

2023

# Social & environmental Report 2023





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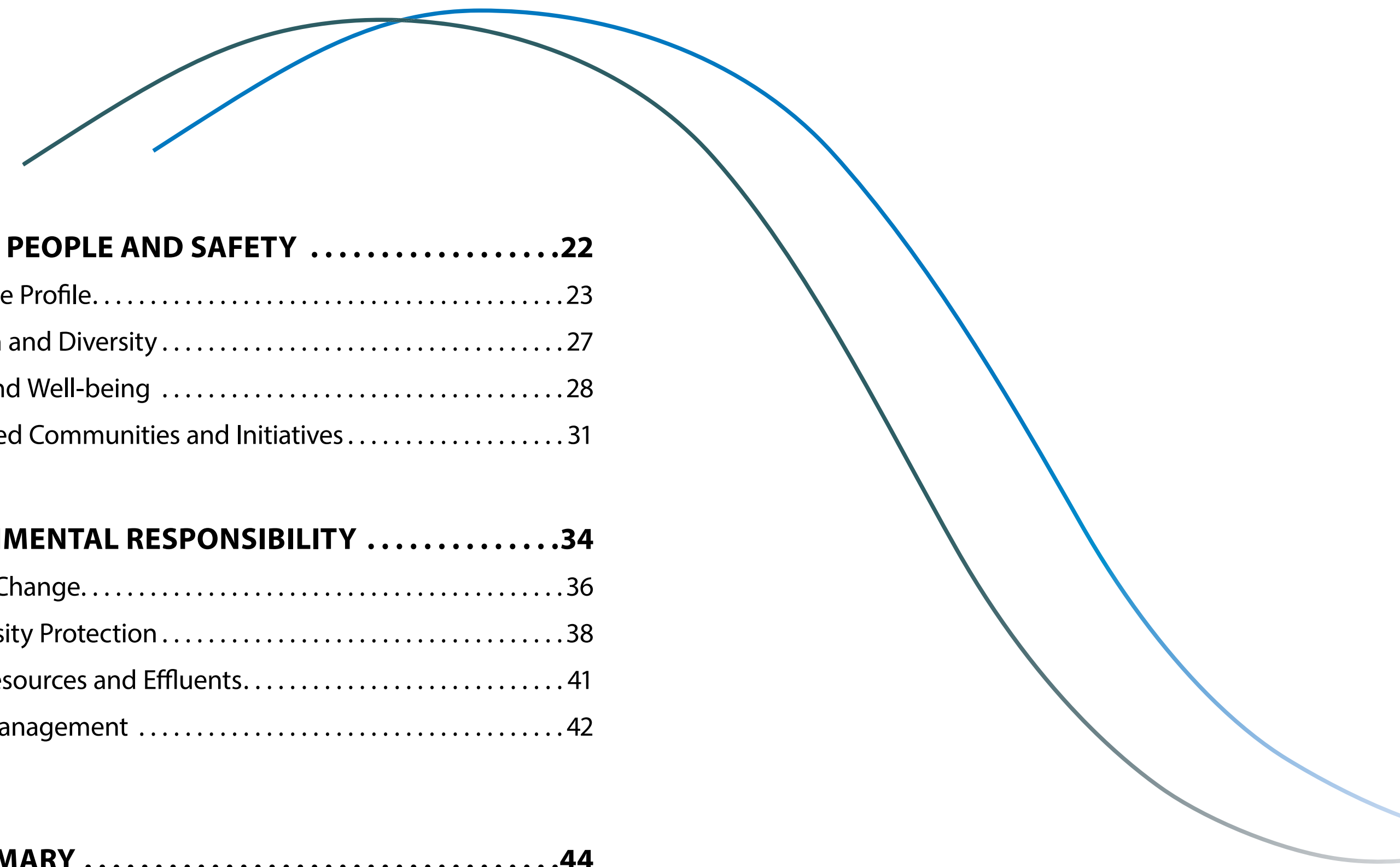
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An aerial view of a port area with numerous shipping containers and cranes. A large, thin yellow number '1' is overlaid on the left side of the image.

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# PRESENTATION

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# ABOUT THIS REPORT

(GRI 2-1| GRI 2-2| GRI 2-3)

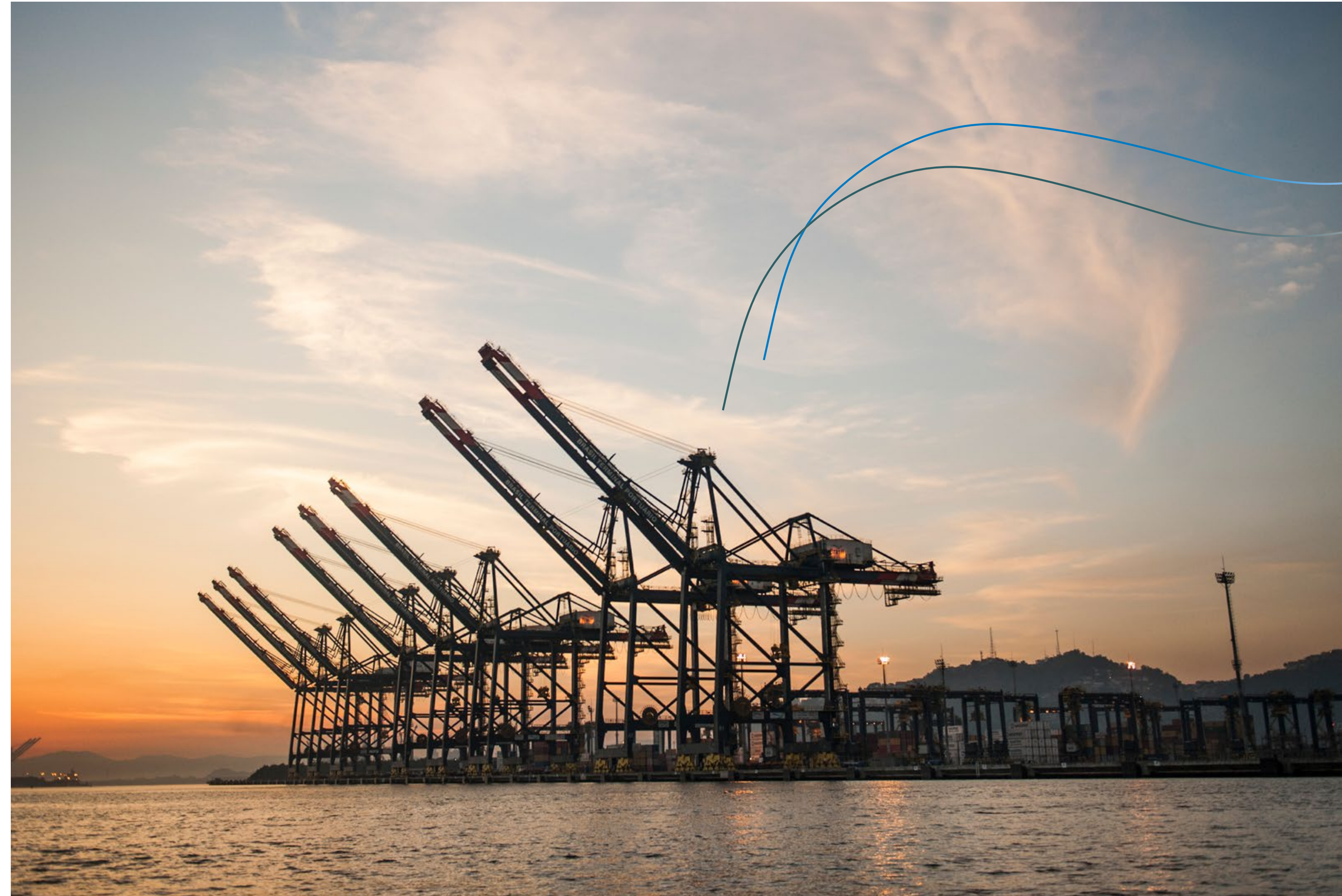
Brasil Terminal Portuário (Brazil Port Terminal) is proud to present its first Socioenvironmental Report, reflecting its commitment to transparency in disclosing information for the period from January 1, 2023, to December 31, 2023.

In 2023, BTP celebrated its 10th anniversary since its inauguration at the Port of Santos, São Paulo's coastline. Over the years, the company has steadily grown, becoming a key player among container terminals in Brazil. This success is mainly due to continuous improvements in practices, processes, and management. Such efforts have positively impacted operational efficiency and generated environmental and social contributions beyond business.

This report includes operational, environmental, social, and governance results and highlights of the company's performance throughout the year. It also provides a comprehensive view of the commitments made toward sustainability.

The content is based on the materiality exercise conducted in 2023 and adheres to the Global Reporting Initiative (GRI) 2021 reporting standards. It connects BTP's activities and the United Nations' Sustainable Development Goals (SDGs).

To contact us, please send a message through the website: <https://www.btp.com.br/en/contact-us/>





# ABOUT BTP

(GRI 2-1 | 2-6 | 3-3)

Since 2013, BTP has been strategically located in Santos, São Paulo, and stands out as one of South America's leading container terminal operators. The company is a joint venture between two global leaders in the container handling market: Terminal Investment Limited (TIL), based in Geneva, Switzerland, and APM Terminals, headquartered in The Hague, Netherlands. Each partner holds a 50% stake, bringing extensive experience in port construction, management, and operations across numerous countries.

BTP operates routes to all continents, serving deep-sea and coastal shipping vessels. It focuses on receiving and storing containers for import and export and handling break bulk cargo. According to a 2023 stakeholder mapping, the company's main interested parties include:

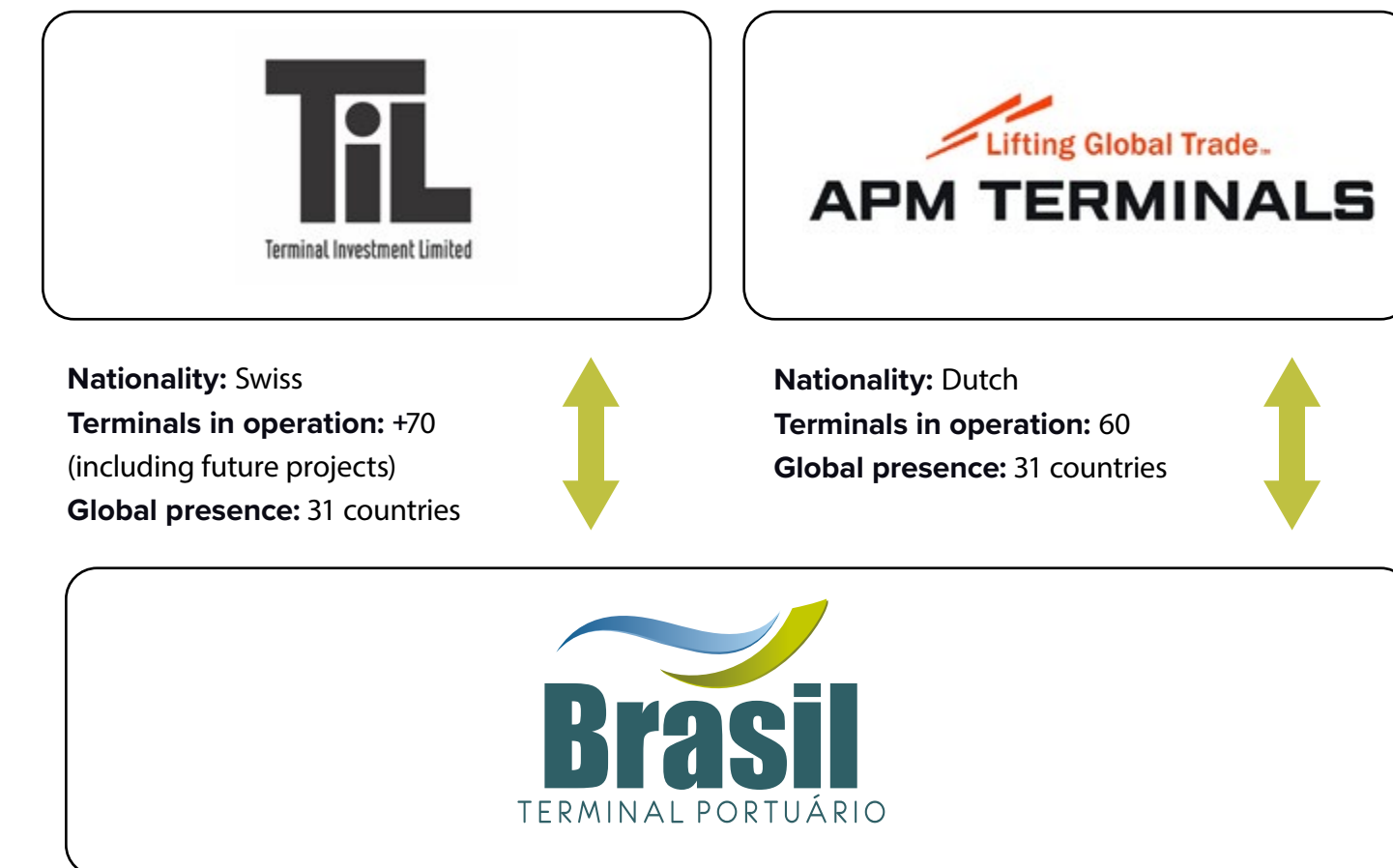
- Shareholders
- Senior leadership
- Regulatory agencies: National Health Surveillance Agency (ANVISA), Brazilian Army, Ministry of Agriculture, Livestock, and Supply (MAPA), Civil and Federal Police, Federal Revenue Service, Brazilian Institute of Environment and Renewable Natural Resources (IBAMA), Environmental Company of the State of São Paulo (CETESB), and others
- Santos Port Authority
- Government (Municipal, State, and Federal)
- Employees
- Military Fire Department of São Paulo
- Carriers
- Importers/Exporters
- Suppliers
- Local community
- Labor unions

For over five decades, the area now occupied by BTP's terminal, known as the 'Alemoa landfill', was considered as one of the largest environmental liabilities in the State of São Paulo. In November 2009, Brasil Terminal Portuário began an environmental remediation process in this landfill, completing it in March 2012. This action paved the way for commercial operations to start in August 2013.

Over USD 800 million were invested in state-of-the-art equipment, infrastructure, and facilities between the remediation and the terminal's establishment. Today, with a footprint of 430,000 m<sup>2</sup>, BTP is among the largest terminals in South America and one of the most modern and efficient globally, capable of handling approximately 1.5 million TEUs<sup>1</sup> annually.

The terminal has 1,108 meters of quay, accommodating three New Panamax Class vessels simultaneously at berths designed for depths of up to 17 meters. It also handles around 4,000 trucks per day and manages various types of cargo. Currently, the company employs over 1,500 people, ensuring 24/7 operations.

**In 2023, BTP began a new chapter** by renewing its lease for another 20 years. As part of this agreement, the company committed to invest BRL 1.9 billion to boost operational capacity by up to 40%. The investment plan includes establishing the first private 5G network in Latin America's port sector, acquiring new equipment, installing modern fenders at the berths, upgrading facilities, and automating gate operations.



1. TEU: Twenty-foot Equivalent Unit, a standard measure in container shipping





**+7.000**  
vessels docked



**+9,5 million**  
containers handled



**+14,8 million**  
TEU processed



**BRL +257 million**  
allocated for environmental remediation



**+300 projects**  
improvement projects implemented



**+1,500**  
direct jobs



**+7,600**  
indirect jobs

BTP's operations are driven by a strong **safety culture** and guided by its **Integrated Policy on Quality, Environment, Health, and Safety**. These core pillars shape the company's investments and business strategies, setting the foundation for continuous process improvement, hazard elimination, risk reduction, and compliance with legal requirements (GRI 2-23, 2-24).

## BTP's Core Values

- **Ethics:** BTP operates with a solid ethical foundation, ensuring transparency in all internal and external communications and governing all relationships with integrity.
- **Valuing People:** The company recognizes its employees as its most valuable asset, fostering a collaborative work environment and encouraging continuous learning. It is also committed to workplace diversity, respecting individual differences, and rewarding excellence and performance.
- **Health and Safety:** BTP prioritizes the safety and well-being of its workers by taking proactive measures to identify and prevent risks across all activities.
- **Operational Excellence:** The company is dedicated to setting high standards of excellence in every aspect of its business, striving for superior results. BTP believes that true profitability is achieved through customer satisfaction.
- **Social and Environmental Responsibility:** BTP is committed to the sustainability of its enterprise and to society. By supporting education and culture and respecting the environment, it contributes to social and sustainable development.

BTP



## MESSAGE FROM THE MANAGEMENT

### (GRI 2-22)

We are very proud to present Brasil Terminal Portuário's ESG Report. As one of the largest container terminals in South America and a benchmark in port operations at the Port of Santos, BTP has always prioritized innovation and social and environmental responsibility, aligning its activities with global best practices.

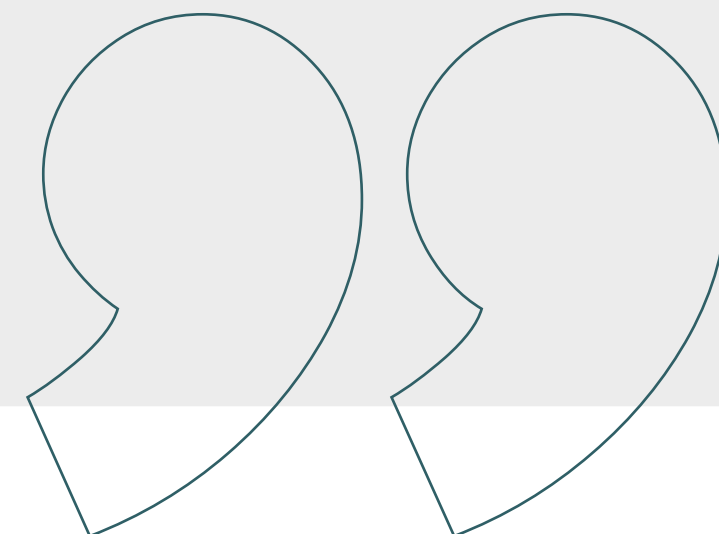
In 2023, the company reinforced its commitment to enhancing Brazil's port infrastructure by renewing its lease for 20 years. This renewal marks a new chapter of investment, as BTP aims to increase its operational capacity by 40%. These projects will focus on electrifying equipment and advancing the digitalization and connectivity of our port operations.

Amidst global political, economic, and environmental uncertainties, which have significantly impacted the maritime transport sector, these investments are a testament to BTP's strategy-driven approach centered on sustainability and operational excellence.

This report underscores our dedication to fostering sustainable development, protecting the environment, and ensuring the safety and integrity of our people and operations.

We sincerely thank our shareholders, employees, partners, and clients. Your ongoing support has been fundamental in BTP's journey of growth and progress. Together, we will continue to build a sustainable and efficient future for the port industry.

Sincerely,  
The Management of Brasil Terminal Portuário





# 2023 Highlights



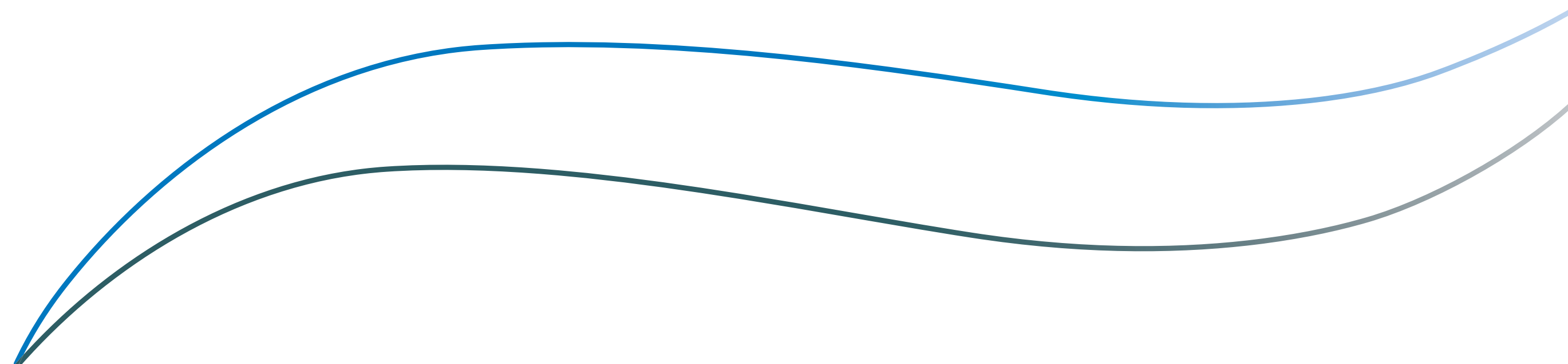
**Ibero-Brazilian Institute of Customer Relations Award**  
BTP was recognized for excellence in customer service, winning in the "Customer Effort Score" (CES) category.



**Hyundai Motors Central and South Americas Award**  
Supplier of the Year in the Customs Services Excellence category.



**Award: Lessee Terminal with the Most ISO Certifications**  
Honored at the 10th International Congress on Port Performance (CIDESPOT) for achieving the highest number of ISO certifications.





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## BUSINESS STRATEGY

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# CORPORATE GOVERNANCE

(GRI 3-3| GRI 2-13 | GRI 2-10| GRI 2-9)

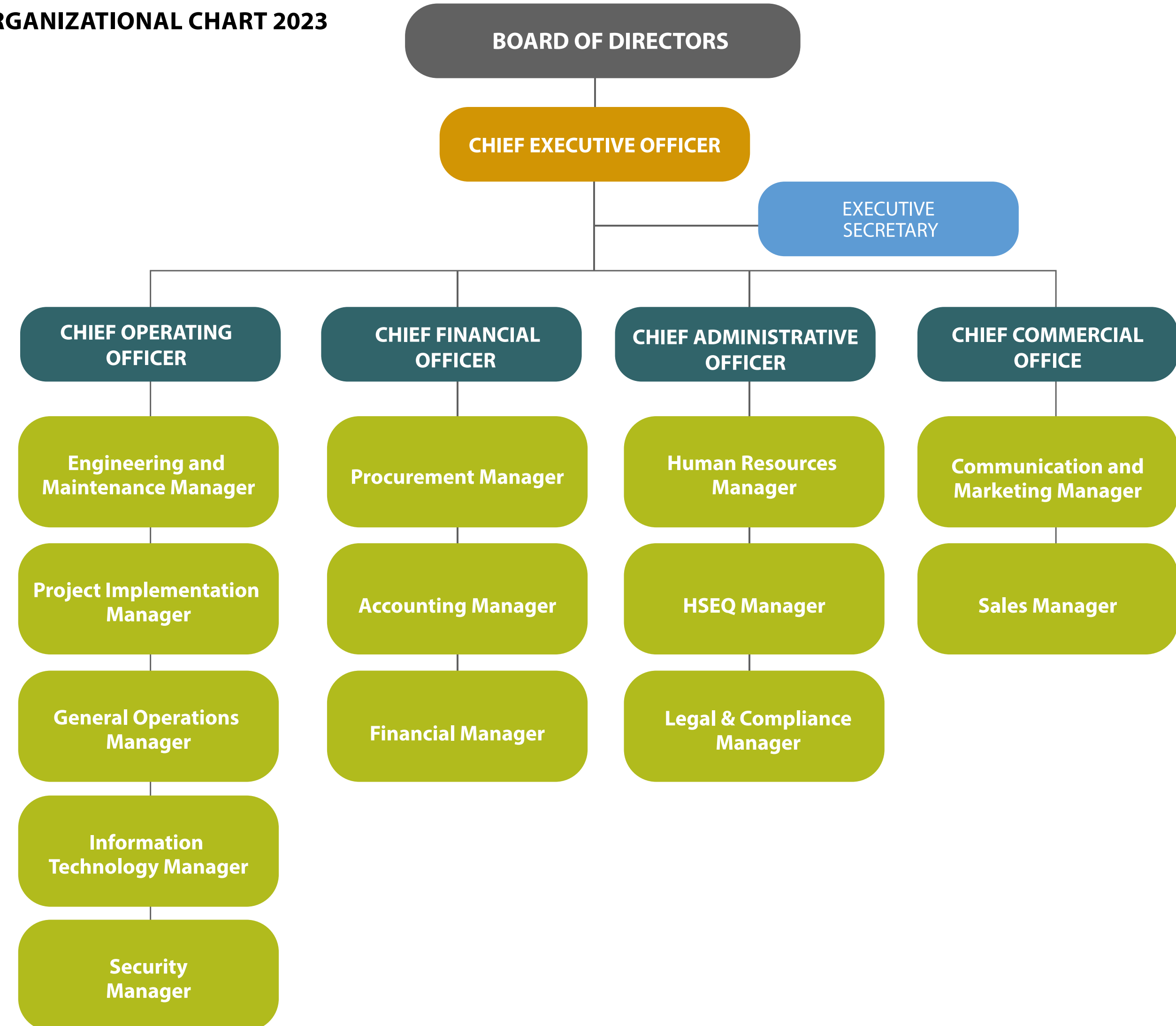
In recent years, Brasil Terminal Portuário has deepened its commitment to sustainability, embedding it as a central pillar of its business strategy. This commitment extends throughout the company's governance structures and processes, adhering to the principles of ethics, fairness, transparency, accountability, and responsibility. Beyond financial aspects, the company strives to implement practices that create positive impacts across all ESG dimensions (Environmental, Social, and Governance) relevant to its operations.

A key example of this commitment is structuring corporate governance according to regulatory standards and best practice guidelines, which ensures ethical conduct and business integrity. To reinforce this foundation, the company has developed a comprehensive Governance Manual, Corporate Bylaws, and a Compliance Manual.

At the helm of the company is the Board of Directors, tasked with setting strategic guidelines, overseeing the implementation of strategic planning, monitoring performance, and defining the composition and roles of the Executive Board. The Board of Directors is also responsible for approving internal policies and regulations, ensuring alignment with the company's governance codes and manuals.

As of the end of 2023, BTP's Board of Directors comprised four members: Mr. Antonio José de Mattos Patricio Junior and Mr. Axel Rémi Jean Hauschild, both appointed by TIL, and Mr. Thomas Bulow Nielsen and Leendert Arie Huisman, both appointed by APM Terminals. The board members bring extensive corporate experience, with a focus on strategy, finance, risk management, and corporate governance. It is important to note that when new shareholders are appointed, or current ones are replaced through an Appointment Act, the specific competencies of each director are not detailed in this document.

ORGANIZATIONAL CHART 2023





In 2023, BTP established nine advisory committees composed of employees from various hierarchical levels. These committees play a vital role in the company's decision-making process, deliberating, analyzing, and executing critical issues within their respective areas of expertise. They regularly meet to plan, organize, monitor actions, and make crucial decisions. The company periodically evaluates committee performance, contributing to the advancement of corporate governance.

**Executive Committee:** This committee supports the Chief Executive Officer in achieving the goals set by the Board of Directors, ensuring effective implementation of corporate strategies, and overseeing the company's daily operations.

*Composition:*

- Chief Executive Officer
- Chief Financial Officer
- Representative from TIL
- Representative from APM

**Ethics and Compliance Committee:** Promotes an ethical culture and ensures compliance with laws, regulations, and standards. It also coordinates training and awareness programs on ethics and compliance.

*Composition:*

- Chief Administrative Officer
- Chief Financial Officer
- Chief Commercial Office
- Chief Operating Officer
- Legal and Compliance Manager
- Human Resources Manager

**Anti-Fraud Committee:** A permanent committee dedicated to preventing, detecting, and responding to fraudulent activities. It implements policies, procedures, and controls to mitigate fraud and irregularity risks.

*Composition:*

- Chief Financial Officer
- Chief Administrative Officer
- Legal and Compliance Manager
- Financial Manager
- Accounting Manager

**ESG (Environmental, Social, and Governance) Committee:** Focused on corporate sustainability, including environmental management, social responsibility, and corporate governance. The committee may propose decisions, policies, and measures backed by technical opinions.

*Composition:*

- Chief Executive Officer
- Chief Financial Officer
- Chief Operating Officer
- Chief Commercial Office
- Chief Administrative Officer
- HSEQ Manager
- Environmental and Social Responsibility Specialist
- Human Resources Manager
- Legal and Compliance Manager
- Communication and Marketing Manager

**GDPL Committee (General Data Protection Law):** The committee ensures BTP's full compliance with data protection legislation, particularly Brazilian Law No. 13,709 (GDPL), enacted on August 14, 2018. It is responsible for developing and implementing policies and procedures to safeguard the privacy and security of personal data from customers, employees, and other stakeholders.

*Composition:*

- Legal and Compliance Manager
- Information Technology Manager
- Human Resources Manager
- Legal Assistant
- Information Security Specialist
- External Consultant

**Safety Committee:** The committee is focused on deliberating and recommending additional measures to enhance health and safety management across all BTP operations, ensuring a proactive approach to workplace safety.

*Composition:*

- Chief Executive Officer
- Chief Financial Officer
- Chief Operating Officer
- Chief Commercial Office
- Chief Administrative Officer
- HSEQ Manager



**Crisis Committee:** Activated during incidents or situations that could threaten business continuity, such as strikes, severe accidents, cyberattacks, or substantial operational shutdowns, the Crisis Committee plays a key role in managing and mitigating potential disruptions.

*Composition:*

- Chief Executive Officer
- Chief Financial Officer
- Chief Operating Officer
- Chief Commercial Office
- Chief Administrative Officer

**Consequence Policy Committee:** Analyzes and evaluates violations of BTP's Safety Golden Rules, ensuring accountability and adherence to safety standards. The Golden Rules are:

- I. Respect restrictions from designated or prohibited areas.
- II. Always use PPE (Personal Protective Equipment) as required.
- III. Strictly follow safety regulations (NR35\* for work at heights, NR33\* for confined spaces).
- IV. Never remain under suspended loads.
- V. Do not perform tasks without proper training, certification, qualification and authorization from your manager.

*Composition:*

- CIPA\*\* Representative
- HSEQ Manager
- Human Resources Manager

2. The Working Group (WG) is composed of multidisciplinary employees from BTP. It is focused on creating, implementing, and sustaining the Consequence Policy, ensuring continuous improvement in safety management practices.

- Legal and Compliance Manager
- General Operations Manager
- Communication and Marketing Manager
- Member of the Consequence Policy Working Group (WG)<sup>2</sup>

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*Translator's notes:*

*\*NR (Regulatory Standard): In Brazil, the NR is a set of simplified regulations to ensure workplace safety and compliance with occupational health standards. It provides guidelines for companies to manage risks and protect employees' well-being.*

*\*\*CIPA (Internal Commission for Accident Prevention): The CIPA is a mandatory workplace safety committee in Brazil composed of employee and employer representatives. Its primary role is to prevent accidents and promote health and safety in the workplace by identifying potential hazards and recommending preventive measures.*



Corporate  
Governance



# COMPLIANCE

(GRI 2-5 | GRI 2-16 | GRI 2-26 | GRI 205-2 | GRI 3-3 | GRI 2-14 | GRI 203-3)

Operating in a highly regulated sector subject to intense scrutiny, BTP is fully committed to complying with all relevant legal requirements while upholding the highest ethical standards. Integrity and transparency are at the heart of the company's operations, forming the foundation for responsible and sustainable business practices. By prioritizing these values, BTP fosters strong relationships with stakeholders, reinforced by well-established internal policies and an ethics channel that drives continuous improvement across its structures, processes, and relationships.

BTP's compliance program is deeply rooted in a culture of ethical, honest, and transparent conduct. The company champions sincerity, assertiveness, and accountability in all its actions, ensuring that internal behaviors consistently align with the highest ethical standards. This commitment not only ensures regulatory compliance but also forms part of a broader corporate strategy aimed at promoting reliability and security in decision-making while cultivating a positive and harmonious organizational environment. The company's goal is to position itself as a benchmark in integrity and morality within the industry.

Two key instruments are central to this effort: the **Compliance Manual** and the **Code of Conduct**. The Compliance Manual guides ethical business conduct, establishing mechanisms for preventing, detecting, and addressing risks and deviations. It is crucial to combating fraud and corruption and ensuring that BTP operates with integrity.

During the period covered by this ESG Report, the company identified no corruption, dismissals, or contract terminations related to corruption (GRI 203-3).

The Code of Conduct is equally vital, communicating BTP's corporate values and setting clear expectations for the behavior of every individual within the organization, from senior leadership to employees and third-party partners. Approved by the Executive Board and the Board of Directors (GRI 2-14), the Code is accessible to all employees and available to the public on **BTP's website**. It is also shared with suppliers and customers, with all contracts containing clauses mandating adherence to the Code. The principles outlined in the Code are reinforced through comprehensive training programs for all employees, ensuring alignment with the company's ethical commitments.

Another cornerstone of BTP's compliance framework is the **Ethics Channel**, a confidential and secure platform that reinforces the company's culture of integrity. This channel allows individuals to report potential violations of the Code of Conduct with the assurance that their identity will be protected. Managed by an independent third-party provider, the Ethics Channel is accessible to all stakeholders and ensures that every report is thoroughly investigated, with appropriate actions taken when necessary.

BTP encourages anyone encountering situations that contradict the company's policies or legal standards to report them through one of the available channels.

**Ethics channel:** [www.canalintegro.com.br/btp](http://www.canalintegro.com.br/btp)

**TIL Shareholder's email:** [compliance.department@tilgroup.com](mailto:compliance.department@tilgroup.com)

**APMT Shareholder's email:** [satish.Hariharan.lyer@apmterminals.com](mailto:satish.Hariharan.lyer@apmterminals.com)

**Channel provided by shareholder APMT:** [secure.ethicspoint.eu/domain/media/pteu/gui/102833/index.html](https://secure.ethicspoint.eu/domain/media/pteu/gui/102833/index.html)

**BTP's email:** [compliance@btp.com.br](mailto:compliance@btp.com.br)

**Channel Provided by MAERSK:** +0800 891 2521

Regarding participation in industry unions, 98.02% of BTP employees are active members, engaging in collective bargaining agreements that ensure fair compensation and benefits. No strikes were recorded during the reporting period.



## RISK MANAGEMENT

(GRI 3-3 | GRI 2-12 | GRI 2-13)

BTP employs a comprehensive risk management process meticulously tailored to the context of its operations. This approach involves thorough consultations with internal and external stakeholders and leveraging technical reports, historical data, theoretical analyses, and expert insights. These discussions establish a prioritized list of critical risks, classified based on their **likelihood and potential impact** on the business. The assessment of these impacts considers **financial consequences, reputational damage, and the expected return on invested capital**.

Recognizing potential risks is crucial for identifying threats and uncertainties that could impede the company's objectives, facilitating effective decision-making. The methodology for determining priority risks takes into account both the probability of occurrence and the weight of their anticipated consequences.

This strategy enhances decision-making by enabling the control, transfer, and mitigation of potential risks. The Risk Committee plays a crucial role in reviewing prioritized risks, and its findings are regularly communicated to shareholders. The committee meets twice a year to conduct thorough evaluations of the risk landscape. In the most recent meeting on September 26, 2023, no significant changes were identified in the classification of major risks.

BTP is committed to continuously enhancing its risk management practices, focusing on transparency and sustainability. In 2022, the National Agency for Waterway Transportation (ANTAQ) conducted a Climate Risk and Adaptation Measu-

res Survey for Port Infrastructure, producing a report for the Port of Santos. However, acknowledging the broad scope of this study and the importance of the climate agenda to its business, the company plans to conduct a dedicated survey in 2024. This new study will precisely map relevant risks, identify necessary measures to be taken, and determine the best ways to integrate these findings into the company's risk management framework.





# MATERIALITY

(GRI 2-29 | GRI 3-1 | GRI 3-2 | GRI 3-3)

Brasil Terminal Portuário is making substantial progress in establishing a robust corporate sustainability framework by integrating the ESG agenda into its business strategy. The materiality process, completed in 2024, reflects the company's strong commitment to identifying and prioritizing key issues for itself and its stakeholders. This process unfolded in four distinct steps:



**1) Establishing the Materiality Baseline:** This initial phase involved conducting benchmark research, mapping impacts, hosting stakeholder engagement workshops, and compiling a list of potential material topics.



**2) Assessment and Categorization of Material Topics:** During this phase, the company distributed questionnaires and conducted stakeholder interviews, resulting in an initial list of material topics and their definitions.



**3) Calibration of the Priority of Material Topics:** This phase involved a second qualitative analysis to evaluate the relevance, complexity, severity, and likelihood of impact for each identified topic.



**4) Finalization of Materiality and Recommendations:** In the concluding step, the material topics were refined and mapped, identifying ten key topics aligned with disclosure requirements of relevant frameworks and standards. This process ensured a focused approach to identifying and prioritizing critical areas.





The 10 material topics consolidated by BTP reflect the three pillars of ESG, which are essential for the company's sustainable management. By aligning these topics with the ESG framework, BTP not only positions itself to mitigate risks and comply with regulations but also creates long-term value for all stakeholders by addressing vital issues relevant to both the organization and society. This strategy is crucial for advancing the sustainability agenda.

The following topics, aligned with the three ESG pillars, are deemed fundamental to BTP's management:

## Environmental

- **Exposure to Climate Risks and Resilience:** This analysis evaluates the potential impacts of climate change on the business across short, medium, and long-term horizons. It assesses the organization's vulnerability to climate events such as storms, droughts, floods, rising sea levels, and temperature fluctuations, encompassing physical risks, transition risks, and associated opportunities.
- **Impacts on Biodiversity and Ecosystems:** This section examines the changes induced by the organization's activities and its management of these impacts, including dependencies on ecosystems and biodiversity. The focus is identifying and mitigating nature-related risks from direct and indirect activities.

## Social

- **Health, Safety, and Well-Being:** This encompasses the policies, practices, and conditions established to foster the physical, mental, and emotional health of employees while minimizing the risks of accidents, injuries, and occupational diseases.
- **Training and Development:** This process enhances employees' skills, knowledge, and competencies to improve performance, foster professional and personal growth, and meet organizational needs.
- **Community Relations:** This refers to the interaction and collaboration between the organization and the local communities where it operates, aiming to build relationships founded on trust, respect, and mutual benefit.
- **Diversity, Equity, and Inclusion:** These interrelated concepts promote a workplace that values and respects everyone's uniqueness, regardless of their background.

## Governance

- **Compliance with Human and Labor Rights:** This underscores the importance of strict adherence to laws, regulations, standards, and principles related to human rights and working conditions. It also ensures that all practices and policies align with established standards to protect workers' fundamental rights and uphold human dignity.
- **Investment Strategy and Innovation:** This involves directing investments in alignment with the sustainability agenda, focusing on actions and projects that reduce and mitigate greenhouse gas emissions. A robust network of partnerships will be essential to address these challenges effectively.
- **Operational Efficiency and Safety:** These concepts relate to effective service delivery and are grounded in procedures and processes that ensure the protection of sensitive cargo and data while maintaining logistical efficiency. These practices directly influence the perceived quality of the service provided to customers.
- **Ethics, Integrity, and Accountability:** These fundamental principles guide ethical and responsible behavior across various spheres, including business, government, and interpersonal relationships.



# ESG STRATEGIC POSITIONING

(GRI 3-3 | GRI 2-22)

BTP is committed to promoting sustainable operations that respect the environment and prioritize the well-being of its employees and local communities, always with integrity and transparency. Environmental, social, and corporate governance (ESG) issues are closely linked to the company's values, strategy, and long-term vision. For BTP, ESG is a continuous journey that unfolds in collaboration with stakeholders across different stages.

The company aims to be a reference in ESG by implementing good socio-environmental practices and elevating its corporate governance standards in port operations, always in alignment with the best standards of quality, efficiency, and safety. Recognizing that there is a long way to go, BTP is committed to integrating ESG into its strategy, reaffirming its dedication to sustainable development in its area of operation.

The ESG agenda is structured around four pillars that interrelate and encompass the material topics, highlighting the company's commitments:

## ENVIRONMENTAL RESPONSIBILITY

Mitigate its environmental impacts and prevent pollution generated by its activities. Strengthen its climate agenda by integrating environmental issues into its operations and stakeholder relationships.

- Related Material Topics:
- Adaptation and Mitigation of Climate Change
  - Impacts on Biodiversity and Ecosystems

## OPERATIONAL EXCELLENCE

Provide robust, efficient, and safe port operation infrastructure aligned with best sustainability practices. Deliver excellence in customer experience and trust-based relationships.

- Related Material Topics:
- Compliance with Human and Labor Rights
  - Operational Efficiency and Safety
    - Investment and Innovation Strategy
  - Excellence in Customer Experience

## VALUATION AND HEALTH OF PEOPLE

Develop employees' skills, growth, and safety, and actively engage them in the ESG agenda. Promote diversity, equity, and inclusion and strengthen relationships with local communities.

- Related Material Topics:
- Health, Safety, and Well-Being
  - Training and Development
  - Community Relationships
  - Diversity, Equity, and Inclusion

## ESG GOVERNANCE AND LEADERSHIP

Establish appropriate internal and external commitments; diligently identify, classify, and monitor risks inherent to BTP's operations; and consistently comply with applicable laws and regulations.

- Related Material Topics:
- Ethics, Integrity, and Accountability
  - Code of Conduct
  - Ethics Channel
  - Compliance Manual





# 3

## OPERATIONAL EXCELLENCE

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# CUSTOMER RELATIONSHIP

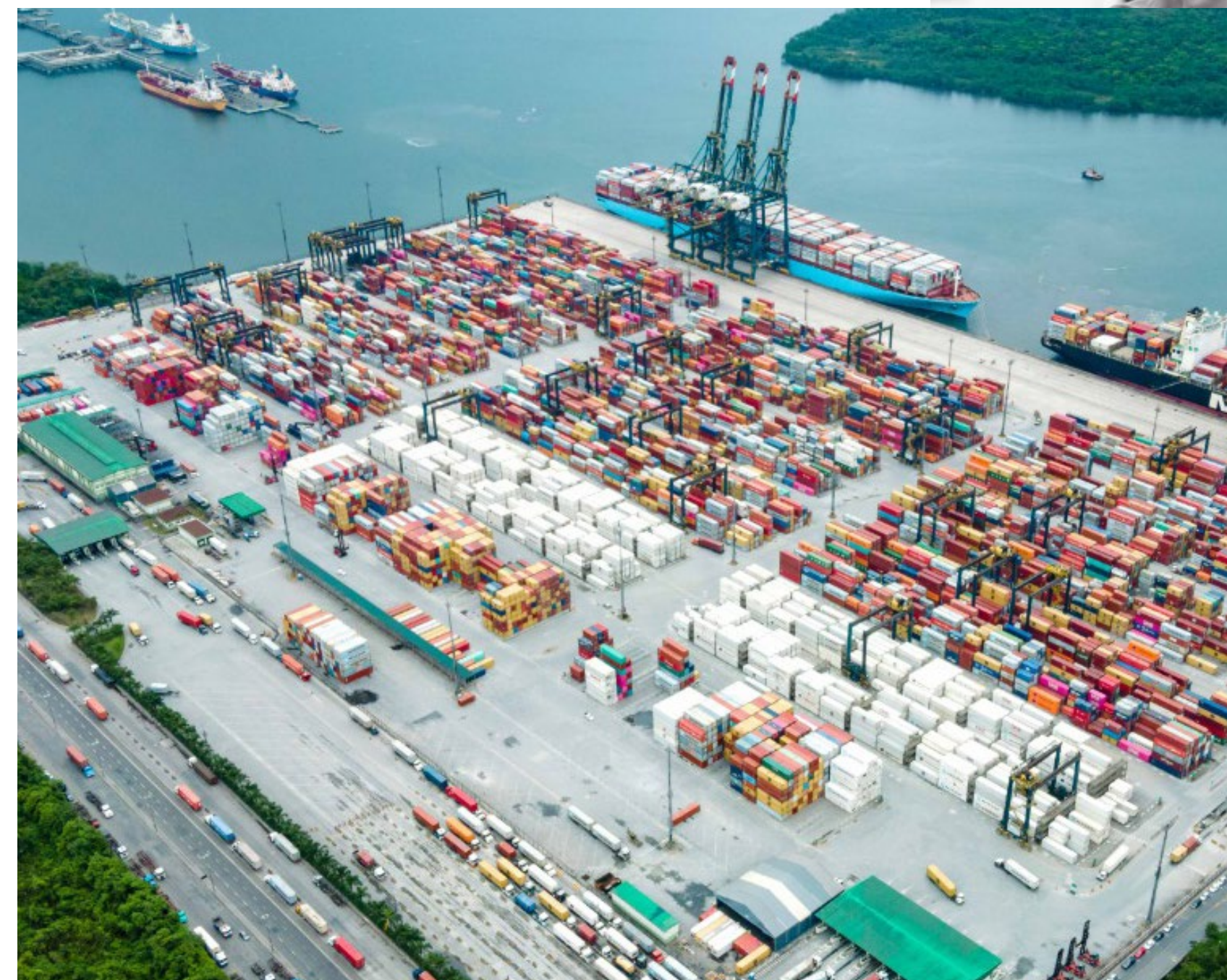
At BTP, all teams focus on excellence in customer service, which is the foundation of the corporate strategy. This effort strengthens and retains customers, demonstrating a continuous commitment to operational efficiency.

One of BTP's differentiators is the transparent interaction between the company's departments and customers. Compliance and adherence to the Code of Conduct are required from 100% of customers, including specific clauses for vessels. Currently, most contracts involve importers whose compliance issues are formalized, eliminating concerns.

The company communicates closely with customers, sending informative messages about process improvements and demands. The aim is to reinforce communication by addressing customers' critical needs and how they have been resolved. A direct communication channel is available on the corporate website to ensure service and port logistics efficiency, always striving for optimal service delivery. All these actions contribute to an increasingly close relationship with customers.

BTP conducts an annual Net Promoter Score (NPS) survey to measure customer service excellence. In this survey, representatives from the entire logistics chain evaluate their satisfaction with the company's services through quantitative questionnaires and qualitative interviews encompassing aspects such as relationships, financial issues, negotiations, systems, and port operations. In 2023, BTP achieved significant growth in this index compared to the 2022 assessment.

Moreover, in the past year, BTP's efforts were acknowledged by the Ibero-Brazilian Institute of Customer Relationship (IBRC) as a leading company in the Customer Effort Score (CES) category. This award, which measures the customer's effort index, underscores our dedication to providing swift and efficient service, thereby minimizing the effort required from customers to achieve their objectives. The company was also recognized by Hyundai Motors Americas Central and South as Supplier of the Year in the category of Excellence in Customs Services (Central and South America).





## EFFICIENCY AND SAFETY IN OPERATIONS AND LOGISTICS

Operational efficiency and safety are critical differentiators for BTP, strengthening customer relationships and enhancing the company's market reputation. The operational, customer service, and support teams receive continuous training and are empowered to uphold high service quality, support, and operational safety standards. Additionally, the company's process improvement specialists regularly undertake projects that optimize operations using scientific principles and globally recognized methodologies.

BTP utilizes cutting-edge equipment in its port operations, including advanced computerized systems and groundbreaking 5G connectivity, enhancing productivity and safety. The company is advancing this commitment by acquiring new equipment and implementing an energy transition plan to achieve total decarbonization of its operations.

To ensure the security and protection of cargo, BTP employs advanced container and luggage scanning systems that comply with customs requirements and industry best practices. Digital security remains a top priority, with sophisticated resources in place to control and protect data against potential cyberattacks. Frequent testing of BTP's users and systems ensures vigilance against related risks and prepares the company for prompt action.

The terminal also has emergency plans in place and a competent team available 24/7, equipped with modern resources to handle various risk situations, whether real or potential. Monthly drills with different scenarios are conducted with

internal teams of emergency responders, civil firefighters, and technical support staff.

**Brasil Terminal Portuário (BTP) adheres to the International Ship and Port Facility Security Code (ISPS) and holds an Authorized Economic Operator (AEO) certification:** The company strictly complies with the ISPS guidelines developed by the International Maritime Organization (IMO) to identify threats and implement protective measures for ships and port facilities. The AEO program promotes collaboration between customs authorities and operators in the global trade chain, helping to prevent criminal activities such as terrorism and the illegal smuggling of goods during international transit.





# SUPPLIER MANAGEMENT

(GRI 2-6 | GRI 2-23 | GRI 2- 24 | GRI 3-3)

To ensure effective contractor management, BTP has implemented the **RAC**<sup>3</sup> system, which establishes guidelines centered on Quality, Occupational Health and Safety, and Environmental Management for engaging third parties operating within the company's premises. The RAC outlines that hiring requirements must comply with BTP's Integrated Management System, based on ISO 9001, ISO 14001, and ISO 45001 standards.

Contractors are classified into five levels according to the safety and environmental risks they pose and their potential impact on the business. The greater the risks and impacts, the more rigorous the evaluation conducted by BTP. This process enables critical suppliers to be mapped, who are then periodically assessed through an internal audit program.

In 2023, BTP counted on 1,032 suppliers, comprising 470 material suppliers and 562 service providers. The main categories include:

I) Service providers: Tasks include building maintenance, cleaning, asset security, equipment maintenance services, and material rental.

II) Material suppliers: These include providers of diesel, equipment maintenance materials, office supplies, etc.

For service acquisition, BTP maintains a network of local suppliers, 30% based locally, while the primary material supplier operates from Cubatão.

All suppliers undergo a thorough analysis to identify any restrictions or defaults in the market that could impact the continuity of the services contracted by BTP. All year, 50 audits focused on the company's most critical suppliers.

Additionally, 100% of the supply chain aligns with the Code of Ethics and Conduct, which is embedded within the Compliance Program. This requirement is formalized in all contracts with suppliers engaging with the company, aiming to mitigate risks related to freedom of association and collective bargaining, child labor, forced labor, or labor akin to slavery, and addressing any real impacts that may require action plans or contract reviews.

BTP's strategy for operational excellence also involves participation in industry associations. This engagement enables the company to access best market practices, stay abreast of trends and innovations, and establish high-quality standards for client services. In 2023, BTP collaborated with several organizations, including the Brazilian Association of Container Terminals (ABRATEC), the Infrastructure Department of the São Paulo State Federation of Industries (Deinfra/FIESP), the National Federation of Port Operations (FENOP), the Union of Port Operators of the State of São Paulo (Sopesp), and the Brazilian Infrastructure Institute (IBI). This collaboration has strengthened internal capabilities and enhanced the company's initiatives supporting sector development.





# 4

## VALUING PEOPLE AND SAFETY

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# EMPLOYEE PROFILE

(GRI 2-7 | GRI 3-3 | GRI 401-1 | GRI 404 -3 | GRI 405-1)

At BTP, the workforce is considered the most valuable asset. The company understands that investing in human capital fosters innovation and drives growth. In 2022, BTP was recognized with the Great Place to Work (GPTW) certification, underscoring its commitment to enhancing workplace processes and quality of life.

During the last cycle, BTP increased its investments in the team, implementing training programs focused on skill development and safety. The company also established an operational center with cutting-edge simulators tailored to the port sector. BTP's commitment to providing a safe environment fosters equal opportunities and prioritizes employee well-being, ensuring the team is well-prepared to navigate industry challenges.

By the end of 2023, BTP had 1,519 own employees and 1,920 outsourced workers. The company's turnover rate has steadily decreased, culminating with the lowest recorded rate in the past three years. This achievement reflects the effectiveness of BTP's efforts to retain talent.

## Number of Turnovers

	2021	2022	2023
Total Average	9,2%	9,2%	7,3%

## Number of Turnovers by Gender

	2021	2022	2023
Men	8,9%	8,2%	5,3%
Women	12,3%	18,6%	16%

## Number of Employees by Functional Category

Position	2021	2022	2023
Executive Board + CEO	5	5	5
Management	13	13	12
Coordination/Specialist	71	75	77
Technical / Operational	1.289	1.365	1.425
<b>Total</b>	<b>1.378</b>	<b>1.458</b>	<b>1.519</b>

## Number of Employees by Category and Gender in 2022 and 2023

Position	2022		2023	
	Men	Women	Men	Women
Executive Board	5	0	5	0
Management	8	5	7	5
Coordination/Specialist	63	12	63	14
Technical/Operational	1.242	123	1.293	132
<b>Total</b>	<b>1.318</b>	<b>140</b>	<b>1.368</b>	<b>151</b>

## Number of Employees by Age:

	2021	2022	2023
Men Under 30 Years Old	108	147	184
Men Between 30 and 50 Years Old	1.131	1.165	1.178
Men Over 50 Years Old	6	6	6
<b>Total</b>	<b>1.245</b>	<b>1.318</b>	<b>1.368</b>
Women Under 30 Years Old	35	40	46
Women Between 30 and 50 Years Old	98	100	105
Women Over 50 Years Old	0	0	0
<b>Total</b>	<b>133</b>	<b>140</b>	<b>151</b>

## Total Number of Employees by Gender

	2021	2022	2023
Men	1.245	1.318	1.368
Women	133	140	151

## % Monthly Medical Absenteeism

2022	2023
3,00	2,7



## Talent Development

BTP is continuously investing in developing and training its employees and leaders. The company recognizes that diverse experiences and perspectives enrich the workplace and fuel a culture of innovation. By empowering employees to take ownership of their careers, BTP enhances their technical and behavioral skills.

From the outset of their journey, all BTP employees develop behavioral competencies and core values, starting with a comprehensive onboarding program that introduces them to the work environment and the ongoing development process. To enrich this experience further, the company implements customized training programs and tailored learning tracks, guiding employees throughout their careers and ensuring alignment with BTP's values as they face new challenges.

The policy for mandatory technical training continuously enhances the workforce while preventing and mitigating the impact of accidents within the facilities. These training sessions give employees the essential knowledge and skills to perform their roles safely and efficiently. As a result, they become proficient in using tools, equipment, and specific processes related to their duties, all while adhering to safety standards and operational procedures.

These mandatory courses are crucial in minimizing accident risks, enhancing operational efficiency, and ensuring compliance with national and international legislation and certifications. Moreover, they contribute to a more robust safety culture, fostering a more secure and reliable work environment at the terminal.

Key aspects of this policy include:

- Adherence to legal requirements.
- Comprehensive training for employees, along with disseminating and integrating emergency plans.
- Assurance of team safety during emergencies.
- Continuous enhancement of response protocols for various accident scenarios.
- Optimization of available material resources.
- Minimization of impacts on health, property, the environment, and the company's reputation.

In 2023, the company conducted a range of normative courses aligned with current legislation alongside mandatory institutional campaigns and training initiatives, as outlined next table:

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*Translator's notes:*

*\* NR (Regulatory Standard): In Brazil, the NRS is a set of simplified regulations to ensure workplace safety and compliance with occupational health standards. It provides guidelines for companies to manage risks and protect employees' well-being.*

*\*\*CIPA (Internal Commission for Accident Prevention): The CIPA is a mandatory workplace safety committee in Brazil composed of employee and employer representatives. Its primary role is to prevent accidents and promote health and safety in the workplace by identifying potential hazards and recommending preventive measures.*

NR5*	CIPA**
NR 07*	Hearing Conservation Program
NR 10 *	Safety in Electrical Installations and Services
NR 11*	Transport, Handling, Storage, and Manipulation of Materials
NR 12*	Safety with Machinery and Equipment
NR 17*	Ergonomics
NR 20*	Safety and Health at Work with Flammable and Combustible Materials
NR 29*	Safety and Health at Port Work
NR 33*	Safety and Health in Confined Spaces
NR 35*	Work at Heights
HOHZ	Handling and Operation of Hazardous Materials
MEWP	Mobile Elevated Work Platform
RPP	Respiratory Protection Program
IT 17	Fire Brigade
DRIVING	Defensive Driving
ISPS Code	International Code for the Security of Ships and Port Facilities
AEO	Authorized Economic Operator
Emergency	Training and Recycling of Civil Firefighters
Emergency	Emergency Vehicle Operation
Emergency	Advanced Vertical Technical Rescue (RTVA)
Emergency	HAZMAT - Chemical Emergency Response
Emergency	Emergency Action Plan (EAP) and Individual Emergency Plan (IEP)
Compliance	Ethics Campaign
Compliance	Harassment
Compliance	General Data Protection Law (LGPD)
Cybersecurity	Information Security Campaign
Safety Culture	Behavioral Dialogue
Safety Culture	SGW - Safety Gemba Walk
Safety Culture	Risk Perception



To reinforce BTP's commitment to education and professional development, the company launched **BTP University**—the first corporate university in the Latin American port sector—through a partnership with Santa Cecilia University (UNISANTA). This innovative online learning platform offers employees a flexible and accessible way to enhance their skills across various disciplines, including MBA programs, undergraduate degrees, and graduate courses.

With a diverse catalog of over 400 courses—comprising mandatory and elective options, as well as tailored learning paths for career development and transitions—BTP University prepares BTP's professionals to meet the evolving challenges of the port sector.

Another key initiative is the **Inclusive Program**, a digital inclusion project that provides learning opportunities in technology and information systems. This program fosters digital literacy among employees and extends to their dependents and the surrounding terminal community, forming an integral part of BTP's Environmental Education Program (EEA)<sup>4</sup>.

Seeking to improve internal opportunities, employees can also apply for the Equipment Trainee program, which is available for those qualified to operate yard and dock cranes. This program aligns with the Operational Training Center (OTC), a groundbreaking initiative focused on workforce development through comprehensive technical and operational training. The OTC employs methodologies tailored to the company's business needs, offering theoretical and practical content, on-the-job training, digital learning, and advanced equipment simulators.

In 2023, BTP successfully developed and implemented the following initiatives:

RTG	Rubber Tyred Gantry Crane Training and Adaptation
STS	Ship to Shore Crane (Container) Training and Adaptation
RS	Reach Stacker Training and Adaptation
EC	Empty Container Handler Training and Adaptation
FT	Forklift Truck Training and Adaptation
TT	Terminal Tractor Training and Adaptation
SGL	Internal Auditor Training
Inspection	Container Inspection Training
RIGGER	Project Load Handling Training (Rigger)
Learning Track	Electrical and Mechanical Maintenance Learning Track
Learning Track	Operations Learning Track
TOS	TOS (Terminal Operating System) Learning Track

development

<sup>4</sup> Implementing the Environmental Education Program (EEP) is a mitigation measure required by the federal environmental permit process held by IBAMA (Brazilian Institute of Environment and Renewable Natural Resources), a government agency responsible for protecting and conserving natural resources and enforcing environmental laws in Brazil.

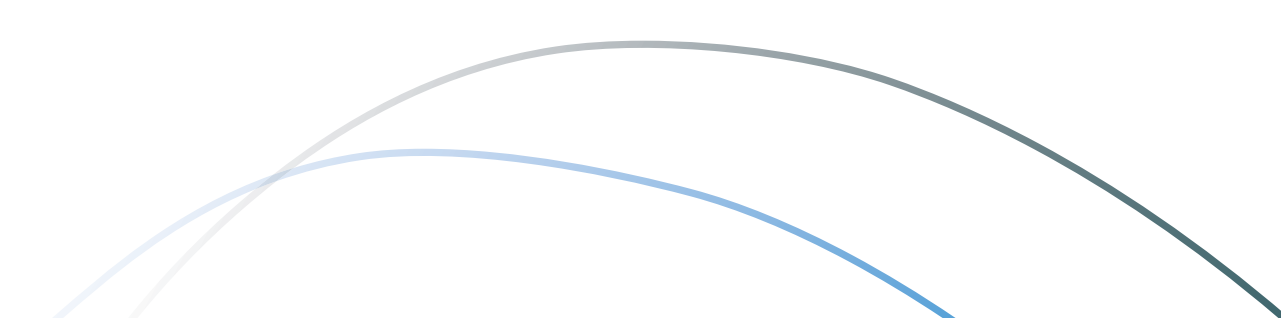


### Average Training Hours by Functional Category

During the most recent assessment cycle, 21% of BTP's employees participated in performance and career development evaluations. Among these, 49% were from administrative roles, and 51% were in operations. Evaluations are conducted individually through the Individual Development Plan (IDP) and the Training Needs Assessment (TNA). Leadership assessments are integrated into a specialized development program, which introduced a new initiative in the last cycle specifically designed to strengthen the capabilities of the company's upcoming leaders.

The importance of performance evaluations and the Individual Development Plan (IDP) is closely linked to the expansion of training opportunities for employees. These processes help identify skill gaps and areas needing improvement, allowing for the creation of tailored training strategies. Consequently, BTP not only enhances the qualification level of its workforce but also boosts the professional development potential of each employee, ensuring that their skills and career goals align with the company's needs.

Position	2021	2022	2023
Executive Board	46,54	9,42	4,06
Management	60,36	30,44	34,30
Coordination/Specialist	50,04	53,09	54,03
Technical/Operational	55,45	43,79	49,62
Trainees/ Apprentices	31,11	58,05	48,41





# INCLUSION AND DIVERSITY

(GRI 3-3 | GRI 405-1)

BTP continuously advances its internal diversity and inclusion agenda, with the Somar Incluir ("Add up Includes") Program at the forefront. Focused on Diversity, Equity, and Inclusion, the program renews the company's commitment to society by extending educational training and social inclusion programs, promoting actions aimed at women, age inclusion, support for people with disabilities, and Diversity and Inclusion training.

The first step toward diversity was taken ten years ago with the **BTP para Todos** (BTP for All) program. The goal is to train people with disabilities in the port environment, identify talents, and prepare them for the job market in various fields, from operations to administration.

Affirmative action positions were created to increase the number of women in Maritime Maintenance and Operations, fostering a more diverse and equitable environment.

As part of the efforts, the company hosts "BTP for All" Week, an internal event that raises employee awareness through engaging activities promoting an inclusive culture. These initiatives are facilitated by organizations that support people with disabilities, helping to spread the message of inclusion within and beyond BTP.

To enhance its commitment to diversity and inclusion, BTP introduced "Game Diver" (a reference to Diversity), a gamification initiative aligned with the company's culture and goal of becoming more inclusive and sustainable and a model of excellence. This program, which reinforces one of BTP's core values—Valuing People—consists of four stages: Valuing and Importance, Collaboration and Learning, Respect and Diversity and Recognition and Excellence. Spearheaded by BTP's leadership, "Game Diver" emphasizes cultivating a Culture of Respect.



**Diver**  
Treinamento de Diversidade  
e Inclusão para Todos

**BTP**  
para todos

**somar  
incluir**  
Programa de Diversidade,  
Equidade e Inclusão



# SAFETY AND WELL-BEING

(GRI 3-3 | GRI 403-5 | GRI 403-5 | GRI 403-9)

BTP prioritizes health and safety management at work through a preventive approach aimed at protecting the lives of its workers. This commitment is highlighted by the company's certification under ISO 45001, which reflects the importance placed on health and safety and provides essential tools for continuously assessing and improving practices that safeguard the physical integrity of employees and partners.

To enhance safety and occupational health practices, BTP conducts routine analyses to identify gaps and opportunities for improvement. The findings from these evaluations are integrated into the health and safety management system, facilitating the implementation of corrective, preventive, and improvement actions.

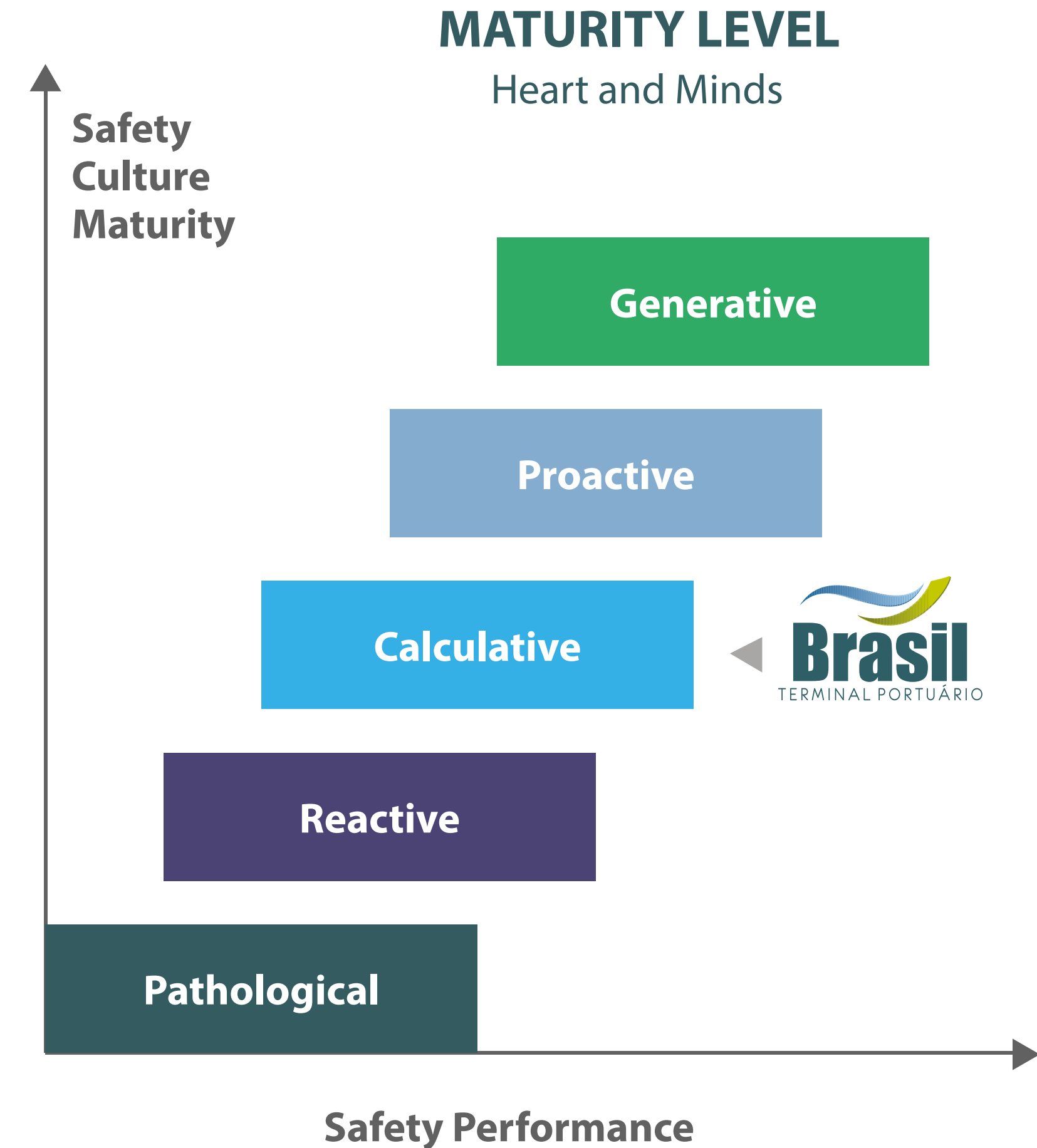
A key aspect of this management process is cultivating a safety culture throughout the organization. Since 2020, BTP has been implementing a comprehensive safety culture program supported by specialized consulting and based on the Hearts & Minds model. With the slogan "Life is our most valuable cargo," significant leadership and workforce training investments have yielded notable advancements over the past few years.

BTP has established various behavioral-focused tools to enhance safety, including Behavioral Dialogue sessions, SGW<sup>5</sup>, safety toolbox talks, a safety observation recording system called "Keep an Eye on the Risk", learning teams, incident and accident investigations, internal communication regarding incidents, and a recognition and consequence policy.

This safety culture program operates on the principle that safety is a collective responsibility. Each worker is encouraged to adopt a comprehensive perspective to enhance their safety and that of their colleagues. Participants in the program develop their risk perception, operational discipline, and safe behaviors in response to workplace risks.

A diagnostic assessment conducted in December 2022 rated BTP's safety culture maturity level as "calculative - advanced." Throughout 2023, the program focused on increasing adherence to four main safety culture tools as outlined in a protocol developed by the consulting. Remarkable progress was achieved, with adherence levels rising from 64% in March to 92.1% by December 2023.

The terminal follows a structured schedule of mandatory training sessions that comply with legislation and regulatory standards. This training aligns with a comprehensive matrix and undergoes regular evaluations based on reactive and proactive performance indicators, ensuring continuous improvement of the Health and Safety Management System.





6. The increase in training hours is attributed to the implementation of the Safety Culture at BTP and intensified initiatives throughout 2022.

**Total Hours of Health and Safety Training Provided by the Terminal<sup>6</sup>:**

2021	2022	2023
1.544	20.571	15.414

7. The Emergency Action Plan (EAP) has been implemented as mitigation measure required by the federal environmental permit process held by IBAMA

In 2023, 31 accidents were recorded at BTP. Only 1 incident resulted in absence with severity level 5 (HSI), and another was categorized as 4 in the severity matrix (HIPO). After each occurrence, regardless of severity, the accident is investigated, and safety measures are reinforced to prevent recurrences. Among these measures, educational interventions focused on changing behavior, adjusting procedures or processes, improvement in the systems and equipment.

8. The procedures and strategies for oil spill response at sea and waterways are covered by the Individual Emergency Plan (IEP).

	2021	2022	2023
Frequency Rate (FR)*	3,6	3,2	3,1
Severity Rate (SR)*	107,30	154,2	743,0
High Severity Incidents (HSI)*	0	0	1
High Potential Incidents (HIPO)*	3	1	1
Lost Time Injuries (LTIF)*	0,6	1,5	1,5

\*FR = Number of accidents with leave per year x 1,000,000 / Number of hours worked in the year.

\*SR = Number of days of leave in the year resulting from accidents x 1,000,000 / Number of hours worked in the year.

\*HSI = High severity incident = accidents with leave with actual severity = 5.

\*HIPO = Events with potential severity > 4 according to the severity matrix.

\*LTIF = Number of personal accidents with leave per million man-hours of exposure to risk during a given period.

**Emergency Action Plan (EAP)**

The Emergency Action Plan (EAP)<sup>7</sup> is a proactive framework designed to seamlessly integrate and coordinate BTP's response to potential emergencies at the terminal facilities. This plan is vital for safeguarding the company's operations and ensuring the health and safety of its workforce, the environment, and surrounding communities. Aligned with Regulatory Standard No. 29 from the Brazilian Ministry of Labor (NR-29 - Safety and Health in Port Work), the EAP addresses all requirements for developing an effective Emergency Control Plan (ECP)<sup>8</sup>.

The plan covers a range of hypothetical accidents and emergencies identified through BTP's Risk Analysis Study (RAS) to ensure a robust response. The company meticulously plans each scenario, outlining response actions, required resources, and the proper emergency procedures. To strengthen its commitment to safety, BTP conducts specific training and drills annually, ensuring all emergency response team members are equipped with the skills and knowledge to manage incidents.

In 2023, 145 employees completed emergency response training, and the company conducted 13 drills simulating various operational scenarios. Throughout the year, BTP recorded 272 incidents, including 22 personal accidents (8.09%), 9 property damages (3.31%), 6 fire outbreaks (2.21%), and 235 leakages (86.40%). None of these incidents caused significant or irreversible impacts.





## Quality of Life and Occupational Health

### Sports Incentive

Participation in sports plays a crucial role in enhancing employee well-being within the corporate environment. At BTP, the latest internal soccer championship attracted 14 teams and engaged 250 employees and their families and friends who came out to show support. This initiative fosters camaraderie and provides numerous benefits for individuals and teams alike.

To facilitate regular participation in physical activities, BTP leases soccer fields every month. This initiative encourages employees to stay active, enhancing their cardiovascular health and physical fitness while nurturing teamwork and friendships.

Furthermore, the company promotes various physical activities through Wellhub (Gympass), an app that grants access to numerous gyms and sports centers. This platform allows employees to select activities that align with their interests and schedules, fostering a culture of wellness that extends beyond the workplace.

### Healthy Weight Program

The Healthy Weight Program supports employees in their journey toward healthy weight loss by offering guidance and resources from qualified professionals. From August to December 2023, the program engaged 142 participants and rewarded top achievers to motivate progress further.

### BTP Pregnant Women's Meeting

The BTP Pregnant Women's Meeting, held twice a year, creates a supportive space for expectant parents—beginning at 12 weeks— to share experiences and seek answers to their

questions. During the 2023 session, discussions centered around the benefits of breastfeeding, the importance of the father's involvement, and basic first aid. Participants left with personalized welcome kits for their newborns. Reflecting its commitment to family values, BTP offers an extended parental leave of 60 days for mothers and 20 days for fathers.

### 10 Years as a Family

On November 25, 2023, BTP celebrated a decade of accomplishments with a special event titled "10 Years as a Family." This occasion welcomed employees and their families to experience and share the pride of being part of our organization.

The event was a tremendous success, featuring a day filled with fun activities, games, and treats for everyone involved. The festive atmosphere and interactions among teams and their loved ones reinforced the spirit of unity and belonging that is integral to our corporate culture.

Additionally, young participants from the Querô Institute\*, a project sponsored by BTP under the Brazilian Federal Law of Cultural Incentive, covered the event. This support fosters cultural growth and highlights our commitment to initiatives that benefit the wider community.

The celebration marked a significant milestone for BTP, reinforcing its dedication to valuing and recognizing the essential contributions of each employee in shaping the company's journey.

*\*Translator's Note: The Querô Institute is a Brazilian nonprofit organization in Santos, São Paulo. It focuses on social transformation through education and culture, primarily supporting underprivileged youth by providing educational programs, vocational training, and personal and professional development opportunities.*





# SUPPORTED COMMUNITIES AND INITIATIVES

(GRI 3-3| GRI 413-1| GRI 2-29)

BTP fosters a collaborative relationship with the community, emphasizing shared responsibility and mutual advancement. The company understands that its growth closely intertwines with the development of the surrounding areas.

In 2023, BTP invested over BRL 3.5 million in social projects supported by tax incentive laws and plans to allocate more than BRL 18 million for similar initiatives in the coming years. These efforts have positively impacted over 1,000 people through 19 initiatives, with a particular focus on youth and children in communities facing social challenges. The projects primarily target the terminal's Direct Influence Area (DIA), including the Organized Port of Santos and the surrounding 500 meters, as well as the Indirect Influence Area (IIA), encompassing the municipalities of Baixada Santista\*.

The company primarily directs its investments toward projects sanctioned by federal and municipal laws that promote sports and culture. It actively seeks initiatives that align with the United Nations Sustainable Development Goals (SDGs) and the following five key pillars.

*Translator's note: \*Baixada Santista is a coastal region in the state of São Paulo. It is known for its importance as an economic hub due to the Port of Santos, one of the largest ports in Latin America.*





The Social Responsibility Committee reviews funding proposals and evaluates projects based on these priority criteria:

- Relevance to the modalities and target audiences identified by BTP
- Opportunities for engagement and relationship-building with the intended audience
- Potential impact on the company's image, reinforcing our core values and responsibilities

Because of their positive influence, BTP will continue to support over 20 previously approved initiatives throughout 2024.

In addition, through our Environmental Education and Social Communication programs<sup>9</sup>, BTP facilitates various initiatives in the communities of direct influence. These include the Job Market Preparation Workshop held in 2022 and annual community visits at BTP, among other activities.

#### Communication Channels

In 2023, BTP's website attracted approximately 63,000 visitors, and the "Contact Us" channel facilitated 25 inquiries directed to the Commercial and Human Resources departments. These messages focused on client concerns related to cargo handling and requests for job placement or reemployment opportunities from the public.

# Community



<sup>9</sup> Implementing the Environmental Education and Social Communication Programs is a mitigation measure required by the federal environmental permit process held by IBAMA (The Brazilian Institute of Environment and Renewable Natural Resources).



# COLLABORATIVE INITIATIVES

## World Cleanup Day

In 2023, BTP joined forces with three other major terminals at the Port of Santos to participate in the World Cleanup Day, focusing on a cleanup effort at Gonzaga Beach in Santos (São Paulo). Organized by the Santos City Hall and supported by various companies and institutions, the event had the participation of 42 BTP voluntary employees and their families.

This initiative aims to promote civic responsibility and raise awareness about the issues stemming from improper waste disposal. Over three hours, volunteers collected more than 94 kg of waste, including 12,566 pieces of assorted plastics, 9,101 cigarette butts, 3,777 pieces of Styrofoam, 914 metal items, and 2,851 units of other waste types. In addition to cleaning the beach, the event sought to educate visitors about the impact of litter on marine life. BTP reinforced its commitment to sustainability through this engagement and fostered community unity for a healthier environment.

## Container of Goodness

In 2023, BTP participated on the fifth edition of the "Container of Goodness", a collaborative initiative with three other terminals at the Port of Santos, to provide toys to children in vulnerable situations during Christmas. This year, the company brought joy to approximately 3,000 children from the communities of Santos and Guarujá.

The terminals and employees from all four companies voluntarily donated toys throughout December. Over the five years of the Container of Goodness initiative, they have delivered approximately 10,000 toys to children from socially vulnerable communities in the Baixada Santista region.

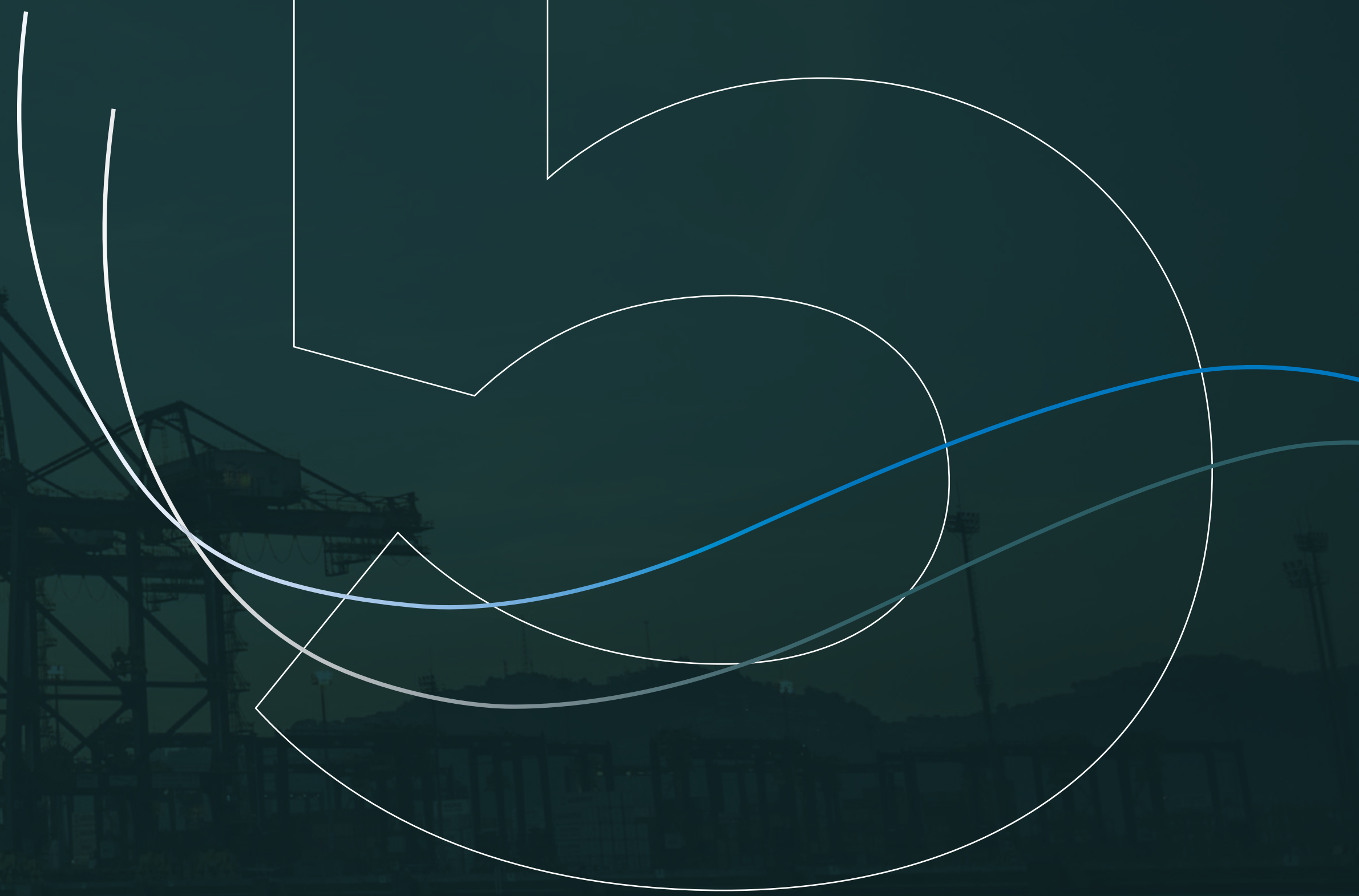
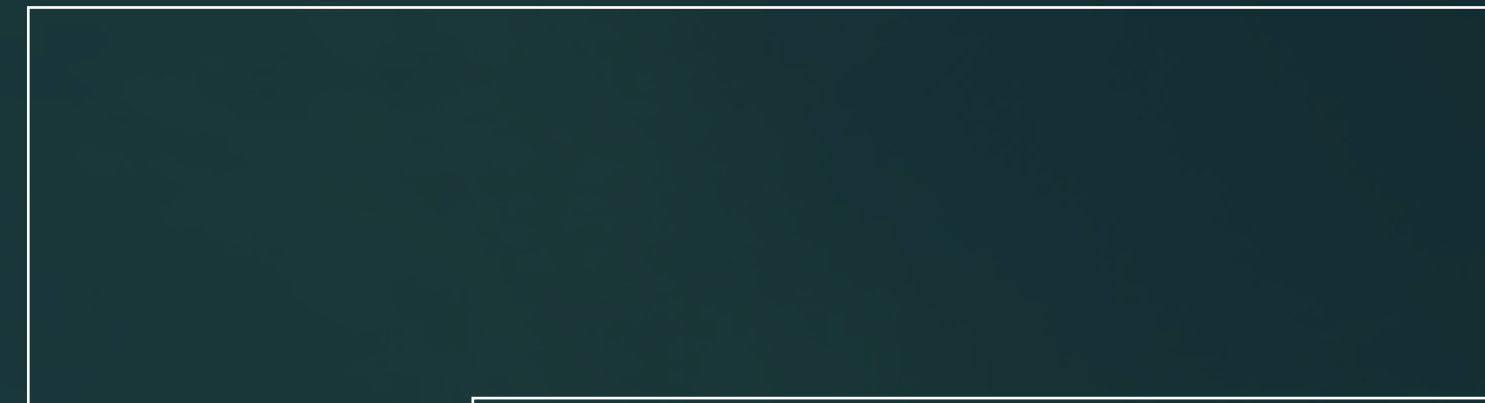




# 5

## ENVIRONMENTAL RESPONSIBILITY

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(GRI 3-3)

## Environmental Management and Climate Agenda

Environmental responsibility is crucial in the port sector, as companies operate in ecologically sensitive regions while engaging in a global marketplace. Thus, it is essential to address environmental impacts and foster sustainable practices.

BTP prioritizes its environmental impact and adopts a proactive approach. The company views compliance with legal obligations as just the starting point, recognizing that ongoing process improvements and eco-efficiency are essential, and encourages all stakeholders to embrace sustainable practices. With a robust Environmental Management System in place, the company has maintained ISO 14001 certification since 2018, reflecting its commitment to effective environmental management.





# CLIMATE CHANGE

**(GRI 3-3 – Climate Change Management | GRI 305-1 | 305-2 | GRI 302-1)**

Climate change poses one of the most significant challenges facing the global community today, with noticeable impacts already affecting the port sector. In this context, BTP understands the urgent need to adopt effective strategies for mitigating greenhouse gas (GHG) emissions and adapting to extreme climate events. As part of its commitment to sustainability, climate considerations are integrated into the assessment of new projects, acquisitions of port equipment, and future terminal modifications, ensuring alignment with industry best practices.

According to a recent study by the National Waterway Transportation Agency (ANTAQ), adverse weather events and heavy rainfall were the leading causes of operational disruptions in national ports in 2023. BTP faced similar challenges during this period, including severe storms, heat waves, and strong winds.

Considering the increasing likelihood of extreme weather events, BTP is actively enhancing its understanding of the risks associated with climate change. This effort is guided by the climate risk assessment and adaptation measures for port infrastructures conducted by ANTAQ, focusing on the Port of Santos. The evaluation identified critical threats such as strong winds, flooding, river inundation, storm surges, rising sea levels, and fog. No infrastructures at high structural or operational risk were identified. To further improve its understanding and adaptability, BTP plans to conduct a detailed climate study for the terminal in 2024 to address risks and potential adaptive measures.

Additionally, BTP takes a proactive approach to climate monitoring by operating a dedicated weather station at the terminal, complemented by secondary data from public sources.

This dual strategy enables the company to anticipate weather events and implement effective response strategies, ensuring employee safety while protecting cargo and infrastructure. The weather station collects vital data on wind, precipitation, temperature, relative humidity, and atmospheric pressure, which is processed by specialized software to generate highly accurate three-day weather forecasts, boasting an accuracy rate of over 90%.

The platform enables real-time data visualization, is updated every minute, and issues alerts for strong winds based on safety protocols: a **Yellow Alert for winds above 45 km/h and a Red Alert for winds exceeding 72 km/h**. These alerts are communicated via WhatsApp to designated corporate phones for operational leaders, maintenance teams, and emergency response teams. This system plays a critical role in BTP's commitment to anticipating unusual weather conditions, facilitating informed decision-making that helps prevent property damage, protect employee health, and minimize environmental impacts.

### Greenhouse Gas Emissions

Every year, BTP conducts a comprehensive greenhouse gas inventory covering Scope 1 and Scope 2 emissions, following the criteria and methodology outlined in the GHG Protocol Corporate Accounting and Reporting Standard. This inventory adopts an operational control approach to ensure accurate emissions data consolidation.

To effectively manage this information, BTP has implemented a monthly data collection and verification system overseen by the Environmental team. The organization established a shared online repository that enables relevant departments to upload supporting evidence for the data submitted each month. To ensure compliance with the required standards of the accounting

methodology, an independent third party verifies the inventories. These verified inventories are then published in the Public Emissions Registry of the Brazilian GHG Protocol, earning the gold seal as a recognition of the process's quality and rigor.

### GHG Emissions in Tons of CO2 Equivalent (tCO2e)

GHG*	Scope 1	Scope 2 (Location-Based Approach)
CO2	14.709,749	1.782,979
CH4	31,892	-
N2O	211,470	-
HFCs	1.069,728	-
PFCs	-	-
SF6	-	-
NF3	-	-
TOTAL	16.022,839	1.782,979
Biogenic CO2	1.797,497	-

### Other Greenhouse Gases Not Covered by the Kyoto Protocol (tCO2e)

HCFC-22	95,744
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\*Note: GWP (Global Warming Potential) referring to the Fifth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC), IPCC AR 5.



## Energy

BTP understands that effective energy resource management is crucial for achieving sustainability goals and is committed to increasing the proportion of renewable energy sources in its terminal's energy matrix.

In 2023, the terminal's total electricity consumption reached 45,401.02 MWh. Approximately 77% of this energy was utilized for powering and controlling refrigeration systems in cargo transport containers. The remaining energy consumption was distributed among port equipment operations (15%), lighting (4.5%), and building facilities (3.5%).

All electricity was sourced from the National Interconnected System (SIN) grid through Omega Generation, with 100% derived from renewable sources, specifically wind energy. This commitment to sustainability is reinforced by the International Renewable Energy Certificates (I-REC), which certify the integrity of our renewable energy sourcing. It's important to note that BTP does not currently engage in self-generation initiatives within the terminal.

## Fossil Fuel Consumption

The primary contributor to greenhouse gas emissions at BTP is fossil fuel consumption. The details of this consumption, broken down by fuel type, are presented below:

### Fuel Consumption in the Reporting Year

Diesel	6.266,93 m <sup>3</sup>
Gasoline	81,41 m <sup>3</sup>
Ethanol	1,96 m <sup>3</sup>
Liquefied Petroleum Gas (LPG) - Equipment	25,86 t
Liquefied Petroleum Gas (LPG) - Food Production	13,68 t

The primary source of emissions at BTP is diesel consumption, highlighting fuel's critical role in the company's energy transition program. The following is a detailed breakdown of its usage:

### Diesel Consumption

Equipment	(m <sup>3</sup> )	(%)
Rubber Tyred Gantry Cranes (RTG)	3.908,06	62,36
Internal Trucks (Terminal Tractors - TT)	1.782,32	28,44
Large Forklifts - Reach Stackers (RS)	346,56	5,53
Empty Container Handlers (ECH)	164,19	2,62
Light Vehicles	37,60	0,60
Generators	18,80	0,27
Small Forklifts	9,40	0,15
<b>TOTAL</b>	<b>6.266,93</b>	<b>100</b>

BTP is investing in the electrification of its equipment to advance decarbonization efforts and mitigate the impacts of climate change. The goal is to replace all diesel-powered equipment at the terminal with electric alternatives by 2030. This strategy consists of several phases, with a key action focused on electrifying Rubber-Tired Gantry Cranes (RTGs), also known as transtainers, to significantly reduce the terminal's carbon footprint.

**Goal:** Acquire over 30 new electric RTGs by 2030, bringing the total to 57 electric units while decommissioning the existing diesel-powered RTGs.

Additionally, the company is exploring feasible alternatives for electrifying Terminal Tractors (TTs), the vehicles responsible for moving and maneuvering cargo. Prioritizing these two types of equipment is crucial, as their combined fuel consumption accounts for approximately 90% of the terminal's diesel usage in 2023.

During the year, the Kaizen improvement project focused on the RTG Auxiliary Generator achieved notable progress. This initiative, led by BTP's Operational Excellence team, aimed to reduce diesel consumption during equipment idleness when auxiliary generators activate to maintain essential functions, such as cabin air conditioning, by employing technology similar to the start-stop feature found in modern vehicles. As a result of this project, BTP avoided the emission of 576.08 tons of CO2 equivalent (CO2e). Since its implementation in 2021, the project has prevented the consumption of 557,815.69 liters of diesel, which translates to avoided emissions of 1,375.60 tons of CO2e, calculated using the GHG Protocol Brazil v2023.0.2 tool.



# PROTECTION OF BIODIVERSITY

(GRI 3-3 | 304-1)

Located in a biodiversity-sensitive region, BTP's terminal prioritizes protecting the local ecosystem as part of its strategy. The company aims to consistently improve practices that foster a harmonious relationship between its operations and the environment. By implementing robust conservation initiatives and maintaining a strong focus on environmental education and awareness, BTP is committed to reducing its ecological impact.

To meet legislative requirements<sup>9</sup>, BTP assessed biodiversity impacts during the environmental permitting process. Based on this evaluation, the company established mitigation, optimization, and environmental control measures to protect the integrity of the surrounding natural environment. These measures were categorized according to the operational phase: those specific to the construction phase, which involve monitoring groundwater quality, supervising dredging activities, and conducting forestry compensation; those related to the terminal's operational phase, including environmental oversight of operations; and those applicable to both phases, such as waste and effluent management, environmental education, and biotic condition monitoring. These initiatives remain active today and include dedicated subprograms for monitoring the benthic community, sea turtles, and aquatic and terrestrial birds. An ongoing plan for rescuing and rehabilitating fauna affected by oil or experiencing functional and physiological challenges is in place.

Moreover, BTP recovered the transition area between the terminal infrastructure and the mangrove, using native vegetation over approximately 3,000 m<sup>2</sup>. The company monitored the mangrove of the Saboó River until 2016, confirming that operations caused no observable impacts in that area. During

the reporting period, BTP acted to protect and recover 15.44 hectares of green spaces, both within the terminal and in areas maintained for offset purposes.

## Critical Species in Influence Areas

BTP has comprehensively mapped fauna species within its influence areas and developed strategies to mitigate potential impacts on the surrounding ecosystems. Guided by the Environmental Impact Study and Environmental Impact Report findings, the company has implemented monitoring programs focused on avifauna, benthic communities (consolidated and unconsolidated substrates), sea turtles, and the monitoring of invasive species<sup>10</sup>.

To effectively safeguard biodiversity, it is essential to understand the environment in which the company operates. Through its monitoring initiatives, BTP has identified 185 bird species, 59 strictly aquatic species that depend on water for vital functions, and 126 terrestrial species. Among these, ten species are recognized as threatened at the state level, based on a list published by the São Paulo State Environmental Department in 2018<sup>11</sup>. These species are categorized as follows:

**Near Threatened (NT):** *Nyctanassa violacea* (Yellow-crowned Night Heron), *Eudocimus ruber* (Scarlet Ibis), *Pluvialis dominica* (American Golden-plover), *Parabuteo unicinctus* (Harris's Hawk)

**Vulnerable (VU):** *Aramides cajaneus* (Gray-cowled Wood-Rail), *Aramides mangle* (Little Wood-Rail), *Thalasseus acuflavidus* (Cabot's Tern), *Conirostrum bicolor* (Bicolored Conebill)

**Endangered (EN):** *Stemula superciliaris* (Yellow-billed Tern), *Thalasseus maximus* (Royal Tern)

At the federal level, two threatened species were identified according to the Brazilian Ministry of the Environment's listing issued in 2022<sup>12</sup>:

**Vulnerable (VU):** *Thalasseus acuflavidus* (Cabot's Tern);

**Endangered (EN):** *Thalasseus maximus* (Royal Tern)

Additionally, four species listed in the IUCN Red List of Threatened Species (2021)<sup>13</sup> are classified as "Near Threatened" (NT): *Phoenicopterus chilensis* (Chilean Flamingo), *Spheniscus magellanicus* (Magellanic Penguin), *Ramphodon naevius* (Saw-billed Hermit), *Conirostrum bicolor* (Bicolored Conebill). The remaining species are classified as "Least Concern" (LC).

No species at risk of extinction have been identified in the benthic communities associated with the seabed and fixed structures, such as piles. To prevent significant impacts on local biodiversity, BTP prioritizes environmental accident prevention by implementing and regularly maintaining comprehensive studies and plans. These initiatives include spill movement simulations and mapping of sensitive areas. Critical components of this approach are the Risk Analysis Study, the Emergency Action Plan, and the Individual Emergency Plan, alongside the broader Risk Management Program.

9. Implementing various mitigation measures—such as Water Quality Monitoring Programs, dredging, benthic community assessments, sea turtle monitoring, waste and effluent management, environmental education initiatives, and avifauna monitoring—are mandated by federal environmental permitting requirements enforced by IBAMA.

10. The execution of monitoring programs for both consolidated and unconsolidated substrate benthic communities, invasive species, sea turtles, and avifauna is also essential to comply with federal environmental permitting, as mandated by IBAMA.

11. São Paulo, 2018. SMA - Secretariat of the Environment of the State of São Paulo. Decree No. 63,853, dated November 27, 2018. This decree provides the list of threatened wildlife species, including those categorized as near threatened, collapsed, over-exploited, or lacking sufficient data for assessment within the State of São Paulo, and outlines related provisions.

12. Brazil, 2022. MMA - Ministry of the Environment, Brazil. Ordinance GM/MMA No. 300, dated December 13, 2022. This ordinance presented the National List of Threatened Species of Extinction and was published in the Official Federal Gazette, Edition 234, Section 1, page 75, on December 14, 2022.

13. IUCN - The International Union for Conservation of Nature (IUCN). Red List of Threatened Species, Version 2021-1. 2021.



## Environmental Education and Awareness Initiatives

BTP's Environmental Education Program (EEP), Component I - Community<sup>14</sup>, was crafted by the fundamental principles of environmental education outlined in legislation, fulfilling the terminal's Operating License requirements. This initiative has been implemented in the Saboó community in Santos (SP), which lies within the enterprise's Direct Influence Area (AID), with support from the Elos Institute. The program unfolded in three phases from 2020 to 2023:

### Phase 1: Participatory Socio-Environmental Diagnosis (PSED)

In this phase, BTP conducted field visits for territorial assessment, interviewed residents, public servants, and other key stakeholders, and analyzed secondary data while considering the region's historical context. By actively engaging with and listening to the community, the company gathered insights into the area's social dynamics, identifying sensitive issues. This understanding set the foundation for more targeted socio-environmental measures in the future.

### Phase 2: Oasis Experience

The Oasis Experience was a collaborative mobilization effort that united various social actors in the Saboó community. The aim was to empower residents to implement sustainability initiatives and foster local development through meetings and training workshops.

### Phase 3: Technical Advisory for Consolidation and Structuring of the Local Network

In this final phase, community meetings provided ongoing support to residents mobilized in Phase 2, helping them prioritize topics for local development. Following these discussions, BTP, in partnership with the Elos Ins-

titute\*, launched the Call for Community Initiatives. This initiative included open workshops focused on project development and mentorship, enabling residents to turn their socio-environmental ideas into reality for the Saboó neighborhood. The outcome of this process was three community-authored projects:

At the end of this process three projects came out from community initiative:

**Healthy Animal in Saboó** – This project aims to protect and improve the quality of life for abandoned dogs and cats in the Saboó neighborhood, offering castration and adoption services and veterinary care.

**Pantanal Recycling Workshop** – A program designed to empower women by providing training in recycling and sewing, transforming potential waste materials into handcrafts.

**Statera** – An initiative focused on delivering environmental education to children and teenagers within the community.

*Translator's Note: The Elos Institute, located in Santos, is a social organization dedicated to strengthening communities through education, culture, and sustainable development initiatives.*

<sup>14</sup> The implementation of the PEA, Component I - Community, is a mitigation measure mandated by federal environmental permitting, overseen by IBAMA.





## Individual Emergency Plan (IEP)

The Individual Emergency Plan (IEP)<sup>15</sup> aims to outline procedures and strategies for preventing and managing environmental impacts associated with oil spills and other hazardous substances in waters under national jurisdiction. This plan adheres to Law No. 9,966/00 and aligns with the minimum requirements established by Resolution No. 398/08 of the National Environment Council (CONAMA).

While the PEI shares a structural framework with the Emergency Action Plan (EAP) discussed in the Safety and Well-Being section (page 31), it focuses exclusively on oil spills and releasing harmful or dangerous materials into the marine environment. The plan details response actions tailored to various hypothetical scenarios identified in the risk analysis study, specifying the necessary resources for effective containment and outlining the appropriate procedures.

The organizational response framework integrates human resources and materials from both the IEP and EAP. Annual training sessions and simulations maintain preparedness, ensuring all personnel involved are well-equipped to respond effectively during real emergencies.

In 2023, the company trained 145 employees in emergency response and conducted four simulations. These included a response exercise with the IEP, a communication drill to assess methods, and two oil spill drills at sea.

During this period, a single incident occurred at sea due to a container malfunction aboard a ship, compromising the ship's containment measures. Fortunately, the incident caused no significant or irreversible environmental impacts.

<sup>15</sup> Carrying out the IEP is a mitigation measure required by federal environmental permitting, conducted by IBAMA





# WATER RESOURCES AND EFFLUENTS

(GRI 3-3 | GRI 303-5)

BTP's commitment to sustainable water management is a key factor in the long-term success of its port terminal operations. The company ensures that water resources are used efficient and responsibly through responsible practices, employees awareness and continuous monitoring.

The water management system is built on a comprehensive understanding of water usage within BTP's processes and a commitment to innovation. The company sources all of its water from the urban supply system and utilizes remote water meters connected to software for careful consumption tracking. This technology generates daily, weekly, and monthly reports instrumental in leak detection and shaping water conservation strategies. In 2023, BTP consumed a total of 11,235.14 m<sup>3</sup> of water.

To minimize its water footprint, BTP sets monthly and annual consumption targets and conducts regular inspections in high-consumption areas, checking fixtures, showers, and other equipment to prevent and promptly address leaks.

The company's water management efforts have yielded positive results. Between 2022 and 2023, BTP successfully met its goal of reducing consumption to 3.5 L/HHT<sup>16</sup>, demonstrating its progress in water conservation. The following section illustrates water consumption and performance from 2021 to 2023.

BTP also monitors all liquid effluents generated at the terminal. These include stormwater (from rainfall), domestic effluents (from restrooms, pantries, and cafeterias), and oily effluents (from equipment maintenance and food preparation). The Environmental

<sup>16</sup> L/HHT: Liters per man-hour worked (calculated through workplace safety controls, considering the number of employees, both direct and third-party, and their total hours worked).

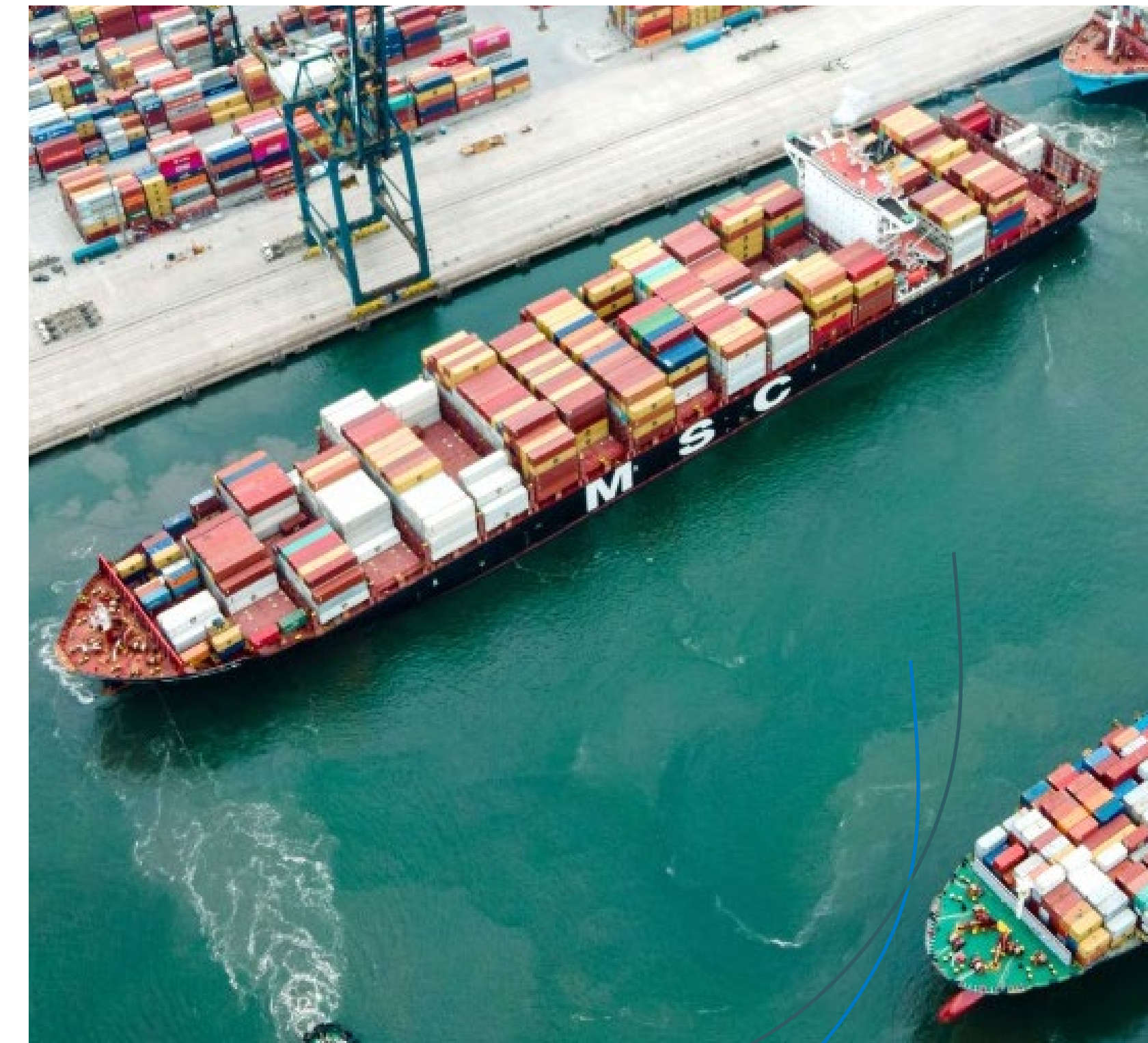
Quality Monitoring Program (PMQA), Component II - Effluent Management<sup>17</sup>, oversees this process. In 2023, the terminal generated 233.99 m<sup>3</sup> of oily liquid effluents, all of which were disposed of in an environmentally appropriate manner. Domestic effluents are directed to the sewage system of the Organized Port of Santos, while stormwater undergoes bi-monthly quality control monitoring.

The company's commitment to water management extends to its Water Treatment Station for Reuse (WTSR). This station treats water from equipment washing through a physical-chemical process, making it suitable for non-potable purposes. By reusing this treated water, BTP further reduces its overall water consumption.

Annual Performance	2021	2022	2023
Annual Target (L/HHT)	4,3	4,3	3,5
Water Measurement (L)	17.621.340,0	12.884.384,0	11.265.800,0
Hourly Metering (HHT)	3.334.957,0	3.437.267,0	3.254.467,0
Annual Rate Achieved (L/HHT)	5,3	3,7	3,5

<sup>17</sup> The implementation of the PMQA, Component II - Effluent Management, is a mitigation measure requested by federal environmental permitting and overseen by IBAMA

# water





# WASTE MANAGEMENT

(GRI 3-3 | GRI 306-3 | GRI 306-4 | GRI 306 – 5)

BTP guides its waste management<sup>18</sup> through the Solid Waste Management Plan and the Health Services Waste Management Program. Both initiatives align with the National Solid Waste Policy, and the company reviews them annually to address its changing needs.

With a strong focus on waste reduction and recycling, BTP has set an ambitious goal of achieving zero landfill waste, aiming for 100% of waste to be disposed of sustainably. From 2022 to 2023, the company set a target to increase organic waste composting at the terminal by 80%. However, due to the service provider's request to terminate the contract, performance reached 70%.

## Waste Generation and Disposal Over Time

Type of Waste	Generation in 2021 (t)	Generation in 2022 (t)	Generation in 2023 (t)
Total Generated	10.702,90	13.427,39	10.063,60
Recyclable	9.702,86	12.401,04	9.170,73
Non-Recyclable	518,53	440,51	440,74
Hazardous	481,51	585,84	452,12
Amount of Recyclable Waste (%)	90,66	92,36	91,13
Amount of Non-Recyclable Waste (%)	4,84	3,28	4,38
Amount of Hazardous Waste (%)	4,50	4,36	4,49

18. Waste management, conducted under the Environmental Quality Monitoring Program (EQMP), Component I - Solid Waste Management, is a mitigation measure required by federal environmental permitting and overseen by IBAMA.





Solid Waste Generated	Class	Total Generated (t)	Destination
Contaminated Soil/Asphalt	Class I	191,13	Co-Processing
Class I - Solid	Class I	93,47	Incineration
Class I - Solid	Class I	1,14	Co-Processing
Used Lubricating Oil	Class I	88,71	Re-Refining
Oily Sludge	Class I	63,05	Incineration
Cloth	Class I	0,22	Incineration
Cloth	Class I	7,21	Recycling
Automotive Batteries	Class I	5,89	Reverse Logistics
Light Bulbs	Class I	1,26	Decontamination
Medical Waste	Class I	0,05	Incineration
<b>Total - Hazardous</b>		<b>452,13</b>	
Rubble	Class II	8.789,87	Recycling
Commercial Waste	Class II	49,62	Recycling
Wood	Class II	40,3	Recycling
Plastic	Class II	13,58	Recycling
Paper/Cardboard	Class II	12,91	Recycling
Electronic	Class II	2,55	Recycling
Vegetable Oil	Class II	0,35	Recycling
Glass	Class II	0,27	Recycling
Ferrous Scrap Metal	Class II	193,17	Recycling
Used Tires	Class II	68,38	Reverse Logistics
<b>Total - Recyclable</b>		<b>9.171,00</b>	
Medical Waste	Class II	0,05	Incineration
Sweeping	Class II	40,33	Sanitary Landfill
Sweeping	Class II	160,42	Composting
Sweeping	Class II	33,88	Screening with Storage
Domestic Sewage	Class II	80,94	Physical-Chemical Treatment
Pruning	Class II	12,32	Sanitary Landfill
Pruning	Class II	53,83	Composting
Commercial Waste	Class II	5,26	Screening with Storage
Organic Waste	Class II	44,55	Composting
Plastic	Class II	1,17	Re-Refining
Organic Effluent (Grease Trap)	Class II	7,77	Physical-Chemical Treatment
<b>Total - Non-Recyclable</b>		<b>440,52</b>	





GRI

**GRI SUMMARY**

GRI



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# SOCIAL AND ENVIRONMENTAL REPORT - BTP 2023

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