

Annual Report ESG 2020





SUMMARY

| | | | |
|----|---------------------|----|--------------------------------------|
| 04 | President's Message | 30 | Social |
| 05 | About the Report | 35 | Health and Safety |
| 06 | GranEnergia | 41 | Sustainable Development Goals (SDGs) |
| 14 | Governance | 45 | Strategic Plan 2021 - 2023 |
| 20 | Sustainability | 47 | Credits |





PRESIDENT'S MESSAGE

The year 2020 was rich of challenges, even more numerous than we could have anticipated. We found ourselves in the midst of the most serious health crisis in recent times, and we spared no effort and resources to keep our Team Members, third-party workers and business partners protected.

We, at GranEnergia see safety, health, environment, ethics and integrity as non-negotiable values, always focusing on the quality of our services and the satisfaction of our customers. In 2020 it was no different and, despite all the difficulties, we were able to satisfactorily achieve our goals, thanks to the engagement and commitment of our team.

We want to be an ESG reference in the Oil and Gas sector. Our achievements and client's recognition demonstrate that we are following the right path. In 2020, we recertified GranEnergia in the QHSE standards (ISO 9001, 14001 and 45001) and

in early 2021, we obtained the ISO 37001 - Anti-bribery Systems certification, which demonstrates our full commitment to ethics and integrity in all our processes.

As well, in 2020, we remained as signatories of the Business Pact for Integrity and Against Corruption of the Ethos Institute and were accepted as members of the UN Global Compact. In early 2021, we received the Green Seal for our commitment to sustainability.

I close this message by thanking our tireless team, which spared no effort to maintain our services, facing all the difficulties brought about by the pandemic, without ever compromising our usual services quality and efficiency. I also thank our suppliers and other business partners, who were essential to our success through this cycle.

“We, at GranEnergia see safety, health, environment, ethics and integrity as non-negotiable values, always focusing on the quality of our services and the satisfaction of our customers. In 2020 it was no different and, despite all the difficulties, we were able to satisfactorily achieve our goals, thanks to the engagement and commitment of our team.”



Miguel Gradin
President



ABOUT THE REPORT

The 2020 ESG Annual Report covers the period from 01/01/2020 to 12/31/2020, allowing the addition of relevant data referring to history or facts that occurred in the first months of 2021. When this occurs, the period is informed.

ESG is the acronym for the words *environmental*, *social* and *governance*.

The term is used to describe the company's actions to mitigate and/or compensate for environmental impacts, social actions with the people who work there and for the surrounding society and, finally, the practices related to its corporate conduct, such as for example, the anti-corruption and anti-bribery actions in vogue.

The opening chapters of this report introduce the organization and bring our strategy for generating business value, as well as our main indicators.

Then, the following themes are presented: governance, sustainability, social, health and safety, in which it will be possible to observe our main initiatives, management practices and indicators for the mentioned period. Finally, we present our alignment with the SDGs – Sustainable Development Goals and our Strategic Plan for 2021 – 2023.

This report was approved by the Top Management.

NOTICE TO READER

This document contains forecasts that reflect the expectations of the Top Management. Terms such as "expects", "plans", "intends" and others alike are intended to identify such forecasts, which, of course, involve risks or uncertainties foreseen or not by us.

Therefore, future results of our operations may differ from current expectations, and the reader should not rely solely on the information contained herein. We do not undertake to update these forecasts in light of new information or future developments.





ODS



GRANENERGIA

GranEnergy was founded on June 13, 2011 with the vision of providing innovative solutions for the Oil, Biofuels and Biochemicals Industry, with a focus on new technologies and state-of-the-art strategic assets.

Located in Macaé-RJ, GranEnergy's operational base provides services for the operations of maritime units nationally and internationally, always committing itself to excellence by serving its Customers with ethics and integrity.

GranEnergy operates two flotels: Olympia and Venus. Both vessels operate with a DP3 propulsion system, with the purpose of carrying out Maintenance, Repair, Commissioning and Decommissioning offshore projects.

A "Flotel" - or Floating Hotel - is the popular name for the offshore accommodation vessel, which connects to the Customer's maritime units via a walkway called *gangway*.



Operational Base – Macaé / RJ

Operating Locations - In the Past

Since 2014
adding years
of operation

2 Flotels in
Operation



TIMELINE - ACHIEVEMENTS



COMPANY FOUNDATION

Year of foundation of GranEnergia

2011

CONTRACT AWARD

Award of a Long-Term Contract with
Petrobras, in Brazil – Flotel Olympia (Start
of Operations: 2014)



2013



QHSE CERTIFICATES

Obtention of ISO 9001, ISO 14001
and OHSAS 18001 Certifications

2015

PRO-ETHICS COMPANY

Professional Ethics Award
(CGU) for GranEnergia



2017

CONTRACT AWARD

Contract Award with **Total**, in AKPO,
Nigeria and Kaombo South and North,
Angola – **Flotel Venus**
Contract Award with Equinor, in Brazil
(Hook-up WHPC) – **Flotel Olympia**
(Start of Operations: late 2019)



2018

CONTRACT AWARD

Award of a Short-Term Contract with
Petrobras, in Brazil – Flotel Olympia (until
the end of 2019)



2019

CONTRACT AWARD

Contract Award with **Modec**, in
Brazil – **Flotel Venus** (Start of
Operations: 2021)



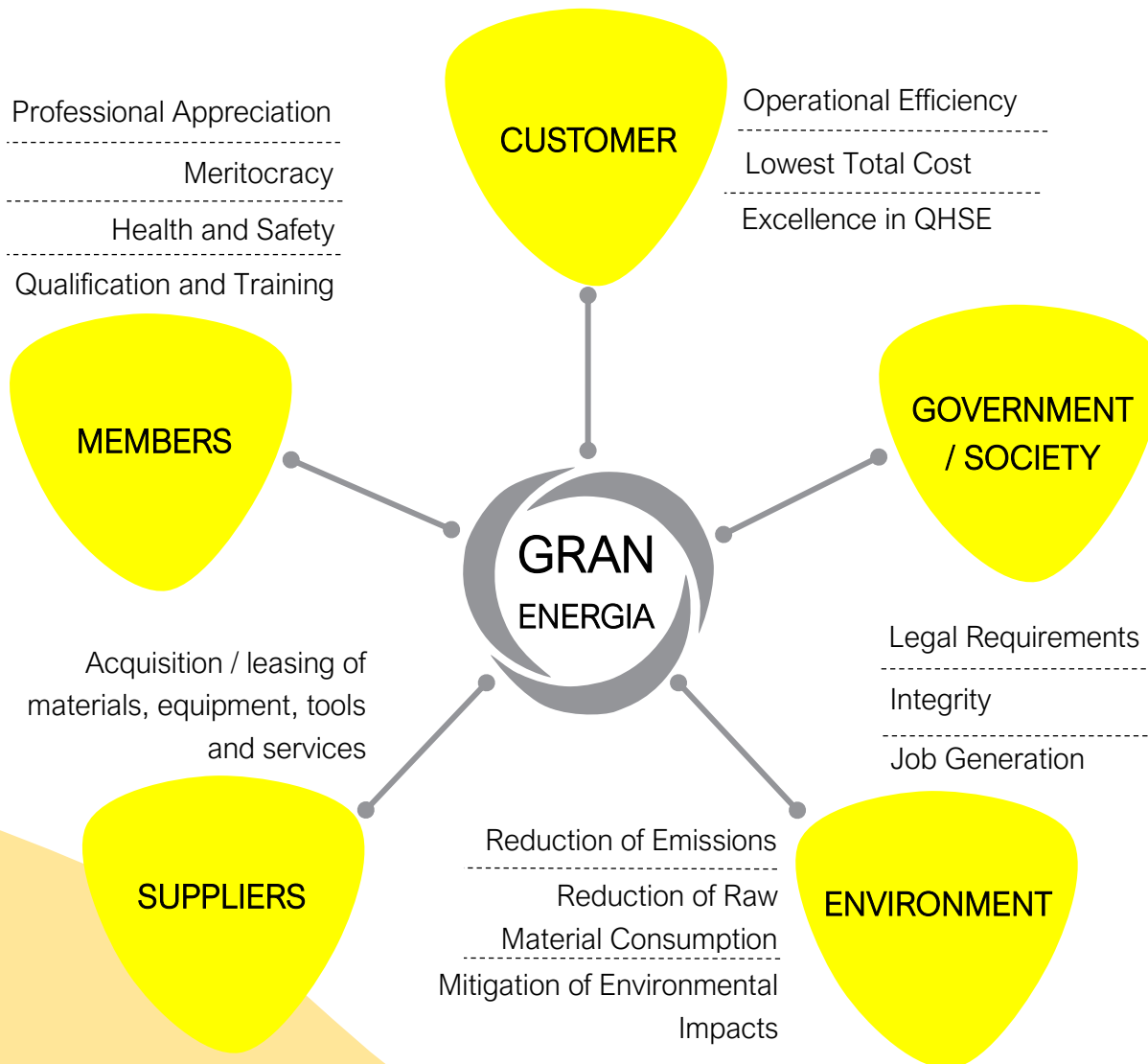
2020

ISO CERTIFICATES

Upgrade from OHSAS 18001
Certification to ISO 45001
Obtaining ISO 37001



2020 - 2021



VALUE CREATION

GranEnergia's main objective is to create value for its Customers, by reducing costs and increasing the efficiency of its operational processes. The creation of value occurs with the use of the solutions offered by the company.

GranEnergia is committed to the success of each of its Customers, as it believes that their growth influences its own growth and that of its Members, and that is why it seeks to build long-term relationships, within the strictest professional ethics.

GranEnergia's business philosophy aims to create value through services in an integrated manner, reducing interfaces and optimizing processes, meeting Customer requirements and legal requirements (statutory and regulatory). The company, through the creation of values, understands as relevant Stakeholders in its work, those presented in the diagram on the left.





CORPORATE GOVERNANCE

The governance of GranEnergy, a company organized in the form of a joint-stock company (S.A.), adopts the guidelines and best market practices to carry out its controls and accountability. GranEnergy has a Top Management, composed of its President and Directors, who are responsible for defining the strategic guidelines for the business and for the Sustainability and Quality and Compliance and Anti-bribery Programs.

Top Management is also responsible for: promoting the involvement / engagement of all Members; manage GranEnergy's activities as a process, ensuring the resources and means necessary for its effectiveness; comply with legal requirements (regulatory and statutory) and the organization's requirements and have an open relationship and responsible performance with stakeholders.

GranEnergy also has an Ethics and Conduct Committee, which has autonomy and independence to investigate and judge cases of violations of the Code of Ethics and Conduct and the Compliance and Anti-bribery Program, in addition to imposing appropriate disciplinary sanctions, if necessary.

GranEnergy's Code of Ethics and Conduct presents not only the ethical principles, but also clearly and precisely translates the values and commitments that must guide the internal and external relations of all GranEnergy's Members, including employees, administrators, directors and shareholders

MISSION



Offering innovative and integrated solutions with excellence, safety, quality, deadlines and new technologies, providing the satisfaction of our Customers, Shareholders, Members and Society.

VISION



To be the preferred partner for Customers in creating value by applying innovative and integrated solutions in oil and gas and logistics.

VALUES

Simplicity
Subject
Entrepreneurship
Innovation
Self-fulfillment





MANIFEST

The people of GranEnergia build a company based on a common cause: innovating to undertake a better world. We see a modern, talented, vibrant and creative Brazil. The companies of the Gran Invest group intend to become the most innovative in the Brazil of the future, with a bold way of doing the new, of accepting the risk of transforming innovation, of innovating to better serve their Customers and anticipating achievements that respect the commitment to material legacy for the next generations.

GranEnergia intends to be the choice of talents who value a transparent, light, creative, restless, intelligent, ethical and fun environment. Autonomy, good humor, boldness and commitment complement each other in an ethical pact of responsibility and self-demand. Here what is right has no owner and ideas and learning are shared naturally. At GranEnergia, serving is a common attitude and high dreams are respected as close realities that await our actions.

GranEnergia's entrepreneurial culture is born from the belief that anticipating Customers' dreams in a unique way generates surprising returns on shareholder capital. We believe in creative freedom supported by discipline in overcoming tangible results. Behind every creative action, there will always be someone responsible at GranEnergia for making the initiative innovative and the results tangible for the Customer, shareholders and society.

Here business leadership is legitimized by example. GranEnergia's leaders believe that the company has a decisive role in defending social and cultural values where it is present. We do not accept the hierarchy of imposed authority, but leadership with a sense of cause, which wins people over through example, conduct and the business cause – which becomes personal in the quest to achieve something meaningful in life.

People who choose GranEnergia bring a rebellion with a cause and a vibrant restlessness in the search for self-fulfillment, to make life count. We all participate and share in our Customers' dreams and achievements, in a passionate way of working, when the possible is not the limit.

GranEnergia wants to be seen as a company where the future is the present cause, where people are fulfilled and customers feel part of a common dream.





CERTIFICATIONS

GranEnergy has developed and implemented an Integrated Management System, known as the Sustainability and Quality Program (PSQ), which follows the principles of the PDCA cycle (Plan, Do, Verify and Act in search of continuous improvement).

GranEnergy is also committed to the principle of risk-based thinking. By taking this approach, GranEnergy takes a proactive stance, preventing or reducing unwanted effects and promoting continuous improvement.

GranEnergy's PSQ is guided by the Sustainability and Quality Policy, which defines the Principles, Guidelines and Commitments related to Quality, Environment and Occupational Health and Safety issues, thus bringing a focus on the ESG culture.

The PSQ is certified in accordance with the requirements of the following standards:

- **ISO 9001:2015** – Quality Management System;
- **ISO 14001:2015** – Environmental Management System;
- **ISO 45001:2018** – Occupational Health and Safety Management System;
- **ISM** – International Security Management Code;
- **ISPS** – International Ship and Port Facility Security Code.

In 2021, GranEnergy also obtained certification in **ISO 37001:2019** – Anti-bribery Management System, after auditing its Compliance and Anti-bribery Program, confirming its commitment to ethical and transparent conduct.

Documentation related to the Programs and certifications mentioned herein are available on the GranEnergy website (www.granenergia.com) for all internal and external Stakeholders.





GRANENERGIA IN NUMBERS

In
2020
GranEnergia has completed

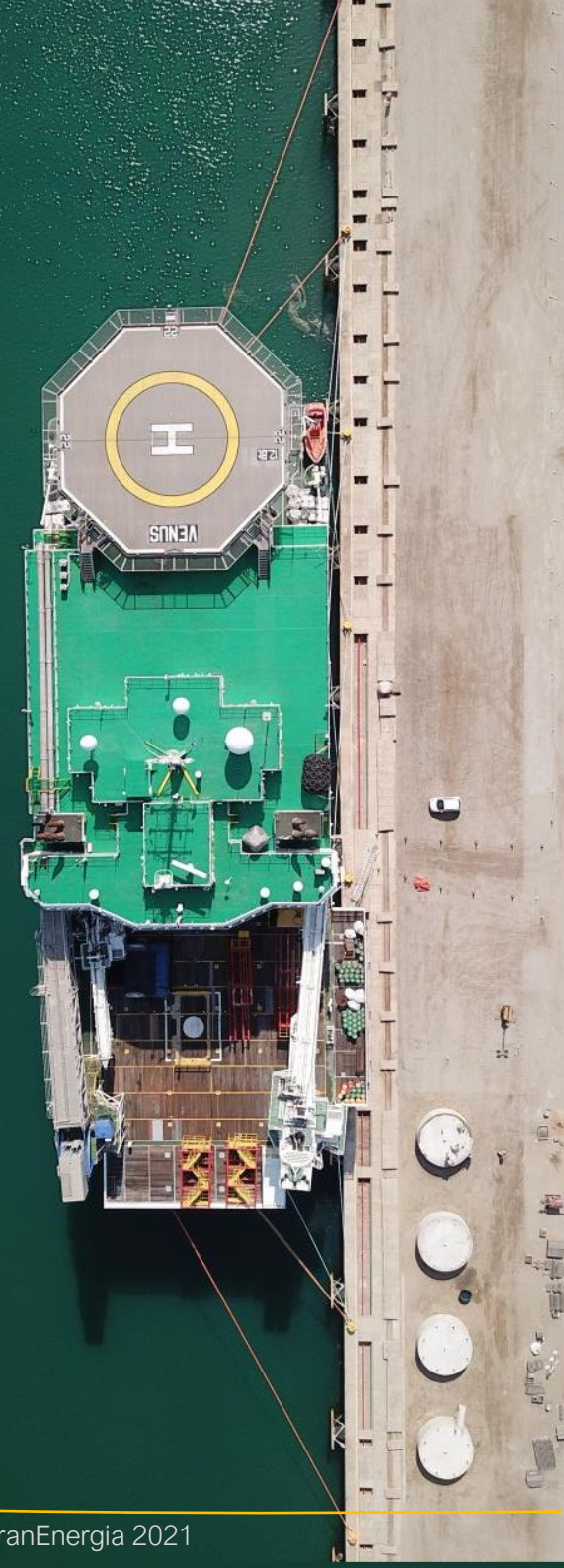
6 YEARS
of operation
of the 
Olympia and Venus flotels

Olympia obtained Operational
Uptime (Green Light) of

95%

GranEnergia had
150
Members 
In December 2020

In 2020 there were
ZERO
personnel and
environmental accidents
and
ZERO
misconduct 







GOVERNANCE

One of GranEnergia's core values is to ensure the integrity of all its processes, acting transparently, with zero tolerance for bribery and corruption.

GranEnergia has a Compliance program implemented since 2015.

In 2020, the program was restructured to comply with ISO 37001 – Anti-bribery Management Systems. Still in 2020, the company started its certification process, having obtained, in the beginning of 2021, the ISO certificate.

In 2020, our Code of Ethics and Conduct was revised, approved by the Top Management and disseminated to the Internal and External Stakeholders. Our Guidelines also underwent revision and disclosure, including our Anti-Corruption Guideline, and the new Compliance and Anti-bribery Policy was launched.

The Compliance and Anti-bribery Policy defines GranEnergia's Principles, Guidelines and Commitments regarding issues of compliance with internal legislation and procedures, ethical, integrity, anti-corruption and anti-bribery issues, guiding its processes, activities and the conduct of all Members and Third Parties.

In 2020, GranEnergia also revised the mapping of compliance and bribery risks existing in its processes, with the determination of new control actions.

One of the control actions was the contracting of computerized systems to guarantee the integrity of the processes, such as a system for managing all the GranEnergia documentation.

As part of the Compliance and Anti-bribery Program, Objectives and Goals were outlined, which are now monitored on a monthly basis.

The Objectives and Goals, as well as their results for the year 2020 will be presented on the next pages.





COMPLIANCE AND ANTI-BRIBERY OBJECTIVES AND GOALS

The Objectives and Goals were outlined based on the Compliance and Anti-bribery Policy.

Monthly, Objectives and Goals were monitored and indicators were maintained to demonstrate their achievement.

All 2020 Objectives and Goals were met. See them below:





COMPLIANCE AND ANTI-BRIBERY TRAINING – 2020 CYCLE

Compliance and Anti-bribery training started in May 2020 and lasted until December. The method of implementation was online (e-learning), with a final assessment whose grade should be greater than 7 for the participant's approval.

A total of 149 Team Members were trained in 2020, namely: all Team Members assigned to the Macaé and Rio de Janeiro bases, at the Olympia Unit, and new hires for the Venus Unit (new contract scheduled to start in January 2021).

All 149 Members were trained and approved.

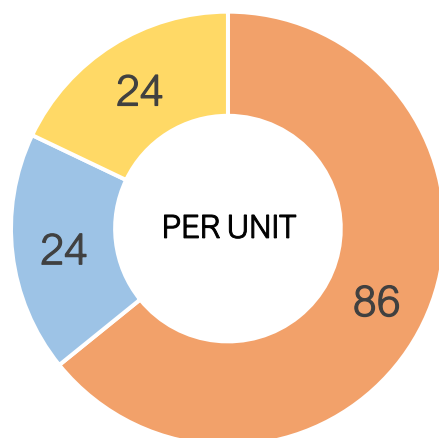
In addition to the Members, the third-party employees of the catering company also participated in the training (total of 65 employees called and trained).

Finally, it was also determined that suppliers defined as Intermediaries should have their employees trained. Thus, 25 employees from 12 Intermediate suppliers completed the training.

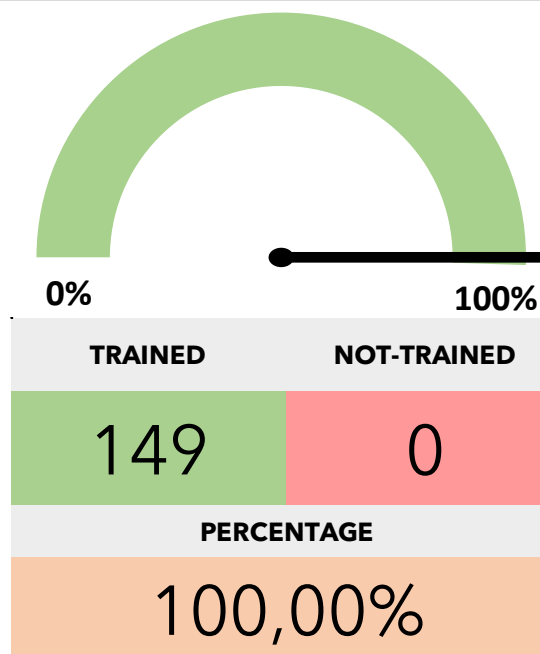
Intermediary = Third parties with powers to represent the company or act on its behalf or to act in conjunction with GranEnergia.

CALLED MEMBERS

OLYMPIA VENUS BASE

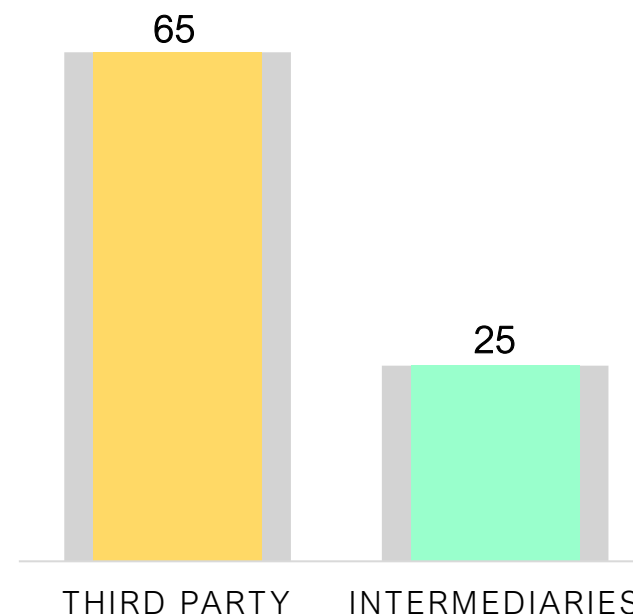


TRAINED MEMBERS



NOTE: The Anti-bribery Compliance Role applied the training, which is why it is not included in the indicators of trained Members.

THIRD PARTIES AND INTERMEDIARIES





DUE DILIGENCE

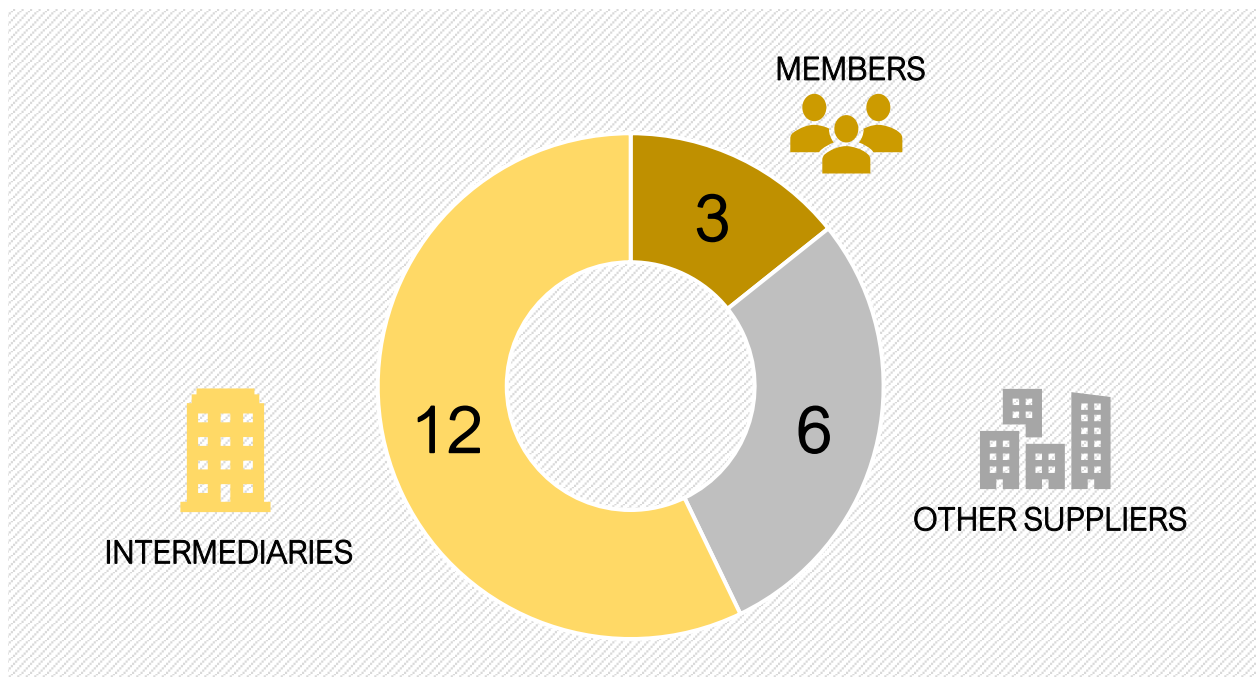
Following the Supplier Management procedure, Every supplier classified as Class A must undergo a Due Diligence.

In 2020, GranEnergia had 18 Class A Suppliers. Of these, 12 are Intermediaries.

In addition to Class A Suppliers, some Members also underwent Due Diligence, namely:

- GranEnergia Partners – Due Diligence has already been renewed. GranEnergia Partners and Directors go through the process as a good practice;
- Anti-bribery Compliance Role – or Compliance Officer, who, according to ISO 37001, is the person with responsibility and authority for the operation of the anti-bribery management system.

Class A Supplier = (a) Continuous service providers, with labor at GranEnergia's facilities; or (b) Suppliers (services and materials) requesting an advance of BRL 50,000 or more; or (c) Suppliers (services and materials) with a single PO of BRL 200,000 or more; (d) Suppliers (services and materials) with an Umbrella PO of BRL 1,000,000 or more; or (e) Intermediaries (Third parties with powers to represent the company or act on its behalf or in conjunction with GranEnergia).



Due diligence is a process of investigation and audit of company information, which must be carried out before a commercial or business operation, essential to confirm the data made available to potential buyers, contractors or investors, in order to avoid possible risks related to corruption and bribery.



COMPLAINTS CHANNEL

GranEnergia has a complaints channel operated by an independent third-party company.

The complaints channel can be used by all Members, third-party workers and the external public to report complaints, make suggestions and/or clear up doubts about the Code of Ethics and Conduct, about GranEnergia's policies and procedures.

Any retaliation against a Member or third-party worker who, in good faith, reports an illegal or contrary conduct to the guidelines established by GranEnergia will not be permitted nor tolerated.

We emphasize that anonymity is guaranteed, since the channel is managed by an independent company.

All complaints received through the channel will be evaluated and dealt with by the Ethics and Conduct Committee.

There were no complaints in 2020.

The names of the members of the Ethics and Conduct Committee and the Anti-bribery Compliance Role can be found on GranEnergia's website: www.granenergija.com.

Access the
Complaints
Channel by
clicking on the
icon beside:



Access the
documentation by
clicking on the icons:



Compliance and
Anti-bribery Policy



Code of Ethics and
Conduct



Anti-Corruption
Guideline



Gifts,
Entertainment and
Hospitalities
Guidelines





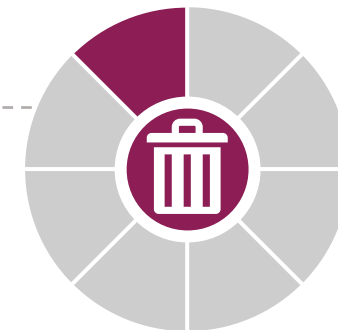
SUSTAINABILITY

Sustainability is one of GranEnergia's core values and guides how the company conducts its business. At all hierarchical levels of GranEnergia, people act responsibly and always seek to limit the environmental impact, implementing and delivering sustainable solutions.

Our greatest commitment to sustainability is to mitigate our environmental impacts, with a focus on preventing pollution, reducing the use of Natural Resources, reducing Atmospheric Emissions and intelligent waste management.

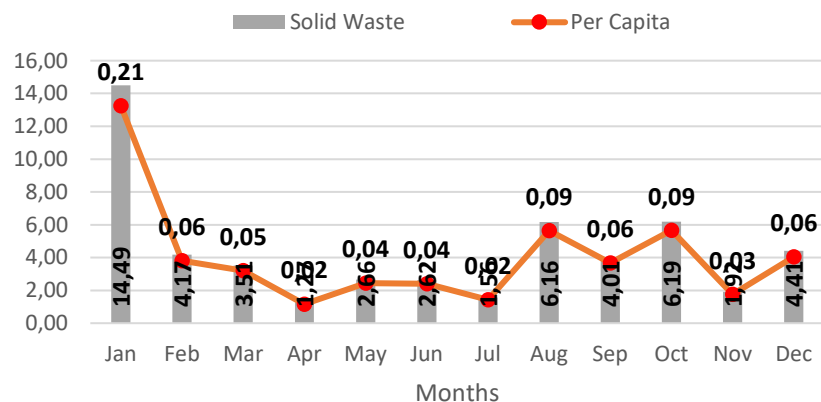
See the diagram on the right for all our sustainability commitments.



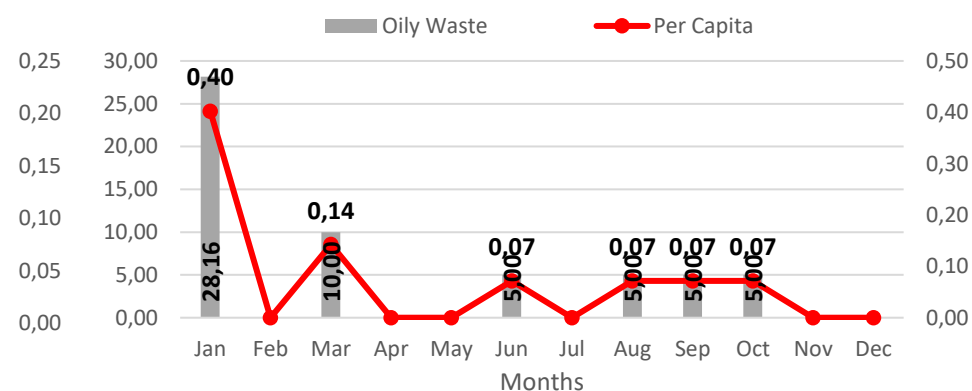


WASTE AND EFFLUENT MANAGEMENT

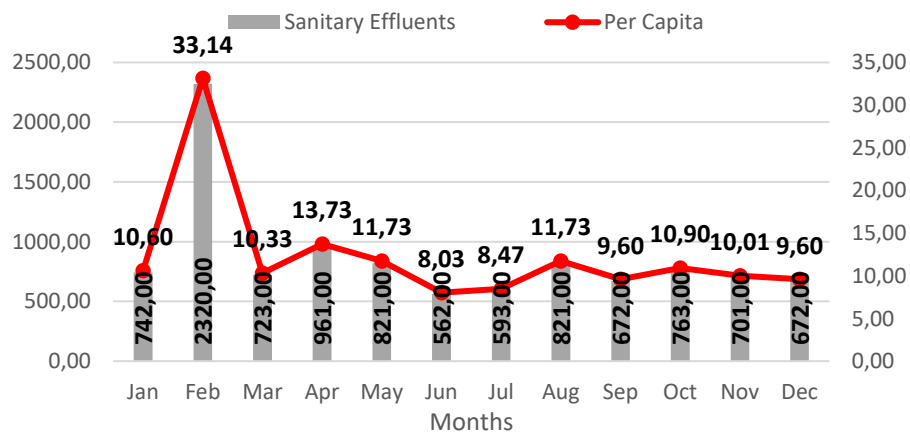
Solid Waste (m3)
Olympia



Oily Waste (m3)
Olympia



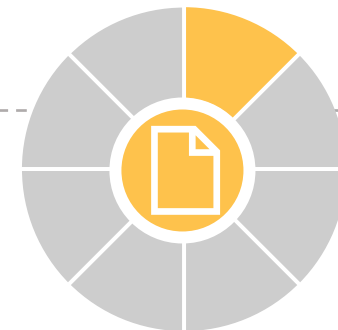
Sanitary Effluents (m3)
Olympia



In 2020, GranEnergia monitored the waste treated by the Olympia vessel: Solid Waste, Oily Waste and Sanitary Effluents.

It is important to point out that GrenEnergia practices selective collection at its vessels, encouraging the proper disposal of waste, but its final destination – including recyclables – is the responsibility of the Customer.





EXCLUSIVE PURCHASE OF RECYCLABLE PAPER

As of 2020, GranEnergy started to buy only recyclable paper for all its units, completely replacing the purchase of white paper (new). The decision to change the type of paper was made after evaluating the environmental benefits.

GranEnergy understands that, as Brazil is one of the largest paper producers in the world, this causes a great impact on the environment. To change this scenario, it is necessary to understand the importance of paper recycling and the benefits it brings to the planet. See the diagram on the right for some of these benefits.

BENEFITS OF RECYCLABLE PAPER:



Avoid cutting 25 to 30 mature trees per ton of paper.



The production of a ton of recycled paper reduces energy consumption by 50 to 60%.

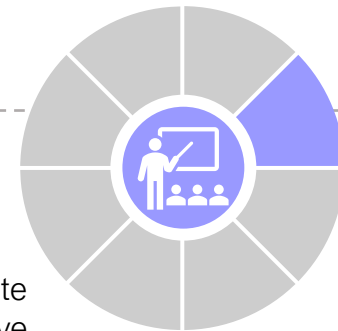


The production of one ton of recycled paper reduces water consumption by 30 to 40%.



The population also benefits from paper recycling, as five times more jobs are generated than in the production of white paper and ten times more than in the collection and final disposal of waste.





ENVIRONMENTAL TRAININGS AND CAMPAIGNS

GranEnergiya is concerned with the development of its Members and constantly promotes training, campaigns, internal communications and Daily Toolbox Talks on various subjects.

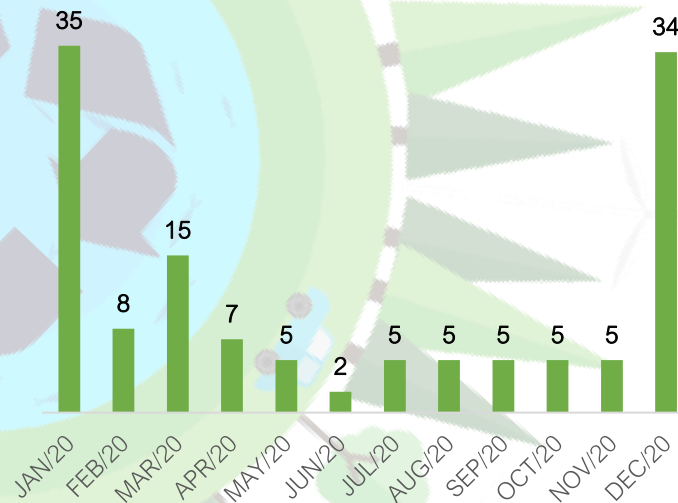
Environmental themes are part of the annual planning of these initiatives, being organized and taught by the QHSE sector.

The objective of these campaigns is to promote environmental awareness and, in this way, improve everyone's perception of the environment.

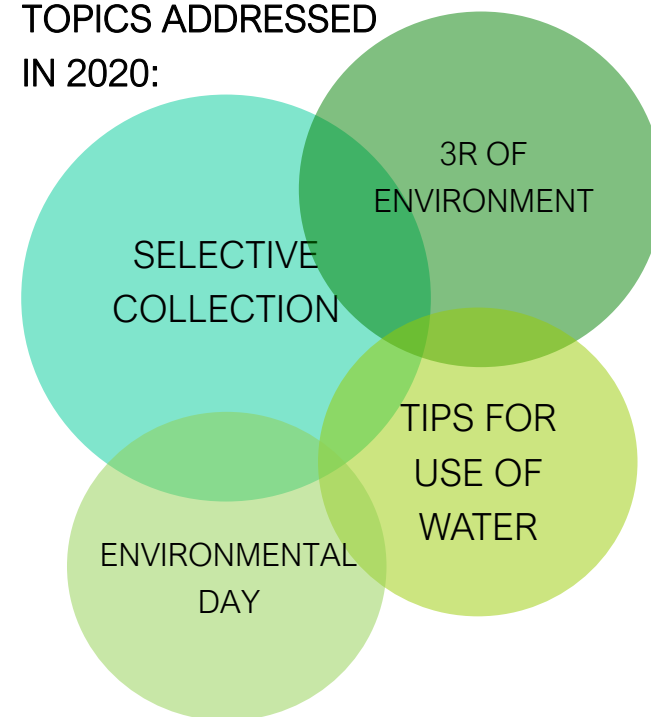
The year 2020 was mainly marked by discussions about the responsible management of waste produced on board vessels.

TRAINING HOURS

■ Environment



TOPICS ADDRESSED IN 2020:



12
Environmental
Campaigns



REPLACEMENT OF PLASTIC CUPS

Regulatory Standard No. 24 expresses in its item 24.9.1 that “in all workplaces drinking water must be provided to workers, and the use of collective cups is prohibited”. The most hygienic solution is the use of disposable cups, but this is not always the most environmentally correct one. We know that each plastic disposable cup takes about 250 to 400 years to decompose in the environment, which makes it remarkable that the environmental impact caused by improper disposal of plastic is enormous.

In addition, there are health hazards in using these cups, especially if they are used to serve hot drinks. This happens because they have in their composition a substance called polystyrene that, when in contact with heat, releases styrene, which can cause cancer if ingested in large quantities, due to its toxicity. A study by UFBA indicated that the amount of styrene released by plastic cups is higher than the maximum recommended by the Ministry of Health.

Considering these issues, GranEnergia sought healthier and more sustainable alternatives for the use of disposable plastic cups.

First, reusable cups were distributed at the operational bases in Macaé and Rio de Janeiro. However, even if 100% of the team started using these new cups, the existence of disposable cups would still be necessary, especially for visitors.

In this way, GranEnergia has completely eliminated the purchase of disposable plastic cups in its administrative bases, replacing them with paper cups, which decompose faster than plastic ones, and are easier to recycle.

At the vessels, the use of reusable cups and mugs is widely encouraged, through campaigns, trainings and Toolbox Talks for the entire workforce.





RAINWATER CAPTURE IN THE ADMINISTRATIVE BASE

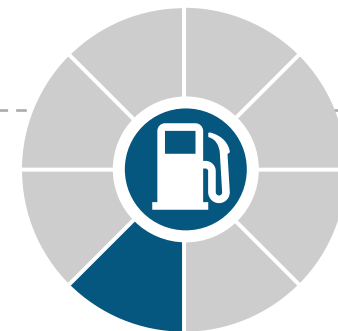
Water scarcity will affect two-thirds of the world's population in 2050, according to a UN report. Therefore, ensuring enough clean water for everyone is something that must be seen as a priority right now. GranEnergia understands its responsibility and seeks to do its part, which is why it has supported GranIHC's initiative to install a system to capture and reuse rainwater at the Macaé base.

The system, which was installed at the end of 2019, has already collected more than 35 m³ of rainwater and supplies the entire base, serving both companies.

The system works by collecting rainwater, which is taken to the reservoirs. As it comes from rain, the water obtained is not considered potable, therefore, it is not suitable for human consumption.

Still, this water can be used in other activities, such as irrigation of lawns and plants, for cleaning and for toilets.



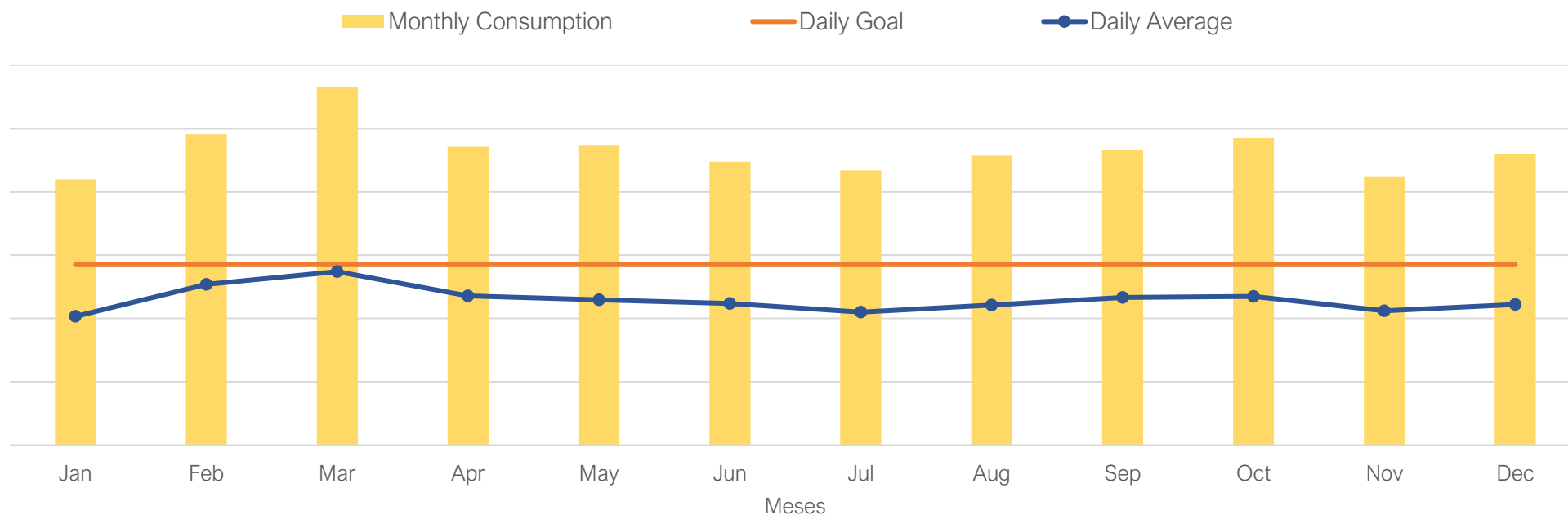


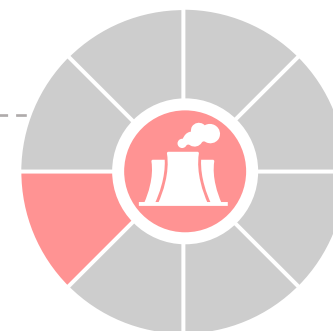
CONTROL OF FUEL CONSUMPTION

GranEnergia controls its atmospheric emissions, among other ways, by controlling fuel consumption in its flotels. Therefore, a maximum daily diesel consumption target for the year 2020 for the Olympia vessel was agreed with the Customer.

Analyzing the 2020 data, it is noted that every month had a daily average lower than the determined maximum target, with January being the month with the lowest average consumption (28.7% below average) and March the month with the highest (still 3,8% below average).

Consumo de Diesel (m3) *Olympia*





MONITORING OF GAS EMISSIONS

Monthly gas emissions are measured and evaluated, so that they are kept within legal parameters.

In addition, in 2020, the Greenhouse Gas Emission Inventories of the Olympia and Venus vessels were issued. The diagnoses carried out allow the observance of voluntary opportunities to reduce the emission of greenhouse gases, as well as improve the corporate operation, avoiding the unnecessary expenditure of inputs and resources.

The documents were prepared by a third-party company, according to the norms and guidelines of the "GHG Protocol Corporate Accounting and Reporting Standard" program, in addition to complying with the requirements of the international standard ISO 14,064-1, declaring the emissions of greenhouse gases controlled by the Protocol of Kyoto, namely: CO₂, CH₄, N₂O, PFC's, HFC's, SF₆ NF₃.

See the results of the inventories in the tables on the right:

OLYMPIA:

| TOTAL EMISSIONS | | | | | | |
|----------------------------------|-------|------------------|------------------|-------------------|-------------|--------------------|
| ISSUE SOURCE | SCOPE | tCO ₂ | tCH ₄ | tN ₂ O | tHFC's | tCO ₂ e |
| DIESEL MOVIMENTATION / OPERATION | 1 | 14.562,6 | 0,78 | 0,78 | | 14.814,49 |
| EQUIPMENT LUBRICATION | 1 | 18,08 | | | | 18,05 |
| CO2 FIRE EXTINGUISHERS | 1 | 0,29 | | | | 0,29 |
| REFRIGERANT GASES | 1 | | | | 0,51 | 2.009,04 |
| EFFLUENT TREATMENT | 1 | | 1,01 | | | 25,27 |
| TOTAL | | 14.581,01 | 1,79 | 0,78 | 0,51 | 16.867,14 |

VENUS:

| TOTAL EMISSIONS | | | | | |
|----------------------------------|-------|------------------|------------------|-------------------|--------------------|
| ISSUE SOURCE | SCOPE | tCO ₂ | tCH ₄ | tN ₂ O | tCO ₂ e |
| DIESEL MOVIMENTATION / OPERATION | 1 | 5.069,08 | 0,2714 | 0,2714 | 5.156,74 |
| EQUIPMENT LUBRICATION | 1 | 7,29 | | | 7,29 |
| EFFLUENT TREATMENT | 1 | | 0,01 | | 0,28 |
| TOTAL | | 5.076,38 | 0,28 | 0,27 | 5.164,32 |



SEALS AND CERTIFICATIONS

In 2020, GranEnergia underwent a recertification audit in ISO 14001 – Environmental Management Systems, carried out by the Bureau Veritas certifier, and obtained the standard certification again.

In 2020, GranEnergia began the **Green Seal** (“**Selo Verde**”) certification process, in the **Responsible Social and Environmental Management** category, based on Law 10.165/2000. The process consists of evaluating the company's sustainability actions through a questionnaire and issuing a final opinion, if the necessary score for approval is reached.

At the beginning of 2021, after the end of the process, GranEnergia went through the scrutiny of PROCERT - Certification Program for the Commitment to Responsible Social and Environmental Management, obtaining Technical Opinion No. 2021/002. As a result, GranEnergia became the holder of the concession to use the **Green Seal**.







SOCIAL

GranEnergia aspires to be the choice of talented people who value a transparent, bright, creative, lively, intelligent, ethical and fun environment. Autonomy, good humor, courage and commitment complement each other in an ethical pact of responsibility and self-defiance. Here, the right has no owner and ideas and discoveries are easily shared.

Business leadership is endorsed by example. GranEnergia's leaders believe that the company has a decisive role in defending social and cultural values wherever it operates. We do not accept the imposed hierarchy of authority, but leadership with a sense of cause, which wins people over by example, conduct and corporate cause - which becomes personal in the quest to achieve something meaningful in life.

Our Team Members are our most precious value, as quality and safe services can only be performed by committed and motivated people. Therefore, we have the following social values:

SOCIAL VALUES

Support our local communities whenever necessary.

Develop and train our Members allowing them to grow professionally and individually and guaranteeing the right to consultation and participation.

Recognize our Members and third-party workers for their contribution and commitment to GranEnergia's core values and principles.

Respect all human beings and their rights, valuing and encouraging ethical, egalitarian, transparent and responsible behavior and promoting gender diversity.

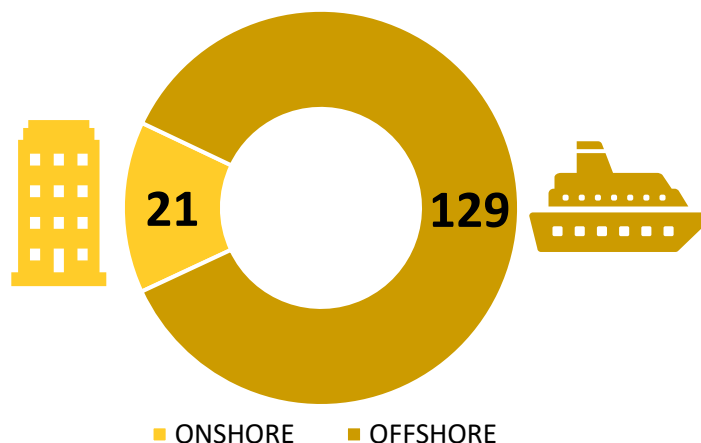
“ Our Team Members are our most precious value, as quality and safe services can only be performed by committed and motivated people. ”



MEMBERS



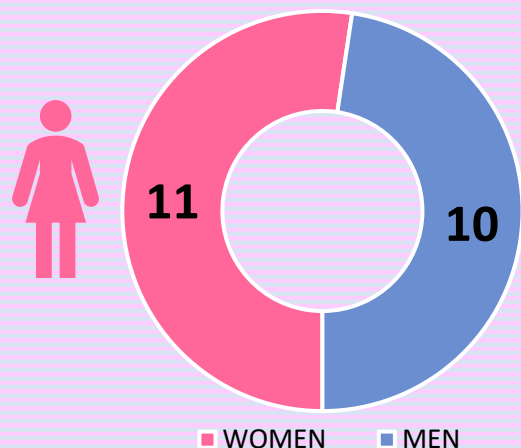
Members By Workplace



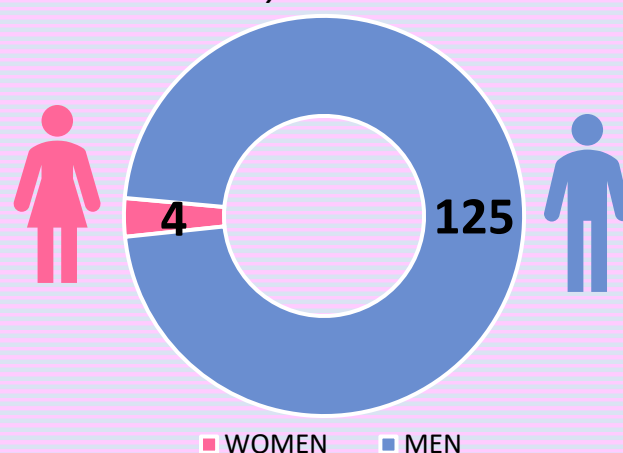
The 150 Members of GranEnergia are divided between the operational bases in Macaé and Rio de Janeiro and between the Olympia and Venus vessels. Of the 129 offshore Members, 41 were hired in 2020 to compose the Venus crew, which was awaiting the start of the new contract (starting forecast: January 2021).

INTEGRANTES POR GÊNERO

Onshore Members By Gender



Offshore Members By Gender



10% of the total Members are female, while 90% are male.

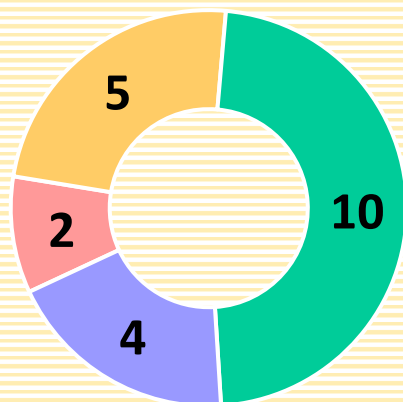
In the onshore bases, equality between genders can be verified, with 52% of Members of the female gender and 48% of the male gender.

It should be said that GranEnergia is concerned with gender equality, but sometimes it is beyond our reach to include women in the offshore segment, which, for the most part, is still composed of males.



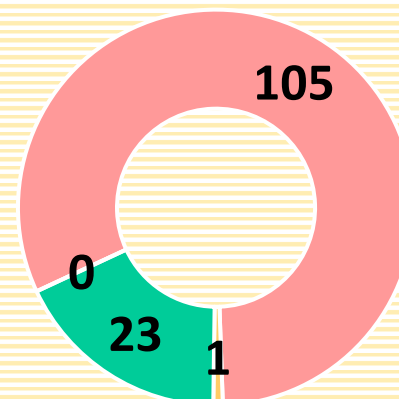
MEMEBRS BY EDUCATION

Onshore Members
By Education



■ High School
 ■ Inc. University Education
 ■ University Education
 ■ Postgraduate | Specialization

Offshore Members
By Education



■ High School
 ■ Inc. University Education
 ■ University Education
 ■ Postgraduate | Specialization

2.7% of Members have some type of postgraduate degree or specialization. 22% have completed graduation and 4% of Members have not yet completed their graduation. 71.3% have completed high school.





DONATIONS

GranEnergia plans to make donations, if the provisions of its Gifts, Entertainments and Hospitalities Guideline are followed. For a donation to be made on behalf of GranEnergia, the Legal department and the Ethics and Conduct Committee must approve it.

In 2020, due to the new coronavirus pandemic, a donation of alcohol gel, alcohol gel dispensers, soap dishes and disposable masks was made to four institutions, namely:



INSTITUTION

DONATIONS



**Home of the
Elderly Saint John
the Baptist**
Macaé

30 units (5 liters each) of Alcohol in Gel
15 units of Dispenser + Soap Dish
350 units of Disposable Masks



Ranch Hope
Macaé

20 units (5 liters each) of Alcohol in Gel
15 units of Dispenser + Soap Dish
250 units of Disposable Masks



**Teacher Maria
Angélica de
Oliveira das Dôres
School**
Macaé

50 units (5 liters each) of Alcohol in Gel
24 units of Dispenser + Soap Dish
700 units of Disposable Masks



**Home of the
Elderly**
Itaocara

20 units (5 liters each) of Alcohol in Gel
15 units of Dispenser + Soap Dish
200 units of Disposable Masks





HEALTH AND SAFETY

At GranEnergia, we never compromise on Health and Safety. As our Members are responsible for driving the success of our company, their health and well-being are our highest priority.

GranEnergia is fully aware of its responsibility and takes all necessary measures to ensure a healthy and safe work environment. By choosing the right business partners and rigorously monitoring the operating environment, GranEnergia ensures that all activities are carried out with excellence in health and safety.

In addition, GranEnergia's vessels and operational bases operate in compliance with the ISM & ISPS Codes and ISO 45001.

Being aware of the challenging environment of the Oil and Gas Sector is the first step to deliver projects safely and with quality. Training our people and constantly improving our methodologies is the second step towards maintaining a workplace free from incidents and accidents.

Through frequent communication, self-assessment, training and leadership presence, GranEnergia encourages and engages its Members to remain focused on their commitment to QHSE.

See our accident-free day rates on the right.

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UNTIL 12/31/2020:

Macaé Base

1900

days without accidents

Olympia

2429

days without accidents

Venus

1058

days without accidents



FACING COVID-19

The year 2020 was marked by the beginning of the fight against the coronavirus pandemic, which made Occupational Health and Safety even more important.

GranEnergia is proud to have continued its activities, considering the fact that it has adopted strict health standards for all its Members and third-party workers.

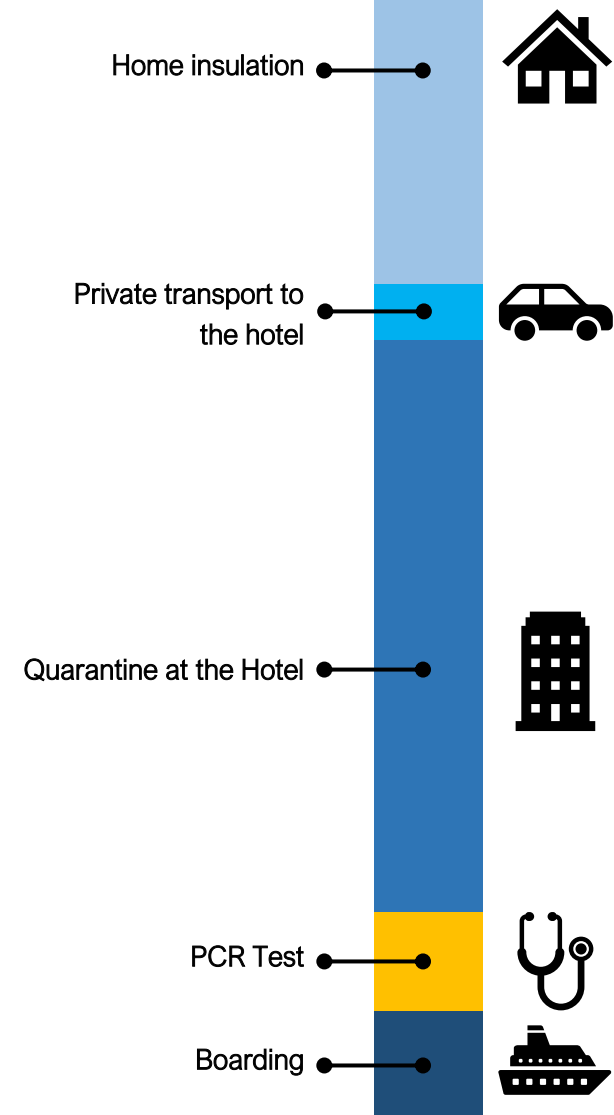
Consistent pre-departure quarantine routines in hotels, private transport with a maximum of two passengers per vehicle, daily self-monitoring of symptoms and frequent PCR tests were implemented. All this with the proper monitoring of the Medical Team and the QHSE Coordination.

Even stricter sanitation and cleaning routines were implemented to prevent coronavirus contamination on the vessel's premises.

In addition, other protection barriers were considered, such as, for example, the need to maintain a reduced POB and mass testing, actions that are fundamental for absolute control of the situation and a robust reduction in the spread of the virus on board.



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FACING COVID-19

In addition to the actions taken to ensure the health and safety of our offshore Members, measures were also implemented for our Members located in administrative bases. From the moment the quarantine was decreed, still in March 2020, 100% of our onshore workforce started to operate in a home office regime, with full support from GranEnergia.

Finally, a support group composed of the leadership was created to monitor weekly actions to fight the pandemic and to plan activities in response to any occurrences.

All the actions described were essential for the result of the year 2020: fortunately there were no deaths or serious cases of COVID-19 among GranEnergia Members.

Although GranEnergia has reached a situation of absolute control, it is not a time to relax its conduct, on the contrary. The goal is to maintain and improve all the necessary care, always aiming for continuous improvement.

PROACTIVE HEALTH AND SAFETY INDICATORS

Reactive and proactive health and safety indicators are monitored, compiled and archived by the QHSE sector on a monthly basis. The Recordable Occurrence Rates indicator was within the limit established by GranEnergia and the Customer in 2020.

There were no lost time incidents (LTI), red incidents (SIF) or recordable incidents (TRIF). Also, there were no registerable dropped objects (FOF) in all the men-hours (HH) held in 2020.

In 2020, no work-related illness and aggravation events were registered. GranEnergia, through its occupational health program (PCMSO), has been working with prevention, avoiding events of an occupational nature.



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CAMPAIGNS, TRAININGS AND DRILLS

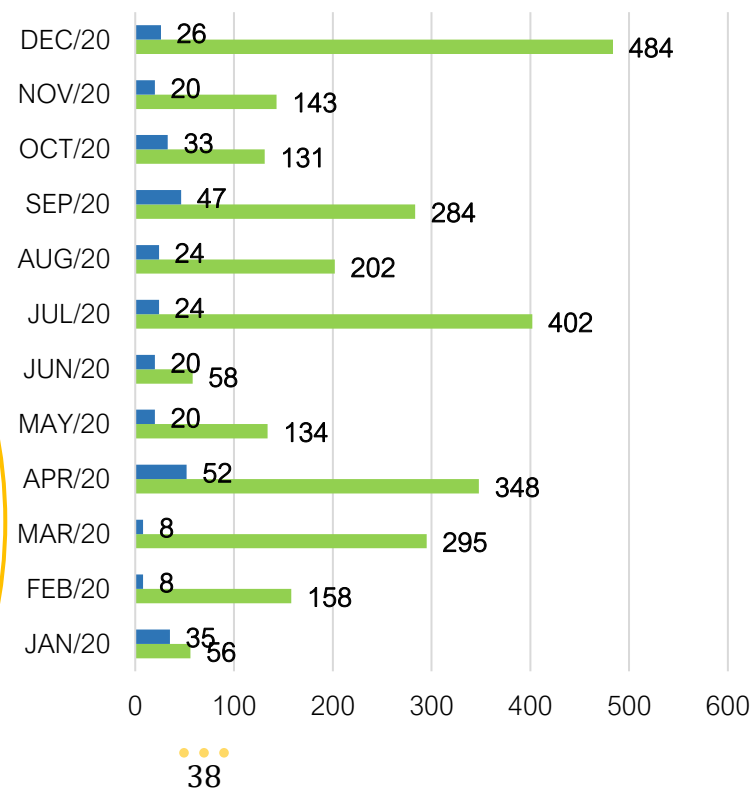
GranEnergia carries out monthly Health and Safety campaigns to raise awareness among all Members and third-party workers on board. A total of 12 campaigns for each theme were carried out during the year.

In addition, emergency drills are carried out, taking into account all the scenarios provided for by the vessels Emergency Response Plans.

Despite the challenges posed by the pandemic in 2020 and because many of the drills could not have been carried out, 102 emergency drills were successfully carried out throughout the year at the Olympia Unit.

TRAINING HOURS

■ Health ■ Safety Campaign



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PARTICIPATION AND CONSULTATION

GranEnergia understands the importance of the participation and consultation of its Members and third-party workers, who are encouraged to actively participate in the development, planning, implementation, performance evaluation and improvement actions of all activities through the following channels and initiatives:

PASSENGER SATISFACTION SURVEYS

PERCEPTION SURVEYS

TRAININGS

TOOLBOX TALKS

SURVEY OF ASPECTS AND IMPACTS

SURVEY OF DANGERS AND RISKS

INTERNAL ACCIDENT PREVENTION COMMITTEE

MEETINGS

OBSERVATION CARDS

PASSENGER SATISFACTION SURVEY

In **2020**

The Satisfaction Survey started on the new Olympia contract. From March to December, a total of:

10 Reports

were written and disseminated among internal and external stakeholders.

An average of

48%

of the annual POB participated in the Survey, which is not mandatory.

The following answers are possible for each evaluated item:

(for example: food, cleaning, crew etc.)

EXCELLENT

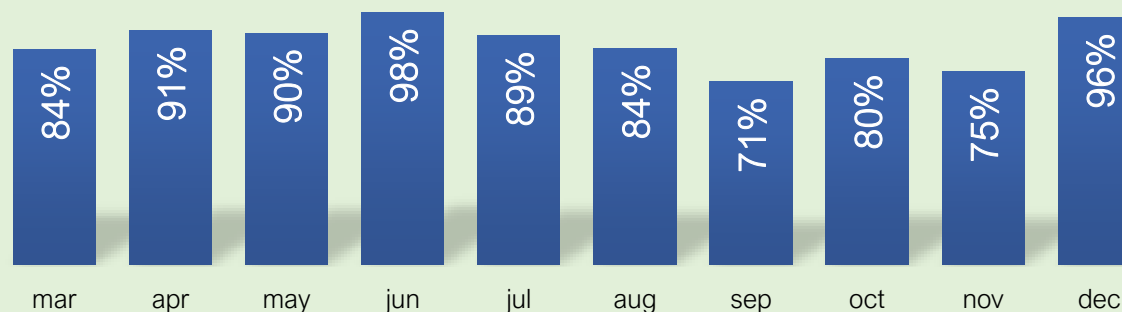
GOOD

AVERAGE

BAD

NOT APPLICABLE

The annual result per month of the Satisfaction Survey (considering only "Excellent" and "Good" responses) was:





CIDADE DE ARARUAMA

IMO 965 1975
OLYMPIA I
PANAMA



SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) are a global agenda adopted during the United Nations Summit on Sustainable Development in September 2015, comprising 17 goals and 169 goals to be achieved by 2030.

This agenda includes global actions in the areas of poverty eradication, food security, agriculture, health, education, gender equality, reduction of inequalities, energy, water and sanitation, sustainable production and consumption patterns, climate change, sustainable cities, protection and sustainable use of the oceans and terrestrial ecosystems, inclusive economic growth, infrastructure, industrialization, among others.

Our activities and operations contribute to several of the 17 SDGs, which can be seen in the image on the right:



The table on the next page lists the SDGs with GranEnergia's strategic initiatives.



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ODS



SDGs

THEMES

GRANENERGY STRATEGIES

3 GOOD HEALTH
AND WELL-BEING8 DECENT WORK AND
ECONOMIC GROWTH8 DECENT WORK AND
ECONOMIC GROWTH12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION16 PEACE AND
JUSTICEOCCUPATIONAL HEALTH AND
SAFETY

Accident Target = Zero
HSE Indicators and Continuous Monitoring (Proactive Indices)
Fighting the COVID-19 pandemic
Health and Safety Training
Daily Toolbox Talks
Workers Participation and Consultation
ISO 9001 and 45001 certifications

PERSONAL DEVELOPMENT

Competitive salaries
Career development
Qualification and training
Young apprentice program
Zero child labor

COMPLIANCE AND ANTI-BRIBERY
(GOVERNANCE)

Compliance and Anti-bribery Program
ISO 37001 certification
Participation in the Global Compact
Signatories at the Ethos Institute
Compliance and Anti-bribery Training



ODS



6 CLEAN WATER
AND SANITATION



7 AFFORDABLE AND
CLEAN ENERGY



11 SUSTAINABLE CITIES
AND COMMUNITIES



13 CLIMATE
ACTION



14 LIFE BELOW
WATER



15 LIFE
ON LAND



ENVIRONMENT

Environmental Accident Target = ZERO

Solid Waste Management

Environmental Training and Campaigns

Atmospheric Emissions Management / Inventory

ISO 14001 certification

Green Seal

Reduction in the Consumption of Natural Resources (Paper / Plastic / Water)





STRATEGIC PLAN 2021 - 2023

GranEnergia plans a series of improvements to its ESG over the next three years:

ENVIRONMENT

- ✓ Offsetting GHG emissions from onshore and offshore operations;
- ✓ Reducing the consumption of onshore and offshore plastic cups by 50%
- ✓ 30% of energy consumed onshore be generated by solar energy.

HUMAN RIGHTS

- ✓ Implementing Management System according to SA 8000;
- ✓ Fostering a diversity culture in the company;
- ✓ Obtaining the "Great Place To Work - GPTW" certificate.

FIGHT AGAINST CORRUPTION

- ✓ Obtaining the Seal of Ethics – Pro-Ethics Company.

HEALTH AND SAFETY

- ✓ Certifying all company business / vessels in QHSE standards;
- ✓ To be a reference company for Customers in terms of Health and Safety results;
- ✓ To support all Members in relation to Physical and Mental Health and with regard to COVID-19.



CREDITS

GranEnergia Investimentos S.A.

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<https://granenergia.com/>

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WRITING AND LAYOUT

Nathalia Fuentes – Anti-bribery Compliance Role / QHSE

REVISION

Danielle Bouhid – Legal Counselor

Edson Santos – QHSE Coordinator

APPROVAL

Miguel Gradin – CEO

Daan Beekhuis – Managing Director

Ricardo Orofino – Financial Director

IMAGES

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