



Sustainability
Report

2022



CONSTELLATION

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About the Report

Our Sustainability Report, now in its second edition, reinforces our commitment to the responsible growth and development of our business. We present to all our stakeholders the progress we have made in the safe conduction of our operations and linked to promotion of the Sustainable Development Goals (SDGs), proposed by the United Nations (UN) under the auspices of the 2030 Agenda.

The Report discusses the goals and commitments we have undertaken in the 2030 ESG Plan, built throughout 2022 by the Executive Board, administrative and operations areas, followed by Board of Directors approval in 2023. This platform is therefore now a part of our governance systems and processes, helping to set the direction of projects and initiatives that promote economic growth along with social and environmental development in the areas and regions where we operate.



In this Report, we discuss the goals and commitments we undertook in Constellation's 2030 ESG Plan



Sustentabilidade
CONSTELLATION

Content was organized according to topics identified and prioritized in the Materiality Matrix that we consolidated in 2020 (see page 17 of the **2021 Annual ESG Report** for more information). We carried out a new materiality study in 2023, with significant participation and engagement from stakeholders.

In line with best market practices, our Report was prepared in compliance with the standards of the Global Reporting Initiative (GRI). Consolidated information and data have the same scope used in drafting financial statements, covering 100% of the rigs operated by Constellation (legal name Serviços de Petróleo Constellation S.A.).

The information in the report concerns results from the period of January 1 to December 31, 2022. To contribute to understanding, we discuss analyses done in advance of this timeframe, as well as outlooks based on Company premises, which may be subject to risk and uncertainty.

Information was compiled by internal areas at Constellation, based on the Company's own premises and methodology, which are explained throughout the report. The data shows the real situation of our business and was verified and approved by the Executive Board and the Board of Directors.

Comments and suggestions regarding the report may be sent by e-mail to **gtsustentabilidade@theconstellation.com**. Contributions help to accelerate changes and improvements in management and communication of sustainability themes throughout our Company.

Happy reading!

Our material topics



Message from the Board of Directors

Dear valued stakeholders,

Over the past decade, offshore drilling industry has been subject to an extraordinary business cycle volatility. We, at Constellation, have been subject to that too, having to navigate trying operating environment. In order to adapt to these challenges and fulfil our responsibility to creditors and employees, Constellation had to rethink its strategy and develop a plan for long-term success.

2022 marked a milestone year with competition of financial restructuring and introduction of a new governance framework in order to create a foundation for sustainable growth.

As an industry, we are facing an increasing pressure to operate in a more responsible manner. While we recognize that oil remains essential to global

energy security, we also know that we must strive to continuously improve our existing practices. The climate agenda plays a central role in this discussion, and we are committed to doing our part to mitigate our negative footprint by reducing emissions and improving energy efficiency.

At Constellation, we are committed to addressing these challenges using the framework of the ESG 2030 Plan, which sets targets for improving performance across a range of sustainability themes, including emissions, gender equality, safety, and compliance.

Promoting diversity is another strategic priority for the Company, particularly when it comes to increasing the number of women in leadership roles. This is a long-term challenge that we are committed to tackling head-on by investing in diversifying talent pool.

We recognise that achieving true transformation will require a collaborative effort the industry value chain, including customers, suppliers, government agencies, and civil society institutions. As a leader in offshore drilling, we are committed to doing our part and working towards the highest standards of sustainability.

Thank you for your continued support and partnership.

Sincerely,

Maria Gordon
Chair of the Board, Constellation



Message from the CEO

The year 2022 was a milestone at Constellation and will always be remembered for how our employees excelled. We worked hard as a team, with everyone collaborating, striving, and innovating to capture opportunities and face down adversity. One of the biggest achievements was a financial and organizational restructuring, which ended the judicial recovery process and ensured that the Company is on much firmer footing with its capital structure.

We have also had a challenging year from the operational perspective. We transitioned six contracts, with a record number of dockings and overcoming a multitude of complex situations. That is why we need to put the highest standard of excellence into practice, with capacity for planning and executing the adaptations needed for rigs to be capable of meeting customer demands and starting all planned contracts. This meant that we were able

to end 2022 with 100% of our fleet contracted and in operation.

Financial solidity and technical qualification are essential to compete in the promising drilling rig segment. The recovery in the oil and gas industry has driven a resumption in investments by exploration and production companies, leading to higher demand for provision of offshore services.

Yet this new cycle of growth demands that we keep a very close eye on sustainability. In addition to being able to deliver results, society and our customers increasingly expect us to be part of a production model that emits less and less CO₂, to have more diverse work teams and an integrated vision, and to mitigate social and environmental impacts, while always maintaining the highest standards of safety and quality.

In this sense, we can celebrate another relevant achievement in 2022. We built our 2030 ESG Plan as a joint and participative effort, involving every administrative and operational area at our Company. This platform organizes the goals and commitments we will reach in the coming years, enhancing our performance in environmental, social, and corporate governance (ESG). The progress of the 2030 ESG Plan will be monitored by the Operations, EHS (Environment, Health and Safety), and Sustainability Committee, under the auspices of the Board of Directors.

The 2030 ESG Plan is more than a management tool and has brought about a transformation at Constellation. The depth of discussions and analyses done in the workshops in which it is directly involved show how sustainability concepts are being absorbed by leaders, strengthened with teams, and incorporated into our corporate culture.

The 2030 ESG Plan has incorporated sustainability as a value into our corporate culture, without which we could not operate

In our sector, one of the most relevant themes in the ESG agenda is climate change. We have been challenged to find innovations to increase the energy efficiency of offshore drilling rigs and to lower the emissions associated with these activities. In addition to addressing this issue with goals and commitments in our 2030 ESG Plan, we have made advances in prospecting and assessing technological solutions to respond to this expectation from our customers.

In 2022, we made an international roadmap with the main equipment suppliers and we built a matrix to identify potential benefits and the financial viability of projects. At the same time, we are working with a state university

to develop a methodology for calculating the real environmental gains of these investments in our assets.

Another relevant aspect for our industry is the promotion of diversity and inclusion in every job role. We are still a majority-male industry when it comes to operational activities, and gender equality, among other topics, is needed for us to drive innovation and excellence in our activities. That is why we are proud that women make up 50% of our trainee positions in the Training Program. We welcome the recent graduates who are joining our team, working offshore on our rigs.

We were also the first company in our industry to hold CBSP and HUET

training, for survival and rescue at sea, specifically for people with disabilities. Our initiative, which trained 14 apprentices, was recognized by the Labor Prosecution Office and serves as a documented record of good practice in the oil and gas industry.

With four more decades of experience, Constellation is a Company that is always transforming and evolving. All of the advances we made in 2022 are important to provide support to a new cycle of growth and expansion of new business. We have the confidence of new shareholders and we are stronger to move ahead in search of new business, focused on safety, quality, and sustainability in all that we do.



Rodrigo Ribeiro
Constellation CEO

Constellation in 2022





OPERATIONS AND FINANCES

100% of offshore units contracted

6 rig contract transitions finalized

US\$ 1.3 billion in backlog

Financial and organizational restructuring **concluded**

SAFETY

Zero serious injuries, focusing on the severity of life-changing events and eliminating fatalities

Zero emergency scenarios, focused on preventing process barriers and high-potential events

32% reduction in the recordable incidents rate (TRIR)





DIVERSITY



1 woman serving as the Chair of the Board of Directors

28% of leadership positions filled by women*

**Coordination, management, and Executive Board.*

50% women trainees contracted in the Training Program

14 people trained in the first CBSP and HUET class for people with disabilities, who work on offshore platforms

ENVIRONMENT



Zero significant leaks*

**According to the significance criteria of the Incident Reporting Manual of the National Agency of Petroleum, Natural Gas, and Biofuels (ANP).*

100% of renewable energy at the Rio das Ostras base

ETHICS, INTEGRITY AND COMPLIANCE



100% of suppliers evaluated under the integrity due diligence

100% of employees trained on the Compliance Program



Operational performance

In 2022, we started a new cycle in Constellation’s history, as a Company with 43 years of experience and excellence in operations. All eight of our offshore rigs were contracted and in operation at the end of the year, strengthened by new shareholders, making us more competitive and reinforcing our place as the industry’s leading offshore oil and gas well drilling and completion company in Brazil.

Over the last year, there were contract transitions on six rigs, which required execution of procedures for maintenance and to fulfill the new contract. These rig stoppage activities, which add complex equipment review

tasks, require a larger effort from teams, bringing our planning and management capabilities to a new level of excellence.

Petrobras, the top oil and gas producer in Brazil, accounts for 75% of our rig contracts. Remaining assets served Enauta, an independent Brazilian producer, and ONGC, India’s state-owned oil and gas company.

We also finalized an onshore campaign in 2022, in partnership with Eneva, to drill seven wells in Campo do Azulão, in the Amazonas Basin.

Utilization of our offshore assets

ULTRADEEP WATER

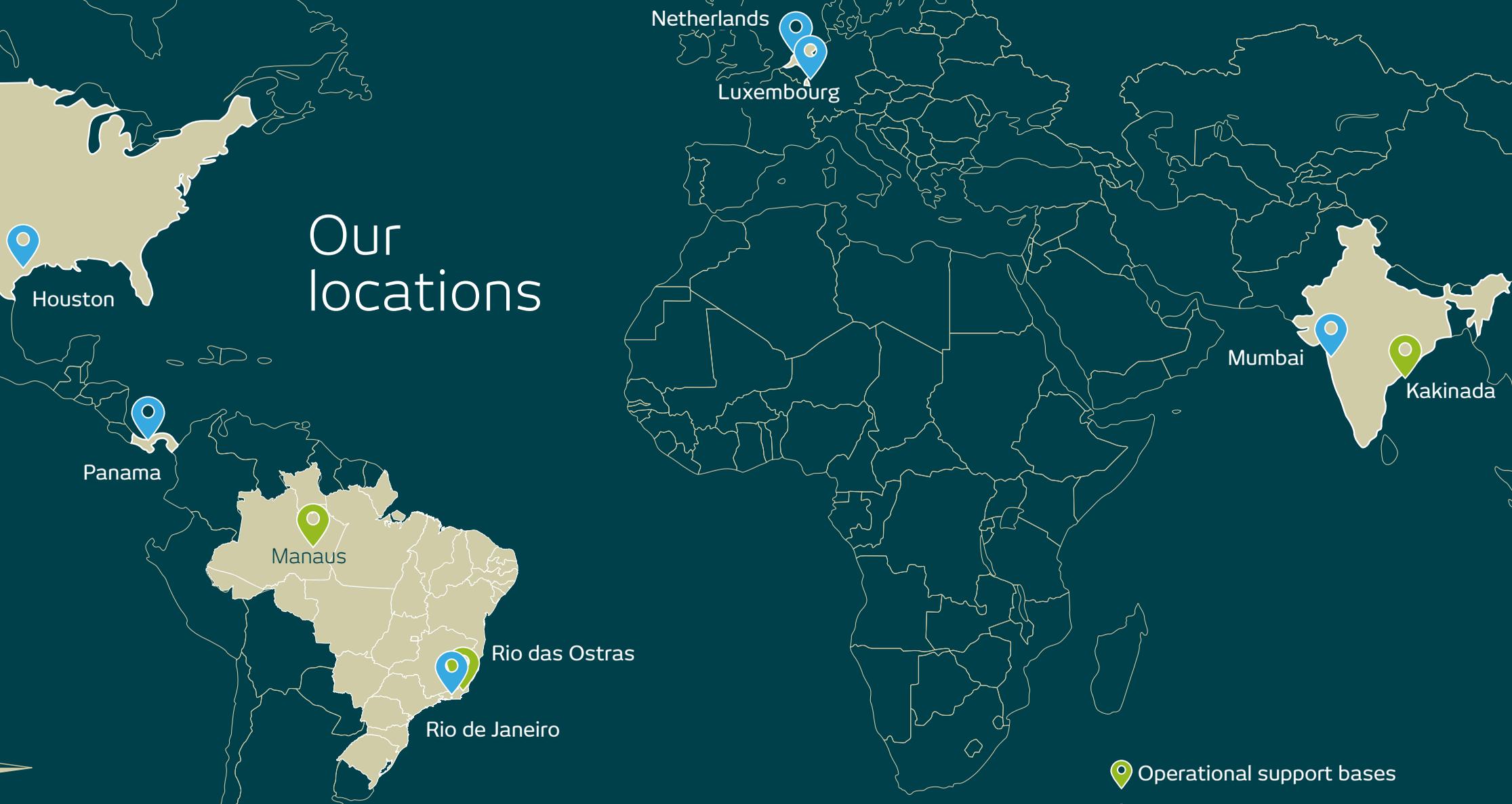
DEEP WATER

SHALLOW WATER





Our locations



-  Operational support bases
-  Offices

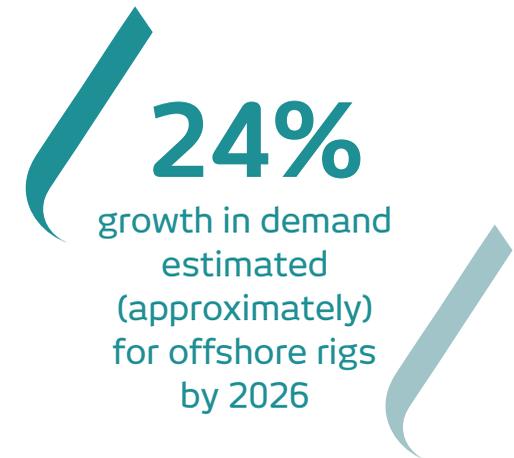


Financial restructuring

In parallel to the operational challenge to renew contracts, we concluded the Company’s financial restructuring in 2022. This restructuring resulted in the conversion of part of the financial debts into equity participation with the consequent entry of new partners, in addition to the contribution of an additional US\$ 60 million.

The new organizational configuration and more robust capital structure are bolstering our competitiveness to capture opportunities with investments in the oil and gas sector picking back up. Specialists estimate that demand for offshore rigs could grow by approximately 24% by 2026, with those contracting these activities also expecting lower CO₂ emissions and fuel consumption to execute them.

The new contracts we executed in 2022 have a longer average duration when compared to the recent scenario, which is an important shift to make new investments and innovations feasible. Affreightment rates are also recovering, at the best level since 2014, when the price of oil saw its first sudden drop.



A large offshore oil rig is visible in the foreground on the left, with its complex structure of pipes, ladders, and platforms extending into the sea. In the background, a coastal city with several prominent hills and buildings is visible across the water under a clear blue sky with some light clouds.

Brazil's privileged position in this scenario and our expertise on operations along the Brazilian coastline create opportunities for growth

In this new scenario, Brazil is in a privileged position to increase the supply of energy sources for society and take advantage of the dynamic nature of the oil and gas market. Pre-salt field discoveries contain light oil with an excellent quality, high commercial value, and increased productivity. That is why the country is regarded as a key market for offshore well drilling and completion activities for the coming years.

Our knowledge to operate along the Brazilian coastline, spanning technical and operational challenges, creates opportunities for our growth, both through the use of our own assets and through possible partnerships.

Corporate governance

Our Company, a privately-held corporation, is guided by a strategic business plan geared toward maximizing generation of value. Execution and oversight of strategic initiatives are part of this plan and are carried out using a governance structure that is aligned with the best practices and standards in the market.

We rely on a Board of Directors, whose seven members are nominated by shareholders and elected at the General Shareholder Meeting. All members have recognized experience in and knowledge of the Company’s industry and business. In an effort to foster complementary visions and analyses, the new members of the Board of Directors, elected in 2022, add to our diversity - with members from seven different nations and a woman as

Chair. Moreover, no members serve in any executive roles at the Company.

In 2022, the Board of Directors held 12 meetings to assess strategic themes. The Board has four Advisory Committees, as established in the Company Bylaws and the Shareholder Agreement.

Before taking office, all members of the Board of Directors undergo an assessment of integrity and potential conflicts of interest. These procedures are done according to internal policies and rules, executed by the Compliance area upon request by the Governance area, which reports the results to the Nomination and Remuneration Committee. The Committee is responsible for verifying the nomination criteria according to the Company Bylaws and the Shareholder Agreement.



Composition of the Board of Directors

Maria Gordon	Chair
Jorge Tagle	Director
Jaap Jan Prins	Director
Attila Senig	Director
Steven Pully	Director
Bruno Serapião	Director
Betrand de Fays	Director

Composition of the Executive Board

Rodrigo Ribeiro	CEO
José Augusto Moreira	CEO Advisor
Daniel Rachman*	CFO
Paulo Cury	COO
Thiago Schimmelpfennig	CCO
Silvia Nunes Ruggeri	CAO
Luis Senna	CLO

*Since March 2023. In 2022, the CFO position was occupied by Camilo McAllister.

One of the responsibilities of the Nomination and Remuneration Committee is to ensure that compensation and benefits practices are aligned with the Company's strategic objectives. The Committee is made up of experienced members, who bring different perspectives and skills to the definition of compensation and performance evaluation strategies.

Our compensation policy is carefully designed to attract, retain and motivate the best talent in a highly competitive industry. To achieve this, we work with global consultants who specialize in periodically assessing the relative value of positions in relation to market benchmarks, ensuring that our compensation strategy is in line with best industry practices.

Variable compensation is made up of clear and objective criteria, such as financial, operational, commercial and sustainability indicators, which ensures that all employees are aligned with the Company's strategic goals.

The Sustainability + HSE + Operations Committee plays an important role in continually enhancing the Board of Directors' level of knowledge and perception of risk regarding topics related to environmental, social, and economic impacts. Assessments and recommendations made by the Committee note external trends and performance reports issued by the Executive Board regarding management of operational safety, environmental compliance, performance in the use of natural resources, energy efficiency, and other topics relevant to operations.

At the executive level, the eight members of the Executive Board are responsible for leadership in executing the strategic plan, all with vast professional experience in the oil and gas sector. In addition, we have a Compliance Department and an Internal Audit Coordination Office, reporting directly to the Board of Directors - through the Audit and Risk Committee. Learn more about our Compliance Program on page 42.



Constellation's chief executives have spent an average of 13 years in-house

People and talent

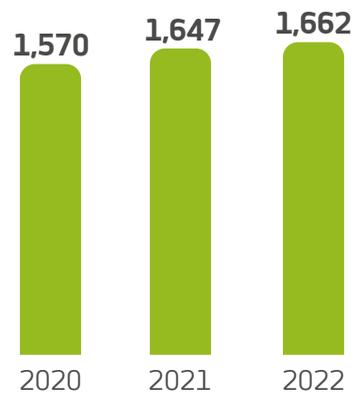
Execution of the strategic plan and growth in business, under the leadership of the Executive Board, are driven by the excellence of a team of 1,662 employees (on 12/31/2022). Most of this team (around 74%) work on offshore rig activities, followed by those performing administrative

and technical roles at the support base in the municipality of Rio das Ostras (RJ) and at the Rio de Janeiro office.

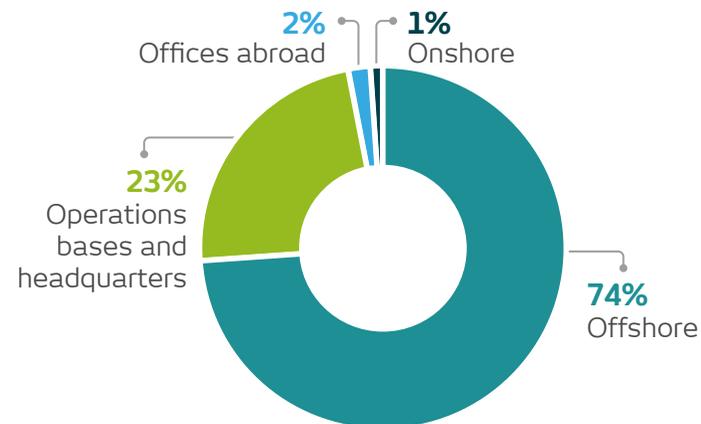
Fluctuations in employee totals are inherent to our Company's business model and can oscillate due to contracts dynamic.

Although total employees remained unchanged compared to the previous year, the turnover rate was higher. This indicator was not only impacted by the finalization of the onshore campaign, but also by the hiring of 18 young trainees in the Trainee Program – 50% of openings were filled by women. Learn more about actions to promote diversity on page 52.

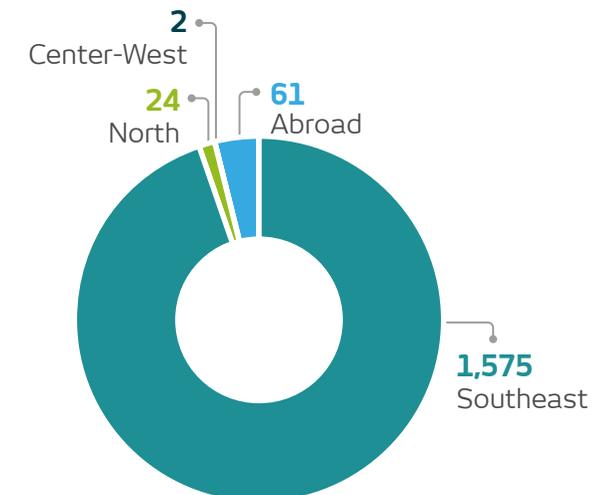
Total employees



Employees by area of operation



Employees by region





Our culture

Our cultural values set the direction for our team's development, focused on professional improvement and alignment with corporate values. That is why we develop integrated processes and programs that strengthen different fronts of human resource management, increasing satisfaction, the capacity for innovation, and a sense of belonging at the organization.

Mission

Add value to stakeholders, by actively participating in the energy segment, providing services related to the Oil and Gas activities and achieving results accomplishing corporate excellence and a positive return to shareholders.

Vision

To be remarkable in operational and safety performance, achieving high quality standards in the Management of Quality, Environment, Health, Safety and Social Responsibility, strengthening the brand and ensuring the sustainable perpetuation of the business.

Values

Safety

Respect for life and a fundamental condition for business sustainability.

Work

Value that honors and dignifies; acknowledged by merit.

Reliability

Honoring commitments.

Quality

Whatever has to be done has to be well and safely done.

Loyalty

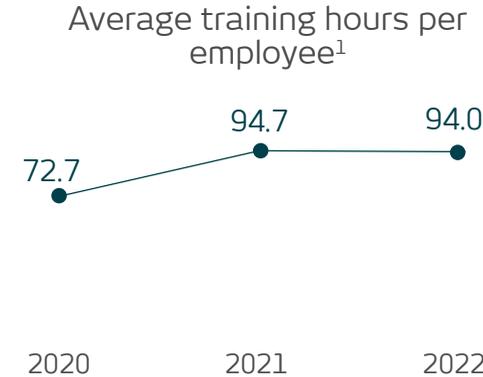
Integrate with professionalism and commitment.



We reinforce and fortify our organizational culture through a training and qualification program held each year. In 2022, we surpassed the goal set for the year with over 156,000 hours spent on operational and technical topics, behavioral aspects, and diversity and inclusion. Approximately R\$ 19.8 million was invested in development actions throughout the year. Worth mentioning, in addition to the mandatory operational training:

- The Educational Journey focused on the theme of Diversity and Inclusion, addressing the themes Fundamentals of D&I, LGBTQIA+, PCD, Women and Race, totaling 1,327 hours of development
- Operational Risk Management Training, carried out in partnership with the University of São Paulo
- The Cargo Handling Workshop
- The MOC-People Change Management course
- Training in Psychological Safety, Crew Resource Management, Leader Accountable and Dynamic Management of Barriers, aimed specifically at leadership.

Cultural Alignment Workshops are one of our main tools that we use on this front. Last year, there were around 50 of these kinds of meetings, engaging employees, customers, and strategic suppliers. These meetings promote integration and synergy between teams while strengthening our organizational culture and the sharing of knowledge. During this period, among other issues, Cultural Alignment Workshops discussed risk management, change management, contractor management, human factors, psychological safety, and strategic directions. Strengthening our Safety value, 45% of the topics addressed at these meetings were related to Safety.



1. Calculated as total training hours provided in the year divided by headcount on December 31.

An important program to ensure that our offshore employees are prepared to carry out their activities on board is the Functional Skills Program based on the technical skills of the International Association of Drilling Contractors (IADC). This program aims to identify and classify employees' skills and competencies, allowing the application of corrective or development actions through pedagogical or instructional resources in practice, aiming at the continuous improvement of operational performance. In practice, a new employee is technically evaluated three months after assuming his position and whenever he changes function. Upon joining the Company, the employee receives a book with all the skills inherent to the position. He must become familiar with these skills to be subsequently evaluated by the manager on board (on the job). The same assessment is repeated whenever the employee changes roles.

Recognition of high performance is another pillar in the development of the people who work at Constellation. This front starts with the Performance Assessment, done annually with the aim of identifying positive



aspects and opportunities for each employee to improve based on their individual performance, as analyzed in comparison with the Company's organizational competencies.

The Performance Assessment covers every level of employment and is executed at different phases. The first step includes an employee self-assessment and an assessment by their direct manager. Next, the results are calibrated and a feedback meeting is held, where transparent dialog supports the construction of the Individual Development Plan (IDP).

100%
of employees eligible (having worked at least 90 days in the last year) for the Performance Assessment concluded the process

Employee performance assessment in 2022*

	Number of assessments	Percentage of assessments in relation to eligible employees
By gender		
Men	1,394	100%
Women	160	100%
By job level		
Executive Board	7	100%
Management	44	100%
Coordination	46	100%
Operational supervision	228	100%
Administrative staff	248	100%
Operations staff	981	100%
Total	1,554	100%

*Assessment cycle conducted in 2023 regarding the performance of employees in 2022.



Well Done Program

One of the main ways we recognize employees is by offering and providing opportunities for internal promotions to strategic and leadership positions. To do this, we held another cycle of our Talent Mapping and Succession Plan Program in 2022, following the criteria and rules set forth in the internal policy, which all employees can access.

The Talent and Succession Policy defines the procedures for all stages, from identifying talent to certifying successors for positions defined as critical or strategic in administrative areas and at offshore units. The Performance Assessment is one of the instruments we use to make the Succession Plan.

The Well Done Program is one of the outstanding initiatives we hold annually to recognize our talent. We held the third edition of the initiative in 2022, awarding the three best projects already implemented.

Well Done is aimed at encouraging innovative initiatives, highlighting implementation of new practices and improved processes and systems, suggested and built by our employees. Since it was created, 35 employees, including program finalists and winners, have been recognized by the Company and by their coworkers.



ESG Commitments





The 2030 ESG Plan lets Constellation make a direct contribution to achieving the targets in the Sustainable Development Goals we prioritized

Since 2020, our Company has been dedicated to building a management platform that integrates social, environmental, and economic aspects into our strategic plan to create and maximize value. Our goal is to meet the expectations of customers, employees, shareholders, suppliers, and society at large with excellence and professionalism, in relation to operations that are safe and responsible and that drive sustainable development.

In 2022, we defined our 2030 ESG Plan. After a wide-ranging diagnosis of the policies and practices we apply to our

processes, evaluation of benchmarks and industry studies, and collaborative workshops involving every area of the Company, we built a plan that covers nine goals and nine commitments, grouped into three macro-objectives to be reached by 2030.

The 2030 ESG Plan was approved by the Board of Directors in March 2023. Starting with this phase, long-term goals and commitments will result in annual objectives, which will help areas to outline their operational strategies, by jointly considering the operational and financial objectives established in our business plan.

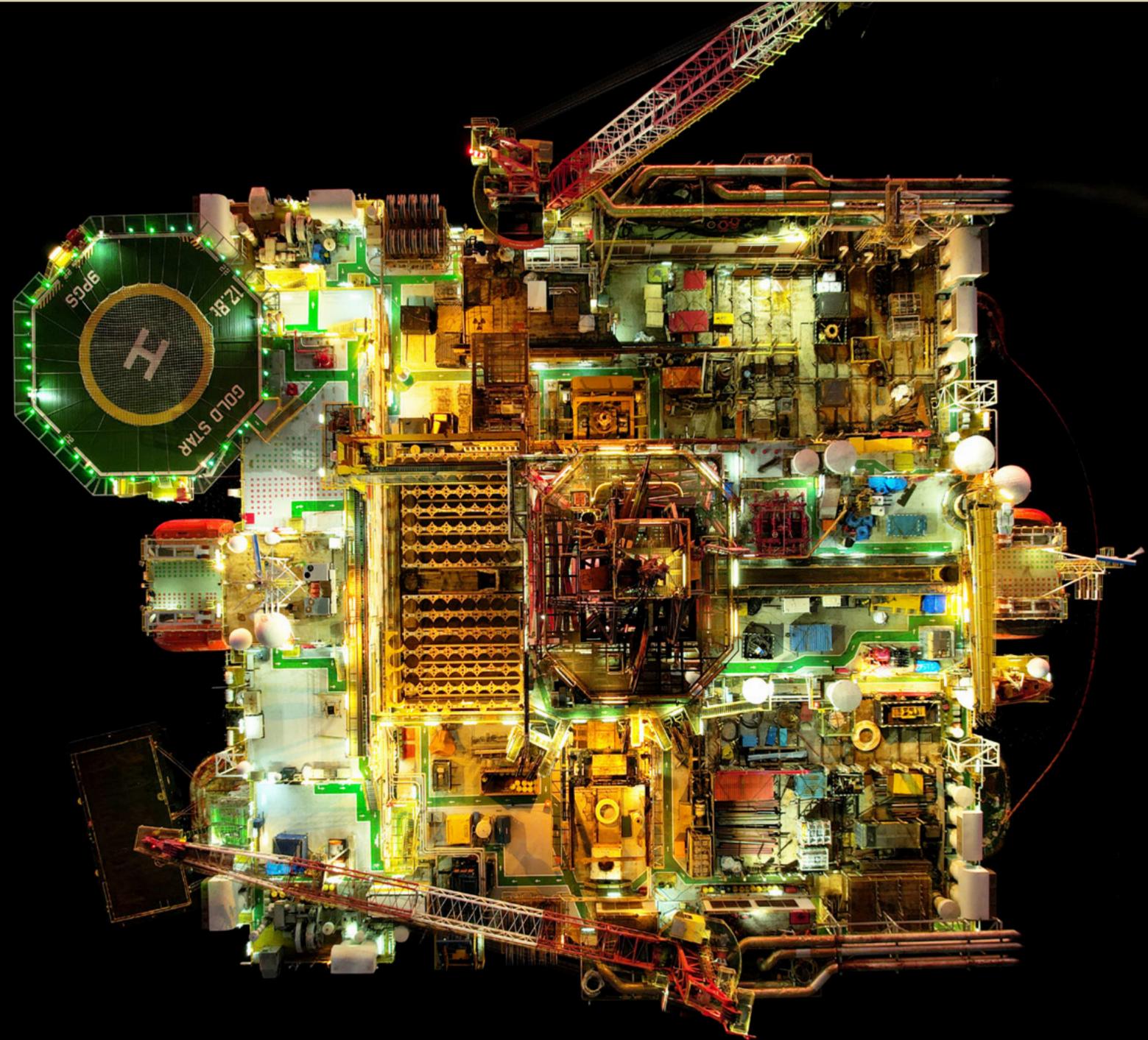
Building the 2030 ESG Plan

5 thematic commissions

- Compliance
- Diversity & Inclusion
- Energy efficiency and GHG emissions
- Social responsibility
- Safety

12 workshops
to build targets

280 work
hours dedicated



The 2030 ESG Plan will be periodically revised, based on an assessment of new data and the results of our different processes for engaging with strategic stakeholders. One of these tools of interaction will be used in 2023, with the updating of the Materiality Matrix, an instrument that makes it possible to prioritize ESG themes by considering risks, opportunities, and stakeholder expectations.

The Plan's evolution will continue to be monitored by the Sustainability WG, a multidisciplinary group formed for the first time in 2021 with leaders from different areas, under the supervision of the Sustainability, Health and Safety, and Operations Committee. We therefore ensure an integrated and horizontal vision for governance of this theme within the Company.

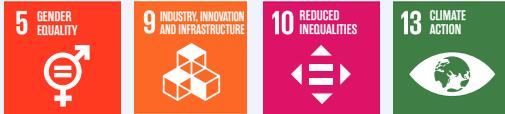
The Sustainability Department, created in 2022 with the goal of strengthening our administrative structure, is responsible for organizing data and reports to support the work of the Sustainability WG. This team interacts with the other areas so that the pillars and cornerstones of our sustainability culture are spread and practiced.



Constellation's 2030 ESG commitments



Sustentabilidade
CONSTELLATION

OBJECTIVES	Maintaining the level of excellence in HSE and compliance	Incorporating the challenges of the climate agenda and diversity into the strategy	Expanding social action in favor of communities
GOALS FOR 2030	<p>Zero spills Zero accidents with lost time 30% reduction in high potential and recordable incidents (base year 2022) Keeping 100% of employees and high-risk third parties trained in compliance</p>	<p>20% reduction in diesel consumption (scope 3) per kWh demanded 100% of greenhouse gas (GHG) emissions from scopes 1 and 2 offset 50% of minority groups in leadership positions in offices and operational bases Doubling the representation of women in offshore operations</p>	<p>2 structuring projects in local communities (Rio das Ostras and Rio de Janeiro)</p>
COMMITMENTS	<p>Promoting the conservation of marine biodiversity Improving operational safety practices Strengthening and diversifying corporate actions in health Obtaining and maintaining Compliance Program certification Systematically monitoring critical suppliers</p>	<p>Developing and applying technologies for a low carbon operation Strengthening a diverse and inclusive work environment</p>	<p>Volunteering and social actions synergistic with structuring projects</p>
SDG			

Sustainable Development Goals (SDGs)

As a signatory to the Global Compact, an United Nations (UN) initiative fostering integration of the sustainability agenda into strategy at corporate organizations, our Company is committed to contributing to the achievement of the targets proposed by the 17 Sustainable Development Goals (SDGs) under the auspices of the 2030 Agenda.

That is why in constructing the goals and commitments of our 2030 ESG Plan, we looked at the connection and potential benefits of our strategic initiatives in relation to the global effort for sustainable development. This assessment considered adaptation of the SDGs to the reality in Brazil, which was done by the Institute for Applied Economic Research (IPEA), and how we can maximize and measure our direct contribution to this evolution.

Based on this structured analysis, we identified 11 SDGs that are a priority for our operation. The goals and commitments that we have undertaken can, in conjunction with other actions by the government and civil society, help Brazil to reach the goals to which it has committed in relation to the 2030 Agenda, proposed by the UN General Assembly to all signatory countries in September 2015.

In addition to integration with the SDGs, the 2030 ESG Plan strengthens integration of the universal principles defended by the Global Compact into our strategy and governance. The 10 principles advocate for respecting human rights, environmental conservation, fighting corruption, and promoting dignified working conditions.



We identified 11 priority SDGs associated with the 9 goals and 9 commitments we assumed in the 2030 ESG Plan

SDG targets prioritized in the 2030 ESG Plan

Maintaining the level of excellence in HSE and compliance

Target 3.4



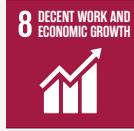
By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being

Target 3.5



Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol

Target 8.8



Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

Target 14.1



By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution

Target 16.5



Substantially reduce corruption and bribery in all their forms

Target 16.a



Strengthen relevant national institutions, including through international cooperation, for building capacity at all levels, in particular in developing countries, to prevent violence and combat terrorism and crime



Incorporating the challenges of the climate agenda and diversity into the strategy

Target 5.5



Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

Target 9.4



By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities

Target 10.3



Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard

Target 13.3



Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning



Expanding social action in favor of communities

Target 4.3



By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university

Target 4.4



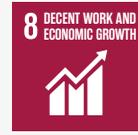
By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

Target 4.7



By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development

Target 8.6



By 2020, substantially reduce the proportion of youth not in employment, education or training

Target 11.4



Strengthen efforts to protect and safeguard the world's cultural and natural heritage

Target 12.8



By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature



2022 – Short-term ESG commitments

Commitments from prior year, results achieved so far, and progress towards 2030 ESG Plan.

Commitments	Results/Progress	Commitments	Results/Progress
Zero leaks	<p>No significant leaks*.</p> <p><i>*According to the significance criteria of the Incident Reporting Manual of the National Agency of Petroleum, Natural Gas, and Biofuels (ANP).</i></p>	Strengthen the action of the Diversity and Inclusion thematic commission, implemented in 2021	Successful events and trainings held during the year.
Zero operational accidents	<ul style="list-style-type: none"> • TRIR: 32% reduction. • Lost time incidents: 42% increase, however most cases were of lower severity. 	Develop an energy efficiency pilot project proposal for rigs aimed at reducing GHG emissions	A new function has been created. The team is fully dedicated on energy efficiency projects.
100% of offshore professionals (employees and third-party workers) have all mandatory training	100% achieved.	Improve the GHG inventory, reviewing premises and emission sources	<ul style="list-style-type: none"> • Started emission sources review. • New GHG emissions mapping system has been implemented.
100% of employees are trained on the Compliance Program	100% achieved.	Strengthen governance practices, with the implementation of the Governance Portal and Handbook	<ul style="list-style-type: none"> • Governance Portal implemented. • Governance Handbook under review, to be implemented in 2023.
		Implement the GHG Emissions thematic commission	Comission implemented, setting targets for emission reduction and energy efficiency improvement.



ESG Journey



Safety: our non-negotiable value

Safety is a non-negotiable value in our corporate culture and always comes first in the activities we carry out on land and at sea. We have a broad set of policies, rules, and procedures to guide employee and third-party activities, focused on identifying hazardous conditions and on managing and mitigating risks to the highest possible level. This set of rules, gathered and organized into the Integrated Management System (IMS), complies with all applicable laws, regulatory rules, and the strictest standards in the oil and gas industry. In addition, the IMS has six certifications (check in the box at the right).

Our IMS is certified according to international standards and covers 100% of operations. It applies to drilling rigs, the support bases in Rio das Ostras (RJ) and Manaus (AM), and to the offices in the city of Rio de Janeiro. One of the Company's main processes is risk management, aimed at preventing incidents. To do this, Constellation has methodologies that establish risk analysis tools and safety controls at a variety of different levels, such as HSE Case, Step 7, Preliminary Risk Analysis, and Dynamic Barrier Management.



IMS certifications

ISO 9001
Quality management

ISO 14001
Environmental management

ISO 45001
Occupational health and safety management

ISM
International Safety Management

ISPS
International Ship and Port Facility Security

API Spec Q2
Quality management and mitigation of potential risks for drilling service providers

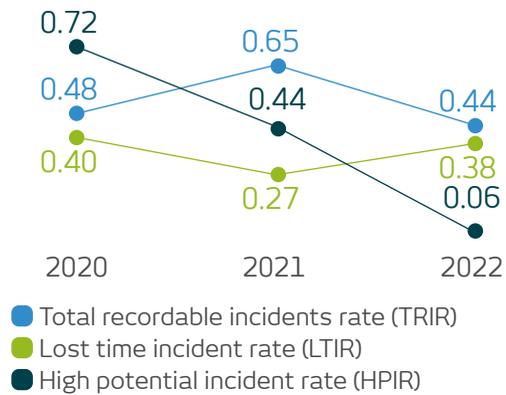
In 2022, we once again had no accidents involving significant leaks* and no serious injuries or fatalities. Investments in safety equipment and barriers and proactive management systems lead to an 86% drop in the high potential severity incident rate (HPIR) as compared to the year prior. The recordable incident rate (TRIR) also improved by 32% in relation to 2021.

In contrast, the lost time incident rate (LTIR) rose by 41%. Most incidents were cases of low potential severity, such as minor falls and sprains. Both the TRIR and the LTIR were above the target limit set for the year.

*According to the significance criteria of the Incident Reporting Manual of the National Agency of Petroleum, Natural Gas, and Biofuels (ANP).



Evolution in safety indicators¹



1. Calculated using a factor of 200,000 hours of risk exposure.

One of the main projects done in 2022 was Mapping of Human and Organizational Factors. The study, conducted in partnership with a specialized consultancy, a corporate psychology center, applied a methodology for mapping factors that have a greater impact on employees in consolidating a culture of safety.

The four main types of factors (individual, organizational, technological, and environmental) that can influence performance and behavior were classified according to the operational reality of each

rig, the operating base and headquarters, based on surveys and interviews done on-site or remotely with employees. At the end, each unit was classified according to its Psychological Safety Rate, identifying opportunities for improvement.

This will be used to support enhancement of organizational initiatives, for example, and the campaigns we hold each year that are aimed at educating and raising awareness among employees, while also strengthening a culture of safety.

32%
reduction in the recordable incidents rate in 2022

Real-Time Operations Center (RTOC)

The integrity and performance of our assets are managed in real time by our RTOC, a structure that integrates an advanced set of hardware and software for daily oversight of operations and aimed at continual improvement. The RTOC has over 120 active alarms for monitoring operational systems and equipment. All data from the systems analyzed by the RTOC is recorded and available for our engineers to analyze. This information supports plans to continually improve our performance.



Technology for safety

The use of new digital technologies is one of the biggest allies in increasing operational safety at our Company. In 2022, we implemented the Intelligent Video Analytics (IVA) system.

Developed by Metta Innovations, the IVA uses high-resolution cameras to monitor risk situations in strategic points on rigs, such as areas where cargo is moved and the bunker exit. Images are analyzed using Artificial Intelligence models and machine learning algorithms, allowing the system to issue automatic warnings in risk situations - such as incorrect use of PPE and the presence of people in exclusion zones (red zones).

Culture of safety

Construction and maintenance of a culture of safety at our Company depends on the actions and attitudes of the leaders and teams who work on rigs and in support activities on land. That is why we continually invest in training on technical and non-technical skills and on engagement actions focused on valuing and strengthening safe behavior.

The **Safety Campaign** is one of our key initiatives. It reached its 12th edition in 2022, with the theme of "Awareness, Communication, and Action." Employees carry out 100% of campaign initiatives, aimed at further spreading the importance of human factors in building and consolidating more productive and secure environments.

In 2022, the HSE Talks and Safety Moments were attended by the CEO and other members of the Board of Directors, who reinforced the Safety Campaign's theme and the importance of breaking organizational silence to create a reliable and safe environment. We additionally continued our annual recognition of employees whose commitment to safety is outstanding, with the HSE Star award.



**CONSCIÊNCIA,
COMUNICAÇÃO
e AÇÃO**

CAMPANHA DE
SEGURANÇA
2022

Permanent initiatives to engage and value safe behavior strengthen prevention of incidents in operations

This work is supported by the constant action of the CIPAs (Internal Accident Prevention Committees) or CIPLATs (Internal Accident Prevention Committees for Rigs), which function in 100% of units operating in Brazil. Our foreign units have local Safety Committees, which perform the same roles. Committee representatives are elected by employees and Committees meet monthly to discuss key topics related to a culture of safety and promotion of a safe workplace.



7 ETAPAS DO PROCESSO DO TRABALHO SEGURO
COMEÇAR O TRABALHO NÃO É A ETAPA # 1

1	PLANEJAR	Instrução de Trabalho & Avaliação de Risco Verificar Entendimento / Competência
2	COMUNICAR	Transição para o Trabalho - Faça Perguntas Abertas Segurança Pessoal & Processo Riscos / Sinais Manuais / Sinalização
3	VERIFICAR O EQUIPAMENTO	Certificado / Testado / Dentro do Limite Pronto para o Propósito / Calibrado Sem Danos / Backup Pronto
4	PREPARAR ÁREA	Plano e Nivelada / Organização e Limpeza Red Zone & Áreas Isoladas SIMPÓSIO - Acesso / Acesso / Ao Lado
5	CONTROLAR ENERGIA	Isolar (Biquetes, Escutar e Testar) Desviar Energia Armazenada (indicador) Linha de Fogo / Rota de fuga
6	VERIFICAÇÃO FINAL	100% Pronto para Ir Contingências em Vício / Resposta de Emergência Correr a Linha com o P&ID
7	COMEÇAR O TRABALHO	Cumprir / Interferir / Respeitar Seguir as Regras de Ouro Barreiras do Risco / DROPS / Mãos Livres PAUSE quando as coisas mudam

REVISÃO PÓS-AÇÃO

COMEÇAR O TRABALHO É A ETAPA # 7

Se não estão indo como planejadas, estão "emperradas" ou "paradas": PARE, pense e faça um novo planejamento.
 Quando o minuto que você salva pode ser o último?

HSE Coaching highlights



Step 7

6
Coaches trained

+ 500
days offshore

+ 490
proactive assessments done

100%
of offshore workforce with mentoring

Another action that supports our culture of safety is the **HSE Coaching** program, which has promoted awareness and training for teams and leaders since 2010, encouraging an environment of continual learning. HSE Coaches work on rigs and near supervisors and teams, orienting application of tools and safe work practices.

HSE Coaches foster application of the Alert Program, for example, and the Step 7 tool, which lays out seven steps to be followed to guarantee safe performance of activities. Application of these steps ensures that all workers are entitled to stop or not begin activities under unsafe conditions. We oversee and reinforce this work premise through Daily Quality, Health, Safety, and Environment Bulletins (DQHSEB). We also do daily monitoring of all gaps reported by the rig workforce during operational meetings.

Safety highlights

Done in an integrated way and based on the 2022 Safety Campaign theme (“Awareness, Communication, and Action”), different highlight initiatives were conducted on our rigs and at support bases.



BOP 100%

In 2022, we relaunched the BOP 100% Program, which reinforces procedures, routines, and controls to prevent accidents with leaks (BlowOut Preventer). The central goal was to train new and old employees with a focus on excellence in management, awareness, and cultural alignment, considering new cutting-edge technologies, for more uptime and greater operational safety. Launched for the first time in 2013, BOP 100% has already included 11 projects, trained over 700 employees and, in 2015, led to an around 60% drop in global downtime.

Workshops

The sixth edition of the Annual Cargo Movement Workshop, held in 2022, trained more than 250 employees in five different groups. Each year, the goal is to enhance professionals' technical knowledge and behavioral competencies to perform one of the riskiest activities in our operations. Six partner companies took part in the event.

We also held 50 Cultural Alignment Workshops (learn more on page 19) and we held workshops with specific themes, involving other areas and professionals operating on rigs and at support bases - such as QHSE facilitators, drilling teams, radio operators, nurses, and maintenance teams.

Dynamic barrier management (DBM)

In 2022, we finalized installation of systems and technologies to automatically monitor operational safety barriers across all of our units, making residual risks in the scenarios established in risk studies visible and keeping them at the ALARP (As Low As Reasonably Practicable) level. The goal of DBM is to avoid emergency situations and ensure the integrity of proactive barriers, which in turn will prevent top events (called Major Accident Hazard - MAH, associated with loss of containment or control) from occurring, while also ensuring the integrity of recovery barriers (controlling and mitigating possible consequences if a top event occurs).

Dynamic barrier management was introduced at the Operational Safety on Rigs Workshop, in Macaé (RJ), which was organized by SPE Brazil, an organization of exploration and production engineers that promotes the sharing of technical knowledge. In the panel led by Constellation, our team sought to show the importance of managing risks to reduce high-potential accidents and to discuss how the HSE CASE - a process safety study for identifying hazardous conditions - has contributed to continual efforts to promote operational safety at our units.



Promotion of health

Within the IMS, we have different actions to promote the health and well-being of the employees and third parties working at our units. These initiatives are organized under the Occupational and Non-Occupational Health Program and are managed and executed by staff specialized in occupational medicine.

One of the chief actions is the Program to Prevent Alcohol and Drug Use, strengthened in 2022 with initiatives to raise awareness and draw attention to this topic. Based on an internal policy and a corporate procedure, the Program now has breath alcohol tests as well as laboratory tests to ensure the fitness and protection of offshore employees to perform operational activities.

This procedure determines that anyone boarding a rig under the influence of alcoholic substances or narcotics is in violation of the Golden Rules of safety that we apply to our units. In 2022, over 20,500 toxicology tests were run. Cases with positive results were treated in accordance with the Consequence Management Procedure in force at the Company.

20,500
toxicology tests
done in 2022 through
the Program to
Prevent Alcohol and
Drug Use

Constellation's Third-Party Worker Health Support Program is a pioneering initiative in the oil and gas industry. Work is done by a nursing team that works under medical coordination to control and evaluate third-party workers' health documents, provide support and monitor third-party workers in pre-embarkation triage, and accompany workers suffering from illness or who have suffered accidents.



In 2023, in line with the goals and commitments in the 2030 ESG Plan, we launched the Care Program, aimed at promoting health, safety, and quality of life for employees. Actions will be done with a view to welcoming workers and their families, using an approach of preventing illness.



The Care Program has four pillars:



Healthy Diet

Consists of actions aimed at improving the diets of employees at our units, providing appropriate nutritional education and specialized assessment of healthy eating habits.



Ergonomics Program

Practice of the concept of ergonomics, as established in Regulatory Norm 17 (NR-17), which sets parameters for good working conditions, based on adapting to employees' physical and psychological characteristics. It also includes actions geared toward practicing physical activities, wellness, and sleep quality.



Active Mind Program

Aimed at developing positive human capitals (resilience, optimism, hope, confidence/self-esteem), in addition to promoting psychological security, fostering a sense of belonging to the company and creating workplaces that favor human development.



PAST – Worker Healthcare Program

A system developed specifically to guide, receive, inform, and assist employees and their families with prevention and health control, in addition to providing support when dealing with adverse situations. This program is based on a monitoring and support service where specialized nurses care for employees and their families.



Compliance Program

All of the activities we develop follow the principles of ethics and integrity. Strict compliance with laws and respect for human rights are non-negotiable conditions in our relationships with all stakeholders.

Our conduct is guided by two normative principles, the Code of Ethics and Conduct and the Anti-Corruption Policy, which incorporates all elements of legislation passed in Brazil (Law no. 12.846), the United States of America (FCPA), and the United Kingdom (Bribery Act). We also have internal standards and procedures

to identify any conflicts of interest and any relationships that management and employees may have with politically exposed persons.

Application of these standards and ethical principles at our Company follow the guidelines of our Compliance Program, covering actions to educate, raise awareness, and monitor the conduct of our own employees and outsourced workers. This Program is managed by the Compliance area, which reports directly to the Board of Directors through the Audit and Risk Committee.

Guided by the Code of Ethics and Conduct and the Anti-Corruption Policy, we ensure strict legal compliance, alignment with international parameters, and promotion of human rights in our operations



One of the premises of the Compliance Program is the wide dissemination for easy access by employees to the elements of the Program, through an annual communication plan prepared and conducted by the Compliance area. This disclosure includes periodic communications on the Company's main internal communication channels (intranet, TV monitors and posters), awareness meetings and presentations at Cultural Alignment Workshops, one of the main actions for engaging our employees on different topics. In the last year, the holding of the first

edition of the Compliance Day was also highlighted (learn more on page 44).

Our teams also conduct annual online training on topics related to the Code of Ethics and Conduct, the Anti-Corruption Policy, the Gifts, Gifts and Entertainment Policy, the Ethics and Conduct Channel, the Privacy Policy and Personal Data Protection and to Corporate Governance.

The contents, available in English and Portuguese, are adapted in two formats – one for employees in the operational area and the other for administrative staff. Each year, the questionnaires are revised to present themes closer to people's daily work. In 2022, training began to include questions about sustainability in business.

All directors also take the training and, like the other employees, receive a certificate of completion and sign a declaration of awareness of the compliance policies. The Board of Directors is trained on the subject through specific actions conducted by specialists in the field.

100%
of employees receive communications and are trained by the Compliance Program each year



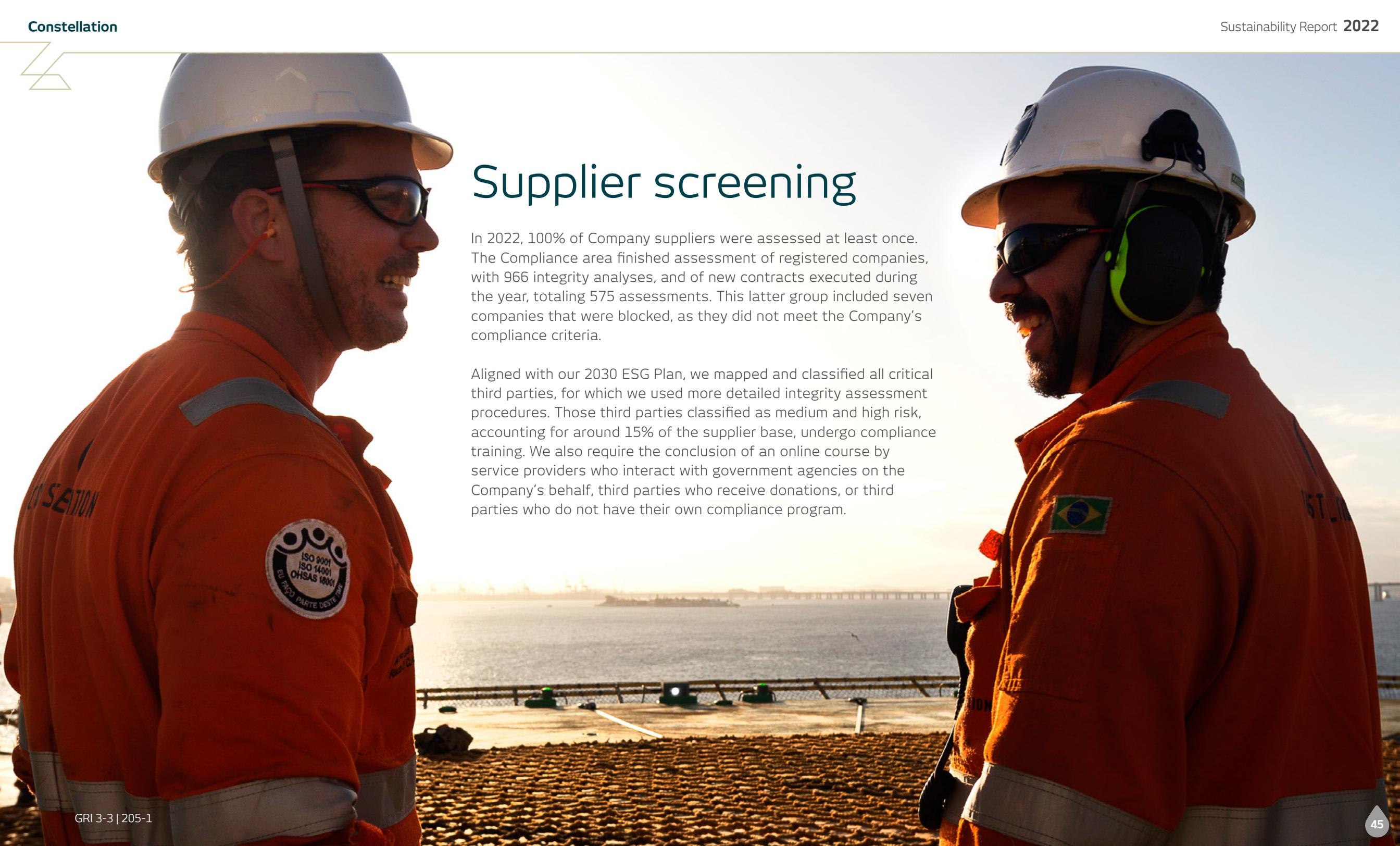
Compliance Day: “My attitudes matter”

With the goal of greater employee engagement and of strengthening the culture of ethics and integrity at our Company, in 2022 we held the first edition of Compliance Day. The event’s central theme was “My attitudes matter,” showing how ethics, integrity, and compliance depend on each employee’s actions.

Around 200 employees and external guests attended the 1st Compliance Day, held at a hotel in the city of Rio de Janeiro. A satisfaction survey was handed out at the end of the event, with 98% of respondents saying they were satisfied.

To reinforce a commitment to diversity and to fighting discrimination, we invited the QuarterBlack music group to play a show at the event. The quartet of four young black men aims to play every kind of music, mixing different rhythms and styles.

200
employees
(approximately)
took part in the
1st Compliance Day

The image shows two men in profile, facing each other and smiling. They are wearing orange high-visibility work shirts, white hard hats, and safety glasses. The man on the left has a circular certification patch on his sleeve that reads 'ISO 9001', 'ISO 14001', and 'OHSAS 18001'. The man on the right has a Brazilian flag patch on his sleeve. They are standing on a construction site with a body of water and a bridge in the background under a sunset sky.

Supplier screening

In 2022, 100% of Company suppliers were assessed at least once. The Compliance area finished assessment of registered companies, with 966 integrity analyses, and of new contracts executed during the year, totaling 575 assessments. This latter group included seven companies that were blocked, as they did not meet the Company's compliance criteria.

Aligned with our 2030 ESG Plan, we mapped and classified all critical third parties, for which we used more detailed integrity assessment procedures. Those third parties classified as medium and high risk, accounting for around 15% of the supplier base, undergo compliance training. We also require the conclusion of an online course by service providers who interact with government agencies on the Company's behalf, third parties who receive donations, or third parties who do not have their own compliance program.

Ethics and Conduct Channel

Actions geared toward employee training and strengthening the culture of ethics are aimed at preventing any attitudes and behavior that does not align with our values and principles. To identify and correct any instances of failure to fulfill these precepts, we have the Ethics and Conduct Channel, an open platform that receives reports, claims, and information about any unethical or illegal acts involving our operations.

All communications made on the Ethics and Conduct Channel are received by an external and independent company, which organizes information and ensures secrecy and confidentiality for those making communications (if so desired by the complainant). Contacts may even be made anonymously. All cases are forwarded to the Compliance area, which is responsible for initial analysis of reports made.

The Conduct Committee, an executive body established by the Company's internal policies, can be called upon to assess more serious

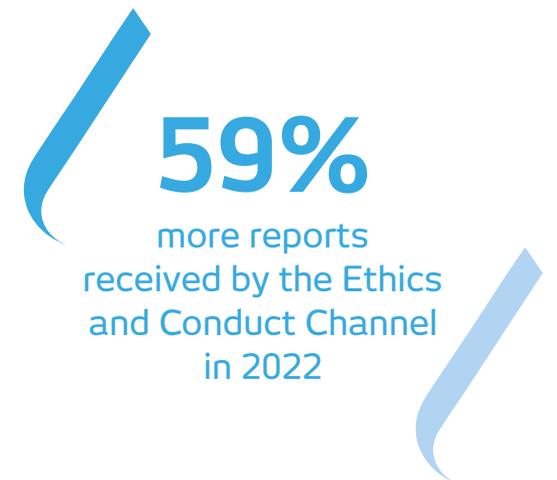


cases and consequences to be adopted. In addition, all parameters of the report treatment flow avoid any real, potential, or apparent conflict of interest.

In 2022, the number of communications received by the Ethics and Conduct Channel grew by 59%. Compliance Day, stronger ESG management, actions of the Compliance

Communication Plan, and the spread of a unified procedure to manage consequences, in addition to the boost in employee confidence in the tool, are some of the factors influencing this rise.

Of total reports received, 44% were found to be fully or partially with grounds after internal assessment and investigation.



Climate agenda

Climate changes and their potential impacts on the world's society are a strategic theme for the entire oil and gas industry. The transition to a less carbon-intensive energy matrix impacts demand for oil and natural gas, investments in exploration and production and, as a result, contracts to provide offshore drilling services.

Within this scenario, demands are being made for more and more drilling sector companies to have solutions to control and reduce greenhouse gas (GHG) emissions in drilling activities. At Constellation, we are committed to contributing to this progress and to innovating in serving our customers with increasingly efficient action from a climate perspective.

In 2022, we created a department focused on research and development of technological alternatives for executing rig construction services that use less fuel and ensure the same standards of operational safety. Installation of hydraulic accumulators to lessen the use of hydraulic-powered units on rigs and hybridization and reliability studies in closed busbar operations are worth mentioning among the alternatives currently being assessed.

In 2022, we created a department focused on developing technological alternatives for a low-carbon operation



In partnership with a state university, we are developing a methodology to assess the efficacy of technologies proposed for our operational units

In parallel, we have partnered with a state university to develop a methodology to monitor and assess the efficacy of the technologies proposed and their real contributions to meeting corporate goals to reduce fuel consumption and GHG emissions.

Another measure we adopted was definition of fuel management procedures to reinforce the responsibility of rigs to use their own energy resources in a controlled, rational, and efficient manner, ensuring that units are not in situations of energy vulnerability and that they make the best use of available resources.

Although innovations focused on efficiency in fuel consumption have the biggest benefits, we also work to enhance our performance on other fronts. In 2023, we began operating four solar energy plants at our base in the city of Rio das Ostras (RJ), giving this installation electric self-sufficiency with the use of a renewable resource. This project was made viable by selling recyclable waste to raise resources.



Emissions management

Control of our GHG emissions is an integral part of our commitment to incorporate climate agenda challenges into our strategy. We have drafted an annual GHG inventory since 2013, and in 2022, we began to implement software to enhance our controls. In addition to this advancement in processes, we rely on a specialized consultant to improve identification of emissions sources.

The data and information contained in the emissions inventory are monitored by the Executive Board and by the Sustainability, Health and Safety, and Operations Committee. Assessment of performance supports decision-making on strategic investments to boost energy efficiency and fuel consumption efficiency.

One impact on the 2022 inventory, which was drafted in 2023, was the full return to offices and operational bases following the pandemic period, because of the high level of fleet occupation and more intense thermoelectric use in the country,

which raised the average emissions factor of the National Interconnected System (SIN). In addition, the review and identification of new emission sources impacted the expansion of volumes emitted, especially in Scope 3.

Our Scope 3 emissions, including fuel consumption on rigs under contract, were 2.9% higher and account for the bulk of our emissions (96.8% of total emissions). Scope 1 emissions (3.1% of all emissions) reduced by 12.7%, while Scope 2 emissions (0.1% of total emissions) were up by 302%, due to the combined effect of higher electricity consumption and the increase in the SIN's average emissions factor.



GHG emissions inventory (tCO₂e)¹

	2022	2021	2020
Scope 1			
Gross emissions	7,663.0	8,779.0	6,899.8
Biogenic emissions	24.1	164.1	12.9
Scope 2			
Location-based approach	163.3	40.6	50.3
Scope 3			
Gross emissions	238,486.0	231,835.1	179,065.2
Biogenic emissions	483.7	90.4	177.7

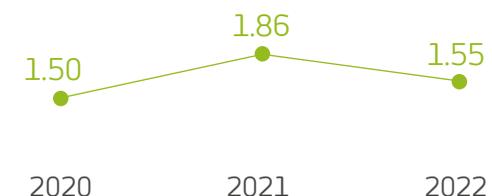
¹ Drafted according to the parameters of the Brazil GHG Protocol Program and the standards of the International Panel on Climate Change (IPCC). Includes the gasses: CO₂, CH₄, N₂O e HFCs.

Energy consumption (GJ)

	2022	2021	2020
Energy generated by fuel consumption¹			
Gasoline	1,264.5	377.0	708.0
Diesel	1,032.4	1,042.0	514.7
Acetylene	68.5	na	na
Total	2,347.4	1,419.0	1,222.6
Purchased electricity			
Electricity	3,308.5	2,410.0	2,818.0

¹ All fuel is non-renewable. Considers the same scope of activities covered by Scope 1 of the GHG inventory. These amounts are calculated as volume and converted to GJ based on the factors of the 2020 National Energy Balance sheet.

Emissions intensity



● Scope 1 and 2 emissions/thousand man-hours worked (tCO₂e/thousand MHW)

To calculate the intensity of our carbon footprint, we monitor the volume of Scope 1 and 2 GHG emissions, dividing it by total man-hours worked (MHW) This measure allows us to find a base standard among years with different fleet occupation levels. In 2022, our intensity was of 1.55 tCO₂e/1,000 MHW.

In addition to internal management, we contributed to developing initiatives aimed at reducing the industry's carbon footprint in Brazil. With this goal, we joined the Brazilian Petroleum and Gas Institute (IBP) initiative to create an industry inventory for GHG emissions, bringing together data and information from 37 companies operating in Brazil. Our participation was aimed at providing data on emissions from our operations, with the goal of contributing to consolidation and analysis of GHG emissions across the country's oil and gas industry chain.

Climate innovation

Our Company provides financial support for the Energy Hub, an initiative promoted by the Sai do Papel startup incubator. The institution works with the goal of driving entrepreneurship and innovation for the energy sector, focused on lowering carbon emissions, increasing energy efficiency, and accelerating the energy transition.

As a result of this partnership, in 2022 we took part in Latin America's biggest innovation fair for the first time - Rio Innovation Week 2022. We participated in two discussion panels: Challenges and Opportunities in O&G and Women in the Energy Sector.

We also supported a MasterHack, a programming marathon to produce an innovative and technological solution in response to a corporate challenge. Our proposal for the participants was to develop an algorithm for mapping gaps in the Company's people logistics process, optimizing transportation and operations, with the purpose of reducing carbon emissions. The winning team presented an algorithm that optimized routes to take employees to a meeting place where they could depart for rigs.



Diversity and inclusion

Respect for people, equal opportunities, and the promotion of diversity and inclusion are pillars of our corporate culture. To strengthen practice of these principles at our Company, we have built a Diversity, Equality, and Inclusion Program, covering a range of initiatives to drive and strengthen a more and more inclusive and diverse workplace.

The Program's development is steered by the D&I Strategic Commission, formed by the HR and Sustainability areas and focused on promoting assessments and action plans related to the topic. In addition, we have a multidisciplinary group made up of people from different areas of the Company, who are part of the D&I Volunteer Thematic Commission. In connection to the Volunteer Commission, four Thematic Working Groups develop initiatives for specific groups – gender, ethnic-racial, people with disabilities (PCDs) and LGBTQIA+.





In the Program’s first year, we directed our focus to the awareness and literacy of the internal public in the context of diversity and inclusion. Among notable actions in 2022 were five online training modules that were available to 100% of employees. Through these actions, we discussed diversity from the perspective of specific groups, emphasizing the importance of respecting human rights. We also created five commemorative stamps (pins) that we gave out to employees as gifts and a collaborative library on the topic of diversity and inclusion.

With the support of a specialized consultant, we created the Conversations on diversity. The goal is to promote a space for dialog and to exchange experiences about challenges and opportunities in promoting diversity and inclusion. Four meetings were held in 2022, each with an average attendance of 200 employees.

Another initiative was the second edition of the Diversity and Inclusion Census, carried out by the consultancy Great Place to Work (GPTW). In 2022, employee participation in the survey comprising four pillars – recruitment, leadership, respect, appreciation and discrimination – reached 37% (24 percentage points more than in the previous survey), and the overall average favorability rose from 73% to 84%, surpassing the benchmark of 82%. This evolution reflects the positive impacts of affirmative actions, education and awareness programs and, above all, the commitment of top leadership since the beginning of this journey.

The D&I Volunteer Commission

29
participants

13
meetings held
by 2022

4
Thematic Working
Groups

- Women
- Race
- People with Disabilities
- LGBTQIA+

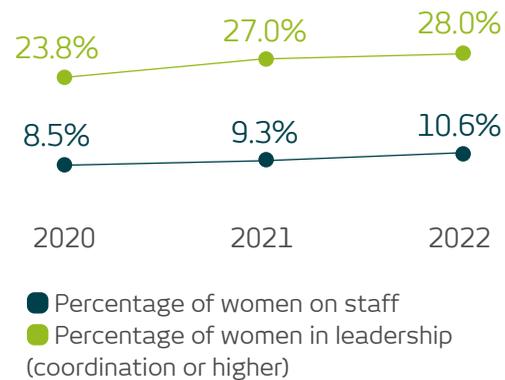


Gender equality

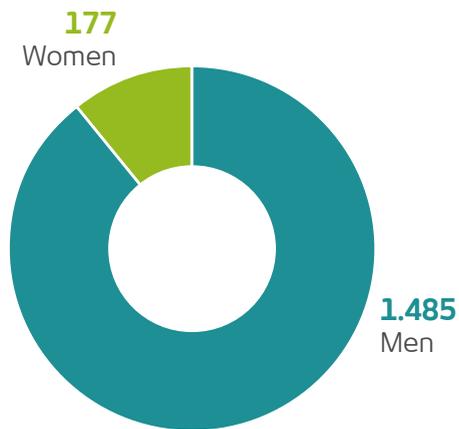
The number of women employed at our Company and in leadership positions has continually grown over recent years. Our 2030 ESG Plan establishes a goal of doubling the percentage of women in offshore positions. One of the main actions that has materialized in the last year as a result of this goal was the Training Program (find out more in the next page).

Women are also included in our target of reaching 50% representation of minority groups in leadership positions at offices and operational bases. In 2022, 28% of our leaders were women.

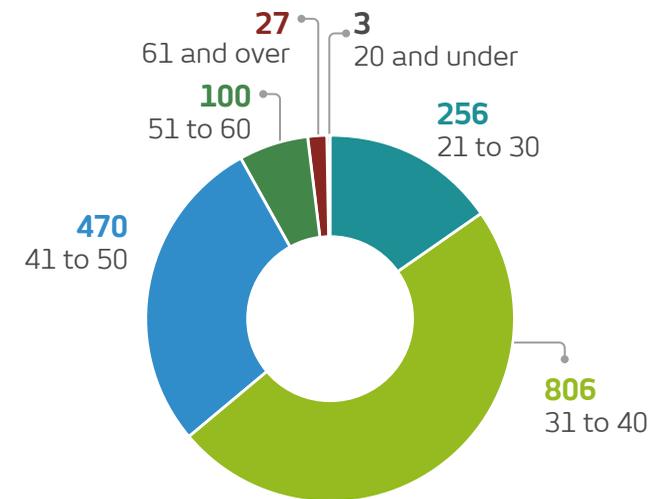
Representation of women at the Company



Employees by gender



Employees by age group



Training Program

The Training Program is focused on attracting and selecting young professionals who wish to work in our segment, focusing on the areas of drilling, subsea, machinery and electronics. The initiative promotes the qualification of graduates from technical schools and universities, with high growth potential, through an accelerated training program that can last from 16 to 22 months and provides for an average of 377 hours of theoretical training before first boarding.

In the 2022 edition, our goal was that at least 50% of the Capacitation vacancies would be occupied by women. We reached this percentage through strategies aimed at identifying talent, raising awareness among leaders and setting up a four-month selection process, with an exclusive focus on the technical and behavioral skills of each candidate.

The Training Program received more than 4,000 applications. In the end, 18 young new employees were hired to work in the Drilling, Subsea and Electronics areas.





People with disabilities

We carried out an unprecedented initiative for the oil and gas industry in 2022, by promoting inclusion of people with disabilities in offshore drilling jobs. We were the first company in Brazil to hold CBSP (Course on Basic Platform Safety) and HUET (Helicopter Underwater Escape Training) training for a class of 14 young apprentices with disabilities.

This initiative was as a milestone in our industry. The Labor Prosecution Office in Rio de Janeiro (MPT-RJ) produced and released a documentary on the course, entitled “Assim Vencemos” (How We Win). The production was done in partnership with the Brazilian Association of Oil Services Companies (ABESPetro) and the Viva Lagos NGO.

Apprentice training is part of a commitment that Constellation and other oil and gas company undertook in the Cooperation, Education, and Development Agreement executed between MPT-RJ and ABESPetro. The agreement, signed in 2019 and valid until 2023, establishes a variety of actions that companies and ABESPetro should take to train people with physical disabilities, raising employee awareness of this theme and encouraging hiring at member companies of

people with disabilities, within the criteria set forth in this accord.

Our Company not only paid the costs of CBSP and HUET trainings, but also fulfilled other clauses in the Agreement. Among these are gradually increasing the number of people with disabilities hired (at the end of 2022, we had 13 people on staff), offering annual scholarships for training of people with disabilities in a course held by ABESPetro, and promotion of annual talks with employees on the topic of inclusion in the corporate environment.



Learn  [Click here to watch the documentary “Assim Vencemos,” about inclusion of people with disabilities in the oil and gas industry](#)

Community relations

With the construction of our 2030 ESG Plan, we have expanded our strategic vision and management systems to ensure positive impacts are made on local communities. An operational strategy geared toward making social investments that benefit populations near our operating base and the central office is currently being defined, under the responsibility of the Sustainability Department.

Our goal is to map opportunities to create structured programs that drive education, technical qualification and employability, and sustainability. We seek to use synergy

to develop social and volunteer actions by engaging our employees.

Attention to communities has allowed us to perform occasional actions that benefit society. In early 2022, we donated 564 food packages and 112 mattresses to families affected by the catastrophic rains in the municipality of Petrópolis (RJ).

In celebration of International Women's Day, our employees held a sort of secret Santa, with presents benefiting Mulheres do Sul Global. This organization promotes workplace inclusion of women who are refugees or are in a socially vulnerable

situation, through seamstress training and by providing machines and a connection to the network of microentrepreneur seamstresses who have brands and spaces for selling textile items.

We were also engaged with the Pink October campaign to fight breast cancer. We asked our employees to voluntarily donate hair, wigs, scarves, moisturizers, and sunscreen to benefit women undergoing treatment. We established

collection points at the Rio das Ostras (RJ) base, at the Rio de Janeiro offices, and at other operational units. All donations went to the Grupo Renascer do Sol NGO.

We moreover held a Conversation where the Medical Department reinforced the importance of breast cancer prevention. With this theme, the event proposed reflections on the challenges for women in the workplace.

Throughout the year, we promoted volunteer actions and donation drives, setting a goal in the 2030 ESG Plan to build structural social responsibility projects





Annexes



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Complement to GRI disclosures

GRI 2-7 | Employees

Total employees at Constellation remained unchanged in the last year (1% growth compared to 2021). Most employees work out of the Southeast region (94.7% of all employees in 2022) and with a temporary work contract (99.9%). Fluctuations in employee numbers can occur

throughout the year due to contracts being terminated or initiated. This occurred in 2022 for an onshore contract that concluded, resulting in a significant reduction in the number of people in the North region and those working under permanent contracts.

Staff by gender, region, and employment contract¹

		2022			2021			2020		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
North	Temporary	21	2	23	na	na	22	na	na	17
	Permanent	1	0	1	na	na	49	0	0	0
	Total	22	2	24	0	0	71	0	0	17
Center-West	Temporary	2	0	2	na	na	2	na	na	2
	Permanent	0	0	0	0	0	0	0	0	0
	Total	2	0	2	0	0	2	0	0	2
Southeast	Temporary	1,416	158	1,574	na	na	1,508	na	na	1,483
	Permanent	0	1	1	0	0	0	0	0	0
	Total	1,416	159	1,575	0	0	1,508	0	0	1,483
Abroad	Temporary	45	16	61	na	na	48	na	na	51
	Permanent	0	0	0	na	na	18	na	na	17
	Total	45	16	61	0	0	66	0	0	68
Total	Temporary	1,484	176	1,660	1,436	144	1,580	1,425	128	1,553
	Permanent	1	1	2	58	9	67	12	5	17
	Total	1,485	177	1,662	1,494	153	1,647	1,437	133	1,570

1. Data was verified by the Company's RM Labore/Sociograma system, considering active employees on the base date of December 31 of each year. All employees work full-time.

GRI 2-8 | Workers who are not employees

Workers who are not employees¹

	2022			2021			2020		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Interns	13	26	39	16	13	29	14	13	27
Third-party workers ²	23	19	42	33	19	52	48	20	68
Apprentices	25	15	40	25	19	44	13	11	24
Offshore rig catering services ³	na	na	152	na	na	152	na	na	152

1. Data verified considering the base date of December 31 of each year.

2. Allocated to support activities in administrative buildings (janitorial, reception, landscaping, and maintenance).

3. Professionals under third-party contract to feed teams at rigs, not broken down by gender as these people are replaced according to availability and contractual clauses.

GRI 2-16 | Communication of critical concerns

Concerns related to conduct violations or breaches of corporate policy are managed by the Compliance area, which reports to the Executive Conduct Committee. Both the Compliance area as well as the Committee can recommend measures to the Board of Directors based on this management. In addition, the Compliance area is fixed on the agenda at all ordinary meetings of the Board of Directors to discuss topics pertaining to its scope. There were no concerns of a critical nature submitted to the Board of Directors during the period.

GRI 2-18 | Evaluation of the performance of the highest governance body

As set forth in Constellation’s Bylaws and in the Internal Governance Rules, assessment of performance by the Board of Directors and its Advisory Committees should be done annually. The first self-assessment cycle took place in 2023 after board members have finished serving their first year.

GRI 2-19 | Remuneration policies

Compensation for members of the Board of Directors is established at the General Shareholder Meeting, as is the compensation of Advisory Committee heads. Compensation for external Committee members is approved by the Board of Directors following assessment and recommendation by the Nomination and Remuneration Committee.

Executive Board members receive fixed and variable compensation, along with a benefits package. Variable compensation is comprised of a short-term bonus, based on market rates and according to the complexity of the position, which is linked to corporate goals and an individual performance assessment.

GRI 2-20 | Process to determine remuneration

Consulting companies involved in the process for determining remuneration sign an information confidentiality agreement to preserve the confidentiality of shared information, prevent any conflicts and assure the independence of the service provider.

GRI 2-25 | Processes to remediate negative impacts

Grievances, complaints, and demands for reparations from our stakeholders can be submitted through different Constellation channels. The Contact Us channel, available on our website, receives every type of manifestation (not just grievances), which are sent to the related area for treatment. Internally, we have a module for suggestions and criticism related to the Integrated Management System, which is managed by the Quality, Health, Safety, and Environment (QHSE) area. All records are monitored using a system that allows those making submissions to see their status. Grievances and other demands received via external channels, such as judicial or regulatory authorities and civil society, are overseen by the Legal area, in conjunction with the Executive Board.

GRI 2-27 | Compliance with laws and regulations

In 2022, we had four significant (in excess of R\$ 1 million) judicial processes related to non-compliance with laws and regulations. All were related to tax or fiscal aspects and are awaiting analysis by the competent agency regarding counter arguments filed by Constellation. No significant penalties were paid during the period.

GRI 2-28 | Membership associations

Participation in trade organizations and associations facilitates the exchange of experiences and contact with potential customers, market peers, and suppliers. This interaction is fundamental for us to dynamically keep pace with expectations and trends in our industry. We are members of the Brazilian Association of Oil Services Companies (ABESPetro) and our CEO is serving on the organization’s Executive Board for the 22-23 term. We are also members of the Brazilian Petroleum and Gas Institute (IBP), actively participating in technical committees to discuss topics and challenges common to the industry. We are additionally members of the International Association of Drilling Contractors (IADC) and of the Union of Offshore Workers of Brazil.

GRI 2-30 | Collective bargaining agreements

All employees in Brazil are covered by collective bargaining agreements. This group accounted for 95.8% of staff in 2022. Work contracts for professionals allocated abroad are governed by the applicable laws of each country.

GRI 205-1 | Operations assessed for risks related to corruption

Since 2020, assessment of corruption risks and other ethics and integrity risks has been incorporated into the Corporate Risk Matrix, covering 100% of operations and units in Brazil and abroad. The most recent corruption risk assessment was therefore concluded in March 2022, identifying opportunities for improved integration and unification of systemic corporate controls. This is why we have started a review process of the GRC (Governance, Risks, and Compliance) structure, with the support of an independent consultant, to format a solution with greater integration of structured and unified risk analysis, aimed at identifying, measuring, and responding to risks by using the same concept and methodology.

GRI 205-3 | Confirmed incidents of corruption and actions taken

We did not register any cases of corruption in the period.

GRI 406-1 | Incidents of discrimination and corrective actions taken

Two reports received by the Ethics and Conduct Channel, after internal evaluation, demanded actions to curb inappropriate behavior in relation to respect for racial diversity and sexual orientation.

GRI 205-2 | Communication and training about anti-corruption policies and procedures

Training of governance members on anti-corruption policies and practices

	2022	2021	2020
Total governance members	16	11	12
Number of governance members trained	16	11	5
Percentage of governance members trained	100.0%	100.0%	41.7%

Number of employees trained on anti-corruption policies and practices¹

	2022	2021	2020
By region			
North	35	68	20
Center-West	2	2	0
Southeast	1,617	1,488	1,630
Abroad	65	65	30
Total	1,719	1,623	1,680
By area of operation			
Onshore	21	63	20
Offshore	1,223	1,154	1,344
SD&A (bases + headquarters)	410	341	286
Abroad	65	65	30
Total	1,719	1,623	1,680
By job level			
Executive Board	7	5	5
Management	48	37	41
Coordination	56	45	55
Operational supervision	244	171	77
Administrative staff	300	258	407
Operations staff	1,066	1,107	1,095
Total	1,719	1,623	1,680

1. 100% of employees were trained. The reason why the number of those trained exceeds the headcount at the end of the period is because the total includes those trained during the year but who left the Company prior to December 31.

GRI 401-1 | New employee hires and employee turnover

Our rate of turnover grew in 2022, as the result of an onshore project coming to an end, which led to termination of the employees linked to this contract. We also saw a significant rise in hirings of people ages 20 and under, because of the Trainee Program.

Hires and terminations

	2022		2021		2020	
	Number of hires	Number of terminations	Number of hires	Number of terminations	Number of hires	Number of terminations
By gender						
Men	306	324	291	227	342	165
Women	56	33	39	18	25	11
By age group						
20 and under	4	0	2	0	1	0
21 to 30	134	46	79	29	95	24
31 to 40	155	190	163	138	197	86
41 to 50	59	94	68	61	62	44
51 to 60	7	17	15	13	12	18
61 and over	3	10	3	4	0	4
By region						
North	6	55	na	na	na	na
Center-West	0	0	na	na	na	na
Southeast	342	283	na	na	na	na
Abroad	14	19	na	na	na	na
Total	362	357	330	245	367	176

Hiring and turnover rates

	2022		2021		2020	
	Hiring rate ¹	Turnover rate ²	Hiring rate ¹	Turnover rate ²	Hiring rate ¹	Turnover rate ²
By gender						
Men	20.6%	21.2%	19.5%	17.3%	23.8%	17.6%
Women	31.6%	25.1%	25.5%	18.6%	18.8%	13.5%
By age group						
20 and under	133.3%	66.7%	0.0%	0.0%	0.0%	0.0%
21 to 30	52.3%	35.2%	36.4%	24.9%	42.4%	26.6%
31 to 40	19.2%	21.4%	19.0%	17.5%	23.1%	16.6%
41 to 50	12.6%	16.3%	15.5%	14.7%	16.2%	13.8%
51 to 60	7.0%	12.0%	14.2%	13.2%	13.2%	16.5%
61 and over	11.1%	24.1%	11.1%	13.0%	0.0%	9.5%
By region						
North	25.0%	127.1%	na	na	na	na
Center-West	0.0%	0.0%	na	na	na	na
Southeast	21.7%	19.8%	na	na	na	na
Abroad	23.0%	27.0%	na	na	na	na
Total	21.8%	21.6%	20.0%	17.5%	23.4%	17.3%

1. Hiring rate: calculated as the number of hires in the period divided by the headcount on December 31.

2. Turnover rate: calculated as the average of hires and terminations (hires + terminations divided by 2), divided by the headcount on December 31.

GRI 403-9 | Work-related injuries

In 2022, we had higher rates of incident frequency and seriousness, as per NBR 14280. After evaluating these events, we found that performance was impacted by non-recurring events in our operations. The renewal of six contracts resulted in a 7% increase in hours worked, new employee hires and third-party contracts, and growth in docking activities, which involve more complex and higher-risk activities and services, such as dives and assembly of scaffolding.

GRI 404-1 | Average hours of training per year per employee

We held over 156,000 hours of training for our employees in 2022. The average amount of training hours per employee held steady compared to the previous year (1% year-over-year reduction). Our teams go through a range of technical and mandatory training that is required to work on rigs, and this training accounts for most training hours.

Occupational safety indicators

	2022			2021			2020
	Employees	Third-party workers	Consolidated	Employees	Third-party workers	Consolidated	Consolidated
Total man-hours worked (MHW)	3,561,986	1,489,613	5,051,599	3,322,124	1,408,553	4,730,677	4,625,162
Number of recordable incidents	25	16	41	18	19	37	32
Number of incidents with serious outcomes (excluding death)	0	0	0	0	0	0	2
Number of fatal accidents	0	0	0	0	0	0	0
Number of lost or debited days	119	427	546	170	220	390	983
Total rate of recordable accidents	7.02	10.74	8.12	5.42	13.49	7.82	6.92
Rate of accidents with serious outcomes	0.00	0.00	0.00	0.00	0.00	0.00	0.43
Fatal incident rate	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Accident severity rate	33.41	286.65	108.08	51.17	156.19	82.44	212.53

Employee training in 2022

	Total training hours	Average per employee ¹
By gender		
Men	146,684	98.8
Women	9,480	53.6
By job level		
Executive Board	154	22.0
Management	2,245	46.8
Coordination	1,440	27.7
Operational supervision	17,730	74.8
Administrative staff	8,220	30.6
Operations staff	126,375	120.5
Total	156,164	94.0

1. Calculated as total training hours provided in the year divided by headcount on December 31.

GRI 405-1 | Diversity of governance bodies and employees

Staff by gender and job level

	2022			2021			2020		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executive Board	6	1	7	4	1	5	4	1	5
Management	39	9	48	31	7	38	29	7	36
Coordination	32	20	52	30	16	46	31	12	43
Operational supervision	234	3	237	220	3	223	205	3	208
Administrative staff	158	111	269	133	111	244	126	98	224
Operations staff	1,016	33	1,049	1,076	15	1,091	1,042	12	1,054
Total	1,485	177	1,662	1,494	153	1,647	1,437	133	1,570

Composition of governance bodies¹

	2022	2021	2020
By gender			
Men	13	10	11
Women	3	1	1
By age group			
20 and under	0	0	0
21 to 30	0	0	0
31 to 40	2	3	3
41 to 50	8	2	0
51 to 60	1	0	3
61 and over	5	6	6
Total	16	11	12

1. Includes the Board of Directors, Advisory Committees, and Executive Board.

Staff by age group and job level

	2022						2021						2020					
	20 and under	21 to 30	31 to 40	41 to 50	51 to 60	61 and over	20 and under	21 to 30	31 to 40	41 to 50	51 to 60	61 and over	20 and under	21 to 30	31 to 40	41 to 50	51 to 60	61 and over
Executive Board	0	0	2	3	0	2	0	0	1	2	0	2	0	0	1	2	0	2
Management	0	0	10	20	12	6	0	0	8	20	5	5	0	0	6	18	7	5
Coordination	0	0	23	21	5	3	0	2	15	18	8	3	0	0	17	16	8	2
Operational supervision	0	2	106	92	32	5	0	7	90	82	36	8	0	5	91	78	30	4
Administrative staff	0	68	123	68	7	3	0	60	111	61	9	3	0	51	110	53	7	3
Operations staff	3	186	542	266	44	8	0	148	633	256	48	6	0	168	626	216	39	5
Total	3	256	806	470	100	27	0	217	858	439	106	27	0	224	851	383	91	21

GRI content index

Statement of use | Constellation has reported in accordance with the GRI Standards for the period of January 1 to December 31, 2022.

GRI 1 used | GRI 1: Foundation 2021

Applicable GRI Sector Standard(s) | Not applicable

GRI Standard/Other source	Disclosure	Page	Omission		Global Compact	SDG
			Requirement(s) omitted	Reason		
General disclosures						
GRI 2 General Disclosures 2021	2-1 Organizational details	4, 12, 13 and 15	-	-	-	-
	2-2 Entities included in the organization’s sustainability reporting	4	-	-	-	-
	2-3 Reporting period, frequency and contact point	4	-	-	-	-
	2-4 Restatements of information	50	-	-	-	-
	2-5 External assurance	There was not.	-	-	-	-
	2-6 Activities, value chain and other business relationships	11	-	-	-	-
	2-7 Employees	17 and 59	-	-	6	8 and 10
	2-8 Workers who are not employees	60	-	-	6	8 and 10
	2-9 Governance structure and composition	15	-	-	-	-
	2-10 Nomination and selection of the highest governance body	15	-	-	-	5 and 16
	2-11 Chair of the highest governance body	15	-	-	-	16
	2-12 Role of the highest governance body in overseeing the management of impacts	15	-	-	-	16
	2-13 Delegation of responsibility for managing impacts	15	-	-	-	-
	2-14 Role of the highest governance body in sustainability reporting	4	-	-	-	-
	2-15 Conflicts of interest	15	-	-	-	16
	2-16 Communication of critical concerns	60	-	-	-	-



GRI Standard/Other source	Disclosure	Page	Omission			Global Compact	SDG
			Requirement(s) omitted	Reason	Explanation		
General disclosures							
GRI 2 General Disclosures 2021	2-17 Collective knowledge of the highest governance body	16	-	-	-	-	-
	2-18 Evaluation of the performance of the highest governance body	60	-	-	-	-	-
	2-19 Remuneration policies	60	Item a-iv	Confidentiality restraints	The Company does not publicly disclose this information, as it exposes the remuneration of its executives.	-	-
	2-20 Process to determine remuneration	16 and 60	-	-	-	-	-
	2-21 Annual total compensation ratio	-	Disclosure omitted	Confidentiality restraints	The Company does not publicly disclose this information, as it exposes the remuneration of its employees.	-	-
	2-22 Statement on sustainable development strategy	6 and 7	-	-	-	-	-
	2-23 Policy commitments	23, 25, 42 and 43	-	-	-	-	-
	2-24 Embedding policy commitments	23, 25, 42 and 43	-	-	-	-	-
	2-25 Processes to remediate negative impacts	60	-	-	-	-	-
	2-26 Mechanisms for seeking advice and raising concerns	46	-	-	-	10	16
	2-27 Compliance with laws and regulations	60	-	-	-	-	16
	2-28 Membership associations	61	-	-	-	-	16
	2-29 Approach to stakeholder engagement	36, 37 and 53	-	-	-	-	-
	2-30 Collective bargaining agreements	61	-	-	-	3	8



GRI Standard/Other source	Disclosure	Page	Omission		Global Compact	SDG
			Requirement(s) omitted	Reason		
Material topics						
GRI 3 Material topics 2021	3-1 Process to determine material topics	4	-	-	-	-
	3-2 List of material topics	4	-	-	-	-
Material topic GHG emissions						
GRI 3 Material topics 2021	3-3 Management of material topics	23, 24, 25, 26, 47, 48, 49, 50 and 51	-	-	-	-
GRI 201 Economic performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	47 and 48	-	-	7	13
GRI 302 Energy 2016	302-1 Energy consumption within the organization	50	-	-	7 and 8	7, 8, 12 and 13
GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions	49 and 50	-	-	7 and 8	3, 12, 13, 14 and 15
	305-2 Energy indirect (Scope 2) GHG emissions	49 and 50	-	-	7 and 8	3, 12, 13, 14 and 15
	305-3 Other indirect (Scope 3) GHG emissions	49 and 50	-	-	7 and 8	3, 12, 13, 14 and 15
	305-4 GHG emissions intensity	50	-	-	8	13, 14 and 15
Material topic We value safety						
GRI 3 Material topics 2021	3-3 Management of material topics	23, 24, 25, 26, 33, 34, 35, 36, 37, 38, 39, 40 and 41	-	-	-	-
GRI 403 Occupational health and safety 2018	403-1 Occupational health and safety management system	33	-	-	-	8
	403-2 Hazard identification, risk assessment, and incident investigation	34, 35, 36, 37 and 39	-	-	-	8
	403-3 Occupational health services	40 and 41	-	-	-	8
	403-4 Worker participation, consultation, and communication on occupational health and safety	36 and 37	-	-	-	8 and 16
	403-5 Worker training on occupational health and safety	36, 37 and 38	-	-	-	8
	403-6 Promotion of worker health	40 and 41	-	-	-	3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	33	-	-	-	8
	403-8 Workers covered by an occupational health and safety management system	33	-	-	-	8
	403-9 Work-related injuries	34 and 63	-	-	-	3, 8 and 16



GRI Standard/Other source	Disclosure	Page	Omission		Global Compact	SDG
			Requirement(s) omitted	Reason		
Material topic Risk management for serious incidents						
GRI 3 Material topics 2021	3-3 Management of material topics	23, 24, 25, 26, 35, 38 and 39	-	-	-	-
Material topic Ethical conduct and compliance						
GRI 3 Material topics 2021	3-3 Management of material topics	23, 24, 25, 26, 42, 43, 44, 45 and 46	-	-	-	-
GRI 205 Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	45 and 61	-	-	10	16
	205-2 Communication and training about anti-corruption policies and procedures	43 and 61	-	-	10	16
	205-3 Confirmed incidents of corruption and actions taken	61	-	-	10	16
Material topic People development, diversity and inclusion						
GRI 3 Material topics 2021	3-3 Management of material topics	17, 18, 19, 20, 21, 23, 24, 25, 26, 52, 53, 54, 55 and 56	-	-	-	-
GRI 401 Employment 2016	401-1 New employee hires and employee turnover	62	-	-	6	5, 8 and 10
GRI 404 Training and education 2016	404-1 Average hours of training per year per employee	19 and 63	-	-	6	4, 5, 8 and 10
	404-3 Percentage of employees receiving regular performance and career development reviews	20	-	-	6	5, 8 and 10
GRI 405 Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	54 and 64	-	-	6	5 and 8
GRI 406 Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	61	-	-	6	5 and 8
Material topic Business model resilience						
GRI 3 Material topics 2021	3-3 Management of material topics	11, 13, 14, 23, 24, 25 and 26	-	-	-	-

Credits

Coordination

Constellation Sustainability Department

Content, consulting and design

usina82

Photography

Constellation collection



CONSTELLATION