Sustainability Report 2025

aeris

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Management message

GRI 2-22

Aeris Energy's commitment to sustainable development and the energy transition remains non-negotiable. For 15 years, we have been part of a global renewable energy chain focused on advancing decarbonization and strengthening energy security.

In 2025, the Brazilian wind sector was marked by a challenging environment, with rising curtailment[1] levels that exposed structural limitations related to energy transmission capacity, the need for expanded transmission infrastructure, and the advancement of storage solutions. This context affected market demand, pressured project profitability, and increased idle capacity.

In the face of this scenario, Aeris acted with financial responsibility, operational discipline, and a focus on business resilience. We revised projections, made significant adjustments to our capital structure, and adopted measures aimed at preserving liquidity and ensuring the Company's long-term sustainability.

The social and environmental agenda remained integrated into our corporate strategy, with emphasis on the responsible management of environmental impacts, efficient use of resources, and the continuous strengthening of relations with the communities surrounding our operations.

In parallel, we maintained our focus on innovation and operational strengthening, incorporating technologies such as drones and autonomous robots for inspections, and expanding connectivity in remote environments, contributing to greater safety, productivity, and team integration.

The signing of new contracts and the advancement of negotiations on various fronts reinforce confidence in the gradual recovery of the market and broaden our visibility of future demand. We are prepared for a new growth cycle, supported by a skilled team, mature processes, and a solid strategic positioning.

We thank all employees, clients, investors, suppliers, partners, and communities who support us and continue to trust in our mission. We move forward together to drive clean energy and contribute to the energy transition in Brazil and around the world.

Gisela Sarnes Negrão Assis
Chair of the Board of Directors

Alexandre Sarnes Negrão
Chief Executive Officer

1. Forced reduction or curtailment of renewable energy generation (wind or solar) ordered by the National System Operator (ONS, in Portuguese), when there is more energy available than demand, or due to transmission grid limitations.

2025 Highlights

More than
2 million m^2
total area, of which appointments at the 205,907.76 m^2 built

1.3 GW
contracted for wind blade supply

324 blades
billed in 2025

1.0 GW
registrations of pipeline of new projects at different stages of negotiation

22.1%
Aeris Services share of Net Operating Revenue – 2024: 11%

Launch
of an Aeris Services training center in the United States

+ 2,900
blades repaired or inspected by Aeris Services

1,723
employees

146 thousand
hours of training

94,727
completed enrollments at Aeris University

9 internal auditors
trained and record score in VDA 6.3 Process audit

3 certifications
renewed (ISO 9001, 14001, and 45001)

1st place
in the AECIPP Communication Award 2025, Institutional Campaign category

2nd place
in the Gandhi Communication Award 2025, Internal Communication category

Recognition
in the Energy Leaders Award, Inclusion and Diversity category

+ 7,000
medical appointments at the Aeris Health Center

+ 31 thousand
seedlings planted, approximately 30 native Caatinga species since 2021

The Company

aeris

Corporate profile

GRI 2-1; 2-6

A specialist in wind blades, Aeris Energy[2] has been active in the renewable energy sector for 15 years, manufacturing the structures used in wind turbines and providing maintenance services. Since 2020, the Company has been listed on the Brazilian stock exchange in the Novo Mercado segment, and in 2025, it closed the year with 1,723 direct employees[3].

Aeris maintains a high-technology industrial park in the city of Caucaia, in the metropolitan area of Fortaleza (CE) – a region that concentrates more than 50% of Brazil's wind potential. The Company has 2 million m² of total area, of which 206,000 m² are built-up areas, with the capacity to produce more than six thousand blades per year, from state-of-the-art facilities and highly qualified professionals. In addition to manufacturing components, Aeris works across all stages of the production process, from raw material management to logistics and delivery of the finished product. Its strategic location, approximately 20 kilometers from the Port of Pecém, as well as lean manufacturing practices, reduces costs and increases the competitiveness of products and services for the national and international markets.

Since 2013, Aeris has also offered technical inspection services, preventive and corrective maintenance, and blade repair through Aeris Services. The unit carries out work in various regions of Brazil and in other countries in the Americas, such as the United States, Mexico, and Argentina. In the USA, the Company has a subsidiary called Aeris Services LLC, dedicated to providing blade maintenance and repair services, which uses Aeris' know-how to offer advanced services to the wind turbine Operation and Maintenance (O&M) market.

Aeris seeks to contribute effectively to the energy transition in Brazil and around the world, through the production of wind blades and the provision of specialized services.

> Aeris seeks to contribute effectively to the energy transition in Brazil and around the world, through the production of wind blades and the provision of specialized services.

2. *Aeris Indústria e Comércio de Equipamentos para Produção de Energia SA.*
3. *Does not include interns, apprentices, or statutory employees.*

Ownership structure

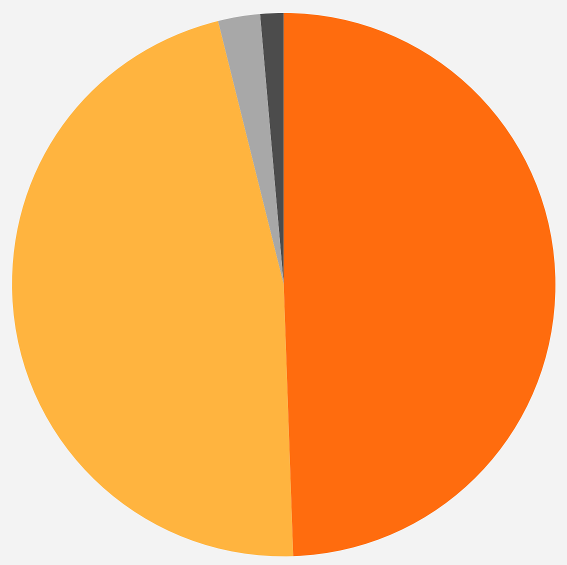
(On 12/31/2025)

Negrão Family
49.5%

Free float
46.8%

Other executives
2.5%

Treasury shares
1.2%



Aeris Services

Through the provision of specialized services to Brazilian and international clients, with a focus on blade maintenance and enhanced operational efficiency, Aeris Services represents a strategic front for the Company. In 2025, the unit reached 22.1% of Net Operating Revenue (NOR), an advance of 11.4 percentage points compared to 2024, corresponding to a year-over-year growth of 106.5%. Since 2024, it has had a dedicated Vice-Presidency, reinforcing its relevance to the long-term sustainability of the business. Throughout the year, Aeris Services significantly expanded its international reach, with operations in ten countries in addition to Brazil, with a highlight being the start of activities in Mexico in the second half of the year.

Aeris Services in Numbers

+25,000
blades repaired

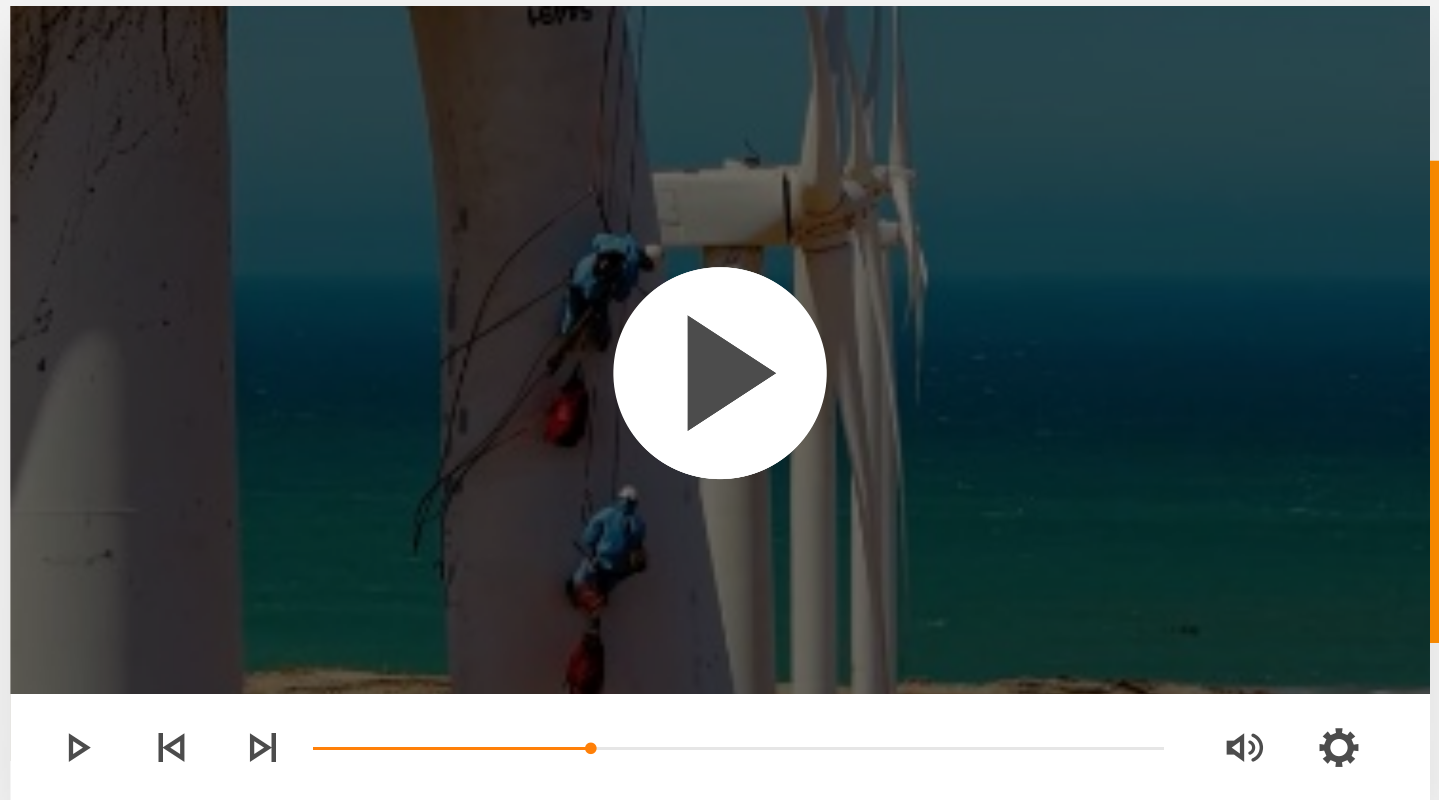
+10
specialized services

+20
products in portfolio

10
countries served, plus Brazil

1
new training center in the USA

160
meter reach with high-precision equipment



Watch the Aeris Services institutional video.

A competitive advantage recognized by clients is the level of technical expertise of field teams: Aeris Services professionals frequently participated in the manufacturing process of the blades they now maintain at wind farms. This original knowledge provides greater diagnostic precision, agility in execution, and safety in interventions – attributes that translate directly into operational efficiency for clients.

On the technology front, the unit maintained its focus on innovation, using autonomous robots (rovers) and drones for blade inspections, ensuring greater speed and precision in processes. The partnership established with Starlink added high-speed connectivity at wind farms, enabling real-time data transmission even in remote areas, which reduces delays, minimizes risks, and improves strategic decision-making, especially for field technicians. In parallel, Aeris invested in the construction of an Aeris Services training center in the United States, focused on training technicians specialized in wind blade repair. The work, completed in early 2026, spans 600 m^2 distributed across two theoretical classrooms and four practical training spaces, with the capacity to train 30 professionals per month, contributing to the expansion of a qualified workforce in the sector.

Aeris Tooling Solutions

Aeris Tooling Solutions, the services division of Aeris Services, operates in the development of customized industrial solutions, combining competencies in engineering and manufacturing of metallic and composite[4] structures. Its activities involve project design, three-dimensional metrology, and the manufacturing of molds, tooling, fixtures, and equipment. The division also provides services to clients in Brazil and abroad, in different sectors such as automotive, aerospace, naval, steel, metallurgical, and civil construction, with a highlight for the wind sector.

Among its differentials, the Three-Dimensional Metrology area stands out, using CMM (Coordinate Measuring Machine) equipment, such as Laser Tracker, to perform measurements, analyses, and inspections with a high level of precision and reliability, even in complex and hard-to-reach environments. This capability is particularly relevant for the installation of new blade manufacturing lines and can be applied to demands from other industrial segments, such as the alignment of machines and equipment and the verification of adherence between the project and the manufactured item, according to technical specifications.

4. *Components or systems manufactured by combining two or more distinct materials.*

Market presence

GRI 2-6

In 2025, wind energy came to represent 16.7% of the Brazilian electricity matrix, a milestone that elevated the country to 5th position among countries with the largest onshore installed capacity, with 35.9 GW, of which 34.5 GW were in commercial operation and 1.4 GW in test operation, from 12,155 wind turbines and 1,160 wind farms. By year-end, there were another 460 authorized wind farms with a total planned capacity of 18.8 GW. By 2032, the expectation is to reach 55.0 GW of accumulated capacity, with installation above 20 GW between 2025 and 2032.

Thus, even amid a challenging sector scenario, the segment shows a trend of expansion for the coming years, driven by specific demands such as the installation of data centers in the country. Confident in this scenario and aware of its role in advancing the wind energy chain, the Company maintained its operation with two active lines. In 2025, it invested BRL 22.4 million, as budgeted, in facility improvements and in the qualification of people and processes. In the period, 108 blade sets (equivalent to 324 blades) were produced, totaling 484 megawatts (MW) equivalent – a volume affected by the contraction in demand and operational adjustments.

In addition, the services segment accounted for 22.1% of net revenue for the year, which demonstrates the potential and importance of Aeris Services to the business. Likewise, the international market proved significant, with 56.6% of revenue in the fourth quarter of 2025 and 37% in the year coming from exports.

Aeris's growth strategy involves diversifying its portfolio with the offering of customized services, products for the wind power supply chain, and international expansion.

Production

(In equivalent MW)

History

2010

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

2011

- Construction of the manufacturing complex begins, and the Company wins its first client, India's Suzlon.

2012

- Company begins production and, in order to qualify its processes, pursues certifications.
- Start of production for Acciona.

2013

- Achievement of the ISO 9001 (Quality), ISO 14001 (Environment), and OHSAS 18001 (Occupational Health and Safety) certifications.
- Creation of Aeris Services.

2014

- Start of supply to Brazil's WEG.

2015

- Start of production for Vestas.
- Expansion: Phases 1 and 2.
- Manufacture of blade number 1,000.

2016

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

2017

- Start of exports to the United States, producing around 1 GW of capacity.
- Aeris is ranked among the 1,000 largest companies in Brazil, among the 100 most sustainable, and among the 12 best to work for in Ceará.

2018

- Opening of the Aeris Services branch in the United States.
- Achievement of the position of best company in the capital goods sector, as well as 8th best to work for in Ceará.

2019

- Great Place To Work recognition 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 AEO (Authorized Economic Operator) certification.
- Ranked among the 150 best companies to work for in Brazil.
- IPO on the stock exchange.
- Expansion of units: Pecém II, Pecém III, and the Fortaleza office.
- Inauguration 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 reached 226,000 m² of built area.
- Renewal of the contract with Nordex Energy.
- Start of the partnership with Falconi Consultores, in order to strengthen the corporate culture, maximize results, and consolidate Aeris' operational standards.

2022

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

2023

- Primary share offering for a capital increase of BRL 400 million.
- Implementation of GFO – Operator-Focused Management – operations management units focused on operational excellence.
- Record in the installation of wind turbines and MW.
- Implementation of Lean Manufacturing.

2024

- Manufacture of 15,000 blades since the beginning of our journey.
- New amendment with Vestas and Nordex.
- Aeris joins the team of partners of the Ceará Center of Excellence for Energy Transition.
- 1st place in the AECIPP Communication Award 2024, in the Institutional Campaign category.
- 1st place in the Gandhi Communication Award 2024, in the Internal Communication category.

2025

- 1st place in the AECIPP Communication Award 2025, in the Institutional Campaign category.
- 2nd place in the Gandhi Communication Award 2025, in the Internal Communication category.
- Recognition in the Energy Leaders Award in the Inclusion and Diversity category.
- New strategic partnership with the Instituto Atlântico Acceleration Program – PRAIA.
- Record score in the VDA 6.3 Process Audit.

Governance and integrity

Corporate governance

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

Based on principles of ethics, integrity, and corporate responsibility, Aeris adopts the best market governance practices. Since 2020, the Company has been part of the Novo Mercado of B3, a segment of the Brazilian Stock Exchange (BOVESPA) that brings together companies committed to high regulatory and governance standards, reinforcing the application of standards and structures that support decision-making and the medium- and long-term sustainability of the business.

The Company's governance architecture is structured in an integrated manner, encompassing different bodies with clearly defined roles and responsibilities. The Annual General Meeting (AGM), held annually, constitutes the highest deliberative body, bringing together shareholders to decide on strategic matters, including the installation of the Fiscal Council, a non-permanent and independent body.

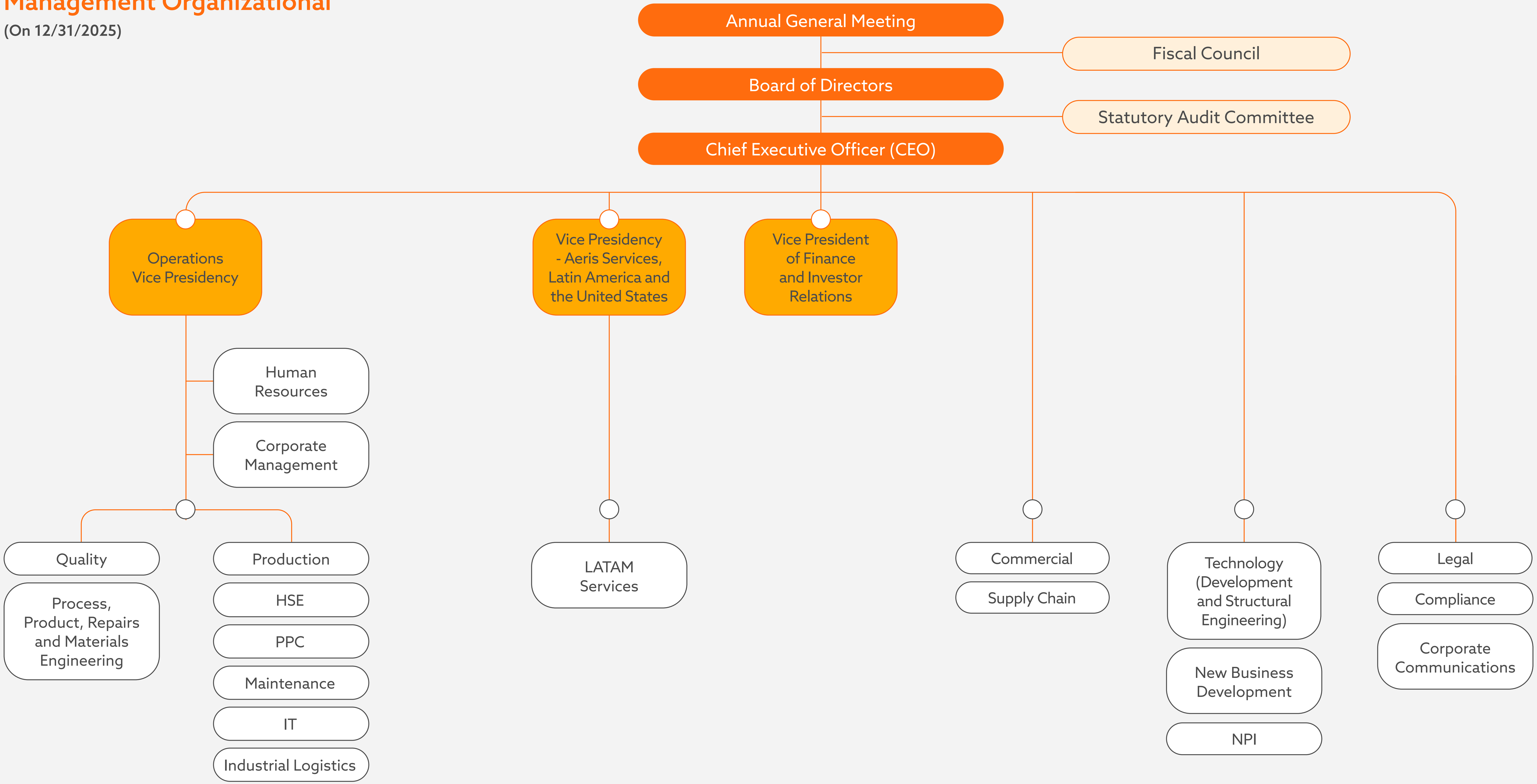
The Board of Directors exercises the function of strategic orientation and management oversight, acting in the supervision of business and in the most relevant decision-making, while the Executive Board (Officers) is responsible for the operational conduct of the Company's activities and for the implementation of the established guidelines.

Within the advisory mechanisms, the Advisory Committees stand out, especially the Statutory Audit Committee, a permanent technical body linked to the Board of Directors, with operational autonomy and independent performance, which assists in monitoring the quality of financial statements, the effectiveness of internal and risk management controls, and the performance of internal and independent audits.

The Corporate Bylaws describe the competencies and attributions of each body, in compliance with B3 guidelines, which ensures relationships based on equity, transparency, and accountability with the various stakeholders.

Management Organizational

(On 12/31/2025)



Board of Directors

The Board of Directors brings together shareholders and independent board members with extensive experience in their areas of expertise. In accordance with the Corporate Bylaws, the body is responsible for guiding strategic guidelines and supervising the conduct of the Company's business. Among its attributions, the approval of the business plan, the nomination and supervision of the Executive Board, the assessment of risks, and deliberation on topics relevant to sustainability and long-term value creation stand out.

The election of members takes place at the General Meeting, with a composition that varies from five to ten effective members, with an annual mandate and the possibility of reelection. Meetings are held on a quarterly basis or, on an extraordinary basis, as required by the Company's strategic demands. The Board is also responsible for deliberating on the budget and defining the creation or dissolution of advisory and thematic committees.

At the end of 2025, the Board was composed of five members and chaired by a board member who does not hold an executive position, which ensures the separation between supervision and operational management. As support for the body, the governance structure includes advisory committees focused on the technical analysis of critical topics, such as Audit, Integrity, and People (read more). The Company also has a non-permanent Fiscal Council, which contributes to the improvement of control and transparency mechanisms.

Composition of the Board of Directors*

(On 12/31/2025)

Name	Position
Gisela Sarnes Negrão Assis	Chair of the Board
Luiz Henrique Del Cistia Thonon	Board Member
Alexandre Sarnes Negrão	Board Member
Claus Henning Bernhard Paulo von Heydebreck	Independent Board Member
Marcos Grodetzky	Independent Board Member

** Subsequent to the Report period, at the first AGM of 2026, there were changes in the composition of the Board of Directors and Executive Board. The new members can be found on the Aeris Investor Relations page.*

Fiscal Council

The Fiscal Council is an independent supervisory body of the management, linked directly to the General Meeting of Shareholders, with attributions defined in Law No. 6,404/1976 and its own Internal Regulations. It is a non-permanent body, whose installation is deliberated by shareholders at the Annual General Meeting. Once installed, it operates autonomously in relation to the management bodies, without subordination to the Board of Directors or the Executive Board, with a unified mandate until the first AGM held after its election, with the possibility of reelection. In fiscal year 2025, the Fiscal Council was regularly installed at the Annual General Meeting.

Among other attributions, the Fiscal Council is responsible for: (I) overseeing the acts of management and verifying compliance with their legal and statutory duties; (II) examining and issuing opinions on financial statements; (III) monitoring the Company's economic-financial management; and (IV) reporting its conclusions directly to shareholders, contributing to the strengthening of transparency and equity in relations with investors.

In its performance, it observes the independent exercise of its legal oversight attributions, contributing to the adequate monitoring of management acts and to the strengthening of the Company's corporate governance.

Composition of the Fiscal Council

(On 12/31/2025)

Name	Position
André Coji	Chair of the Fiscal Council
Thais Pons	Member
Fernanda Helena Carvalho Gonçalves da Silva	Member

Executive Board (Officers)

Responsible for conducting management and executing the Company's strategy, the Executive Board (Officers) ensures compliance with Aeris' policies and guidelines. Its members are elected by the Board of Directors, with statutory or non-statutory members. The group is responsible for ensuring the implementation of sustainability and compliance-related initiatives, as well as acting in alignment with the interests of shareholders and the guidelines established by the Board of Directors in the conduct of business.

At the end of 2025, the body was composed of ten members, comprising six statutory and four non-statutory members who occupied complementary positions in the execution of the Company's business strategy. To learn about the composition of the Executive Board, access the Investor Relations page.

Advisory Committees

The Company has advisory structures that support management in improving corporate governance processes, risk management, internal controls, and strategic direction. These structures are organized into committees with different levels of formalization and specific attributions, according to their role and positioning in the Company's governance.

These committees play a relevant role in supporting decision-making and strengthening monitoring, control, and integrity practices, contributing to the efficiency and transparency of management.

Statutory Audit Committee

The Statutory Audit Committee is a permanent body, linked directly to the Board of Directors, with technical and independent performance and a unified one-year mandate, elected at the first Board of Directors meeting after the AGM, with the possibility of member reelection. Its purpose is to advise the Board in the exercise of its oversight attributions, especially with regard to the quality and integrity of financial statements.

It monitors the effectiveness of internal control and risk management systems, as well as overseeing the work of internal and independent audits, contributing to the reliability of disclosed information and to the strengthening of governance, transparency, and accountability mechanisms. It is aligned with applicable regulatory provisions and best market practices.

Composition of the Audit Committee

(On 12/31/2025)

Name	Position
Marcos Grodetzky	Chair of the Audit Committee
Valdenise dos Santos Menezes	Member
Patrícia Latorre	Member

People Committee

The People Committee is a non-statutory advisory body, linked to the Executive Board and reporting to the Presidency, with performance focused on monitoring and improving people management strategies.

It monitors relevant indicators such as absenteeism, turnover, role certifications, organizational climate, and overtime management, as well as evaluating opportunities for directing initiatives focused on talent development, engagement, and retention. Its composition brings together Human Resources leadership, business unit managers, and the Board, in order to ensure an integrated view of organizational challenges and practices, aligning people management with the Company's strategic objectives.

Integrity Committee

The Integrity Committee is a non-statutory advisory body, linked to the Executive Board and reporting to the Presidency. Its performance is directed at the promotion, dissemination, and strengthening of the culture of integrity and ethical conduct in the corporate environment.

Coordinated by the Legal and Compliance area, the Committee covers initiatives related to ethics, compliance, and the prevention of irregularities, applicable to employees, leadership, suppliers, clients, and other stakeholders. The Committee contributes to the continuous improvement of the integrity program, promoting adherence to internal and external standards, aligned with best governance and compliance practices.

Ethics and transparency

GRI 2-23; 2-24; 2-27

Ethics and transparency are fundamental values that guide Aeris' activities and sustain its relationships with stakeholders. As part of this commitment, the Company makes available on its website its policies and regulatory documents that strengthen organizational culture and guide teams' processes and activities. Among the main policies, the following stand out:

Human Rights and Society Policy
Based on the principles of respect for Human Rights, the document defines general guidelines regarding Aeris' performance in its activities and in its relationship with different stakeholders. Applicable to all employees and executives, its guidelines extend to the Company's entire value chain, including suppliers, service providers, partners, commercial representatives, and other groups and entities with which the company relates.

Risk Management Policy
Establishes guidelines and responsibilities related to the monitoring, prevention, mitigation, contingency planning, and transfer of risks related to the business and the sector in which Aeris operates.

Compensation Policy
Regulates the Company's compensation strategies, with practices that stimulate professional retention and long-term value creation. It defines guidelines for the compensation of members of the Board of Directors, Officers, and Advisory Committees.

Management Member Nomination Policy
Determines the rules, procedures, guidelines, and criteria for the composition and nomination of members of the Board of Directors, Officers, and the Company's Committees.

Related Party Transactions Policy
Seeks to ensure, through rules, procedures, and guidelines, that transactions with related parties involving the Company are carried out in its best interest, with equity in relationships as the guiding principle.

Material Act or Fact Disclosure Policy
Addresses the rules and guidelines regarding the use and disclosure of information and establishes procedures for ensuring the confidentiality of privileged information.

Aeris Integrity Program

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

Respect, ethical behavior, and the upright conduct of professionals guide all of Aeris' activities, relationships, and commitments. The Company actively combats any illicit practice, acts of discrimination, or corruption, in compliance with legislation and best governance practices. This commitment is formalized in its Integrity Program, launched in 2020, which is composed of the Code of Conduct, Compliance Policies, and other guidelines.

The dissemination of information in the Company and the reinforcement of integrity values and standards occur on a continuous basis, under the leadership of the Integrity Committee. The body coordinates the activities of the Legal and Compliance area, which aim to guide employees and third parties about the expected conduct, in order to identify and remediate deviations, irregularities, and unlawful acts practiced in any sphere of Aeris' business.

Throughout 2025, Aeris promoted monthly improvement meetings of the Program among members of the Integrity Committee. The meetings promoted exchanges and discussions about group learnings, as well as areas for improvement in internal control and governance processes. Among the main advances of the period are:

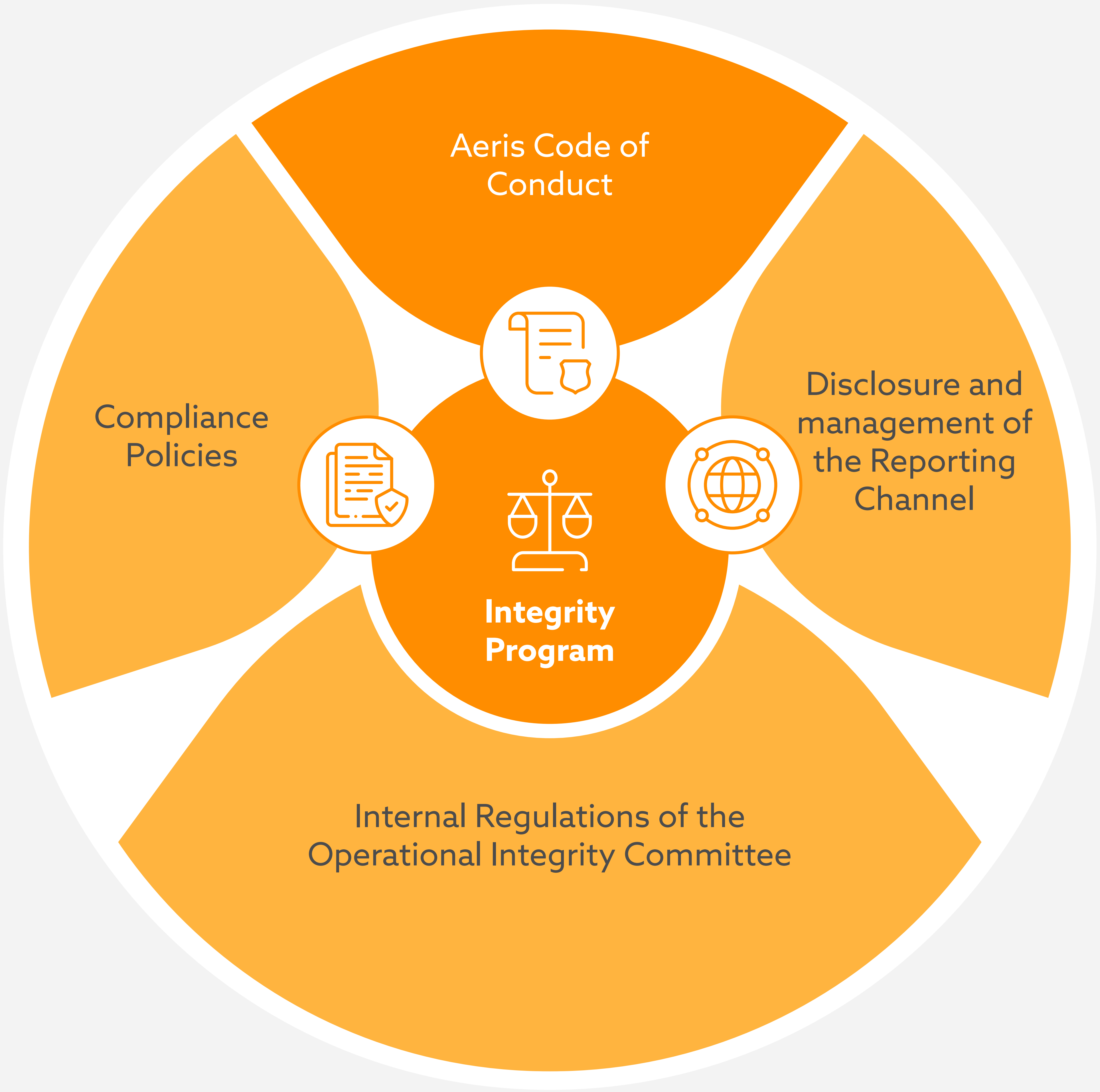
- Training of 85% of employees and conducting of investigative interviews that reinforced the pillars of ethics and compliance;
- 65 events held with the participation of approximately 2,000 employees on topics related to the Integrity Program, including the Code of Conduct, harassment, conflicts of interest, corruption, among others; and
- Monitoring of key integrity indicators, including the investigation of registered reports, with an average response time of 35 days and a proportion of 95% of cases closed with a defined action plan.

On a scheduled basis, the Compliance area conducts Integrity Dialogues in all Company units, with reflections on ethical conduct, compliance, and shared responsibilities in the corporate environment. These actions reflect Aeris' commitment to ethical, transparent, and responsible management, fundamental elements for the creation of sustainable value in the long term.

Guided by ethics and integrity, Aeris actively combats illicit practices and discrimination through its Integrity Program and the strategic performance of the Integrity Committee in guiding employees and partners.

Management mechanisms of the Integrity Program

- Anti-Corruption and Relationship with the Public Administration Policy;
- Fraud, Collusion, and Coercion Prevention Policy;
- Competition and Antitrust Policy;
- Supplier Relationship Policy;
- Information Disclosure Policy;
- Related Party Transactions Policy;
- Disciplinary Measures Implementation Policy;
- Donations and Sponsorships Policy;
- Philanthropic Donations Policy; and
- Reporting Channel Policy.



Code of Conduct

The strategic decisions, behaviors, and actions expected of Aeris employees and third parties are set out in the [Company's Code of Conduct], which is based on respect for Human Rights, integrity in business practices, the promotion of sustainable development, as well as respect for the dignity and diversity of people. The standards of conduct and the guidelines of the Integrity Program are presented at the time of the onboarding of new professionals in the Company and in the formalization of new commercial contracts, which contributes to the strengthening of a compliance culture and to the consolidation of Aeris' reputation as an ethical and responsible company.

Fundamental principles of the Code of Conduct

1. 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, and Occupational Health and Safety; and

6. Transparency.

Integrity in the value chain

All suppliers and service providers receive specific communication orientations and reinforcements throughout the year regarding the Integrity Program and the Aeris Code of Conduct directed at third parties. In 2025, 100% of new suppliers received communications about the Integrity Program.

Reporting Channel

As a fundamental part of its Integrity Program, the Company maintains an independent, secure, and accessible Reporting Channel, available to employees, third parties, suppliers, clients, and other interested parties. The mechanism guarantees anonymity and confidentiality of information, as well as a commitment to non-retaliation against reporters.

Reports registered by phone or through the Company's specific website are analyzed by the Integrity Commission, which investigates the facts based on evidence collection. Materials and results are directed to the Integrity Committee, which deliberates on appropriate measures for those involved based on the Consequences Matrix and provides feedback to reporters on the case. Channel performance is monitored by Senior Management through management indicators.

In 2025, 48 reports were registered, none classified as a possible case of discrimination or corruption.

Aeris' target is to respond to 100% of reports within 50 days. In 2025, the result demonstrated the efficiency of the process: responses were provided within 35 days.

Risk management

GRI 2-25; 3-3

An essential part of governance, the monitoring of risks and opportunities aims to identify, assess, and mitigate potential threats that may affect the growth, sustainability, and continuity of the business. The process involves the assessment of macroeconomic, sectoral, regulatory, financial, operational, social, and environmental aspects, as well as threats related to image and corporate management.

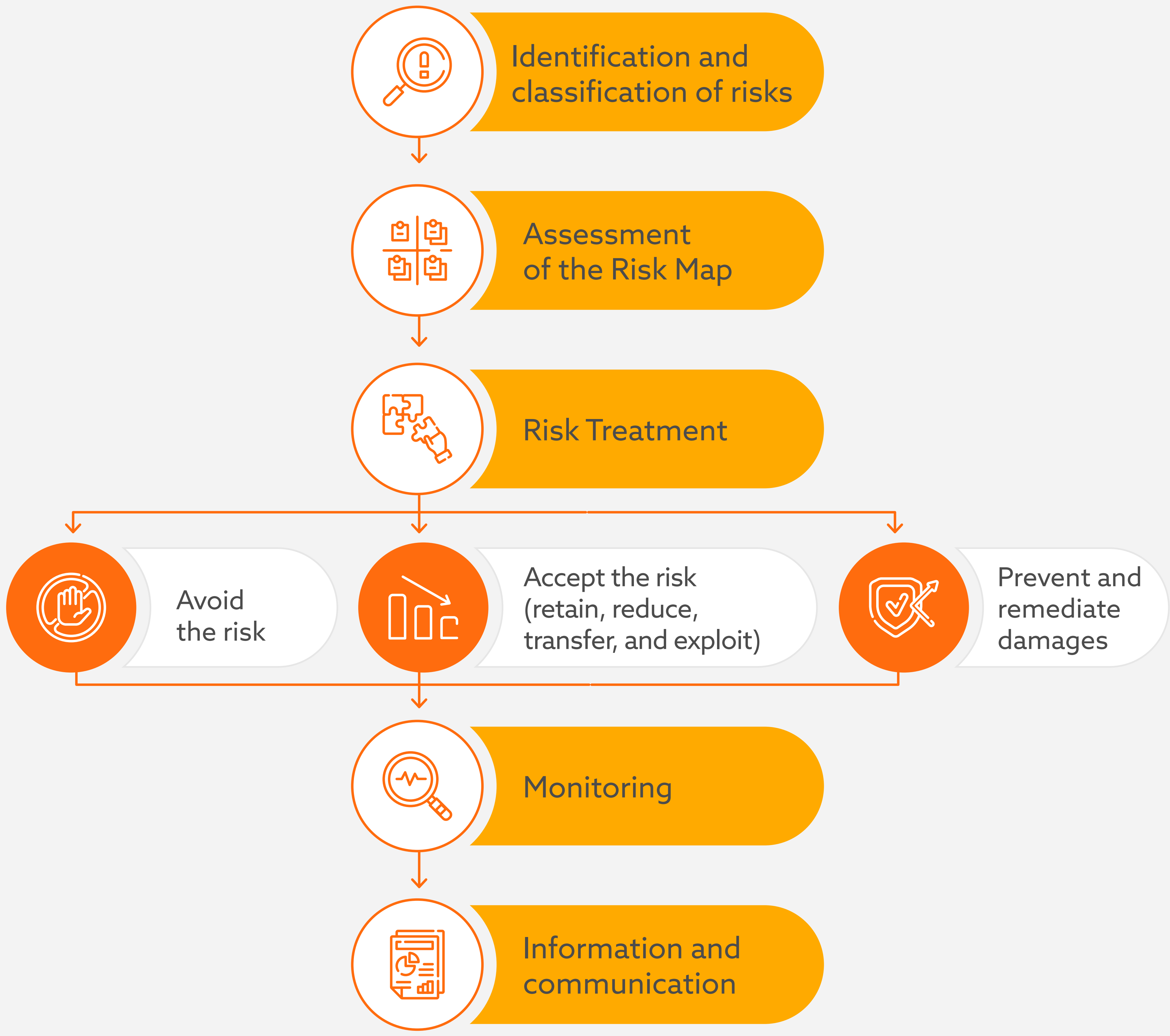
The Internal Controls, Risk Management, and Compliance area exercises monitoring, supported by the Board of Directors, the Audit Committee, and the Executive Board. The Board of Directors is responsible for periodically supervising and assessing the Company's risks, as well as analyzing the level and degree of exposure involved in business strategies and in the conduct of activities.

The Executive Board is responsible for the execution and updating, whenever necessary, of the Risk Management Policy, a document that presents the Company's standards and responsibilities and those of its subsidiaries in relation to the topic, as well as addressing the management system used by Aeris at all stages of monitoring.

The Audit Committee advises the Board of Directors on monitoring the internal controls system, the risk management process, and compliance practices. Finally, Internal Audit verifies the quality and effectiveness of corporate governance, in addition to ensuring the alignment of the area with the policies adopted by the Company and recommending improvements where applicable.

Risk management process

The monitoring of threats and opportunities at Aeris is based on the guidelines established in the Risk Management Policy, according to the following stages:



Main risks and opportunities monitored

Cybersecurity Risk

Considers the different possibilities of virtual attacks, data leaks, and interruptions in critical systems, resulting from the intensive use of information technologies. These events may compromise operational continuity, information security, and the Company's regulatory compliance.

Mitigation measures: Structured information security controls, including access policies, vulnerability testing, and periodic training, in addition to compliance with the General Data Protection Law (LGPD).

Compliance Risk

Involves the possibility of non-compliance with laws, regulations, and internal standards, with potential legal, financial, and reputational impacts.

Mitigation measures: Structured Integrity Program, which includes clear policies, reporting channel, internal audits, and training, promoting an organizational culture based on ethics and compliance.

Credit Risk

Relates to the default of clients or commercial partners, which may affect cash flow and financial stability.

Mitigation measures: Adoption of rigorous credit analysis criteria, monitoring of the client portfolio, exposure limits, and efficient collection mechanisms.

Strategic Risk

Related to impacts resulting from inadequate strategic decisions, failures to adapt to market trends, or changes in the competitive environment.

Mitigation measures: Periodic strategic analyses and monitoring of the macroeconomic, regulatory, and sectoral environment, with a focus on ensuring long-term resilience and sustainability.

Main risks and opportunities monitored

Financial Risk

Covers financial operations and the possibility of issuing inaccurate or untimely reports, as well as client default, exchange rate fluctuations, failures in the hedge policy, or changes in tax incentives.

Mitigation measures: Strict financial risk management, cash flow control and monitoring policies.

Reputational Risk

Encompasses stakeholder perceptions regarding the impact of crises, inappropriate conduct, or negative exposure.

Mitigation measures: Transparent communication, ethical relations with interested parties, media monitoring, and crisis response plan.

Liquidity Risk

Considers the possibility of failing to meet short-term financial obligations.

Mitigation measures: Working capital policies, maintenance of adequate cash, and available credit lines.

Market Risk

Involves losses from variations in interest rates, exchange rates, commodity prices, demand, or financial assets.

Mitigation measures: Monitoring of macroeconomic indicators and execution of hedging strategies to reduce exposure.

Product Risk

Associated with the occurrence of non-conformance with specifications or performance failures in operation that may generate financial and reputational impacts.

Mitigation measures: Robust quality control processes and risk management in engineering and production.

Main risks and opportunities monitored

Operational Risk

Results from failures or deficiencies in internal processes, people, systems, or external events. Encompasses fraud, litigation, input scarcity, logistics problems, occupational safety, and asset damage.

Mitigation measures: Internal control mechanisms, contingency plans, and operational continuity management.

Regulatory Risk

Involves changes in labor, tax, or sector legislation that may impact costs, operations, and the Company's competitiveness.

Mitigation measures: Constant regulatory monitoring and scenario assessment to anticipate impacts.

Socio-Environmental Risk

Relates to the social and environmental impacts of Aeris' activities and exposure to extreme climate events.

Mitigation measures: Sustainability Policy aligned with the Sustainable Development Goals, focusing on energy efficiency, emissions management, waste, community relations, and environmental compliance.

Technological Risk

Refers to the unavailability, failure, or obsolescence of equipment, control, communication, or management systems that compromise business continuity. May involve human failures or fraud related to systems.

Mitigation measures: Investment in infrastructure, technological upgrades, and monitoring of digital risks.

Data protection

GRI 418-1

Due to cyber and technological risks, the Company applies a series of security and privacy measures to the personal information of clients, employees, suppliers, and other stakeholders. The standards are set out in the Company's Data Privacy Policy, based on the General Data Protection Law (LGPD). The standard establishes the guidelines for the collection, use, and storage of information provided to Aeris, including responses from job candidates, data of commercial partners, and clients. This ensures greater transparency and accountability in the use of information, in compliance with national legislation and good digital security practices.

In addition, the Information Security and Legal[5] teams maintain continuous monitoring of digital threats, vulnerability management, and brand monitoring, as well as the creation and review of policies and procedures, in addition to conducting periodic training for employees on these topics. Aeris University also offers an Information Security course taken by all employees during the onboarding period and throughout their professional journey. During the year, 387 people completed the course on the platform.

In 2025, following a cyber incident recorded at the end of 2024, the Company sought to identify the causes and implement immediate corrective measures, which included hiring a person dedicated to managing the topic internally, as well as a service for monitoring possible intrusions, an anti-spam tool to filter malicious emails, an antivirus, and a technical vulnerability management tool. Despite the incident, no cases of data breach were recorded at Aeris during the year.

5. The manager of Aeris' legal area performs the role of the officer responsible for information protection (DPO).

Business and Strategy

Business model

GRI 3-3

The largest manufacturer of wind blades in Latin America, Aeris directly supports the energy transition in Brazil and around the world, through the offering of products with high technical excellence and customized services for the wind segment.

Its business model is based on a vertically integrated production process, with monitoring at every stage and rigorous quality control. In addition, the Company is supported by various certifications, which attest to its efficiency and compliance with international market requirements in terms of performance, reliability, and consistency in service delivery.

To achieve these results, Aeris maintains solid values directed at genuine care for people, product quality, and value generation. Aligned with its purpose and culture, the Company operates from strategic pillars that stand out as competitive advantages.

Strategic drivers

Main competitive advantages of Aeris

- **Strategic location and logistical advantage:** Installed at the Pecém Industrial and Port Complex (CE), in one of the regions with the highest concentration of wind capacity in the country, Aeris benefits from its proximity to wind farms and the port, ensuring efficiency, agility, and safety in component transportation.

- **Vertically integrated production process:** The concentration of the entire production chain in a single industrial park ensures operational control, cost reduction, resource optimization, and lower waste generation.

- **Economies of scale and continuous improvement:** The integrated operation favors increased productivity and competitiveness, sustained by a structured culture of continuous improvement, with agile dissemination of learnings and constant evolution of processes.

- **Customization capacity and technological innovation:** Production of custom-made blades and personalized projects for different wind turbine models, using cutting-edge technology and high standards of quality and performance.

- **Integrated services and international presence:** Operations that include after-sales support, preventive and corrective maintenance, as well as customized services with a specialized team.

- **Experience and knowledge:** Accumulated know-how that guarantees operational excellence, innovation, product quality, and safe deliveries.

- **Strong organizational culture:** Well-defined values and guidelines that guide strategic decisions, strengthen internal engagement, and consolidate relationships with partners and stakeholders.

- **ESG Agenda:** Sustainability integrated into corporate strategy, with management of social and environmental risks and impacts.

- **Institutional performance and sector positioning:** Active participation in sector entities, contributing to the development and strengthening of the wind chain in Brazil.

Focused on care for people and product excellence, Aeris uses its vertically integrated production process and international certifications as strategic pillars to ensure value generation and competitive advantages in the market.

Competitive strategy

The intensification of the climate crisis in recent years demands collective and urgent efforts to reduce greenhouse gas emissions. In this context, the energy transition becomes indispensable to enable the scaling up of renewable sources and restructuring of global energy system. Thus, Aeris positions its competitive strategy on the strengthening of the wind energy value chain, focused on the production of high-performance blades and the provision of services that support manufacturers and partners in the segment, with the maintenance and repair of wind systems. To this end, the Company combines industrial scale, operational efficiency, and proximity to clients to meet the growing demand for solutions that contribute to the decarbonization of the electricity sector.

The performance is sustained by continuous productivity gains, technological innovation, and the dissemination of best practices throughout the production process, which increases the competitiveness and reliability of operations. This positioning allows Aeris to capture opportunities associated with the energy transition, while contributing to the expansion of installed renewable energy capacity at the global level.

Climate change and renewable energies

The goal of limiting global warming to 1.5°C relative to pre-industrial levels requires the acceleration of the energy transition and the growth of low-carbon solutions, as highlighted by the International Renewable Energy Agency (IRENA). The electrification of sectors and energy efficiency gains are key elements of this transformation, alongside the expansion of renewable sources and the advancement of technologies.

The realization of this scenario depends on large-scale investments, consistent regulatory frameworks, and international cooperation, as well as the incorporation of equity principles to ensure a just transition. In this context, the expansion of wind energy plays a central role in climate change mitigation and in the strengthening of a more resilient and sustainable energy system.

Energy transition at COP30

In 2025, COP30 was held in Belém (PA), bringing together more than 42,000 participants, including global leaders, representatives of the private sector, and civil society. The energy transition was at the center of discussions alongside climate change, with a focus on expanding renewable sources, strengthening more resilient energy systems, and promoting a just transition.

Topics such as climate finance, climate justice, and the strategic role of the private sector in the decarbonization of the economy also gained prominence. Despite the advances, the final agreement did not incorporate any plan or structural action for the reduction or elimination of fossil fuels. Aeris participated in the event, reinforcing the Company's positioning and commitment to the global climate agenda and to the advancement of the energy transition in Brazil and around the world.

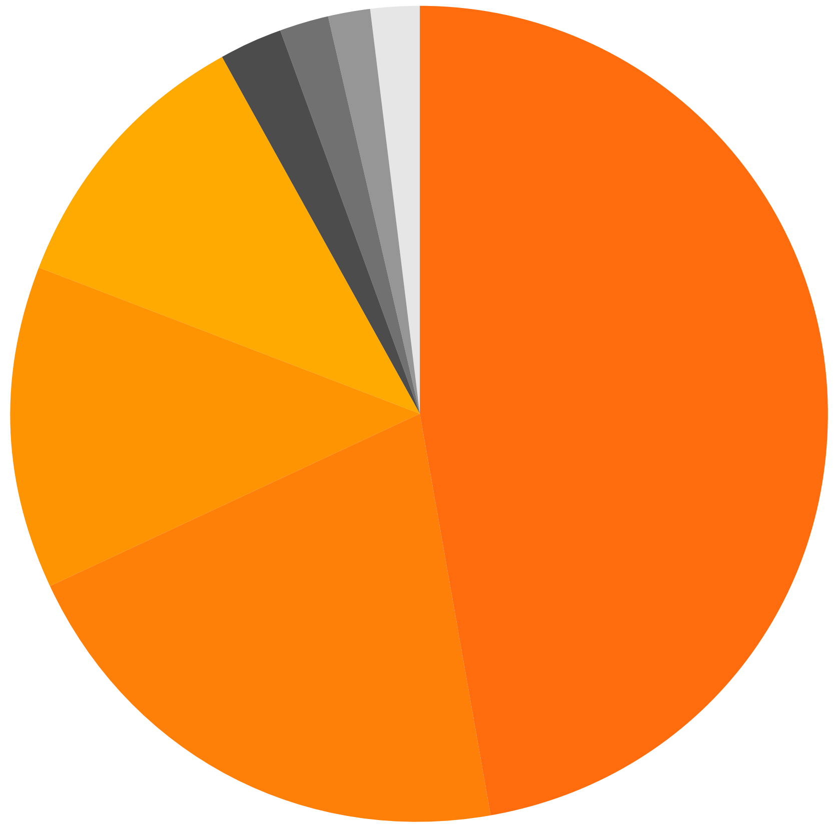
Market context

In 2025, Brazil reached fifth position in the global ranking for renewable energy generation, which considers total new and cumulative installations (onshore and offshore), according to data from the Brazilian Wind Energy Association (ABEEólica). In the period, the country reached 34.5 GW in commercial operation, 1.4 GW in test operation, and 0.8 GW under construction. Furthermore, there were 18.8 GW of capacity authorized for construction in the coming years. In total, Brazil is expected to reach 55.0 GW, with 1,620 wind farms, by 2032.

In five years, wind energy recorded a significant increase in the country's energy matrix: in 2020, it represented 15% of the total, while in 2025, it reached 21%. The source remains the second largest, second only to hydroelectric power generation. Regarding the capacity factor (onshore), Brazil continues with an index above the global average, with 53% nationally versus 34% globally.

Brazilian electricity matrix

2025



Hydroelectric
47.7%

Wind
16.7%

Solar
13%

Gas
11%

Nuclear
2.7%

Coal
1.9%

Bioenergy
1.6%

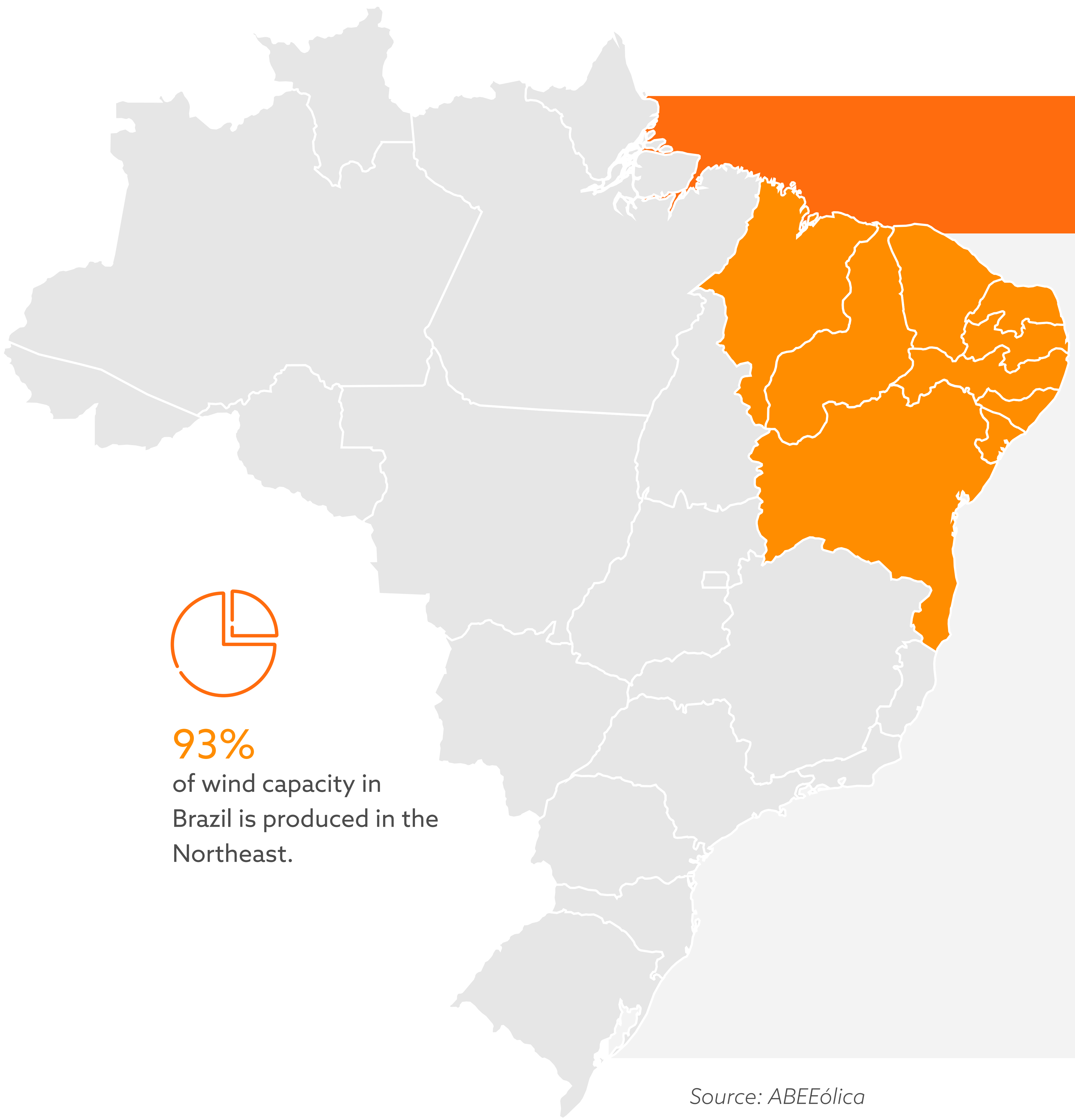
Other fossil sources
1.9%

Source: ABEEólica

The Northeast Region stands out in wind generation, with 93% of the country's installed capacity, due to geographic characteristics that provide constant and strong winds. Ceará, the state where the Pecém Industrial and Port Complex is located, remains among the five largest wind energy generators in Brazil, with 166 wind farms and generating 71% of the state's electricity matrix[6].

In this scenario, Aeris plays a strategic role in the production chain of renewable energy. Its operations contribute to strengthening the local industry and economy, with income generation, job creation, and the stimulation of technological development.

6. *National Energy Balance (BEN, 2024).*



93%
of wind capacity in Brazil is produced in the Northeast.

Wind energy market

Industry size in Brazil

1,160
wind farms.

12,155
wind turbines installed.

35.9 GW
of installed capacity.

Contributions to Brazil

USD 42 billion
invested in the sector from 2015 to 2024.

40.2 million
tonnes of CO_2 avoided in 2024, equivalent to the emissions of 27.7 million passenger cars.

Energy generation

16.7%
of all generation injected into the National Interconnected System (NIS) in 2025.

107.6 TWh
of wind energy generated

Source: ABEEólica

Quality and safety

GRI 416-2

Aeris maintains a continuous commitment to quality and operational safety, sustained by a culture of improvement, productive efficiency, and technical rigor in its processes. This stance is reflected in the consistent evolution of the Quality Management System (QMS), recognized by internal audits conducted by trained employees, and external audits conducted by independent institutions and by clients. In 2025, one of the verifications conducted recorded record results in relation to the requirements of the VDA[7] standard.

Throughout the period, the Company strengthened its internal structure through the technical training of teams and the training of specialized internal auditors, who expanded the autonomy and robustness of the QMS. The implementation of pre-audit routines and continuous monitoring contributed to the increase in process maturity and to the anticipation of operational risks.

In the production field, Aeris directed significant efforts toward reducing non-conformances and defects, with a focus on eliminating rework and, consequently, the waste of time, materials, and resources. Structured improvement projects were carried out, overseen by active governance with periodic reviews and performance indicator monitoring.

The integrated performance among quality, engineering, and production areas was decisive in identifying the main causes of deviations and implementing effective solutions, including process adjustments and operational efficiency gains. Initiatives aimed at reducing and stabilizing production cycles also stand out, contributing to greater predictability, cost optimization, and performance improvement.

This set of practices reinforces the Company's ability to operate at high levels of quality and safety, in compliance with national and international standards, as well as ensuring the safety of its products, operational efficiency, and the generation of sustainable value for its clients and other stakeholders.

Quality in numbers

9 internal
auditors trained in VDA 6.3

6 external
audits conducted

3 ISO
certifications renewed (ISO 9001, 14001, 45001)*

None
Non-conformances in ISO audits

Record
VDA verification audit

3,036
documents reviewed and approved

** ISO 9001 – Quality Management System; ISO 14001 – Environmental Management System; ISO 45001 – Occupational Health and Safety Management System.*

7. A globally recognized standard, most widely used to assess the robustness and excellence of production processes and services.

Quality refusal duty

At Aeris, quality is consolidated as an intrinsic behavior in the operational culture, transcending the boundaries of a specific department to ensure excellence in every delivery. Through the Quality refusal duty, employees have the autonomy and responsibility to stop processes or activities whenever they identify risks to product integrity. The conscious use of this tool ensures the balance between efficiency and precision, mitigating critical failures such as material waste (scrap), rework, and loss of productivity. More than a procedure, this directive strengthens client satisfaction, protects operational safety, and reaffirms individual commitment to a world-class manufacturing standard.

Certifications

Aeris ensures compliance with legal and regulatory requirements applicable to its sector, based on nationally and internationally recognized certifications. In 2025, the Company maintained its ISO 9001, ISO 14001, and ISO 45001 certifications, valid until 2028. Additionally, Aeris remains qualified as an Authorized Economic Operator (AEO), a Brazilian Federal Revenue program that recognizes companies with a high level of security in the logistics chain and customs compliance, which also contributes to greater agility and predictability in export processes.

Quality Week

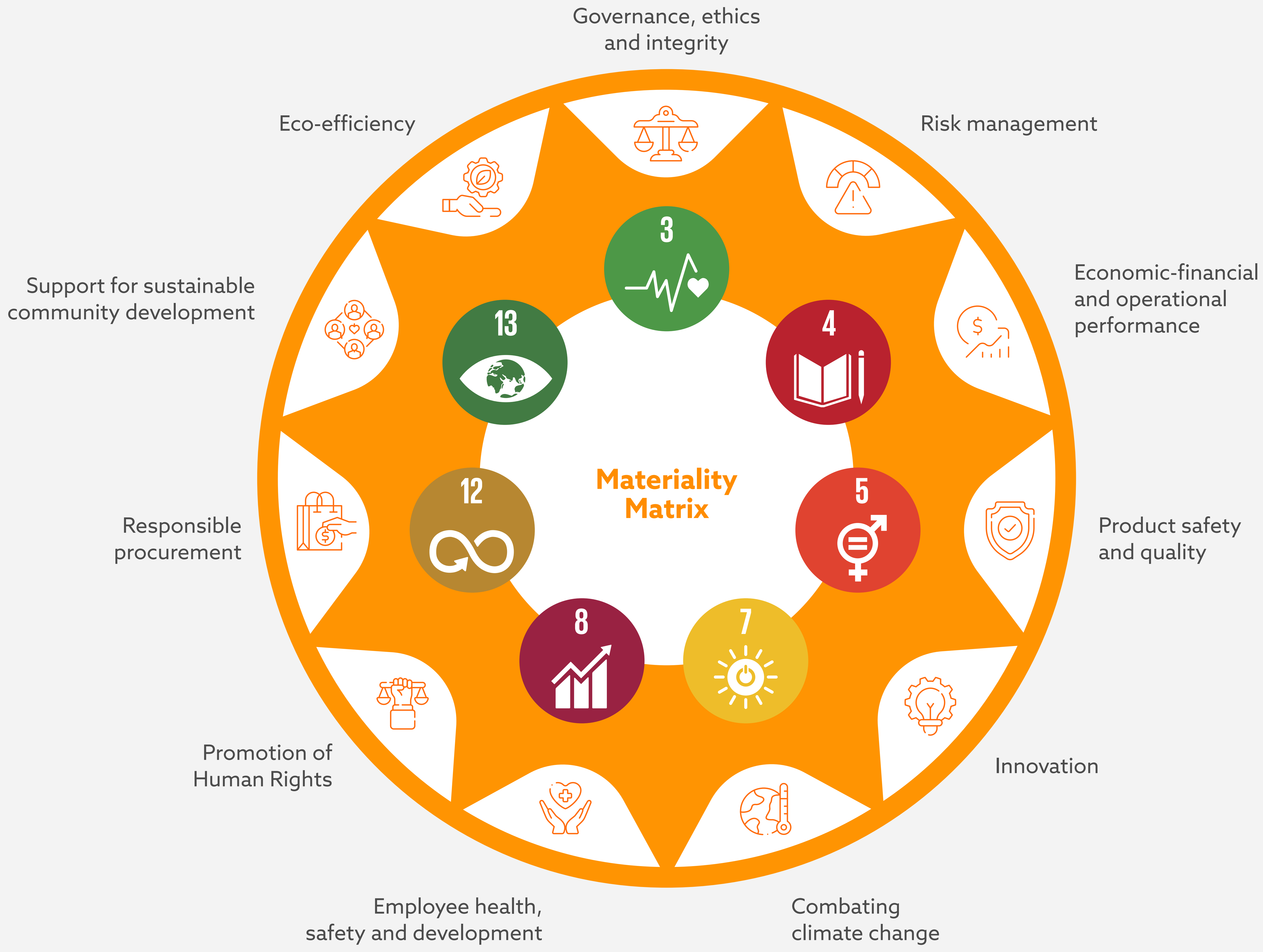
Held annually, the 2025 Quality Week was themed "Quality: thinking differently is acting with purpose" and brought a new perspective to the quality culture, not just as a requirement or compliance with standards, but as a way of thinking and acting on a daily basis.

Employees were guided on the importance of questioning, understanding root causes, and pursuing real improvements in processes, connecting each task to the impact it can generate for clients and the business. The fundamental objective of the event was to unite technique with awareness, awakening pride in every delivery, in a movement of awareness about the role of each employee. Activities included interactive games in a playful room with sensory exhibitions.

Sustainable management

A signatory of the UN Global Compact since 2016, Aeris continuously reaffirms its commitment to the principles of corporate social responsibility and to the generation of sustainable value in the long term. Integrated into one of the largest global corporate sustainability initiatives, the Company guides its goals and strategic decisions by the 17 Sustainable Development Goals (SDGs) and its Materiality Matrix, which defines the priority topics of its ESG Agenda. In a context marked by market uncertainties and economic and financial challenges, these responsibilities play an essential role in conducting the business, defining processes, and guiding internal behaviors.

ESG Agenda drivers



2025 Performance

Economic-financial context

Recent years have been marked by continued challenges in the wind sector, affected by political issues, regulatory uncertainties, and restrictions on renewable generation. In 2025, the increase in curtailment levels imposed by the National System Operator (ONS), combined with energy transmission limitations and the postponement of new projects, directly impacted the investment dynamics and demand predictability in the market. In this context, the segment maintained a very restricted pace, as a result of the deceleration observed in the previous period, with lower volume of new installations and reduction of new contracts.

On the international front, economic activity showed contained growth, influenced by restrictive financial conditions, high interest rates, and the persistence of geopolitical uncertainties. International Monetary Fund (IMF) estimates indicate global expansion close to 3.2% in 2025.

Nationally, the Gross Domestic Product (GDP) recorded growth of between 2.2% and 2.3%[8] in the period, below the previous year's performance. Inflation remained above target, while the benchmark interest rate (Selic) stayed at elevated levels throughout the year, approaching 15%.

Despite the demand for electricity, the combination of regulatory and economic factors limited the contracting of new projects and affected the production chain of the wind sector. In this scenario, Aeris faced the non-renewal of relevant contracts, reduction of operational volumes, demobilization of production lines, and recognition of extraordinary accounting adjustments, due to the new market reality.

Changes in the electricity sector

At the end of 2025, Law No. 15,269 came into force, providing for the gradual opening of the Free Energy Market to industrial and low-voltage consumers. The measure allows the eligible public to choose their energy supplier starting in 2026. The expansion of the free market tends to increase competitiveness in the electricity sector and business opportunities with companies directly.

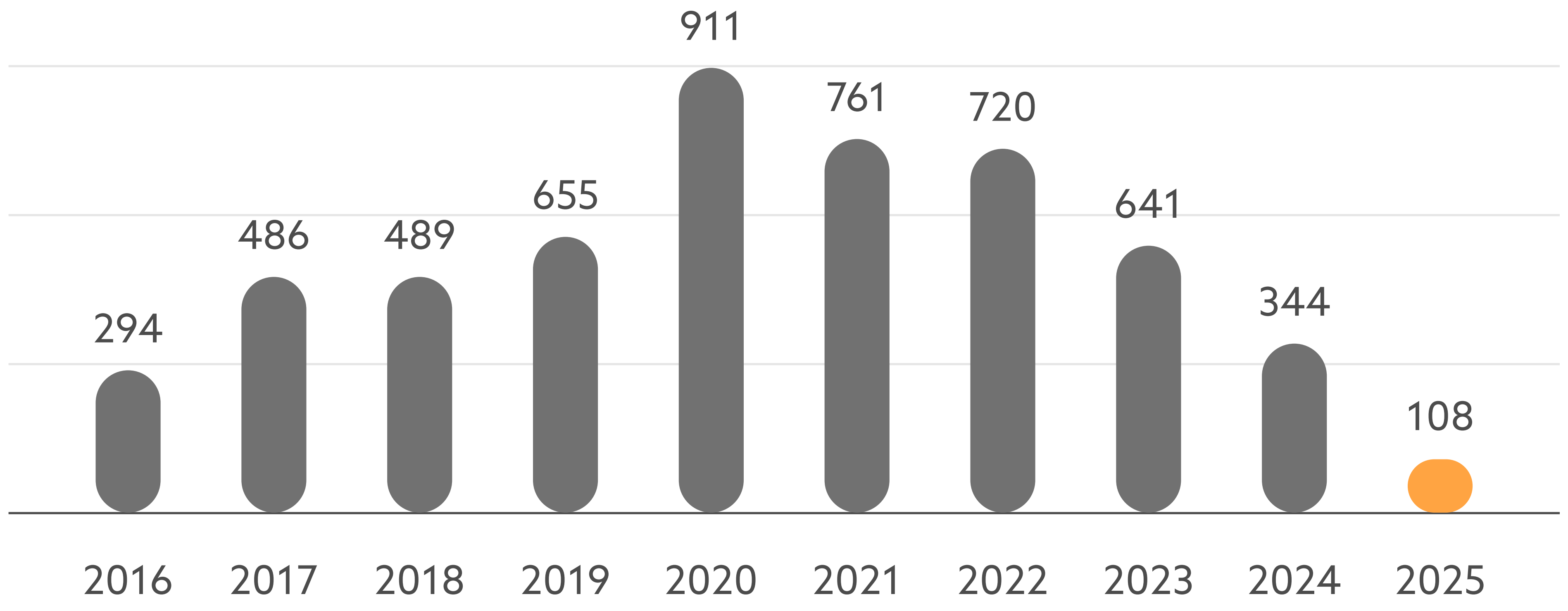
***8.** According to data from the Central Bank.*

Operational performance

Aeris closed 2025 with two active production lines, both at a mature stage. Throughout the period, activations and deactivations of lines were carried out in response to market demand dynamics. In the year, 108 blade sets (equivalent to 324 blades) were produced, totaling 484 megawatts (MW) equivalent. The manufactured blades ranged between 71.5 and 83.5 meters in length, with a focus on wind turbines with an average power of 4.1 MW per set.

The decline directly impacted the Company's production volume, also reflected in a reduction in its global market share from 4.4% to 1%. Even so, Aeris maintained its position as the largest wind blade manufacturer in Latin America and advanced in its revenue diversification strategy, including relevant increases in exports.

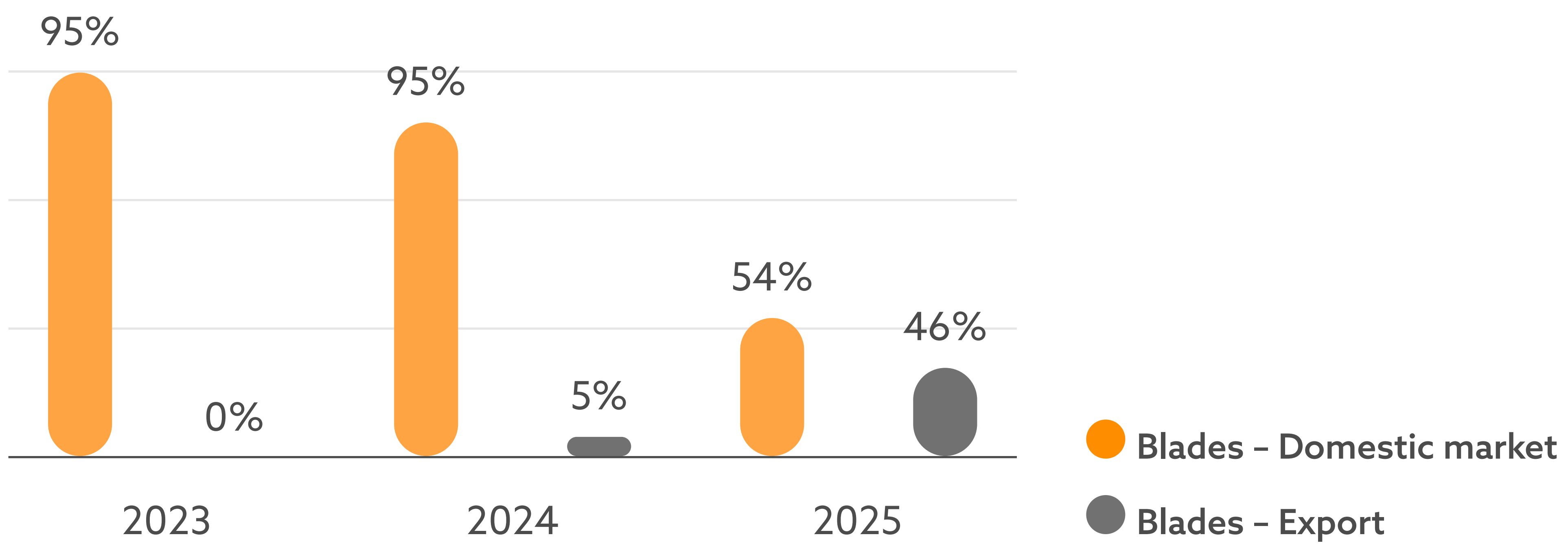
Sets* per year



* Set of three blades.

Aeris production by destination

(GW)



Financial performance

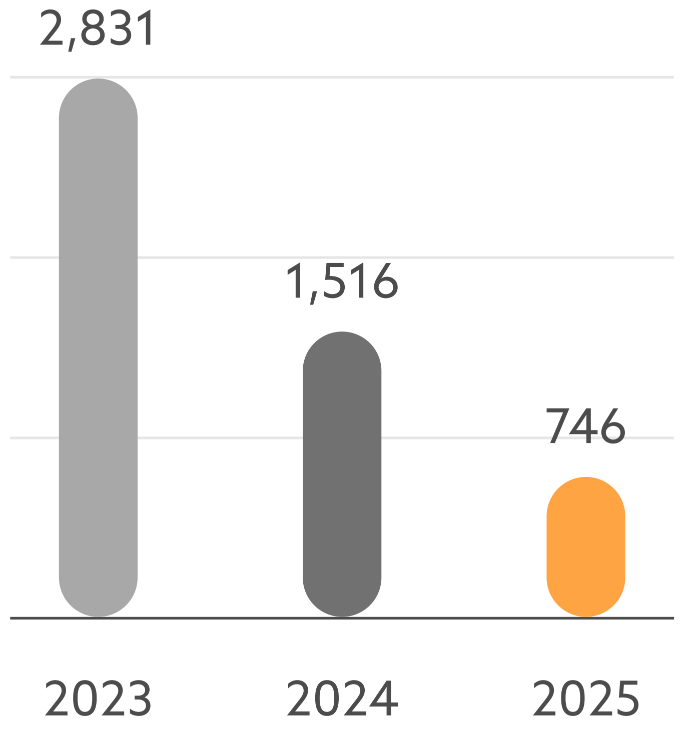
In the face of difficulties and challenges in the sector, Aeris revised its economic-financial assumptions and made balance sheet adjustments through the recognition of impairment[9] (reduction of recoverable value) of BRL 233.9 million, reflecting a prudent stance aligned with current market conditions. Net Operating Revenue was BRL 746 million, a decline of 50.8% compared to 2024.

In the period, the services segment accounted for 22.1%, while exports represented 37.0% of the Company's total revenue. Regarding adjusted EBITDA, there was a reduction of 199.1% in the annual comparison, with a negative value of BRL 121.4 million. The Net Loss for the period totaled BRL 905.0 million, with a reduction of 3.1% compared to the previous year. At year-end, the Company also had 1.0 GW in the pipeline of new projects, at different stages of negotiation, signaling a sector recovery.

The main indicators are presented below, with details available in the [2025 Financial Statements](#).

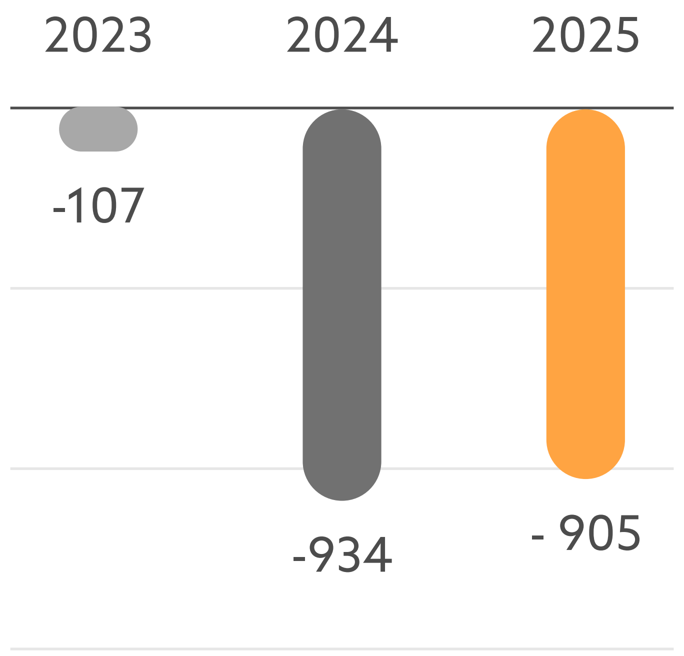
Net oporating revenue

(In BRL million)



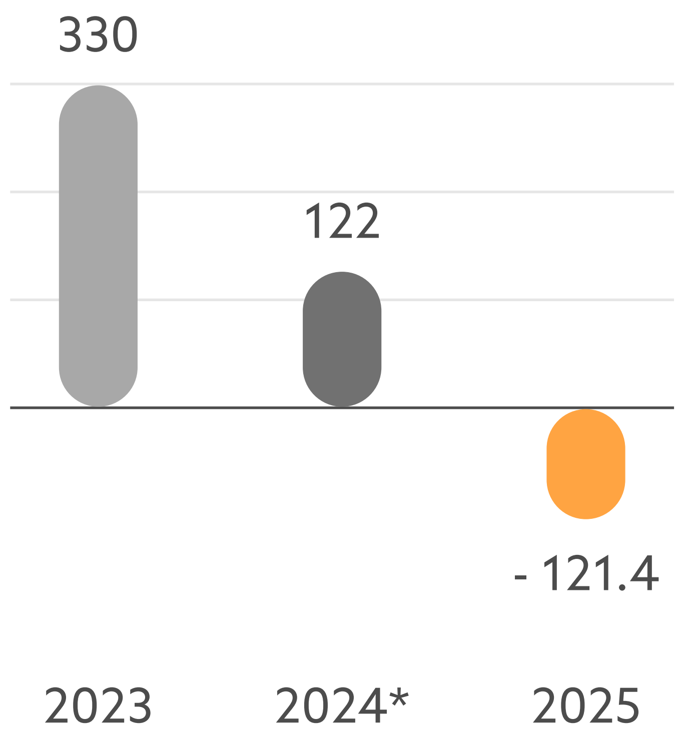
Net income

(In BRL million)

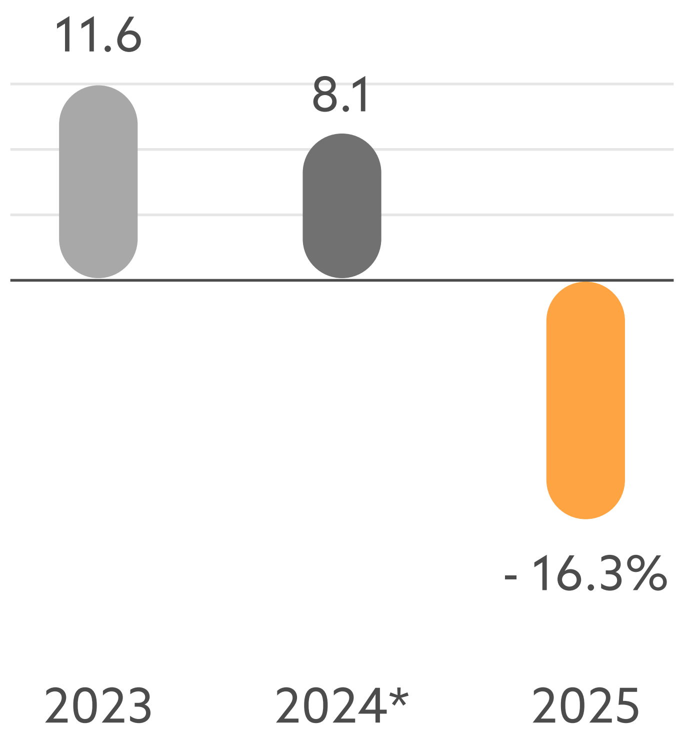


EBITDA

(In BRL million)



EBITDA margin



** Data corrected and restated according to the [2025 Financial Statements](#) (GRI 2-4).*

Expenses and indebtedness

At the end of 2025, net financial expenses totaled BRL 312 million, an increase of 51% compared to 2024. The variation resulted from the increase in interest and charges related to financial operations, loans, and financing. The Company's free cash position at the end of the fourth quarter was BRL 28.7 million. Gross debt totaled BRL 1,789.4 million.

9. *Recognition of the impairment of an asset (fixed or intangible) when its book value exceeds its recoverable value.*

Investments

In 2025, the Company invested BRL 22.4 million in asset maintenance, operational improvements, and strategic initiatives.

Impairment

In the fourth quarter of 2025, Aeris Energy recognized new impairment losses amounting to BRL 233.9 million, resulting from the deceleration of the market and the discontinuation of operations by wind turbine manufacturers. The impact was recorded in the accounting categories of inventories, client receivables, and intangible assets, in compliance with technical recoverability criteria.

Capital markets performance

At the end of the reporting period, the Company had 61,387,424 common shares outstanding, fully traded in the Novo Mercado segment of B3 under the trading code AERI3. The average daily trading volume reached BRL 157,556.00, representing a contraction of more than 99.3% compared to the previous year.

In the last trading session of December 2025, the Company's shares closed at BRL 3.31 per share, corresponding to a market value of BRL 205.6 million.

Economic value generated and distributed

GRI 201-1

In 2025, the economic value generated by Aeris totaled –BRL 191,808 thousand. Of this amount, the largest portion was directed toward compensation to third-party capital, while amounts destined to taxes, fees, and contributions had a negative share in the period.

Total Value Added to Distribute 2025*

(In BRL thousands)

Category	Value
Personnel and charges	BRL 144,550
Taxes, fees, and contributions	BRL 74,382
Compensation to third-party capital	BRL 412,683
Compensation to equity capital	–BRL 823,423
Total	**–BRL 191,808**

** Data from the Statement of Comprehensive Income, part of the Annual Financial Statements.*

Added to the economic value generated and distributed are own-resource investments in social programs. See more in the Sustainable Relationships chapter.

Our team

aeris

Culture and organizational climate

Over its 15-year history, organizational culture has underpinned the evolution and resilience of Aeris, in the face of the Company's growth and the increasing complexity of its operations. During this period, the set of values, practices, and behaviors underwent a continuous process of maturation, with the consolidation of guidelines that orient team performance and strengthen consistency in decision-making and the conduct of business. More than a slogan, the #SerTãoAeris approach reflects culture in practice, experienced on a daily basis and reinforced by institutional campaigns that value people and strengthen employee commitment and everyone's sense of belonging.

In the face of an adverse operational scenario in 2025, Aeris intensified communication campaigns and projects focused on caring for teams. These actions helped maintain a collaborative environment aligned with cultural pillars and to overcoming the challenges of the period.

On another front, leaders act in a humanized manner, with a focus on team well-being, excellence of products and services, and business sustainability, guided by responsibility, innovation, and continuous recognition of professionals.

During 2025, organizational values were reinforced by the following initiatives:

- **Operator-Focused Management (GFO):** A consolidated management model directed at operational activities that expanded the ownership of operators and reinforced standardization practices, training, disciplined execution, and process monitoring, with a focus on efficiency gains and operational excellence.

- **Quality Refusal Duty:** Created to ensure that employees can stop any activity that jeopardizes the quality of products and manufacturing processes (read more).

Organizational climate survey

Throughout 2025, Aeris conducted organizational climate management through surveys using the Pulses methodology, a continuous listening tool that ensures transparency and well-being in the work environment. The period's results demonstrate the success of this strategy, with a general Pulses Score of 8.8, a value that significantly exceeds market and energy sector averages. This performance evidences a superior perception of value from employees in fundamental dimensions such as cultural alignment, interpersonal relationships, and happiness.

The participation rate, recorded at 61.2%, ratifies the trust of teams in the process and in the #SerTãoAeris way of managing people. Leadership, career, and professional development indicators remained consistent, reflecting the institutional commitment to talent development and empathetic leadership. Despite the positive results above market average, indicators related to topics such as fairness, feedback, and recognition are continuously monitored and improved, in line with organizational values, culture, and climate.

#SerTãoAeris Values

Manifest

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

We uphold **ethics and transparency** in our relationships and in addressing problems. We are determined and always strive for the quality of our products and services. We want to be recognized as our clients' best supplier.

We are aware of our social role and promote actions for the development of our surroundings. This is our belief, our way – THE #SERTÃOAERIS WAY.

WE DEVELOP AND CARE FOR OUR PEOPLE

Our people make everything happen

WE FOCUS ON QUALITY

Quality enables us to exist

WE GENERATE VALUE

Together we deliver more

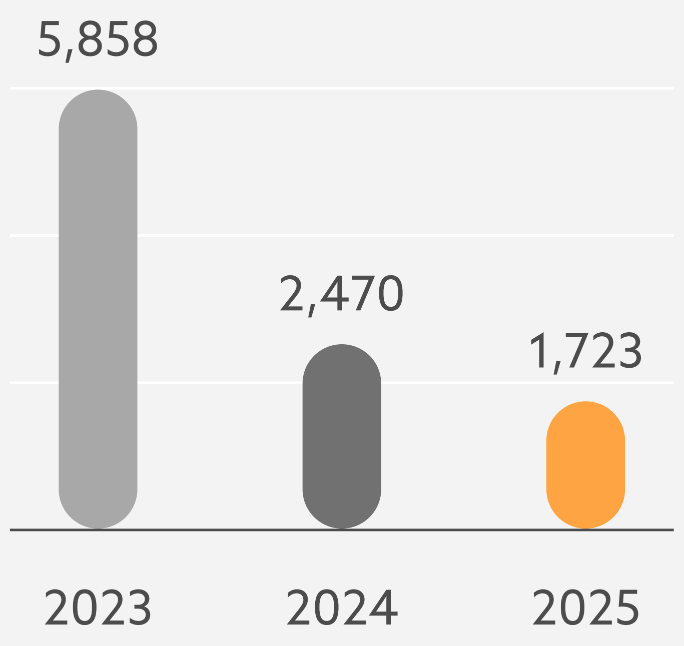
Employee profile

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

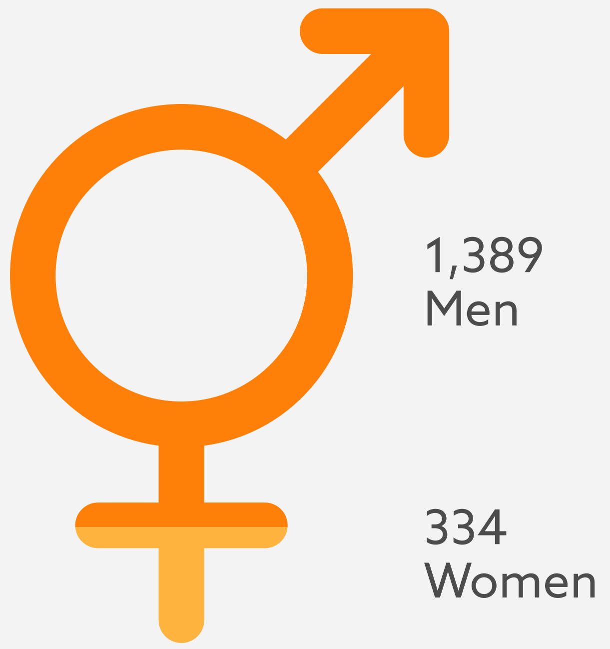
Guided by transparency, accountability, and strategic vision, Aeris values its employees and seeks to offer competitive benefits, development opportunities, and continuous support for professional growth. At the end of 2025, 1,723 people were part of the Company's permanent workforce, a 30% decline compared to 2024. Reduced demand during the period, resulting from the economic context, impacted the reduction in headcount, although in a more balanced manner than observed in the previous year. In addition, 54 interns and 67 apprentices were part of Aeris' activities, as well as 731 outsourced professionals.

Of the total direct employees, approximately 98% were from the Northeast Region, where Aeris' industrial park is located, with 1,389 men and 334 women employed.

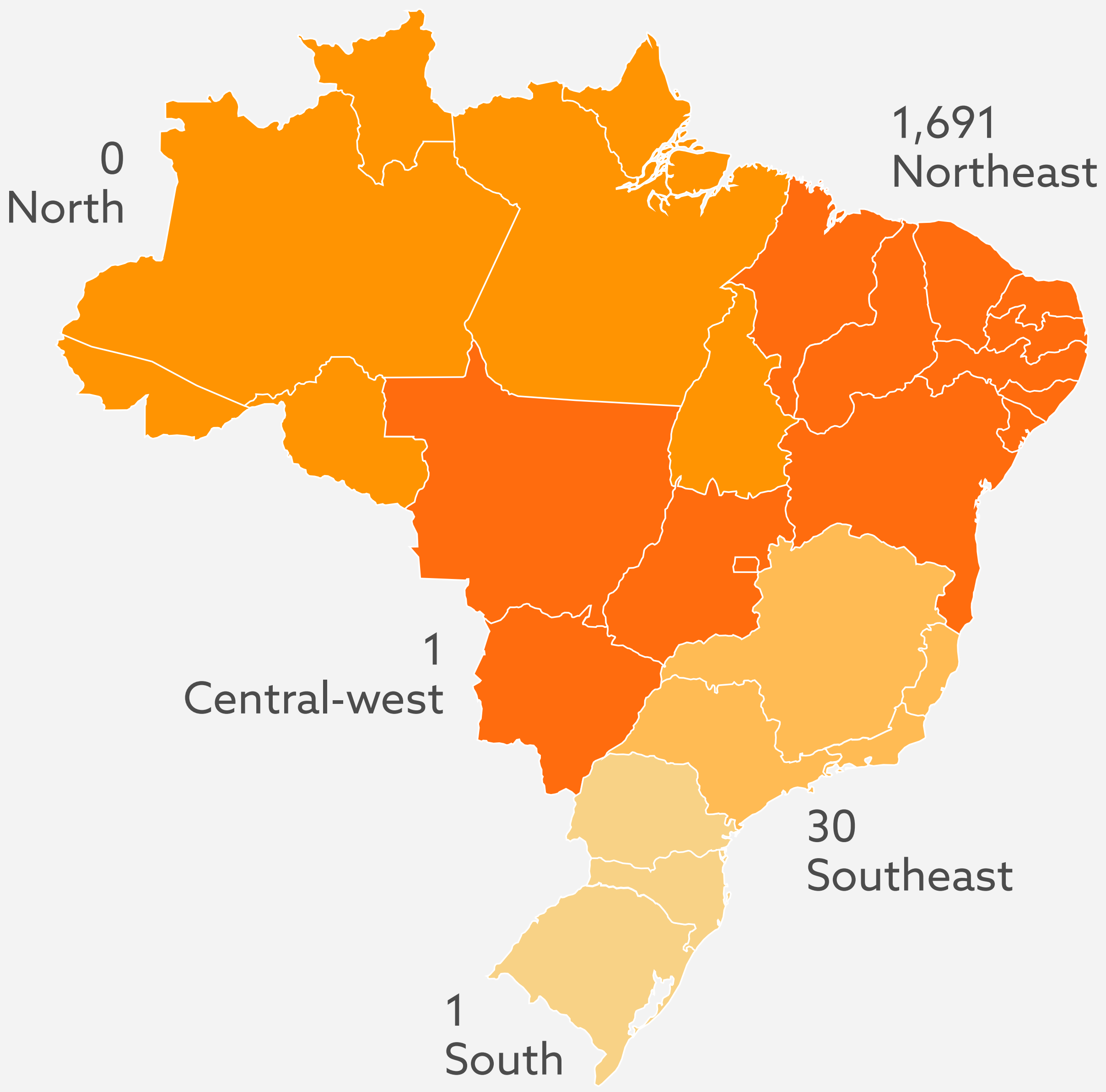
Number of employees



Number of employees by gender



Number of employees by region



Number of employees by age group and gender*

Age Group	Men	%	Women	%
Up to 29 years	528	31%	148	9%
Between 30 and 50 years	823	48%	179	10%
Over 50 years	38	2%	7	0%
Total	**1,389**	**81%**	**334**	**19%**

** Does not include interns and apprentices.*

Number of employees by functional category

Functional Category	Men	Women	Total
Executive Board (Officers)	8	1	**9**
Management	37	10	**47**
Coordination	79	32	**111**
Technical	121	20	**141**
Administrative	153	133	**286**
Operational	991	138	**1,129**
Total	**1,389**	**334**	**1,723**

Number of employees By race/ethnicity

Race/ethnicity	Men	Women	Total
White	230	108	**338**
Black	84	12	**96**
Mixed race	1,095	274	**1,369**
Yellow	13	1	**14**
Indigenous	21	6	**27**

Interns and apprentices

Functional category	Men	Women	Total
Interns	30	24	**54**
Apprentices	24	43	**67**

Employee education level

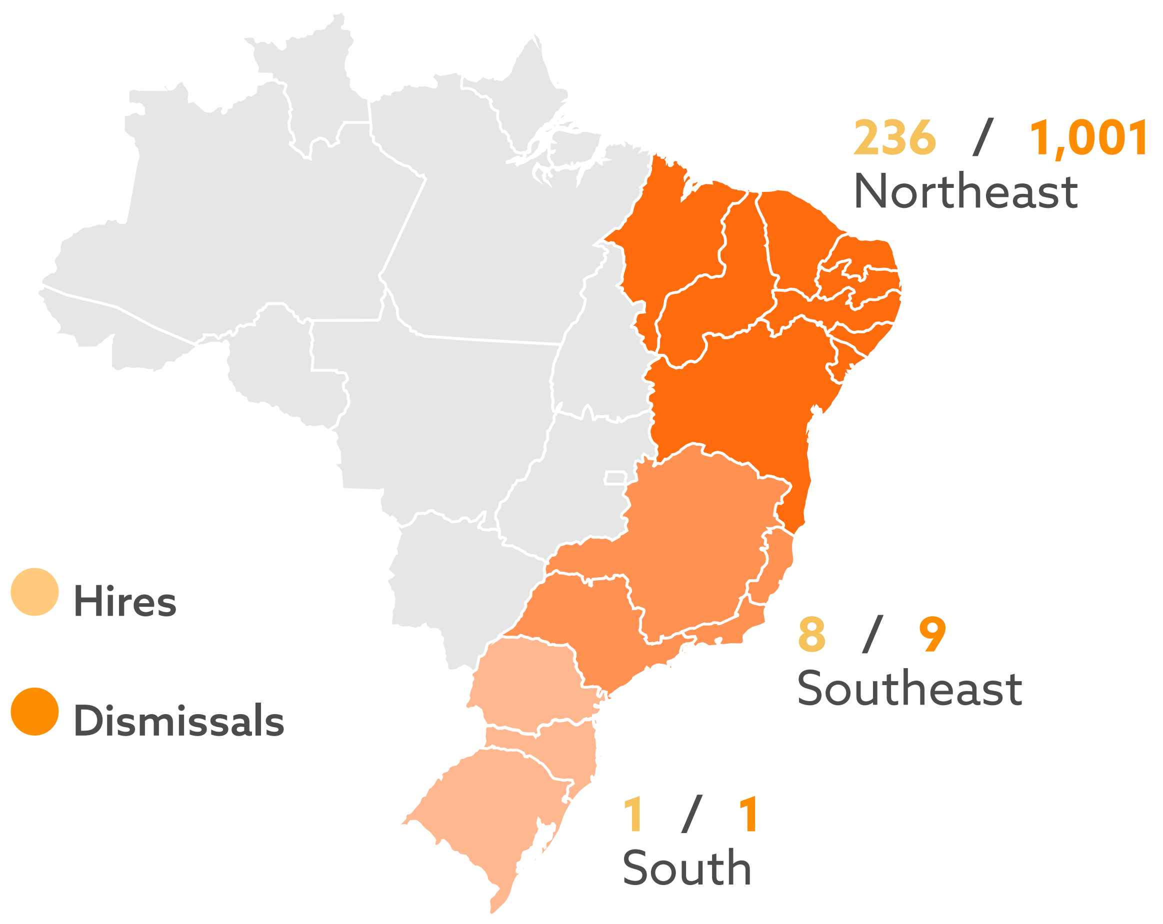
Education Level	Total
Postgraduate	184
Complete Higher Education	234
Incomplete Higher Education	314
Complete Secondary Education	1,095
Incomplete Secondary Education	8
Complete Primary Education	8
Incomplete Primary Education	1

Hires and dismissals

In 2025, the Company hired 245 employees, 96.33% from the Northeast Region. Hires included different age groups, with the highest concentration of employees up to 29 years, but also including professionals between 30 and 50 years and over 50. Regarding gender, 63% of those hired were men and 37% women.

Regarding dismissals recorded in the period, 1,011 employment contracts were terminated in 2025, compared to 3,454 in 2024. All dismissal processes were conducted in a planned and transparent manner, with full respect for employees' rights and people-centered communication.

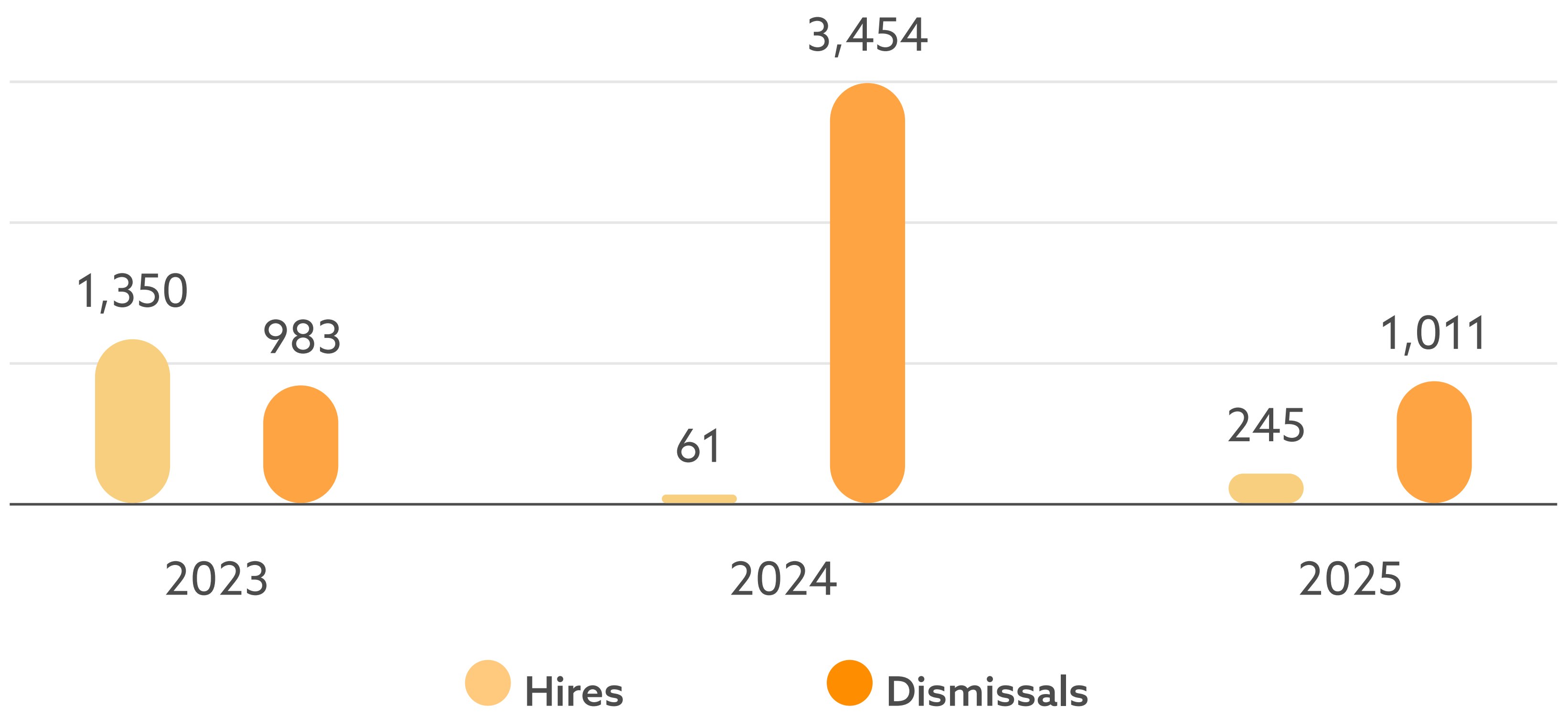
Hires and dismissals by region



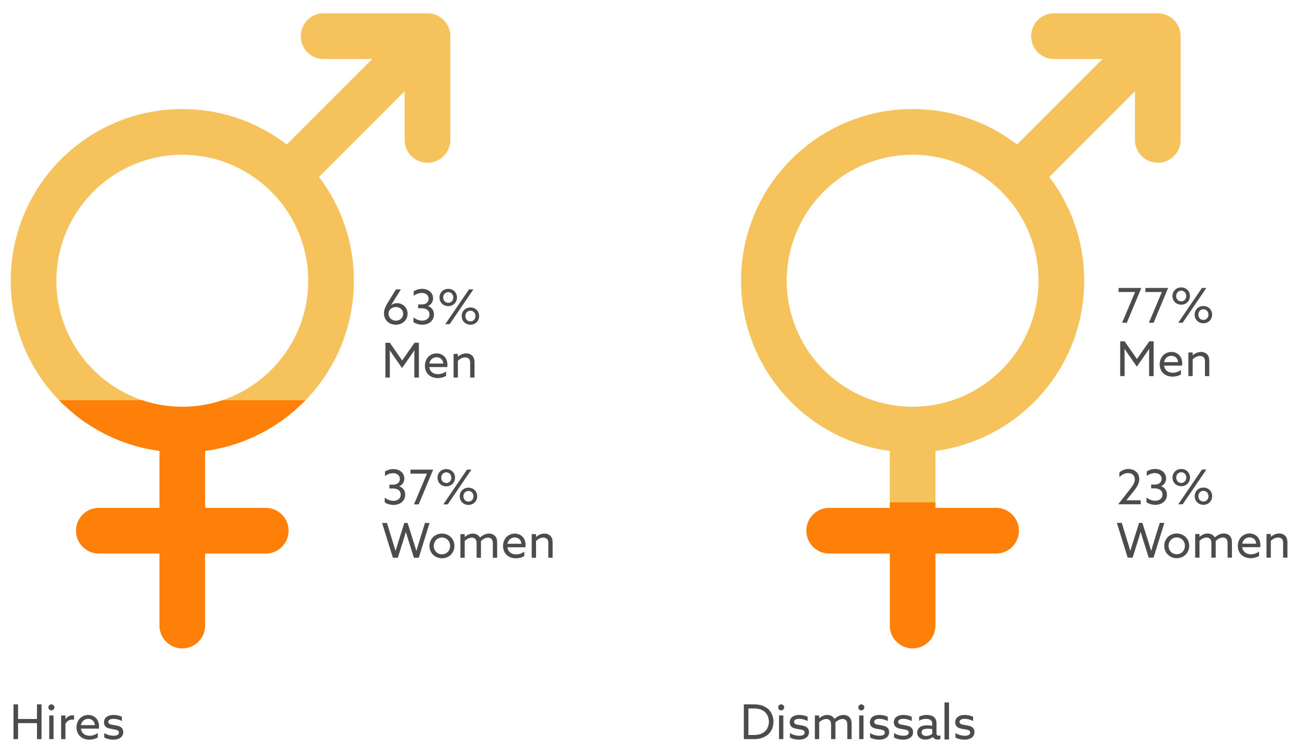
Hires and dismissals by age group and gender

Hires	Men	Women
Up to 29 years	84	73
Between 30 and 50 years	68	17
Over 50 years	2	1
Total	**154**	**91**
Dismissals	**Men**	**Women**
Up to 29 years	297	123
Between 30 and 50 years	459	104
Over 50 years	25	3
Total	**781**	**230**

Total of hires and dismissals



Hires and dismissals by gender



Turnover by gender

Men	Women	Total
27.48%	9.43%	**36.91%**

Turnover by age group*

Up to 29 years	Between 30-50 years	Over 50 years
16.96%	19.05%	**0.9%**

** Calculation formula: Total Dismissals – apprentices – interns – workforce reduction / average active employees in the period.*

Compensation and benefits

GRI 401-2

Aeris maintains a structured compensation package, and its policy is based on the principles of fairness, transparency, and competitiveness, in accordance with best practices in the regional market and the Company's sector.

In addition to fixed compensation, Aeris offers a set of benefits that exceeds legal requirements, focused on promoting well-being, safety, and the development of employees, with highlights including medical and dental assistance, extended maternity and paternity leave, childcare allowance, school supplies subsidy, on-site cafeteria, among other incentives. The Company also adopts quarterly variable compensation based on results, according to the Company's strategic targets, linked to billing and consumption.

In line with the people recognition strategy, these benefits contribute to Aeris's positioning as a reference employer in the region and the segment. At the end of 2025, 99.72%[10] of eligible employees had access to the full set of incentives and were covered by collective bargaining agreements or conventions of their respective categories.

10. *Interns, non-employee directors, and board members were not included.*

Main benefits offered

- Life insurance with coverage for death, disability, and funeral expenses
- Medical and dental assistance
- Chartered transportation
- Food voucher
- Transport voucher
- Fuel voucher
- Meal voucher
- Home office allowance
- Christmas gift set
- Meal provided in the Company's cafeteria*
- Extended maternity and paternity leave
- Childcare allowance, paid from the child's sixth month
- School supplies subsidy
- Pharmacy agreement

** Service provided by a contracted third party.*

Diversity, equity, and inclusion

GRI 401-3; 405-1

Central elements of its people and business strategy, Aeris values diversity, equity, and inclusion and promotes a work environment based on respect and the appreciation of different origins, identities, experiences, and perspectives, in alignment with the Company's ethical principles and guidelines.

The management of this topic is integrated into the Institutional Communications area, linked to the Legal, Compliance, and Communications Directorate, and has a structured Diversity and Inclusion Committee, made up of employees from different areas and organized into five affinity groups: gender, generations, LGBTQIAPN+, people with disabilities, and race. The work is guided by a Diversity and Inclusion Policy that establishes guidelines and principles for the promotion of a more equitable and inclusive environment.

The initiatives include ten awareness and training events throughout the year, supported by internal campaigns and development programs in Aeris University, focused on strengthening a more inclusive organizational culture and preventing discriminatory practices.

Monitoring occurs through the internal organizational climate survey (Pulses), which covers, among other topics, aspects of diversity and inclusion, as well as tracking indicators such as racial self-declaration, women in leadership positions, and the inclusion of people with disabilities. In addition, the Company promotes the continuous dissemination of reporting channels, with a guarantee of active listening and appropriate management of complaints. Specific actions for advertising affirmative job openings on specialized channels, primarily for people with disabilities, are also carried out.

Recognition

In the period, Aeris was recognized in the Energy Leaders Award, in the Inclusion and Diversity category, reinforcing the Company's commitment to the topic. Additionally, internal initiatives focused on diversity, such as the "Blue Week" campaign, were recognized at the Gandhi Communication Award.

Diversity and Inclusion actions and commitments cover all of Aeris' audiences, including employees, clients, suppliers, local communities, business partners, and investors.

Other Advances in 2025

- **Aeris Blue Week:** The Company held its first Aeris Blue Week, which promoted diversity and inclusion with a focus on raising awareness about Autism Spectrum Disorder (ASD). The event stood out for the launch of the "Winds of Inclusion" guide, bringing together more than 250 participants in training activities, lectures, and discussion groups.

- **Roots that Connect:** The "Roots that Connect Us" event, held at the production unit in recognition of Indigenous Peoples' Day, welcomed the Tapeba[11] people in an event that highlighted the culture of the original peoples of the region through biojewelry workshops and the Warrior Dance.

- **Women Leaders Who Inspire:** Internal initiative focused on mentoring and professional development of women early in their careers.

- **Prevention of violence against women:** In partnership with the Community Prevention and Support Command (COPAC) of the Ceará Military Police (PMCE), awareness actions were carried out to combat and prevent violence against women.

- **Artificial Intelligence Training:** Focused on the development of digital skills and competencies, specific training courses in Artificial Intelligence were made available for employees over 50.

Maternity and paternity leave

In 2025, as a participant in the Federal Government's Empresa Cidadã (Citizen Company) Program, Aeris granted extended maternity leave of six months to 43 professionals and paternity leave of 20 days to 72 employees. The return rate after leave reached 100%.

11. *Indigenous people who inhabit the municipality of Caucaia, in the metropolitan region of Fortaleza, Ceará.*

Geração Aeris Program

The training and insertion of young talents into the labor market constitute strategic priorities for the Company, which develops the Geração Aeris Program (Aeris Generation Program) with a focus on welcoming, developing, and evaluating apprentices and interns throughout their journey, as well as providing access to professional training initiatives aligned with their needs.

For Apprentices, the proposal includes the training and inclusion of young people in the labor market through integration, theoretical immersion with a partner organization, and practical training aligned with business demands. In 2025, 67 apprentices participated in the program and 14 were hired permanently.

For Interns, the Program prioritizes the development of technical and behavioral competencies, with a duration of 12 months, renewable for an equal period, and a workload of 30 hours per week. After institutional onboarding, interns participate in job rotation rounds, periodic training, and the development of projects applied to their respective areas, with encouragement for proposing internal improvements, as well as carrying out initiatives focused on operational efficiency. In 2025, the program had 57 participants, with three permanent hires.

Professional development

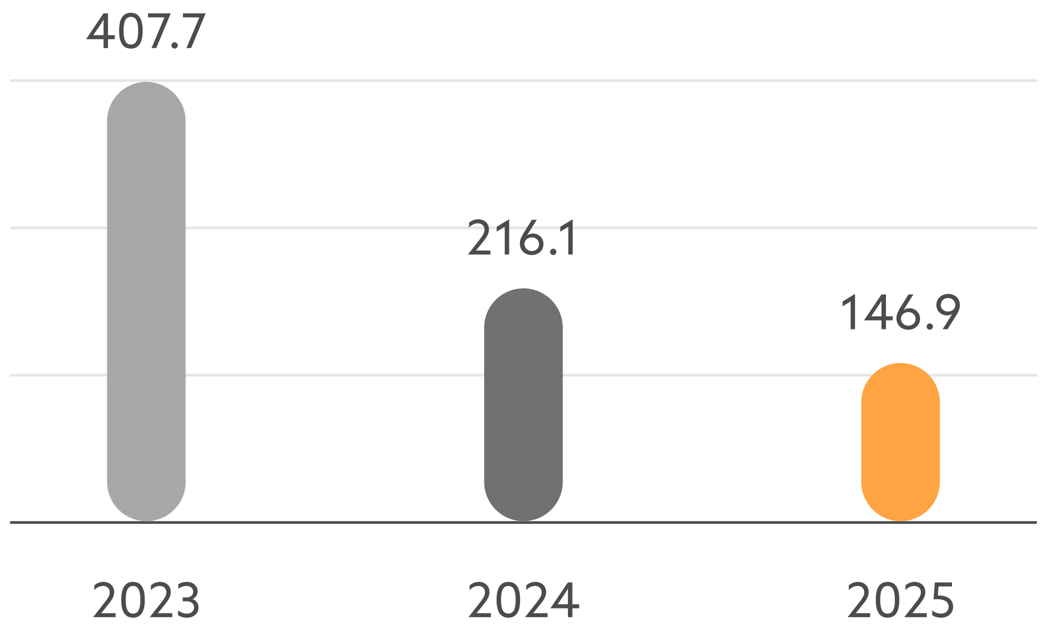
GRI 3-3; 404 -1; 404-2; 404-3

As a fundamental part of its business strategy, the Company invests in the continuous development of professionals who make up its teams, supporting technical improvement, encouraging continuous learning, and fostering skill enhancement throughout professional careers. The People Committee defines improvement actions and meets monthly with Senior Management to replicate knowledge, in addition to monitoring the evolution of technical and behavioral competencies.

Throughout 2025, Aeris invested approximately BRL 1.3 million in training for different hierarchical levels. Training at the operational level was prioritized, followed by administrative and coordination functions. In total, there were more than 146,000 training hours[12] with an average of 85 hours per employee.

Number of training hours

(In thousands)*



** Apprentice and intern hours are included in the total training hours.*

Training hours by functional category and gender

Functional Category	Men	Women	Total
Strategic Management*	843:55:00	128:35:00	972:30:00
Coordination and Specialist	8,300:45:00	3,634:30:00	11,935:15:00
Technical	7,706:35:00	601:00:00	8,307:35:00
Administrative	8,436:55:00	6,019:15:00	14,456:10:00
Operational	85,658:00:00	12,374:15:00	98,032:15:00
Intern	3,564:05:00	2,447:10:00	6,011:15:00
Apprentices	2,655:35:00	4,597:00:00	7,252:35:00

** Directors and Managers are grouped in the Strategic Management category.*

12. *Due to the reduction in workforce, some training programs were temporarily suspended in 2025, resulting in a decrease in the number of training hours compared to the previous year.*

School supplies subsidy

A benefit granted by the Company with the objective of supporting the purchase of school and office supplies for the academic year, in order to contribute to the educational development of employees and their dependents. The value of the benefit is BRL 186.64 per person, and can be accumulated according to the number of dependents. All permanent employees are eligible for the benefit, as well as their children up to 18 years of age, provided they are duly enrolled in recognized educational institutions.

Aeris University

The main mechanism for technical and professional development, Aeris University covers content from the institutional onboarding stage through to more advanced operational and behavioral training, with mandatory and complementary courses for employees at all positions and hierarchical levels. In 2025, Aeris University recorded 94,727 completed registrations and 2,121 accesses per user.

Aeris University Highlights

Nine employees
trained in the repairers class and qualified to assume official positions

94,727
completed registrations on the platform

2,121
Platform accesses per user

More than 85 hours
of training per person

Leadership development

Alongside the technical and administrative training offered by Aeris University, the Company carries out a series of in-person training sessions focused on leadership development. In 2025, the Leadership Development Program (PDL) stood out, directed at improving behavioral competencies of coordinators and specialists. The project covers topics such as professional evolution, feedback techniques, people management, performance evaluation mechanisms, self-knowledge, legal foundations, strategic planning, and organizational culture.

In addition to strengthening leadership roles and the responsibilities of each professional, the PDL increases team engagement and adherence to organizational values on a daily basis. In 2025, four editions of the Program were held, with the participation of 150 managers in in-person events with discussions, interactive sessions, and practical activities.

Through the Leadership Development Program (PDL), Aeris trained 150 managers in 2025, strengthening behavioral competencies and strategic planning to raise team engagement and adherence to organizational values.

Performance analysis

Aeris conducts an annual performance evaluation cycle, in order to identify opportunities for professional growth and competency improvement at all levels of the organization. For this purpose, the degree of employee adherence to the technical and behavioral competencies required for each function and hierarchical level is considered.

The analyses are based on the Potential Assessment and the Results Assessment, which cover performance analysis and goal attainment. Together, the assessments allow the recognition of professionals with high growth potential and the direction of training schedules and successor mapping. As a result of the process, each employee must develop their Individual Development Plan (IDP), which guides their professional journey and career progression.

Number of performance evaluations 2025

Functional category	Men	Women	Total
Executive Board (Officers)	1	10	**11**
Management	8	26	**34**
Coordination	28	82	**110**
Technical	55	361	**416**
Administrative	99	104	**203**
Operational	108	764	**872**

Safety, health, and well-being

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

Care for the safety of people permeates all areas and processes of Aeris, from production stages through the installation of blades in wind systems and other operational phases, and covers both own and outsourced employees, regardless of the unit, wind farm, or location of activity. Activities take place in compliance with the highest occupational health and safety management standards, and are underpinned by the Safety, Health, and Environment Management System (SSMA), based on the ISO 45001 standard and other applicable regulations.

SSMA has various tools and strategic mechanisms that strengthen practices in the Company. Among them, the Internal Accident Prevention Commission (CIPA) and the Emergency Brigade stand out, acting in awareness, education, and emergency preparedness, including first aid and firefighting.

The Safety Multipliers program expands team engagement and reinforces the Company's prevention culture, while the SSMA Maturity Matrix integrates continuous data analysis and supports the evolution of internal mechanisms. In addition, periodic technical and multidisciplinary assessments of facilities, materials, and procedures are carried out by trained professionals, in order to eliminate risks, improve working conditions, and ensure team safety in all operations.

Safety culture

A fundamental value for the Company, the principle "We develop and care for our people" encompasses the strengthening of a safety culture at all levels of Aeris through different mechanisms. The Operator-Focused Management (GFO) model is supported by the Standardized Safety, Health, and Environment Work (TPSSMA) tool, focused on best practices and prevention mechanisms in daily activities, based on the observation and implementation of safe behaviors for each operational stage, as well as the promotion of well-being among employees.

To reinforce safety principles and raise awareness on the topics, the Company also develops a series of internal communication campaigns and actions, organized by CIPA and the Emergency Brigade, through the SSMA Culture Development Program (PDCSSMA). In parallel, throughout the year, the Company promotes safety training with employees, partners, suppliers, and community members. In 2025, more than 50 SSMA training sessions were held, with 1,818 participants. Among the featured topics are the Behavioral Safety and Safety Culture modules, essential aspects in building a safer, healthier, and more conscious work environment.

Daily Safety and Environment Dialogues (DDSSMA) are also held with teams, providing agility in the exchange of information and reinforcing the content covered in mandatory training.

Internal Occupational Accident, Health and Environment Prevention Week (SIPATMA)

In October 2025, Aeris held its Internal Occupational Accident, Health and Environment Prevention Week (SIPATMA), under the theme "Life is our greatest asset, safety is our golden rule, and the environment is our future." The program integrated the pillars of safety, health, and sustainability through educational activities on the 10 SSMA Golden Rules and practical environmental impact actions. Among the external activities, the cleaning of the Cauípe River and Cumbuco Beach stood out, which together mobilized volunteers and resulted in the collection of 100 kilograms of waste.

On the well-being and occupational health front, the event promoted ergonomic checks, workplace exercise, and monitoring of biological indicators such as blood pressure and blood glucose, in partnership with healthcare institutions. The week also encompassed comprehensive individual care through psychological support, vaccination campaigns, and Breast Cancer Awareness (Pink October) actions for breast cancer prevention. Additionally, SIPATMA fostered social responsibility with the "Força do Bem Aeris" blood donation campaign, consolidating an organizational culture that values physical safety, mental health, and community engagement.

Safety multipliers

The 2025 Safety Multipliers training had the participation of 192 employees, who received training in workplace safety to support teams, managers, and the Occupational Health and Safety (OHS) team in promoting safe practices, identifying risks, and disseminating a preventive culture. The multipliers also act in monitoring risky conditions and behaviors, as well as encouraging the adoption of safe conduct and reinforcing sector best practices, with the objective of reducing workplace accidents and contributing to the continuous development of employees.

Monitoring and communication

As a fundamental part of the safety culture, Aeris maintains structured tools and processes for risk identification and monitoring, threat assessment, and strengthening of the Safety, Health, and Environment Management System (SSMA). All work flows and sectors, whether routine or not, are assessed according to the control hierarchy, in order to eliminate hazards and, where possible, mitigate risks. For this purpose, technical specialists conduct periodic inspections, on-site analyses, and detailed activity assessments.

Inspections, indicators, investigations, and active employee participation: Aeris' health and safety management does not depend on a single mechanism, but on an integrated system that operates across all sectors and work routines.

Among the main investigation, monitoring, and communication mechanisms used are:

- Periodic inspections in all areas and sectors.
- Risk anticipation and recognition tools (Preliminary Risk Analysis (PRA) and Hazard and Risk Survey (HRS) and Risk Potential).
- ISP – Safety Performance Index.
- Verification of the effectiveness of action plans via automated checklists.
- Safety Walk with participation from different hierarchical levels.
- SSMA indicator monitoring.
- Standardized Safety, Health, and Environment Work (TPSSMA).
- Activity observation by Senior Management.

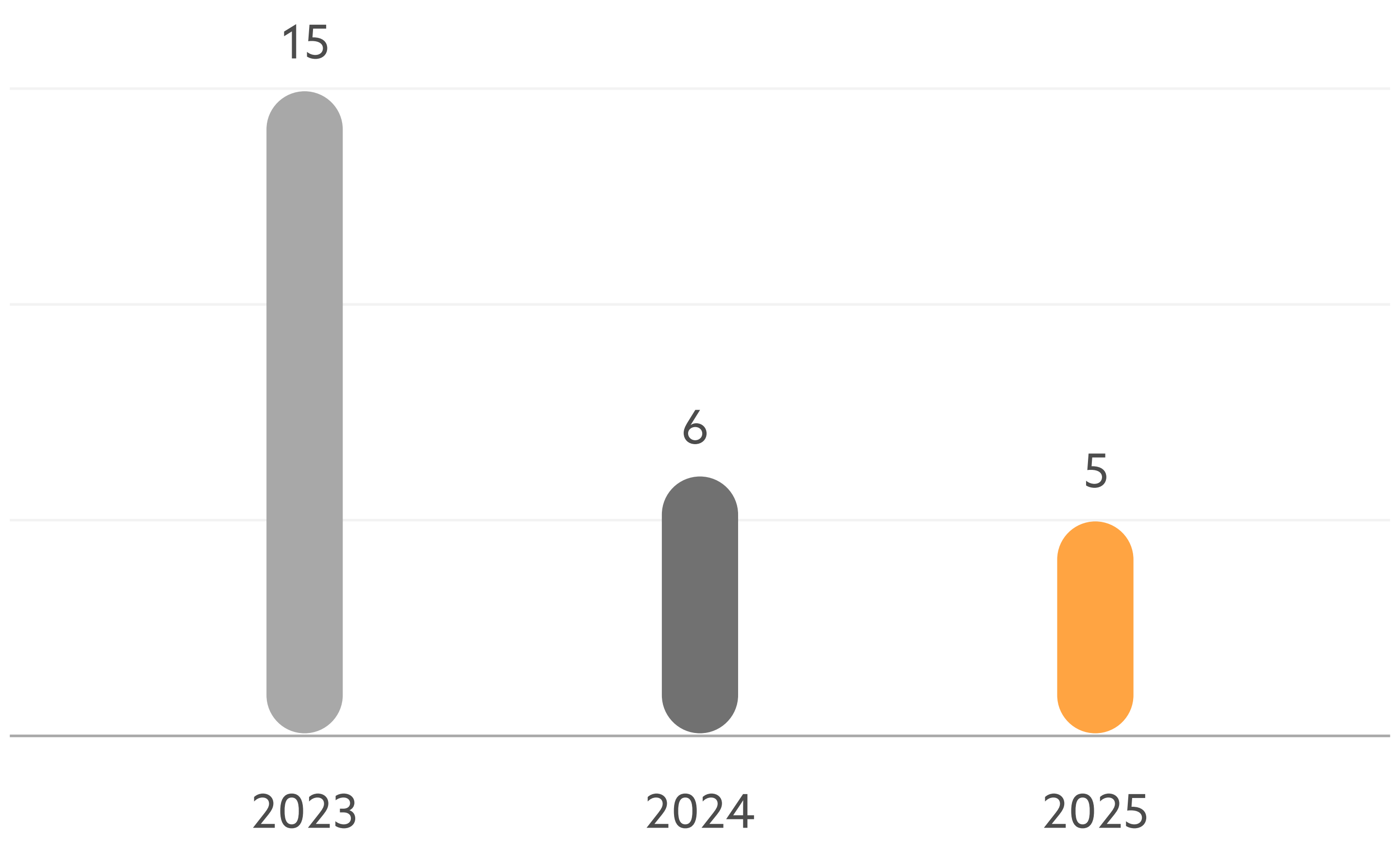
All workplace accidents and incidents are immediately reported and investigated using specific methodologies, such as Ishikawa and the "5 Whys," ensuring the correction of causes and the verification of the effectiveness of the measures adopted.

Together with technical inspections, the Company encourages the participation of all employees in risk control, through the reporting of unsafe or hazardous situations identified in the work environment. Professionals can contribute directly to the identification and assessment of occupational risks, from the risk matrix and the definition of control actions, also to the assessment of environmental threats, which involve periodic measurements of environmental agents (physical, chemical, and biological), as well as the mapping of conditions below safety standards, using the risk potential tool. Employees also have the duty to refuse activities with serious and imminent risk.

Workplace accidents

In 2025, there were five workplace accidents at Aeris, of which only one involved time off work and the rest did not, a 17% reduction compared to the previous year, driven mainly by the reduction in workforce and production lines, as well as educational initiatives and revision of safety processes.

Number of typical accidents recorded



Comprehensive care

The integral well-being and health of employees are priorities for Aeris, which is why the Company maintains a Multiprofessional Health Center, with medical, dental, physiotherapeutic, nutritional, and psychological care, as well as laboratory tests, X-ray, spirometry, visual acuity, and audiometry services. More than five thousand people underwent consultations, exams, and procedures, including prenatal care and follow-up through the Healthy Pregnancy Program.

Together with consultations and continuous medical care for workers with chronic diseases (hypertension, diabetes, obesity, and heart conditions), the Company has a 24-hour emergency service, with a fully equipped ambulance and telemedicine services. All health data and information are recorded and kept confidential, in accordance with ethical and legal standards such as the LGPD, and accessible only to authorized professionals.

Gestational monitoring

For ten years, the Healthy Pregnancy Program has promoted comprehensive care for Aeris employees, with a multiprofessional team, in-person, and virtual meetings. Pregnant women receive information about diet, physical and emotional health, prenatal care, breastfeeding, and preparation for childbirth and the postpartum period. The Company's support, along with specialized medical care, prevents gestational complications, strengthens professional relationships, and makes the workplace safer, more welcoming, and inclusive. During 2025, 10 pregnant employees participated in the Program's activities and were given an exclusive kit with personal care items.

Health Center Highlights in 2025

+ 7,000 medical appointments

536 physiotherapy appointments

267 psychology appointments

263 nutrition appointments

57 physical education appointments

1,919 dental care appointments

Mental health

In addition to physical healthcare services, Aeris offers psychological support to its employees, as well as carrying out continuous initiatives to encourage self--care and the strengthening of the well-being and emotional health of its teams.

Throughout 2025, the Company developed a series of educational activities, institutional campaigns, and engagement projects for all employees.

Calendar of comprehensive care actions and campaigns

January	February	March	April
#White January – National Awareness and Prevention Campaign for Mental Health with awareness actions, blood pressure, and blood glucose measurement.	**#Carnival February** – Guidelines on sexually transmitted diseases, alcohol, and other drugs.	**#Lilac March** – Awareness about the prevention and fight against cervical cancer, with nursing consultations and preventive exams (Pap smear).	**#April** – "Gestão Saudável" (Healthy Management) meetings for sharing information on benefits and rights for pregnant women, mental health during pregnancy, and other related topics.
May	**June**	**July**	**August**
#May – Prevention and combating arterial hypertension with guidelines on the topic and blood pressure measurement.	**#June** – Blood donation through the volunteer action "Força do Bem Aeris.	**#July** – Awareness actions about Diabetes Mellitus.	**#August** – Vaccination campaign against tetanus, hepatitis B, and influenza.
September	**October**	**November**	**December**
#Yellow September – Awareness and sensitization action on mental health and suicide prevention.	**#Pink October** – Awareness, discussion groups, and clinical exams.	**#Blue November** – Lecture and distribution of informational material on the importance of caring for health in prostate cancer prevention.	**#Red December** – Guidelines on the HIV vírus and other STIs (Sexually Transmitted Infections), as well as testing for HIV, Syphilis, Hepatitis B, and Hepatitis C.

Main Safety and Health initiatives conducted in 2025

- **Green April:** Held on April 28 and 29, the campaign focused on raising awareness about accident prevention and occupational diseases. Activities included interactive question-and-answer exercises on best practices, as well as safety rounds in operational sectors supported by CIPA, reinforcing risk identification directly with teams.

- **Occupational Health and Safety Seminar (SESI/FIEC):** In July 2025, Aeris made a strategic presence at the event by joining the roundtable on environmental management and industrial safety. The participation allowed for the exchange of high-level technical experiences with sector specialists and the strengthening of partnerships with the FIEC System.

- **SSMA Module in PDL:** Integrated into the Leadership Development Program, the module trained more than 150 professionals, including coordinators, specialists, and engineers. Divided into four groups, the training focused on behavioral safety and psychosocial risks, in order to broaden leadership's strategic vision on risk prevention.

- **Yellow May:** Under the theme "Human Mobility, Human Responsibility," the initiative promoted traffic safety for employees and partner drivers in May. The event included broad dissemination of guidelines such as the 20 km/h speed limit on internal roads and the prohibition of cell phone use while driving.

- **AECIPP OHS Forum:** On August 28, Aeris hosted professionals from various companies for an exchange of industrial best practices. The program included a detailed presentation of the Company's SSMA management system and tools, promoting collective learning and relationships among organizations in the industrial complex.

- **SSMA Continuous Development Program (PDCSSMA):** Developed from June to December 2025, the program executed seven thematic training cycles to strengthen risk perception. Participation indicators were significant, with highlights for the Psychosocial Risks cycle (1,579 participants), 10 Golden Rules (1,378 participants), and Chemical Product Safety (1,576 participants).

- **DDSSMA – Daily Safety and Environment Dialogue:** Conducted daily across all operational areas, the initiative uses quick conversations to reinforce training guidelines and the correct use of Personal Protective Equipment (PPE). The practice serves as an immediate preventive tool, keeping employees informed about occupational risks and promoting incident reduction in daily activities.

- **Emergency Brigade:** The Company maintains a team of 160 brigade members trained monthly to act in crisis scenarios and first aid. The training schedule covers everything from area evacuation drills and cardiopulmonary resuscitation (CPR) to chemical firefighting and confined space rescue techniques, ensuring the protection of lives and assets.

- **Management that Takes Care of Itself:** With bimonthly frequency, this program focuses on the development of emotional balance and emotional intelligence in leadership. Meetings promote self-care and emotional management in the face of corporate pressure, aiming for more conscious decision-making and the mitigation of psychosocial risks in the work environment.

- **Risk Potential:** A continuously-used tool aimed at identifying and recording below-standard conditions in the work environment. Through this platform, employees proactively report deviations and unsafe behaviors, enabling rapid risk treatment before they result in accidents, strengthening shared responsibility for safety.

Sustainable relationships

Communities

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

Aware of the strategic role of its operations in the communities where it operates, Aeris seeks to support economic and social development in the region, with a focus on the municipalities of Caucaia and São Gonçalo do Amarante (CE), where the Pecém Industrial and Port Complex (CIPP) is concentrated.

Community engagement occurs in a structured and participatory manner, through the Company's Social Responsibility unit and a multidisciplinary committee composed of volunteer employees, established in 2020. Under the supervision of the Legal, Compliance, and Communications Directorate, this committee has responsibilities related to assessing local needs, managing and monitoring social initiatives.

All actions are planned based on active listening, coordination with local partners, and the promotion of shared value. Aeris also adopts permanent dialogue channels, allowing for the identification of priorities and the reinforcement of trust relationships.

In eight years of social activities developed by Aeris, more than 100,000 people have benefited.

Among the actions carried out in 2025, "Ventos Solidários" (Solidarity Winds) stands out, which has already benefited more than 2,000 people by expanding access to essential rights through a community support network. Another example is "Adote Um Sorriso" (Adopt a Smile), which mobilizes employees to sponsor children, with toy donations and other activities related to Children's Day.

2025 Highlights

4 social
projects

8 communities
supported

8 institutions
served

950 people
benefited

Impact Programs

Ventos Solidários

Since 2019, the annual "Ventos Solidários" (Solidarity Winds) gathering offers free services to the population, focused on leisure, education, citizenship, health, and work. In 2025, the initiative had the support of 27 volunteers and six partner companies, who provided services at the Escola Indígena Tapeba Angaturama Lindalva Teixeira school, in Caucaia (CE). In total, 277 people had access to a set of services that included: vaccine application, blood pressure and blood glucose measurement, rapid HIV, syphilis, and hepatitis tests, BMI calculation and nutritional guidance, oral health care with fluoride application and cleaning, as well as haircuts, skin cleansing, professional orientation, and leisure activities aimed at children.

Adote Um Sorriso

Conducted by the Aeris Social Responsibility Committee, the sponsorship program involves the donation of toys and activities related to Children's Day. In 2025, 400 children from four communities and institutions received gifts from employees. Adote Um Sorriso strengthens community relations and connects with the promotion of childhood in the region. In the period, it benefited the following institutions: São José Community, located between the headquarters and Pecém 3 units; Cepevive Institution, located at the Genipabu Square Community Club; Instituto Viver, with an address at Av. Raposo Tavares, 24, Japuar; and Joías de Cristo Institution, headquartered at Rua A, n° 290, Planalto Contínuo, Sítios Novos.

3rd AECIPP Volunteer Day

The third edition of Volunteer Day involved the participation of eight employees, who worked on educational activities at EEEIEP Luiz Rocha Mota school, in Caupe (Caucaia – CE), and distributed 140 toys to children and adolescents in the region.

Gente que Faz na Comunidade

A corporate volunteering program through which Aeris employees give lectures, courses, donations, and workshops, and contribute to the development of community members in the region. In 2025, two actions were carried out that benefited 123 children from the Nadi Arco-Íris and Nedi Kurumin daycare centers in Caucaia. On December 17 and 23, ten Company employees donated toys to students at the two educational institutions. The initiative strengthened ties with local residents and is among Aeris' main social responsibility programs.

Suppliers

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

All of Aeris' suppliers play a fundamental role in the value chain and contribute directly to the quality, safety, and competitiveness of products. Relations are based on transparency, cooperation, and respect, focused on technical, normative, and contractual standards required by clients.

The Company's supply chain governance incorporates standardized criteria for the assessment, measurement, and approval of commercial partners in conjunction with clients. The selection and qualification process follows guidelines established in the Supplier Quality Manual, prepared by the Supplier Quality Engineering team, and considers certifications aligned with ISO standards, the criticality of materials, as well as a comprehensive set of parameters including operational capacity, quality, health, safety, and environmental (HSE) performance, as well as social factors.

In 2025, Aeris had 1,167 active suppliers, representing a 20.1% reduction compared to 2024, when 1,461 made up its commercial partner base. The variation resulted from production retraction, as well as the discontinuation of contracts with strategic clients, factors that required adjustments in material procurement.

In the same period, the Company registered 267 new contracts, in line with its directive of responsible relations and with the application of structured performance and integrity criteria throughout the supply chain.

The financial volume transacted with suppliers totaled approximately BRL 684 million. Of this total, 57% (BRL 389 million) was directed to Brazilian commercial partners, evidencing the Company's relevance in strengthening the national production chain.

Aeris directed BRL 684 million to suppliers in 2025, of which 57% went to the national production chain.

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Supply chain management

- The assurance of materials supply, as well as the delivery of goods and the execution of services, is sustained by a robust supplier management structure at the Company. With a strategic approach, this management is oriented toward quality, timeliness, cost optimization, and compliance with regulatory and contractual requirements, organized into four main areas:

- **Demand planning and management:** Responsible for forecasting future demand and aligning the necessary resources to meet client needs, ensuring inventory levels that adhere to corporate guidelines and the fluidity of materials in production processes.

- **Procurement management:** Dedicated to contract administration and the fulfillment of terms and conditions established between parties, with systematic monitoring of deadlines, deliveries, payments, and other contractual obligations, as well as the identification and mitigation of risks and the handling of divergence situations aligned directly with clients.

- **Logistics chain management:** Acts in the coordination of import operations, with supervision of customs and regulatory processes in accordance with current legislation, in addition to efficient planning of routes and transportation, focused on cost reduction and meeting delivery deadlines.

- **Supplier engineering and quality:** Responsible for the qualification and approval of suppliers, based on structured criteria of the VDA 6.3 and APQP4WIND[13] standards, which cover quality, performance, production capacity, and legal and regulatory compliance, contributing to risk mitigation in the supply chain and to the supply of materials according to required technical specifications.

13. *Standard quality management methodology and product planning, adapted specifically for the global wind industry.*

Clients

GRI 2-6; 2-29

At Aeris, the proximity and trust built with clients are fundamental for sustainable growth. Partnerships go beyond commercial relations, guided by the understanding of individual needs, continuous innovation, and commitment to the global energy transition.

The Company operates with a robust portfolio of national and international clients, sustained by integrated partnerships that span the entire production chain, which provides high standards of quality, transparency, and efficiency, and reinforces the environmental responsibility and reliability necessary to serve global markets.

In 2025, even in the face of a challenging scenario, operations strengthened efficiency, the conscious use of resources, and client relationships. Simultaneously, advances in identifying new business opportunities enabled the increase in wind blade exports. The strategic location and consistent application of lean manufacturing principles contribute to the reduction of costs, emissions, and environmental impacts.

In this regard, the Company promotes active listening to its clients, in order to develop innovative projects, improve services, and drive solutions with greater efficiency, safety, and sustainability. This collaborative approach sustains Aeris' position as a strategic partner for relevant companies in the wind sector, in Brazil and abroad.

Investors

GRI 2-6; 2-29

The Company maintains its performance guided by transparency and integrity, especially in its relationship with shareholders, who play a fundamental role in enabling corporate strategy and in strengthening a sustainable, ethical, and value-oriented business model. At the end of 2025, Aeris had approximately 47,000 investors, including individuals, legal entities, and institutions.

In alignment with corporate governance principles, equitable access to relevant business information is ensured through the Investor Relations (IR) channel, disclosure of financial statements, earnings releases, presentations, and other documents on a quarterly basis and whenever necessary. The Company also has a dedicated team for shareholder service, available for regular consultations and interactions, with the objective of strengthening qualified dialogue and forming a shareholder base aligned with the corporate vision.

Guided by active listening and innovation, Aeris consolidates global strategic partnerships that combine operational efficiency and lean manufacturing to drive the energy transition and the generation of sustainable value.

Other stakeholders

GRI 2-28

Aeris' relations encompass different stakeholders, from industry and energy representative entities to universities, civil society organizations, the press, public officials at different levels, as well as its employees, clients, investors, and communities. Thus, the Company actively participates in national and international events, forums, discussions, votes, and other activities, in order to strengthen the sector, monitor regulatory trends, contribute to public policies, foster innovation, and support actions with positive social and environmental impact. This institutional performance reinforces its position as a relevant agent in the energy transition.

In 2025, Aeris maintained active participation with the following institutions:

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

Participation in events:

- Brazil Wind Power;
- Renewable Energy O&M Week 2025; and
- ABEEólica Workshop held at Aeris Energy headquarters.

Environmental management

aeris

Policies and practices

GRI 3-3

Inserted in the global value chain of wind energy, Aeris directly contributes to the expansion of renewable sources and to the increase in the use of renewable energies. This positioning is complemented by consistent performance in the sustainable management of its operations, with emphasis on impact mitigation, expanding the efficiency of natural resource use, and the promotion of responsible practices throughout the entire production chain.

Since 2016, as a signatory of the UN Global Compact, the Company structures its initiatives based on sustainable development principles aligned with SDG 7 – Affordable and Clean Energy and best management practices in the area. Furthermore, Aeris is certified to NBR ISO 14001 and follows applicable environmental standards and legislation.

In this context, the Environmental Management System Policy establishes the following guidelines:

- Protect our biodiversity, with a focus on flora and fauna preservation;
- Reduce waste generation, as well as recycling and reusing;
- Survey environmental aspects and impacts, defining reduction plans;
- Consciously minimize the use of natural resources (water and energy); and
- Develop socio-environmental culture with stakeholders.

The Environmental Performance Index (EPI)[14] consolidates the monitoring of legal requirements, the implementation of preventive and mitigation actions, environmental education programs, as well as waste management and water and energy consumption. This set of practices reflects the Company's engagement with continuous performance improvement, as demonstrated by the indicators presented below.

14. Aeris' internal methodology for monitoring environmental indicators.

Biodiversity

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

Biodiversity protection is one of Aeris' major environmental priorities. In addition to promoting structured flora conservation mechanisms, the Company monitors fauna in its areas of influence in the municipality of Caucaia (CE). The Permanent Preservation Areas (PPAs) and reforestation projects in its units are marked with signs, receive periodic monitoring, and are integrated into internal environmental education campaigns.

Since 2021, more than 31,000 seedlings of approximately 30 native Caatinga species have been planted in an area of 20.6 hectares. The reforested volume is tracked through the indicator of seedlings per blade produced, which guides environmental regeneration actions and impact compensation.

In 2025, seed rescue of native species in the Company's surroundings continued, as well as the reuse of plastic waste for the germination and cultivation of new seedlings. Since the project began in 2021, approximately 5.2 tonnes of compost derived from organic food waste from the restaurant have been produced, directed to seedlings in the reforestation area. Furthermore, in fauna monitoring, technical criteria based on national lists and the classification of the International Union for Conservation of Nature (IUCN) are adopted. In the period, 22 animal species were identified in the areas of influence of Aeris, with no record of endangered or vulnerable species.

Permanent Preservation Area (PPA)

Classification	Area Size (hectares)	Location (city and state)	Status	Observations
Permanent Preservation Area	17.8	Caucaia (CE)	Protected	Permanent Preservation Areas within Aeris' property. Biodiversity not affected.
Reforestation Area	20.6	Caucaia (CE)	Restored	Area demarcated by Aeris for forest enrichment activities.

Aeris' reforested area is home to 22 species of local wildlife and 30 tree species.

Water

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

Water consumption is concentrated in support activities such as human supply, sanitation, and, primarily, equipment and operational environment cooling, with no direct use of water resources in wind blade production, which represents a differentiator compared to conventional industrial standards.

Located in an area historically marked by water scarcity, in the Metropolitan Region of Fortaleza (CE), the Company carries out responsible resource management, with a focus on efficiency improvement, water reuse, adequate treatment, properly licensed withdrawal, as well as the promotion of awareness and environmental education.

In 2025, 78,039 cubic meters (m^3) of water were abstracted and consumed, 35% less compared to 2024 volume, driven by the suspension of activities at one of the plants and the increase in reused water volume. Of the total, 72,572 m^3 (93%) came from the public supply system and 5,467 m^3 were abstracted from properly licensed deep wells.

The water supply of Aeris' operational units comes through the Water Resources Management Company of the State of Ceará (COGERH), with abstraction of raw water from state reservoirs that are part of the Eixão das Águas water system[15], responsible for supplying the Pecém Industrial and Port Complex (CIPP). The use of this resource is supported by a water use permit for industrial purposes. As a complement, Aeris has two licensed deep wells, intended for specific areas of operation.

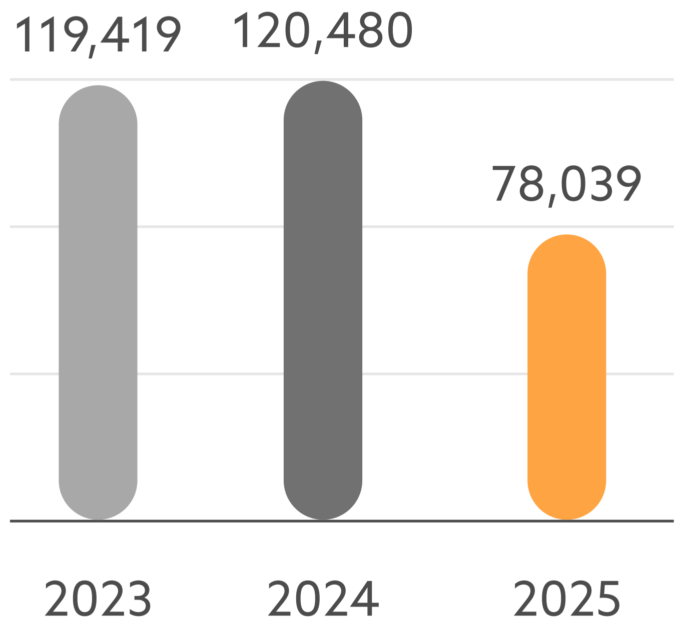
Regarding consumption intensity, there was an increase to 125 liters per person per day, justified by the refrigerated warehouse areas active throughout the year.

The Company develops environmental awareness-strengthening actions aimed at employees and suppliers. Programs such as Daily Safety, Health, and Environment Dialogues (DDSSMA), combined with internal actions on thematic dates, such

15. *Eixão das Águas is a set of hydraulic works that transposes the waters of the Castanhão Reservoir to the Metropolitan Region of Fortaleza (CE), reinforcing water supply over a 255-kilometer extension, including the Pecém Industrial and Port Complex.*

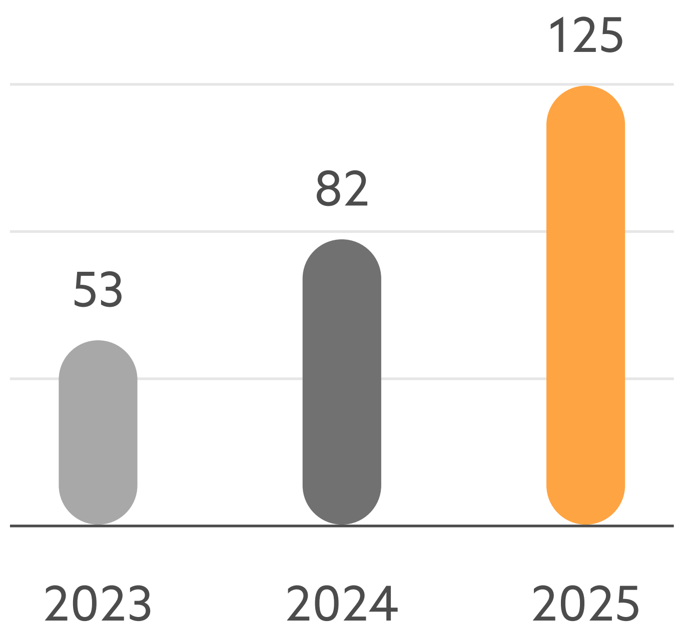
Water withdrawal

(In m^3)



Water consumption intensity

(Liters/person/day)



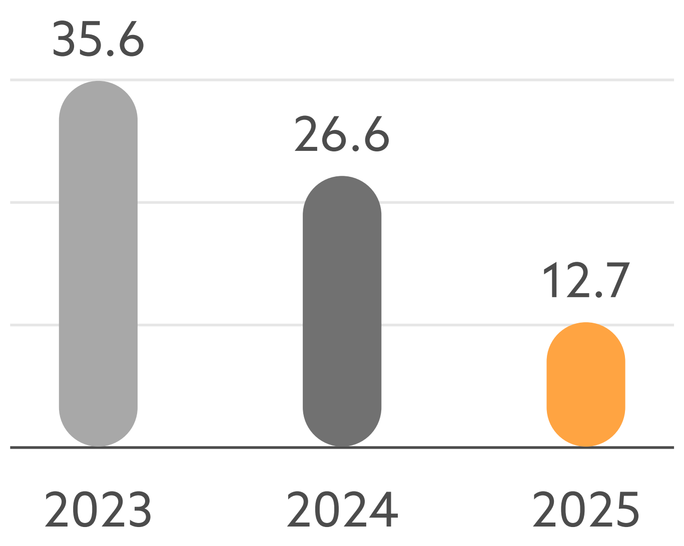
as World Water Day, World Environment Day, and Arbor Day, reinforce conscious consumption practices and the preservation of natural resources in the corporate environment.

Reuse

Reducing abstraction from water bodies is part of Aeris' strategy for the efficient use of water resources. For this purpose, the Company has collection and storage systems that include cisterns for rainwater harvesting, as well as the reuse of volumes from the backwashing of Water Treatment Plant (WTP) filters. The reused water is used in specific operational needs, such as green area irrigation, sanitary discharges, equipment washing, and internal road wetting within the industrial park. In 2025, the total volume of water reused by Aeris was 12,700 m^3, a 52.2% reduction compared to 2024[16], when 26,600 m^3 were reused. The reduction was due especially to lower operational demand in 2025.

Volume of reused water

(In thousand m^3)



16. The data reported in 2024 was corrected considering the correct measurement of reused water, for comparability with other years.

Effluents

In operation since 2023, the Effluent Treatment Plant (ETP) ensures the complete treatment of effluents generated by Aeris. The treated water is used exclusively for irrigating green and reforestation areas, in compliance with COEMA Resolution 02/2017 and without discharge into water bodies.

The volume of effluents treated in 2025 totaled 12,689 m^3, with exclusive use for irrigation reuse, in line with applicable environmental standards. The reduction observed in the period reflects the deceleration of the production pace throughout the year, associated with the challenging context of the national wind sector. Despite this scenario, the Company maintained the treatment of 100% of the effluents generated, ensuring environmentally adequate disposal.

Energy

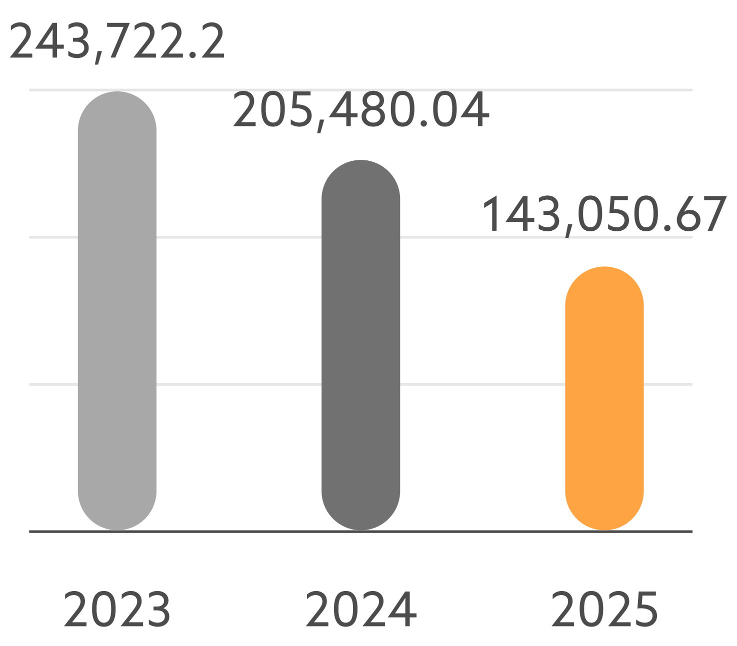
GRI 2-4; 3-3; 302-1; 302-3

In 2025, total energy consumption at Aeris totaled more than 143,000 gigajoules (GJ), a 30.4% reduction compared to 2024. The result stems from the combination of lower production volume, operational discipline, and implemented technical advances.

The electricity supply comes entirely from renewable sources, with energy certified by I-REC, and in the period, totaled more than 83,700 GJ, a 39.1% reduction compared to the previous year, reflecting the structural measures already adopted, such as seasonal shutdown of vacuum systems, installation of translucent tiles for better use of natural light, and the expansion of the Cold Water Center (CWC), which enhanced energy efficiency gains.

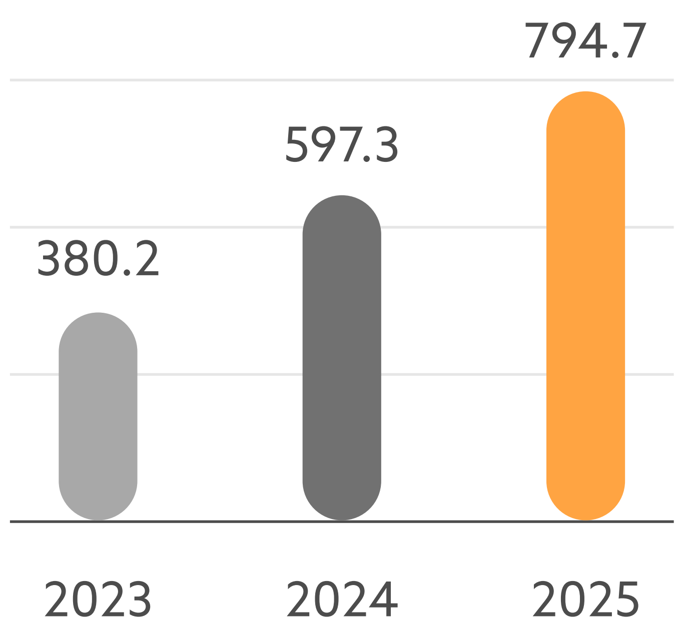
Total energy consumption

(In GJ)



Energy intensity

(GJ per blade set produced)



Energy consumption*

(In GJ)

	2023	2024	2025
Non-renewable fuel consumption			
Diesel	97,756.43	57,084.38	50,121.58
Gasoline	11,068.10	6,162.16	7,372.13
LPG	7,206.31	4,698.56	1,768.85
Renewable fuel consumption			
Ethanol	9.04	1.69	1.93
Electricity consumption			
Electricity	220,644.1	137,533.25	83,786.18
Total	**336,683.99**	**205,480.04**	**143,050.67**

** 2023 and 2024 data were corrected after adjustments in controls and measurements.*

Materials and waste

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

Aeris treats the selection of materials as a strategic pillar for sustainability and operational efficiency. The Company adopts rigorous criteria that integrate quality, economic viability, and reduction of environmental impacts throughout the entire product lifecycle. This approach guides decisions, strengthens business performance, and contributes to a more responsible and resilient operation.

During the period, the Company continued using coconut fiber mat, a natural material that replaces synthetic inputs in blade manufacturing, reduces environmental impacts, and offers greater process circularity. Similarly, the use of recycled plastic channels (manufactured from Aeris' internal waste) demonstrates the consolidation and integration of circular economy concepts in the production chain. In addition, the Company maintains the procurement from suppliers certified with the FSC (Forest Stewardship Council) seal, ensuring sustainable origin and forest management.

Furthermore, in 2025, new material approval processes took place to reduce costs and consumption, and a review of the materials list began to align planned demand with actual usage and reduce waste.

The total volume of materials used in the period was 8.4 million kilograms. Another 638,000 meters of materials inserted in the production process are of recycled origin, such as channels, coconut fiber, and paper towels.

Main materials used

(In kg)

Material	2023	2024	2025
Resin	15,323,848	8,212,228	2,376,826.5
Fibers	71,780,084	30,720,710	3,355,766.1
PVC	4,845	1,622	0.0
PET	2,855,267	1,718,982	580,483.6
Balsa	642,265	236,709	0.0
Metal parts	2,781,903	1,611,211	531,188.3
Paint	656,400	343,079	92,447.6
Vacuum	511,305	237,503	81,045.2
Pultruded*	5,184,971	3,074,093	1,442,854.7

** Material in GFRP (glass fiber reinforced plastic), produced through the continuous manufacturing process known as Pultrusion.*

Volume of recycled-origin materials used

(In meters)

Materials	Material Type	2023	2024	2025
Channels	Plastic	1,270,165	711,444	185,926
Coconut Fiber	Organic	1,455,475	806,722	73,441
Paper Towels	Paper	4,540,086	2,258,842	378,645

Waste

In alignment with the circular economy practices adopted in materials management, Aeris ensures environmentally adequate disposal at all stages of its operation. The Company daily analyzes strategic indicators that provide a detailed view of each stage of the process, with systematic registration in the Waste Inventory. In this context, the monitoring of the recycling index stands out, with emphasis on the reuse of fiberglass fabric. Waste disposal is controlled through Waste Transport Manifests (MTR), ensuring compliance with applicable environmental legislation.

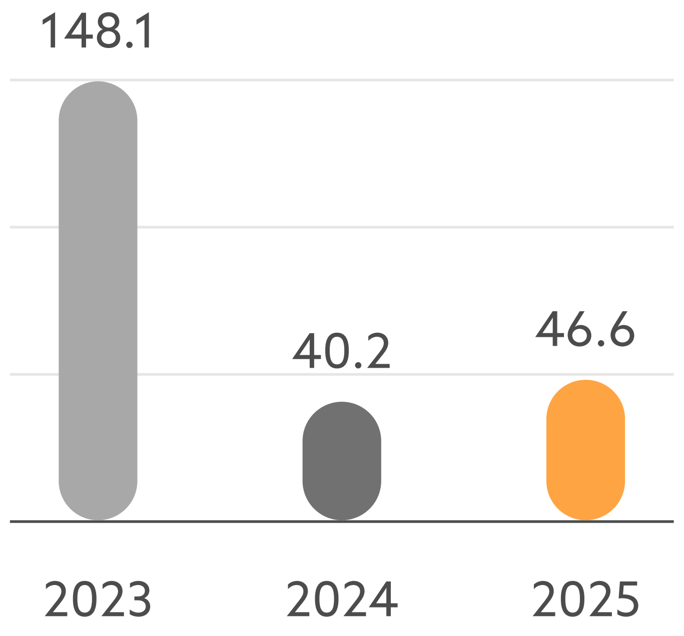
In 2025, Aeris produced approximately 4,300 tonnes of waste, 54.5% less than the previous period, a decrease driven by the lower production volume, the absence of blade scraps and their pre-fabricated parts, as well as greater efficiency in waste separation for recycling.

These results evidence a consistent change in the Company's waste management strategy, with greater prioritization of circular economy-aligned practices. The expansion of recycling, especially of fiberglass fabric offcuts and metallic waste, combined with the reduction of landfill disposal, directly contributes to the result.

Another relevant advance relates to the increase in the volume of metallic waste directed to recycling, which rose from 523.3 tonnes in 2024 to 1,011.4 tonnes in 2025.

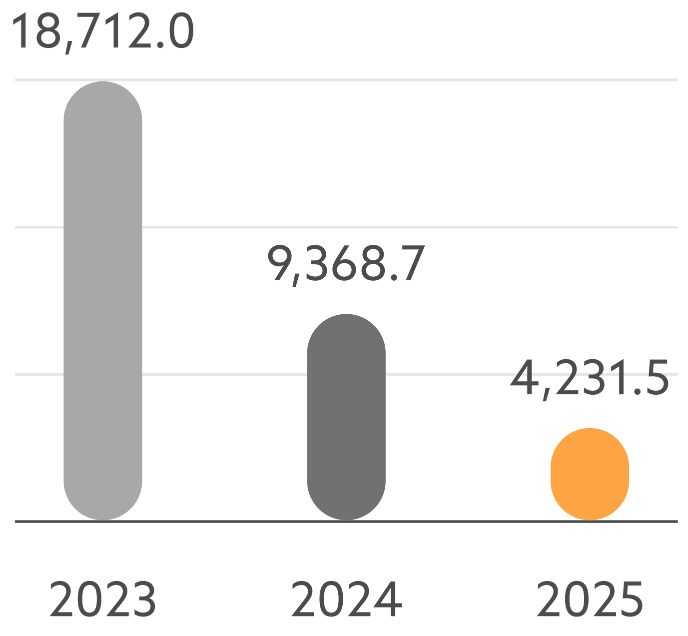
Volume of Hazardous Waste Generated

(In tonnes)



Volume of non-hazardous waste generated

(In tonnes)



Waste disposal

(In tonnes)

Classification	Disposal	2023	2024	2025
Off Company premises				
Hazardous	Co-processing	144.5	40.2	36.5
	Recycling	0.0	0.0	10.1
Non-Hazardous	Co-processing	827.8	195.8	116.8
	Recycling	6,220.5	3,465.0	2,248.7
	Landfill	11,628.2	5,707.9	1,851.9
Total		**18,821.0**	**9,408.9**	**4,264.0**

Focused on the circular economy, Aeris ensures the proper disposal of materials through daily monitoring of indicators and the reuse of fiberglass, maintaining full legal compliance and traceability in its waste management.

Atmospheric emissions

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

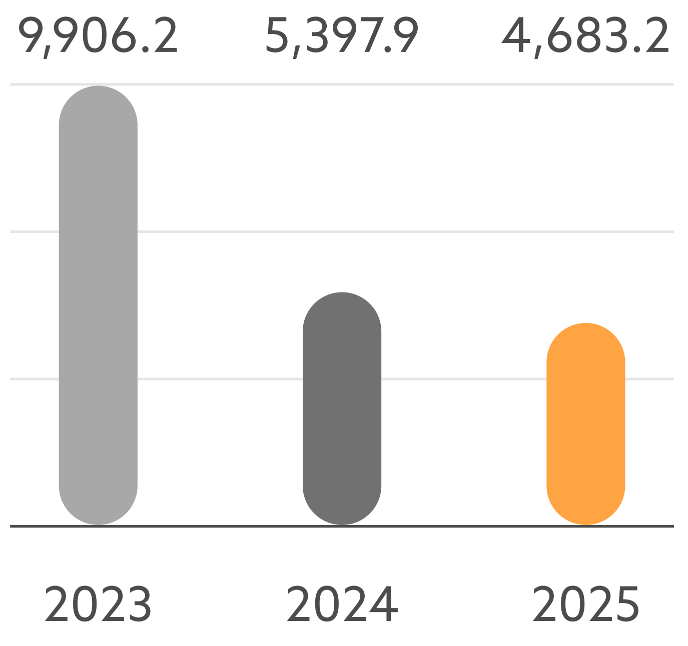
In line with global decarbonization agreements and the transition to a low-carbon economy, the Company integrates these guidelines into its energy and emissions management strategy. In 2025, consistent advances took place, driven by the adoption of 100% certified renewable electric energy (I-REC) and the significant reduction in energy consumption. The quantification of Greenhouse Gas (GHG) emissions follows the GHG Protocol methodology and covers three reporting scopes:

- **Scope 1:** Direct emissions from sources controlled by Aeris (fuel combustion 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 2025, total GHG emissions were 4,683.24 tCO_2e, a 13.24% reduction compared to 2024. The result is associated with the reduction in energy consumption recorded in the period, due to production retraction, as well as the implementation of energy efficiency actions and, primarily, the maintenance of exclusive use of renewable energy. In Scope 1, the reduction was 50.5%, while in Scope 3 it was 4.0%. Scope 2 remained at zero for the third consecutive year, based on the market-based approach.

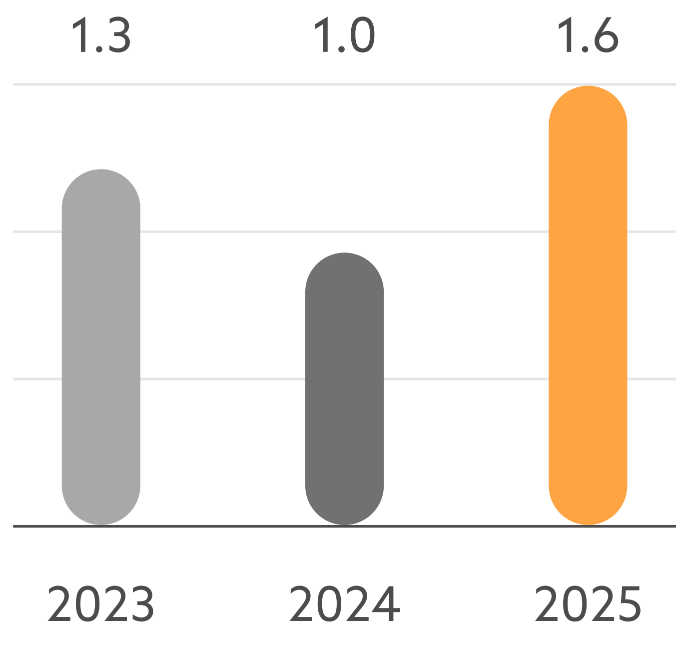
Total GHG emissions

(In tCO_2e)



Emission intensity*

(In tCO_2e)



** Scope 1 and 2 emissions per piece produced.*

The continuous decline in total GHG emissions over recent years evidences Aeris' purpose of reducing the use of fossil fuels throughout its entire operation, with the full use of renewable energy, greater process control, and technical improvement.

Scope 1 emissions

(In tCO_2e)

Emission Sources	2023	2024	2025	Change (2025 vs. 2024)
Stationary combustion	282.5	111.4	18.5	-83.4%
Mobile combustion	1,486.5	755.1	510	-32.4%
Fugitive emissions	1,022.4	211.6	3.6	-98.3%
Solid waste	3.0	3.7	2.5	-32.4%
Effluents*	–	–	0.5	–
Total Scope 1	2,794.5	1,081.8	535.3	-50.5%

** Data included from the 2025 measurement.*

Scope 3 emissions

(In tCO_2e)

Emission Sources	2023	2024	2025	Change (2025 vs. 2024)
Employee transportation	6,527.7	4,034.0	4,008.3	-0.6%
Business travel	148.4	61.4	66.2	+7.8%
Waste generated in operations	435.5	22.07	69.2	+213.5%
Total Scope 3	7,111.7	4,316.1	4,143.8	-4.0%

2025 Highlights

Scope 1:
535.3 tCO_2e
(50.5% decrease vs. 2024)

Scope 2:
Zero tCO_2e
(100% renewable use maintained)

Scope 3:
4,143.8 tCO_2e
(4.0% decrease vs. 2024)

About the Report

Report profile

GRI 2-2; 2-3

The Aeris Energy 2025 Sustainability Report once again reinforces its commitment to transparency of information about its economic, environmental, social, and governance performance. The document follows the Global Reporting Initiative (GRI) Standard guidelines, with the presentation of management information, policies, and corporate practices for the period from January 1 to December 31, 2025, accompanying the period presented in the Financial Statements audited by an independent third party.

The Sustainability Report is published annually, with public access available on the Company's institutional website. The previous edition, referring to fiscal year 2024, was published in June 2025. Any questions, suggestions, or comments about the content of this report can be sent to sustentabilidade@aerisenergy.com.br.

Relevance

The Aeris Energy 2025 Sustainability Report was prepared based on information from different areas of the business, involving a multidisciplinary team that gathered qualitative and quantitative data from the period. In compliance with GRI guidelines, the document presents the sustainability aspects that are integrated into operational routines and that reflect the practices adopted by the Company, also taking into account the social and environmental context of the region where it operates.

The topics covered throughout the report were based on Aeris' 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 GRI guidelines, the report considered the guidelines of relevant global frameworks, 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 definition of the topics covered in Aeris' Sustainability Report is based on a structured stakeholder engagement process. In this edition, the results of the Relevance Assessment Survey (RAS) conducted in 2022 were considered, in accordance with best reporting practices. The online consultation involved various respondents, among individuals and institutions with which the Company relates, who identified the sustainability topics considered most relevant.

Material topics

GRI 3-2

A materiality update process was carried out for the 2025 cycle, in order to confirm the relevance of the material topics identified in previous cycles, based on external context analysis (benchmarking) and internal analysis, based on Senior Management interviews and internal documents addressing strategy, risks, and Company needs, among other aspects. The update supports the maintenance of 11 material topics for effective management and reporting, listed in the following table.

Subsequently, the GRI Reference Summary consolidates the indicators associated with each topic, considering the priority topics defined for reporting.

List of material topics

Material Topic	GRI Indicators	SDGs
Governance, ethics, and integrity	2-26; 2-27; 3-3; 205-2; 205-3; 406-1	16
Risk management	3-3	16
Economic-financial and operational performance	3-3; 201-1	7, 8
Product safety and quality	3-3; 416-2	-
Innovation	3-3	8
Combating climate change	3-3	13
Employee health, safety, and development	3-3; 403-1; 403-9; 404-1	4, 8
Promotion of Human Rights	3-3	8, 16
Responsible procurement	3-3; 204-1; 308-1; 414-1	8, 12
Support for sustainable community development	3-3; 413-1	11
Eco-efficiency (Solid waste, water and effluents, energy, emissions)	3-3; 306-1; 306-3; 303-1; 303-3; 302-1; 305-1; 305-2; 305-3	6, 7, 12, 13

GRI Content Index

Aeris prepares this Report in accordance with the GRI reporting standards for the period from January 1, 2025 to December 31, 2025.

GRI 1: Foundation 2021

GRI Standard	Disclosure	Page	Response/explanation
The organization and its reporting practices			
GRI 2: General Disclosures 2021	2-1 Organization details	6	
GRI 2: General Disclosures 2021	2-2 Entities included in the organization's sustainability reporting	3; 83	
GRI 2: General Disclosures 2021	2-3 Reporting period, frequency, and contact point	83	
GRI 2: General Disclosures 2021	2-4 Restatements of information	41; 75; 77	Information updates.
GRI 2: General Disclosures 2021	2-5 External assurance	-	The report was not verified by external audit.
Activities and workers			
GRI 2: General Disclosures 2021	2-6 Activities, value chain, and other business relationships	2; 9; 68; 70	
GRI 2: General Disclosures 2021	2-7 Employees	46	
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	46	
Governance			
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	13	
GRI 2: General Disclosures 2021	2-10 Nomination and selection to the highest governance body	13	
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	13	
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	13	
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	13	
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	13	

GRI Standard	Disclosure	Page	Response/explanation
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	13	
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	13	
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	13	
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	13	
GRI 2: General Disclosures 2021	2-19 Remuneration policies	13	
GRI 2: General Disclosures 2021	2-20 Process for determining remuneration	13	
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	-	The Company does not disclose this data as it considers it strategic information.
Strategy, policies and practices			
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	3	
GRI 2: General Disclosures 2021	2-23 Policy commitments	20	
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	20	
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	21; 25	
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	21	
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	20	
GRI 2: General Disclosures 2021	2-28 Membership associations	71	
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	65; 70; 84	
GRI 2: General Disclosures 2021	2-30 Collective bargaining agreements	46	
Material topics			
GRI 3: Material Topics 2021	3-1 Process of defining material topics	84	
GRI 3: Material Topics 2021	3-2 List of material topics	84	
GRI 3: Material Topics 2021	3-3 Management of material topics	21; 25; 31; 53; 56; 73; 75; 77; 78; 80	
Economic performance			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	42; 65	

GRI Standard	Disclosure	Page	Response/explanation
Procurement practices			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	68	
Anti-corruption			
GRI 205: Anti-Corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	21	
GRI 205: Anti-Corruption 2016	205-3 Confirmed incidents of corruption and actions taken	21	
Materials			
GRI 301: Materials	301-1 Materials used by weight or volume	78	
Energy			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	77	
GRI 302: Energy 2016	302-3 Energy intensity	77	
Water and effluents			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	75	
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	75	
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	75	
GRI 303: Water and Effluents 2018	303-4 Water discharge	75	
GRI 303: Water and Effluents 2018	303-5 Water consumption	75	
Biodiversity			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value	74	
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products, and services on biodiversity	74	
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	74	
GRI 304: Biodiversity 2016	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by the organization's operations	74	
Emissions			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	80	

GRI Standard	Disclosure	Page	Response/explanation
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	80	
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	80	
GRI 305: Emissions 2016	305-4 GHG emissions intensity	80	
Waste			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	78	
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	78	
GRI 306: Waste 2020	306-3 Waste generated	78	
GRI 306: Waste 2020	306-4 Waste diverted from disposal	78	
GRI 306: Waste 2020	306-5 Waste directed to disposal	78	
Supplier environmental assessment			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	68	
Employment			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	46	
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees	49	
Occupational health and safety			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	56	
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	56	
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	56	
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	56	
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	56	
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	56	
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	56	

GRI Standard	Disclosure	Page	Response/explanation
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	56	Partial. The Company does not present commuting accident data and data related to third parties.
Training and education			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	53	
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	53	
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	53	
Diversity and equal opportunity			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	50	
Non-discrimination			
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	21	
Local communities			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	65	
Supplier social assessment			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	68	
Customer health and safety			
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	31	In the year, there were no non-conformance cases related to health and safety impacts caused by products developed by the Company.
Customer privacy			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	29	

Sustainability Report 2025

General Coordination
Ana Karina da Silva Gonçalves
Ana Kelly Castelo Branco de Almeida

GRI Consulting and Editorial Production
We Sustentabilidade

Images
Aeris Image Bank