dialogue — such as employees, clients, investors and communities — Aeris actively participates in a broader ecosystem of stakeholders that contribute to the strengthening of the sector and the Company's own institutional evolution. This ecosystem includes entities representing industry and energy, universities, civil society organizations, the press and representatives of public authorities at different levels.

Engagement with these institutions is strategic for monitoring regulatory trends, contributing to public policies, fostering innovation, and supporting actions with positive social and environmental impact. In 2024, Aeris intensified its institutional activities through its presence in national and international forums and associations, consolidating its role as an active agent in the energy transition.

The main institutions in which Aeris participated actively in 2024 include:

- # CleanPower – American Clean Power
- # GWEC – Global Wind Energy Council
- # ABIMAQ – Brazilian Association of Machinery and Equipment Industry
- # ABEEólica – Brazilian Wind Energy Association
- # AECIPP – Business Association of the Pecém Industrial and Port Complex
- # FIEC – Industries Federation of the State of Ceará
- # SIMEC – Union of Metallurgical, Mechanical and Electrical Material Industries of Ceará
- # CNI – National Confederation of Industry





ENVIRONMENTAL COMMITMENT

Policies and practices
Biodiversity
Water
Energy
Materials and waste
Atmospheric Emissions

Policies and Practices

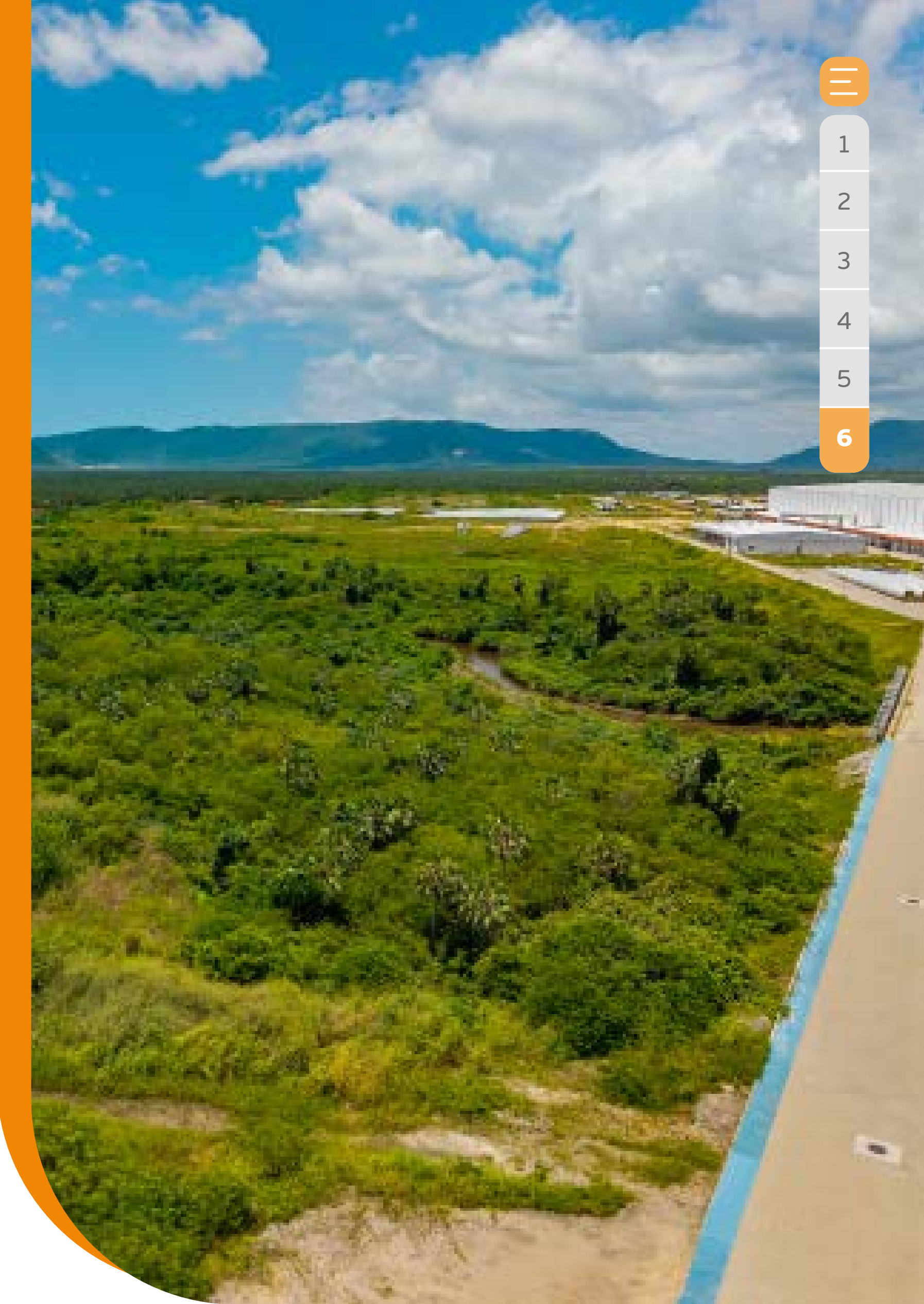
GRI 3-3

By contributing to the expansion of the use of renewable energy, Aeris reinforces its role as agent of the energy transition, promoting environmental conservation and climate balance. Since 2016, as a signatory to the UN Global Compact, the Company has pursued sustainable development with a focus on controlling the environmental impacts of its operations, aligning with SDG 7 (Affordable and Clean Energy) and the pursuit of efficient management of natural resources.

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

- # Protect our biodiversity - Flora and Fauna.
- # Reduce waste generation, as well as recycle and reuse.
- # Raise environmental aspects and impacts, defining plans for reduction.
- # Consciously reduce the use of natural resources (water and energy).
- # Develop socio-environmental culture with stakeholders.

Legal monitoring, preventive and mitigation actions, environmental education, waste management and water and energy consumption make up the Environmental Performance Index (IDA), which reflects the Company's commitment to continuous evolution in the environmental indicators, highlighted below.



Biodiversity

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



Aeris maintains its commitment to protecting and promoting local biodiversity by adopting structured practices for both the conservation of flora and the monitoring of fauna in their areas of influence, in the municipality of Caucaia (CE) Permanent Preservation Areas (APPs) and forest replacement projects are periodically monitored, marked with signs and integrated into internal environmental education campaigns.

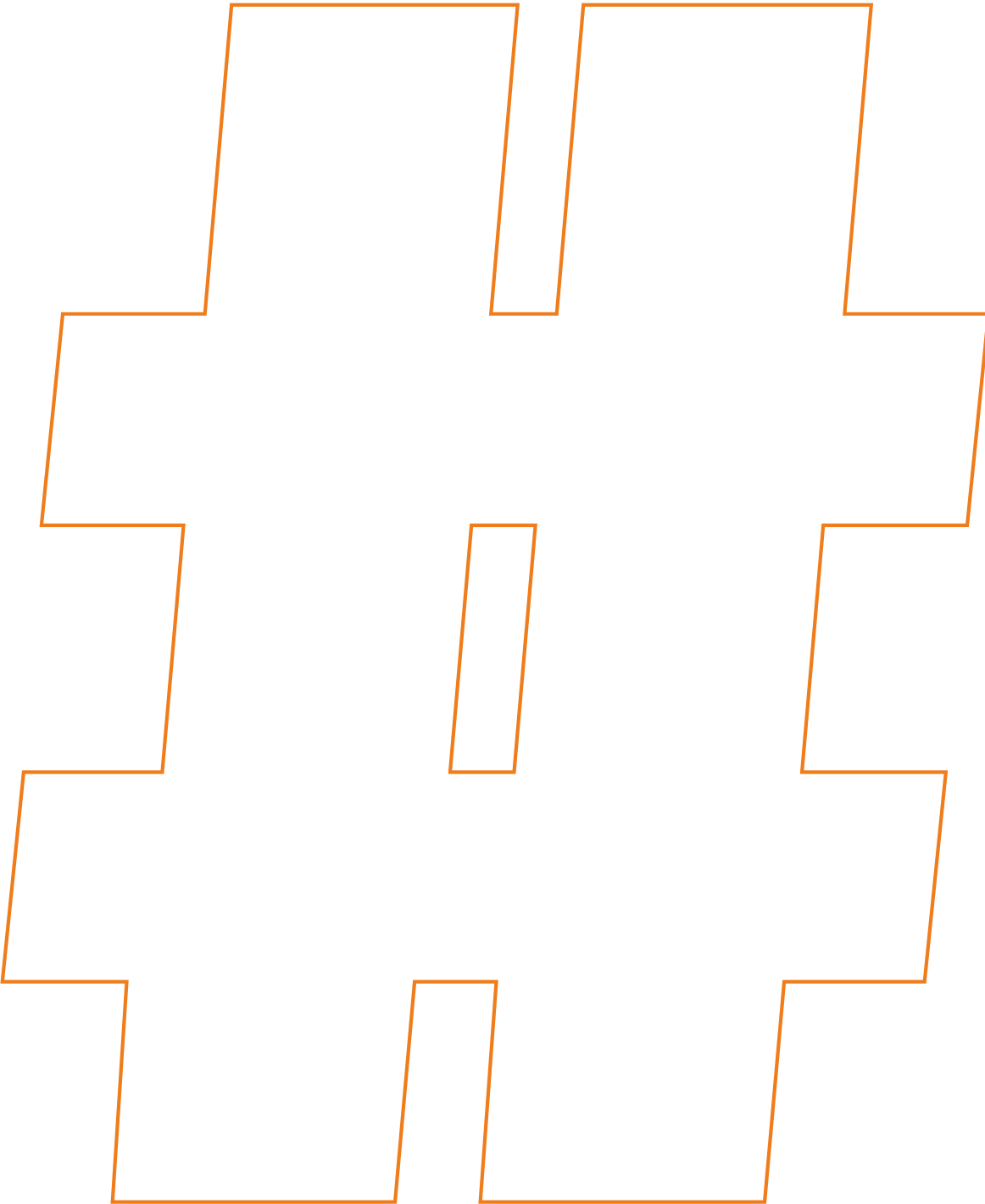
PERMANENT PRESERVATION AREA (APP)

AREA CLASSIFICATION	SIZE (M²)	LOCATION (CITY AND STATE)	STATUS	NOTES
Permanent Preservation Area	178,000	Caucaia (CE)	Protected	Permanent Preservation Area existing within the Aeris property. Biodiversity not affected.
Forest replacement area	206,000	Caucaia (CE)	Restored	Area delimited by Aeris for forest enrichment.

Between 2021 and 2024, an average of 30,900 native Caatinga seedlings were planted, covering approximately 30 species, in a reforested area of 20.6 hectares. This process is monitored through the indicator “seedlings per shovel produced”, reinforcing the company’s commitment to environmental regeneration and impact compensation.

Innovative practices are also part of the environmental routine, such as the rescue and reuse of native seeds, in addition to the reuse of plastic waste for the germination and cultivation of new seedlings. In 2024, approximately 4,775 kg of organic fertilizer were produced internally and applied to reforestation, enhancing soil quality and regeneration success.

In terms of fauna, monitoring follows strict criteria based on national lists and the classification of the International Union for Conservation of Nature (IUCN). In 2024, 21 animal species were recorded in areas under the influence of Aeris, with no endangered or vulnerable species identified. Maintenance of protected areas contributes to the integrity of ecological corridors, promoting the balance of local ecosystems.



Between 2021 and 2024, Aeris planted an average of 30.900 seedlings in a reforested area of 20,6 hectares.



Water

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



- 1
- 2
- 3
- 4
- 5
- 6

Aeris Energy is located in the Metropolitan Region of Fortaleza, in the State of Ceará, an area acknowledged by its lack of water. Taking this scenario into account, the Company adopts responsible and efficient management of water resources, combining legalized collection, adequate treatment, reuse and environmental awareness actions as pillars of its sustainable performance.

The water supply to the operational units is carried out by the Ceará State Water Resources Management Company (COGERH), through the collection of raw water from state reservoirs, integrating the water system known as Eixão das Águas* which supplies the Pecém Industrial and Port Complex (CIPP). This process occurs based on legal authorization for industrial use. Additionally, Aeris has

two deep wells, also licensed, which serve specific areas of the factory.

It is worth noting that the production process of wind blades does not require direct use of water, which represents a positive difference compared to conventional industrial consumption. Water use at Aeris is concentrated in support activities, such as human consumption, sanitation and, mainly, cooling equipment and operational environments.

Throughout 2024, total water consumption remained practically stable compared to the previous year, even with the increase in the number of cooling towers. In total, 120,480 m³ of water were removed, 109,100 m³ from the public supply system and 11,380 m³ captured from deep wells, both duly authorized. Regarding consumption intensity, there was

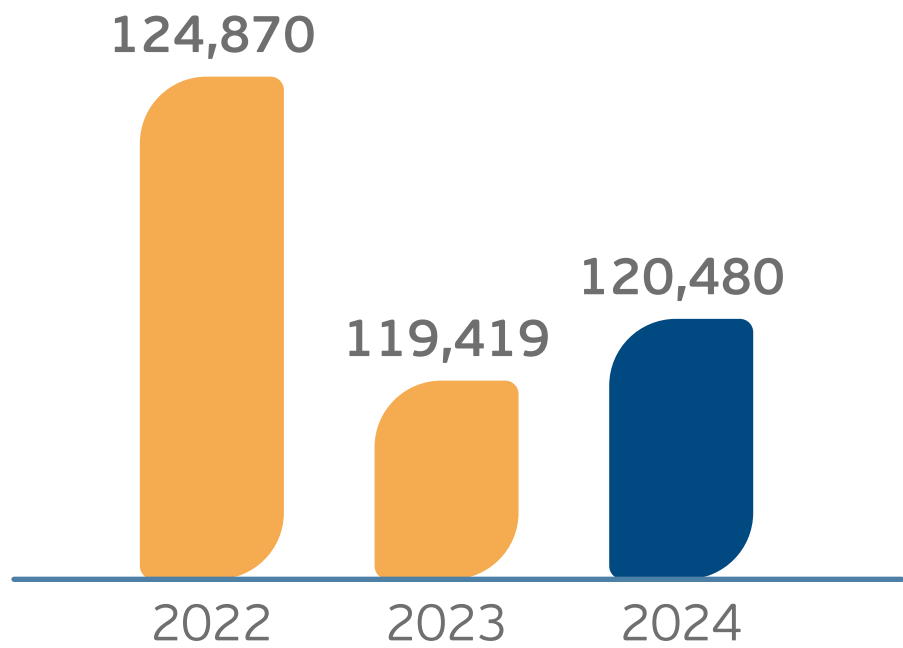
an increase to 82 liters per person per day, justified by the increase in machines that use water for cooling. Despite this scenario, the efficiency of the reuse system made it possible to contain the growth in total consumption.

Among the factors that contributed to this result are awareness campaigns among employees and suppliers, through programs such as the Daily Health, Safety and Environment Dialogues and internal events on commemorative dates such as World Water Day, World Environment Day and Arbor Day, which promote and reinforce the importance of conscious consumption and the preservation of natural resources in the corporate routine.

*The Eixão das Águas is a set of water works that transfers water from the Castanhão Reservoir to the Metropolitan Region of Fortaleza (CE), reinforcing the supply, over a stretch of 255 kilometers, including the Pecém Industrial and Port Complex.

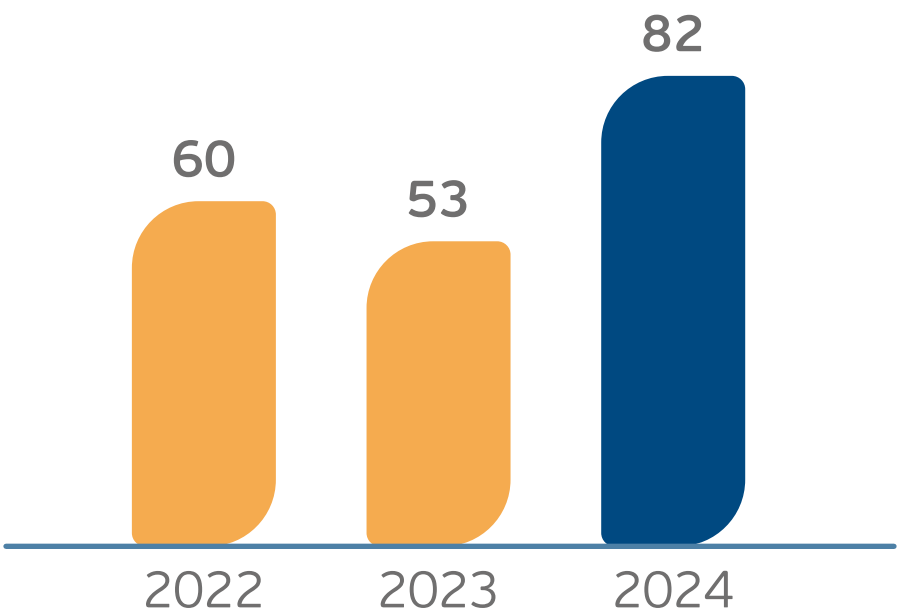
WATER WITHDRAWAL

(in m³)



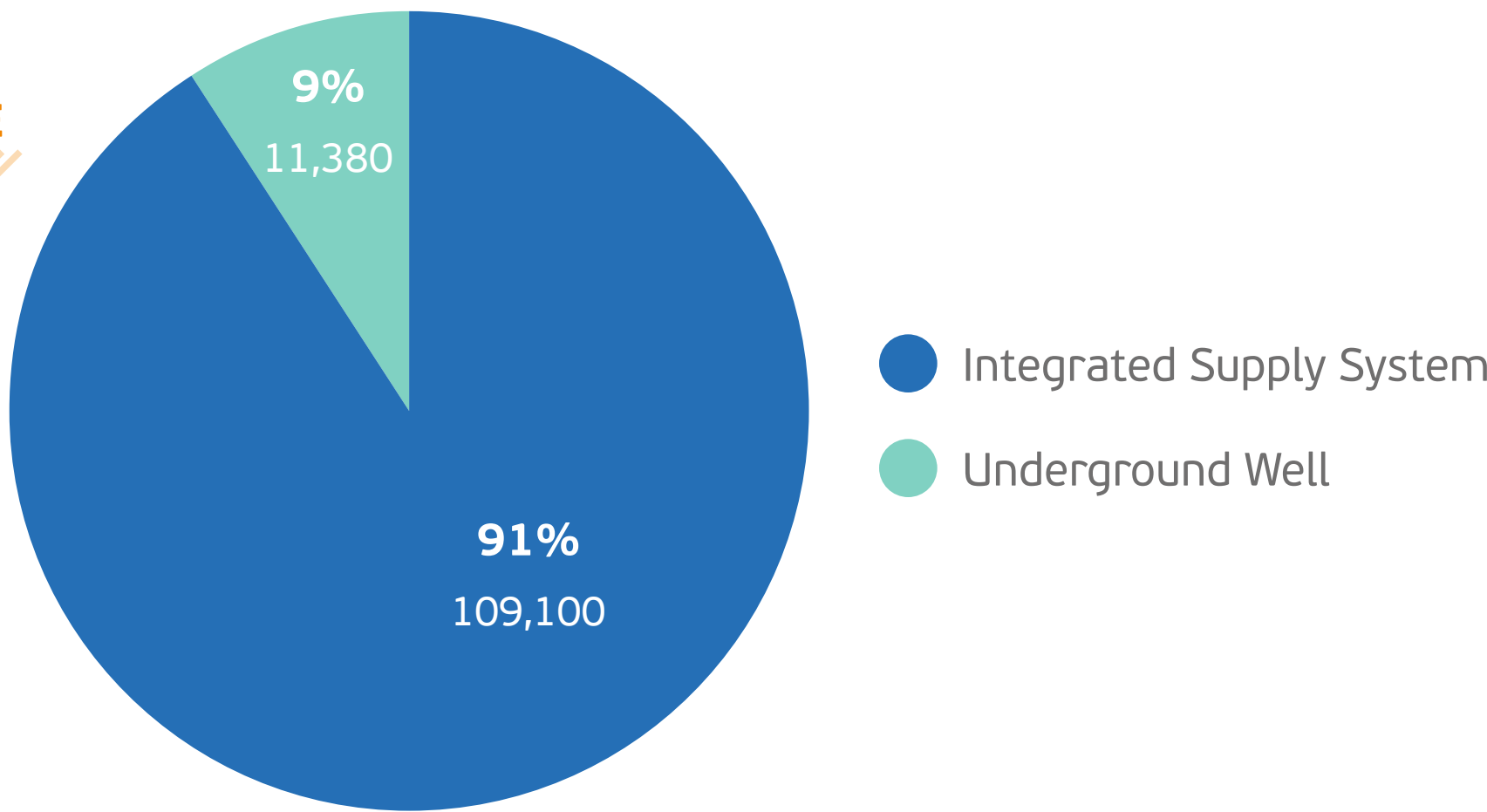
WATER CONSUMPTION INTENSITY

(liters/person/day)



VOLUME OF WATER WITHDRAWN BY SOURCE

(in % and m³)



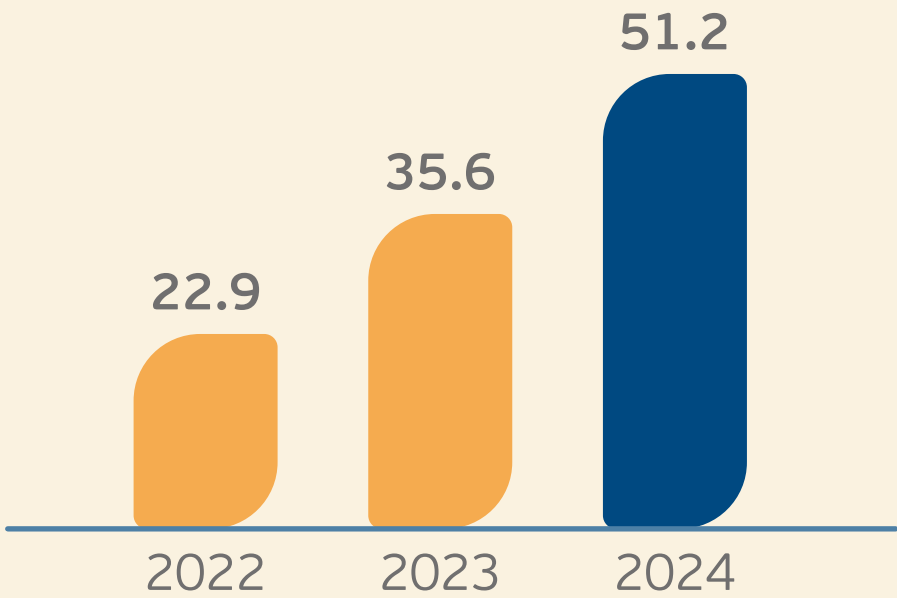
REUSE

To reduce water withdrawal from springs, Aeris maintains collection and storage systems, including cisterns for rainwater and volumes from the backwashing of filters at its Water Treatment Plant (ETA). These waters are used for activities such as irrigating green areas, flushing toilets, washing equipment and wetting internal roads in the industrial park.

In 2024, the total volume of water reused by Aeris reached 51,2 thousand m³, representing an increase of 44% compared to 2023 (when 35.6 thousand m³ were reused).

VOLUME OF WATER REUSED

(in thousand m³)



EFFLUENTS

In 2023, Aeris began operating its new Effluent Treatment Plant (ETE), increasing control and efficiency in the management of generated effluents. That year, 55,245 m³ of effluents were treated and entirely used for irrigation of green areas and reforestation, in accordance with COEMA Resolution 02/2017, without any discharge into water bodies.

In 2024, with the consolidation of the ETE operation and the maintenance of environmental standards, 28,320 m³ of effluents were treated, maintaining the exclusive destination for reuse in irrigation. This decrease in the volume of treated effluents is directly related to the reduction in the production rate throughout 2024, reflecting the challenging scenario of the national wind sector. Even in this context, Aeris maintained its commitment to treating 100% of the effluents generated, ensuring responsible disposal and reinforcing the pursuit of water efficiency and operational sustainability.



Energy

GRI 3-3; 302-1; 302-3

In 2024, Aeris maintained its commitment to sourcing 100% from renewable sources, with energy certified by I-REC, reaffirming its position reference in industrial sustainability. The year, however, was marked by a significant decline in production volume, which resulted in a reduction in total energy consumption (151,055.8 GJ, -38% vs. 2023).

Even with lower operational demand, the company did not compromise on discipline in managing energy use. Structural measures, such as the seasonal shutdown of vacuum plants, the installation of translucent tiles to better utilize natural light, and the expansion of the Chilled Water Plant (CAG), remained priorities and helped to maximize efficiency gains.

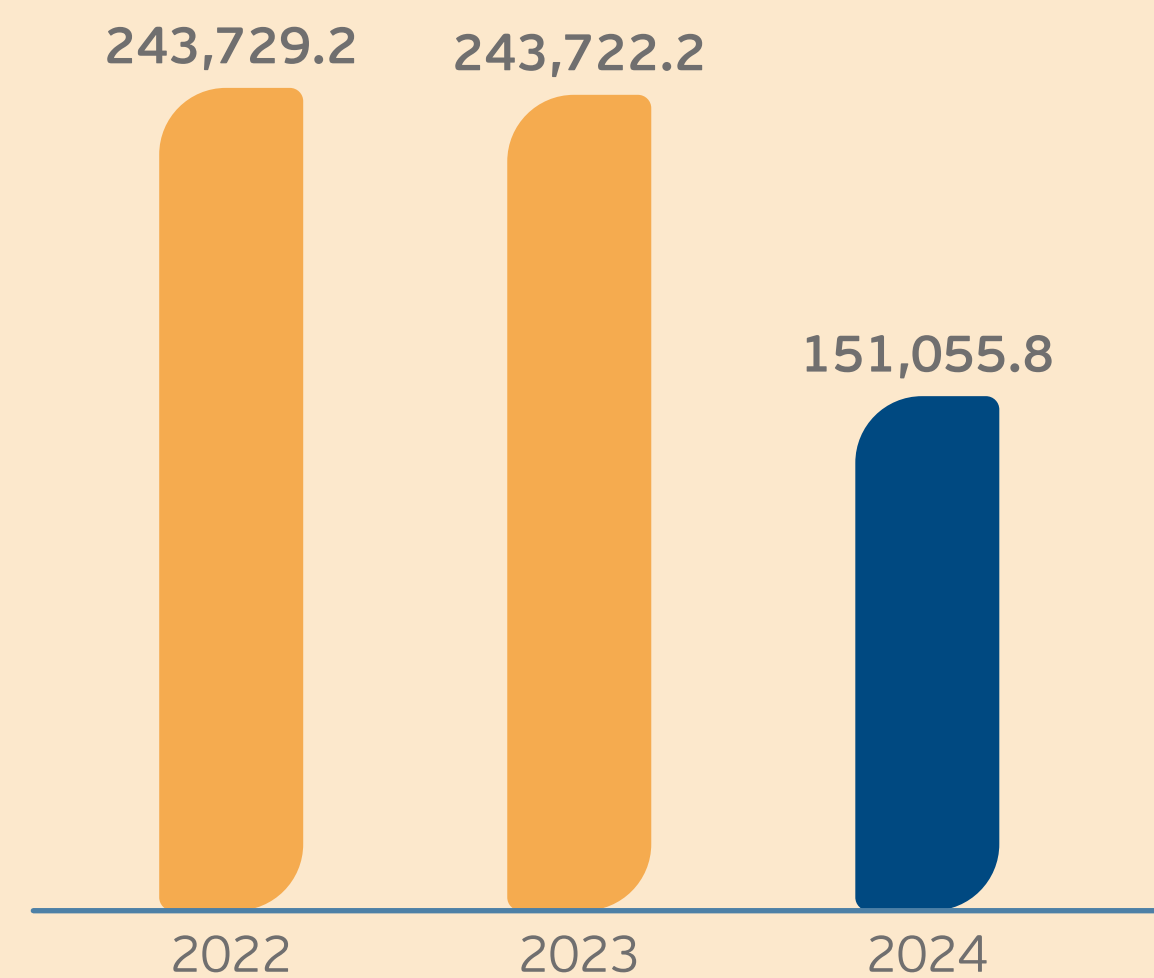


Electricity consumption fell to 137,533.2 GJ (-37.7%), while dependence on fossil fuels was further reduced: diesel (-51%), gasoline (-54%) and GLP (-4.7%). Energy intensity, a key efficiency indicator, closed the year at 128,3 GJ/set of blade produced, a 66% drop compared to 2023 – a result of the combination of lower production, operational rigor and technical improvements.

Unlike previous years, when production growth posed additional challenges for energy management, 2024 brought the challenge of adaptation and resilience. The scenario required process review, fleet optimization and maintenance of team engagement.

TOTAL ENERGY CONSUMPTION

(in GJ)



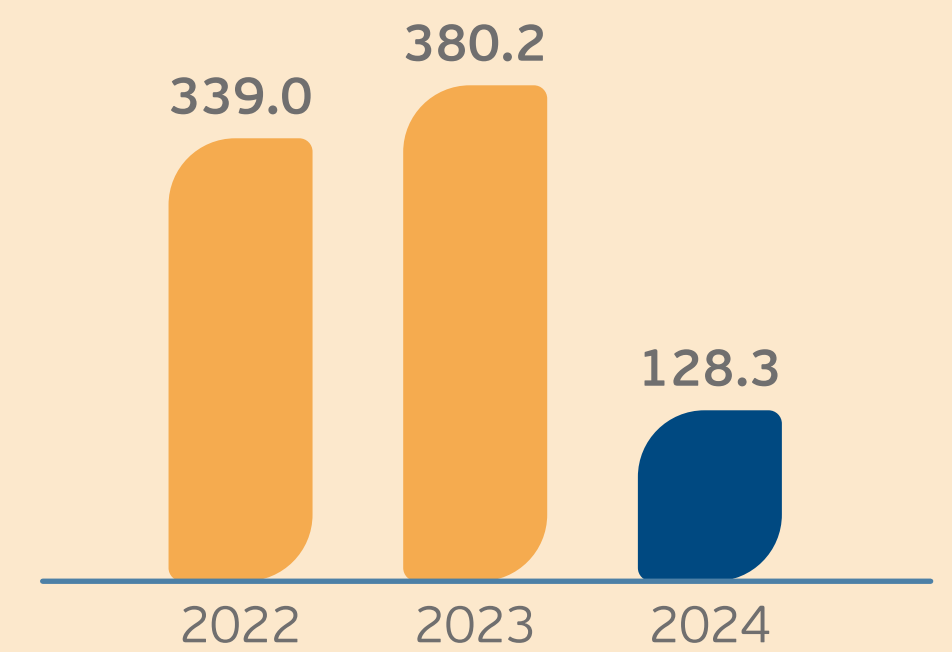
ENERGY CONSUMPTION

(in GJ)

	2022	2023	2024	VARIATION 2024 X 2023
Consumption of non-renewable fuels				
Diesel	11,012.6	16,358.1	8,009.6	-51%
Gasoline	7,798.1	1,781.8	812.6	-54%
GLP	8,742.1	4,929.6	4,698.5	-5%
Consumption of renewable fuels				
Ethanol	-	9.1	1.6	-81%
Energy Consumption				
Electricity	216,176.4	220,644.1	137,533.2	-37%
TOTAL	243,729.2	243,722.7	151,055.8	-38%

ENERGY INTENSITY

(in GJ)



Materials and Waste

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

In 2024, even with a significant reduction in the production plan – almost 50% lower than the previous year – Aeris maintained the commitment to sustainable innovation and the careful selection of inputs. The selection of materials continued to be guided by criteria of quality, economic viability and the lowest possible environmental impact throughout the product's life cycle. In this context, Aeris has continually sought to integrate sustainable practices into its supply chain, prioritizing more efficient and responsible technological solutions.

Among the practices implemented, the expansion of the use of coconut fiber blanket stands out, a natural material that replaces synthetic inputs in the manufacture of blades, reducing environmental impacts and strengthening the circularity of processes. The use of recycled plastic gutters – manufactured from Aeris' internal waste – exemplifies the integration of circular economy concepts into the production chain. Wood, on the other hand, continues to be purchased only from suppliers certified by the FSC* seal, ensuring responsible sourcing.

The optimization of production processes throughout 2024 also contributed to the reduction of material consumption, reinforcing the ongoing search for operational and environmental efficiency.

*The FSC seal, which stands for Forest Stewardship Council, corresponds to an international certification, which guarantees that forest products, such as wood, come from forests managed in a responsible and sustainable manner.



MAIN MATERIALS USED

(in kg)

MATERIAL	2022	2023	2024
Resin	12,497,515	15,323,848	8,212,228
Fibers	22,017,752	71,780,084	3,072,710
PVC	17,363	4,845	1,622
Plastic bottle	2,552,959	2,855,267	1,718,982
Raft	340,022	642,265	236,709
Metal structures	2,375,228	2,781,903	1,611,211
Painting	481,238	656,400	343,079
Gap	318,604	511,305	237,503
Pultruded*	4,518,746	5,184,971	3,074,093

*FRP material (carbon fiber reinforced plastic), produced through the continuous manufacturing process known as Pultrusion.

VOLUME OF RECYCLED MATERIALS USED

(in meters)

MATERIALS	TYPE OF MATERIAL	2022	2023	2024
Drainpipes	Plastic	1,089,549	1,270,165	711,444
Coconut fiber	Organic	1,435,354	1,455,475	806,722
Paper towel	Paper	2,868,657	4,540,086	2,258,842



WASTE

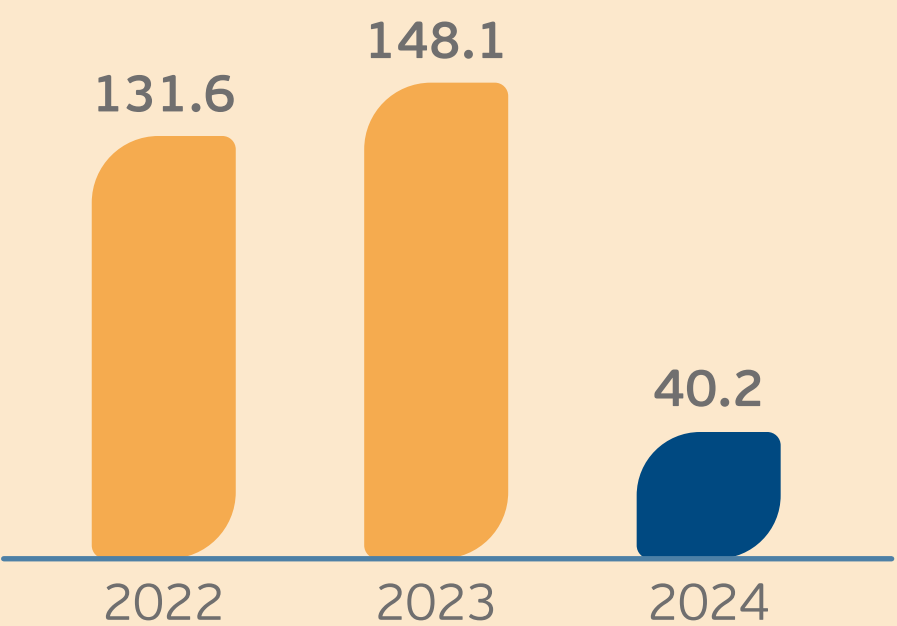
Waste management at Aeris follows the guidelines of SDG 12 – Responsible Consumption and Production, prioritizing the reuse of materials and environmentally correct disposal at all stages of the operation. Monitoring is carried out daily, with emphasis on the recycling rate – especially fiberglass fabric – and the traceability of each stage, recorded in the Waste Inventory. All destinations are controlled by Waste Transport Manifests (MTR), ensuring compliance with environmental agencies.

In 2024, Aeris generated a total of 9,408.9 tons of waste, a 48% reduction compared to 2023 (18,078 tons). Of this total, 9,368.7 tons (99.54%) were non-hazardous waste and 40.2 tons (0.46%) were classified as hazardous waste, composed mainly of resins, paints and materials contaminated with oils and greases. The entire volume of hazardous waste was destined entirely for co-processing, without being sent to industrial landfills.



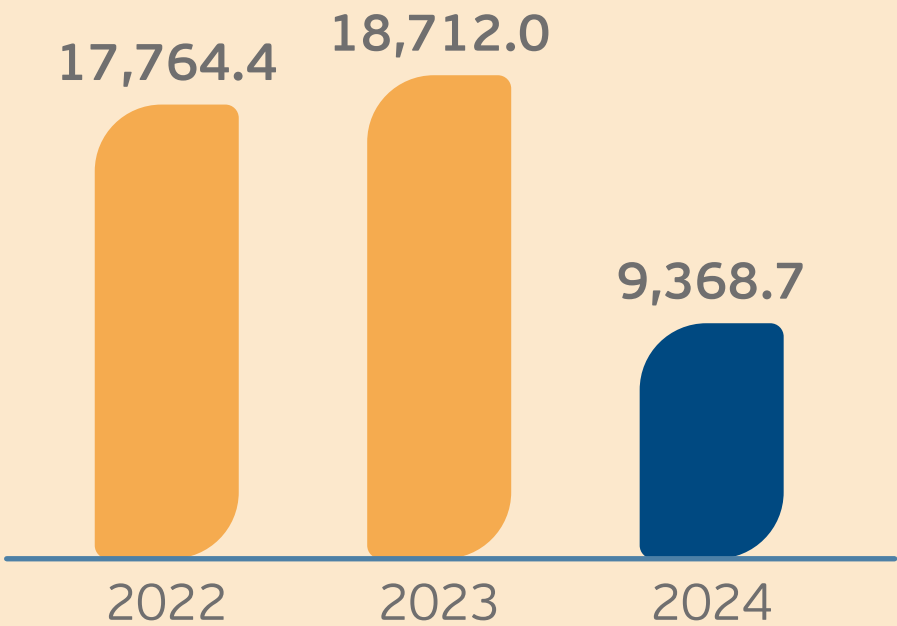
VOLUME OF HAZARDOUS WASTE GENERATED

(in tons)



VOLUME OF NON-HAZARDOUS WASTE GENERATED

(in tons)



WASTE DISPOSED TO OUTSIDE OF THE COMPANY

(in tons)

CLASSIFICATION	DESTINATION	2022	2023	2024	VARIATION 2024X2023
Hazardous	Co-processing	130.0	144.5	40.2	-72%
	Co-processing	491.4	827.8	195.8	-76%
Non-hazardous	Landfill	11,747.4	11,628.2	5,707.9	-50%
	Recycling	5,503.7	6,220.5	3,465.0	-44%

Atmospheric Emissions

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

Aeris remains committed to decarbonization and the transition to a low-carbon economy carbon, aligning its energy and emissions strategy with SDG 13 – Climate Action. The 2024 results reflect the positive impact of choosing 100% electricity from certified renewable sources (I-REC) and the significant reduction in energy consumption, detailed in the previous chapter.

Measuring Greenhouse Gas Emissions (GHG) follows the GHG Protocol, covering the three scopes:

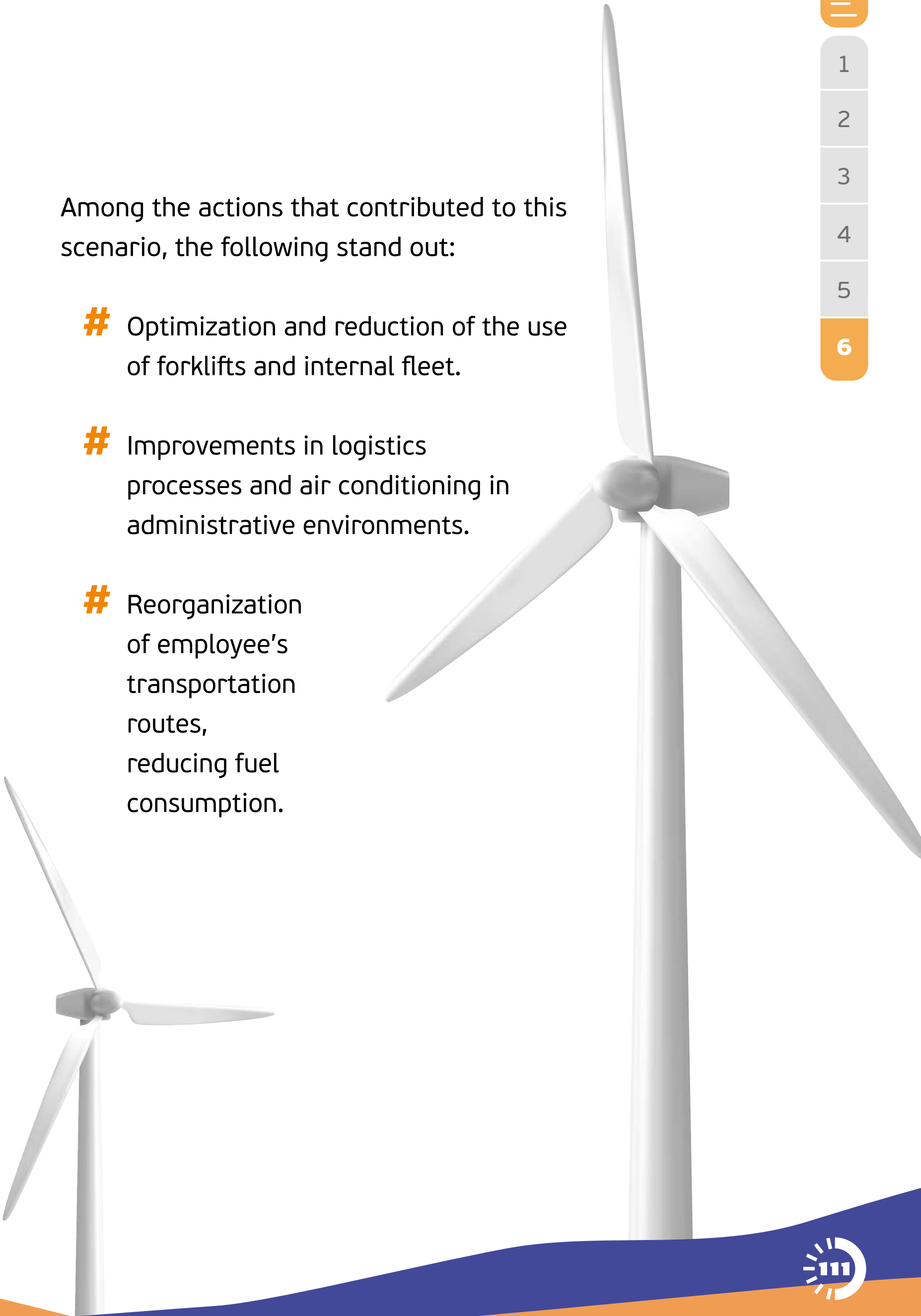
- # **Scope 1:** direct emissions from sources controlled by Aeris (combustion of fuels in forklifts, equipment and own vehicles).
- # **Scope 2:** indirect emissions associated with electricity consumption.
- # **Scope 3:** indirect emissions from the value chain, such as employee transportation and logistics.

In 2024, total GHG emissions amounted to 5,397.9 tCO₂e, a reduction of approximately 45% compared to 2023.

This result is directly related to the lower energy consumption recorded in the period – a reflection of the decline in production, energy efficiency actions and, mainly, the maintenance of the exclusive use of renewable energy. Thus, scope 2 emissions remained zero (purchase choice-based approach) for the second consecutive year, while scope 1 and 3 emissions also showed significant reductions.

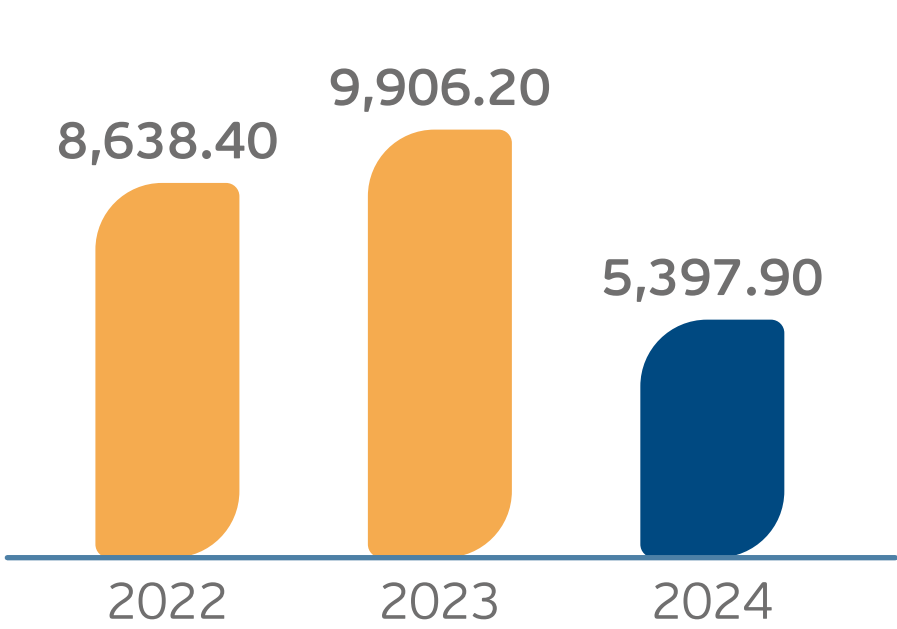
Among the actions that contributed to this scenario, the following stand out:

- # Optimization and reduction of the use of forklifts and internal fleet.
- # Improvements in logistics processes and air conditioning in administrative environments.
- # Reorganization of employee's transportation routes, reducing fuel consumption.



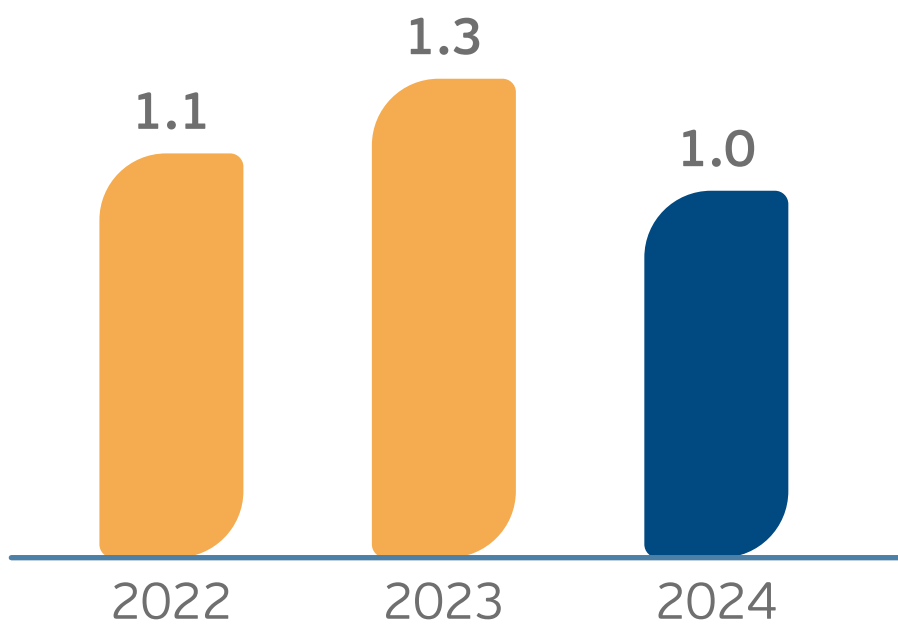
TOTAL EMISSIONS OF GHG

(in tCO₂e)



INTENSITY OF EMISSIONS

(in tCO₂e)



* Emissions of Scopes 1 and 2 by piece produced.



The sharp decline in total GHG emissions in 2024 reflects not only the full use of renewable energy, but also Aeris' commitment to improving continuously processes, optimize routes and reduce the use of fossil fuels throughout the operation.

EMISSIONS - SCOPE 1



(in tCO₂e)

EMISSION SOURCE	2022	2023	2024	VARIATION (2024X2023)
Stationary combustion	137.9	282.5	111.4	-61%
Mobile combustion	1,305.8	1,486.5	755.1	-49%
Fugitive emissions	540.8	1,022.4	211.6	-79%
Solid Waste*	3.1	3.0	3.7	23%
TOTAL SCOPE 1	1,987.6	2,794.5	1,081.8	-61%

* The one-off increase in emissions from solid waste in 2024 (+23.3%) reflects adjustments to internal disposal processes and greater emphasis on composting organic waste, a practice that, although generating controlled emissions, contributes to circularity and reducing the amount of waste sent to landfills.

HIGHLIGHTS 2024

Scope 1: 1,081.8 tCO₂e
(drop of 61% vs. 2023)

Scope 2: 0 tCO₂e
(100% use of renewable energy maintained)

EMISSIONS - SCOPE 2



(in tCO₂e)

EMISSION SOURCE	2022	2023	2024
Energy Purchase	6,580.0	0.0	0.0

EMISSIONS - SCOPE 3



(in tCO₂e)

EMISSION SOURCE	2022	2023	2024	VARIATION (2024X2023)
Transportation of employees	5,386.6	6,527.7	4,034.0	-38%
Business trip	229.0	148.4	61.4	-58%
Waste generated at operations	466.4	435.5	22.07	-94%
TOTAL SCOPE 3	6,082.0	7,111.7	4,316.1	-39%

Scope 3: 4,316.1 tCO₂e
(drop of 39% vs. 2023)

Emissions Intensity (Scopes 1 and 2):
(1.0 tCO₂e by produced piece (reduction of 23%))

ABOUT THE REPORT

Report Profile

GRI 2-2; 2-3



This Sustainability Report reiterates Aeris Energy's commitment to providing transparency to information about its economic, environmental, social and governance performance. Guided by the Global Reporting Initiative (GRI) guidelines – in its Standard version –, the publication reports on corporate management, policies and practices relating to the period between January 1st and December 31st, 2024 following the fiscal year presented in the 2024 Financial statements, audited by an independent third party.

The Company publishes Sustainability Reports annually, which can be accessed on its website. The previous edition, referring to 2023, was released in June 2024. Questions, suggestions and comments about the content of this report can be sent by email **sustentabilidade@aerisenergy.com.br**

Relevance



Aeris Energy's 2024 Sustainability Report was developed with the involvement of a multidisciplinary team, integrating professionals from different areas of the Company.

Following GRI guidelines, the document aims to present the sustainability aspects that are integrated into operational routines and that reflect the practices adopted by the company, also taking into account the socio-environmental context of the region where it operates.

The definition of the topics covered in the report considered the Company's internal policies and practices, the positioning of other companies in the sector, as well as the interests expressed by the main stakeholders.

In addition to the GRI guidelines, guidelines from relevant global frameworks were used as references, such as the recommendations of the International Integrated Reporting Council (IIRC), the United Nations Global Compact, the World Economic Forum and the Sustainability Accounting Standards Board (SASB).

Stakeholder Engagement

GRI 2-29; 3-1



The Stakeholder engagement is an essential pillar in defining the topics covered in Aeris' Sustainability Report. For this edition, the results were considered of the Relevance Assessment Survey (PAR) carried out in the previous cycle,

respecting the guideline of biennial updating of the materiality matrix. The online consultation involved the participation of 214 respondents, including people and institutions with which the Company has a relationship, who identified the sustainability topics they considered most relevant. The renewal of the materiality analysis is planned for the next reporting cycle, ensuring constant updating and alignment with the expectations of strategic audiences.

Material Themes

GRI 3-2

Based on stakeholder responses, as well as well as the Company's commitments to sustainability, 11 material topics were defined for effective management and reporting. The table below presents each of these topics, relating GRI performance indicators and connected Sustainable Development Goals (SDGs).

Below, the GRI Summary presents the indicators selected by topic, based on the relevant topics listed for reporting.

THEME	GRI INDICATORS	ODS
Governance, Ethics and Integrity	2-26; 2-27; 3-3; 205-2; 205-3; 406-1	16
Risk Management	3-3	16
Financial Performance and Operational	3-3; 201-1	7, 8
Safety and Quality of the Product	3-3; 416-2	-
Innovation	3-3	8
Fighting the Climate Changes	3-3	13
Health, Safety and Development of the Employees	3-3; 403-1; 403-9; 404-1	4, 8
Disclosure of Human Rights	3-3	8, 16
Responsible Purchase	3-3; 204-1; 308-1; 414-1	8, 12
Support to the Sustainable Development of Communities	3-3; 413-1	11
Eco-efficiency		
Solid waste	3-3; 306-1; 306-3; 303-1; 303-3;	6, 7, 12, 13
Water and Effluents:	302-1; 305-1; 305-2; 305-3	
Energy and Emissions		



STANDARD GRI	CONTENT	PAGE	RESPONSE/EXPLANATION
THE ORGANISATION AND ITS REPORTING PRACTICES			
GRI 2: General Contents 2021	2-1 Organization Details		
	2-2 Entities included in the organization sustainability report		
	2-3 Reporting period, frequency and contact point		
	2-4 Information Reformulations		There were no reformulations compared to previous years.
	2-5 External checking		The report has not been verified by external audit.
ACTIVITIES AND EMPLOYEES			
GRI 2: General Contents 2021	2-6 Activities, Value Chain, and Other Business Relationships		
	2-7 Employees		
	2-8 Workers that are not employees		
GOVERNANCE			
GRI 2: General Contents 2021	2-9 Governance structure and its composition		
	2-10 Nomination and Selection to the Highest Governing Body		
	2-11 President of the highest governance body		
	2-12 Role of the highest governance body in supervising impact management		
	2-13 Delegation of responsibility for impact management		
	2-14 Role played by the highest governance body in sustainability reporting		
	2-15 Conflicts of Interest		



STANDARD GRI	CONTENT	PAGE	RESPONSE/EXPLANATION
GRI 2: General Contents 2021	2-16 Communication of crucial concerns		
	2-17 Collective knowledge of the highest governance body		
	2-18 Performance Assessment of the highest governance body		
	2-19 Remuneration Policy		
	2-20 Process for determining remuneration		
	2-21 Proportion of total annual remuneration		
STRATEGY, POLICIES AND PRACTICES			
GRI 2: General Contents 2021	2-22 Declaration on Sustainable Development Strategy		
	2-23 Policy Commitments		
	2-24 Incorporation of policy commitments		
	2-25 Processes to redress negative impacts		
	2-26 Mechanisms for advising and raising concerns		
	2-27 Compliance with laws and regulations		
	2-28 Participation in associations		
	2-29 Approach to stakeholder engagement		
GRI 3: Material Themes 2021	2-30 Collective bargaining agreements		
	MATERIAL THEMES		
	3-1 Definition process of material themes		
	3-2 List of material themes		
GRI 3: Material Themes 2021	3-3 Management of Material themes		



STANDARD GRI	CONTENT	PAGE	RESPONSE/EXPLANATION
FINANCIAL PERFORMANCE			
GRI 201: Financial Performance (2016)	201-1 Direct economic value generated and distributed		
PURCHASE PRACTICES			
GRI 204: Purchase Practices 2016	204-1 Proportion of expenditure on local suppliers		
COMBATING CORRUPTION			
GRI 205: Combating corruption 2016	205-2 Communication and Training for policies procedures of combating corruption		
	205-3 Confirmed cases of anti-corruption measures taken		
MATERIALS			
GRI 301: Materials	301-1 Materials used, described by either weight or volume		
ENERGY 2016			
GRI 302: Energy 2016	302-1 Energy consumption inside the organization		
	302-3 Energy Intensity		
WATER AND EFFLUENTS			
GRI 303: Water and Effluents 2018	303-1 Water Interactions as shared resource		
	303-2 Management of the impacts related to water disposal		
	303-3 Water withdrawal		
	303-4 Water Disposal		
	303-5 Water Consumption		



STANDARD GRI	CONTENT	PAGE	RESPONSE/EXPLANATION
BIODIVERSITY			
GRI 304: Biodiversity 2016	304-1 Units located within or adjacent to protected areas and areas with a high biodiversity value		
	304-2 Meaningful Impacts of activities, products and services in the biodiversity		
	304-3 Protected or restored habitats		
	304-4 Species included on the IUCN Red List and national conservation lists with habitats in areas affected by the organization’s operations		
EMISSIONS			
GRI 305: Emissions 2016	305-1 Direct emissions of Greenhouse Gases (GHG) (scope 1)		
	305-2 Indirect greenhouse gas (GHG) emissions from energy purchases (Scope 2)		
	305-3 Other indirect emissions of Greenhouse Gases (GHG) (Scope 3)		
	305-4 Intensity of Greenhouse gas emissions (GHG) (Scope 3)		
WASTE			
GRI 306: Waste 2020	306-1 Waste generation and significant impacts related to waste		
	306-2 Management of significant impacts related to waste		
	306-3 Generated waste		
	306-4 Waste not intended for final disposal		
	306-5 Waste intended for final disposal		



STANDARD GRI	CONTENT	PAGE	RESPONSE/EXPLANATION
SUPPLIERS ENVIRONMENTAL ASSESSMENT			
GRI 308: Environmental Assessment of Suppliers 2016	308-1 New suppliers selected based on environmental criteria		
EMPLOYMENT			
GRI 401: Employment 2016	401-1 New hires and employee rotation		
	401-2 Benefits offered to employees		
OCCUPATIONAL HEALTH AND SAFETY			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System		
	403-2 Hazard identification, risk assessment and investigation of incidents		
	403-3 Health services/ assistance at work		
	403-4 Employees participation, appointments and communication with workers regarding occupational health and safety		
	403-5 Training of workers in occupational health and safety		
	403-6 Promotion of worker health		
	403-8 Workers covered by a health management system and occupational safety		
	403-9 Work accident		Partial The Company does not provide data on commuting accidents and those related to third parties.
QUALIFICATION AND EDUCATION			
GRI 404: Qualification and Education 2016	404-1 Average number of training hours per employee		
	404-3 Percentage of employees receiving regular performance and career development reviews		





STANDARD GRI	CONTENT	PAGE	RESPONSE/EXPLANATION
DIVERSITY AND EQUAL OPPORTUNITIES			
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity of Governance bodies and personnel		
NON-DISCRIMINATION			
GRI 406: Non- Discrimination 2016	406-1 Discrimination cases and corrective measures adopted		
LOCAL COMMUNITIES			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessment, and local development programs		
SOCIAL ASSESSMENT OF SUPPLIERS			
GRI 414: Social Assessment of Suppliers 2016	414-1 New suppliers selected based on social criteria		
CUSTOMER'S HEALTH AND SAFETY			
GRI 416:HealthandSafetyofthe Customer 2016	416-2 Incidents of non-compliance with health and safety impacts caused by products and services		During the year, there were no cases of non-compliance related to health and safety impacts caused by products developed by the Company.
CLIENT'S PRIVACY			
GRI 418: Privacy of the Client 2016	418-1 Proven complaints regarding breach of privacy and loss of clients data		



2024 SUSTAINABILITY REPORT

General Coordination and Editorial Production

Ana Karina da Silva Gonçalves

Ana Kelly Castelo Branco de Almeida

Multidisciplinary team of Aeris Energy

Design

Leandro Bayma

Images

Aeris Stock Photos