



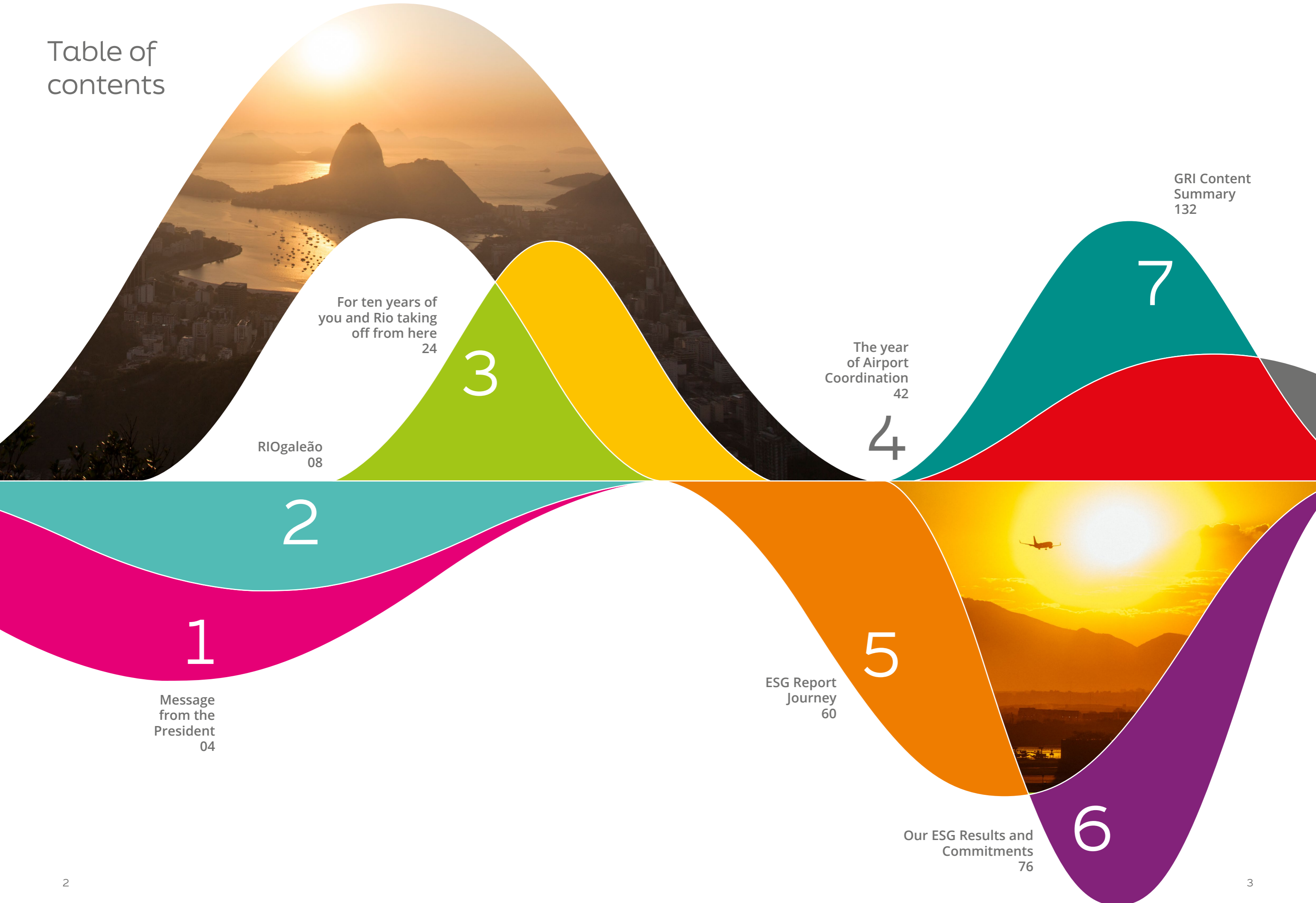
For ten years of you and Rio taking off from here

ESG Report • 2024

RIOgaleão
aeroporto
internacional
tom jobim



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Message
from the
President





Message from the President

In 2024, we reached ten years at the forefront of operations at Tom Jobim International Airport, reinforcing our long-term commitment to Rio de Janeiro.

Throughout this journey, the concessionaire's work has transformed GIG into an international-standard airport, with infrastructure ready to accommodate 37 million passengers per year. In 2024, we fostered connections among people and events that began at the airport. RIOgaleão was part of unforgettable experiences such as Rock in Rio, Madonna's concert, the Rio Marathon, ArtRio, New Year's Eve and Carnival – key events impacting the city's economy, cultural scene, and tourism sector.

The G20 made 2024 a defining moment in our recent history. During the event, RIOgaleão handled 326,000 passengers and operated approximately 2,000 flights, reinforcing its logistics capacity at the international level. We refurbished strategic areas and modernized RIOgaleão Exclusive – the former Noble Lounge – to welcome delegations with comfort, privacy and premium-level service. Over five days, there were 758 flights, 39% of which were transferred from Santos Dumont, and 80,000 passengers were handled efficiently, with no delays or cancellations. The flawless operation during the G20 reaffirmed our role as a global hub and a benchmark for hospitality and operational performance.

RIOgaleão strengthened its position as Brazil's second-largest international hub and the country's main gateway for low-cost international flights, further strengthening Rio's connection with the world.

Recognition of our work came through the successful audit conducted by the International Civil Aviation Organization (ICAO), reflecting the airport's commitment with the highest global standards in safety and operations. This result reinforces our capacity to host large-scale events and strengthens the confidence of airlines and passengers who choose RIOgaleão as their point of entry or departure.

During the 10-year concession period, Tom Jobim International Airport maintained 99.96% operational availability, demonstrating our commitment to operational excellence and an outstanding passenger experience, ensuring that RIOgaleão remains strong and well connected.

We remain steadfast in our purpose of transforming RIOgaleão into a symbol of connectivity, hospitality and efficiency for Brazil and the world. The figures and progress achieved in 2024 reflect collective efforts guided by responsibility, innovation, and a passion for service. We invite you to explore this journey in detail in our Annual Report. Discover how we are building an increasingly connected and promising future for Rio de Janeiro.^(2-3, 2-22, 2-23)

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RIOgaleão



With unique expertise and tailor-made solutions, we proudly assume the role of gateway for local industry strategic sectors, such as Oil and Gas, Pharmaceuticals and Aerospace.

RIOgaleão

ABOUT US

We are Rio de Janeiro's international airport. With extensive operational and infrastructure capacity, we operate 24 hours a day, seven days a week, remaining fully operational even under adverse weather conditions. CARJ (Concessionária Aeroporto Rio de Janeiro S.A., formed by Changi Airports International and Infraero), the concessionaire responsible for managing the airport, ranks among the largest companies statewide, with national prominence and global reach. We are among the country's main gateways for tourism nationally and a significant regional economic driver.

In 2024, we celebrated 10 years since the transformation process began of Tom Jobim International Airport, marked by the entry of Changi Airports International (CAI) into the concession process, which subsequently became the majority shareholder and principal investor within the concessionaire. The company is responsible for operating several leading airports worldwide, including Singapore Changi Airport,

considered among the world's best terminals by the British consultancy Skytrax, reflecting a management model that brings together efficiency, innovation, and a strong focus on the public interest and sustainability.⁽²⁻²⁾





We partner with the tourism industry in Rio de Janeiro and across Brazil. We actively work to boost local tourism, investing in promotional initiatives that strengthen the entire value chain, stimulate the arrival of visitors through RIOgaleão and consolidate our beloved Rio as the main gateway for tourism in South America.⁽²⁰⁴⁻¹⁾

With unique expertise and tailor-made solutions, we proudly assume a gateway role for strategic local industry sectors, including Oil and Gas, Pharmaceuticals, and Aerospace. We operate a highly modern, well-equipped, large-scale cargo logistics terminal across the continent. This infrastructure is what makes RIOgaleão a true driver of economic growth.⁽²⁻⁶⁾

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The RIOgaleão Way of Being represents our attitudes:

-  We are part of Global Rio: the city begins at the airport. Charming, like Rio de Janeiro. We connect competence with charm, promise with delivery, local personality with global standards;
-  Customer First, with a focus on delight;
-  A Spirit of Service, guiding us toward proactive and courteous conduct;
-  Respect for Time, with a keen awareness of others' needs, at the right moment.

Our GATE complements these pillars, reinforcing the construction of RIOgaleão's unique way:

We act with

-  Grit and determination
-  Self-development
-  Teamwork
-  Ownership mindset

These characteristics strengthen our sense of belonging and ensure the best possible experience for everyone who passes.

Our concession agreement has a term of 25 years, and we have already invested more than BRL 2.7 billion in infrastructure improvements and asset maintenance, in addition to over BRL 1 billion invested by third parties. Currently, RIOgaleão stands out among Brazil's concessioned airports, achieving high service quality ratings, based on a passenger satisfaction survey contractually required by ANAC and validated by an independent audit.^(203-1, 204-1)

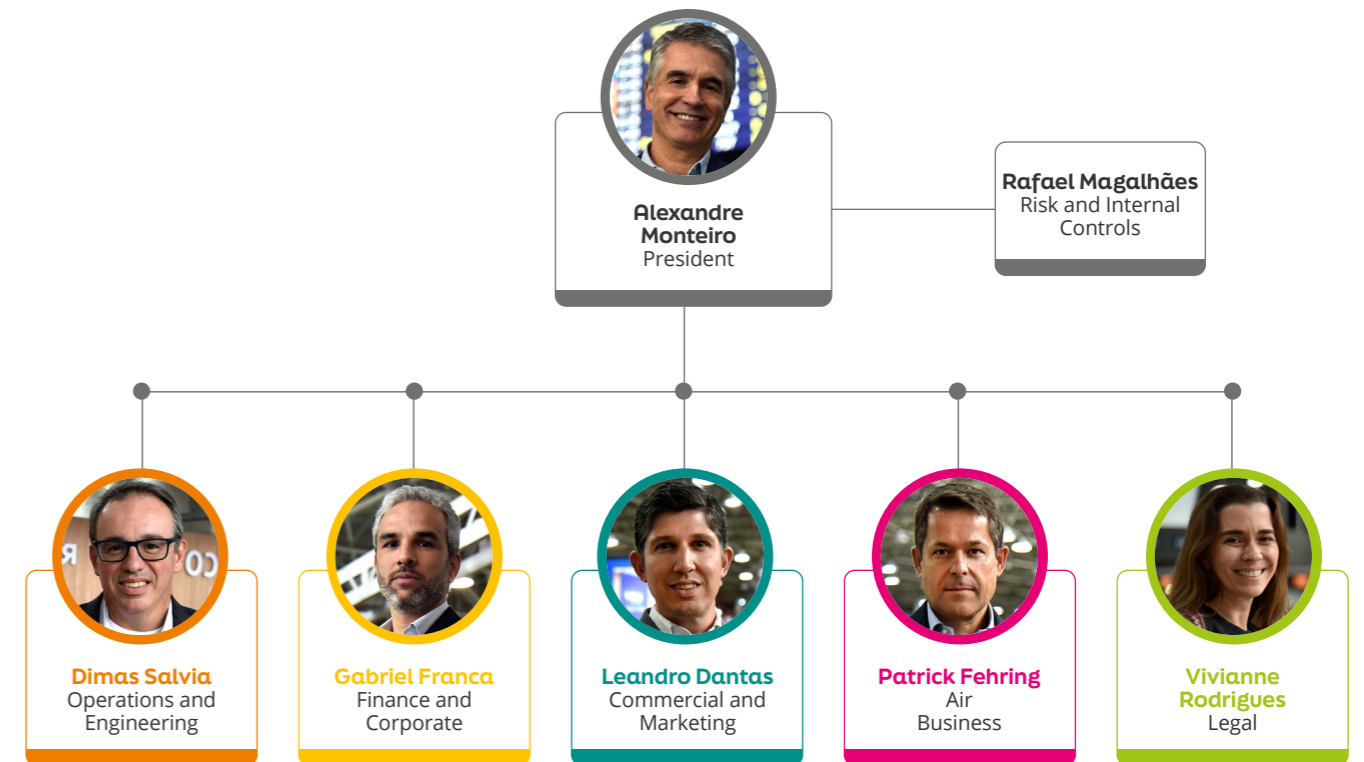
Highlights of our Airport Infrastructure

- Passenger terminals (TPS1, TPS2, and South Pier);
 - Two dedicated runways for takeoff and landing, enabling simultaneous operations, one of which is the longest commercial runway in Brazil;
 - » Runway 10/28, measuring 4,000 meters x 45 meters, PCN 78/R/A/W/T;
 - » Runway 15/33, measuring 3,180¹ meters x 47 meters, PCN 73/F/B/X/T;
 - One aircraft maintenance hangar, the first maintenance hangar operated by UNITED outside the United States;
 - Two hangars dedicated to business aviation operations, one of which includes a general aviation terminal;
 - Turbine test cell, operated by GE Celma;
 - TECA Complex: Import, Export and Domestic Cargo Terminal, HLOG and RIOgaleão LOG;
 - Aircraft Rescue and Fire Fighting Service (SESCINC), classified by the National Civil Aviation Agency (ANAC) as Firefighting
- Category 10, with rescue and firefighting resources available to respond to emergencies involving medium- and large-sized aircraft;
 - Areas occupied by various companies providing auxiliary air transport services, such as catering and ground handling companies;
 - Two Wastewater Treatment Plants (WWTP) and one Water Treatment Plant (WTP);
 - Administrative area with offices for airport administration, including the RIOgaleão Operations Center (COR);
 - New Aldeya Bay Mall shopping center, with a campus of Universidade Estácio de Sá in operation;
 - More than 5,400 parking spaces, with SOS service available 24 hours a day, including a modern Parking Garage Building with 3,205 spaces and parking space location and monitoring systems;
 - The three largest car rental companies in Brazil, strategically distributed across an area of more than 36,460 m².

1 - We corrected information published for the 2023 ESG Report, revising figures from 2,930 to 3,180, reflecting actual runway physical characteristics.

Our management model is grounded in a relationship of mutual trust and cooperation between teams and leadership, aligned with the purpose of “working toward genuine connection between people.” **This approach is based on trust in human potential and on a decentralized structure that values strategic delegation and collective work.**

CORPORATE MACROSTRUCTURE (2-9, 2-24)



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Boards	Risks and Internal Controls
	Operations and Engineering
	Finance and Corporate
	Commercial and Marketing
	Air Business
	Legal



HOW WE CREATE VALUE

The history of RIOgaleão is intrinsically linked with the practical application of ESG criteria. Our objective is to operate sustainably, fully aware of our socio-environmental responsibilities, and ESG is addressed across our operations in a cross-functional and collaborative manner.

Our commitment to balanced development, integrating sustainability into our business strategy, is reflected in tangible results, generating value across the pillars of Sustainability.⁽²⁻⁶⁾



For People

(2-29, 404-1, 405-1, 413-1, 416-1)

- Delivery of 55,506 training hours to 11,238 participants, strengthening human development and engagement across our teams and the airport community.
- Ongoing strengthening of RIOgaleão Way of Being culture, with the enhancement of internal processes and consistent progress in Diversity, Equity and Inclusion commitments.
- 43% of young participants hired on a permanent basis through our Young Apprentices Program.
- Strengthening of health care for our team members and the airport community – both physical and mental – through preventive campaigns, blood donation and vaccination initiatives, discussion circles, among other actions related to well-being and quality of life.
- Strengthening of our commitment to diversity and inclusion: for the second consecutive year, we partnered with the RIO de Cores Circuit, promoted by the Rio Convention & Visitors Bureau (VisitRio) and the LGBT Chamber of Commerce and Tourism in Brazil.
- Commitment to delivering the best possible passenger experience, especially for neurodivergent passengers, by promoting diversity and inclusion through the provision of a free, temporary noise-cancelling earmuff lending service for passengers with auditory hypersensitivity or Autism Spectrum Disorder (ASD).
- Participation in numerous social and cultural projects.
- Strong engagement with surrounding communities since concession start, through the creation and maintenance of socio-environmental programs.
- Recognition Program rollout, celebrating in 2024 the 145 professionals who completed 10 years of service at RIOgaleão – 20% of our workforce – strengthening our bond with those who make this airport possible.



For the Environment

(303-1, 403-5, 404-1, 413-1)

- Development of 20 programs across the following themes: Environment, Health Safety and Socio-environmental Development.
- Allocation of 62% of generated waste for reuse, with 1,706 tons recycled and 451 tons composted, benefiting more than 58 cooperative families.
- Training of 3,196 people in socio-environmental programs, totaling 5,004.16 hours of training and capacity-building, along with the promotion of educational initiatives in surrounding communities.
- Wildlife-aircraft collision severity reduced by 70% since concession start.
- Carbon management certification under the "Airport Carbon Accreditation – ACA" program by the international body Airports Council International (ACI): Level 1 (mapping) in 2021, Level 2 (reduction) in 2022, and Level 3 (optimization) for two consecutive years, in 2023/2024.
- Technological innovations under our Green IT strategy have enabled:
 - **Reduction in energy consumption:** 5,865,000 kWh per year (56% reduction).
 - **Reduction in paper usage:** More than 16,000 documents migrated to M-Files and D4Sign.
 - **Avoided carbon emissions:** 2,932.5 tonnes of CO₂ per year (57% reduction).
 - **Water savings:** 10,557 m³ per year.



For Rio

(2-24, 2-6, 3-3, 203-1, 203-2)

- BRL 2.7 billion invested in infrastructure, plus an additional BRL 1 billion from third parties since concession start. In 2024 alone, we invested BRL 61.9 million in infrastructure, a 48% increase compared to 2023.
- More than 16,000 jobs generated, with a 20.0% increase in 2024.
- 14.5 million passengers handled, including a record 4.7 million international passengers – the highest number since the airport's inauguration in 1977 – representing growth of 31% compared to 2023.
- 6.4% increase across total passenger numbers statewide, exceeding national average growth of 5%, driven by Airport Coordination.
- Generation of BRL 53.6 million in airport services within the state (+34.4%) and movement of USD 13.1 billion in imports, with 59.7 thousand tons of cargo (imports and exports). Domestic cargo grew by 177%, and processes became more efficient, with a 9% reduction in time between receipt and customs clearance for imported goods. Since concession inception, BRL 61.9 million has been invested in infrastructure.





HIGHLIGHTS OF OUR PERFORMANCE

Management Report 2024 (2-3, 201-1)

We closed 2024 with approximately 14.5 million passengers traveling through RIOgaleão, representing an 83% increase compared with the previous year.

Within the domestic market, we achieved important advances, including the first full year of coordination under the Multi-Airport System (MAS), which enhanced connectivity. We recorded strong growth in domestic-to-international connections and regained our position as the country's second-largest connection hub.

Internationally, we achieved a historic record of 4.7 million passengers, 31% above 2023 levels and 3% higher than the previous record set in 2018. This performance was driven by increased flight supply, low-cost airlines entry, and passenger leakage to other airports reduction.

By year-end, we operated flights to 52 destinations – 27 domestic and 25 international – with four Brazilian carriers and 18 international carriers. GOL maintained its leadership at the terminal, followed by Azul and LATAM, both posting significant growth. In long-haul operations, we welcomed new routes and increased frequencies, notably to Dallas, Atlanta, Miami, and New York.

The 2024 performance reaffirms our role as a strategic gateway for Brazil and reinforces our standing across the global aviation sector.

Operational Indicators	2024	2023	Change (%)
Total Passengers (millions)	14.5	7.9	83.5%
Domestic Passengers	9.8	4.3	127.9%
International Passengers	4.7	3.6	30.6%
Total Aircraft Movements (thousands)	109.4	62.9	73.9%
Domestic	81.3	41.3	96.9%
International	28.1	21.6	30.1%
Number of Airlines (year-end)	22	21	4.8%
Cargo Volume¹ (thousand)	59.8	51.3	16.6%
Import (thousand tons)	34.9	30.5	14.4%
Export (thousand tons)	24.9	20.8	19.7%
Commercial Area² (m²)	20,747	20,443	1.5%
Duty Free Area (m ²)	8,218	8,194	0.3%
Food & Beverage Area (m ²)	2,824	2,991	(5.6%)
Specialty Retail Area (m ²)	4,034	3,587	12.5%
VIP Lounges (m ²)	5,671	5,671	-
Parking Spaces	5,188	5,188	(2.7%)

Notes: (1) Includes total volume, comprising nationalizations, exemptions, and removals.
(2) Includes terminal areas for Duty Free, Food & Beverage, Specialty Retail, VIP Lounges, Passenger Services, Currency Exchange, Hotels, Car Rental Companies, and Transportation.

	BRL Millions		
Operating Revenue ¹	2024	2023	Change (%)
(+) Adjusted Gross Revenue²	1,135.0	825.9	37.4%
Aeronautical Revenue	337.9	207.1	63.2%
Cargo Revenue	299.8	254.9	17.6%
Commercial Revenue	461.2	332	38.9%
Other Income	36.2	31.9	13.5%
(-) Taxes on Revenue	(137.8)	(100.3)	(37.4%)
(=) Adjusted Net Revenue	997.3	725.6	37.4%

Notes:

(1) Does not include the impacts of ICPC 01 related to construction revenue.
(2) Net of returns and cancellations.

	BRL Millions		
EBITDA and EBITDA Margin ^{1 2}	2024	2023 ³	Change (%)
(+) Adjusted Gross Revenue	1,135.0	825.9	37.4%
(-) Taxes on Revenue	(137.8)	(100.3)	(37.4%)
(=) Adjusted Net Revenue	997.3	725.6	37.4%
(-) Adjusted Administrative Costs and Expenses	(496.3)	(35.9)	(1,282.5%)
(-) Impairment	-	647.6	-
(=) EBITDA	501.0	1,337.3	(62.5%)
(+) Impairment	-	(647.6)	-
(=) Adjusted EBITDA	501.0	689.7	(27.4%)
Adjusted EBITDA Margin (%)	50.2%	95.1%	(44.9 p.p.)

Notes:

(1) Does not include the impacts of ICPC 01 related to construction revenue.
(2) The amount related to the economic and financial rebalancing resulting from the COVID-19 pandemic was considered under Adjusted Administrative Costs and Expenses.
(3) For comparability purposes, the amounts exclude ATAERO, as this fee was discontinued on 01/01/2023.

	BRL Millions		
Financial Result	2024	2023	Change (%)
(+/-) Financial Result	(952.7)	(887.1)	(7.4%)
(+) Financial Income	207.2	198.3	(4.5%)
(-) Financial Expense	(1,159.9)	(1085.4)	(6.9%)

	BRL Millions		
Net Result ^{1 2}	2024	2023	Change (%)
(=) Adjusted EBITDA	501.0	689.7	(27.4%)
(-) Impairment	-	647.6	-
(-) Depreciation and Amortization	(199.8)	(106.3)	(88.0%)
(+/-) Financial Result	(952.7)	(887.1)	(7.4%)
(-) Corporate Income Tax	-	144.0	-
(=) Net Result	(651.5)	487.9	(100.0%)

Notes:

(1) Does not include the impacts of ICPC 01 related to construction revenue.
(2) The amount related to economic and financial rebalancing resulting from the COVID-19 pandemic was considered in the Adjusted EBITDA line.





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RECOGNITIONS

Beyond the certifications and seals disclosed in our 2023 ESG Report, in 2024 we were recognized by the World Customs Organization for excellence in implementing the new CCT system and received the international Travel Commerce Innovation Year award for the GaleON digital platform. We also joined ANAC's UK Mission, contributing toward the modernization of airport security in Brazil and joining IATA's IEnvA program, becoming the first airport in South America to enter the certification process.

GaleON Wins International Award as Best Innovation in Travel Commerce

We received international recognition through the Travel Commerce Innovation Year 2024 award, granted by TravelTech Breakthrough, through our GaleON platform – the first digital solution for services and e-commerce implemented at an airport in Brazil with the purpose of supporting passengers in planning their journeys.

The TravelTech Breakthrough awards, conferred by an independent organization and a global reference in market intelligence, recognize outstanding solutions in travel and hospitality technology worldwide – and we are honored to be part of this distinguished group.

Anac Mission UK 2024

Between September 16 and 20, 2024, we were part of ANAC's UK Mission, an international initiative that brought together representatives from ANAC, ABR (Aeroportos do Brasil), airport concessionaires, and other strategic stakeholders across the sector. The mission, held in London, United Kingdom, focused on strengthening cooperation between the two countries and exchanging best practices related to airport management and operations.

During the technical visit, we contributed to relevant discussions that supported the development of a new resolution aimed at modernizing security screening equipment for passenger boarding at Brazilian airports, through the Aeroportos + Seguros program (Safer Airports Program).

ANAC Mission UK 2024 represented a significant step forward toward greater operational efficiency and security, while also reaffirming commitment to excellence and innovation across aviation sector, aligned with highest international standards.



Airport UK Security Conference in York

IATA Certification

We have entered the certification process for the IATA Environmental Assessment (IEnvA), promoted by the International Air Transport Association (IATA) – an initiative designed to foster a more sustainable global aviation industry. This process focuses on identifying environmental impacts and providing tools to help measure and improve sustainability performance.

We are the first airport in South America to participate in this certification. Internationally, we joined a select group of only five airports worldwide participating in this program, alongside the international airports of Aruba, Edmonton, King County, and Bahrain.

Originally developed for airline operators, the certification was expanded in 2023 to include airport operators. The IEnvA scope covers analyses related to accessibility, airport operations, and facilities and infrastructure management. The program includes multiple environmental aspects, including noise and emissions, waste management, and water and energy consumption.^(2-28, 303-1, 306-1, 306-2)

Customer Satisfaction Survey – Security and Emergency Response^(410-1, 416-1)

We are proud to share the results of our Customer Satisfaction Survey related to Security and Emergency Response, conducted between June 20 and 22, 2024.

The survey was conducted through our Wi-Fi network, enabling passengers to respond quickly and conveniently to questions about their experience in these areas. Driven by the team’s engagement and our ongoing focus on service improvement, we sustained performance achieved during the previous survey edition and exceeded our target, scoring above 4.0 on a scale from 1 to 5.

This result reinforces our commitment to service quality and to ensuring the safety of our passengers.

Security and Emergency Response Survey Results			
Survey	Responses	Result 2023* (dez)	Result 2024* (jun)
How do you rate the courtesy and availability of RIOgaleão’s airport security team today?	14,508	4.24	4.46
How do you rate your sense of security with the presence of PROEIS/Military Police at RIOgaleão?	14,240	4.16	4.34
How was your experience using RIOgaleão’s medical assistance services?	11,822	4.21	4.38

We will serve as host airport, and our city will welcome a leading global aviation industry event: Routes Americas 2026.

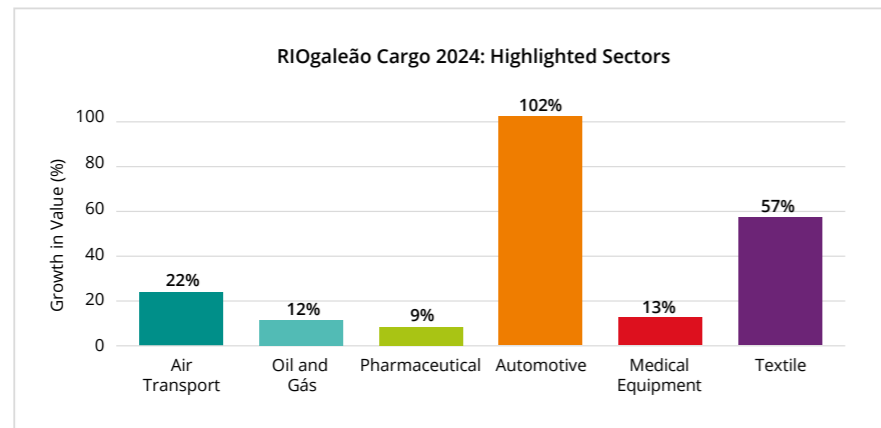




RIOgaleão Cargo sets import importation record in 2024 and strengthens its position as a strategic hub

In 2024, we reached another historic milestone at RIOgaleão Cargo. For the third consecutive year, we set a new record in import value, reaching USD 13.1 billion in goods and handling 59.7 thousand tons across imports and exports. This performance represented an 18% increase in value and a 16% increase in weight compared with the previous year. In addition, we advanced operational efficiency, reducing the average time between cargo receipt and release by 9%, which now stands at 31 hours and 5 minutes.

This result was driven by new routes, including Atlas Air freighter entry, and by an increase in flights originating from Europe and the United States. The sectors that stood out the most were Air Transport, with growth of 22% in value and 13% in weight; Oil and Gas, with an increase of 12% in value; and the Pharmaceutical Industry, with growth of 9% in value and 3% in weight – all reflecting state economic strength in Rio de Janeiro and confidence placed in our operations.



Other segments also stood out: the Automotive sector grew by 102% in value and 193% in weight, and the Textile sector by 57% in value and 51% in weight. This highlights infrastructure relevance for industries across various regions nationwide.

We continue to be a benchmark in innovation and quality. In 2024, we received recognition from the World Customs Organization for excellence implementing the new Federal Revenue Service CCT system, replacing the former Mantra system.

Progress across international segment coincided with strong domestic cargo growth. Cargo volumes handled by the three main airlines in Rio de Janeiro grew by 40%, increasing from 20.9 thousand to 29.2 thousand tons. At RIOgaleão, the increase reached 177%, totaling 25.1 thousand tons, well above the national average of 9%.

We monitor Domestic On-Time Performance, considering departure delays exceeding 15 minutes from the scheduled time, and Domestic Regularity, which measures the number of flights effectively operated compared to those planned. These indicators directly reflect operational efficiency and the quality of service delivered to passengers.

This increased availability of cargo capacity also contributed to a reduction in international freight costs. In 2024, the average cost of cargo transport from the United States fell by 24%, and from Europe by 7%, strengthening economic competitiveness across Rio de Janeiro state by combining agility, safety, and cost-effectiveness.

We closed the year confident that our infrastructure, operational excellence, and adaptability firmly position us as an increasingly strategic logistics hub for Brazil.

Indicator	Result 2024	Change vs. 2023
Import value	USD 13.1 billion	+18%
Total cargo volume (imp. + exp.)	59.7 thousand tons	+16%
Average cargo dwell time	31h05min	-9% (improvement)
Domestic cargo (RIOgaleão)	25.1 thousand tons	+177%
Domestic cargo (RJ - total)	29.2 thousand tons	+40%
Domestic cargo (Brazil - 3 airlines)	—	+9%
International air freight (USA)	—	-24%
International air freight (Europe)	—	-7%

Highlighted sectors	Growth in Value	Growth in Weight
Air Transport	+22%	+13%
Oil and Gas	+12%	—
Pharmaceutical Industry	+9%	+3%
Automotive	+102%	+193%
Textile	+57%	+51%

For the third consecutive year, we set a new record in import value, reaching USD 13.1 billion in goods and handling 59.7 thousand tonnes across imports and exports.

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For ten years
of you and
Rio taking off
from here

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For ten years of you and Rio taking off from here

In 2024, we marked a decade since assuming the management of Tom Jobim International Airport, consolidating our support for the development of tourism and aviation in Brazil. Since taking over the concession on August 12, 2014, we have embarked on a journey filled with challenges and, over these 10 years, experienced significant milestones: we invested BRL 2.7 billion in infrastructure, in addition to mobilizing more than BRL 1 billion through partnerships; hosted the most emblematic Olympic Games in history; received the first COVID-19 vaccines; generated more than 16,000 jobs; and closed the year with over 14 million passengers – surpassing 2019 figures and achieving a historic record in international passengers.

The 2016 Olympic Games, the mega-operation for the closing of Madonna’s Celebration Tour, the global crisis caused by the COVID-19 pandemic, and efforts to ensure import of primary vaccine inputs – All these and countless other moments unfolded at Rio de Janeiro International Airport, serving as setting for many defining chapters across city and country history over the past decade. Like Brazil’s “heart,” immortalized through the carnival march “Cidade Maravilhosa.”

Ten years ago, we began our trajectory as a new force to boost Rio de Janeiro’s connection with the world. **Since then, we have evolved beyond a traditional airport, becoming part of stories that begin, reunite, or transform here. We are a point of departure for dreams, opportunities, and discoveries that reflect the energy and diversity of our city.**

Undoubtedly, 2024 was a landmark year. Our infrastructure – designed to serve up to 37 million passengers per year, featuring the country’s largest commercial runway – operated for the first time,

under our management, in coordination alongside other airports across Rio de Janeiro city.

This joint and collaborative effort, involving the City Hall, State Government, and sector institutions and associations, proved vital for integrated operation success. Thanks to this alignment, we expanded the city’s air connectivity and generated tangible benefits for residents of Rio de Janeiro and the state, who directly benefited from a 6.4% increase across total passenger numbers statewide, surpassing national average growth of 5%.

In 2024, we consolidated 27 domestic destinations and 25 international destinations, and reached a historic milestone by recording 4.7 million international passengers, the highest number since the airport’s inauguration in 1977, representing an increase of 31% compared to 2023.

We carried out Operation Madonna, which in just five days handled 170 flights and 15,000 additional passengers, in addition to rapidly setting up a temporary air hub for Azul. During Rock in Rio, we handled 380 flights and 47,000 additional passengers over 11 days. At the G20, in addition to welcoming 82 delegations at the new RIOgaleão Exclusive¹, we operated 35 aircraft per hour, more than half of our total capacity. We also supported major events for the city, such as **Rio Innovation Week**, ArtRio, Rock in Rio, and the Rio Marathon.⁽²⁰³⁻²⁾

Beyond aircraft and passengers, each event also moves tons of cargo to support show infrastructure, in complex operations. Our Cargo Terminal, RIOgaleão Cargo, continues to grow and increasingly consolidates its position as a leading air cargo hub in Brazil. The year was marked by challenging operations, such as Madonna’s tour, Rock in Rio, the supercomputer upgrade, and the

1 - RIOgaleão Exclusive is the new ultra-premium experience service with reserved access, even faster boarding and disembarking, and tailored service.



handling of oversized cargo, including the Antonov-124 operation. We also welcomed a new international freighter route operated by Atlas Air. Efficiency improved as well, with receipt-to-customs clearance time reduced by 9% for imported goods, and we were recognized by the Brazilian Federal Revenue Service for excellence in implementing the new CCT system, which replaced Mantra.

These results reinforce the airport’s fundamental role driving local economic activity. The increase in flights also brought a higher number of tourists and cargo, generating positive impacts for our city. The year closed with 14.5 million passengers, representing 83% growth compared to 2023. In Rio de Janeiro, the number of international passengers grew by 31%, and the total number of travelers arriving by air in the city reached 20.6 million, an increase of 6.4% year over year.

RIOgaleão Cargo also set a new record by registering USD 13.1 billion in merchandise imports, an 18% growth over the previous year. In addition, we consolidated our position as the second-largest international hub in Brazil, surpassing Viracopos and Brasília, and, with the increase in low-cost flights, Rio-Buenos Aires market reached top position among international aviation markets nationwide.⁽²⁰³⁻²⁾

As we celebrated **10 years**, we launched the Recognition Program as a way to thank and acknowledge the contribution of our team members to building the history of RIOgaleão. We also carried out the campaign “What Does Happiness Mean to You?”, fostering reflections on well-being as part of our commitments to People. To further reinforce our RIOgaleão Way of Being culture, we invited our Directors to revisit our 10-year journey ([watch the video here](#)), and shared some of our key milestones from these 10 years ([watch the video here](#)).



Rio Innovation Week event



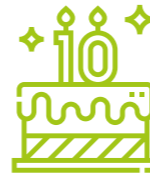
RIOgaleão 10-Year Celebration



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EVENTS THAT MARKED THE YEAR IN WHICH WE CELEBRATED 10 YEARS OF RIOGALEÃO



G20 Airport 2024

Between November 14 and 20, we experienced a significant increase in passenger and aircraft movements at RIOgaleão. A total of 326,000 passengers and approximately 2,000 flights were handled during the period – growth of 68% and 87%, respectively, compared with the same interval in 2023. This intense flow was driven by the G20 Summit held in Rio de Janeiro, which convened heads of state and representatives worldwide around an international cooperation forum held citywide.⁽²⁰³⁻²⁾

Ensuring operations commensurate with event importance, we prepared our airport with meticulous attention to detail. We refurbished the area dedicated to welcoming international delegations, reinforced security, cleaning, and maintenance teams, and coordinated with partners to increase the availability of taxis and ride-hailing vehicles, ensuring greater fluidity and comfort for all who passed through the airport during this highly significant moment.⁽²⁰³⁻¹⁾

Our dedication was recognized by the United Nations, through an official letter from the UNDSS (UN Department of Safety and Security):

... we sincerely thank the RIOgaleão team, in particular to Director of Operations Dimas Salvia, for the dedication and professionalism demonstrated before and during the G20 Summit event recently hosted in Rio de Janeiro. We would like to highlight the efficiency, courtesy, and high standards of excellence demonstrated by your team, with support playing a key role across security preparations and arrangements for this globally significant meeting. From the preliminary meetings through the invaluable support provided during the event days with various UN delegations, your team performed its duties with remarkable competence and commitment. The diligent work and exemplary conduct not only ensured the smooth execution of all our operations but also contributed to enhancing Brazil's image on the international stage.

[Click here to access the event video.](#)

Overcoming Challenges: Energy Supply Crisis⁽³⁻³⁾

Throughout 2024, we faced a major operational challenge driven by interruptions affecting public electricity supply across Rio de Janeiro city. Over a 38-day period, cable failures directly affected several neighborhoods across the city, including Ilha do Governador, where RIOgaleão is located. Amid public grid power loss, we operated entirely on generators, ensuring service continuity and the safety of airport operations even under adverse conditions.

For RIOgaleão, the so-called 'Public Energy Supply Crisis' began in October 2023, when anomalies were identified across the electricity network, deviating from historical patterns observed since concession start. The peak of this instability occurred on November 18, 2023, coinciding with extreme heat conditions across the city and a sharp rise in passenger traffic driven by a major music event across Rio de Janeiro.

On January 14, 2024, there was a complete failure of a submarine cable responsible for supplying electric power from the Public Energy Utility. From that moment onward, with the 'Public Energy Supply Crisis' fully established, the airport operated exclusively on contingency generators for the subsequent two months.

Over the course of 2024, airport energy matrix underwent forced alteration across two uninterrupted two-month periods – from the public grid to diesel generators – representing the greatest challenge ever faced by RIOgaleão's Operations and Infrastructure Management. Throughout 2024, the airport remained under a state of maximum alert, posing a continuous risk for the energy security of its operations. The objective was to ensure the continuity of essential airport operations with the least possible impact on passengers and the airport community,

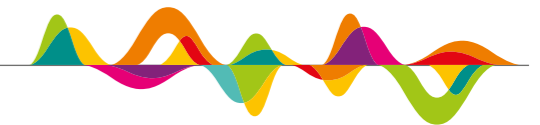
while safeguarding team well-being and managing external pressures.

"During the most critical days, the generators were operating at their limits. Only two remained in operation to ensure essential services. The operation was reconfigured for the crisis, and we provided household fans and distributed chilled water to passengers." – Dimas Salvia, Director of Operations, RIOgaleão.

In addition to operating on diesel generators at the airport site, the public energy concessionaire adopted a similar solution in several neighborhoods of Ilha do Governador. As an emergency measure to restore supply infrastructure for local residents, utility poles were installed and high-voltage overhead cabling was implemented from the regional substation.

"The installation of utility poles along Estrada do Galeão, near runway threshold 33, generated significant public attention and raised questions. However, all necessary risk mitigation and operational safety measures were previously analyzed and validated. The adopted alternative sought to preserve the continuity of airport operations and the energy supply for the local population simultaneously. Dialogue with the competent authorities was conducted with full transparency. In a crisis context, it was a technical decision taken with responsibility and a spirit of collaboration." – Dimas Salvia, Director of Operations, RIOgaleão.⁽²⁻¹⁶⁾

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Before the G20 preparatory meeting, a section of emergency power supply infrastructure experienced a new failure, resulting in a second interruption at Rio de Janeiro International Airport. The contingency measure was promptly activated, and the diesel generators resumed full operation.

“All international authorities received discreet and effective service, without any awareness of situation severity. Power supply across the terminal remained stable, and operations proceeded normally.” – Dimas Salvia, Director of Operations, RIOgaleão.⁽²⁻¹⁶⁾

The “Public Energy Supply Crisis” was brought to an end in November 2024 with the activation of a new underground line, providing Rio de Janeiro International Airport and Ilha do Governador with a third power supply source – an important layer of redundancy to a system originally designed with only one.

“Drawing on lessons learned, RIOgaleão has resumed studies to develop an energy self-sufficiency project, with the support of specialized companies, considering structural alternatives, such as gas-powered plants.” – Dimas Salvia, Director of Operations, RIOgaleão.

The auditors, divided into two groups, reviewed both the legal and regulatory frameworks and the operational processes of airport operators and airlines. Aspects such as passenger, baggage, and cargo screening were assessed, as well as coordination among the various security agencies operating at the airport.

The Airport Infrastructure Superintendence, represented by Mr. Giovano Palma, expressed appreciation for RIOgaleão team commitment during work execution, from early stages through the ICAO team visit. *“Employee dedication and attention played a key role in achieving this important result. The achievement reinforces the strong ties between the Agency and the industry, promoting the continuous development of Brazilian air transport without compromising civil aviation security against acts of unlawful interference.”*

The outcome was extremely positive: Brazil achieved Effective Implementation above the 75% threshold across USAP-CMA Critical Elements, consolidating its position among the countries that have already met the target established by ICAO’s Global Aviation Security Plan. For us, it is a source of great pride to see Galeão recognized as a benchmark in civil aviation security – recognition that is the result of collective effort, ongoing dedication, and the operational excellence we pursue in every detail of our work.

ICAO Audit Reinforces Galeão’s Excellence in Airport Security^(403-2, 410-1, 416-1)

Since April 2024, following formal announcement by the National Civil Aviation Agency (ANAC) regarding International Civil Aviation Organization (ICAO) audit conduct at RIOgaleão, several technical visits have taken place to assess processes and prepare the airport ahead of international mission arrival. We worked with dedication and focus, engaging our security teams and partners, always striving to ensure the highest standards in our procedures while reinforcing our commitment to passenger safety, contracted personnel, aircraft, and all ground support.

Between August 26 and September 6, 2024, we had the honor of hosting the Universal Security Audit Programme – Continuous Monitoring Approach (USAP-CMA) audit, conducted by ICAO, in partnership with ANAC and DECEA. During audit activities, 498 items were reviewed, assessing the compliance of our prevention and response procedures to acts of unlawful interference, in accordance with the standards established by ICAO Annex 17. A simultaneous audit at Brasília Airport also included our participation, reinforcing the national commitment to strengthening AVSEC.

Throughout audit preparation and execution, we worked in an integrated manner across multiple areas, partner companies, and public authorities, demonstrating a high level of commitment to ensuring that our processes and documentation adhered to international requirements. We also had the opportunity to present detailed evidence of compliance during visits to operational bodies, such as the First Integrated Air Defense and Air Traffic Control Center and the Galeão Airspace Control Detachment.



ICAO opening meeting, at Rio de Janeiro International Airport



ICAO closing meeting at ANAC headquarters, Rio de Janeiro

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Francisco de Lima, AVSEC Reporting and Certification Coordinator at ANAC

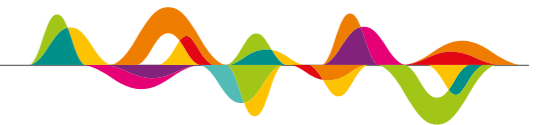
“ICAO (International Civil Aviation Organization) is a body within the United Nations system responsible for global civil aviation oversight. It operates on multiple fronts, such as operational safety, the environment and, among other areas, the protection of civil aviation against acts of unlawful interference, which is the scope of AVSEC.

This audit is a State audit. It is conducted based on risk analysis or on a time-based cycle, generally every five years. There are nine audited areas and 498 protocol questions. We had already been reviewing these questions for about six months in advance. Some of them require on-site verification, so they could only be addressed more effectively during on-site airport visits. The audited areas includes:

- Civil aviation legislation and regulatory framework;
- Training of professionals;
- Quality control;
- General airport operations;
- Aircraft security;
- Passenger and baggage security;
- Cargo and mail security;
- Responses to acts of unlawful interference (involving the Federal Police);
- Facilitation (e.g., passport control, advance passenger information).

We began with an audit addressing airport security programs, involving the Galeão and Brasília airports. We also assessed the quality control activities carried out by both airlines and airports. Subsequently, we moved into the on-site phase, during which the auditors verified, in practice, whether the security programs were being effectively implemented. This involved direct observation of operations, airport facilities, and the effectiveness of our controls.

The outcome was very positive. We achieved a compliance rate above 90%, which was extremely satisfactory. The support provided by RIOgaleão was prompt and efficient. We have a very strong communication channel with them, and one particularly positive aspect is RIOgaleão’s quality control, which is excellent. Professional structure and training also stand out. In addition, many professionals encountered at RIOgaleão received training there and now work at other airports and concessionaires across Brazil. This demonstrates how the airport serves as a talent development hub.”



Special Operation for Madonna’s Concert

During Madonna’s concert in Copacabana, RIOgaleão prepared for a significant influx of tourists and cargo supporting the show’s infrastructure, reinforcing operations for this mega-event and creating special experiences for the singer’s fans. From May 1 to 6, 2024, a temporary hub for Azul Linhas Aéreas was established at GIG, with 30 origins and destinations, resulting in approximately 15,000 additional passengers, both departing and arriving. This volume was comparable to passenger traffic during the Copa Libertadores final between Fluminense and Boca Juniors in November 2023, which also involved multiple airlines and charter flights.

To accommodate this special demand, we used seven gates in Terminal 1 and an additional six gates at the South Pier, which typically handles only international flights. Combined with the 17 gates already in use at Terminal 2, we had 30 boarding bridges available for the event’s domestic operation.

Throughout concert days, we reinforced operations by increasing the number of operations agents and passenger service staff by 100% during peak hours. We also made 50% more golf carts available for



passenger transport throughout Terminal 1 and the Pier, including a vehicle dedicated exclusively to Azul passengers. Traffic control on access roads and sidewalks was intensified, and 24-hour service was ensured at information desks and lost-and-found counters. The taxi cooperative and Uber ride-hailing vehicles were also mobilized to meet the high demand. In addition, the BRT bus system operated 24 hours a day, including the line connecting the airport to Terminal Gentileza, enhancing integration across urban areas.

At the Cargo Terminal, we received three Atlas Air freighter aircraft, specialized in oversized cargo transport, which delivered approximately 270 tons of equipment and materials for the event.

To complete the experience, arriving tourists were welcomed at the terminal with a fan printed with the phrase “Celebre o Rio” (Celebrate Rio). Along the domestic arrivals route, passengers were surprised by a performance of roller-skating dancers performing routines to Madonna’s music. A themed backdrop combining icons from the artist’s music videos with symbols of Rio was installed for photos. On RIOgaleão Radio, a playlist featuring Madonna’s greatest hits helped set the mood for visitors from the moment they arrived.⁽²⁰³⁻¹⁾



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Rock in Rio 2024: a connection that shapes history

As Official Airport for Rock in Rio Brasil 2024, RIOgaleão delivered an immersive experience across event VIP areas and Domestic terminal spaces Arrivals area of Rio de Janeiro International Airport. The activations positioned the airport as a hub connecting people, stories, and destinations, strengthening Rio de Janeiro's role shaping the state's future. These spaces also celebrated the Concessionaire's 10th anniversary and Rock in Rio's 40th anniversary.

Within VIP areas, visitors had opportunities to take photos across an environment reflecting Rio essence, with options for on-site image development during the festival. These photos were displayed on an interactive panel, accompanied by a large map highlighting the diverse origins of Rock in Rio attendees who passed through RIOgaleão.

In Domestic Arrivals, the public area was transformed into an environment inspired by the City of Rock, creating a festival atmosphere for passengers arriving at the airport. Musical entertainment was led by DJ Totonete, who performed at the Festival's Favela Space, alongside the Dance Maré group. Programming continued with other DJs throughout remaining event days.⁽²⁰³⁻¹⁾

RIOgaleão hosts artwork by Negro Muro and brings the project's story to ArtRio

In September 2024, RIOgaleão participated in ArtRio, one of Latin America's leading art fairs, which brings together the most renowned Brazilian and international galleries, offering a unique platform for the art scene. From September 25 to 29, the airport's space at the event served as a meeting point to celebrate and preserve Rio de Janeiro's rich cultural heritage, immortalized on the city's walls in recent years.

Negro Muro is an initiative that creates public monuments honoring historical figures, bringing new visibility while fostering a more inclusive collective memory. Since 2018, the project has portrayed Black historical figures in large-scale murals throughout the city.

To strengthen the partnership with ArtRio and promote synergy between the airport and the event, RIOgaleão offered a [unique cultural experience](#) for passengers and visitors. The outdoor area of Terminal 2 Arrivals was enhanced with a 45-square-meter mural honoring the memory of Wilson das Neves, drummer, singer, and composer from Ilha do Governador. In addition, six totems were installed displaying images of works by artists featured at ArtRio, such as J. Borges, Dona Roxinha, Getúlio Damado, Maria Lira Marques, Mestre Vitalino, and Véio.



RIOgaleão Cargo receives the world's largest cargo aircraft, the Antonov An-124

On September 29, 2024, RIOgaleão Cargo welcomed the Antonov An-124 "the world's largest cargo aircraft currently in service. The aircraft transported vital equipment for the oil and gas industry in the State of Rio de Janeiro. This marked the second time the giant aircraft landed at the airport, the previous occasion having occurred in December 2020.

Developed in the 1980s by the Ukrainian Antonov Design Bureau, the An-124 is 69 meters long and capable of carrying up to 150 tons of cargo. Its landing gear, consisting of 24 wheels, enables operations on various types of runways including paved, unpaved, grass, and snow-covered surfaces. In addition, the aircraft features a system that allows it to "kneel," facilitating direct loading from the apron. Originally designed for military and humanitarian missions, the An-124 is now widely used worldwide to transport oversized cargo.

Copa Libertadores Final in Buenos Aires

RIOgaleão experienced intense activity during the Copa Libertadores final between Botafogo and Atlético-MG, held in Buenos Aires on November 30, 2024. Between November 27 and December 3, the airport added extra flights bound for the Argentine capital to accommodate fans attending the match.

To make the passenger experience even more memorable, RIOgaleão prepared a special activation across International Departures area. Travelers were invited to take part in a goal-kicking challenge on a scenic turf setup, with gifts for those who joined the activity.

In addition, the GaleON digital platform, which offers exclusive services to passengers, was also present on-site, with staff selling draft beer from renowned restaurants such as A Saideira, Palaphita, and Factory. The initiative provided passengers with even greater comfort and enjoyment as they prepared for their journey.

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RIOgaleão Cargo: operation handles a supercomputer shipment weighing over 19 tons

The early hours of November 11, 2024, RIOgaleão Cargo received a new shipment of equipment supporting Santos Dumont supercomputer upgrade. We carried out a large-scale special operation to handle more than 19 tons of state-of-the-art technology, which will expand the capacity of this important machine dedicated to advancing science across multiple fields of knowledge. This represented the second occasion when our Cargo Terminal received supercomputer components – the first took place in 2019, also through a carefully planned operation.

Installed at the National Laboratory for Scientific Computing (LNCC), a research unit under Ministry of Science, Technology and Innovation (MCTI) located in Petrópolis, the Santos Dumont supercomputer received the new equipment through a cooperation project with Petrobras. Our selection as the logistics entry point was based on our efficiency in cargo receipt and clearance, process agility, and collaborative approach to detailed operational planning, always in close partnership with logistics operators and the client.

The operation was carried out under the responsibility of B&A Logística Internacional, which managed the entire transport chain from Bull’s factory in Angers, France, to RIOgaleão, using an exclusive charter flight.

With this upgrade, the supercomputer has once again ranked among the 500 fastest in the world, remaining the most powerful piece of equipment in Latin America dedicated exclusively to scientific research. A source of pride for us and a significant step forward for Brazilian science.



Year-end passenger traffic

Between December 20, 2024, and January 2, 2025, we had the privilege of enabling 640,000 people to celebrate Christmas and New Year. This volume represented a 20% increase compared with the same period during the previous year and reflected RIOgaleão’s importance as both a departure and arrival point for meaningful moments. Approximately 3,200 domestic flights and 1,300 international flights were operated, totaling 4,500 takeoffs and landings – a 14% increase compared to 2023.

Among the most popular domestic destinations were São Paulo, Recife, Salvador, Porto Alegre, and Belo Horizonte. Internationally, Buenos Aires, Santiago, Paris, Miami, and Lisbon ranked among passengers’ top choices.

We closed 2024 with a highly positive result: approximately 14.5 million people passed through our airport throughout the year—representing 82% growth compared to the previous year.

Jaguar Parade

The Jaguar Parade was an artistic movement that we embraced with enthusiasm for bringing together art, purpose, and environmental conservation. The initiative’s primary objective was to raise funds and public awareness about the urgent need to preserve the jaguar (onça-pintada) and its natural habitat.

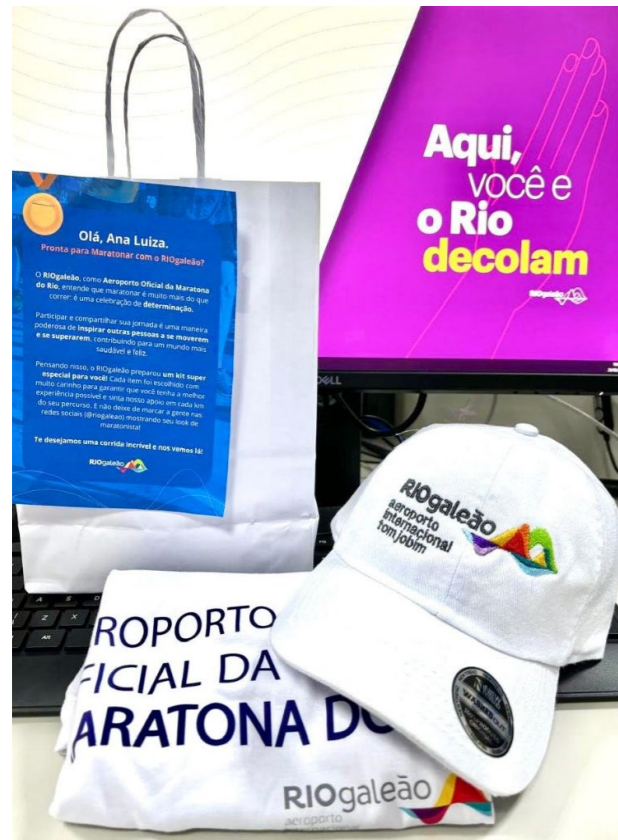
The concept took shape through an exhibition of jaguar sculptures customized by talented artists, installed in high-traffic locations. We were proud to participate as bronze sponsors, which granted us valuable benefits: We showcased our brand as an official project supporter, served as an exhibition venue, selected the artist customizing the RIOgaleão jaguar, and earned recognition as “Official Airport – Jaguar Parade.”

The sculpture we sponsored, created by artist Ticiana Parada, received special recognition: it was selected to represent the Jaguar Parade in Paris during the Olympic and Paralympic Games, carrying with it the strength of Brazilian fauna and flora and reinforcing the message about the importance of preserving our ecosystems.

Following exhibition closure, all artworks were auctioned, with 100% of net proceeds allocated to projects focused on jaguar conservation. It was an honor to be part of such a meaningful movement, which has already left its mark on cities such as São Paulo (2019 and 2022), Belo Horizonte (2021), New York (2022), Florianópolis (2023), and which, in 2024, arrived with full force in the Marvelous City.



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Rio Marathon

During the Rio Marathon, we made a point of welcoming our passengers in a special way. We displayed a welcome video on Eletromidia screens and created an Instagrammable para que todos pudessem registrar sua chegada pelo Official Airport for the Marathon. On the weekend following the event, we were also present at departures, thanking everyone with a warm farewell message.

Together with the commercial team, we developed an exclusive discount coupon for selected GaleON services, chosen based on the Marathon audience profile. This initiative was communicated through an email marketing campaign sent to the event's subscriber base, as well as via a flyer included in participants' kits.





10 YEARS OF DEPARTURES, ARRIVALS, AND HISTORY

- 2013 **Tom Jobim International Airport is auctioned** in the third airport concession tender.
- 2014 Transfer of operations from Infraero to **RIOgaleão** begins, along with expansion works, with an **investment of BRL 2 billion**.
- 2016 **Galeão expansion:** 100 mil m², 26 new boarding bridges, and 24,000 m² of commercial area.
- 2016 The airport welcomes tourists and athletes from around the world during the **2016 Olympic Games**, with an operation recognized internationally.
- 2018 Chilean airline **Sky Airline** becomes the first low-cost carrier to operate at Galeão.
- 2020 **Covid-19 Pandemic.**
- 2021 Galeão receives the first batch of Active **Pharmaceutical Ingredient (API)** for the production of **2.8 million doses of the COVID-19 vaccine**.
- 2022 Start of operations by low-cost carrier **Jet Smart**, now among the three airlines with the highest number of international passengers at GIG.
- 2023 **RIOgaleão** receives **United's first aircraft maintenance hangar** outside the United States.
- 2023 **RIOgaleão** announces an **investment of BRL 110 million** in new airport projects and enters into partnerships with the City of Rio de Janeiro and the State Government of Rio de Janeiro.
- 2023 **Operation Madonna for the Celebration Tour closing show:** **170 extra flights**, **15,000 additional passengers**. **Three freighter aircraft** unloading **270 tonnes** of equipment.
- 2024 Flights to five **U.S.**, cities, including the inauguration of Dallas, and **Air France** announces increased flight frequencies to Paris.
- 2024 The number of domestic-international connecting passengers **grows by 106%**.
- 2024 Import values reach **USD 13 billion** in 2024, a **75%** increase compared to 2019.
- 2024 **RIOgaleão Cargo** records the highest import volume in its history in 2024, totaling **USD 13.1 billion**. During the year, 59.7 thousand tonnes of imported and exported goods are handled, representing growth of 18% in value and 16% in weight compared to 2023.

Source: O Globo Newspaper, First Section, 12/08/2024





The year
of Airport
Coordination





The Year of Airport Coordination⁽³⁻³⁾

Airport coordination was identified in our Materiality Assessment as the primary driver of multiple positive impacts, particularly across the Governance, Economic, and Social dimensions. It also generates positive environmental impacts, as the reduction in diverted flights¹ leads to lower fuel consumption.

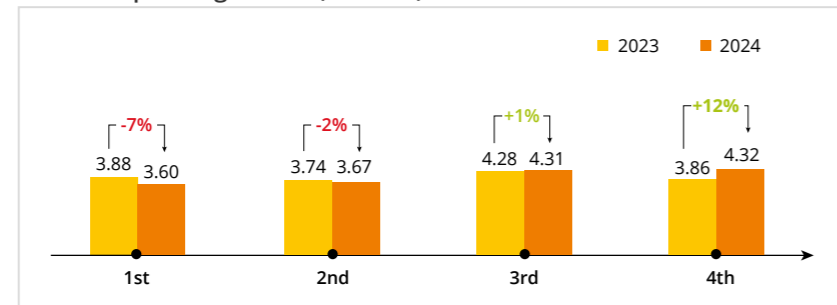
WHY COORDINATE?

Rio de Janeiro is Brazil's gateway to tourism. Coordinating Rio's airports supports a better balance among the country's main entry points.

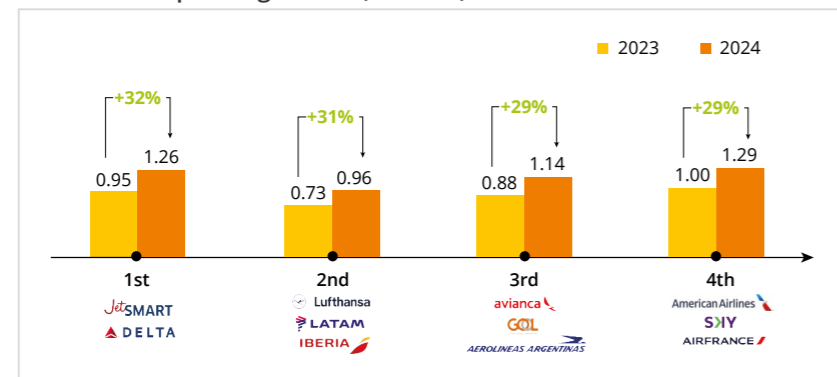
Our infrastructure – designed to accommodate up to 37 million passengers per year and equipped with Brazil's largest commercial runway – experienced, for the first time in the concession's history, coordinated operations across Rio de Janeiro's airports.

For all these reasons, we can state that 2024 was the year RIOgaleão took off. The coordination of Rio de Janeiro's airports, combined with the outstanding work of our Team Members, is restoring Rio de Janeiro International Airport to a leading hub position nationwide. This progress continues driving development across city, state, and Brazil – enabling Rio de Janeiro to unlock and expand its full tourism and economic potential.

Domestic passengers RIO (millions)



International passengers RIO (millions)

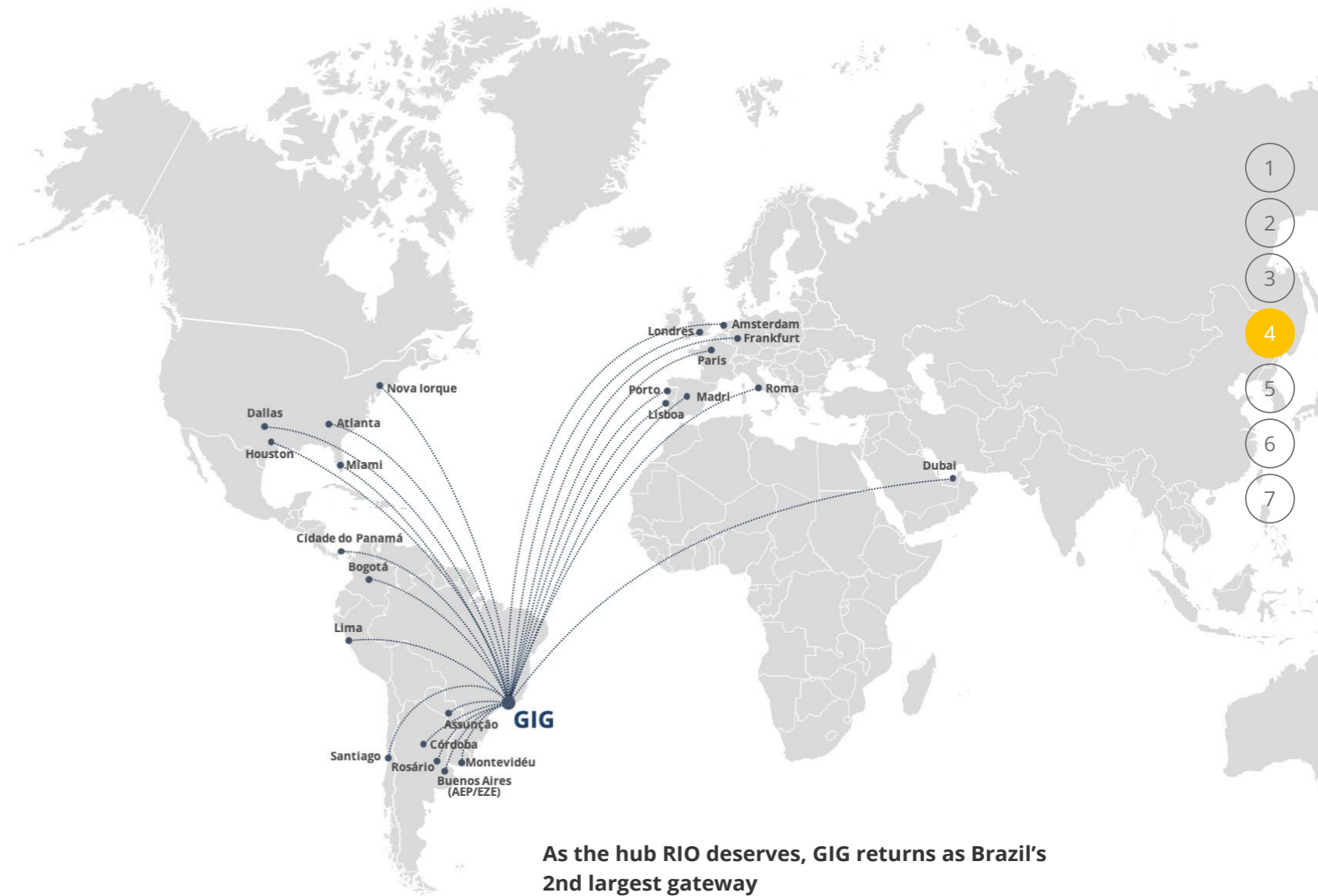


1 - A diverted flight is one that, due to the inability to land at its original destination – primarily because of weather conditions – is redirected to another airport.

(3-3)

Growth exceeded the Brazilian average during the year's second half, Rio recorded 1% more domestic passengers in 2024 compared to 2023. Despite operational challenges early in the year – such as air network adjustments and the temporary closure of Porto Alegre Airport – we were able to recover performance in subsequent quarters and close the year with a solid operation, reaffirming efficient planning and network resilience.⁽²⁰¹⁻²⁾

Driven by domestic feed, Rio's international traffic grew by 31% in 2024, reaching 4.7 million passengers – the highest level in history – and accounting for 19% of Brazil's international volume. Airlines such as British Airways, LATAM, GOL, Air France, among others, expanded their operations, strengthening Rio's connectivity with key international markets.

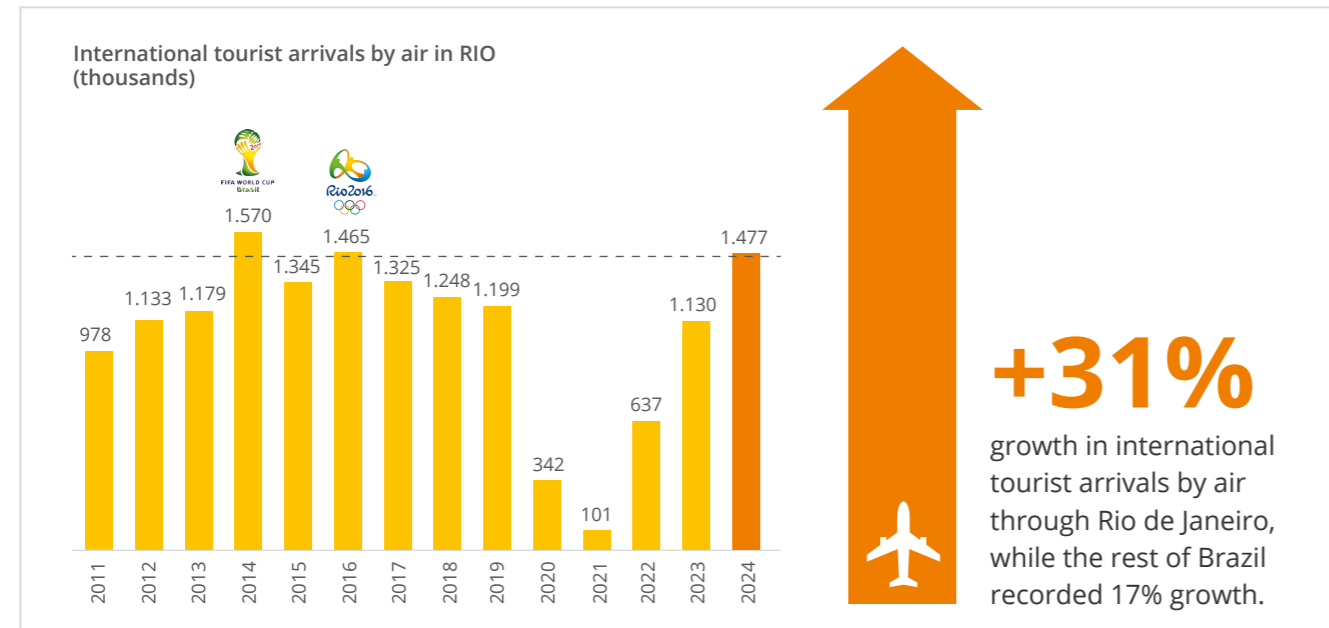


+106%
Domestic-international connections in 2024

-12%
Passengers who need to connect through another domestic airport to travel abroad

Source: ANAC statistical data.

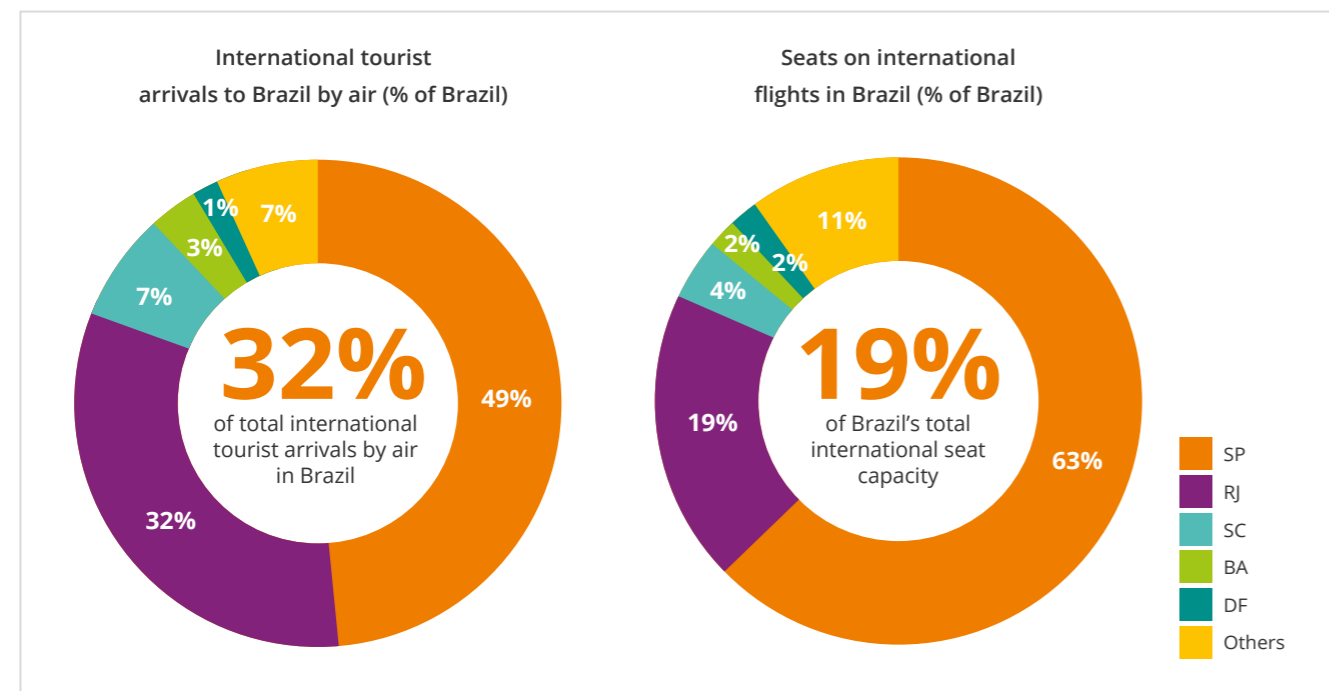
Rio set a record for the highest number of international tourist arrivals by air in the past ten years, surpassing the levels recorded in 2016, the Olympic Games year.



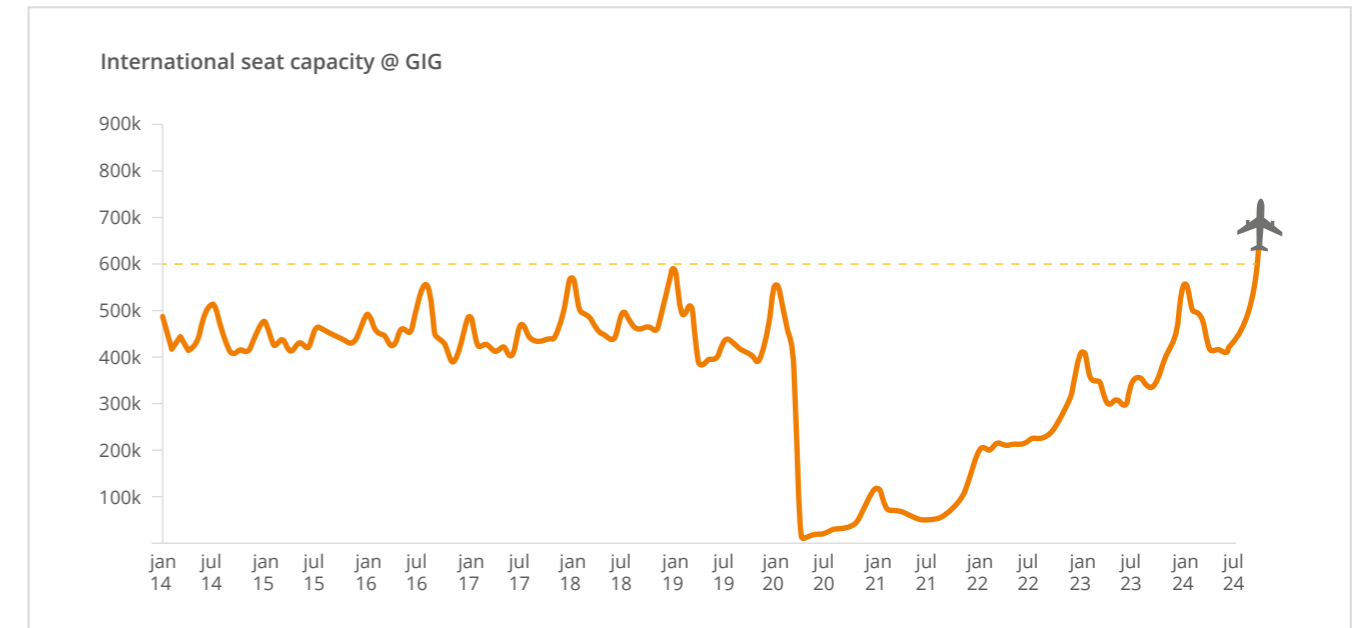
Sources: Ministry of Tourism; SMDEIS RJ; Embratur data.
Note: Tourism data consider air travel only.

In 2024, we returned to being the second-largest gateway to Brazil, with a 106% increase in domestic-international connections, which in turn resulted in a 12% reduction in the need for passengers to make connections at other domestic airports when traveling abroad.

A demonstration of Rio's strength as a tourism destination



A demonstration of Rio's strength in breaking records.



Source: ANAC and OAG statistical data.

We believe that Rio de Janeiro has increasingly consolidated itself as a destination of choice for tourists, and that coordination among the city's airports has been essential to balancing Brazil's gateways and to driving further growth for RIOgaleão and the city of Rio de Janeiro.

WHAT IS RIO DE JANEIRO AIRPORT COORDINATION

Joint efforts by City Hall, the State Government, and the leading federations and associations of Rio de Janeiro were fundamental to the success of this coordination effort within the aviation sector. This alignment generated significant benefits for city and state residents, who directly benefited from a 6.4% increase in total passengers statewide, surpassing the national average of 5%.

Coordination led to restructuring at Santos Dumont Airport, limiting annual passenger traffic to 6.5 million, which resulted in the transfer of flights to RIOgaleão. In 2024, travelers benefited from 27 domestic and 25 international destinations, enabling us to record a historic milestone of 4.7 million international passengers – the highest number since the airport's inauguration in 1977 – representing 31% growth compared to 2023.

These results demonstrate that the optimal use of airport infrastructure allows Rio de Janeiro International Airport to operate fully as a driver of economic activity. With more flights came more tourists and cargo, generating positive impacts for the Marvelous City – a source of pride for our Team Members, the people who embody the RIOgaleão Way of Being and keep this major infrastructure moving.

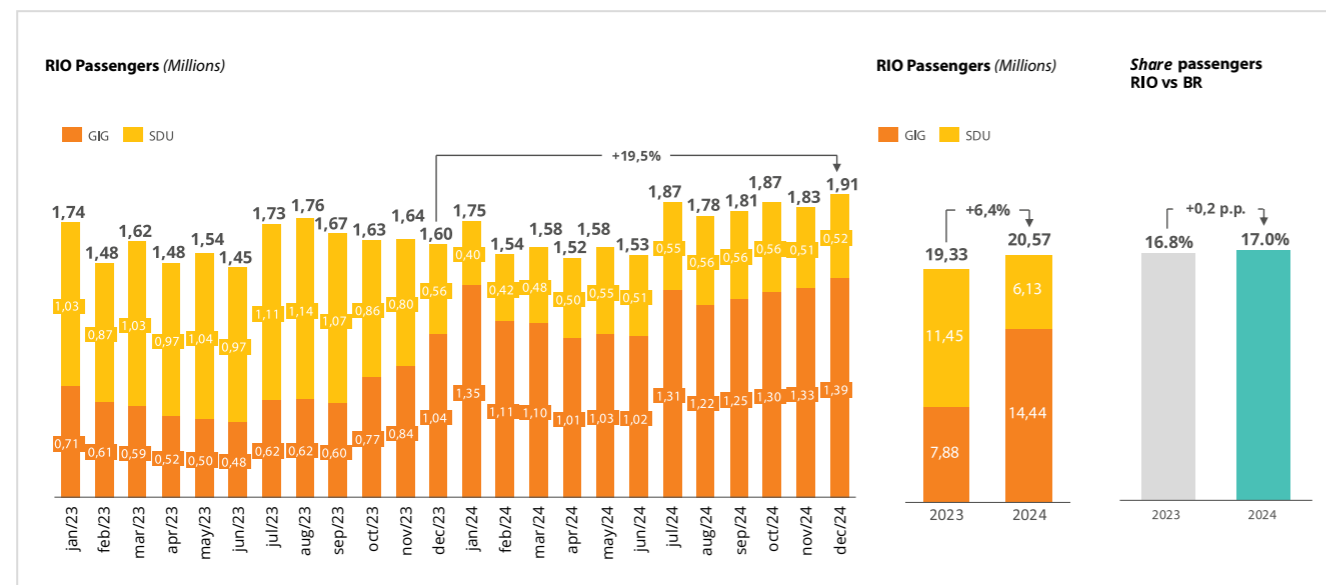


In our first year of coordination, we significantly improved domestic multi-airport system efficiency. Diverted flights were reduced by 49%, decreasing the share of Rio's airports in the national total from 17% to 10%. This delivered greater predictability and safety for passengers, improved governance, and reduced overall impacts.

DATA AND IMPACTS OF COORDINATION

The coordination of Rio's airports (SMA RIO) was fundamental to the growth of Rio de Janeiro's air traffic in 2024.

+6.4% passengers in 2024 vs. 2023, while Brazil grew 5%.



Source: ANAC

Regarding the domestic market, the first months were dedicated to adaptation and were marked by impacts from factors that were anticipated and not related to coordination, including the current shortage of aircraft and engines, the time required for strategic adjustments to airline networks (such as building a hub at RIOgaleão), and an initial reduction at Santos Dumont Airport to align with new operational limits.

Additionally, the closure of Salgado Filho Airport (POA) in Porto Alegre/RS due to flooding in May 2024 – a market considered the fifth largest domestic market for Rio – had an additional impact. With its reopening on October 21, a gradual return to normality in the domestic network became possible. POA stands out as one of Rio's largest connective markets.⁽²⁰¹⁻²⁾

We also observed a reduction in domestic passengers who previously connected through other Brazilian airports and who now depart from GIG as international passengers.

In this context, late-year trends observed, as well as the networks planned for Q1 2025, indicate that the benefits of coordination will continue to evolve and become even more pronounced.

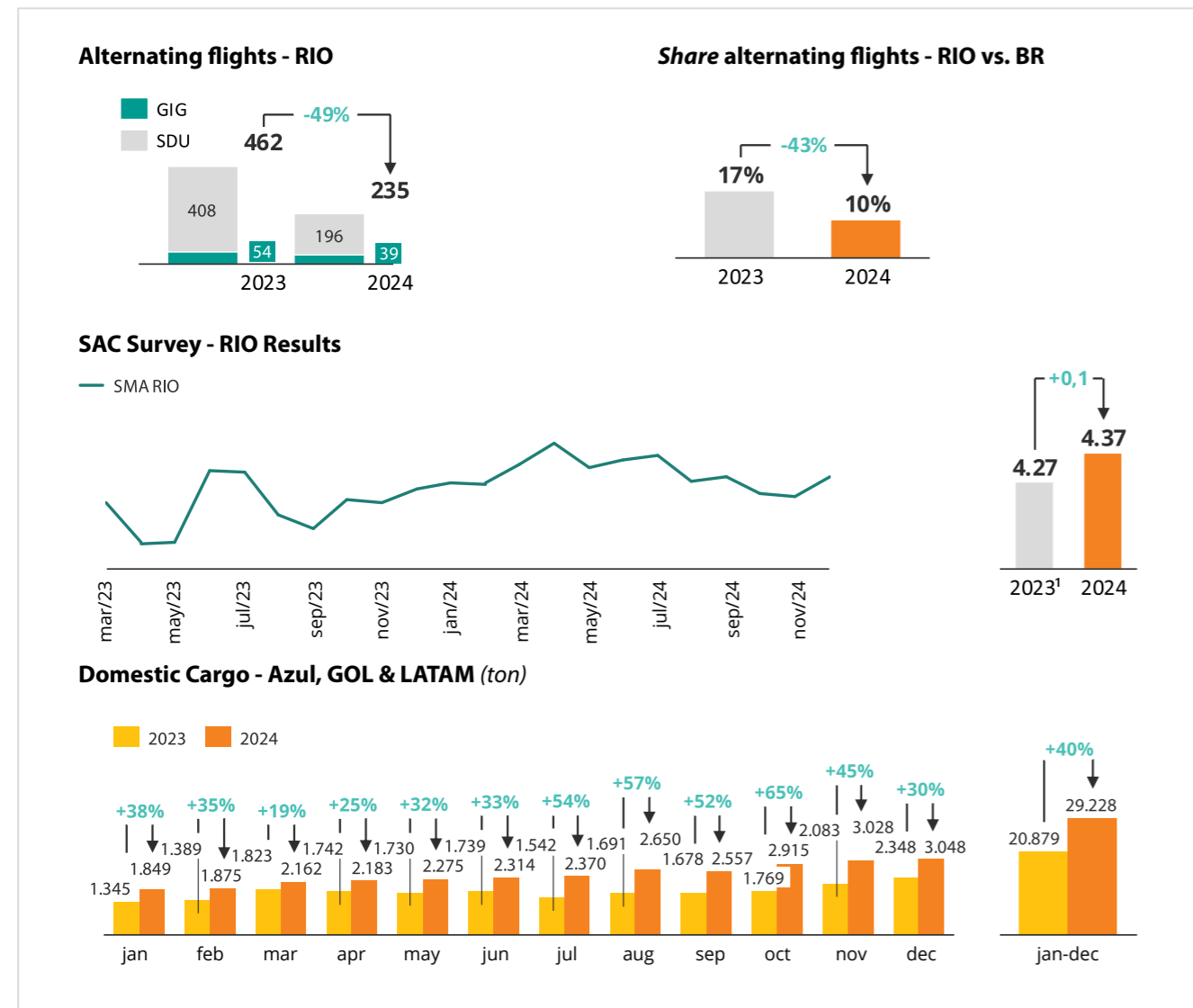


Source: ANAC

Efficiency gains across RIO multi-airport operations became immediately evident and remained consistent:

- **49% reduction in diverted flights** over the year, with Rio's airports' share of national diverted flights falling from 17% to 10%. This directly impacts **passenger experience**, delivering greater predictability and safety, driven by flight transfers toward RIOgaleão, featuring superior infrastructure and maintaining 99.97% availability for takeoffs and landings.
- Perceived service quality, measured by the SAC survey, shows average scores for RIO's airports consistently above 2023, with an average increase of 0.1 points.
- Average increase of 40% in domestic cargo processed in RIO (compared to 2023). This growth is driven by our extensive infrastructure and operational capacity, enabling airlines to fully leverage the cargo potential of their networks and aircraft.





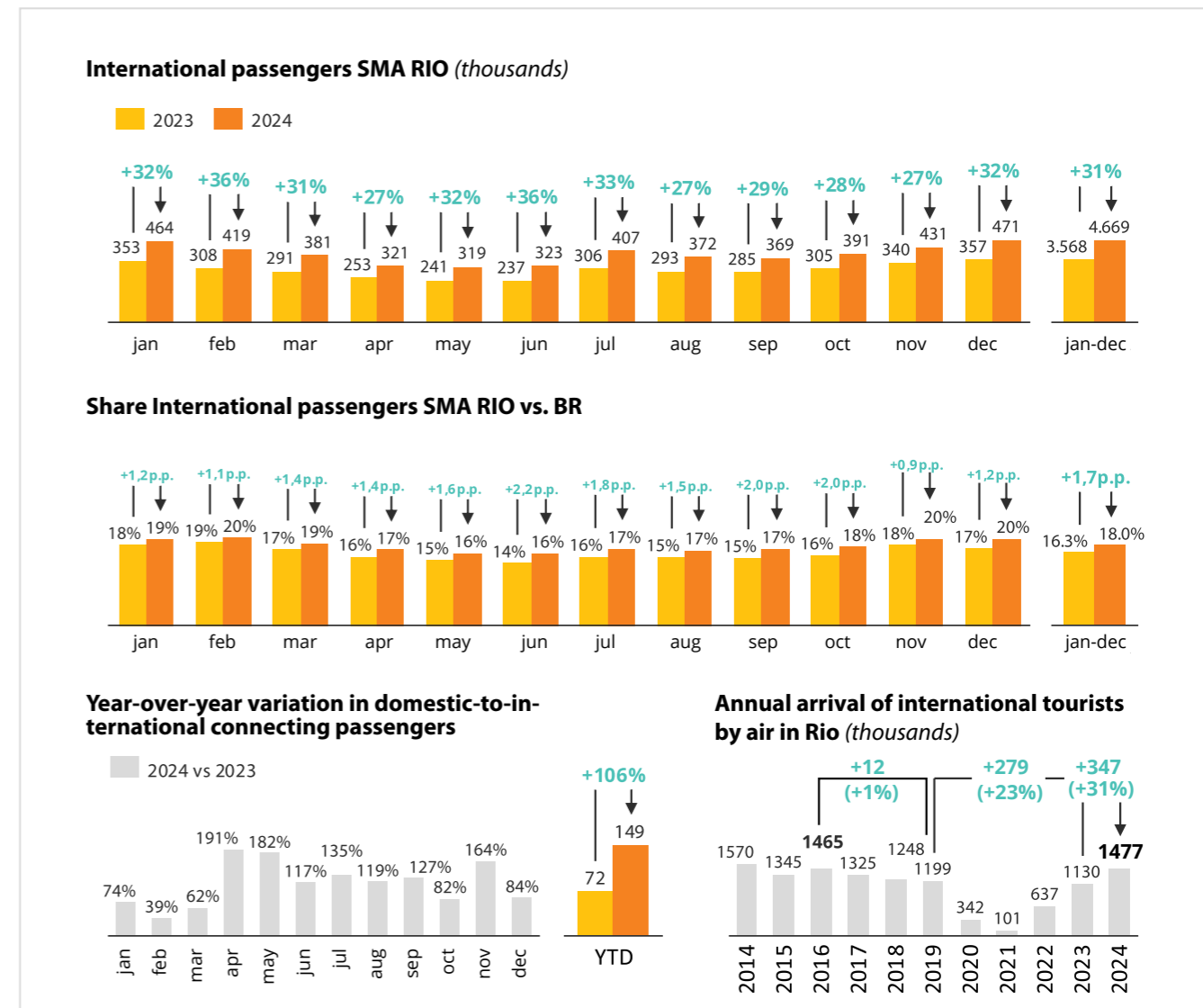
Source: SAC, ANAC, and XNG.

In the **international market**, driven by the restoration of domestic feed, Rio set a **historic record for international passengers** in 2024. **Rio's international demand grew by 31%** compared to the previous year, gaining 1.7 percentage points of market share within Brazil.

We also recorded a **significant increase of 106% in domestic-international connecting passengers**, thereby regaining our position as the country's second-largest international gateway.

In the first year of airport coordination, **15 airlines** – JetSmart, LATAM, British Airways, Delta, Sky, GOL, American Airlines, Iberia, Aerolineas Argentinas, Copa, TAP, Lufthansa, Avianca, Emirates e Air France – **expanded their operations** in Rio, whether through new routes, increased frequencies, or the deployment of higher-capacity aircraft to serve the market.

As a result of this growth in international competitiveness, Rio recorded in 2024 **the highest number of international tourists in the past eight years**, reaching levels comparable to 2016, the Olympic Games year.



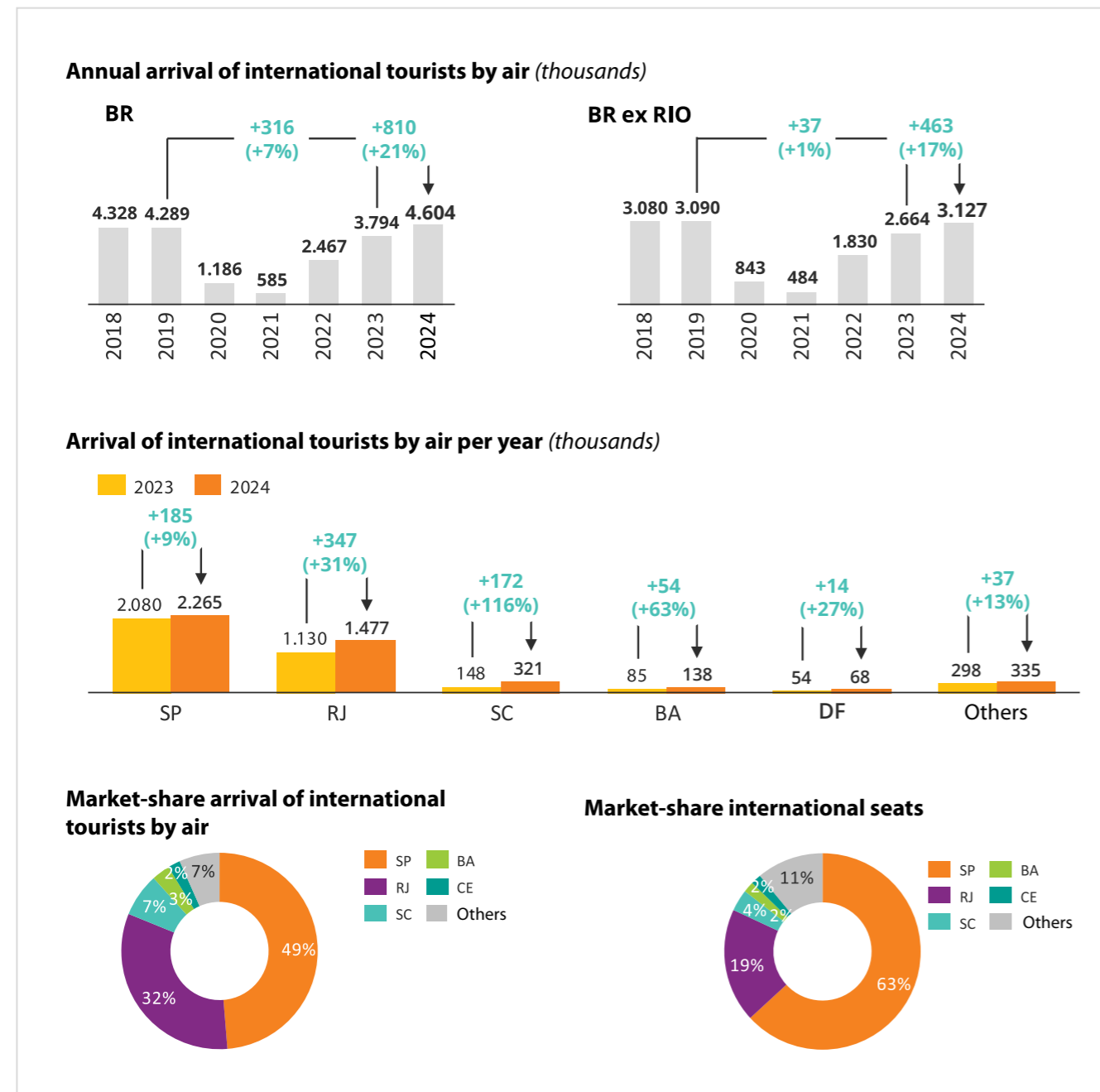
Source: SAC, ANAC, and Ministry of Tourism.

The positive impacts are clearly reflected in **international tourism**. The coordination of Rio's airports was fundamental to the development of Brazil's international tourism, as the number of **international tourist arrivals in Rio grew by 31%, 14 percentage points above the average growth observed in the rest of Brazil**.

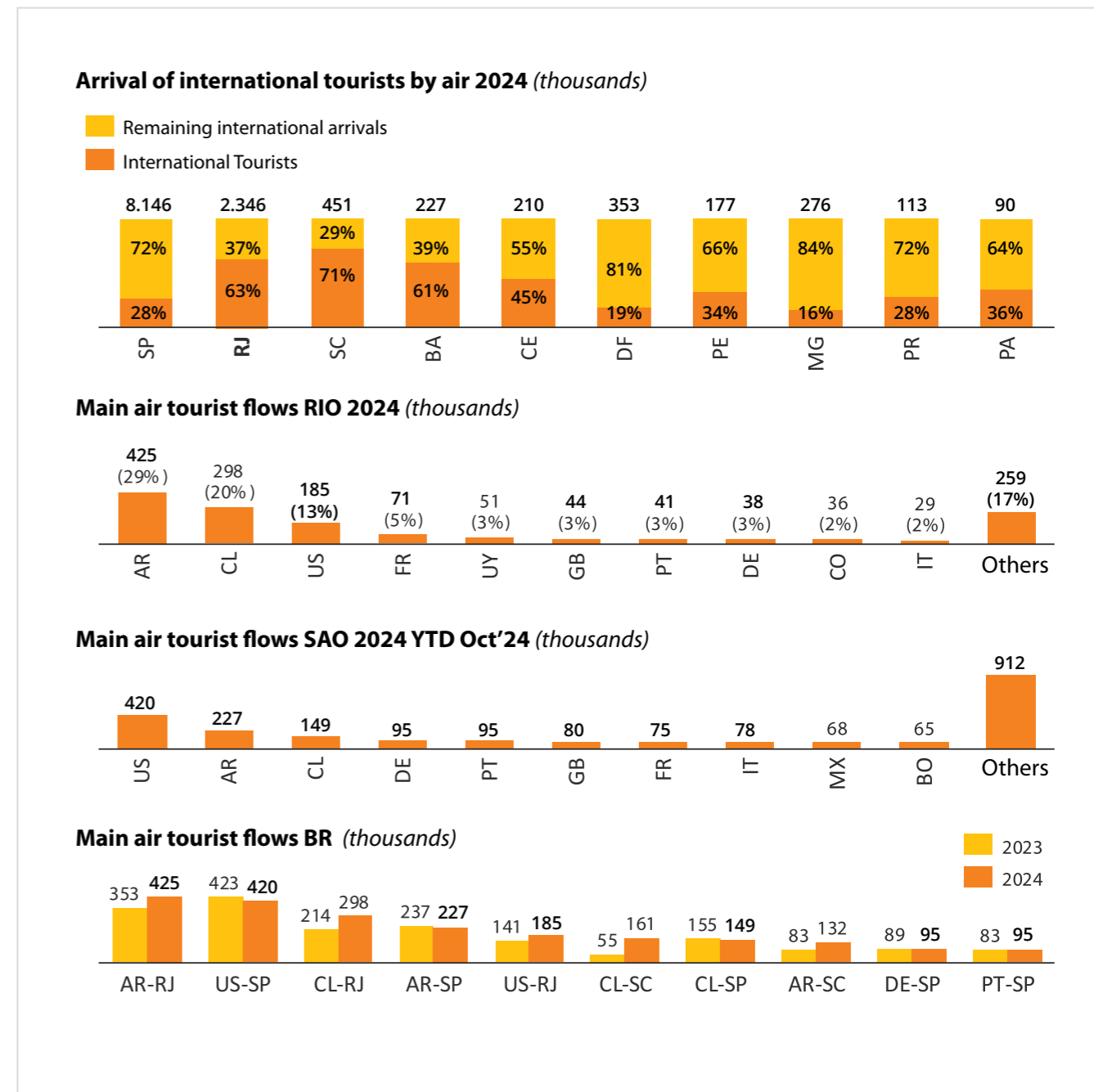
Rio also posted the largest absolute increase in international tourist arrivals by air among all Brazilian states, with an additional 347,000 visitors in 2024 compared to 2023, accounting for 43% of Brazil's total growth.

The state is Brazil's **second-largest gateway** for this tourist flow, representing 32% of all **international arrivals** in 2024. There is also a strong correlation between the growth in international capacity in Rio and the increase in tourist arrivals: international seat capacity in Rio grew by 35%, international passengers by 31%, and international tourists by 29%. Clearly, capacity expansion stimulates tourism, generating positive impacts on the local economy.





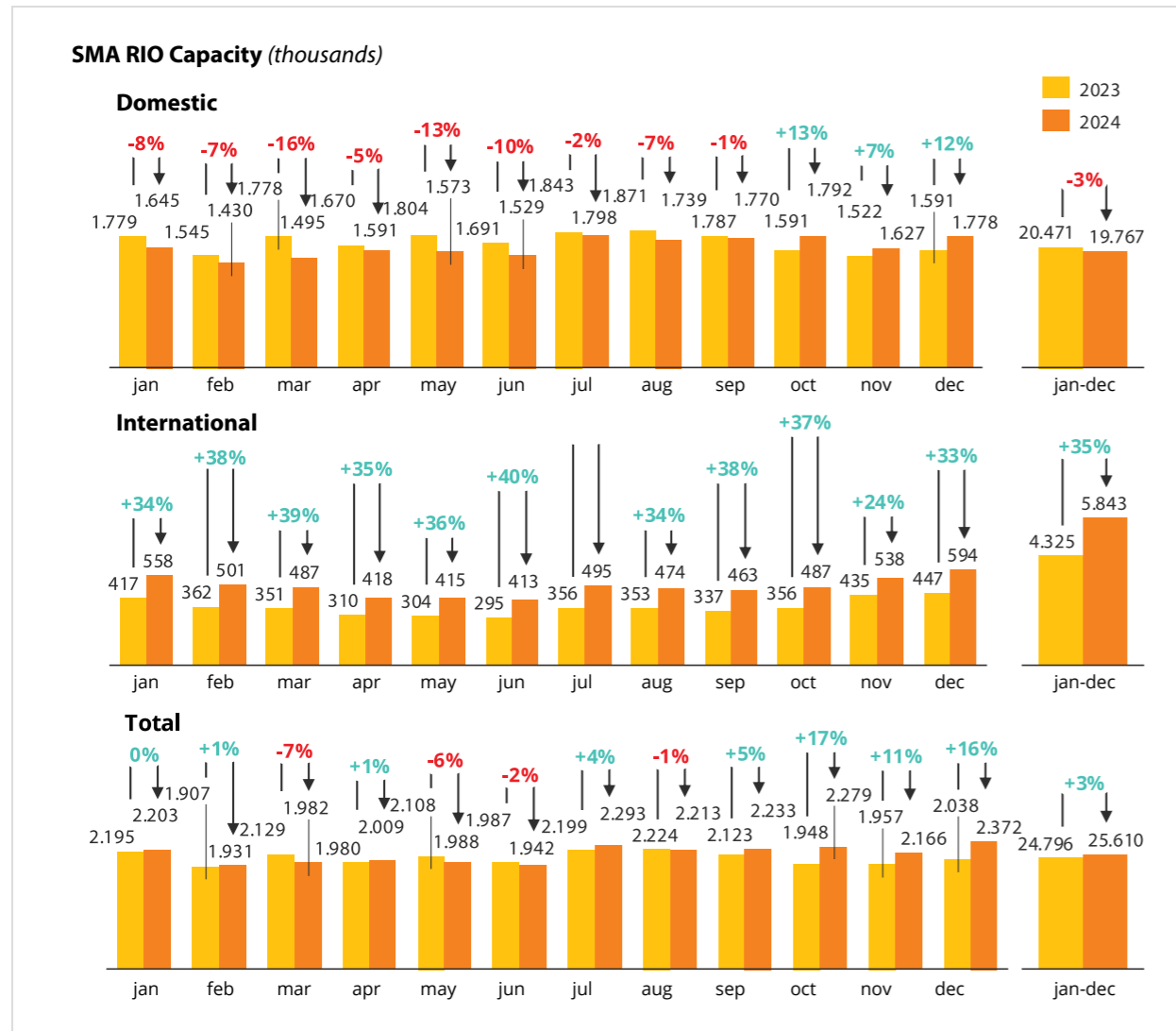
Among all international passengers arriving in Rio de Janeiro, 62% are tourists. Out of nearly 1.5 million tourists entering Brazil by air through Rio in 2024, **the majority originated from Argentina, Chile, and the United States**, accounting for 29%, 20%, and 12% of these tourists, respectively. Compared to 2023, growth from these markets was 20%, 39%, and 26%, respectively.



In terms of **seat capacity**, Rio's outlook remains positive: growth in capacity is expected in the coming months in both the domestic and international segments.

Across fourth-quarter 2024, Rio recorded a 10% increase in domestic capacity compared to the same period in 2023, and a 35% increase in international capacity over the year as a whole. Total capacity in Rio increased by 15% in the fourth quarter, resulting in overall growth of 3% in 2024.





Economic growth

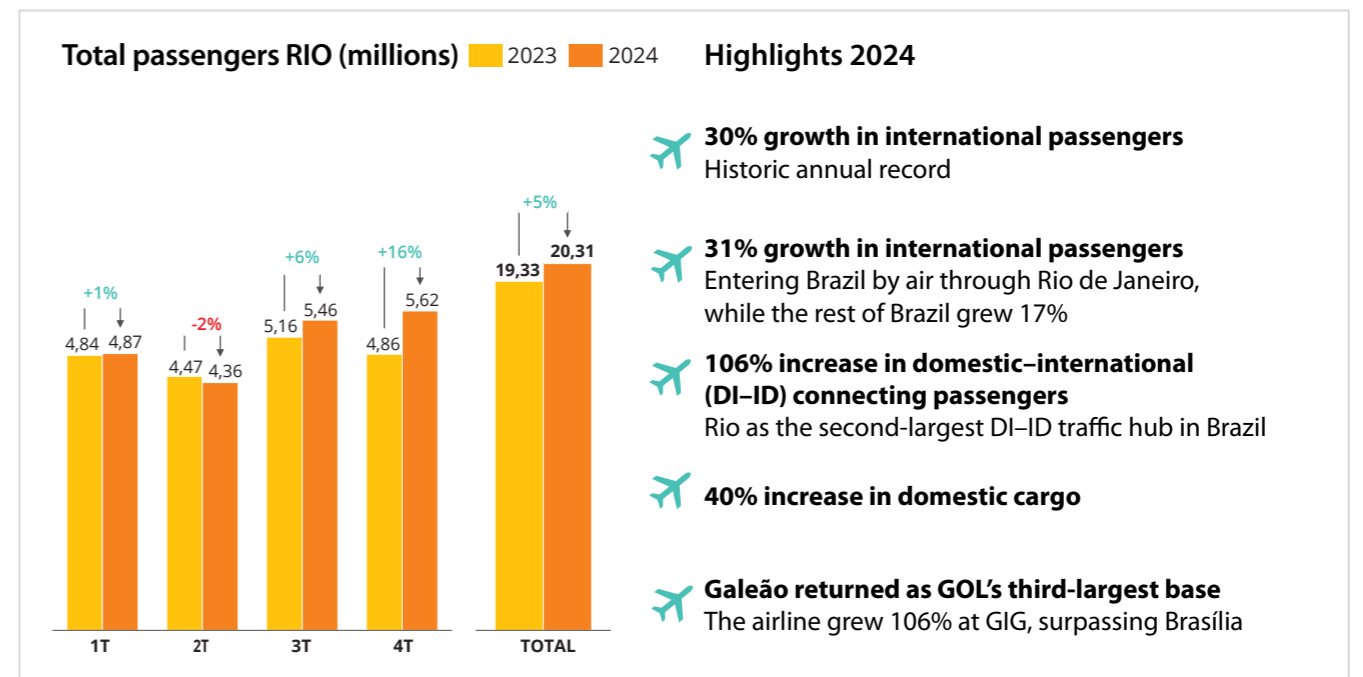
A study conducted by the Municipal Secretariat for Economic Development indicated that, in 2024, the city of Rio de Janeiro posted real growth of 34.4% in ISS tax revenue, net of inflation. These taxes derive from services linked to the airport sector, totaling BRL 53.6 million, compared to BRL 39.9 million collected in 2023².

The coordination of Rio de Janeiro's airports (Multi-Airport System – SMA), which optimized city airport infrastructure use and boosted domestic flight growth –along with the creation of new international routes and increased frequencies – also generated additional positive impacts. In 2024, domestic cargo volumes handled by the three main national airlines increased by 40% in the city compared to the same period in 2023, rising from 20.9 thousand to 29.2 thousand tons. At RIOgaleão, domestic cargo volumes increased by 177% over the same period, growing from 9.1 thousand to 25.1 thousand tons. For comparison, across Brazil, domestic cargo volumes handled by the three main national airlines increased by only 9%.⁽²⁰³⁻²⁾

2 - Sources: <https://diariodorio.com/receita-com-aeroportos-cresce-34-no-rio-em-2024/>, <https://oglobo.globo.com/blogs/capital/post/2025/04/receita-do-rio-com-aeroportos-sobe34percent.ghtml>, https://www.linkedin.com/posts/investrio_crescimento-da-receita-do-rio-com-aeroportos-activity-7313659247341244417-yvCr?utm_source=share&utm_medium=member_desktop&rcm=ACoAABjNFcwBsX5QHL67S1kuGcS8HC0jSVk_78

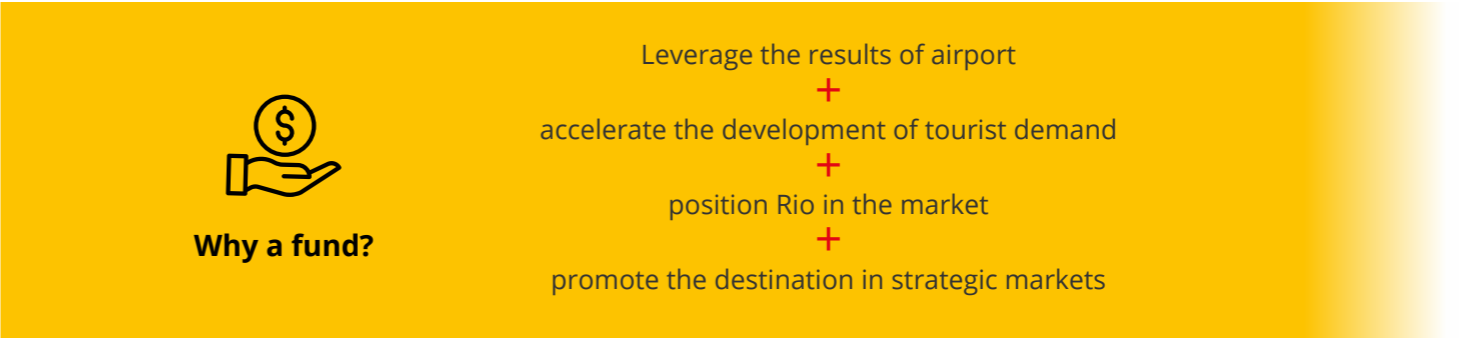
INITIATIVES FOR THE DEVELOPMENT OF AVIATION⁽²⁻²⁹⁾

Aviation Development Fund



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Through a new partnership, we initiated a collaboration with the City of Rio de Janeiro aimed at the practical development of new tools to foster aviation growth in the city. Following the start of discussions in 2023, a cooperation agreement was signed in January 2024.³⁽²⁰³⁻¹⁾



3 - The Fund in the news: <https://g1.globo.com/rj/rio-de-janeiro/noticia/2024/01/09/prefeitura-do-rio-assina-acordo-de-cooperacao-com-riogaleao-para-fomentar-incentivos-ao-setor-aeroportuario.ghtml>, <https://agenciabrasil.ebc.com.br/radioagencia-nacional/geral/audio/2024-01/prefeitura-do-rio-assina-acordo-de-cooperacao-com-riogaleao>

Our numbers in 2024:

<p>BRL 19.5 MILLION invested by RIOgaleão (in marketing to promote Brazil as a destination and in discounts)</p>	
<p>MEETINGS WITH MORE THAN 40 AIRLINES at aviation and tourism industry events</p>	
<p>20 VISITS TO GLOBAL AIRLINE headquarters</p>	
<p>9 VISITS BY SENIOR AIRLINE EXECUTIVES to Rio de Janeiro</p>	
<p>71 TRAINING SESSIONS, ROADSHOWS, AND FAMILIARIZATION TRIPS for more than 480 agents, journalists, and influencers</p>	



Examples of campaigns planned to promote Rio de Janeiro across the U.S. and the EU:

Multichannel campaigns are being planned to reach millions of potential tourists in more than 16 countries, with a unified message endorsed by the Rio brand.

OBJECTIVES
PROMOTION AND SALES SUPPORT FOR THE RIO PRODUCT

CHANNELS
SMART MEDIA
CONNECTED TV
SOCIAL MEDIA
PROGRAMMATIC

IMPACT
JUST VIEWS IN
95Mi
US ALONE

- 1
- 2
- 3
- 4
- 5
- 6
- 7

Fly to Rio

Visit Rio
The most beautiful tropical paradise

Book now

Sie fliegen mit
Lufthansa

+ ADDITION TO DIGITAL CHANNELS, THE PROMOTION WILL ALSO BE FEATURED ONBOARD AIRCRAFT, THROUGH IN-FLIGHT ENTERTAINMENT SYSTEMS AND WI-FI.

Routes Americas in Rio in 2026

In another initiative that will positively impact Rio and the results of Airport Coordination, we will serve as the host airport, and our city will host a flagship aviation industry event worldwide. In December 2024, the selection of Rio de Janeiro as the host city for Routes Americas 2026 was officially announced during a ceremony at the Palácio da Cidade, in partnership with the City Hall of Rio de Janeiro, through InvestRio and the Municipal Secretariat for Urban and Economic Development, with the support of Visit Rio.

Routes Americas ranks among the most important aviation industry events, bringing together more than 70 airlines and 370 airports, as well as global aviation leaders and tourism authorities. Throughout the three-day event, conferences, business meetings, and networking sessions will be held, connecting decision-makers responsible for planning new routes and air services.

It is estimated that 82% of participants will come from outside Brazil, from strategic markets for Rio de Janeiro: 54% from the Americas, 28% from Europe, and 14% from the Asia-Pacific region.



– Rio has a proven track record of hosting globally relevant events, such as the 2016 Olympic Games and, more recently, the G20 Leaders' Summit. Routes Americas will support the city's objective of attracting even more international events, promoting tourism, and securing investments through the role it will play in strengthening air connectivity. – Steven Small, Director, Routes.

– RIOgaleão has participated in Routes events for 10 years, and we are very pleased that Rio de Janeiro will be the host city. As the host airport, this will be a unique opportunity to present the Rio de Janeiro destination to airline delegates from around the world. Rio de Janeiro International Airport ranks among Brazil's main tourism gateways and offers numerous growth opportunities for airline partners – Alexandre Monteiro, President, RIOgaleão.⁴ (203-1)

4 - News published at: <https://prefeitura.rio/cidade/rio-de-janeiro-sera-o-anfitriao-do-routes-americas-2026-evento-dedicado-a-aviacao/>



We are the first airport in South America to join the certification process for the “IATA Environmental Assessment (IEnvA)”, promoted by the International Air Transport Association (IATA) – an initiative designed to foster a more sustainable global aviation industry.



ESG Report
Journey





ESG Report Journey ⁽³⁻¹⁾

During our second year preparing the sustainability report, we sought to further deepen all actions related to materiality assessment. We present the context of our actions, the engagement process, and the results achieved, and we are pleased to celebrate the effective and committed participation of numerous team members, concessionaires, and other stakeholders, demonstrating our strong commitment to Sustainability.



CONTEXT ASSESSMENT AND STRATEGIC ACTIONS ⁽³⁻¹⁾

We conducted a review of news related to the airport's activities, which – combined with the analysis of already available documents – enabled comprehensive understanding of organizational context for 2024 base year.

To facilitate readers' access to this news content and enhance their understanding of our organizational context, we refer to the following sources:

- 1  Galeão Airport posts strong growth in 2024
- 2  RIOgaleão sets a record and handles BRL 75 billion in air cargo in 2024
- 3  Galeão approaches historic record for international passengers
- 4  With USD 13.1 billion in imports, RIOgaleão Cargo grows 18% and sets a new record in 2024
- 5  RIOgaleão expected to more than double investments in 2024
- 6  Galeão projects closing 2024 with 14.2 million passengers, nearly double 2023
- 7  RIOgaleão forecasts a record number of international seats during the high

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(3-1)

TECHNICAL VISIT^(2-29, 3-1)

Technical visit conducted by team responsible for report preparation provided a detailed and comprehensive view across airport operations, infrastructure, and practices. During this visit, significant feedback was received regarding the previous report, highlighting strengths and areas of opportunity to enhance analytical depth.

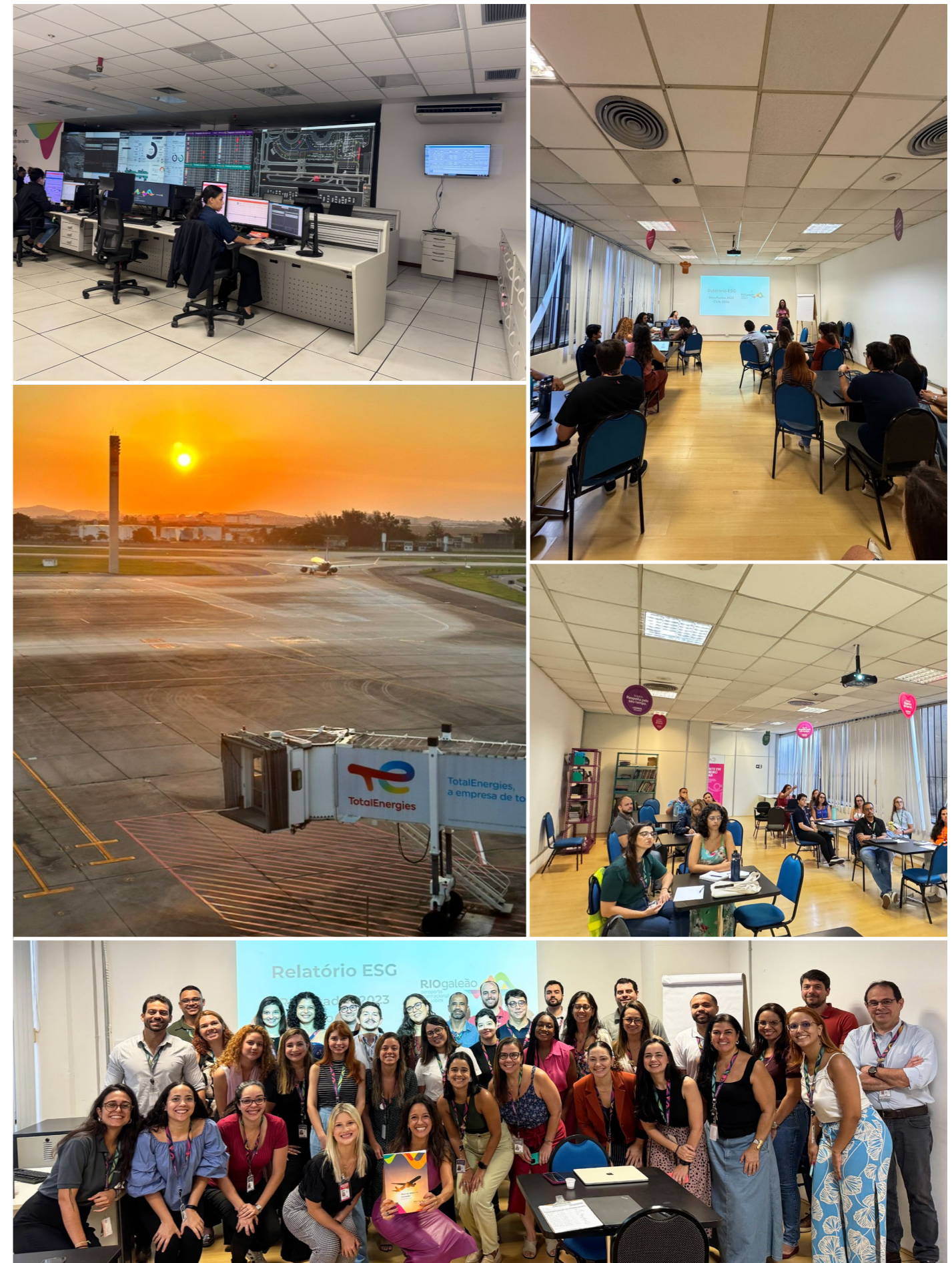
Throughout the technical visit, we explored several operational and strategic areas that play an essential role in airport activities, conducted visits with selected external stakeholders, and held interviews with multiple key actors.

This experience enabled deeper understanding of challenges faced and best practices adopted, allowing broader insight into dynamics across these segments, as well as the strategies implemented to ensure efficiency and the importance of collaboration across different areas of work.

WE HIGHLIGHT, AMONG THE AREAS VISITED/INTERVIEWED:

- South Pier
- Duty Free
- OSMS
- COR
- Plaza Premium VIP Lounge
- TECA
- United Hangar
- American Airlines
- Green IT
- Legal Department
- Céu Azul Cooperative
- Vide Verde

Among the topics addressed were airport logistics, passenger services, cargo operations, service management, ICAO audits, and socio-environmental initiatives. Each discussion provided valuable insights and reinforced how integration across these areas contributes to a more agile, sustainable airport aligned with market demands.








We rely on active participation from GRI Committee members, established since preparation of our first report:

LIST OF COMMITTEE MEMBERS

Area	Management	Alternate 1	Alternate 2
1 Risks and Internal Controls	Rafael Magalhães	Marcio Malinoski	Maria Clara Lacerda
2 OPS and Landside Management	Carolina Lugão Sanches Belo	Erik Castro	Leila Aquino
3 Quality, Occupational Health and Safety, and Assets	Igor Kayode Owadokun	Sabrina Leite Carvalho	Raquel Camille Viceconti
4 CPC Management	Marília Guimarães	André Mechler	Albert Kill
5 Safety	Estela Andrade	Sandrini Coutinho	Beatriz Santos
6 Security / Crisis	Marcelo Dutra	Viviane Toreta	Paulo Moraes / Marcos Paulo / Ramon Lago
7 COR / Apron Operations	Beatriz Lagnier	João Marcelo	Sthéphanie Louise
8 Airside	Beatriz Lagnier	Sara Py	Ana Cláudia Cruz
9 Infrastructure Management	Fabio Gracio	Daniel Lopes	Luiz Carlos
10 Sustainability	Sustainability	Rafaela Costa dos Santos	Camila Ferreira de Vasconcellos
11 Governance and Digital Transformation	Marco Moreira	Francisco Amador	Carlos Monteiro
12 Supply Chain Management	Helio Batista	Alamir Vergaça	Ricardo Losito
13 Financial Planning	Amanda Otoni	Carlos Marcondes	Mariana Feital
14 P&O Management	Monique Villas	Tereza Batista	Marcelo Farias
15 Controllership	Livia Barbosa / Walter Roca	José Vitorino	Adriana Pereira dos Santos / Ligia Alves Rodrigues
16 Retail Management	Tatiana Guarany	Marcella Guaraná	Carolina Albuquerque
17 Development Management	Gabriel Magalhães	Pedro Almeida	Tiago Vitorino
18 Dufry Management and Innovation	Karin Karling	Carlos Magno	Eduardo Batista
19 Communication and Marketing Management	Uyara Chamoun	Sheime Fernandes	Beatriz Passeri
20 Aviation Development	Rafael Sampaio	-	-
21 Air Business Development	Paula Lima	Karen Cruz	Bernardo Meneses
22 Aviation Marketing	Ana Paula Lopes	Natasha Proença	Priscilla Cremer
23 TECA Operations	Eduardo Calderelli	Marcia Souza	Beatriz Teixeira
24 TECA Commercial	Leandro Silveira	Erica Guarany	Helio Dapena
25 Financial	João Vitor Texeira	-	-
26 Legal – Contracts	Maria Clara Castro	Ana Carolina Vilarino	Carolinne Cavalcanti
27 Legal – Contract Administration Management	Analia Martins	Rosana Gouvea	-



Our journey in numbers:

- 34 AIRPORT-RELATED
areas involved

- 80 ACTIVE
participants

- MORE THAN 250 DOCUMENTS
analyzed

- MORE THAN 100 HOURS
of interviews, meetings, and technical visits

- 10 EXTERNAL STAKEHOLDERS
interviewed/visited


MATERIALITY WORKSHOPS

We conducted materiality workshops over three days – two in person and one online – with the participation of 50 team members across the three days.

During the activities, following contextualization and an explanation of the objectives, participants were given blank sheets of paper and pens and asked to identify three to five impacts the organization has and impacts it experiences, considering both positive and negative aspects throughout 2024.

Afterward, participants were invited to present the impacts they had listed, which led to important discussions, concluding with a group reflection to reach consensus on the main positive and negative impacts of 2024.

Participant engagement was essential to bring diverse perspectives, as each individual holds specific knowledge of their respective areas and operations. This enabled a more accurate identification of material topics, increased engagement, and strengthened the sense of belonging.

This process was fundamental to ensuring an ESG Report more closely aligned with the company's reality, contributing to a clearer view of our challenges and opportunities.



ONLINE INTERVIEWS

In addition to in-person visits, we also conducted online interviews with team members from different areas and with external stakeholders. These conversations were essential to better understand the challenges, strategies, and solutions adopted in the airport's daily operations, while also providing a broader view of operations, the pursuit of efficiency, and each area's initiatives.

The improvement suggestions and initiatives discussed will contribute to the enhancement of this and future reports, ensuring that RIOgaleão remains a benchmark for efficiency and innovation in the global airport sector.

MATERIALITY SURVEY⁽⁴¹³⁻¹⁾

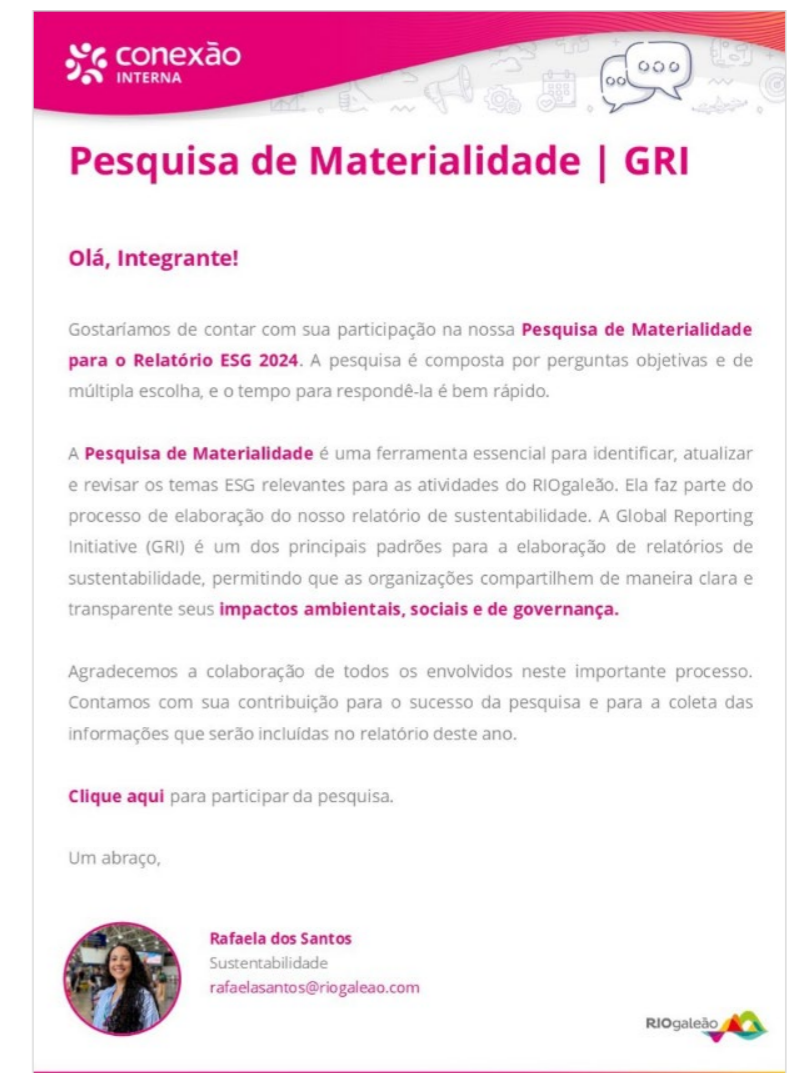
To further deepen our materiality assessment, we also conducted an online survey, which received 102 responses.

The anonymous survey addressed topics related to perceptions, expectations, and suggestions regarding RIOgaleão, with a focus on economic development, social impact, diversity and inclusion, governance and ethics, and sustainability.

The survey was distributed by email to team members and other stakeholders.

The participation of team members, concessionaires, and other community members is essential to building a more focused ESG Report, as it helps identify the topics that are most relevant to the company and its stakeholders. This process supports prioritization of most strategic aspects, ensuring report content reflects truly material issues.

In addition, it fosters greater engagement and commitment from employees and partners in implementing the social, environmental, and governance strategy. The materiality survey contributes not only to report quality, but also to strengthening transparency and trust across our airport ecosystem.





DEFINITION OF MATERIAL TOPICS^(2-14, 3-2)

Following site visits and interviews conducted across various airport departments, alongside information gathered through materiality workshops and materiality survey, a clearer understanding emerged regarding main operational impacts across logistics activities and commercial processes. Based on the data obtained, the material topics were analyzed, identifying the most relevant issues that directly affect airport operations and management, considering the key impacts: the energy supply crisis (negative) and airport coordination (positive). The purpose of this analysis was to define the organization’s material topics and prioritize them for the reporting period. The material topics were reviewed and approved by management, executive leadership, and the Presidency; likewise, all information disclosed was reviewed and approved by the highest governance body.

Our Material Topics:



(2-29, 3-1)

ENGAGEMENT

Among the teams and other stakeholders who participated in interviews, questionnaires, meetings, and who were visited and consulted, we highlight:

- American Airlines
- ANAC
- Aviation Marketing
- Azul Linhas Aéreas Brasileira
- Cafeteria Kafe, Galeão Coffee Shop
- Duty Free Commercial and Innovation
- Retail Commercial
- Communication & Marketing
- Accounting and Tax
- Controllership
- Quality Control and AVSEC
- Céu Azul Cooperative
- Traffic Development
- Operations and Engineering Directorate
- Gol Linhas Aéreas
- Airport Infrastructure - Maintenance
- Legal Department
- LATAM Operations
- Airport Operations - Planning
- P&O
- Planning and Control - Maintenance
- Plaza Premium Lounge
- Quality & Occupational Safety
- Risks & Internal Controls
- Corporate Health
- OSMS Safety
- Supply Chain
- Sustainability
- TECA
- Treasury
- TPS
- United Airlines
- Utilities
- Vide Verde



EACH PERSON, A STORY WITH RIOGALEÃO

Among the **interviews** conducted with external stakeholders, we highlight:

Horácio Alho, Owner of Cafeteria Kafe, Galeão Coffee Shop

If you want to fly, go through GIG – it never closes.

“We have worked with RIOgaleão since the very beginning of the concession. We were present when the concession officially started, at midnight, and since then we have maintained a very positive relationship with RIOgaleão.

... active listening is demonstrated by the concessionaire. They share information, keep us up to date on what is happening at the airport, and this is essential for us to follow along and participate. The worst moment, without a doubt, was during the pandemic: two years of significant difficulties, but even during that period, RIOgaleão proved to be a partner. The truth is that after privatization there was a significant improvement across all aspects – the airport began to operate more efficiently and run more smoothly. Of course, expectations increased, but that also pushed us to raise our standards. I believe the best phase is the one we are experiencing now – especially over the past year – with the recovery of flights. Traffic has improved exponentially, directly impacting revenue, generating more jobs, increasing the number of stores, and providing greater stability.”

Paulo Mattos, Operations Manager Plaza Premium Lounge (306-1, 306-2)

“As the airport’s largest food and beverage provider, Plaza Premium handles, on average, one tonne of inputs per day. From the moment employees join the operation, RIOgaleão’s Sustainability team conducts training focused on environmental awareness, promoting best practices from day one.

RIOgaleão stands out among the airports where we operate for its high level of commitment to the environmental agenda. In a pioneering move, Plaza Premium eliminated plastic bottles in the lounge, replacing them with water refill stations and reusable cups. As a result, an estimated 30,000 plastic bottles per day are no longer used, significantly contributing to waste reduction.

Since starting operations at RIOgaleão about a year ago, the company has maintained practices consistent with its socio-environmental responsibility principles.

Today, with approximately 400 employees, Plaza Premium also stands out as an inclusive and diverse company. For the team, the partnership with the airport represents a connection with a living, engaged sustainability – translated into concrete actions.”



Ricardo Souza, Customer Service Manager, American Airlines

“The partnership with RIOgaleão has always been very positive for American Airlines. Over the years – especially after the airport concession – we have perceived continuous improvement in the relationship between the airline and the airport. During the pandemic, a particularly challenging time for the aviation sector, we received strong support, which further strengthened our bond. The relationship between the operations and security teams is very close and marked by efficient communication with the airport’s staff, allowing us to align strategies clearly. This is essential for ensuring smooth and safe operations while fully complying with regulatory procedures.

The quality of RIOgaleão’s infrastructure is also a differentiator, with facilities, runway, and apron organization that meet the needs of our operation. We therefore see RIOgaleão as a partner that seeks to understand airlines’ needs and works to meet them in the best possible way, always prioritizing quality and safety – this alignment is fundamental to delivering a positive experience for our passengers.

I have always had a very good relationship with American Airlines crew members, especially pilots, and upon arriving at RIOgaleão I maintained this bond, beginning to develop very special work with them. Many of these pilots are nearing retirement, and because of this close relationship, something beautiful began to happen. The Operations Control Center in Dallas often notifies me when a flight will have a retiring pilot, but upon arrival there is usually nospecial action planned for them. That is why we created the tradition of organizing farewells here at RIOgaleão. We arrange the tribute – whatever the format – and the airport is a very strong partner in this process. I typically contact the COR team – such as João Marcelo – to organize the aircraft water salute, purchase a Brazilian flag, and prepare a small ceremony with statements and messages. The pilots leave here extremely happy. This cooperative atmosphere has made Galeão a strategic route for the final flights of many crew members, who ask to retire here because they know the care and affection they will receive, turning this practice into a tradition.

At Galeão, everything is resolved through dialogue and teamwork. The partnership with RIOgaleão has proven essential to the success of American Airlines’ operations in Rio de Janeiro. The airport is not just a workplace, but a committed strategic partner that operates in an integrated, collaborative manner and is attentive to the airline’s needs.”

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José Lisboa, Maintenance Director, United Airlines

“What stands out most about RIOgaleão is the way challenges are addressed: always through partnership, open dialogue, and negotiation. The team truly goes above and beyond to support partners and find joint solutions. There is a constant focus on relationship management that goes beyond the initial delivery. We feel this ongoing support on a daily basis, after implementation, with a structure remaining present and available to meet airline needs.

Of course, like any large-scale operation, there are still areas that can be improved, but nothing that compromises safety or the continuity of operations. These are issues that we know are on the radar and that, with the same collaborative spirit, will certainly be resolved.

Ultimately, what makes the difference is knowing that we have a partner who walks alongside us and seeks to improve and build solutions together. That is what keeps our partnership strong and with a perspective of continuous growth.”

Matheus Motta, Planning and Infrastructure Manager, Gol Linhas Aéreas

“Today, we understand that we are one of Galeão’s main clients in terms of traffic volume, and our relationship with the airport is exceptional. Naturally, there are points to be improved, but overall the results have been extremely positive. In 2024, we worked extensively on building our network, and we are currently leaders in aircraft movements, both domestic and international. This has generated significant impacts on our operation, and we are very satisfied with the direction things are taking.

A major differentiator is the infrastructure, which is unmatched in the Brazilian context. My management role exists precisely to deal with the many structural challenges faced by airports across the country, and this reality simply does not apply to Galeão. Moreover, whenever we bring a demand, the concessionaire’s response is fast and effective. There is a clear commitment from the airport team to maintaining this standard of partnership.

If there is one area of attention, it is the operational risk related to wildlife. We recognize the airport’s unique geographic context, as it is surrounded by wetlands, which naturally contributes to this challenge. This is an issue that requires continuous management, and we have observed progress over the years.

From a social and governance perspective, the relationship with the RIOgaleão team is excellent. Whenever we need support, we receive prompt, clear, and collaborative responses. Problems will always exist — the most important factor is how we deal with them, and Galeão has proven to be a mature and professional partner in this regard.

The year 2024 has been quite positive. We have received only good news, with steady growth and improvements in operational quality. This has created a virtuous cycle of development and opportunity generation for everyone involved. We are even operating with a third banking partner and still see room for further growth. Galeão offers an abundance of infrastructure that we do not

find at other airports. Elsewhere, we face operational restrictions, aircraft performance limitations, tight schedules, and boarding and disembarkation challenges due to the distance of parking positions. All of this compromises the passenger experience and operational efficiency. At Galeão, these issues simply do not exist. It is a 24-hour airport, with two long runways and more than 70 parking stands. Operations flow naturally because we do not have to worry about structural constraints.

We are not concerned about runway length, terminal capacity, or operational fluidity. What we see is an environment conducive to joint growth, with safety, efficiency, and a true partnership.”

Paola Cruvinel, Customer Service Executive - Quality Department, LATAM Operations

“Communication between LATAM and RIOgaleão is fluid and flexible, which facilitates exchanges between the two companies. The day-to-day working dynamic between LATAM and RIOgaleão is characterized by open communication and a proactive approach to seeking fast solutions, especially for matters that impact the airline’s operation, promoting efficient collaboration and positive results.”

Otoniel Vieira, Airport Relations Coordinator, Azul Linhas Aéreas Brasileiras

“In 2024, we experienced a very important period for both Azul and RIOgaleão. We went from around seven daily flights in 2023 to nearly 30 in 2024. We had approximately 2,000 operations in 2023, and that number jumped to 7,000 in 2024.

Today, we are proud to be one of RIOgaleão’s major partners. This airport is highly relevant for Azul. In 2024, one of the most important milestones was transforming Galeão into a temporary hub for the Madonna operation, with up to 20 daily flights and, on certain days, more than 160 total flights.

Another highlight was our involvement in major events — beyond Madonna, we operated flights for São João and festivals such as Caruaru, Campina Grande, and Parintins. This created a clear vocation for Galeão as a relevant departure point for major national events. These movements opened doors to new conversations and partnerships for 2024, including during low season periods, with digital promotion actions and co-branded media initiatives between the airport and the airline. The partnership with Galeão brought several positive outcomes for Azul. The main one was the construction of the relationship itself between the airline and the airport, which has strengthened over time.

This trajectory was made possible thanks to the partnership built with RIOgaleão, which proved solid during challenging moments and strategic for innovative initiatives. Azul’s presence at Galeão already represents an important milestone. Our operation has matured, our team has consolidated, and more than that, we have been recognized for it. This year, RIOgaleão awarded Azul the Operational Excellence Award, highlighting our performance during the Madonna operation. This institutional recognition shows that we are on the right path. It is an important incentive for us to continue doing more, with the same partnership, delivery, and commitment.”





Our ESG
Results and
Commitments





Our ESG Results and Commitments^(2-3, 2-23, 2-29)

Below we present our results and commitments across the Environmental, Social, and Governance dimensions, identified in accordance with our material topic definition process, following the GRI methodology, as addressed in the previous chapter.

Through our ESG practices (environmental, social, and governance), we contribute to the following United Nations Sustainable Development Goals (SDGs – Agenda 2030):



Environmental: 1, 2, 3, 4, 5, 6, 7, 9, 10, 11, 12, 13, 14, 15, 16, 17
 Social: 2, 4, 5, 10, 11, 16, 17
 Governance: 7, 8, 10, 12, 13, 14, 15

Readers should note that the data presented below – relating to the year 2024, while also reflecting the evolution of our actions and commitments – do not represent the full scope of RIOgaleão’s actions, initiatives, and results, which are broader in nature.

In addition, we clarify that ESG factors, as they are conceptually and strategically interconnected in the context of organizational contributions to sustainability, are also addressed in other chapters of this report. Likewise, many of our ESG results presented under a specific pillar (for example, Environmental) also generate outcomes under other pillars (for example, Social).

OUR PLANET^(2-29, 3-3)

At RIOgaleão, we are committed to contributing to sustainable economic development, working alongside our team members, their families, the local community, public authorities, and society as a whole, with a focus on improving quality of life. We fully comply with legal obligations and continuously invest in human capital, integrating these actions into the routine of our airport operations, activities in the surrounding area, and relationships with our stakeholders.

Our sustainability approach is structured around three main pillars:

-  Environment
-  Sanitary Safety
-  Socioenvironmental Development

Within these pillars, we currently operate 20 Sustainability Programs aimed at ensuring human development, sociocultural preservation, and the responsible use of environmental and financial resources, safeguarding their long-term continuity. These programs are aligned with our Sustainability Policy and other corporate and regulatory guidelines:

- | | |
|-------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Environmental Programs | <ul style="list-style-type: none"> • Environmental control, risk, and emergency; • Energy efficiency; • Contaminated areas management; • Wildlife risk management; • Water management; • Integrated vegetation management; • Degraded areas recovery; • Environmental compliance. |
| Sanitary Safety Programs | <ul style="list-style-type: none"> • Sanitary control, risk, and emergency; • Air quality, GHG emissions, and Climate Change; • Solid waste management; • Food safety and hygiene; • Pest and vector management; • Sanitary compliance. |
| Socio-environmental Development Programs | <ul style="list-style-type: none"> • Aircraft Noise Management; • Environmental education and training; • Conexão Escola; • Language Incentive; • ASAs da Cidadania – Socioenvironmental Campaigns and Educational Visits; • Historical, Cultural, and Archaeological Heritage. |





Our strategic planning for the sustainability area, originally developed in 2014, is periodically reviewed through performance analyses, active listening to stakeholder demands, alignment with current legislation, and continuous monitoring. In this way, we promote the adoption of best practices throughout the entire airport site, consolidating our commitment to sustainable, long-term management.

We seek business partners that are aligned with our Sustainability Policy. Accordingly, considering that multiple stakeholders carry out activities within the airport site – ranging from the operation of concessioned areas¹ to the provision of a wide range of services²– third-party environmental compliance is essential. In compliance with applicable regulations and standards, all enterprises and activities carried out within the airport site are required, whenever applicable, to be duly authorized by the competent authorities. In addition, the contractual instruments executed with these stakeholders include contractual clauses specifically related to compliance with the Equator Principles³ and the Sustainable Development Goals (SDGs)⁴, as well as the inclusion of the Environmental Responsibility Term (ERT) as a contractual annex, setting forth guidelines, among others, on environmental standards, natural resources, energy efficiency, waste, health, pollutant atmospheric emissions, and related matters.^(2-23, 2-24, 303-1)

1 - Companies operating under area concession agreements within the airport site to carry out various activities. Examples include: airlines; catering companies; ground handling services; car rental companies; fuel stations; vehicle washing services; restaurants; fuel pools; mechanical workshops; executive aviation hangars; aircraft maintenance hangars; chemical product storage; aircraft refueling; cleaning and sanitation services; among others.

2 - Companies contracted by RIOgaleão to perform specific activities, such as: maintenance of green areas; waste collection and transportation; waste treatment; electrical and mechanical maintenance; operation of water and wastewater treatment plants; civil works – renovation, retrofit, construction; pavement maintenance; among others.

3 - Equator Principles: socio-environmental criteria voluntarily adopted by financial institutions worldwide, referenced in the International Finance Corporation (IFC) Performance Standards on Environmental and Social Sustainability and in the World Bank Group Environmental, Health, and Safety Guidelines.

4 - SDGs: 17 objectives comprising 169 global action targets established by the United Nations to be achieved by 2030, addressing the main sustainable development challenges.



2024 Sustainability Program Overview



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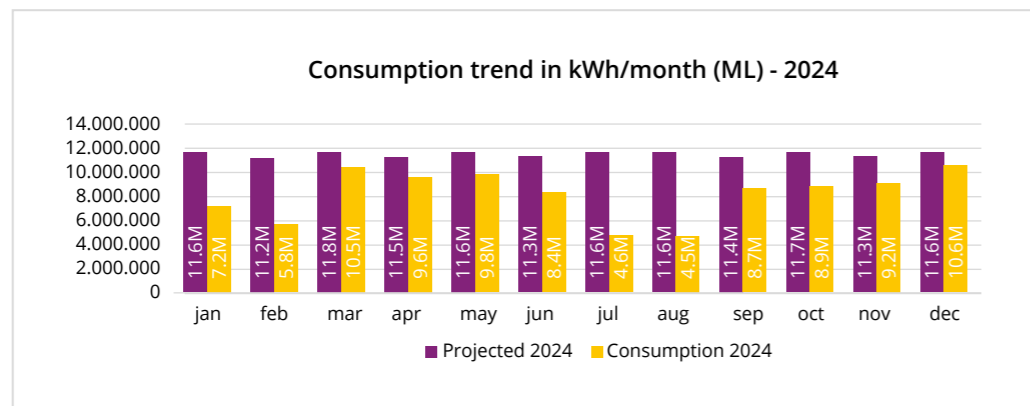


In 2024, we published our first ESG Report, prepared in accordance with the international methodology of the Global Reporting Initiative (GRI), with 2023 as the base year, available [here](#).

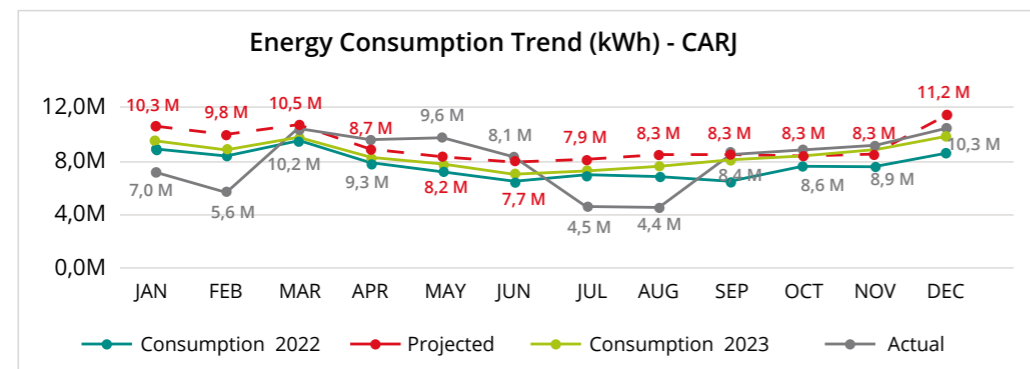
In 2024, a contract was signed to initiate the IATA Environmental Assessment (IEnvA) certification process, developed by the International Air Transport Association (IATA) to support the development of a more sustainable aviation industry⁵. Worldwide, only five airports have initiated the certification process. Training activities are scheduled to begin in 2025, and the certification process as a whole is expected to take approximately 18 months.

Energy⁽³⁰²⁻¹⁾

We present the energy consumption trend of the airport, based on electricity bills, including the distribution across the main sectors and a breakdown between CARJ (the Concessionaire that operates RIOgaleão) and Concessionaires.

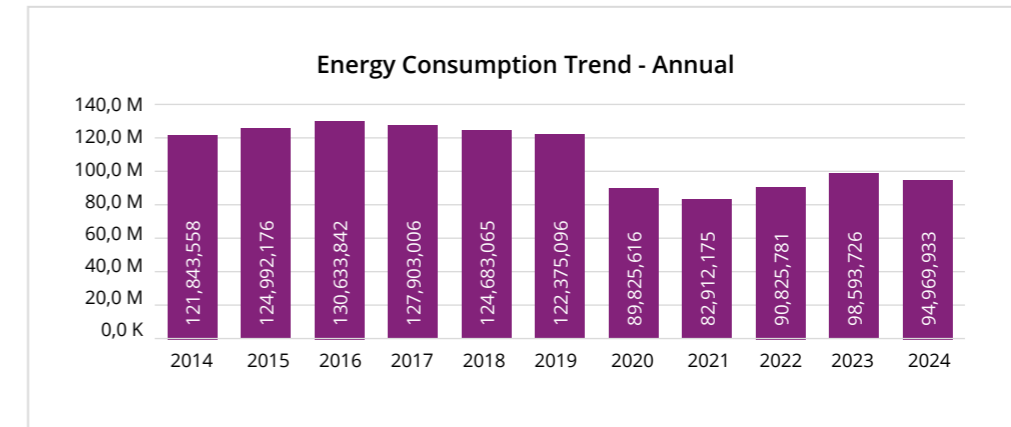


Consumption Trend - CARJ



5 - The initiative aims to identify environmental impacts and provide tools to measure and improve the sustainability performance of airports. In addition, Galeão will be the pioneer airport in South America to pursue IATA certification. The certification was initially designed for aviation operators and, as of 2023, was adapted to include airport operators. The IEnvA program encompasses assessments related to accessibility, airport operations, facilities management, and overall infrastructure. It covers environmental aspects associated with various types of emissions, including noise, waste, water consumption, energy use, and wildlife management. Process duration is estimated at approximately 18 months, starting with the training of airport operator personnel, followed by periodic audits and the implementation, enhancement, and continuous improvement of procedures. Source: <https://aeromagazine.uol.com.br/artigo/galeao-passa-a-colaborar-com-certificacao-ambiental-para-outros-aeroportos.html>

Consolidated Annual Consumption Trend - CARJ⁽³⁰²⁻¹⁾

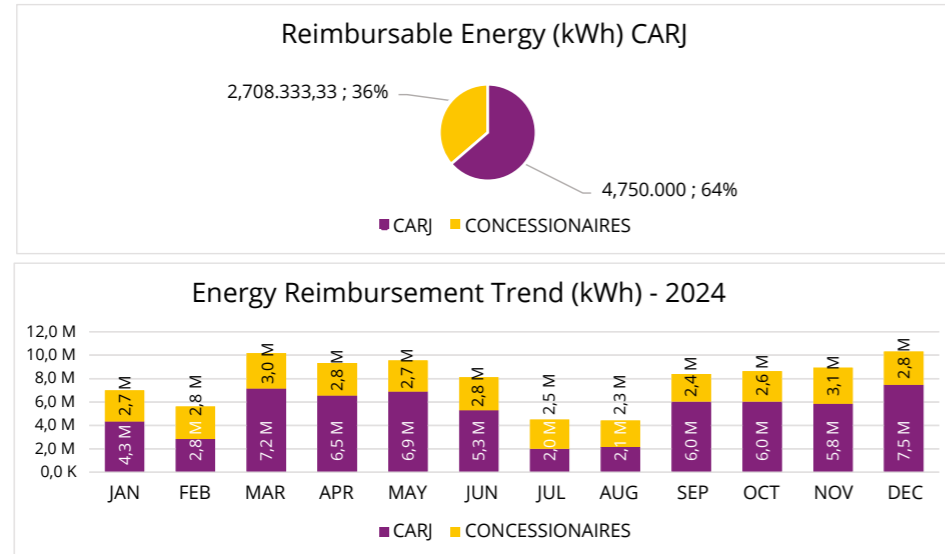


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CARJ and Concessionaires Consumption⁽³⁰²⁻²⁾

Below is the energy consumption balance of Concessionaires in relation to the airport's total energy consumption.



Highlights of Energy Efficiency Actions^(3-3, 302-5)

Our Efficiency and Sustainability Plan (PIES) is integrated into the Climate Change Mitigation Plan. As of 2024, 59 actions have been mapped and developed. The main advances achieved in 2024 include:

1. Upgrade of Energy Measurement Software, enabling real-time monitoring of consumption data.
2. Replacement of conventional lighting with LED lamps in AIRJ.
3. Pilot project for solar control window films: a preliminary study was conducted on the use of window films in TPS-2, and a deeper assessment of solar contribution to the thermal load of TPS-2 was requested.
4. Embratur Projects: two projects were submitted for analysis and approval for potential international financing aimed at energy efficiency initiatives, including solar energy, solar films, and biogas generation (WWTP).
5. Completion of RIOgaleão's vehicle electrification project. The preliminary study demonstrated positive results from economic, technical, and environmental perspectives, reinforcing our commitment to sustainable development practices. We initiated the market study and feasibility analysis phase, including an in-depth evaluation of available technologies and suppliers, focusing on solutions that adequately meet our operational demands.
6. Preliminary study of 400 Hz and PCA solutions for aircraft: a study was conducted and a report with conclusions and recommendations was prepared. The project is currently under review by the Engineering team.

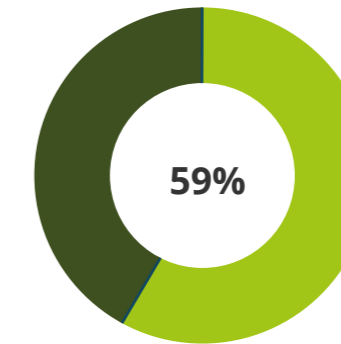
(3-3, 302-5)

Furthermore, with regard to energy efficiency, our Green IT area has developed numerous initiatives aimed at reducing energy consumption and optimizing the use of available resources:

Preparation of an Environmental Impact Report - Modernization of Green IT Data Centers RIOgaleão, which demonstrates, among other impacts, a 56.98% reduction in annual emissions (tons of CO₂).

Green IT

ENERGY EFFICIENCY



We calculated the carbon reduction achieved through the **virtualization of 470 servers.**

CARBON REDUCTION

Up to **58.3 tons** of CO₂ per year.

Reduction of carbon is equivalent to the absorption of CO₂ by about **389 trees.**

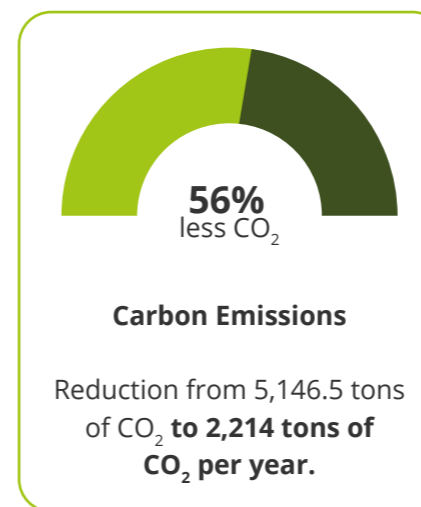
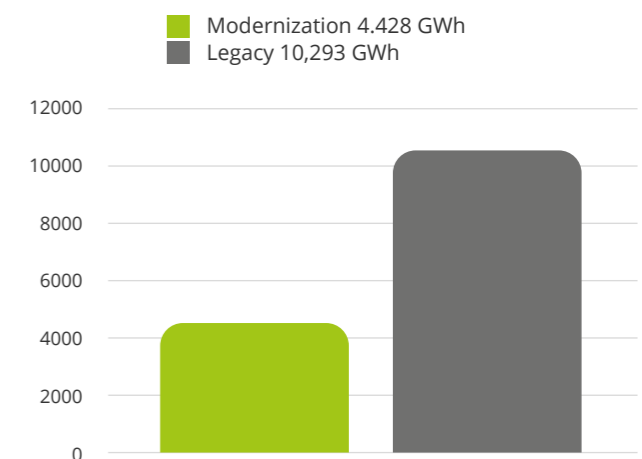


ENERGY SAVINGS

470 servers would consume approximately **1,646,880 kWh per year.**

Current average consumption is **674,588.32 per year.** A reduction of **972,291.68 kWh per year.**

REDUCTION IN ENERGY CONSUMPTION WITH AND WITHOUT VIRTUALIZATION PER YEAR



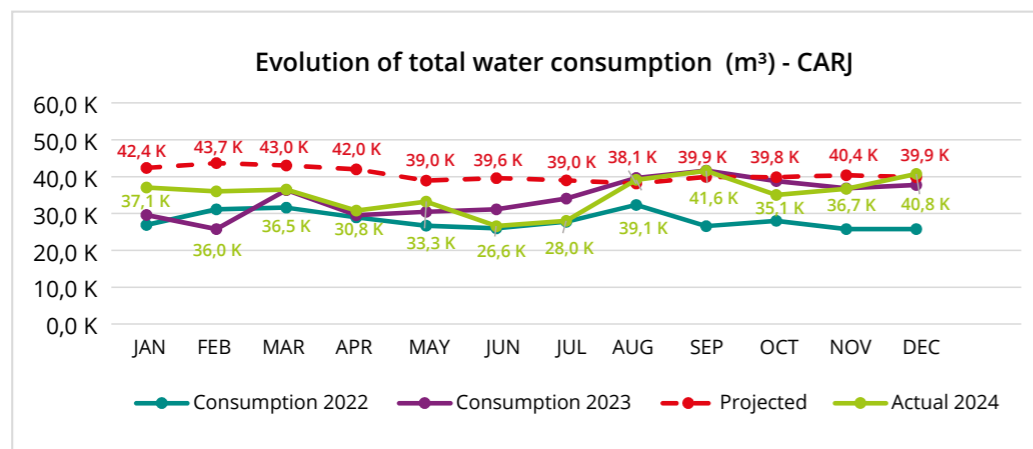
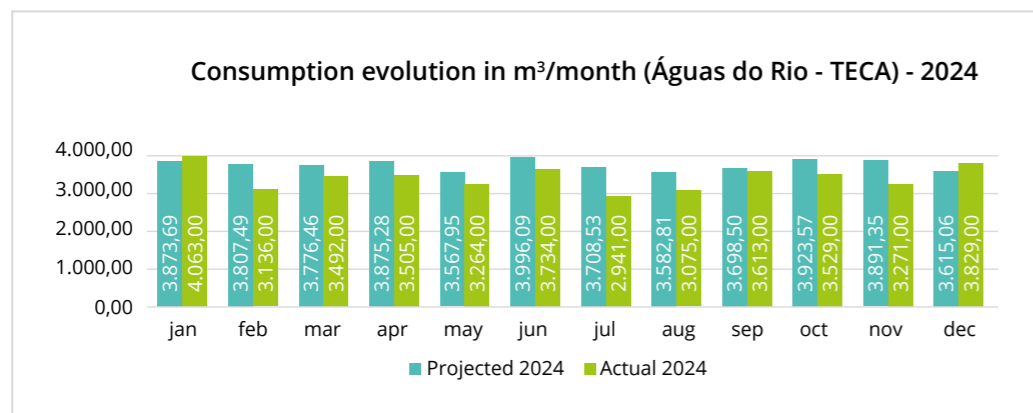
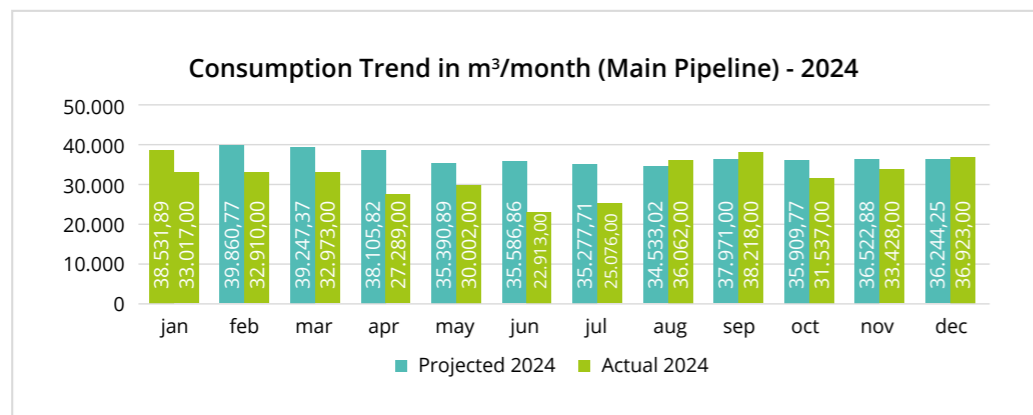
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Water and Effluents

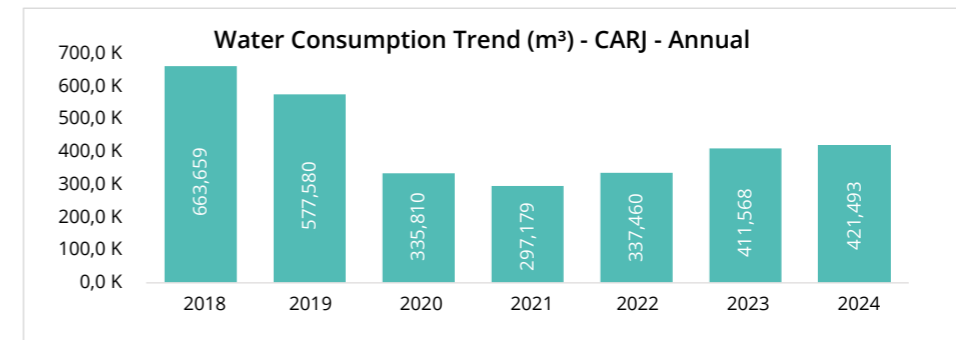
Our water supply system includes potable water (CEDAE/Águas do Rio public network, water conveyance systems, reservoirs, and QTA truck supply system) and non-potable water (well abstraction, Water Treatment Plant, reverse osmosis, and reservoirs).

We present the airport's water consumption trends, covering total consumption and the distribution across the main operational sectors.

Historical data



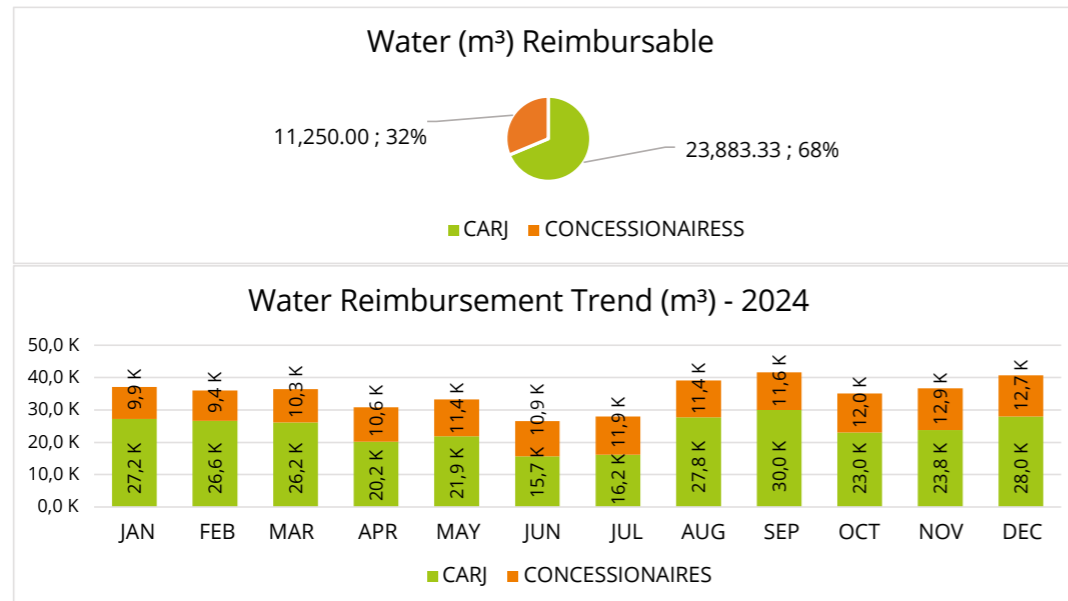
Consolidated Evolution by Year



(3-3, 303-1, 303-5)

CARJ and Concessionaires Consumption

Below is the breakdown of Concessionaires' consumption in relation to the airport's total potable water consumption.



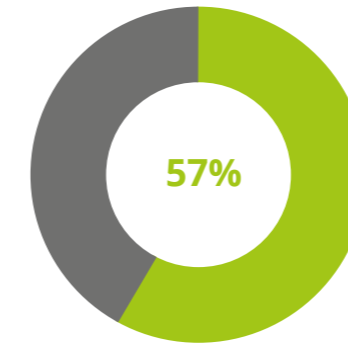


Highlights of Water Efficiency Actions ⁽³⁻³⁾

Among our water efficiency initiatives, we highlight the pilot project for capturing HVAC water at TPS-2, which includes a study on reusing condensate water from the TPS-2 air-handling units (AHUs) for toilet flushing. Through this project, a partially assembled prototype was identified, water quality analyses were conducted, and an independent piping system was installed to collect air-conditioning condensate. At the time, the project was awaiting the replacement of a valve to begin flow-rate and water consumption testing in coordination with Civil Maintenance, with completion expected in February 2025.

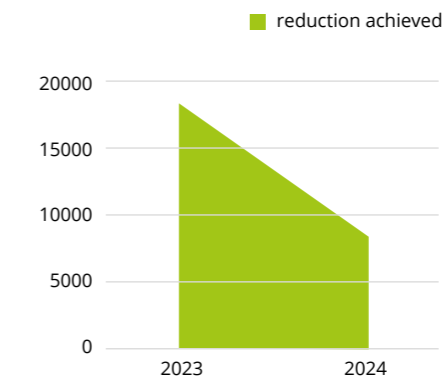
Additionally, with regard to water efficiency, our **Green IT** area developed several initiatives aimed at reducing consumption and optimizing the use of available resources. Notably, the Environmental Impact Report – Modernization of RIOgaleão Green IT Data Centers demonstrates, among other impacts, a reduction in annual water consumption from 18,273.6 m³ to 7,970.4 m³.

Energy efficiency



We calculated the carbon by **virtualizing 470 servers.**

Water



On average, 1.8 liters of water are consumed per kWh.



Data centers that use advanced cooling technologies – such as those implemented by GCP – can reduce water consumption, a vital resource, by up to 50%.



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(2-29, 3-3, 304-2, 413-1)



Biodiversity

Within the scope of socio-environmental training initiatives, in 2024 we highlight the delivery of the 1st Training Course for Municipal Personnel in the Airport Security Area (ASA)⁶, with a focus on Wildlife Hazard Management (WHM), totaling 12 hours in duration.

This initiative forms part of actions established by Wildlife Hazard Management Committee, aiming to strengthen inter-municipal cooperation for operational safety risk mitigation.

During the course, participants were instructed on the importance of WHM in preventing wildlife-aircraft collisions, one of the main challenges to airport safety. Emphasis was placed on the relevance of environmental monitoring and management to reduce wildlife attraction in the vicinity of aerodromes. In addition, municipalities were encouraged to develop a Municipal WHM Plan, which will serve as an instrument for standardizing and monitoring preventive actions within their respective jurisdictions. (203-1, 403-2, 403-5)



6 - Airport Security Area (ASA) is a circular area within the territory of one or more municipalities, defined from the geometric center of the aerodrome's longest runway, with a 20 km (twenty-kilometer) radius, whose land use and occupation are subject to special restrictions due to their potential to attract wildlife.

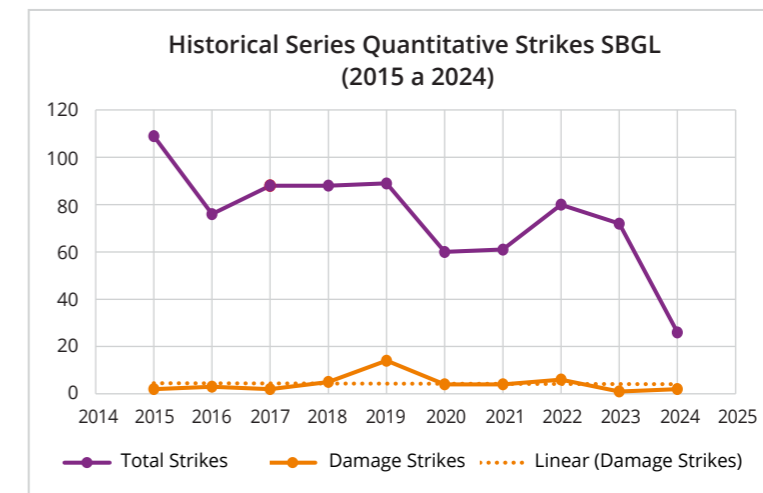


(2-29, 3-3, 304-2, 413-1)

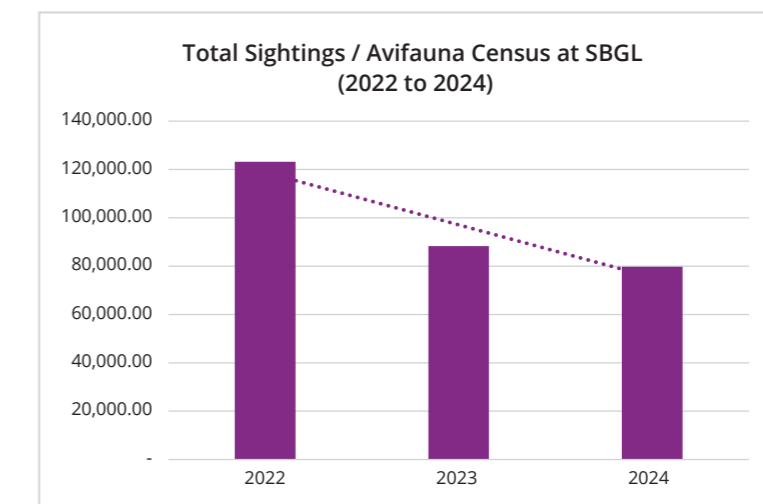
The training program was attended by public servants from the Municipal Governments of Rio de Janeiro (Municipal Secretariat for the Environment) and Niterói (Municipal Secretariat for the Environment and the Municipal Guard). These professionals were trained on the shared responsibilities between municipalities and airports in wildlife risk management, aligning local practices with the guidelines established by the Brazilian Civil Aviation Regulation (RBAC) and the Operational Safety Management System (OSMS).

Also during 2024, under Law and Order Assurance (GLO) operation scope – launched November 2023 and concluded June 2024 – wildlife risk management training sessions were conducted, totaling 199 trained individuals.

With respect to Wildlife Hazard Management, we achieved a 70% reduction in the severity of wildlife-aircraft strikes, according to historical data from the 10 years of the Concession.



Actions related to habitat modification and exclusion – such as the adoption of vegetative species as physical barriers, mechanized cutting and removal of grass vegetation, and the use of animals in vegetation management and wildlife-handling activities – contribute to the significant reduction of strikes and sightings.



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(2-29, 3-3)



We held the **Olhar Cidadão Exhibition**, developed from a special workshop with young participants from the Conexão Escola Project, celebrating Photography Day (August 19) and the International Day of the Declaration of Rights of Man and Citizen (August 26th). During the workshop, the students captured images of their daily lives in Tubiacanga, portraying the local landscape and fauna, and explored a “new world” through environmental studies and the preservation of Brazilian species during a visit to the Biology Department at PUC-Rio.

Emissions⁽²⁰¹⁻²⁾

The Climate Change Response Plan represents a major implementation and execution challenge under Sustainability Department leadership. Its objective is to establish guidelines and encourage the development of actions to be adopted in the context of climate change, aiming at the development and improvement of mitigation/neutralisation measures for Greenhouse Gas (GHG) emissions within the airport site.

The plan integrates into Atmospheric Emissions strategy, Greenhouse Gases (GHG), Climate Change and Air Quality Program, which encompasses several thematic axes and connects actions, information, targets, and other elements with the Sustainability programs and managing departments. The main areas of action are:

CARJ Climate Change Response Plan: Main Areas of Action vs. Proposed Initial Measures

1 Legal Compliance **2** GHG Emissions Reduction **3** Conservation and Preservation **4** Construction and Operational Projects



(3-3, 201-2, 303-1)

Recognizing the matter as a multidisciplinary and integrated issue, we jointly evaluated mitigation solutions and actions with all RIOgaleão teams. Below, we present the latest update on the mitigation measures and solutions developed:

Main areas of action vs. status of initial measures

CARJ climate change response plan: main areas of action vs. proposed initial measures							
1 Legal Compliance		2 GHG Emissions Reduction		3 Conservation and Preservation		4 Constructive and Operational Projects	
ACTION / STATUS		ACTION / STATUS		ACTION / STATUS		ACTION / STATUS	
Compliance with the validity conditions of the licenses	I	GHG Emissions Inventory	I	Environmental Risk, Control, and Emergency Program	I	Rainwater Harvesting	P
Compliance with current standards and legislation	I	Solid Waste Management Program	I	Sanitary Risk, Control and Emergency Program	I	Energy Efficiency Plan	I
Internal Audits	I	GHG Emissions Reduction Plan	I	Wildlife Hazard Management Program	I	Reuse of Construction and Demolition Waste – RCC CARJ	N
External Audits	I	Definition of GHG Emissions Reduction Target	I	Water Resources Program	I	Zero Waste – Solid Waste	A
		Publication of the emissions reduction target	I	Socio-Environmental Training and Capacity-Building Program	I	Desalination Plant	A
		Management and reduction of fossil fuel consumption	I	Supply Chain Management Plan	I	Biogas Recovery	N
		Management and reduction of pollutant gases	I	Conexão Escola	I	Feasibility Study for Solar Energy Use	N
				Socio-environmental campaign for the prevention and combat of domestic animal abandonment	I		
				Socio-environmental campaign for conscious consumption	I		
				Socio-environmental campaign to prevent the international trafficking of wild animals	N		

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Key:

I	Implemented
P	Partially Implemented
A	Pending Implementation – Project Approved
N	Not Started

(2-23, 2-24, 3-3, 201-2, 305-5)

As disclosed within the 2023 ESG Report, the opportunities for improvements already mapped within the airport site are located in Areas 2 and 4 (GHG Emissions Reduction and Construction and Operational Projects).

Our Greenhouse Gas Inventory, a management tool enabling a clear understanding of annual GHG emissions profiles for the aerodrome operator, supports the development of strategic planning and its comparability. Periodic monitoring is essential for defining and tracking targets, as well as for evaluating the performance of investments (low-emission equipment, technologies, and processes).

The GHG Inventory is prepared directly by RIOgaleão's internal technical team, and starting in 2019, the annual inventories began undergoing verification and validation by the Brazilian Association of Technical Standards (ABNT) and accreditation under the international Airport Carbon Accreditation (ACA) program, linked to Airports Council International (ACI). The inventories are developed using the accounting and quantification methodology of the Brazilian GHG Protocol Program, in accordance with ISO 14064-1, also considering the sectoral reference established by ACI and the Intergovernmental Panel on Climate Change (IPCC), with a verification and accreditation process specific to airport operators and based on internationally recognized principles⁷.

Historical data inventoried by RIOgaleão⁸ (305-1, 305-2)

Emissions in tCO ₂ e	2019	2021	2022	2023	Reduction
Scope 1	7,113.794	1,863.645	1,956.44	4,548.31	61%
Scope 2	6,230.506	7,793.459	2,891.97	2,640.68	29%
Total emissions	13,344.300	9,657.104	4,848.16	7,189	46%

Source: RIOgaleão GHG Inventory, 202.

Emissions Summary – ESCOPO 3 (302-2, 305-3, 306-1, 306-2)

Year	2022	2023
Source of emission	CO ₂ e (t)	CO ₂ e (t)
LTO Cycle	58,025.40	77,211.10
APU's	10,846.90	13,926.0
Energy	992.83	1,126.57
Waste	433.67	998.59

7 - RIOgaleão's Greenhouse Gas Inventories are prepared using data from its operations and consider the five (5) gases and two (2) families of gases internationally recognized as greenhouse gases under the Kyoto Protocol: • Carbon Dioxide (CO₂); • Methane (CH₄); • Nitrous oxide (N₂O); • Sulfur Hexafluoride (SF₆); • Nitrogen Trifluoride (NF₃); • Hydrofluorocarbons (HFCs). Emissions of CH₄, N₂O, SF₆, NF₃, HFCs and PFCs are expressed as CO₂e, based on the Global Warming Potential (GWP) of each gas. For the RIOgaleão GHG Inventory, the gases identified are CO₂, CH₄, N₂O and HFCs. Other identified sources of gas emissions are analyzed and addressed in specific monitoring documents, which are not considered under the Kyoto Protocol.

8 - 2024 inventory data remain under final consolidation and will subsequently undergo external auditing prior to publication within the next sustainability report.



(3-3, 201-2, 305-5)

Based on the results of RIOgaleão's emissions, indicators were developed to identify whether changes in GHG emissions over the years are associated with increased productivity or reduced process efficiency.

Historical Performance Indicators (2019 to 2023)

Performance – Historical Series	2019		2020		2021		2022		2023	
	Unit	Quantity	Unit	Quantity	Unit	Quantity	Unit	Quantity	Unit	Quantity
Emissions	tCO ₂ e	13.344,300	tCO ₂ e	7.085,611	tCO ₂ e	9.657,104	tCO ₂ e	4.848,413	tCO ₂ e	7.188,989
Scope 1	tCO ₂ e	7.113,794	tCO ₂ e	2.886,709	tCO ₂ e	1.863,646	tCO ₂ e	1.956,440	tCO ₂ e	4.548,305
Scope 2	tCO ₂ e	6.230,506	tCO ₂ e	4.292,835	tCO ₂ e	7.793,459	tCO ₂ e	2.891,973	tCO ₂ e	2.640,684
Total ATM*	Aircraft	104.832	Aircraft	42.423	Aircraft	40.014	Aircraft	50.851	Aircraft	62.921
Domestic	Aircraft	78.973	Aircraft	33.791	Aircraft	34.597	Aircraft	36.220	Aircraft	41.370
International	Aircraft	25.859	Aircraft	8.632	Aircraft	5.417	Aircraft	14.631	Aircraft	21.551
Total PAX**	Passenger	13.507.881	Passenger	4.635.133	Passenger	3.925.263	Passenger	5.895.257	Passenger	7.946.244
Domestic	Passenger	9.191.793	Passenger	3.419.406	Passenger	3.342.688	Passenger	3.440.347	Passenger	4.327.995
International	Passenger	4.316.088	Passenger	1.215.727	Passenger	582.575	Passenger	2.454.910	Passenger	3.618.249
Total Cargas	Ton	71.144	Ton	47.404	Ton	51.170	Ton	55.231	Ton	50.790
Export	Ton	36.724	Ton	21.314	Ton	24.169	Ton	22.170	Ton	20.949
Import	Ton	34.332	Ton	26.090	Ton	27.001	Ton	33.061	Ton	29.841

* Aircraft (landing and takeoff)
** Passengers

Below are the emission indicators calculated based on Scope 1 and Scope 2 emissions, that is, emissions from sources owned and/or controlled by the company and from purchased electricity (mandatory reporting emissions). Since Scope 3 emissions originate from sources that are not owned or controlled by the reporting organization (typically including outsourced services), they are not considered during indicator calculation.

Carbon intensity – historical series 2019 to 2023 (305-4)

Indicator	Unit	2019	2020***	2021	2022	2023	Cumulative
Total ATM	kgCO ₂ e/aircraft	127,29	167,02	241,34	95,35	114,25	149,05
Total PAX	kgCO ₂ e/passenger	0,99	1,53	2,46	0,82	0,90	1,34
Total Cargo	kgCO ₂ e/load	187,57	149,47	188,73	87,78	141,54	151,02

*** Exclusion of 2020 from the historical series due to the pandemic period.



(3-3, 201-2, 305-5)

The data collection process for the RIOgaleão GHG Inventory covers all greenhouse gas emission sources within the organization's operational boundaries⁹. Accordingly, we developed a Stakeholder Engagement Plan aimed at structuring aerodrome operations to ensure the involvement and commitment of both the airport community and, where applicable, the external community within the scope of sustainability programs, with an emphasis on awareness-raising and climate change response actions.

Within stakeholder engagement scope, and considering operating restrictions applied at Santos Dumont Airport under Coordination (Rio Multi-Airport System – SMA RIO), meetings were held with Municipal Secretariat for Transport, Rio de Janeiro City, promoting access improvements for RIOgaleão passengers and employees. Urban mobility enhancements delivered expansion across regular bus and BRT services, along with reinstatement of airport executive bus lines serving Leblon and Alvorada Terminal, Barra da Tijuca, as well as the creation of a direct executive bus service connecting the Gentileza Intermodal Terminal to Galeão Airport, operated by Mobi-Rio (BRT). These measures encourage and enable passengers and employees to access the airport site via public transportation. ^(2-29, 413-1)

The results achieved include:

- Reinstatement of two executive bus lines with direct routes and reduced stops:

- Improvements to regular public transport services focused on increasing frequency and operating windows, ensuring service coverage during overnight shift changes:



Access to Tom Jobim International Airport:
 ■ RIOgaleão x Leblon (LECD71)
 ■ RIOgaleão x Alvorada (2918) via Linha Amarela



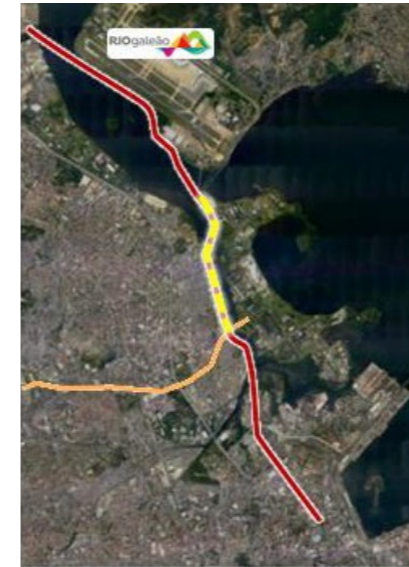
Access to Tom Jobim International Airport

9 - Operational boundaries for inventory include direct airport operator and service provider activities, ground handling, and aircraft movements (landing and takeoff).



(3-3, 201-2, 305-5, 413-1)

- Improving access conditions to the airport:



Accesses to Tom Jobim International Airport

With regard to Scope 3, in 2024 we carried out an important agenda involving senior management, the Operations Board, and the technical team, with the aim of advancing within the ACA (Airport Carbon Accreditation) program, defining priorities, and aligning next steps. RIOgaleão reaffirms its commitment and interest in investments and progress related to Climate Change, incorporating impactful actions for emissions across all three scopes.

Reinforcing this commitment, we participated in external meetings and delivered presentations highlighting our responsibility to promote an aviation sector that is more adapted and resilient to climate change and its current and future consequences. In the coming years, new engagement actions related to Scope 3 will be developed, directly linked to RIOgaleão's Climate Change Response Plan. ⁽²⁻²⁹⁾



(2-28, 3-3, 305-5)

In addition to achieving Levels 1 and 2 certifications, we also obtained Level 3 certification:

CERTIFICATE of ACCREDITATION

Valid until November 22, 2023

This is to certify that **Airport Carbon Accreditation**, under the administration of WSP, confirms that the carbon management processes at

Tom Jobim International Airport
implemented by **Concessionária RIOgaleão**

have earned the accreditation level of **REDUCTION**, in recognition of the airport's actions to map and reduce its CO₂ emissions, as part of the Global airport industry's response to the challenge of Climate Change.

airport carbon accreditation
www.airportCO2.org

Rafael Echevarne
Director General
ACI-LAC

Tim Danson
Programme Director
WSP

CERTIFICATE of ACCREDITATION

Valid until November 22, 2022

This is to certify that **Airport Carbon Accreditation**, under the administration of WSP, confirms that the carbon management processes at

Tom Jobim International Airport
implemented by **concessionária RIOgaleão**

have earned the accreditation level of **MAPPING**, in recognition of the airport's actions to address its CO₂ emissions, as part of the Global airport industry's response to the challenge of Climate Change.

airport carbon accreditation
www.airportCO2.org

Rafael Echevarne
Director General
ACI-LAC

Simon Clouston
Director
WSP

CERTIFICATE of ACCREDITATION

Valid until November 22, 2025

This is to certify that **Airport Carbon Accreditation**, under the administration of WSP, confirms that the carbon management processes at

Tom Jobim International Airport
implemented by **Concessionária RIOgaleão**

have earned the accreditation level of **OPTIMISATION**, in recognition of the airport's exemplary work in reducing its CO₂ emissions and engaging other stakeholders to do the same, as part of the Global airport industry's response to the challenge of Climate Change.

airport carbon accreditation
www.airportCO2.org

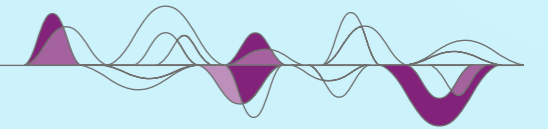
Rafael Echevarne
Director General
ACI-LAC

Giulio Corte
Programme Director
WSP

RIOgaleão reduction targets*	
Until 2025	15.00%
Until 2030	27.50%

* The reduction targets are based on the Science Based Targets initiative (SBTi) methodology, in alignment with the Paris Agreement and Brazil's Nationally Determined Contribution (NDC), with parameters defined according to the ACA manual.





Waste

Our waste management actions aim not only to reduce the negative impacts associated with waste, but also to generate positive environmental and social outcomes, contributing significantly to the GHG emissions reduction by the airport operator.

In 2024, more than 62% of the extraordinary waste (recyclable, organic, and hazardous) generated in our operations was diverted for reuse. Destinations included waste-picker cooperatives and composting initiatives, directly benefiting more than 58 families and producing fertilizer for organic food production and socio-environmental development projects carried out by the Concessionaire, respectively.

A total of 1,706.69 tons of recyclable waste was delivered to the cooperatives: Cooperativa Rede Recicla Verde and Cooperativa Céu Azul. This total includes 19.65 tons of plastic from operations at the Cargo Terminal (TECA), which began being segregated at the source to increase the efficiency of collection and improve its allocation to Cooperativa Céu Azul, which reinserts this material into the industrial chain.

A total of 450.97 tons of organic waste was sent to the partner company for composting.

5,004.16 HHT (man-hours) of training, classes, and discussions were conducted, directly and/or indirectly related to solid waste management and other topics, with the Airport Community and surrounding communities.

The (I) Socio-environmental Training and Capacity-Building Program, (II) Language Promotion Program, and (III) Conexão Escola Program foster the development of non-formal education in an inclusive, high-quality, and equitable manner, while promoting lifelong learning opportunities for all through the central theme of “Solid Waste.”

Luiz Cláudio Pinho, head of Cooperativa Céu Azul

“I have been leading Cooperativa Céu Azul for 17 years, and RIOgaleão’s support has been essential to our professionalization, especially in the process of obtaining documentation and regularization. Although we serve several clients, partnership with RIOgaleão remains a priority and has been in place since concession start. Our joint work contributes not only to strengthening the recycling chain, but also to generating social and environmental value.”

Marcos Rangel, partner, and **Marcelle Alcoforado**, environmental scientist, Vide Verde, the company responsible for managing organic waste

“We have been partners of RIOgaleão since 2017, working on the collection and composting of organic waste generated by the concessionaires operating inside the passenger terminal. Our work goes beyond collection: we guide, train, and monitor these partners throughout the proper waste segregation process. Since late 2019, our activities have been based on the Ciclo Orgânico project, which continues to serve as a reference for our operational and environmental education model to this day.

At RIOgaleão, we collect all types of food waste (meat, fish, vegetables, etc.), contaminated paper such as napkins, paper towels, and trays, as well as vegetation waste resulting from weeding and pruning of green areas maintained by contracted companies at the airport. All this material arrives at our facility and begins what we call the ‘alchemy’ process: transforming waste into nutrient.

We strongly believe in the power of environmental education: we work side by side with the RIOgaleão team in the ongoing guidance of concessionaires. Environmental educators are present daily along the service roads, maintaining direct contact with those responsible for waste disposal. Additionally, we conduct monthly in-person training sessions with concessionaires who present difficulties or repeated segregation errors, reinforcing guidelines, showing operational videos, and visiting kitchens to verify the proper identification of bins and use of appropriate bags. We also participate in educational activities with local schools, promoting environmental practices with children. Recently, we sent organic compost to expand the vegetable garden of one of these schools, reinforcing the connection between what we collect and the positive impact generated locally.

Another highlight of 2024 was earning B Corporation certification, officially received in February, recognizing our consistent work grounded in positive impact, transparency, and socio-environmental responsibility. We ended the year confident that every challenge faced strengthened our mission: transforming waste into resources, generating real positive impact, and proving that it is possible to live and do business in harmony with the planet.”



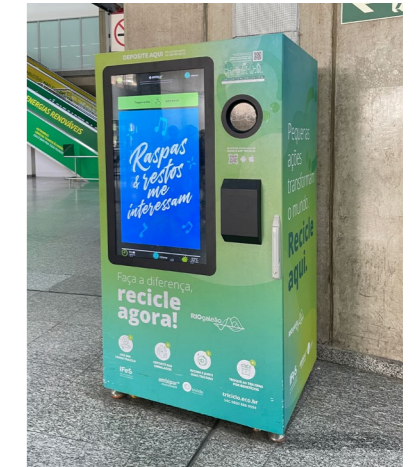


We have developed several programs aimed at reducing the impact of airport activities on the environment. The transformation of seized balloons and the reuse of their raw material to generate new products – thereby preventing seized balloons from being sent to landfills – is one of these initiatives. – Milena Martorelli, RIOgaleão Sustainability Manager.

We believe in collaborative and partnership-based action, and we rely on the Retorna Machine Premium initiative – a device installed in the domestic arrivals area in partnership with the Fecomércio Institute for Sustainability – which encourages proper waste disposal by passengers and other airport users, with the material directed to pre-registered organizations.

The latest report presents the collection results and highlights the importance of awareness and communication efforts with users to enhance the effectiveness of the equipment’s sustainability impact.

Retorna Machine – Total Results from February 2024 to January 2025 (306-3) *	
368	Number of uses
2.04	Discarded packaging per user
751	Total packaging collected
18,113 kg	Total weight recycled
95.30 kWh	Energy savings
1821.68 l	Water savings
31.07 kg	Carbon footprint (reduction in CO ₂ emissions)
2.28 m ³	Landfill space savings
8.440	Benefits distributed (tricoins)



* The results and the calculation methodology of the equipment installed in the passenger terminal are the responsibility of the partner company.

In addition to these initiatives, and combining prevention, circular economy principles and energy efficiency, we implemented the sustainable disposal of balloons seized within the RIOgaleão premises. After seizure, the balloons were transported to Baixada Fluminense, where they underwent a blending process for waste co-processing, which converts discarded materials into energy sources. This process contributes to the reduction of CO₂ emissions and decreases the volume of waste sent to landfills.

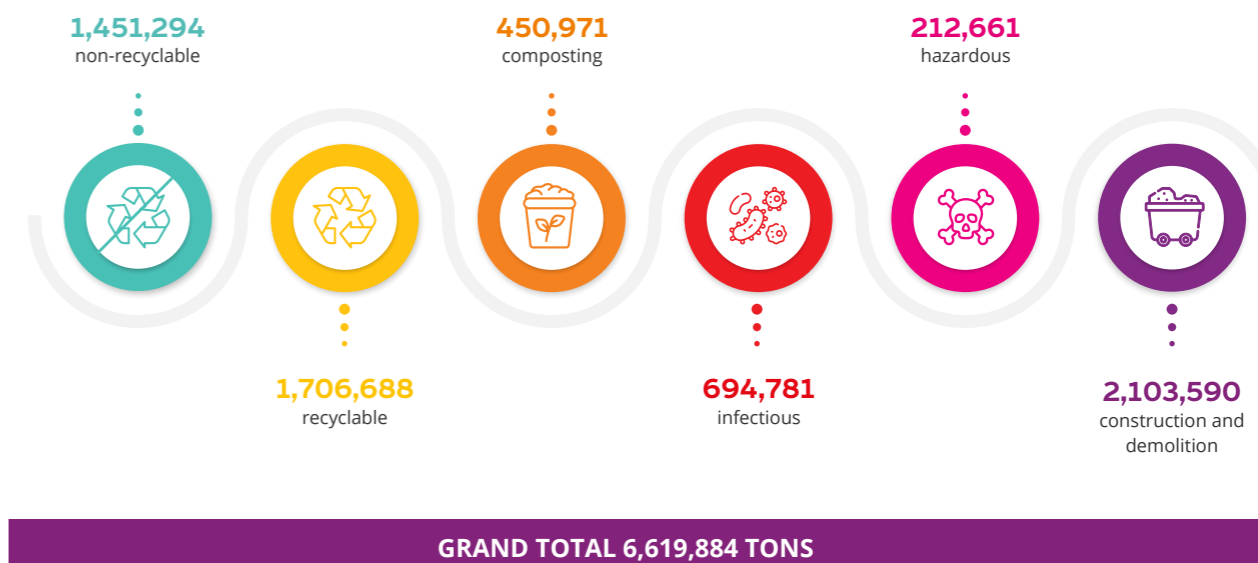


The seizures involved the Rio de Janeiro State Civil Police (Sepol), through the Galeão International Airport Police Station (Dairj), and the RIOgaleão concessionaire.

RIOgaleão has also prioritized the prevention of this illegal practice through continuous monitoring in airport areas and awareness campaigns such as #NãoCaiBalão, which alerts the public to the risks associated with releasing balloons.



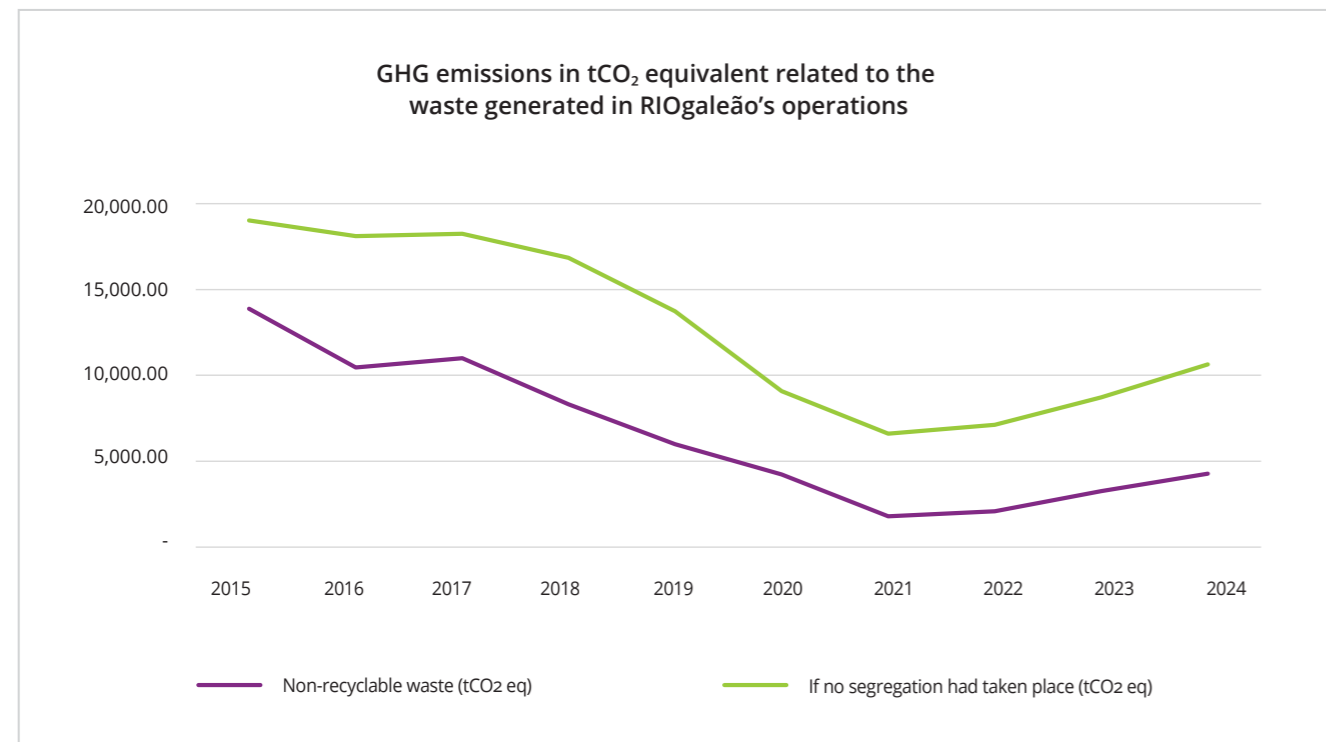
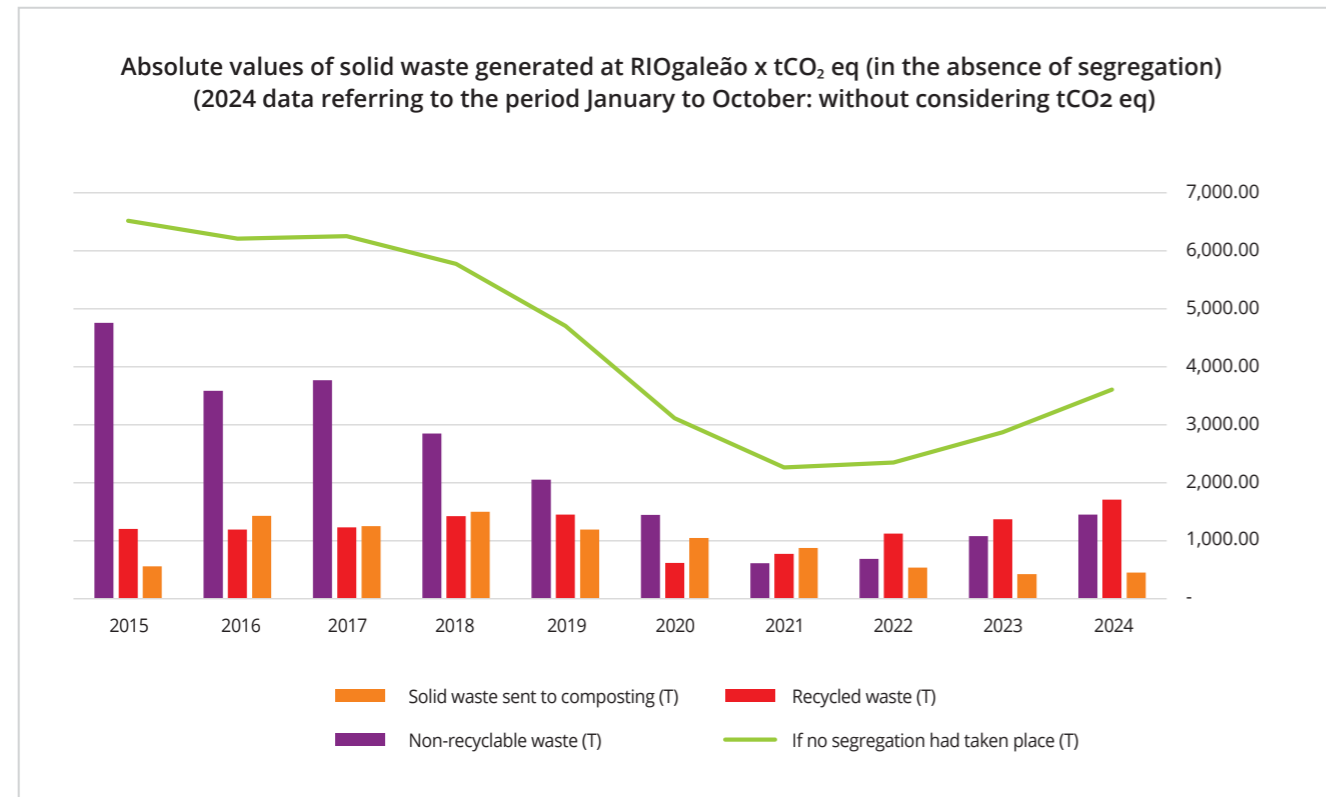
WASTE GENERATED AT RIOGALEÃO (TOTAL DATA FOR 2024)**



** The total data include CAPEX (waste generation typically occurs outside the airport’s routine) and OPEX (waste generation occurs within RIOgaleão’s daily operations). You can find more information about waste management at <https://www.riogaleao.com/corporativo/page/sustentabilidade>.

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The data related to waste management efficiency indicate a significant contribution to the reduction of GHG emissions:



Approximately **62,800 tons of CO₂ equivalent**, were avoided between 2015 and 2024 through RIOgaleão's waste management efforts.



OUR EMPLOYEES AND SOCIETY

We present our social results, which include our internal community – our Employees and the Airport Community – as well as our relationship with society and the local community, which encompasses the surrounding communities of Ilha do Governador¹⁰ and the sub-neighborhoods in the vicinity¹¹.

Employees and Airport Community

In 2024, as part of our established commitments, we continued the planning cycle and the alignment of annual priorities and goals, focusing on results management and maintaining a high level of engagement among our Employees. At the same time, we continued strengthening our organizational culture and improving internal processes – such as the integration program known as Onboarding, the review of technical and functional training scopes, and the updating of training content – ensuring operational efficiency based on market best practices.

Our strategic operational management includes attention to diversity, including the participation of women in operational roles, and a strong focus on career development.

To support the growth of operations and keep pace with the favorable outlook resulting from multi-airport coordination, 127 external vacancies were made available, and the People & Organization (P&O) strategy played a key role in expanding, developing, training, and recognizing our teams, always prioritizing the best experience for our Employees.

10 - Complexo da Maré, Manguinhos, Complexo do Alemão, etc.

11 - Tubiacanga, Morro do Dendê, a complex of favelas located in the central part of our region and extending through the neighborhoods of Moneró, Jardim Carioca, Cocotá, Cacuia, Tauá, and Bancários. Other communities include the Favela do Parque Royal, located in Portuguesa, the Favela Boogie Woogie, in Pitangueiras, communities like Estrada de Maracajás and Rádio Sonda, etc.



(2-29, 3-3, 404-1, 404-2, 405-1, 413-1)

Among total hires, 68 were primarily directed toward meeting operational demands across our terminals, ensuring greater agility and service excellence for passengers. Beyond service efficiency gains, this operational reinforcement also boosted job creation in the region, directly contributing to the strengthening of the local economy. We believe investing in new talent remains essential to reaffirm our sector position and promote sustainable development across surrounding communities. By the end of 2024, our direct workforce totaled 739 employees – an indicator of our employability potential and the relevance of our airport as a driver of social and economic growth.

Valuing and recognizing the potential of our Employees remains a priority in our people management strategy. Based on performance evaluations and behaviors aligned with our organizational culture, 44 internal career movements were carried out. Additionally, through the Internal Opportunities Program, we enabled 41 voluntary internal moves, encouraging professional repositioning and career development among our talents.

Our **Young Apprenticeship Program** achieved a 43% retention rate. In addition to hands-on experience, the apprentices participated in sessions led by our leadership teams, focused on stimulating self-development and building solid professional pathways. We believe that offering productive entry opportunities at the beginning of one's career is a concrete way to contribute to a more inclusive society, reducing inequalities and fostering the development of new talent. Beyond organizational

needs, this work reinforces our commitment to equity across job market.⁽²⁰⁴⁻¹⁾

Investment in human development remained a highlight in 2024, with advances in access to training opportunities and in meeting internal capacity-building demands. This strategic focus has strengthened team engagement, improved collaboration, and contributed to a more integrated and efficient work environment – directly reflecting in the quality of services delivered to our passengers. In total, **55,506 training hours were recorded in 2024, involving 11,238 participants**, including Employees and members of the airport community. Training included sessions on harassment prevention and the introduction of a diversity module within the Jeito RIOgaleão de Ser (JRGS) cultural framework. We also held 9 Open Sessions, with an average of 90 to 100 participants, serving as a channel for Employees to connect with the P&O team for engagement, communication, and knowledge sharing on various topics, with a strategic focus on quality of life.⁽⁴¹⁰⁻¹⁾

Noteworthy socio-environmental training initiatives included Food Handling Best Practices course, the 1st Training Program for Municipal Officers of the Aerodrome Security Area (ASA) focusing on Wildlife Hazard Management (12 hours); among other training actions, totaling 3,196 participants. We also carried out the 'Aqui a Dengue Não Decola' ('Dengue Does Not Take Off Here') campaign to preventing mosquito proliferation responsible for dengue transmission and promoting health and safety practices.⁽⁴⁰³⁻⁵⁾

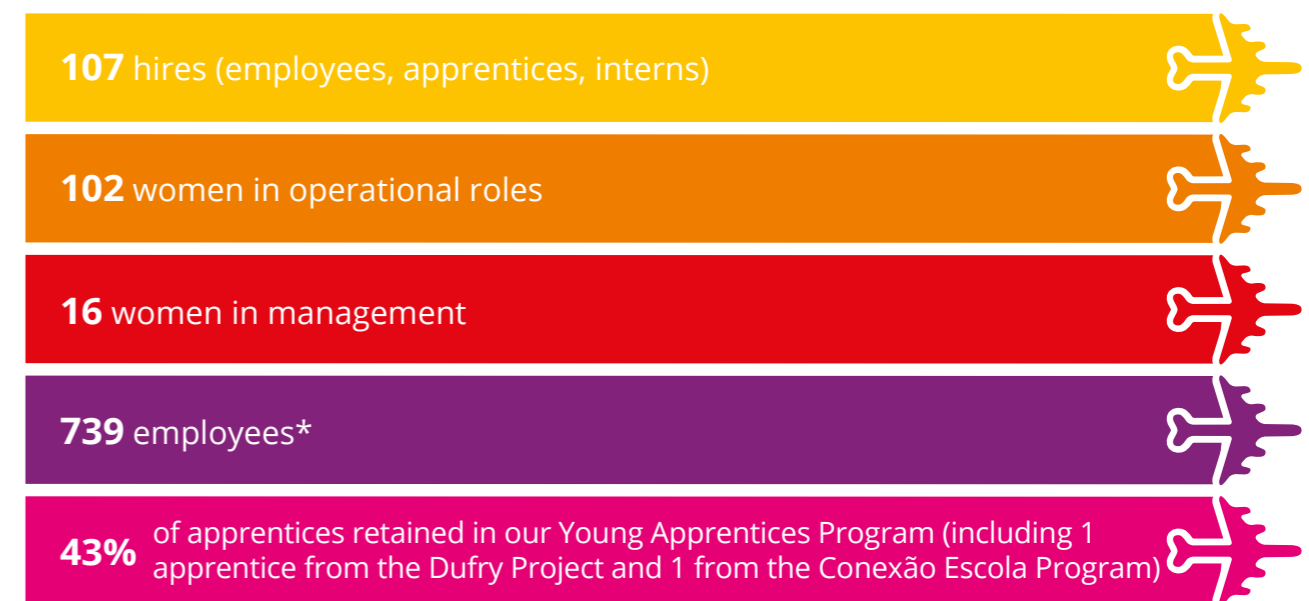


(3-3, 404-1, 404-2, 405-1)



With a focus on enhancing the Employee experience, we launched the **Length of Service Recognition Program, celebrating the journey of 145 professionals who completed 10 years of dedication to RIOgaleão**. This group represents 20% of our workforce and has remained with us since concession start, contributing daily to strengthening our Jeito RIOgaleão de Ser (JRGS), grounded in a human-centered culture of belonging and long-term partnerships.

Indicators in 2024:⁽²⁻⁷⁾



* Data refers only to employees, excluding directors, interns, and apprentices.



(3-3, 403-3, 403-4, 403-5, 403-6, 403-7)

With our commitment to promoting comprehensive care for people and acting preventively, we carried out several awareness and engagement campaigns for our Employees. Notable initiatives included awareness actions on drug and alcohol use, addressing the health impacts of these substances and reinforcing the importance of individual and collective responsibility.

Mental health was also a central theme, with discussion circles led by physicians and psychologists directly in operational areas. These sessions encouraged reflection on self-care, interpersonal relationships, and emotional intelligence, strengthening workplace well-being.

We also promoted awareness campaigns on breast and prostate cancer, inviting our Employees to participate in discussions and prevention-oriented activities that encourage healthy habits. In total, approximately 290 people took part in these initiatives.

We continued the annual Influenza vaccination campaign, in partnership with the local health clinic, benefiting 402 people, including employees and airport community members. Reinforcing our commitment to collective health, we also carried out a measles vaccination update campaign, with 152 doses administered, expanding protection for all who circulate through our airport.

Integrated Health Projects

Caring for people has always been central to our strategy. Throughout the year, we strengthened this commitment with initiatives focused on Integrated Health, going beyond prevention to make care a constant presence in daily life. We created dedicated spaces for listening, support, and guidance, tailored for those who share the airport routine with us. With each campaign, dialogue session, or consultation, we saw participation grow – showing us that we are moving in the right direction. More than isolated actions, we cultivate a sense of belonging. And belonging, for us, represents Jeito RIOgaleão de Ser essence.

Pink October and Blue November Campaigns

In October and November, we mobilized our Employees and their families for awareness campaigns on breast and prostate cancer. Mammography and PSA examinations were offered, benefiting 435 people. Participation demonstrated that prevention becomes more effective when it is accessible and delivered with respect. By extending these initiatives to dependents, we reinforced that our health efforts go beyond the workplace – they reach those who matter to us and motivate us.



STI (Sexually Transmitted Infections) Prevention Campaign

Speaking about prevention with clarity and respect is also an act of care. Focused on STIs, we distributed more than 2,000 male and female condoms and held direct conversations with teams. The high level of engagement shows that when sensitive topics are addressed naturally, we contribute to a safer, more informed, and more respectful environment.

(3-3, 203-1, 403-3, 403-4, 403-5, 403-6, 403-7)

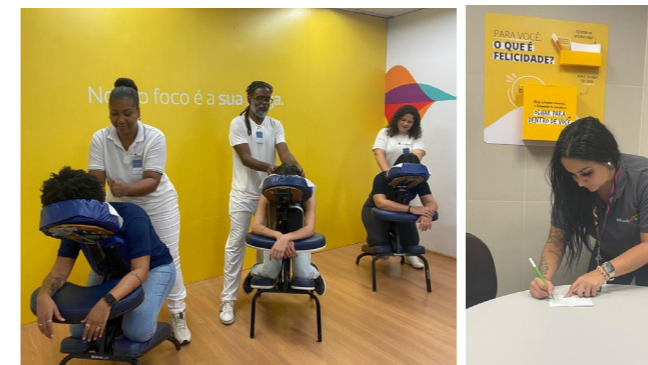
Influenza and Measles Vaccination

Influenza and measles vaccination ranked among our most far-reaching initiatives during the year. A total of 554 people received vaccination, including employees and airport community members. Strong participation demonstrates that accessible, well-communicated care becomes reality. Bringing health directly to where people are – through listening and partnership – is a way to protect lives and strengthen connections.



Yellow September – Valuing Life

September, we focused on everything that promotes well-being. The “What is happiness to you?” campaign reached various areas, inspiring meaningful reflections. We also offered shiatsu sessions, with 290 treatments performed, promoting relaxation and well-being amid the daily routine. Participation showed that, at RIOgaleão, emotional health is a priority and every person has space to be cared for just as they are.



Mental Health Discussion Circles

Talking about mental health is an act of listening and care. We held discussion circles in operational areas, led by specialists, to address topics such as self-care, interpersonal relationships, and

emotional intelligence. Team engagement highlighted the importance of these sessions. Creating such spaces helps strengthen bonds, open pathways for dialogue, and make our culture increasingly welcoming and human.

Family Events – Mothers, Fathers and Children

Bringing families closer together is a concrete way to strengthen bonds and nurture belonging. Amid our busy routine of landings and takeoffs, cargo operations, runway monitoring, terminal services, passenger care, and all activities that ensure the smooth functioning of this GIG-ant, we believe it is essential to value moments spent with loved ones. To celebrate Mother’s and Father’s Day, we promoted activities that encourage quality time between parents and children, such as family movie outings. Mothers and fathers received tickets for a cinema session with their children, including popcorn and soda – our treat. An invitation to create warm memories that last. On Children’s Day, we welcomed 120 children to the airport, creating a delightful moment of connection and affection. Small gestures and moments of pause make a big difference and show that our care includes those who walk beside us inside and outside the workplace.



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(3-3, 403-3, 403-4, 403-5, 403-6, 403-7)

Blood Donation Campaign

The blood donation campaign was yet another expression of our collective commitment. With 31 units collected, up to 124 lives were potentially benefited. Each donation carried a powerful message of solidarity. Actions like this reflect how our values are present in daily practice and in caring for others.



Alcohol and Drug Awareness Campaigns

Ensuring comprehensive care also means creating space to address sensitive issues. For this reason, we brought the topic of alcohol and substance use into the daily routine of our Employees, both in operational areas and in office environments. Psychologists conducted activities with empathy and respect, helping to relate the topic to each person’s reality. Engagement was high, demonstrating that when we feel safe to speak and listen, we strengthen individual health and collective responsibility.

RIOgaleão in Movement

The RIOgaleão in Movement program was designed to promote healthy habits for both body and mind, grounded in Lifestyle Medicine (MEV). Through active breaks, encouragement of physical activity, balanced nutrition, and digital health support, we foster well-being in everyday life. The growing participation shows that people value – and need – this ongoing care. Beyond health benefits, the program strengthens workplace climate and team connection.

Key Program benefits include:

- Improved physical and mental health: reducing stress, anxiety, and fatigue, promoting greater balance between work and well-being.
- Increased energy and vitality: encouraging physical activity and healthy habits, contributing to more vitality in daily life.
- Prevention of diseases: Implementation of actions based on Lifestyle Medicine (MEV), helping in the prevention of chronic diseases through movement, balanced nutrition, adequate sleep, and stress management.
- Greater engagement and sense of belonging: collaborative activities that strengthen team spirit and foster a positive work environment.
- Reduced sedentary behavior: active breaks help minimize inactivity and improve workplace ergonomics.
- Improved access to health and wellness services: digital tools offering continuous monitoring, online appointments, and health support.

Program for Supporting Employees with Disabilities (PCD) ^(203-1, 404-2)

We restructured our Support Program, introducing new steps to improve onboarding and ensure all conditions necessary for Employees to perform their duties. Today, 29 Employees with disabilities are part of our team, 19 of whom have already received direct follow-up with continuous support. This close attention helps each person feel safer, more valued, and more included. Ensuring conditions for full work performance reflects our commitment to dignity and autonomy for all.



(3-3, 403-2, 403-4, 403-5, 403-7, 410-1, 416-1)

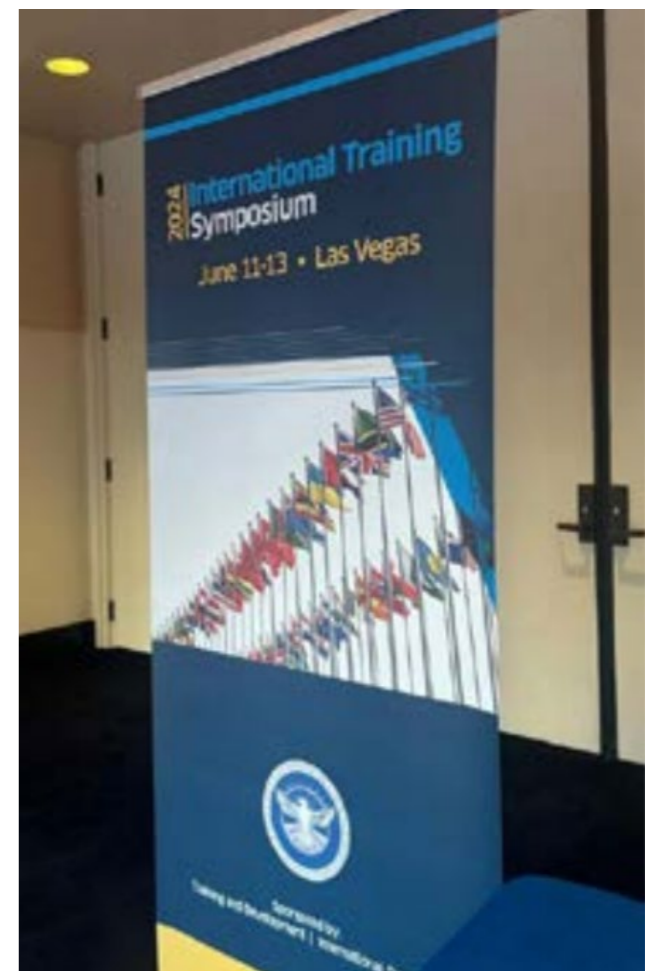
The theme of **Safety** is structural, fundamental, and transversal across all areas and activities at RIOgaleão. Therefore, we work continuously to enhance security. Among several training programs, events, and activities, we represented RIOgaleão’s Security area at the International Training Symposium, promoted by the Transportation Security Administration (TSA) in partnership with the Department of Homeland Security (DHS). The event took place in Las Vegas, USA, from June 11 to 13, 2024, and brought together participants from multiple TSA partner countries.

During the symposium, we discussed essential topics for the global AVSEC sector, such as Training, Cybersecurity, Risk Management, Threat Detection, Human Rights, and Sustainability, among other strategic subjects. Our participation was crucial not only for updating knowledge aligned with global standards but also for strengthening partnerships and reinforcing that security is a shared responsibility.

Between August 20 and 30, 2024, we held AVSEC Cultural Alignment sessions for Civil Aviation Security Agents (Apac) and Security Guards from GPS AIR and SUNSET. These sessions took place at the RIOgaleão Center of Knowledge and the Cargo Terminal Auditorium, bringing together representatives from both teams.

Our objective with AVSEC Cultural Alignment was to share best practices in civil aviation security, focusing on preventing acts of unlawful interference. These sessions provided the opportunity to update operational airport processes and facilitate a rich exchange of experiences among professionals, strengthening technical expertise and reinforcing the importance of incorporating the AVSEC mindset into all daily airport activities.

Within security area, during 2024 ANAC conducted a public consultation to discuss new rules regarding unruly passenger handling. Until August 14, 2024, suggestions and contributions were received for the development of a resolution establishing guidelines for addressing behaviors that jeopardize the safety of Brazilian civil aviation.



(3-3, 403-2, 403-4, 403-5, 403-7, 410-1, 416-1)

With this initiative, and as a major airport in Brazil, we seek to ensure protection and well-being for everyone on board and across airport environment, preserving passenger and crew peace of mind. We know that unruly behavior not only compromises operational safety but also causes discomfort and disruption to other travelers and work teams.

ANAC's proposal regulates inappropriate passenger conduct in domestic scheduled air transport, both on board aircraft and within airport premises. Any behavior that violates, disrespects, or undermines the safety, order, or dignity of passengers and aviation professionals is considered an act of indiscipline.

The Safety Management team began 2024 with the important challenge of maintaining a high standard of operational safety amid the growth in our operations and the onboarding of new professionals in operational areas. With a focus on team integration and the continuous strengthening of our safety culture, we maintained a strategic and preventive approach, always seeking greater process efficiency and improvement of key indicators.

Throughout the year, we conducted several initiatives to reinforce operational safety, ensure regulatory compliance, and promote team engagement, demonstrating our commitment to continuous improvement.

In August, we underwent an audit conducted by Bureau Veritas, during which three processes within our Emergency Response area were evaluated and found to be in full compliance. As a result, we maintained our ISO 9001 recertification. This positive outcome reflects the strong commitment of the team, which works continuously on reviewing and organizing processes and documentation, always focused on excellence and continuous improvement.

Updates and Certifications

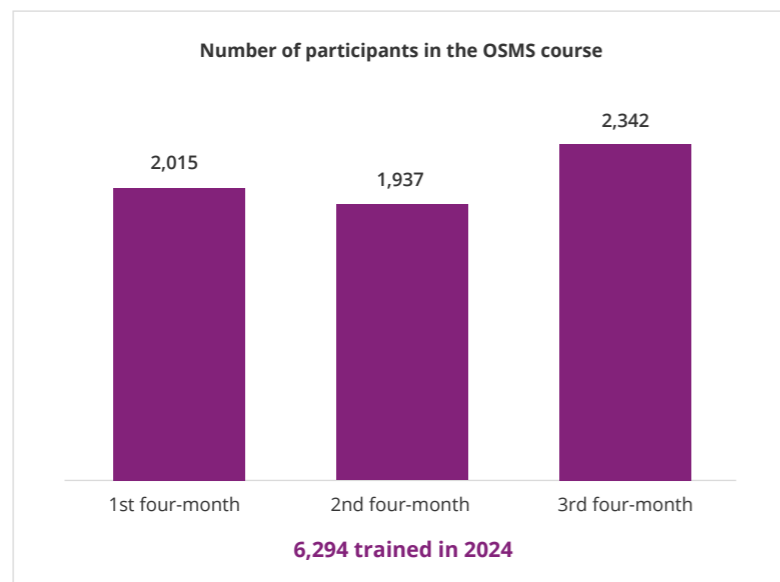
- We updated and validated the SBGL Aerodrome Operations Manual (MOPS), approved by ANAC.
- We obtained the ACOP A certification from ANAC for our SMS processes.
- We ensured ZERO non-conformities and/or infraction notices related to Operational Safety at RIOgaleão in 2024.
- RIOgaleão, represented by the Safety Management team, was officially admitted as a member of National Committee for Aeronautical Accident Prevention (CNPAA).



(3-3, 403-2, 410-1, 416-1)

Events, Workshops, and Training

- We held the Integrated Operational Safety Symposium, organized in partnership with DTCEA-GL, achieving 99% positive satisfaction.
- We delivered “Human Factor Villains” Workshop for ESATAS leaders.
- We represented the RIOgaleão Concessionaire at Curaçao Airport, presenting best practices and reinforcing the role of innovation and international cooperation in aviation security.
- We organized 5 editions of “MOPS ZOOM” with the Airport Community.
- We pioneered the “Iron Firefighter” event to assess the physical conditioning and operational proficiency of Structural Firefighters.
- We delivered more than 2,000 hours of recurrent training (PTR-BA) to maintain the technical and operational competence of Aerodrome Firefighters (BAs).
- We trained 67 employees as Volunteer Brigadiers, ensuring qualification for obtaining the Certificate of Approval (CA).



Operational Improvements and Risk Management Enhancements

- We implemented the Operational Safety Equivalency Level (NESO) for strategic positioning of CCI intervention teams in urgent situations.
- Under the coordination of RIOgaleão’s SMS, we prepared the Guidance Manual on External Aviation Risks (laser, kites, balloons, and drones), in support of BAIST (ANAC) member airports.
- We automated the Prevention Reporting Platform (RELPREV), optimizing efficiency, monitoring, and the handling of reports received.
- We intensified preventive rounds in airport structures carried out by Structural Firefighters, resulting in a 54% reduction in activations.
- We reduced by 6 minutes the average response time for activations of the Fire Detection and Alarm System (SDAI).

Responses to Occurrences

- We successfully activated the Removal Plan for Inoperable Aircraft (PRAI) after the runway excursion of a Brazilian Air Force (FAB) aircraft, enabling operational resumption without impacts and within the parameters established in the MOPS.



(2-29, 3-3, 413-1)

Society

Our relationship with surrounding communities is guided by principles of open dialogue, mutual respect, and cooperation. We act through social projects focused on education, professional qualification, and social inclusion, while promoting diversity and equity as pillars of our organizational culture and workforce composition.

The **Conexão Escola Program** in-person activities included the participation of 152 students enrolled in the regular classes, coming from Tubiacanga and Praia do Rosa communities. In these classes, educational activities were developed addressing topics such as health and food safety, recycling, COVID-19 prevention, climate change, among others. The **Social Assistance Project (PAS)**, linked to the Regular Conexão Escola Program, provided direct support to 85 families, referring them to public social assistance programs. The **Conexão Propágulo** initiative, also a component of Conexão Escola, underwent expansion, implementing community nurseries in public schools. The food produced in these nurseries was used to prepare meals served to students of the Regular Conexão Escola Program and to the other schools involved.⁽²⁰³⁻¹⁾



The **Language Promotion Program** entered into a Partnership Agreement with the National Commercial Learning Service (SENAC) to offer courses to surrounding communities: “**Etiquette, Ceremonial and Protocol**” at the Women’s Association of Ilha do Governador; and “**Planning the Future**” and “**Basic English**” targeting students from Regular Conexão Escola Program.

Taxi drivers operating at the airport site were also included, with SENAC courses on “**Hospitality Service**” and “**Basic English.**” More than 120 seats were offered for courses that began in 2023 and were completed in 2024.



The **ASAs da Cidadania Program**, focused on socio-environmental campaigns, worked in partnership with the Women’s Association of Ilha do Governador (AMUIG) and with the Regular Conexão Escola classes, promoting campaigns on food safety and conducting visits to state and municipal public schools. During these visits, topics such as operational safety (risks related to balloons and wildlife), environmental preservation, and public health were addressed.

In 2024, Tom Jobim International Airport – RIOgaleão welcomed visits from Shell and the Darcy Vargas Foundation as part of the **Novos Ares Program**, and hosted another edition of **Asas para Todos Program**, an initiative by ANAC in partnership with the Special Secretariat for Youth of Rio de Janeiro (JUVRio) to promote youth access to the civil aviation sector.



(2-28, 2-29, 3-3, 413-1)

We guided 31 young people, residents of Rio de Janeiro communities, on a tour through restricted airport areas, such as the Training Center, runways, and baggage inspection areas. Additionally, the youths attended presentations on airport infrastructure and aviation professions, and watched demonstrations by the Fire Brigade and the Wildlife Management team. Learn more at: [gov news](#) e [anac video](#).



In addition to renewing our membership with IGLTA, the world's leading network of LGBTQIA+ tourism businesses, and as a partner with the Brazilian LGBT Chamber of Commerce and Tourism, we once again joined the **Circuito Rio de Cores**, promoted by the Rio Convention & Visitors Bureau (VisitRio) and the Brazilian LGBT Chamber of Commerce and Tourism, to promote **diversity and inclusion** in the marvelous city. Throughout the month of June, passengers and local residents were welcomed by illuminated signs displaying the words "pride," "respect," and "diversity" along Avenida 20 de Janeiro, the access road to the airport.

The initiative also included offering discounts at hotels, bars, restaurants, and tourist attractions, reinforcing the message of respect and inclusion.

"As the city's largest urban facility and a key driver of state economic activity, we understand our responsibility to promote fundamental values such as diversity. We want to be a welcoming space for all residents and tourists," says Uyara Assis, Communications and Marketing Manager at RIOgaleão.⁽²⁰³⁻¹⁾



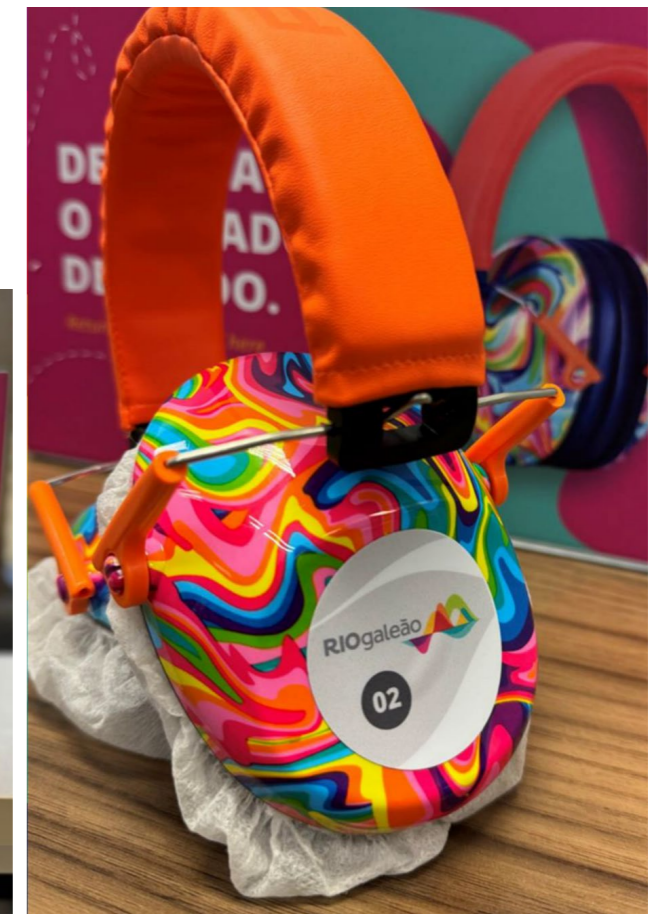
(2-29, 3-3, 413-1, 416-1)

In celebration of LGBTQIA+ Pride, discounts were also offered at the VIP Lounge and on hospitality services booked through GaleON, as well as early-access offers for passengers using the promotional code ORGULHO (Pride).

In 2024 we launched the **Noise-Cancelling Headset Project**, offering a free and temporary service for lending noise-cancelling earmuffs to passengers with auditory hypersensitivity or autism spectrum disorder (ASD). Acrylic drop-off boxes were installed at all boarding gates, across domestic and international areas, to facilitate the return of the earmuffs during the boarding process.

Our goal is to enhance the passenger experience – especially for neurodivergent individuals – promoting the appreciation of diversity and inclusion. We strive to provide greater protection, comfort, and peace of mind throughout our passengers' journeys.

Through investments made in people throughout 2024, we ensured not only the strategic alignment of GIG but also a significant and positive social impact on our society. We overcame important operational challenges and, moreover, reinforced our role as active agents in the sustainable development of the State of Rio de Janeiro. A holistic view of people, combined with a collaborative and committed approach to people management, continues to be one of the central pillars of our airport's success.



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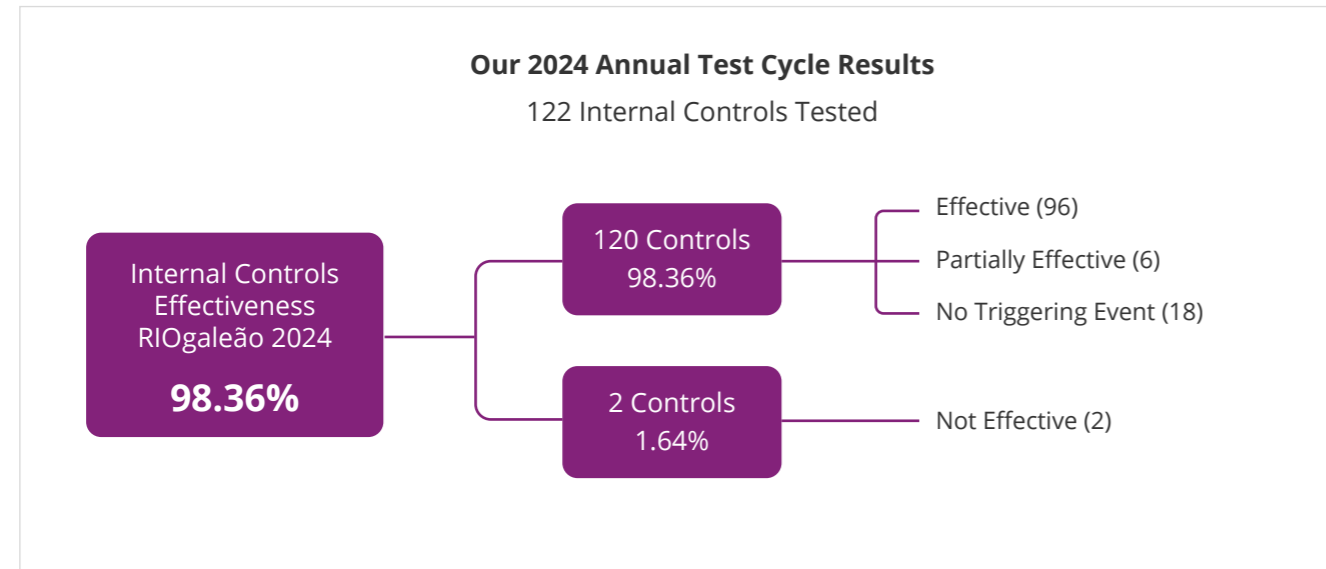
OUR GOVERNANCE (2-5, 2-23, 2-24, 3-3)

At RIOgaleão, we have a clear commitment to applying the best Corporate Governance practices, aligned with market guidelines and regulatory bodies' recommendations. Our focus is to ensure responsible and efficient management that promotes sustainable business growth, ensures the Company's long-term continuity, and delivers the expected return to our shareholders.

Risks and Internal Controls

Our Risk and Internal Controls (RCI) area works consistently to strengthen the Company's risk culture, mapping and addressing corporate risks across the various macroprocesses of RIOgaleão. It oversees the RIOgaleão Risk Management Program, operating across strategic and process levels, developing the Blueprint "methodology" based on ISO 31000 and the COSO Internal Controls Framework 2013.

Our Risk Committee holds quarterly meetings with senior management participation and seeks to alternately share updates on actions linked to risks managed at the strategic level and updates on the Risk Management Program for business processes, as well as the results of annual testing cycles.⁽²⁻²⁴⁾



Beyond the RCI area, several other areas also have direct responsibilities in managing risks on specific topics, such as compliance matters, operational issues, operational safety, environmental risks, crisis management, among many other risk-related subjects.

In accordance with the Company's Code of Conduct and Compliance System, the engagement of independent auditors to perform non-external audit services is governed by principles designed to preserve auditor independence. These principles establish that: (a) the auditor must not audit their own work; (b) the auditor must not perform managerial functions; and (c) the auditor must not promote their client's interests.

We adopt a pre-approval policy and procedures whereby all audit and non-audit services provided by independent auditors engaged by the Concessionaire must be approved by the Company's Board of Directors. Quarterly, the Audit Committee reviews and issues its opinion on the Company's quarterly financial information.

Financial Statement Audit (2-5, 2-23, 3-3)

We engaged PricewaterhouseCoopers Auditores Independentes Ltda. to provide independent audit services for the financial statements for the fiscal year 2024. Our Financial Statements Report can be accessed [here](#).

Our financial statements for 2024 were prepared in accordance with the International Financial Reporting Standards (IFRS) issued by the International Accounting Standards Board (IASB), currently referred to by the IFRS Foundation as "IFRS® Accounting Standards," including interpretations issued by the IFRS Interpretations Committee (IFRIC® Interpretations) or its predecessor, the Standing Interpretations Committee (SIC® Interpretations), and in compliance with the accounting practices adopted in Brazil, which include those set forth in Brazilian corporate law, as well as the pronouncements, guidance and interpretations issued by the Brazilian Accounting Pronouncements Committee ("CPC") and approved by the Securities and Exchange Commission of Brazil ("CVM"), applicable to the Company's operations.

Beyond financial statement audits, numerous other areas undergo frequent internal and external reviews, ensuring process security and efficiency, along with work quality delivered by employees and the airport community.

ICAO Audit (403-2, 410-1, 416-1)



The International Civil Aviation Organization (ICAO) Audit took place at RIOgaleão in September 2024. The inspection was a highly significant event for airport security, focusing on evaluating the compliance of our procedures with international civil aviation safety standards.

From the outset, during the preparation phase, the commitment of various areas, companies, and public authorities was evident. Everyone worked together, aligning their efforts to ensure that processes and documentation met international standards.

During the audit, various operational aspects were analyzed, including passenger, baggage, and cargo screening procedures, as well as the integration among the different security agencies operating at the airport.



(2-5, 2-23, 3-3)

Throughout the process, team members stood out for service excellence. Monique Magalhães, supervisor for civil aviation security officers (APACs), distinguished herself through active participation:

“... answering questions about the procedures in my area of work, presenting documents, and carrying out statements. The auditors were detailed, attentive, and polite, which facilitated communication, especially because I was able to respond in their language.

The result was extremely positive: Brazil was recognized as one of the highest-rated countries in civil aviation security against acts of unlawful interference, a source of pride for everyone involved, highlighting the qualities and operational excellence of Galeão.”

The positive result was reported by several outlets, including official pages from the Airspace Control Department (DECEA), under the Ministry of Defense ([see here](#)), and the National Civil Aviation Agency (ANAC), under the Ministry of Ports and Airports ([see here](#)).^(403-2, 410-1, 416-1)

Code of Ethics and Conduct⁽⁴⁰⁶⁻¹⁾

Our Code of Ethics and Conduct establishes business principles and conduct standards applicable to all Company employees and representatives.

Our communication line - Ethics Hotline - is available 24 hours a day and can be accessed at www.canaldeetica.com.br/riogaleao.

Reports may be submitted either identified or anonymously and, once received, they are reviewed and initially handled by the Compliance area, and subsequently forwarded to the Ethics Committee whenever necessary.^(2-25, b, 2-26)

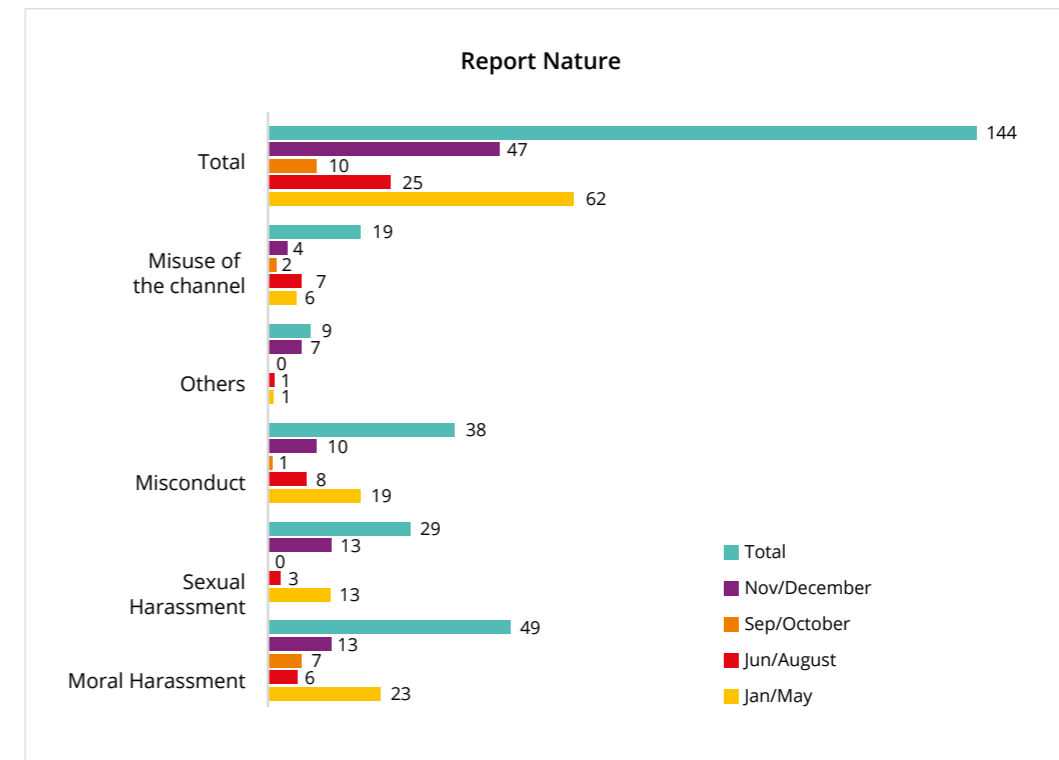
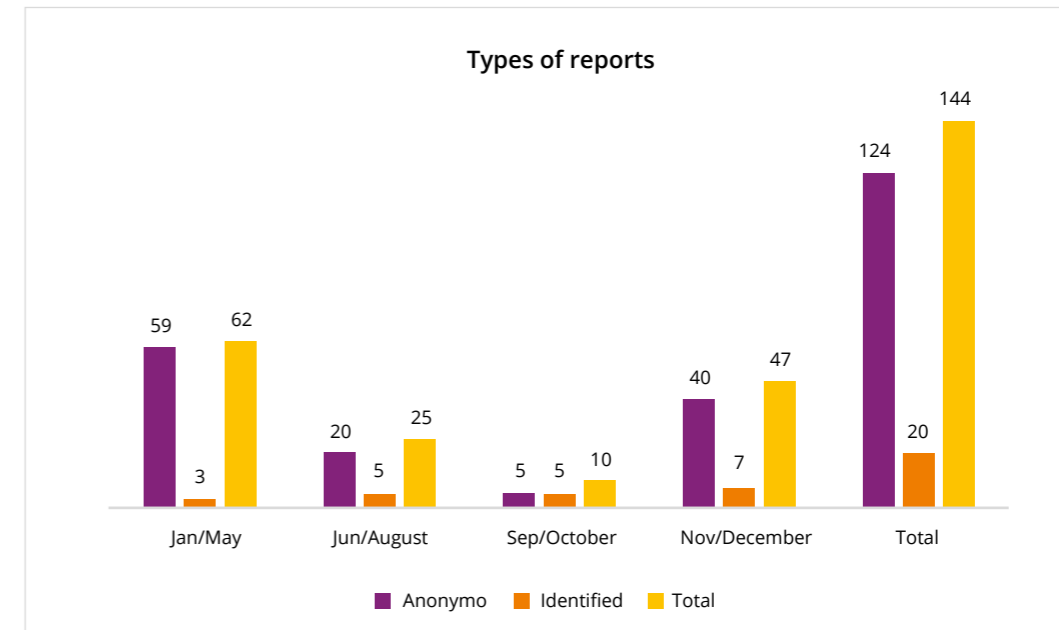


(2-23, 3-3, 406-1)

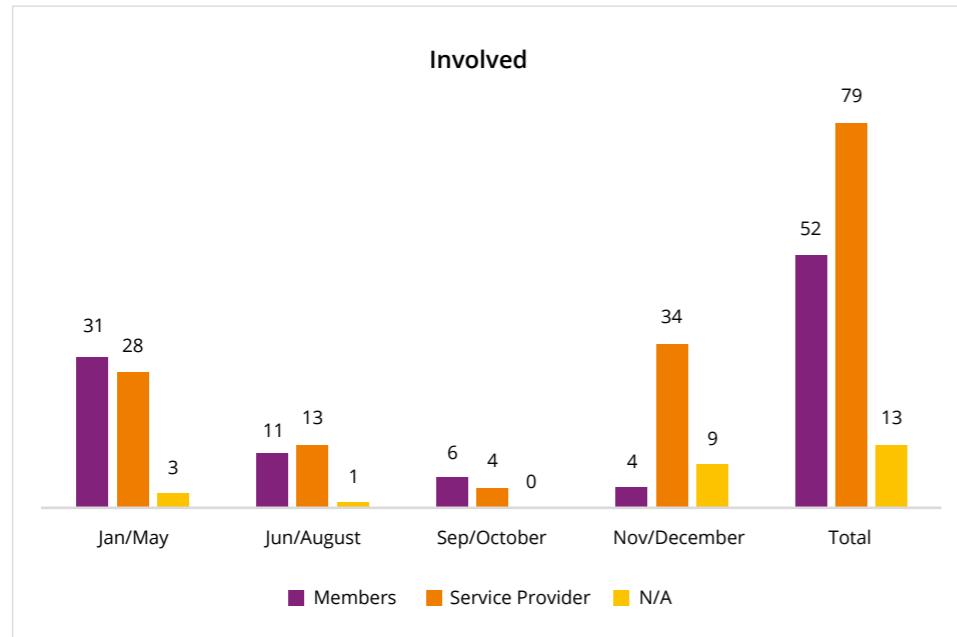
Furthermore, all members receive appropriate training through dedicated programs delivered every 2 (two) years, ensuring full understanding of Code content. Employees undergo formal assessment, with access credentials linked to successful training completion, ensuring comprehensive content absorption.⁽²⁰⁵⁻²⁾

Accordingly, as of December 31, 2024, 98% of employees were trained/updated on the Company's Code of Ethics.

Ethics Hotline Results in 2024:



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All reports are reviewed and addressed, triggering a range of actions such as lectures and training sessions, disciplinary measures, feedback, and related initiatives. As part of commitments and JRGS culture revival, we delivered diversity modules emphasizing Workplace Harassment Training.

Digital Governance

With Atlas Digital Platform ¹² adoption, which enables the implementation of best governance practices and delivers real gains in time optimization, resource efficiency, speed, transparency, and ease of access to documents, data, and Company information for members of collegiate administrative bodies and shareholders, RIOgaleão engaged the Atlas Governance platform. The system automates the entire management routine of meeting processes, monitoring, and implementation of decisions taken by the Concessionaire’s boards, shareholder meetings, and committees.

Green IT^(201-2, 303-1)

In 2024, we carried out a series of initiatives in the Information Technology (IT) area with the goal of optimizing our technological resources and strengthening our commitment to sustainability. Aligned with ESG (Environmental, Social and Governance) guidelines, we improved operational efficiency, reduced energy consumption, and contributed to lowering the environmental impacts associated with our activities.

The actions implemented in 2024 reinforce RIOgaleão’s IT commitment to efficiency, innovation, and sustainability. The ongoing pursuit of cleaner and more efficient technologies contributes directly to the airport’s environmental responsibility, fully aligned with ESG guidelines and the organization’s sustainable development.

12 - Platform adoption offers users: (I) practical and secure registration and preparation of meetings for collegiate bodies; (II) consolidation of all meeting materials into a single electronic book, with unique pagination and watermark; (III) control of document access permissions for consultation, printing, and editing by user type; (IV) protection of organizational confidential documents, data, and information using highly reliable information security mechanisms; (V) optimization of communication and sharing of data, information, and documents among the board of directors, auditors, and members of other Company collegiate bodies; and (VI) capability for indexing and searching materials, information, and data related to the activities of the Concessionaire’s collegiate bodies.



Among the actions, we highlight:

- **Technology Suppliers Policy:** we updated the policies that contain the required guidelines for our technology suppliers, including security, sustainability, and compliance requirements.
- **Datacenter Optimization Project – Hyperconvergence:** throughout the year, we promoted the migration of 470 physical servers to a virtualized environment through a hyperconverged infrastructure implementation. This technology brings together computing, storage, and network resources on a single platform, allowing us to optimize resource utilization and significantly reduce the need for physical equipment, as well as simplify the management of our IT infrastructure.

With this initiative, we achieved important results:

- We reduced electricity consumption by about 57%.
- We optimized the use of physical space in our datacenters.
- We reduced carbon emissions related to cooling and maintenance of the former physical servers.

The solution was enabled through equipment supplied by DELL Technologies, a company recognized for its environmentally responsible practices and whose products hold certifications such as Energy Star, EPEAT Gold, ISO 14001, and participation in the Carbon Disclosure Project.

Contextual analysis within Total Environmental Impact Study for Modernization confirmed broad environmental benefits from RIOgaleão datacenter modernization:

Main Positive Impacts:

1. Energy Efficiency: Reduction of more than 56% in energy consumption, easing the burden on electrical grids and reducing reliance on nonrenewable energy sources.
2. Reduction in Greenhouse Gas Emissions: Significant decrease in CO₂ emissions, contributing to global emission-reduction targets and climate change mitigation.
3. Conservation of Water Resources: Saving more than 10,000 m³ of water per year, benefiting local ecosystems and communities dependent on these resources.
4. Reduction of the Need for Reforestation: Less need for environmental compensation through tree planting, allowing for the preservation of existing forests and biodiversity.
5. Social and Corporate Responsibility: Strengthening the institutional image as an organization committed to sustainable practices and socio-environmental responsibility.
6. Economic Benefits: Reduction in operating costs associated with energy and water consumption, freeing up resources for investment in other strategic areas.
7. The modernization is aligned with the United Nations Sustainable Development Goals (SDGs), including: • SDG 7: Affordable and Clean Energy • SDG 12: Responsible Consumption and Production • SDG 13: Climate Action • SDG 15: Life on Land.





- **Migration to Sustainable Clouds:** we carried out the migration of critical platforms to cloud environments globally recognized for their sustainable practices¹³, with data centers powered by renewable energy, in addition to having sustainability certifications¹⁴. With these migrations, we were able to significantly reduce our energy consumption and carbon emissions associated with local operations, as well as reinforce our commitment to operational efficiency and environmental responsibility.
- **Redundant Infrastructure:** to ensure the continuity and security of airport operations, we maintain two redundant data centers that operate in a mirrored manner. This strategy guarantees the uninterrupted operation of critical systems, such as flight control and security systems, even in the face of potential failures or emergency situations.
- **Implementation of Solution for Reducing Paper Use • D4Sign:** we implemented an electronic signature platform, with sustainability certifications, including ISO 14001, Carbon Neutral Certification, and Green Seal, which significantly reduced paper use in the formalization of contracts and internal documents. M-Files: an electronic document management system (EDMS), promotes 100% digital storage and management of files, eliminating the printing of thousands of pages. These tools implementation resulted in the saving of more than 16,000 printed documents over the year.
- **Proof of Concept (POC) for Autonomous Robots and Self-Service:** we tested self-service robots use for public service at the passenger terminal and in our administrative building (UAC). The robots demonstrated potential to reduce queues and optimize service, in addition to providing an innovative technological experience for passengers.

- **Initiation of Equipment Donation Negotiations:** together with the Legal department and with the authorization of ANAC, we started the process of donating technology equipment that previously, due to sector regulation, would be discarded. This equipment, after verification and reconditioning, may benefit NGOs and other social institutions.
- **File Servers Discontinuation Project:** in 2024, we initiated the project to discontinue physical file servers, migrating approximately 100 terabytes of data to SharePoint on the Microsoft Azure cloud, optimizing information management and security while reducing energy consumption associated with the use of physical servers.

Among main migration benefits, we highlight:

- More practical and secure access to files through the cloud.
- Greater collaboration and ease in document sharing among teams.
- Cost reduction in maintenance and electricity consumption.
- Effective contribution to our sustainability goals by reducing the use of physical equipment and associated environmental impacts.

The project is expected to be completed by 2025. To illustrate the impact of this data volume, the 100 terabytes we are migrating are equivalent to about 25 million high-resolution photos or 1.5 million PDF files with 70 pages each. If printed, these documents would form a stack of paper comparable to the height of a 100-story building – a clear indication of the environmental and technological relevance of this transformation.

13 - • SAP – migration to Google Cloud Platform (GCP). • IBM Maximo – migration to Google Cloud Platform (GCP). • SICRA – migration to Google Cloud Platform (GCP). • Implementation of SMTP Relay – using AWS infrastructure.

14 - Such as • Google Cloud Platform: Carbon Neutral Data Center Certification, ISO 14001, ISO 50001, and LEED Gold. • Microsoft Azure: Azure Carbon Negative Commitment, ISO 14001, ISO 27001, and LEED Platinum. • AWS: AWS Sustainability Program, ISO 14001, ISO 50001, and LEED Gold.





GALEON (2-29, 3-3)

- **Integration of GaleON Platform:** during 2024, we integrated GaleON platform into airport technological infrastructure, delivering greater control and efficiency across internal processes.

GaleON is the first digital service platform in airports in Brazil, created with the purpose of facilitating our passengers' travel planning and transforming their experience at the terminal. This initiative positions us as pioneers in the digitization of the sector and reflects our commitment to innovation, convenience, and excellence in service.

In 2024, we achieved international recognition with the Travel Commerce Innovation of the Year award, granted by TravelTech Breakthrough, which highlighted the innovation of our digital solution. That year, we recorded a 153% growth compared to 2023, as a result of the expansion of services, improved usability, and increasing adoption by our passengers.

Services available at GaleON:

- Food and pharmacy delivery: Allowing passengers to purchase meals and medications with free delivery directly to the boarding gate eliminated physical barriers between public and restricted areas. This solution expands consumption possibilities at the airport and creates a new sales channel for retailers.
- VIP lounge, luggage storage, and taxi: We made it possible to book these services in advance, with exclusive conditions, providing more comfort, agility, and time savings.
- Hospitality service: We offer personalized service and passenger assistance throughout their journey in the terminal. This solution, available on the platform, is adaptable to different traveler profiles, with practical and tailored packages.
- Personal Shopper: We have implemented an exclusive service where a shopping specialist accompanies the customer during international boarding or disembarking, assisting with purchases made at Duty Free stores. Through personalized recommendations aligned with the passenger's profile, we provide a more efficient, targeted, and optimized shopping experience.

THE NUMBERS OF GREEN IT highlight the numerous benefits of strategic management in Information Technology Governance:

- Energy consumption reduction: 5,865,000 kWh/year (56% reduction).
- Reduction in paper use: More than 16,000 documents migrated to M-Files and D4Sign.
- Reduction in physical equipment: 470 servers migrated.
- Avoided carbon emissions: 2,932.5 tons of CO₂/year (57% reduction).
- Water saving: 10,557 m³/year.

In 2025, the planned actions include:

- Migration of more hyperconvergence services to sustainable clouds, aiming to further optimize energy consumption and reduce carbon emissions.
- Completion of equipment donation process for non-profit organizations, aligned with circular economy practices.
- Launch of volunteer initiative focused on computer classes for underprivileged people, in partnership with local NGOs.
- Conclusion of project discontinuing physical file servers and completing migration to SharePoint on Azure.

Governance for the G20 Meeting⁽³⁻³⁾

The G20 brings together the world's largest economies, with 19 countries and the European Union. The meeting, held on November 18 and 19, 2024, was attended by 18 member countries, 19 guests and 20 international organizations, which represented a significant challenge for us.

During the preparations for the 2024 G20 Summit in Rio de Janeiro, we dedicated special attention here at RIOgaleão to ensuring the safety and smooth flow of both regular and special operations. We had to adapt to serving heads of state and deal with the temporary closure of Santos Dumont Airport (SDU).

Among the main challenges we faced were the coordination between different public and private entities, managing the unpredictable demand of passengers and aircraft – especially due to the transfer of operations from SDU and the flow of heads of state – and the need to simultaneously handle various protocol operations. In addition, we provided continuous support to the industry, offering guidance and operational assistance to all parties involved.

Resources:

- 17 Inspectors/shift (↑ 5)
- 04 Bus
- 14 Vehicles (↑ 7)
- 44 Radios (↑ 10)
- 03 Vans (↑ 3)
- 01 Ambulift
- 04 Electric carts



Espaço G20 no RIOgaleão
Recepcionistas bilíngues promovem as 12 regiões turísticas



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Our intersectoral action planning focused on meeting passenger demand and ensuring safety and fluidity in operations throughout the G20 period.

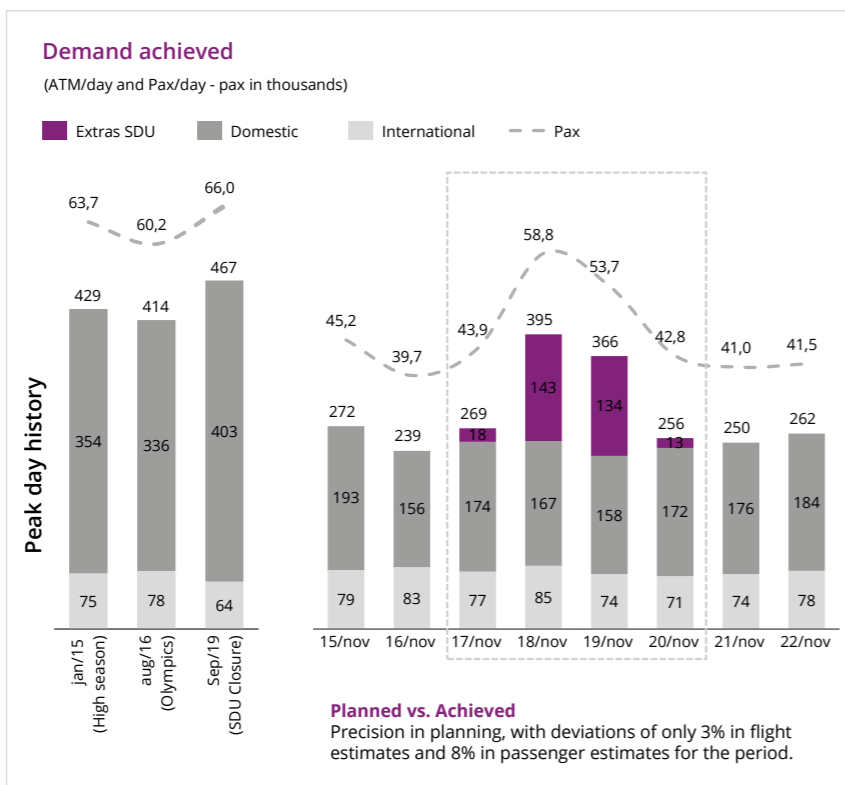
Intersectoral Actions:

- Monitoring of Slots and we prospect scenarios to deal with uncertainties in demand.
- Adjustments to the Capacity Declaration, limiting the duration of general aviation's stay at Apron 1.
- Creation of informational material about communication and operational flows for the general public.
- Provision of extra radios for airlines and handling teams.
- Replanning of the traffic flow with increased effectiveness and hiring of VMS (Variable Message Signs) to communicate the flow changes.
- Conducting DDA (Airport Rights Declaration) training with 2 extra groups.
- Increase in commercial offers, seeking a greater quantity and variety of F&B (Food and Beverage) options to serve passengers.
- Completion of road signage for the return to the Tower and TPS 1.

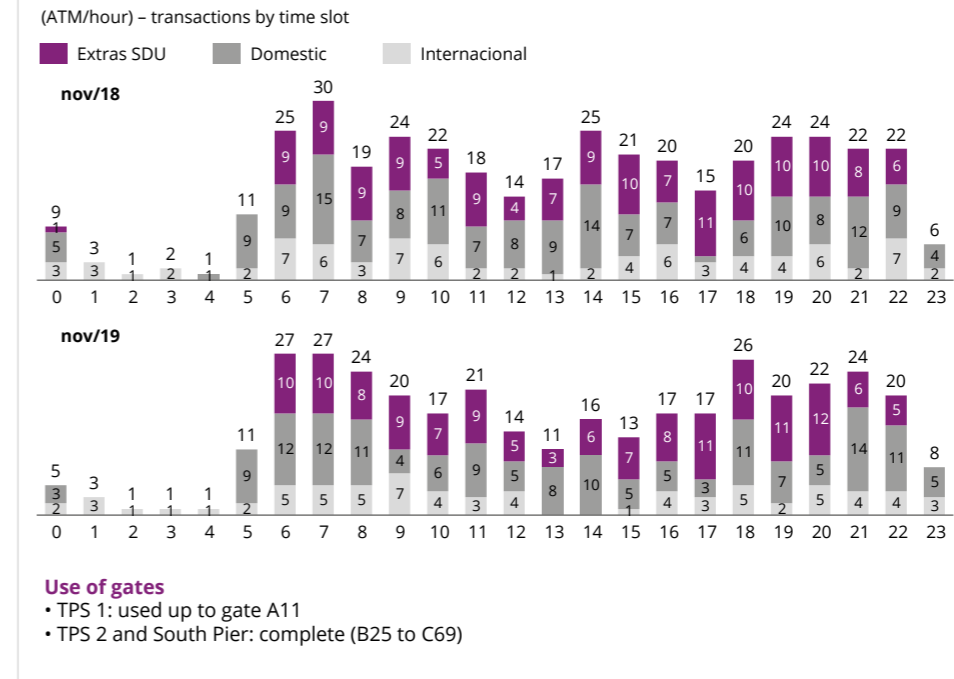
The passenger demand on Nov/18 approached the numbers reached during the 2016 Olympics, reaching 58.8 thousand passengers and being only 2.4% below that peak.

Largest movement related to the G20: Nov/16 to Nov/20:

- 66 landings + 64 takeoffs
- Critical days: 30 landings on Nov/17 and 35 takeoffs on Nov/19
- **67 aircraft from 36 different models**



Hourly profile



Our dedication and the excellence of our services for the G20 operation were recognized by the United Nations, which fills our Members with pride. We received an official letter of appreciation for our "diligent work and exemplary conduct," which "not only ensured the smooth flow of all our operations, but also helped enhance Brazil's image on the international stage"¹⁵.



**Security Inspection
G20 Results**

100.0%

Goal: ≥ 95,0%
Up to 5 min

100.0%

Goal: ≥ 99,5%
Up to 15 min



15 - See the United Nations Letter in Chapter 3.

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GRI Content
Summary



Summary of GRI Content

Usage statement: RIOgaleão reported the information cited in this content summary in compliance with the GRI Standards for the period from January 1 to December 31, 2024.

GRI Standard used: GRI 1: Foundation 2021

Sectoral GRI Standard(s) applied: Not applicable to the RIOgaleão sector

GRI STANDARD	CONTENT	LOCATION RESPONSE	OMISSION			SDGs
			REQUIREMENT OMITTED	REASON	EXPLANATION	
GRI 2: 2021 General Contents						
The organization and its reporting practices	2-1 Organization details	The Rio de Janeiro / Galeão – Antônio Carlos Jobim International Airport is managed by the Concessionaire Aeroporto Rio de Janeiro S/A – RIOgaleão, headquartered at Av. Vinte de Janeiro, s/nº, Ilha do Governador - Rio de Janeiro - CEP: 21941-900. Operates in Brazil, providing infrastructure to airlines and other companies at the airport.				
	2-2 Entities included in the organization’s sustainability reporting	Page 11.				
	2-3 Reporting period, frequency and point of contact	Pages 7, 16, 17, 78 and 150.				
	2-4 Restatements of information	After analysis, we identified that the GRI 308, 401, 417, and 418 material topics, included in the 2023 reporting period, are not classified as material topics for the current reporting period.				
	2-5 External assurance	Pages 120 to 122. The RIOgaleão does not have a formal policy for external verification of its ESG report. However, our policies and procedures related to sustainability undergo periodic external verification through independent audits. In addition, In 2024, a contract was signed to initiate the process of "IATA Environmental Assessment (IEnvA)" Certification by the International Air Transport Association, an assessment developed to create a more sustainable aviation industry.				
Activities and workers	2-6 Activities, value chain and other business relationships	Pages 11, 14, 15. We are a public-use aerodrome, with facilities and infrastructure to support operations and the boarding and disembarking of passengers and cargo. Thus, our main activity is to serve, safely and efficiently, as an area for aircraft landing and takeoff operations for the airlines that operate at RIOgaleão, under the management of the Brazilian Air Force (FAB), with the transportation of passengers and cargo. In addition, within the scope of our secondary activities, we offer services and conveniences, facilities and attractions.				3, 8, 16
	2-7 Employees	Page 109. We had a total of 794 RIOgaleão (CARJ) employees in 2024.				8, 10
	2-8 Workers who are not employees	We accounted for 17,093 workers who are not employees in 2024 (Service providers).				8, 10

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GRI STANDARD	CONTENT	LOCATION RESPONSE	OMISSION			SDGs
			REQUIREMENT OMITTED	REASON	EXPLANATION	
Governance	2-9 Governance structure and its composition	Page 13.				5, 16
	2-10 Appointment and selection to the highest governance body		Totally	Restrictions of confidentiality	In accordance with internal information security policies and corporate governance principles, our company adopts rigorous practices of confidentiality and data protection. Accordingly, information classified as sensitive, strategic, or restricted-use cannot be shared externally, even in audit or certification processes.	5, 16
	2-11 Chair of the highest governance body		Totally	Restrictions of confidentiality	In accordance with internal information security policies and corporate governance principles, our company adopts rigorous practices of confidentiality and data protection. Accordingly, information classified as sensitive, strategic, or restricted-use cannot be shared externally, even in audit or certification processes.	5, 16
	2-12 Role of the highest governance body in overseeing the management of impacts	The management of impacts is carried out directly by the management teams and their teams, with continuous evaluation by the Boards and supervision by the Presidency.				12, 16
	2-13 Delegation of responsibility for managing impacts	We have a decentralized structure that values strategic delegation and collective work. The management of impacts is carried out directly by the management teams and their teams, with continuous evaluation by the Boards and supervision by the Presidency.				12, 16
	2-14 Role of the highest governance body in sustainability reporting	Page 70.				16
	2-15 Conflicts of interest	The processes used by the highest governing body to ensure that conflicts of interest are prevented and mitigated are outlined in the Code of Ethics and Conduct, available at: https://www.canaldeetica.com.br/riogaleao/files/Codigo_de_Conduta_RIOgaleao_1.pdf				16
	2-16 Communication of critical concerns	Pages 29, 30 and 120.	b	Restrictions of confidentiality	In accordance with internal information security policies and corporate governance principles, our company adopts rigorous practices of confidentiality and data protection. Accordingly, information classified as sensitive, strategic, or restricted-use cannot be shared externally, even in audit or certification processes.	16
	2-17 Collective knowledge of the highest governance body		Totally	Restrictions of confidentiality	In accordance with internal information security policies and corporate governance principles, our company adopts rigorous practices of confidentiality and data protection. Accordingly, information classified as sensitive, strategic, or restricted-use cannot be shared externally, even in audit or certification processes.	
	2-18 Evaluation of the performance of the highest governance body		Totally	Restrictions of confidentiality	In accordance with internal information security policies and corporate governance principles, our company adopts rigorous practices of confidentiality and data protection. Accordingly, information classified as sensitive, strategic, or restricted-use cannot be shared externally, even in audit or certification processes.	
	2-19 Remuneration policies		Totally	Restrictions of confidentiality	In accordance with internal information security policies and corporate governance principles, our company adopts rigorous practices of confidentiality and data protection. Accordingly, information classified as sensitive, strategic, or restricted-use cannot be shared externally, even in audit or certification processes.	
	2-20 Process for determining remuneration		Totally	Restrictions of confidentiality	In accordance with internal information security policies and corporate governance principles, our company adopts rigorous practices of confidentiality and data protection. Accordingly, information classified as sensitive, strategic, or restricted-use cannot be shared externally, even in audit or certification processes.	
	2-21 Proportion of total annual remuneration		Totally	Restrictions of confidentiality	In accordance with internal information security policies and corporate governance principles, our company adopts rigorous practices of confidentiality and data protection. Accordingly, information classified as sensitive, strategic, or restricted-use cannot be shared externally, even in audit or certification processes.	

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GRI STANDARD	CONTENT	LOCATION RESPONSE	OMISSION			SDGs
			REQUIREMENT OMITTED	REASON	EXPLANATION	
Strategy, policies and practices	2-22 Statement on sustainable development strategy	Page 7. and sustainability available at: https://cdn.riogaleao.com/sites/default/files/2022-02/22_02_24_prg21_politica_metas_site.pdf				13,16
	2-23 Policy commitments	Pages 7, 78, 80, 96, 120 to 123. Our commitments and more data can be checked at: www.riogaleao.com				16
	2-24 Incorporation of policy commitments	Pages 12 to 15, 80, 120.				
	2-25 Processes to remediate negative impacts	Page122 (2-25, b).	a, c, d, e	Restrictions of confidentiality	In accordance with internal information security policies and corporate governance principles, our company adopts rigorous practices of confidentiality and data protection. Accordingly, information classified as sensitive, strategic, or restricted-use cannot be shared externally, even in audit or certification processes.	16
	2-26 Mechanisms for seeking advice and raising concerns	Page 122.				16
	2-27 Compliance with laws and regulations	We do not have relevant cases of non-compliance.				16
	2-28 Membership in associations	Pages 20, 58, 100, 118. We are members of ABR - Airports of Brazil, and we have partnership agreements with the other entities mentioned in the report.				16, 17
Stakeholder Engagement	2-29 Approach to stakeholder engagement	Pages 14, 15, 26, 27, 55 to 58, 64, 68, 69, 71 to 75, 78 to 81, 92 to 94, 98, 99, 102 to 104, 107, 108, 117 to 119, 128.				16, 17
	2-30 Collective bargaining agreements	We have a Collective Labor Agreement with SINA (National Union of Airport Workers), which covers all RIOgaleão members.				8
GRI 3: 2021 Material Topics						
	3-1 Process of defining topics materials	Pages 62 to 69, and 71.				
	3-2 List of material topics	Page 70.				
	3-3 Management of material topics	Pages 14, 15, 29, 30, 44 to 58, 72 to 75, 79 to 81, 84 and 85, 90 to 100, 102 to 119, 120 to 131.				
Environmental						
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Pages 82 and 83.				7, 12, 13
	302-2 Energy consumption outside the organization	Pages 84 and 96.				7, 12, 13
	302-3 Energy intensity		Totally	Restrictions of confidentiality	In accordance with internal information security policies and corporate governance principles, our company adopts rigorous practices of confidentiality and data protection. Accordingly, information classified as sensitive, strategic, or restricted-use cannot be shared externally, even in audit or certification processes.	
	302-4 Reduction of energy consumption		Totally	Restrictions of confidentiality	In accordance with internal information security policies and corporate governance principles, our company adopts rigorous practices of confidentiality and data protection. Accordingly, information classified as sensitive, strategic, or restricted-use cannot be shared externally, even in audit or certification processes.	7, 12, 13
	302-5 Reductions in energy requirements of products and services	Pages 84 and 85.				7, 9, 12, 13
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Pages 15, 20, 80, 81, 86 to 91, 95, 105, 124, and 125.				6, 12
	303-2 Management of impacts related to water disposal (we understand this item as the management of effluent discharge into the receiving body, after consumption and treatment)	We have two Wastewater Treatment Plants ("ETAR TECA" and "ETAR APOIO"), at a secondary level, operating regularly and in compliance with the Operating License and current regulations. We maintain strict control over posting standards, in accordance with the applicable standards. The stations comply with the Guideline of the Liquid Effluent Self-Monitoring Program of the licensing body.				6, 12

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GRI STANDARD	CONTENT	LOCATION RESPONSE	OMISSION			SDGs
			REQUIREMENT OMITTED	REASON	EXPLANATION	
GRI 303: Water and Effluents 2018	303-3 Water catchment	Pages 86 and 89.				6
	303-4 Water disposal		Totally	Unavailable / incomplete information	We have not yet performed measurement and classification of water disposal, but we have projects related to disposal water, as mentioned on pages 90 and 91. Furthermore, we carry out disposal fully meeting regulatory standards.	6
	303-5 Water consumption	Pages 86 to 90.				6
GRI 304: Biodiversity 2016	304-1 Operational units owned, leased, or managed within or adjacent to environmental protection areas and areas of high biodiversity value located outside environmental protection areas	There are no Conservation Units established, according to SNUC, at the airport site and/or adjacent areas. According to IBGE, the classification of the Biome of the airport site region is Atlantic Forest. The vegetation bordering the airport site represents a continuum between the mangrove formations existing in areas adjacent to the Bay. These factors contribute to the establishment of the mangrove fringe, albeit degraded, in the area outside the airport boundary. Invasive exotic species are established and distributed throughout the entire airport site, with a large seed bank in the soil and a high germination and propagation capacity. Thus, we can classify the presence of invasive exotic vegetation found on the airport site as a biodiversity threat resulting from "biological contamination." The Municipality of Rio de Janeiro has the Municipal Program for the Control of Invasive Exotic Plant Species, which was established through a Municipal Decree and regulated by SMAC Resolution.				14, 15
	304-2 Significant impacts of activities, products, and services on biodiversity	Pages 92 and 93. We understand biodiversity as a material theme, especially considering the activities of an airport and the necessary management of wildlife risk.				14, 15
	304-3 Protected or restored habitats	Within the airport site area, a mosaic of exotic and native vegetation of tree communities; grasses; shrubs; herbaceous plants; bromeliads, orchids, cacti, lianas, and vines in the forest remnants; among others, is observed. A large part of the forest remnants on the airport site are characterized as being in an early stage of succession and do not exhibit floristic elements characteristic of the original biome, which over the decades was replaced by predominantly exotic woody flora, including fruit and ornamental trees used in urban landscaping. The airport site (civil and military area) totals 14.46 km² distributed among built areas, operational areas, gardens, and forest remnants. The integrated vegetation management activities carried out at the airport site correspond to the management of grass vegetation and pruning of tree vegetation. In the year 2014, the removal of vegetation over 94 hectares was authorized for the execution of physical and operational improvement works (Phase 1B). The 94-hectare forest restoration is being carried out through the project entitled "Água do Rio das Flores", developed by the State Environmental Institute (INEA), which aims to restore springs and riparian forests in the Rio das Flores Basin, one of the main public water supply sources in the region. The Degraded Area Recovery Plan (PRAD) in the Rio das Flores Basin, executed by the airport operator, has already planted more than 150,000 Atlantic Forest seedlings.				14, 15
	304-4 IUCN Red List and national conservation list species with habitats in areas affected by the organization's operations		Totally	Not applicable	We did not identify habitats of these species in the areas affected by our operations.	14, 15

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GRI STANDARD	CONTENT	LOCATION RESPONSE	OMISSION			SDGs
			REQUIREMENT OMITTED	REASON	EXPLANATION	
GRI 305: 2016 Emissions	305-1 Direct emissions (Scope 1) of greenhouse gases (GHG)	Page 96.				3, 12, 13, 15
	305-2 Indirect (Scope 2) greenhouse gas (GHG) emissions from energy purchased or acquired	Page 96.				3, 12, 13, 15
	305-3 Other indirect emissions (Scope 3) of greenhouse gases (GHG)	Page 96.				3, 12, 13, 15
	305-4 Intensity of greenhouse gas (GHG) emissions	Page 97.				3, 12, 13, 15
	305-5 Reduction of greenhouse gas (GHG) emissions	Pages 96 to 100.				3, 12, 13, 15
	305-6 Emissions of substances that destroy the ozone layer (ODS) and 305-7 Emissions of NOX, SOX, and other significant atmospheric emission	(a) The emissions of the Concessionaire are calculated in metric tons of CO ₂ equivalent, and the total emission data for 2024 are currently under validation; (b) RIOgaleão's Greenhouse Gas Inventories are prepared using data related to its operations, considering the five (5) gases and the two (2) families of gases internationally recognized as greenhouse gases under the Kyoto Protocol: • Carbon dioxide (CO ₂); • Methane (CH ₄); • Nitrous oxide (N ₂ O); • Sulfur hexafluoride (SF ₆); • Nitrogen trifluoride (NF ₃); • Hydrofluorocarbons (HFCs). Emissions of CH ₄ , N ₂ O, SF ₆ , NF ₃ , HFCs and PFCs are expressed as CO ₂ and, considering the respective Global Warming Potential ("GWP") of each gas. For the RIOgaleão GHG Inventory, the gases identified are: CO ₂ , CH ₄ , N ₂ O, and HFC. Other identified sources of gas emissions are analyzed and addressed in specific monitoring documents, which are not considered under the Kyoto Protocol. (c) For the composition of the greenhouse gas emissions inventory, the following emission sources are considered: - Scope 1: Stationary combustion (generators), mobile combustion (internal fleet vehicles and terminal cargo forklifts), fugitive emissions (gases used for maintenance of refrigeration systems), effluent treatment carried out at the stations; - Scope 2: Electricity consumption by Concessionaire. (d) For the calculation of emissions, the GHG Protocol methodology and tool, ACERT Tool (provided by ACI itself), and guidelines presented by the ANAC National Atmospheric Emissions Inventory Methodology are used.				3, 12, 13, 15
GRI 306: Waste 2020	306-1 Waste generation and significant impacts related to waste and 306-2 Management of significant impacts related to waste	Pages 20, 72, 81, 96, 102 to 106.				2, 3, 6, 11, 12, 13
	306-3 Waste generated	Page 105. Quantitative and qualitative information on waste management is available on our website: https://www.riogaleao.com/corporativo/page/sustentabilidade				3, 6, 11, 12
	306-4 Waste not directed for final disposal	Quantitative and qualitative information on waste management is available on our website: https://www.riogaleao.com/corporativo/page/sustentabilidade				3, 6, 11, 12
	306-5 Waste directed for final disposal	Quantitative and qualitative information on waste management is available on our website: https://www.riogaleao.com/corporativo/page/sustentabilidade				3, 6, 11, 12





GRI STANDARD	CONTENT	LOCATION RESPONSE	OMISSION			SDGs
			REQUIREMENT OMITTED	REASON	EXPLANATION	
Social						
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	We have a health and safety management system, complying with ANAC and international standards. We have certifications related to these topics as disclosed in our ESG Report 2023, available at https://cdn.riogaleao.com/sites/default/files/2024-12/24_10_18_relatorio-esg-riogaleao_port_digital_final.pdf				3, 8
	403-2 Hazard identification (dangers), risk assessment, and incident investigation	Pages 30 to 32, 92, 113 to 116, 121, 122. The theme of occupational safety is structural, fundamental, and transversal in all our activities and areas of operation, in accordance with corporate guidelines and the Occupational Safety Policy. The activities promote continuous improvement in a preventive manner through the identification of hazards/risks, safety campaigns, and training. When deviations and/or incident records are identified, corrective actions and immediate and improvement investigations are carried out, as well as ongoing evaluations related to worker safety. Main ongoing actions: (I) audits; (II) field inspections; (III) interviews with workers; (IV) reporting through the "SALVE" program (voluntary reporting of hazards and deviations); (V) monthly meetings with service providers, concessionaires, and RIOgaleão managers, among others; (VI) conducting investigations of occupational accidents that occur within the airport site.				3, 8
	403-3 Occupational health services	Pages 110 to 112.				3, 8
	403-4 Worker participation, consultation and communication with workers regarding occupational health and safety	Pages 110 to 114.				3, 8 e 16
	403-5 Worker training on occupational health and safety	Pages 15, 92, 108, 110 to 114.				3, 4 e 8
	403-6 Promotion of worker health	Pages 110 to 112.				3
	403-7 Prevention and mitigation of impacts related to occupational health and safety directly linked to business relationships	Pages 110 to 114.				3, 8
	403-8 Workers covered by an occupational health and safety management system	Considering the type of activity at RIOgaleão, where occupational health and safety are essential, all our members are covered by an occupational health and safety management system. In addition, we maintain compliance oversight of our suppliers regarding health and safety management, covering the Airport Operator and its service providers that perform activities at RIOgaleão. In 2024, external and internal audits related to these topics were conducted. More information in our Code of Ethics and Conduct, available at: https://www.canaldeetica.com.br/riogaleao/files/Codigo_de_Conduta_RIOgaleao_1.pdf				3, 8
	403-9 Occupational accidents		Totally	Restrictions of confidentiality	In accordance with internal information security policies and corporate governance principles, our company adopts rigorous practices of confidentiality and data protection. Accordingly, information classified as sensitive, strategic, or restricted-use cannot be shared externally, even in audit or certification processes.	3, 8, 16
	403-10 Occupational diseases		Totally	Restrictions of confidentiality	In accordance with internal information security policies and corporate governance principles, our company adopts rigorous practices of confidentiality and data protection. Accordingly, information classified as sensitive, strategic, or restricted-use cannot be shared externally, even in audit or certification processes.	3, 8, 16

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GRI STANDARD	CONTENT	LOCATION RESPONSE	OMISSION			SDGs
			REQUIREMENT OMITTED	REASON	EXPLANATION	
GRI 404: Training and Education 2016	404-1 Average hours of training per year, per employee	Pages 14, 15, 107 to 109.				3, 4, 8
	404-2 Programs for upgrading employee skills and transition assistance programs	Pages 107 to 109, 112.	b	Unavailable / incomplete information	We do not yet have a specific end-of-career management program due to retirement, but we maintain programs related to the career development of our Members.	3, 4, 8, 10
	404-3 Percentage of employees receiving regular performance and career development evaluations	All employees receive regular performance evaluations, and we maintain specific programs focused on career development (see pages 107 and 108).				3, 8
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity in governance bodies and employees	Pages 14, 107 to 109.	a-ii, b-ii	Unavailable / incomplete information	We have not yet conducted specific census/classification. However, the theme of Diversity is one of the commitments in strengthening the Jeito RIOgaleão de Ser culture.	5, 8, 10, 16
	405-2 Ratio of base salary and compensation received by women to those received by men	Available at: https://cdn.riogaleao.com/sites/default/files/2024-10/relatorio-de-transparencia-e-igualdade-salarial-2_2.pdf e https://cdn.riogaleao.com/sites/default/files/2024-04/relatorio-de-transparencia-1sem_2024.pdf				5, 8, 10, 16
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Pages 122 to 124. Due to the confidentiality guaranteed to all employees under our Code of Ethics and Conduct, we do not disclose the investigations of reports received.				5, 8, 10, 16
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Pages 20, 30 to 32, 108, 113 to 116, 121 and 122.				4, 16
GRI 413: Local Communities 2016	413-1 Operations with engagement, impact assessments, and development programs aimed at the local community	Pages 14, 15, 69, 92 to 94, 98 and 99, 102 to 104, 108, 117 to 119.				1, 8, 10, 11, 16, 17
	413-2 Operations with significant actual or potential negative impacts on local communities	The Rio de Janeiro / Antônio Carlos Jobim – Galeão International Airport is located 20 km from downtown Rio de Janeiro, on Ilha do Governador, occupying approximately 35% of the Ilha's land area. Ilha do Governador is an environmentally sensitive region with high population density, especially to the east of the airport, bordering the neighborhood of Portuguesa, a military area, nearby communities (Parque Royal, Vila Joaniza), and the localities of Tubiacanga and Cantão. However, Guanabara Bay surrounds the airport along most of its territorial extension. Despite the environmental sensitivity of the surrounding area and the operational characteristics of an aerodrome, which inherently involve environmental, sanitary, and social risk activities, the Airport Operator acts preventively to protect the biotic and abiotic environment, with the objective of significantly reducing the direct or indirect impact on anthropized and natural environments, as well as on the surrounding population. The measures adopted comply with the current regulations and the requirements of the operating license. Furthermore, The Airport Operator has Socio-environmental Development Programs implemented with the surrounding communities.				1, 10, 11, 16, 17
GRI 416: Consumer Health and Safety 2016	416-1 Assessment of the health and safety impacts caused by product and service categories	Pages 14, 20, 30 to 32, 113 to 116, 119, 121, and 122.				3, 12
	416-2 Cases of non-compliance regarding health and safety impacts caused by products and services		Totally	Restrictions of confidentiality	In accordance with internal information security policies and corporate governance principles, our company adopts rigorous practices of confidentiality and data protection. Accordingly, information classified as sensitive, strategic, or restricted-use cannot be shared externally, even in audit or certification processes.	3, 12

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GRI STANDARD	CONTENT	LOCATION RESPONSE	OMISSION			SDGs
			REQUIREMENT OMITTED	REASON	EXPLANATION	
Governance and Economic						
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Pages 16 and 17.				8, 9, 10, 11, 16, 17
	201-2 Financial implications and other risks and opportunities due to climate change	Pages 45 and 48, 94 to 99, 124 and 125. We have not yet developed an analysis of the financial implications related to climate change, but we do have a Climate Change Response Plan, which assesses risks and opportunities and outlines actions.				8, 9, 12, 13
	201-3 Defined benefit plan obligations and other retirement plans		Totality	Not applicable	After analysis, we concluded that the specific content does not apply to the material topic of economic performance for RIOgaleão, as its employees are covered by the public social security system (INSS).	8
	201-4 Financial support received from the government	RIOgaleão does not receive financial support from the government; instead, its exclusive corporate purpose is the operation, under a concession regime, of the Antônio Carlos Jobim – Galeão International Airport, as well as the provision of services related to the execution, management, and oversight of all activities necessary for the expansion, maintenance, management, and operation of Galeão Airport. Specific responses to the questions: a. None. b. Not applicable. c. The Concessionaire has Infraero as a shareholder in its corporate structure, with a 49% stake.	a, b	Not applicable	No monetary value was received, and therefore, there is no information to disclose.	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Pages 12, 15, 28, 33, 34, 55, 58, 92, 102 to 105, 111, 112, 117 and 118.				9, 11, 17
	203-2 Significant indirect economic impacts	Pages 15, 26, 27, 28, and 54.				8, 9, 10, 11
GRI 204: Purchasing Practices 2016	204-1 Proportion of expenses with local suppliers	Pages 11, 12, 108.	a	Unavailable / incomplete information	We have not yet quantified the percentage of the procurement budget spent on local suppliers; however, it is our practice to seek local labor and local suppliers, as well as to maintain a close relationship with the surrounding community, as detailed in this report.	8, 9, 10, 12
GRI 205: Anti-Corruption	205-1 Operations assessed for risks related to corruption		Totality	Restrictions of confidentiality	In accordance with internal information security policies and corporate governance principles, our company adopts rigorous practices of confidentiality and data protection. Accordingly, information classified as sensitive, strategic, or restricted-use cannot be shared externally, even in audit or certification processes.	16
	205-2 Communication and training in anti-corruption policies and procedures	Page 123.	a, b, c	Unavailable / incomplete information	Anti-corruption policies and procedures are communicated across all parties interacting with RIOgaleão; however, total numbers or percentages remain unquantified and uncontrolled.	16
	205-3 Confirmed cases of corruption and actions taken	No cases of corruption were identified in 2024.				16

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List of Abbreviations	
ABNT	Brazilian Association of Technical Standards
ABR	Aeroportos Do Brasil (Airports of Brazil)
ACA	Airport Carbon Accreditation
ACI	Airports Council International
	Certificate of Operational Capacity for Prevention, Rescue and Firefighting Services in Civil Aerodromes
AIRJ	Rio de Janeiro International Airport
AMUIG	Women's Association of Ilha do Governador
ANAC	National Civil Aviation Agency
APACs	Civil Aviation Security Agents
APRON	Aircraft Apron Area
APU	Auxiliary Power Unit
ASA	Airport Security Area
ASA	Airport Security Area
ATAERO	Airport Tariff Surcharge
ATM	Air Traffic Management
AVSEC	Aviation Security
AWS	Amazon Web Services (cloud services platform)
BAIST	Brazilian Group for Operational Security of Airport Infrastructure
BRT	Bus Rapid Transit
CA	Certificate of Approval
CAI	Changi Airport International
CARJ	Concessionária Aeroporto Rio De Janeiro S.A.
CAV	Constant Air Volume System
CCI	Integrated Control Center
CCT	Load and Traffic Control
CEDAE	State Water and Sewage Company of Rio de Janeiro
CMA	Maximum Aircraft Category
CNPAA	National Commission for Aeronautical Accident Prevention
COR	Airport Operations Center
COSO	Committee of Sponsoring Organizations of the Treadway Commission
COVID	Disease caused by the SARS-CoV-2 virus
CPC	Accounting Pronouncements Committee
CSSL	Social Contribution on Net Income
CVM	Brazilian Securities and Exchange Commission
Dairj	Galeão International Airport Police Station
DDA	Airport Rights Declaration
DECEA	Airspace Control Department
DHS	Department of Homeland Security
DTCEA	Airspace Control Detachment
DTCEA-GL	Airspace Control Detachment - Galeão
EBITDA	Earnings Before Interest, Taxes, Depreciation and Amortization
EMBRATUR	Brazilian Tourism Agency
EPEAT	Electronic Product Environmental Assessment Tool
ESATAS	Auxiliary Air Transport Services Companies
ESG	Environmental, Social, And Governance
ETA	Water Treatment Plant
ETAR	Water Treatment Plant
F&B	Food and Beverages
FAB	Brazilian Air Force

List of Abbreviations	
G20	Forum that promotes debate between industrialized and emerging countries on global economic issues
GATE	Grit, Self-development, Teamwork, and Ownership Spirit
GEE	Greenhouse Gases
GHG	Greenhouse Gas (Greenhouse Gases)
GIG	Rio de Janeiro-Galeão International Airport
GLO	Law and Order Guarantee
GRF	Wildlife Risk Management
Summary	Global Reporting Initiative
GWP	Global Warming Potential
HAZMAT	Hazardous Materials
HFC	Hydrofluorocarbon
HHT	Man-Hour of Training
HLOG	High-Performance Logistics Complex
IASB	International Accounting Standards Board
IATA	International Air Transport Association
IEnvA	IATA Environmental Assessment
IFC	International Finance Corporation
IFRIC	International Financial Reporting Interpretations Committee
IFRIC Interpretations	Interpretations Committee
IFRS	International Financial Reporting Standards
IGLTA	International LGBTQ+ Travel Association
INFRAERO	Brazilian Airport Infrastructure Company
IPCC	Intergovernmental Panel on Climate Change
IPCC	Intergovernmental Panel on Climate Change
IR	Income Tax
ISO	International Organization for Standardization
ISS	Service Tax
STIs	Sexually Transmitted Infections
JRGS	Jeito Riogaleão De Ser
JUVRio	Rio de Janeiro Youth Secretariat
LED	Light Emitting Diode
LEED	Leadership in Energy and Environmental Design (sustainable building certification)
LGBTQIA+	Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual and Other Gender Identities and Sexual Orientations
LGPD	Brazilian General Data Protection Law
LNCC	National Laboratory for Scientific Computing
LTO	License to Operate
MCTI	Ministry of Science, Technology and Innovations
MEV	Lifestyle Medicine
MOPs	Aerodrome Operations Manual
NDC	Nationally Determined Contribution
NESO	Operational Safety Equivalence Level
OACI	International Civil Aviation Organization
OAG	Official Airline Guide
SDGs	Sustainable Development Goals
NGO	Non-Governmental Organization
UN	United Nations
OPS	Pan American Health Organization
P&O	People and Organizations
PAX	Passengers



List of Abbreviations	
FCA	Pre-Conditioned Air
PWD	Person with Disabilities
PCN	Pavement Classification Number
PIES	Integrated Efficiency and Sustainability Plan
PMV	Variable Message Signs
PNAE	People With Special Assistance Needs
POA	Salgado Filho Airport
CPC	Prevention and Control Plan
PRAI	Inoperative Aircraft Removal Plan
PROEIS	State Program for Integration in Security
PES	Prostate Specific Antigen
PUC	Pontifícia Universidade Católica
QTA	Air Transport Quality
RBAC	Brazilian Civil Aviation Regulation
RCC	Runway Condition Code
RCI	Risks and Internal Controls
RELPREV	Prevention Report
RIOGaleão Cargo	Import and export services of RIOgaleão
SAC	Civil Aviation Secretariat
SBGL	IATA Code for Rio de Janeiro/Galeão International Airport
SBTi	Science Based Targets Initiative
SDAI	Fire Detection and Alarm System
SDU	Aeroporto Santos Dumont
SENAC	National Service for Commercial Learning
SESCINC	Rescue and Firefighting Service
SESCINC	Social Service of Commerce
OSMS	Operational Safety Management System
SMA	Multi-Airport System
SMA-RJ	Rio de Janeiro Multi-Airport System
SMDEIS	Municipal Department of Economic Development, Innovation and Simplification
SMDEIS RJ	Coordination of Licensing and Inspection of the Municipal Secretariat of Economic Development, Innovation, and Simplification
SOS	Rescue Service
TAP	Transportes Aéreos Portugueses (airline)
TEA	Auditory Hypersensitivity or Autism Spectrum Disorder
TECA	Load Terminal
IT	Information Technology
TPS	Passenger Terminal
TRA	Environmental Responsibility Agreement
TSA	Transportation Security Administration
UAC	Administrative Unit of Riogaleão
UNDSS	Un Department of Safety and Security
UNITED	United Airlines
USAP	Universal Security Audit Programme
USAP-CMA	Universal Security Audit Programme - Continuous Monitoring Approach
VIP	Very Important Person
VisitRio	Rio Convention & Visitors Bureau



RIOgaleão

aeroporto
internacional
tom jobim

