



Sustainability
Report

2024

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Report Guidelines

[GRI 2-1, GRI 2-2, GRI 2-3, GRI 2-4, GRI 2-5, GRI 2-14; IFRS S1 (11, 15), IFRS S1 (54-59, 60-63, 64-69); ESRS 2 BP-1]

We present the fourth edition of **Constellation's Sustainability Report**, a milestone in our continuous journey of transparency and commitment to sustainable development. This document was carefully prepared to engage all our audiences and reaffirm our purpose of promoting responsible practices and results aligned with our core values.



Our report presents the results obtained in the fiscal year starting on January 1st, 2024 and ending on December 31st of the same year, based on the guidelines of the Global Reporting Initiative (GRI), including the GRI 11 Sector Standard of the Oil and Gas sector. The consolidated data covers the controlling companies – Serviços de Petróleo Constellation S.A. and Constellation Oil Services Holding S.A. – and the operating units – drilling rigs, support bases and administrative offices, in Brazil and abroad. This is the same scope used to prepare our financial statements.

Furthermore, we continually seek to increase the precision and comprehensiveness of our communications, progressively incorporating content that meets the requirements of the European Sustainability Reporting Standards (ESRS), International Financial Reporting Standard Sustainability (IFRS S1), and Sustainability Accounting Standards Board (SASB) frameworks. This ensures a more accurate approach aligned with best practices internationally.

Our commitment to sustainability is anchored in a holistic and strategic vision, expressed in the management of our Materiality Matrix, which is aligned with ESRS standards. By adopting the principle of double materiality, we integrate a vision that balances the

impacts on our stakeholders and the risks and opportunities associated with creating value for our shareholders. This vision is directly related to our **2030 ESG Plan**, which guides our initiatives and prioritizes actions of great relevance for the future.

Aware of the role we play in a changing world, we have intensified our efforts to mitigate the impacts of climate change. We are committed to adopting practices that reduce emissions, optimize the use of natural resources, and promote the transition to a low-carbon economy.

We also reaffirm our commitment to diversity and inclusion, promoting a culture that values difference, ensures equity, and fosters an environment in which everyone can contribute with excellence and authenticity.

We remain focused on promoting operational quality and safety, supporting projects that integrate technological innovation and high management standards. Our focus is on achieving operational excellence while contributing to the safety and development of the communities around us.

With these actions, we reaffirm our role as agents of transformation, aligned with the United Nations (UN) Sustainable Development Goals (SDGs), and we will continue to move forward responsibly, collaboratively, and committed to a more resilient and inclusive future for all.

Furthermore, the report is subject to review and approval by the areas involved, management, and the Board of Directors, with the support of the Sustainability, HSE and Operations Committee. In addition to corporate interactions, the document was subject to limited assurance conducted by an independent auditor. All changes to the data published in previous editions will be clarified throughout this content.

Enjoy your reading!

For more information about this report, please contact sustentabilidade@theconstellation.com. This channel is available to receive comments, questions, and suggestions, strengthening our commitment to open and constructive dialogue with all interested parties.



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02 Highlights of 2024



Financial + Operational

US\$

563 M

in net operating revenue.

US\$

231 M

of EBITDA.

41%

of EBITDA margin.

97.3%operational
uptime.**93.8%**financial
efficiency.**1st place** in the
Sondopólis
Petrobras
ranking.**1st place**
in the **PEO**
Sondas⁽¹⁾
Petrobras.**Tidal Action:**
new ship operated by Constellation.

Safety and Environment

API SPEC Q2 for

100%

of the fleet.

326days without
accidents in 2024.**First drilling contractor**
to implement a human
factors journey.**GHG Protocol**
Gold Seal – the only
company in the sector in
the category.**Zero landfill**
in our operations.

People and Innovation

Thruster and seal replacement
without unit dry-docking.**Women-Friendly Company**
– Gold Category (the only drilling
company recognized).We are **certified as a Great**
Place to Work and recognized for
Great People Mental Health.



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Message from the Board of Directors

[GRI 2-22; IFRS S1 (21); ESRS E1]

2024 was a milestone year for Constellation, solidifying our management model and reinforcing our position in the global offshore drilling market.

Over this period, we advanced strategically on several fronts, ensuring our growth's sustainability and solid results to our stakeholders.

Among the main highlights, we emphasize our strong safety culture, achieving a significant reduction in the number of incidents and maintaining a zero fatality rate – a reflection of the company's unwavering commitment to the safety of our operations and our people, a value deeply embedded in our DNA.

Our operational excellence was also a key highlight, with significant improvements in the efficiency of our operations and fleet utilization, driven by new contracts that increase predictability and ensure a sustainable long-term outlook. In addition, we made meaningful progress on our 2030 ESG Plan, with solid results that reaffirm our commitment to sustainability.

Lastly, our focus on innovation and performance also stood out, with projects that maintains our position as industry leaders and a preferred partner for our clients.

We worked closely with key partners, fostering a culture of innovation and trust while laying the groundwork for new projects—particularly in the context of energy transition and climate change adaptation.

We made significant strides with our EcoBOOSTER project, developed in partnership with Petrobras, to increase energy efficiency.

2024: a year of safety excellence.





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We have seen significant improvements in our operational quality.



In emissions management, we improved our environmental controls and actively engaged our teams, earning the GHG Protocol Gold Seal – an important accomplishment in the offshore drilling sector.

These actions reflect our stance as a company committed to energy transition and sustainability.

In addition, in response to the global workforce shortage, we invested heavily in training and talent development, aligning Constellation's growth with the empowerment of the communities in which we operate. This strategy reinforces our mission to advancing the offshore sector and generating shared value.

Another key milestone was the advancement of our Human Factors Journey, promoting a holistic, people-centered approach.

This initiative positions Constellation as a highly reliability organization, driven by to the highest standards of safety and operational excellence.

All of this progress is the result of collaborative efforts across our teams, partners, and Board of Directors, which actively oversaw our initiatives through the Sustainability, HSE, and Operations Committee.

We developed a portfolio of complementary projects that will continue to guide the company toward our long-term goals.

We reached the milestone of 45 years of uninterrupted operations with a clear vision for the future.

Our teams are ready to continue driving sustainable and consistent growth, creating value for our shareholders, clients, employees, and all stakeholders.

Thank each of you for your continued support and dedication in making our vision a reality.

Sincerely,
Maria Gordon



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Message from the CEO

[GRI 2-22; IFRS S1 (21); ESRS E1]

The year 2024 was spectacular for all of us at Constellation. We achieved excellence in operational results and strengthened our financial position, further consolidating our presence in the global offshore drilling market.

Our operational performance reached an average uptime of 97.3%, reflecting the efficiency and reliability of our operations. The result of this is visible not only in the achievement of goals, but also in the significant improvement in our ranking with our main client, Petrobras, where we now occupy the first position, a recognition of excellence in offshore operations in the largest global drilling market.

The restructuring of contracts was another important milestone. We renegotiated contracts originally signed during a period of crisis, achieving a significant increase in pricing that had a direct impact on our EBITDA. This backlog cleanup reflects the stability achieved by the

company, creating a solid foundation to direct strategic efforts towards organizational and operational growth.

In addition, in December we successfully concluded a bond issuance related to the recapitalization operation, whose initial fundraising objective was US\$650 million. We concluded the operation by attracting more than US\$2 billion in market interest, representing an increase of approximately three times the initial value. The transaction, considered one of the largest and most successful in the US High Yield market in 2024, achieved a yield below initial estimates.

This initiative pushed our due date to 2029, strengthening the financial profile and ensuring long-term stability. This strong demand for the bonds reflects the solidity of the company and the attractiveness of our financial restructuring plans and the performance we have achieved in managing our contracts.



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It is important to highlight that we are the leading private drilling company with rigs operating in one of the largest global markets for offshore oil and gas exploration, in which we hold 22% of the contracts. In addition, we expanded our fleet with the incorporation of the **Tidal Action** rig, which will be used from 2025 onwards in the drilling and completion campaign of wells in the Roncador field, located in the Campos Basin, through an operational partnership in which Constellation will manage the vessel's operations.

This operation will take place in water depths of one thousand two hundred to two thousand meters, reinforcing our technical capacity and leadership in the sector.

As a company aware of its role in energy transition, the issue of climate change is imperative in our strategy. We have clear commitments to decarbonize our operations and support a plural energy matrix. We recognize that oil and gas will continue to play an essential role in reducing energy poverty and financing sustainable solutions. Brazilian oil, with its low level of emissions and high competitiveness, positions the country as a key player in this global transition.

In terms of diversity and inclusion, we continue to make progress in gradually increasing the number of women in our operations, as well as people from underrepresented groups in leadership. We have been constantly carrying out awareness-raising and engagement actions that help promote a more inclusive environment.

In 2024, we were even closer to the local community, seeking to understand their needs and develop projects to address the identified demands. This desire to create engagement, active listening and partnership reflects our concern to align our actions with the sustainability strategy and environmental, social and governance (ESG) aspects.

A clear example is the growth in the involvement of employees and their families in social projects and volunteering actions promoted by the company. These actions not only reinforce our values, but also create a more inclusive and responsible organizational culture.

This year reaffirmed Constellation's position as a resilient and innovative leading company committed to sustainability. Confident in our ability to generate a positive impact, we continue to contribute to a more balanced and responsible global energy matrix, prioritizing safety, excellence, and the values that guide us.

As we reach Constellation's 45th anniversary, we have much to celebrate and to thank everyone who is part of it and those who helped build this successful journey in the oil and gas market in Brazil.

Enjoy your reading!

Kind regards,
Rodrigo Rodrigues Ribeiro

Constellation reached its 45th
anniversary with great success.





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The Constellation

[GRI 2-1, GRI 2-6; ESRS 2 SBM-1]



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We are **Constellation**, a leading Brazilian company in offshore drilling services for the oil and gas sector. Operating since 1980, we have over four decades of experience, with a modern fleet that includes seven rigs, two of them managed by our company. Among them, four are semi-submersibles, four are drillships, and one is a jack-up⁽¹⁾, with the capacity to operate in water depths of up to twelve thousand feet (approximately three thousand six hundred and fifty-eight meters).

In 2024, we signed a contract to operate, in partnership with Hanwha Drilling, the ultra-deep drilling rig Tidal Action. Operation is scheduled to begin in the Roncador field, Campos Basin, in the third quarter of 2025, under a thirty-month contract with Petrobras, introducing a new contract model in which Constellation is compensated for managing the unit.

For the same operational opportunity in Roncador, we secured an additional contract with Petrobras for the Laguna Star rig, totaling a combined backlog value of US\$1 billion for both rigs. Laguna Star, currently in operation, is expected to start the new contract in the third quarter of 2025.

(1) Contract signed in early 2025.

Closing 2024, we secured a new contract with the Amaralina Star unit and a one-year extension with the Atlantic Star unit. These contracts reinforce our position as a leader in rig operations in Brazil and expand our partnership with Petrobras.

In addition, our operations are supported by rigs equipped with cutting-edge technologies for drilling and completing wells in shallow, deep and ultra-deep waters. We have offices in Luxembourg (headquarters), Rio de Janeiro (Brazil), the Netherlands, and Panama, as well as an operational support base in Rio das Ostras (Brazil), and a staff of around one thousand eight hundred employees.

Our company maintains an ongoing commitment to operational excellence, safety, and sustainability, constantly seeking technological innovations to enhance our services in the offshore drilling sector.

**We are leaders
in offshore
drilling services
in Brazil.**





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Our Operational Activities

[GRI 2-6; SASB EM.SV-000.A, SASB EM.SV-000.B]

Our operational base in Rio das Ostras supports the eight rigs operating in Brazil⁽¹⁾.



Amaralina Star

Drillship

Contract with Petrobras from Oct./2022 to Nov./2025.

New contract with Petrobras in the first quarter of 2026 to the first quarter of 2029.



Atlantic Star

Anchored semi-submersible drilling rig

Contract with Petrobras from Jan./2021 to Nov./2025.



Lone Star

Dynamic positioning semi-submersible drilling rig

Contract with Petrobras from Sept./2022 to Oct./2025.

Contract with Brava Energia from the fourth quarter of 2025 to the fourth quarter of 2026.



Gold Star

Dynamic positioning semi-submersible drilling rig

Contract with Petrobras from Aug./2023 to Nov./2025.



Brava Star

Drillship

Contract with Petrobras from Dec./2023 to Dec./2026.



Laguna Star

Drillship

Contract with Petrobras from March 2022 to June 2025.

Contract with Petrobras (estimated) from the second quarter of 2025 to the third quarter of 2028.



Alpha Star

Semi-submersible drilling rig with dynamic positioning

Contract with Brava Energia (3R and Enauta merger) from September 2023 to November 2024.

Contract with Petrobras from Feb. 2025 to Feb. 2028.



Tidal Action

Drillship

Contract with Petrobras from the third quarter of 2025 to the second quarter of 2028.



ADM-511⁽²⁾

Jack-up

Three-year contract, starting in the fourth quarter of 2025.

(1) In the course of 2024, we concluded our operations in India with the sale of the Olinda Star unit for recycling, following the conclusion of the drilling operations with ONGC, as well as the closure of the base of operations in Manaus (onshore drilling).

(2) Contract signed at the beginning of the year 2025.

Note: We also have administrative offices in Brazil (Rio de Janeiro), the Netherlands, Luxembourg and Panama.



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Strategic Action

[GRI 2-23, GRI 2-24, GRI 2-25, GRI 11.2.4, GRI 201-2; IFRS S1 (21), IFRS S1 (25.b); ESRS 2 SBM-1, ESRS E1]

Our values, mission, vision, and purpose embody the essential drivers of a sustainable future, guiding our activities to ensure that growth remains aligned with responsible and innovative practices.

Our relentless pursuit of efficiency and quality is reflected in our superior results, while our safety culture prioritizes the integrity of our operations and the well-being of our employees.

Climate change is significantly impacting the oil and gas industry, accelerating the search for renewable energy sources and lower-carbon production models. The global goal of limiting temperature rise to 1.5°C has intensified this transition.

Brazilian pre-salt oil is among the most attractive for global clients in this energy transition context, as the carbon emissions associated with its extraction process are among the lowest worldwide—averaging ten kilograms of carbon dioxide equivalent per barrel (kgCO₂e/barrel).

We are closely monitoring the actions of regulatory bodies and institutions in order to contribute to the fight against climate change. In this regard, we have incorporated into our strategies the studies that assess climate-related impacts, risks, and opportunities for our operations.

Furthermore, based on ongoing projects in our operations, we aim to remain the preferred partner for advancing energy efficiency and decarbonization initiatives, in alignment with Constellation's offshore capabilities.

At Constellation, the continuous pursuit of operational efficiency is directly tied to reducing environmental impact. In 2024, we achieved a 97.3% uptime, representing a 4% improvement over the previous year. This outstanding performance resulted in more than nine thousand tons of CO₂e emissions avoided during operations.

In addition, the improvement of the Rig Performance Index (IDS)¹ reinforces our commitment to optimizing drilling operations and contributes to environmental gains. Between 2023 and 2024, the RPI increased from 1.04 to 1.14, reducing drilling time by fifteen days compared to the original schedule planned by Petrobras—up from eight days in the previous year. This improvement generates significant diesel savings and the avoidance of approximately four thousand tons of GHG emissions compared to the previous year.

(1) The IDS (Índice de Desempenho de Sonda) only considers rigs contracted by Petrobras.



Purpose

Generating value by providing excellent services in a sustainable manner, contributing to a safe energy matrix.



Mission

To provide excellent services and innovative solutions, safely, for the energy segment, developing high-performance teams, building relationships of trust and exceeding expectations.



Vision

To be a company in constant evolution, committed to the highest standards of safety, performance and sustainability, through innovation and valuing people, maximizing value for stakeholders.



Values

Safety: non-negotiable condition and respect for life.

Trust: building relationships based on mutual respect, honoring commitments with honesty, transparency and ethics.

Excellence: seeking continuous improvement and innovation in everything we do.

Sustainability: caring for people and the environment, in addition to commitment to business continuity.



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Value Generation

2024 Strategic Initiatives: Strengthening Constellation and Driving Business Growth

Throughout 2024, Constellation implemented a series of strategic initiatives that added value to our business, further consolidating its market position and strengthening its management framework. These actions focused on innovation, operational efficiency, and sustainability, to ensure sustainable growth aligned with industry best practices.

Orion Program: Digital Transformation at Constellation

The **Orion Program** is a key strategic initiative in our digital transformation journey. Its primary objective is to replace the current Enterprise Resource Planning (ERP) system with **Oracle Cloud's** modern and integrated solutions, aiming to improve efficiency, reliability, and business process integration.

This program eliminates reliance on multiple interfaces, fostering a more robust and reliable management structure that aligns with future demands.

Beyond Oracle Cloud implementation, Orion also includes the fiscal solutions **TaxOne** and **DFe**, the advanced treasury solution **XTPG**, and the

specialized foreign trade software **OneSource Global Trade (OSGT)**, consolidating an advanced and efficient technological ecosystem.

A team of over fifty employees is dedicated to the Orion Program, along with external consultants to ensure synergy and project success.

With a diverse and highly qualified team, the Orion Program guarantees a smooth transition to the new solutions, mitigating risks and maximizing benefits for the company. This transformation reflects our commitment to modernizing processes and strengthening our position as an innovative, future-oriented company.

Since its launch in March 2024, the program has accumulated approximately 1,664 hours of work. This reflects the team's dedicated effort to date. The program is expected to go live in the first half of 2025, marking the official implementation of the new ERP and other software, furthering this digital transformation.

Orion is not just a technological evolution but a milestone in Constellation's journey toward process modernization and strengthening its reputation as a leader in Brazil's oil and gas market.





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Asset Management System

After conducting a detailed diagnosis of the asset management process maturity across all our fleet units, including the supporting corporate processes, we developed a strategic plan to implement an Asset Management System.

This system follows the guidelines of ABNT NBR ISO 55.001 and the best practices from the Global Forum on Maintenance and Asset Management (GFMAM). Our goal is to strengthen process controls and optimize asset management throughout their life cycle, aligning policies and objectives with the organizational strategy.

This investment in asset management is supported by the commitment of Senior Leadership, who play a key role in the planning and continuous adaptation to the company's and stakeholders' needs.

The implementation of the Asset Management System provides us with significant benefits, such as:



This planning strengthens our asset management and ensures a more efficient and sustainable future.



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BOP 100%

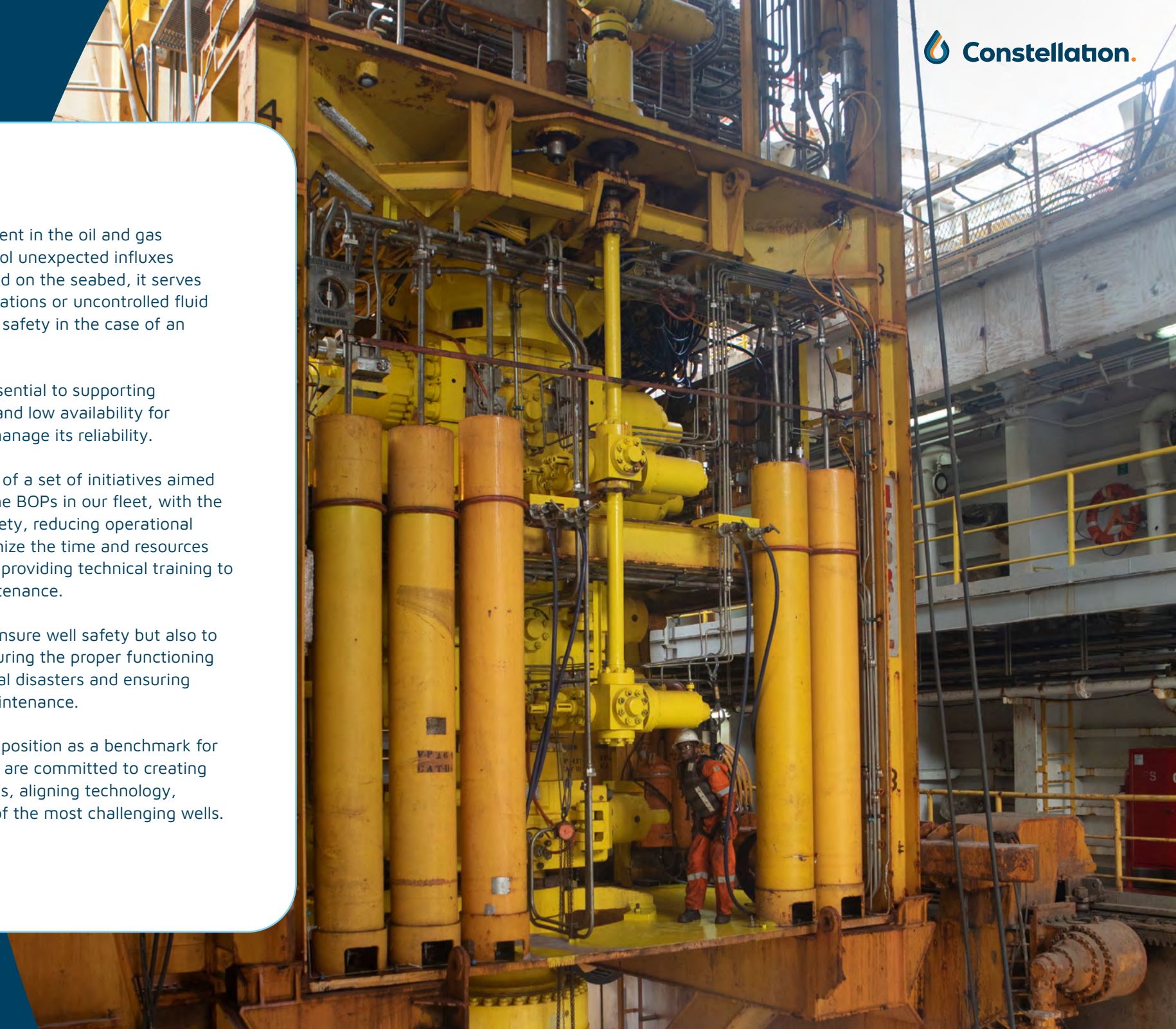
The blowout preventer (BOP) is a critical component in the oil and gas industry, designed to prevent blowouts and control unexpected influxes during drilling operations. Installed at the wellhead on the seabed, it serves as a barrier, sealing the well in high-pressure situations or uncontrolled fluid flow from the formation, as well as ensuring well safety in the case of an emergency disconnect.

More than just a protective device, the BOP is essential to supporting operations, and due to its submerged operation and low availability for maintenance, it requires optimized solutions to manage its reliability.

In this context, our **BOP 100% Program** consists of a set of initiatives aimed at improving the reliability and performance of the BOPs in our fleet, with the goal of achieving significant improvements in safety, reducing operational risks, and increasing efficiency. We work to optimize the time and resources dedicated to equipment maintenance, while also providing technical training to our teams responsible for its operation and maintenance.

Thus, through the program, we aim not only to ensure well safety but also to protect the environment and human lives by ensuring the proper functioning of the main resource for preventing environmental disasters and ensuring operational continuity by avoiding unplanned maintenance.

With the BOP 100% Program, we strengthen our position as a benchmark for safety and reliability in the oil and gas sector. We are committed to creating even safer, more efficient, and resilient operations, aligning technology, expertise, and innovation to meet the demands of the most challenging wells.





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Participation in Sectoral Associations

[GRI 2-28, GRI 2-29]

Participation in events relevant to our sector is a key step to play out our business strategy and identify new opportunities to expand our capacity to generate value in partnership with our clients. In 2024, we stood out at important fairs and conferences that enriched our experiences and strengthened our market positioning.

We had the honor to make various presentations at the **Offshore Technology Conference (OTC-Houston)** and at **ROGe (formerly Rio Oil and Gas)**, in addition to marking our presence at the **Oil Safety Operational Workshop (WSOP 2024)**, in which we act as sponsors and speakers.

As speakers, we contributed to highlights such as Paola Rangel's presentation of the essay Revolutionizing Offshore Drilling: Enhancing Operational Performance with Checklist Software and Incident Management in the Energy Industry. We published four papers about drilling and operational solutions regarding Constellation.

This was a valuable opportunity to share experiences with clients, suppliers, and market peers, participating in workshops that address topics such as corporate sustainability issues and the importance of human factors in operational security.

Our involvement in sectoral associations also plays a strategic role to dynamically keep track the expectations and trends of our industry. We are associated with prominent entities, such as:

- **Brazilian Association of Petroleum Services Companies (ABESPetro)**, in which our Chief Executive Officer (CEO) holds the position of Chairman of the Board of Directors and we have Executives and Managers leading committees.
- **Brazilian Institute of Petroleum and Gas (IBP)**, in which our Commercial Coordinator leads the group dedicated to including women in the oil and gas industry – recently, we also celebrated the election of the new leadership of the IBP youth group.
- **International Association of Drilling Contractors (IADC).**
- **Society of Petroleum Engineers (SPE).**
- **International Marine Contractors Association (IMCA).**
- **American Petroleum Institute (API).**

In the field of innovation, we are maintainers of **EnergyHub**, an initiative that promotes open innovation in the energy ecosystem, connecting companies, empowering startups and attracting new talents for the sector.



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Furthermore, we actively participate in work groups and forums in all these associations, discussing relevant topics such as operations, health and safety management, diversity, energy transition, entrepreneurship, and sustainable management practices.

Our engagement goes beyond historical participation. We are deeply committed to sustainability and global challenges. As members of the Global Compact of the United Nations Organization (UN), we align our practices with the Sustainable Development Goals (SDGs), promoting actions that guarantee environmental, social and governance (ESG) responsibility in all our activities.

Last year, we participated in the third edition of **Macaé Offshore Innovation**, which promotes debates on innovation in the oil and gas sector. The event brought together representatives of major companies, highlighting perspectives and essential solutions to drive technological and operational advances.

In the context of climate changes in the oil and gas sector, we mark the presence of the **Energy Summit**, held in the Cidade das Artes complex, in Rio de Janeiro. The event brought together more than ten thousand specialists from various countries in partnership with the Massachusetts Institute of Technology (MIT), exploring advances in the energy transition and sustainability. Our Innovation team actively participated in discussions with the main players in the sector, identifying opportunities and trends for the energy future.





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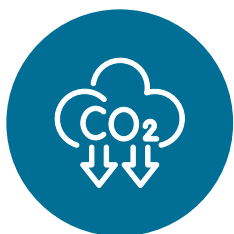
Innovation

[GRI 3-3 Climate Changes]

Innovation has been one of the most important steps in the development of our technical and operational expertise. Our processes are under constant review and checking of standards of efficiency and effectiveness with a view to operational excellence.

Our objective is to create an environment in which all collaborators are agents of change, actively contributing to the growth and evolution of the Company. Innovation is no longer an isolated effort and became a central pillar of our organizational culture, strengthening our purpose and creating value on several fronts.

Our innovation strategy is based on three main pillars: **decarbonization**, **operational excellence** and **safety**.



Decarbonization



**Operational
excellence**



Safety

Each of these pillars, directly or indirectly, contributes to the reduction of environmental impact. Although the decarbonization initiatives seem more evident on environmental issues, actions that promote greater operational efficiency also play an important role in reducing these impacts.





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Constellation.

Innovation in Constellation 2024/2025

PROJECTS



9

completed projects.

16

pilots developed.

83

mapped opportunities.

19%

of ideas became projects.

CULTURE



+801

people involved.

+21

connected areas.

+400

views on the podcast.

+800

views on the newsletter.

89

Net Promoter Score (NPS), considering all efforts in 2024.

CONNECTIONS IN THE ECOSYSTEM



7

operators.

7

scientific, technological and innovation institutions (ICTs).

9

universities.

5

innovation hubs.

3

sources of funding.

56

innovation partners.

31

startups.

19

participations in events.

2

publications.

39

signed protocols of scientific intentions (NDAs).





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Furthermore, by incorporating digital solutions, energy storage technologies and cleaner, more efficient fuels, we are able to maintain our performance while significantly reducing environmental impacts. Our digital journey is one of continuous evolution, from a solid database to the update of the most modern technological requirements. We proactively build our corporate vision of the future, applying the lessons learned directly to our operational facilities.

Our main assets in operation are:

- **Real Time Operations Center (RTOC):** essential for monitoring systems and equipment, with more than one hundred and twenty active alarms. Integrating advanced hardware and software, data collection and storage to support the continuous improvement of operations.
- **Automation and robotization of central processes:** use of robotic equipment to perform technical tasks and operations.
- **Optimization of processes supporting operations, such as Asset Management and Supply Chain Management (SCM):** processes that are in a digital environment gain efficiency and double check.

- **Direct application of artificial intelligence (AI) and big data in the field:** use of AI in processes and data intelligence on our rigs and platforms; we also use virtual reality simulators.
- **Convergence and integration of IT (Information Technology) and OT (Operational Technology) systems and technologies:** synergy and guarantee of reliable connectivity in field operations.

These projects have consolidated our company as a technology development partner capable of acting not only in the provision of operational data, but also in data analysis and optimization, allowing us to aim to develop projects in other research areas beyond energy efficiency.



See more in
[Energy Efficiency.](#)



Constellab: Continuous Innovation

To create an environment that allows the development of ideas and themes related to quality, safety, and innovation, we created **Constellab**, a collaborative ecosystem, integrated with processes, tools and instruments, which strengthens the Company's culture of innovation.

This approach allows us to respond to market demands in an agile manner, aligned with corporate strategies and in synergy with the innovation strategies of our partners, customers, employees, and society.

Developed over the last two years, this structure has already presented consistent results and has organically consolidated itself as a strategic innovation ecosystem. Constellab makes it possible to connect research and development (R&D) initiatives, intrapreneurship, strengthening the culture of innovation, open innovation and the development of new business opportunities, maintaining a future-oriented vision.

Some initiatives that make up Constellab:

- **Research, development & innovation:** through research, development, and innovation processes, we collaborate with strategic partners to advance innovative ideas. In this regard, we invest in research and the development of new technological solutions, which span the entire **Technology Readiness Level (TRL)** spectrum, from conception to incorporation into our operations.
- **Intrapreneurship:** Constellab-Intra is a program aimed at fostering, capturing, prioritizing, and developing ideas that naturally arise within the corporate environment and at all land or offshore locations where Constellation operates. In addition to having its own idea platform, the Program catalyzes and boost

the culture while connecting with and contributing to other established initiatives in the company, such as the APPrender portal and the Well Done program.

- **Innovation Agents:** a multidisciplinary group focused on strengthening the culture of innovation, making it an integral part of our corporate DNA. This integration directly empowers employees, recognizing their contributions and boosting their motivation.
- **PodInovar:** to enhance our innovation portfolio and stimulate our team, we launched PodInovar, a podcast dedicated to innovation. Created to help employees understand and deepen their knowledge on the subject, as well as inspire new ideas and practices, the program's first cycle in 2024 covered four themes aimed at promoting idea generation and strengthening the culture of innovation.
- **Newsletter:** to contribute to building an engaged and sustainable innovation culture, we also launched a digital periodical communication tool called Innovati.on. It keeps our workforce informed about innovative projects while connecting them with global innovations.

These initiatives reinforce our commitment to sustainability and the continuous evolution of our operations, aligned with global best practices and the principles of sustainable development. They drive the creation of an innovative and collaborative environment that reflects our vision for the future and our core values.



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Scan 3D

[GRI 3-3 Safety]

We have implemented computer vision technologies to increase safety on board, enabling the detection of deviations in real time and immediate actions to prevent accidents, reinforcing our safety culture.

The Scan 3D was implemented in all units, enabling us to achieve several objectives integrated into our strategic matrix. It is a high-precision immersive 3D digital model, generated on AI and machine learning technologies. The images are captured by a special high-resolution camera, processed by the app installed on a compatible mobile device and subsequently sent to the Matterport platform for final processing and rendering of the 3D model.

Advantages and applications



Smarter Training

- Training for new employees.
- Safety procedures.
- Improving and building skills.
- Knowledge transfer.



Continuous optimization

- Planning and developing activities.
- Equipment maintenance and management.
- Workplace assessment.



Sustainability

- Reduction of risks when planning activities.
- Scalable and transparent access.
- Governance development.

Increased efficiency in training:

30%

versus in-person or paper-based training.

Reduction of carbon emissions:

16%

due to the elimination of the need to travel.

Technology not only optimizes field services, reducing costs and deadlines, but also provides remote access to rigs through digital tours. This functionality improves planning, task execution and collaboration between teams.

We intend to expand the project, with plans to implement the gamification method in training. To this end, we are developing a virtual environment that takes advantage of scans and the existing 3D mesh of the units. After collecting this data, we assess the specific needs of each area to add value in terms of safety and operational efficiency. This will allow teams to optimize their operations in an immersive and interactive way.



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Offshore Thruster Replacement

With our technical expertise, we are promoting some paradigm shifts by implementing innovative solutions that work to reduce the costs of some of the processes and, above all, reduce exposure to risks, through maintenance operations during offshore activity.

In replacing thrusters on drillships, we carried out a pioneering operation to replace thrusters in deep waters. The replacement of the thruster at sea on the Laguna Star drillship, carried out in partnership with Sapura, represents a reduction of more than sixty-six days of non-productive time for the drillship, which, consequently, minimizes the impact on the client's schedule and operations.

The action allowed us to replace the thruster without the need to bring the unit to shore, resulting in reduced downtime and increased operational safety. This operation generated

a total cost savings of US\$11.42 million for Constellation. In addition, the entire operation reduced the required diving man-hours by a factor of one hundred and fifty, resulting in increased productivity and a significantly safer operation due to reduced personnel exposure.

Each operation was completed in just six to seven days, in contrast to the typical thirty or more days required to perform each operation in sheltered waters, due to the inspections and removal of sun coral that would be required if approaching the coast.

The same process was successfully applied on another of our rigs. This second operation's result is additional gains in performance, increasing previously observed results and solidifying a top tier engineering operation.

These unprecedented operations not only ensure efficiency and agility, but also establish themselves as a milestone in the oil and gas industry, creating a standard of excellence and innovation for Constellation and the sector.





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Pioneering Technologies Associated with Offshore Operations

Our engineering team has developed pioneer work in the manufacture of cofferdams for the replacement of thruster seals on the **Gold Star** platform and, more recently, on the **Alpha Star**. This innovative approach has provided significant savings in resources and set new standards in the industry. The application of this technology in seal maintenance represents an effective solution to complex engineering challenges.

Cofferdams are temporary watertight structures used to create a dry environment in normally submerged areas, allowing construction or repair work to be carried out efficiently and safely, generating significant savings in resources and time for the operation.

Had the cofferdams not been applied, the platform would have needed to be taken to dry dock, which would have at least tripled the rig downtime and increased the operation cost by up to four times.

Replacement is a critical operation that requires precision and reliability. High-quality mechanical seals are essential to ensure effective sealing and adequate performance of rotating equipment. The correct selection of mechanical seals is essential to prevent leaks and ensure operational efficiency.

The manufacture of customized cofferdams for these operations demonstrates our ability to develop solutions that meet the specific needs of each project and contribute to the optimization of maintenance processes.

These initiatives demonstrate our commitment to innovation and operational efficiency, setting new standards of excellence for the industry.



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ESG Commitments

[GRI 2-23, GRI 2-24, GRI 3-3 Climate Change; IFRS S1 (28–30); ESRS 2 (70–72)]

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At Constellation, sustainability is a value that reflects our commitment to promote the development of society as a whole. In addition to generating financial value, we seek to align our strategies with global efforts to preserve the environment, reduce inequalities, respect human rights, and promote ethics and transparency in all our actions.

In this way, we make progress every year in meeting the goals set out in the 2030 ESG Plan, which is our strategy to strengthen environmental, social, and governance (ESG) management.

The Plan is composed of three main objectives, which are broken down into nine goals and eight commitments, all developed based on the United Nations (UN) Sustainable Development Goals (SDGs).

Each goal and commitment is associated with one of the objectives, ensuring alignment and cohesion. In this way, the 2030 ESG Plan guides the execution of cross-cutting projects throughout the Company, supported by five thematic committees and a Sustainability Working Group, which ensure the monitoring and integration of initiatives.

With over forty-five ongoing initiatives, including projects, programs and social responsibility actions, we play a strategic role in advancing innovation in the sector and strengthening local development in the regions where we operate, both directly and indirectly.

To this end, the Operations, HSE and Sustainability Committee monitors the progress of our Plan's goals quarterly, in addition to discussing relevant issues related to sustainability. All actions defined in the Goals Plan are strictly supervised by this Committee.

In 2024, we highlight the Committee's work in analyzing our portfolio of energy efficiency projects, which plays an essential role in reducing the Company's greenhouse gas (GHG) emissions, contributing to our sustainability goals.

In order to maximize the positive and reduce the negative impacts of our operations, the 2030 ESG Plan was developed based on the contributions we can make to achieve the goals of the seventeen UN Sustainable Development Goals (SDGs), aligned with the 2030 Agenda.

This analysis considered the adaptation of the SDGs to the Brazilian reality, conducted by the Institute for Applied Economic Research (IPEA), and focused on maximizing and measuring our direct contribution to these goals.

We identified eleven priority SDGs to guide our actions, with targets and commitments that promote sustainable development in conjunction with government and civil society actions.

This connection also reinforces universal principles such as respect for human rights, environmental preservation, combating corruption and promoting decent working conditions. This effort reflects Constellation's commitment to become a signatory to the UN Global Compact in 2021.



Our Goals and Results for 2024

[IFRS S1 (28–30), IFRS S1 (45–50); ESRS 2 (70–72), ESRS 2 (73–77)]

OBJECTIVE	2030 GOALS/COMMITMENTS	2024 RESULTS
Maintaining excellence in health, safety and environment (HSE) and compliance. [ODS 3,8,14 e 15]	Keep 100% of employees and high-risk third parties trained in compliance.	100% of high-risk employees and third parties have been trained.
	Obtain and maintain Compliance Program certification.	Assessment and Gap Analysis for adherence to the Compliance Program in progress.
	Systematically monitor critical suppliers.	ESG criteria model defined and implementation schedule established. Seventy-four critical suppliers assessed against these criteria.
	Zero spill.	Leak of half a cubic meter of lubricating oil from Thruster #1 recorded at the LGS. Actions implemented to prevent further incidents. The company has changed its thruster measurement and maintenance strategy to prevent recurrence.
	Promote the conservation of marine biodiversity.	We have entered into a partnership with SENAI CIMATEC to develop a project aimed at removing microplastics from the oceans.
	Zero accidents with lost time.	Lost-time accident rate of 0.11.
	30% reduction in high potential incidents and recordable incidents	The recordable incident rate (TRIR) stood at 0.22. The high potential incident rate (HPIR) was 0.11.
	Improving operational safety practices.	Implemented the process safety indicator and continued the process safety work started in the previous year.
	Strengthen and diversify corporate health actions.	We implemented campaigns to encourage employee participation and engagement with the Cuidar Program, with a Cuidar Program Adherence Index (IAPC) of 21%.





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OBJECTIVE

2030 GOALS/COMMITMENTS

2024 RESULTS

Incorporate the challenges of the climate and diversity agenda into the strategy.
[ODS 5,9,10 e 13]

60% of under-represented groups in leadership positions in offices and operational bases.

48% of leadership positions held by under-represented groups.

Doubling the representation of women in offshore operations (to 5%).

Women's participation grew by 30.34% between 2023 and 2024, from 2.90% to 3.78%.

Strengthening a diverse and inclusive work environment.

We increased thirteen points in the Net Promoter Score (NPS) in the Great Place to Work (GPTW) Diversity and Inclusion Survey.

100% of Scope 1 and 2 GHG emissions neutralized.

We have had our GHG Inventory verified by an independent third party, obtaining the Gold Seal from the Brazilian GHG Protocol Program.

20% reduction in diesel consumption per kilowatt-hour (kWh) demanded.

Implementation of the energy efficiency indicator (0.33 l/kWh) and implementation of the EcoBooster project at the Brava Star unit.

Development and application of technologies for a low carbon operation.

Expanding social action for the community.
[ODS 4,8,11 e 12]

To implement two social impact projects in local communities (Rio das Ostras and Rio de Janeiro).

Conclusion of the diagnosis of social responsibility in Rio das Ostras and Macaé and definition of the guidelines for corporate social responsibility.

Promote volunteering and social actions that are synergistic with social impact projects.

Carrying out six volunteer actions in 2024, totaling more than four hundred hours donated by our employees and their families.

Note: For reporting purposes, leaks are occurrences of oil spills that exceed, alone or together, the limit of 0.16 cubic meters (one barrel of oil). The measure is in line with the registrable environmental accident regulations of the National Petroleum, Natural Gas and Biofuels Agency (ANP) and the reports of the International Association of Oil & Gas Producers (IOGP).





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Materiality Matrix

[GRI 3-1, GRI 2-14, GRI 2-29; IFRS S1 (17, 18); ESRS 2 IRO-1]

In 2024, we conducted a **gap analysis** of the Materiality Matrix to assess its compatibility with our business strategy. The study, conducted in partnership with outside consultancy, used benchmarking with the main players in the sector to verify the adherence of our material topics to market trends and demands.

As a result, we identified the need to restructure the Environmental Impacts theme, which has been updated to Biodiversity and Natural Resources. This change reflects our commitment to a more specific approach that is aligned with stakeholder expectations and global sustainability challenges.

In addition, this update reinforces the relevance of material topics and the integration of sustainability with Constellation's long-term vision.

In addition, to reaffirm our commitment to transparency and maturity in sustainability, in addition to the indicators already related to the Global Reporting Initiative (GRI), we also started to disclose key performance indicators (KPIs) aligned with the main global standards:

- International Financial Reporting Standards (IFRS)
- European Sustainability Reporting Standards (ESRS)
- Sustainability Accounting Standards Board (SASB)

This initiative represents a decisive step in ESG integration, consolidating practices based on robust data. These frameworks ensure greater transparency, comparability and relevance in our reports.





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Material Topics Identified in the Constellation Ecosystem

[GRI 3-2, GRI 2-29]

CLIMATE CHANGE

The fight against climate change is directly related to the energy transition, which presents significant opportunities in the oil and gas industry. Our Company is at the forefront of this movement, investing in innovative technologies that increase energy efficiency and reduce the carbon intensity in our production chain. In doing so, we add value for our customers and contribute to solutions aligned with global energy demands with a lower environmental impact.

SAFETY

Safety is our main value and is at the heart of all operations. We prioritize human factors, promoting a culture of prevention and risk management to protect lives and assets. In addition, our commitment to safety strengthens customer confidence and business sustainability.

TALENT DEVELOPMENT AND RETENTION

Our operations require highly qualified teams in the offshore drilling sector. Increasing competition in the market demands efficiency and quality in talent management, directly impacting Constellation's competitiveness and presenting financial relevance.

DIVERSITY AND INCLUSION

Promoting the inclusion of women and underrepresented groups in the oil and gas industry generates positive impacts for employees and society. The initiative fosters job opportunities, strengthens local communities and encourages the engagement of professionals in corporate culture. The topic also has financial relevance when developing new talent.

BIODIVERSITY AND NATURAL RESOURCES

Managing environmental aspects is fundamental to our sustainability governance, especially in operations in the marine environment. We adopt certified systems to mitigate risks, optimize energy use and manage effluents and waste, minimizing environmental impacts both at operational bases and on offshore rigs.

LOCAL COMMUNITIES

We contribute to the socioeconomic and cultural growth of communities near our facilities through social actions and investments. Our commitment to sustainable development seeks to expand positive impacts, valuing education and professional development.

ETHICS AND COMPLIANCE

Our risk management model includes compliance governance, which is essential in relationships with customers, environmental agencies, sectoral and regulatory entities. We promote policies, processes and practices that disseminate a culture of ethics throughout the value chain and apply anti-corruption tools.

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

We adopt mechanisms to promote sustainable practices among suppliers, mitigating social and environmental risks in the value chain. Our actions ensure legal compliance of our partners and combat degrading working conditions, such as the use of child labor and labor analogous to slavery.

For the 2025 fiscal year, we must deepen this approach through structured consultations with the main stakeholders related to our Company, including employees and customers. Stakeholder engagement is an ongoing initiative that strengthens and enhances the robustness of our Materiality Matrix.



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Environmental Management

[GRI 3-3 Biodiversity and Natural Resources; SASB EM-SV-160a.2, SASB EM-SV-530a.1, SASB EM-SV-150a.2]

Environmental management in our operations is carried out through the Integrated Management System (IMS), which also covers the risks and impacts related to health and safety in our activities. Certified by ISO 14001 (Environmental Management), the IMS defines the standards and procedures to be followed by our employees in the activities carried out at the offshore maritime units and at the support base in Rio das Ostras (RJ). The monitoring of environmental indicators is continuous and led by the Quality, Safety, Environment and Health Management (QHSE) in conjunction with the Executive Board.

We operate with an integrated view of our assets, ensuring the mitigation of operational risks, compliance with applicable legislation and continuous improvement, focusing on optimizing the use of natural resources. In addition, we have a Corporate Risk Management Committee that includes the Board of Directors and meets regularly to assess the external and internal scenario, as well as risks and opportunities in strategy, finance, operations, regulations, environment and technology.

In addition, there is a department dedicated to monitoring Constellation's corporate risk management process. The progress and monitoring of risk management activities are presented quarterly to the Audit and Risks Committee, which in turn reports to the Board of Directors.

It is important to note that regulatory and environmental issues are discussed quarterly by the Sustainability, HSE and Operations Committee. If there is a specific agenda, it is presented to the Board of Directors.

At Constellation, we have adopted a structured approach to managing operational risks, minimizing environmental impacts and ensuring strict control over the use of chemical products. Our commitment is aligned with international best practices and reference standards, such as the IADC HSE Case guidelines and the ISO 17776:2016 and ISO 31010:2009 standards.

In our risk management, we have implemented the Alert Program, which is based on Layered Risk Management, a model developed by the University

of Queensland. This program allows us to assess hazards and control dangerous conditions at different levels of complexity.

Each of our units has an HSE Case, which identifies scenarios with high potential risks (MAH) and establishes effective barriers for eliminating, preventing, controlling and mitigating unwanted events. For the most critical risks (>M19), we apply the Bow Tie model. We also use historical data from sources such as WOAD, IADC and our fleet in order to continuously improve our risk analysis.

With regard to environmental and occupational management, we follow procedures that define the system for identifying environmental and occupational aspects, as well as assessing the impacts of the IMS activities and processes.





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At the Rio das Ostras base, we follow specific procedures to evaluate environmental aspects and impacts, as we do in offshore operations, where dedicated guidance materials are used for identifying and managing occupational hazards and risks related to activities in that environment.

As part of this management approach, we follow a structured method for analyzing environmental aspects and impacts in offshore operations, always focusing on reducing harm to ALARP (As Low As Reasonably Practicable) levels. Risks associated with routine activities are formally recorded, and we conduct semiannual audits to verify the effectiveness of the implemented environmental controls, with the results properly documented.

This approach also includes strict control over the use of chemical products, involving identification, assessment, and implementation of measures to mitigate potential impacts on the environment and human health. For the control of chemical products and hazardous materials, we adopt guidelines that establish minimum conditions for their storage, handling, and control. Monthly inventories are conducted and submitted to the QHSE department for ongoing monitoring and verification.

Personnel on offshore units follow specific guidelines to ensure safety when handling sensitive materials, such as ionizing radiation sources and explosives.

Regarding waste resulting from the use of chemical substances, we apply differentiated waste management practices between offshore units and the Rio das Ostras base, respecting the unique characteristics and requirements of each location.

These initiatives are widely publicized through the Management System, cultural alignment workshops and actions carried out on board by our QHSE teams.

In this way, we ensure that our operations are conducted safely and sustainably.



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Water and Effluent

[GRI 3-3 Biodiversity and Natural Resources, GRI 303-1, GRI 303-2, GRI 303-4, GRI 303-5; SASB EM-SV-140a.2; IFRS S1 (45-53)]

Our offshore operations in oil and natural gas fields have low water consumption. Our rigs use capture and desalination systems, providing the necessary supply for cooling equipment directly from the sea, without significant impacts on water resources or shared use.

Internal water consumption in operations refers to the volume discharged into the sea, divided into sanitary effluent (treated by sanitary and wastewater treatment units) and oily effluent (treated by water and oil separators). In 2024, 174,701.273 m³ was consumed. The water collected from the sea (see more in the [Indicators Report](#)) is mainly used in the engine cooling system and operates on a recirculation basis and therefore not directly linked to operational consumption.

Water and Wastewater Discharges in 2024 (m ³) ⁽¹⁾	
Discarded Water in the Sea	97,057.85
Water Discharged by Third Parties (Sanitation Network, Specialized Company, etc.)	1,659.20
Total Water Disposed of	98,717.05

(1) No discharges occur in areas with water stress. As assessed by the World Resources Institute (WRI) Water Risk Atlas tool, the Rio das Ostras base is in an area with a medium-high overall risk level. The rigs operate at sea, where it is assumed that there is no risk of water stress.

In the offices and at the Rio das Ostras base, water for human consumption is supplied by local sanitation networks, while rainwater harvesting systems are used for cleaning and maintenance at the base. Part of this volume supplied by third parties can be used for human consumption, in addition to operational needs.

The main risk managed in relation to water resources is the contamination of soil and water bodies by the disposal of oily effluents. To mitigate this risk, the Rio das Ostras base has an **Oil and Water Separation System (OWS)** to treats the effluents generated before disposal, with monthly monitoring in compliance with legal standards.

At the maritime units, all effluents are treated before being disposed into the sea. Parameters such as temperature, pH and oil and grease content (TOG) are monitored to ensure compliance with legal environmental requirements. Equipment with sensors detects concentrations above fifteen parts per million (ppm), redirecting the oily effluent for further treatment if necessary.

Two years ago, we started a project to improve the performance of offshore effluent treatment plants, including detailed analysis of the equipment and the drafting of specific work instructions for this area, reducing re-analyses by 26%.

In addition, in response to the challenges of monitoring water resources, we reaffirmed our environmental commitment through a partnership with T&D Sustentável, a benchmark in the fight against water waste in the country. Our Water Use Reduction Program at our Rio das Ostras operating base uses **SEA 360° (Water Saving System)** technology, which optimizes water consumption, identifies improvements and corrects faults, promoting more efficient and sustainable management. This solution reduces waste, generates financial savings and reinforces our commitment to the conscious and responsible use of water in our operations.

In the same context, we are implementing the **Water Resources and Effluent Management Plan (PGRHE)**, a project that is being developed in conjunction with Petrobras. The aim of this Plan is to consolidate water and effluent management planning in order to guide activities and contribute to environmental management on various fronts, including the construction, evaluation, maintenance, stimulation and abandonment of offshore wells.

Along with our clients, we also promote the **Environmental Education Program (PEAT)**, with periodic training on conscious water and energy consumption, as well as awareness campaigns in line with federal environmental licensing (Brazilian Institute of the Environment and Renewable Natural Resources - IBAMA).



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Waste

[GRI 3-3 Biodiversity and Natural Resources, GRI 306-1, GRI 306-2; IFRS S1 (45-53); ESRS E2]

Our activities, both offshore and at the base and offices, generate various types of waste. We work continuously to ensure that these materials are properly disposed of, prioritizing reuse and recycling whenever possible.

Waste management is guided by specific SGI procedures, defining classification (hazardous and non-hazardous), segregation and disposal, in accordance with the National Solid Waste Policy (Law No. 12.305/2010) and National Environmental Council Resolution (CONAMA) No. 275/2001.

Waste Management and Eco-efficiency

Our environmental management is guided by indicators that promote eco-efficiency in all our operations, such as the Recyclable Waste Index (IRR). This parameter is used to encourage the recycling and reuse of waste, contributing to more sustainable practices.

Today, 98% of our waste is reused, a record in our operation.

Since April 2024, we have reached the **zero landfill milestone** and we are no longer sending waste to landfills. Waste such as ordinary garbage, sun coral, garden waste and organic materials are now sent to more sustainable processes, such as co-processing, while organic waste is sent for composting.

As a result, over the course of the year we generated 7,041.91 tons of waste, of which 6,973.38 tons were reused and diverted from landfills. These figures demonstrate commitment to reducing environmental impact by adopting waste management solutions in line with the sector's best practices.





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Tampinhas Project: Sustainability and Solidarity

Launched in 2023, the **Tampinhas Project** collects plastic caps for recycling, with the proceeds going to the purchase of custom-made wheelchairs for disabled children served by the non-governmental organization (NGO) One By One.

To this end, in celebration of World Environment Day (June 5) and Environment Week, we promoted a series of activities aimed at sustainability and environmental awareness. Among the initiatives carried out was the **Plastic Cap Collection Tournament**, which took place between June 6 and 30, involving the Rio de Janeiro office, the Rio das Ostras base and the operational units.

The aim of the action was to increase engagement in the collection of plastic caps, encouraging recycling and environmental preservation through healthy competition between employees. The tournament generated a great deal of engagement, reinforcing the company's culture of sustainability.

To further encourage participation, a prize draw was held among the employees of the winning collection group. Four winners were awarded a weekend in Búzios (RJ), including accommodation for their spouse and children, in recognition of their collective efforts.

The results of the tournament were significant, bringing positive impacts that went beyond the competition:

- **Significant increase in the collection of bottle caps**, promoting a positive environmental impact.
- **Expanded engagement**, involving not only employees, but also friends and family, who continued to collect bottle caps even after the tournament had ended.
- **Creating the habit of weighing and collecting caps at the base and at the Rio de Janeiro office**, facilitating the continuous sending of caps to the partner NGO and integrating this practice into the employees' routine.
- **Strengthening the culture of sustainability**, in line with Constellation's environmental values, both in the workplace and in the personal lives of the participants.

By the end of the first few months of 2025, we had collected around five hundred and forty-four kilos of bottle caps, reaffirming our commitment to sustainability and social responsibility, joining forces to generate a positive impact both on the environment and on the lives of the benefited children.



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Biodiversity

[GRI 3-3 Biodiversity and Human Resources, GRI 304-2, GRI 306-3 (Spills); GRI 11.8.2; SASB EM-SV-160a.2; ESRs E4]



Our offshore drilling activities are not located near biodiversity sensitive areas and, therefore, do not generate significant impacts on local biodiversity. All operations are conducted in accordance with the guidelines and parameters established in the environmental licenses issued by the competent authorities, ensuring the adoption of necessary measures to guarantee operational safety during drilling campaigns.

The main risk associated with our business model is the possibility of offshore oil spills, which can negatively impact biodiversity. To minimize this risk, we adhere to the highest safety standards and implement emergency response and containment plans aligned with industry best practices.

In addition, we have adopted a robust set of procedures aligned with international best practices. Among the key initiatives are:

- **Analysis of environmental aspects and impacts:** internal procedures use this methodology to identify risks and establish control actions, reducing impacts to the ALARP level (as low as reasonably practicable).
- **HSE Case for maritime units:** each operational unit has an HSE Case (Health, Safety and Environmental Case), which defines specific barriers and safeguards to manage major risks, especially oil spills at sea.
- **Monitoring of performance indicators:** rigorous control of indicators related to significant leaks and process safety, ensuring constant follow-up.



- **Risk mitigation projects:** implementation of initiatives such as:

- **100% BOP Program:** reinforces leak prevention and reliability in the most critical system for the safety of oil and natural gas wells in operation by Constellation.
- **Big Five FMEA program:** created to assess the reliability and ageing of the units' critical systems - BOP, top drive, pipe racking system (PRS), thrusters, deck cranes, and electrical systems.
- **Equipment condition-based maintenance program** (*condition based maintenance* – CBM).
- **Creation of reliability indicators:** for all critical systems and equipment in the units, provides early warning of failures for intervention and evaluation of the life cycles of critical systems and equipment.
- **Review of maintenance routines:** improves maintenance routines, optimizing them, providing more quality in maintenance procedures and standardizing maintenance throughout the fleet.

In 2024, we recorded a leak of approximately **half a cubic meter** of lubricating oil at one of our units. The incident was treated as an isolated case, and immediate mitigation measures were implemented, with preventive actions to avoid the recurrence of similar situations.

Although managing invasive species is not our core business, we recognize the challenges and risks to biodiversity associated with the management of exotic species, such as the sun coral, an invasive species from Asia that threatens the balance of marine ecosystems off the Brazilian coast. In awareness of our environmental responsibility, we have adopted rigorous and innovative practices to minimize these impacts.

In addition to the operational hull cleaning actions required by IBAMA, we invest in strategic partnerships with clients, peers, suppliers and institutions to develop innovative technologies and improve the management of these species.

Since 2022, we have been collaborating with Petrobras' Leopoldo Américo Miguez de Mello Research, Development and Innovation Center (CENPES) on research projects aimed at controlling and combating the sun coral. In 2024, we collaborated on another phase of the CENPES project together with the State University of Campinas (UNICAMP), which has been working on the development of an innovative polymer gel.



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We also tested two other innovative technologies for managing and removing sun coral. The first is a pioneering solution that uses mini-ROVs - small remotely operated vehicles - equipped with torches, allowing sun coral to be neutralized effectively and safely. We also evaluated the installation of transducers inside the hull, designed to prevent fouling by this invasive species.

In addition to contributing to the conservation of marine biodiversity, these projects also strengthen occupational safety, significantly reducing the need for diving hours - one of the highest risk work activities.

These tests have generated valuable observations on the effectiveness and applicability of these technologies in offshore operations.

We therefore believe that engaging in innovative solutions, combined with collaboration with strategic partners, is essential to meet the challenges of biodiversity conservation. Our commitment to sustainability reflects our responsibility to preserve marine ecosystems for future generations.



Ocean Ride Project: Innovation for the Removal of Microplastics from the Ocean

Driven by our concern for marine biodiversity, we have partnered with SENAI CIMATEC to develop an innovative solution for the removal of microplastics from the ocean. This project is carried out in collaboration with the startup Ocean Ride, the Municipality of Salvador (through the Zero Carbon City initiative), SEBRAE, and EMBRAPII.

Marine pollution by microplastics is one of the most urgent environmental challenges. These plastic fragments, less than five millimeters in diameter, arise both from the production of small plastic materials and the degradation of larger objects. In addition to impacting marine ecosystems, microplastics have serious implications for human health, being found in the lungs, placenta and bloodstream due to direct or indirect ingestion.

Faced with this critical scenario, the **Ocean Ride Project** was structured under a Technological Cooperation Agreement between EMBRAPII, SENAI CIMATEC and Constellation, to develop an advanced filtering system to collect and store microplastics in marine environments. This technology will be designed for application on fixed or mobile maritime platforms, promoting the reduction of ocean pollution and the preservation of biodiversity.

The project is scheduled to run for twelve months, organized into three macro-deliveries:

- **Technical and environmental survey:** gathering critical information about the problem and its impact.
- **Defining technological routes:** identifying and choosing the best technical solutions.
- **Proof of concept:** tests in a controlled environment to validate the efficiency of the filtering system.

The expected benefits of the **Ocean Ride Project** include:

- **Environmental preservation:** collecting microplastics to improve water quality and protect marine life.
- **Supporting science:** generating data to support studies on marine pollution and the effects of microplastics.
- **Positive economic impact:** promoting technological innovation, strengthening sustainable fishing and encouraging coastal tourism.

By contributing to the reduction of ocean pollution and promoting sustainable practices, the Ocean Ride Project reinforces the commitment of Constellation and its partners to environmental sustainability and the development of solutions that benefit society in a lasting way.



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Climate Change

[GRI 3-3 Climate Change, GRI 11.2 Adaptation, Resilience and Climate Transition, GRI 201-2, GRI 2-19, GRI 2-20; SASB EM-SV-110a.2]

Brazilian oil stands out as one of the most attractive for global clients in the energy transition scenario. With the gradual replacement of fossil fuels by renewable sources, the adoption of production models with lower carbon emissions has become a strategic pillar for the national industry.

We are committed to helping the oil and gas industry combat climate change and reduce greenhouse gas (GHG) emissions in offshore activities.

To this end, within our Annual Goals Plan, which directly influences the variable remuneration of our employees, we have defined strategic objectives aligned with the financial, operational, commercial and sustainability dimensions.

These objectives seek not only to boost our performance, but also to align our efforts with global sustainability priorities, including the implementation of energy efficiency projects to reduce emissions in our operations.

We continuously carry out mapping to identify risks and opportunities related to climate change. We recognize the need to meet the challenges of the energy transition, to replace oil with renewable sources. Although renewable sources still present higher costs and intermittency, their progress can, in the long term, impact the global demand for oil and gas.

As part of our commitment, we seek robust strategies to face these risks and seize the opportunities that arise from the transformations in the energy sector.

Regulatory Risks and Adaptation to Change

Regulations arising from climate change, such as taxing emissions and imposing limits on the generation of GHGs, bring significant risks to our operations. We are aware of the need to adapt our strategies to meet legal requirements and customer expectations, ensuring compliance with the goals of the Paris Agreement.

Regulatory impacts may require adaptations at our offshore units, especially to decrease emissions. To mitigate these risks, we work proactively to develop decarbonization projects (more details on [page 43](#)).

Financial Implications and Monitoring

We are attentive to the financial impacts associated with decarbonization, with efforts aimed at monitoring and implementing energy efficiency projects. These projects are managed through periodic reports and management systems established in partnership with third parties, ensuring transparency and efficiency.

Reducing diesel consumption is one of the focuses of our planning. Advancing projects of this kind can increase the bonuses received by Constellation, while contributing to reducing our customers' carbon footprint.

We have made significant progress in the communication and scope of our emissions inventory, as well as in mitigating the impacts of our generating sources. To achieve this, we have already implemented initiatives such as photovoltaic plants at our base and we monitor the results of our mitigation actions through emission inventories.



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We follow important requirements, such as those established by the Carbon Disclosure Project (CDP), based on which we report impacts, risks , and opportunities related to climate change, as well as water security and biodiversity.

At Constellation, we prioritize projects that have the greatest impact on tackling climate change. For this reason, the selection of new initiatives takes into account strategic partnerships with our clients, ensuring alignment with the demands of the sector and maximizing results.

In 2024, we took important steps on this journey by approving investment in **Ecobooster**, a new project developed in partnership with Petrobras, with a focus on energy efficiency.

In addition, we signed the **Approved in Principle (AiP)** with Kongsberg and ABS, to study the implementation of hybridization technologies in our rigs, reinforcing our commitment to sustainable and innovative solutions.

These actions reflect our position as a company committed to the energy transition and sustainability. In this sense, all our sustainability actions are aligned with the guidelines of the **2030 ESG Plan**, integrating the challenges of climate change into our strategy. To this end, we decided to include three strategic items:

20% reduction
in diesel consumption
per kWh demanded.

Neutralize 100%
of GHG emissions from
Scopes 1 and 2.

**Develop
and apply
technologies**
for a low-carbon
operation.

**We prioritize
projects with
an impact on
tackling climate
change.**



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Energy Efficiency

Regarding energy efficiency, we are conducting projects that involve the direct application of new technologies and working on initiatives to raise awareness of the rational use of the rig's energy resources. These projects are carried out by the energy efficiency management team, with the support of the Innovation, Sustainability and Engineering departments.

Constellation's Energy Efficiency Program is closely monitored by internal committees, ensuring that the initiatives implemented have a direct impact on reducing the company's GHG emissions. Our goal is to consolidate our position as the preferred partner of operators in Brazil for research and development (R&D) projects associated with decarbonization and energy transition.

In 2024, we highlighted the discussion and expansion of our portfolio of energy efficiency projects, reinforcing our commitment to sustainability and innovation. These actions represent a coordinated approach that combines technology, sustainability and strategic management to tackle global challenges and strengthen Constellation's position in the market.

No matter how disruptive and promising in terms of energy efficiency, no technology generate significant results without the engagement and commitment of the crews. With this in mind, we have invested in developing practices that raise awareness among operational teams about the challenges and importance of striving for greater efficiency.

We are focused on promoting projects that encourage active crew engagement and a sense of belonging in energy efficiency initiatives. We seek to ensure that the technologies and strategies implemented are not only used effectively, but are also supported by those who operate them directly, driving long-term impact and greater sustainability.

At the same time, some projects are already starting to show significant results. One example is the implementation of pneumatic accumulators (Ecobooster) in drilling floor operations, the benefits of which have exceeded expectations, including those of the manufacturer itself. As a result, the supplier company, in a technical cooperation initiative, decided to provide additional automation systems to reinforce and validate the results.





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In addition to the digital twin projects and the use of accumulators for drilling, which already have approved funding, we are seeking technological partnerships and new sources of funding for the portfolio of seventeen energy efficiency projects.

These projects are at different stages and involve innovative technological applications such as assisted fuel injection, closed bus operations, the use of regenerative energy, fuel processing and injection deactivation at low load regimes.

Although these solutions are widely used in onshore assets, their implementation in the offshore environment presents significant challenges due to the adverse operating conditions and the specific constraints of dynamic positioning units.

On the other hand, some of the projects under study involve highly disruptive technologies, such as carbon capture for reinjection into wells, hybridization and the application of modular reactors in the offshore environment.

All these initiatives have support from classification societies, universities and renowned research institutions, as well as the engagement of our customers and suppliers.

These projects are aligned with our sustainability goals, driving the transition to a low-carbon economy and promoting solutions that benefit both the environment and our clients' operations. However, achieving long-term results requires more than the adoption of new tools: it requires a transformational change in operational culture based on a committed workforce that is aware of its role in implementing sustainable practices and innovative business approaches.

We constantly seek technological partnerships to optimize our energy efficiency.





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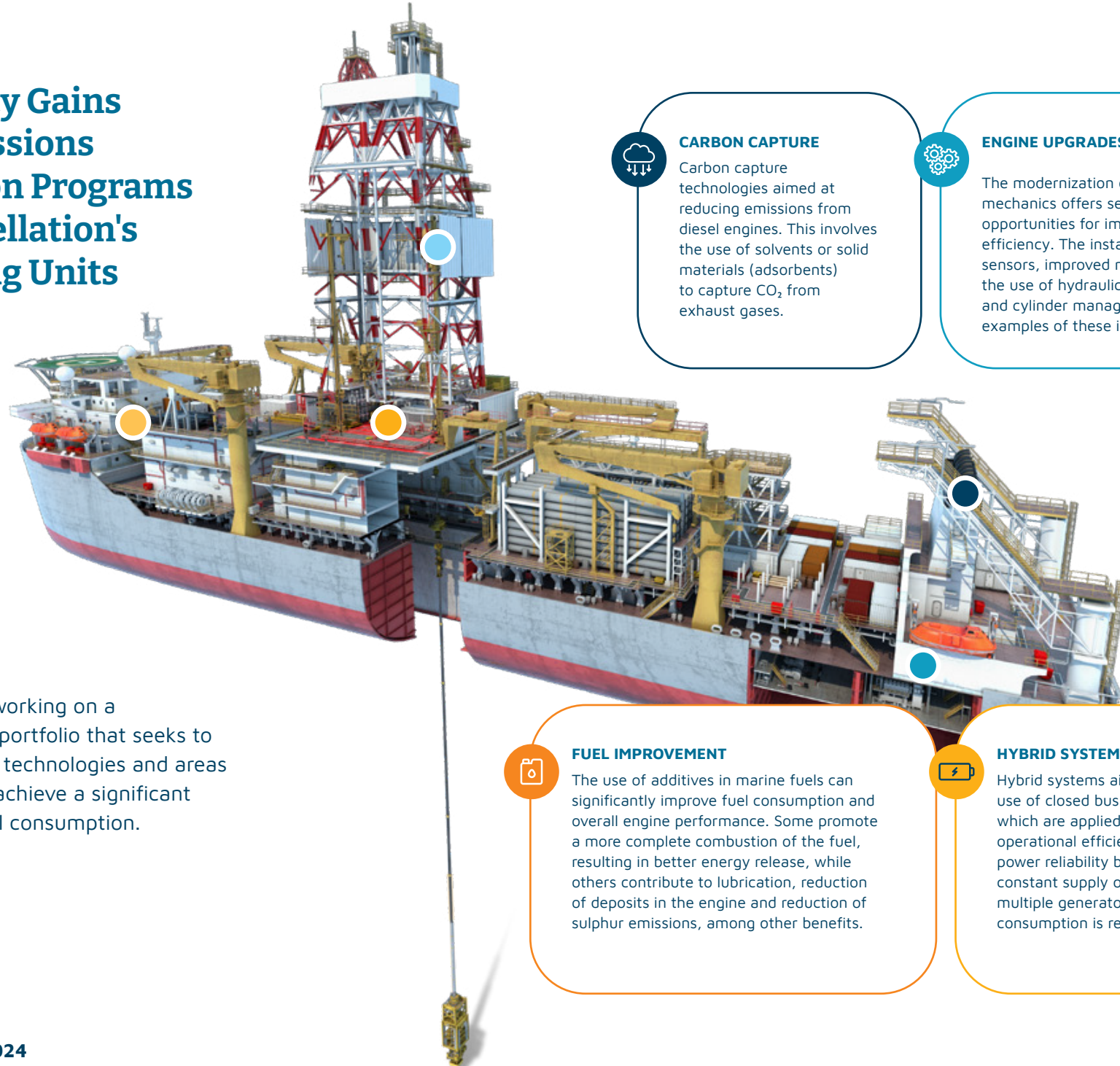
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Efficiency Gains and Emissions Reduction Programs at Constellation's Operating Units

Constellation

We have been working on a comprehensive portfolio that seeks to address various technologies and areas of expertise to achieve a significant reduction in fuel consumption.



CARBON CAPTURE

Carbon capture technologies aimed at reducing emissions from diesel engines. This involves the use of solvents or solid materials (adsorbents) to capture CO₂ from exhaust gases.



ENGINE UPGRADES

The modernization of engine mechanics offers several opportunities for improving efficiency. The installation of sensors, improved monitoring, the use of hydraulic injectors and cylinder management are examples of these initiatives.



REGENERATIVE SYSTEMS

It reduces fuel consumption by capturing, storing and reusing energy that would otherwise be wasted during engine operation. Regenerative braking, combined with energy storage systems, converts the kinetic energy of the lifting system into electrical energy.



FUEL IMPROVEMENT

The use of additives in marine fuels can significantly improve fuel consumption and overall engine performance. Some promote a more complete combustion of the fuel, resulting in better energy release, while others contribute to lubrication, reduction of deposits in the engine and reduction of sulphur emissions, among other benefits.



HYBRID SYSTEMS

Hybrid systems aim to enable the use of closed bus technologies, which are applied to increase operational efficiency and improve power reliability by maintaining a constant supply of power between multiple generators. As a result, fuel consumption is reduced.



DIGITAL SOLUTIONS

From fleet management software to digital twins, the focus is on using information to optimize the use of rigs and their parameters. We are involved in partnerships with clients and universities to develop strategic digital projects aimed at reducing fuel consumption.



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Strategic Use of BIAS Mode for Energy Efficiency and Emissions Reduction

In the continuous search for operational efficiency and sustainability, we have identified that the **optimized use of BIAS mode** plays a key role in **reducing diesel consumption and, consequently, GHG emissions**.

Understanding the positive impact of this practice, we promoted **workshops with captains**, training them on the best application of BIAS to maximize its efficiency. This initiative enhanced team awareness, reinforcing our commitment to more sustainable operational practices.

Benefits of the Intelligent Use of BIAS

- 1 Improved engine efficiency:**
 - When used strategically, BIAS allows the boat to take better advantage of environmental forces, reducing the strain on thrusters and propellers.
 - Proper adjustment minimizes unnecessary resistance, ensuring more efficient performance with lower fuel consumption.
- 2 Reduction of adjustments and corrections:**
 - The standardized use of BIAS avoids oscillations in the vessel's position, reducing the need for constant corrections.
 - Fewer adjustments result in less mechanical effort and, consequently, lower fuel consumption.
- 3 Harmonization of operations:**
 - Adopting clear criteria for configuring the BIAS reduces variations between shifts and operators.
 - This standardization contributes to a more effective and sustainable operational strategy.

Recommended Practices

- Only apply BIAS when necessary, considering factors such as current, wind and operational strategy.
- Establish clear operational standards to ensure consistent and efficient use of the system.
- Continuously monitor the impact on fuel consumption using energy management systems, adjusting settings as necessary.

Moving towards an even smarter use of BIAS

We are currently further improving this strategy by **implementing a digital twin**. In partnership with the University of São Paulo (USP), we are using the rig's operational data to train artificial intelligence models, identifying more efficient positioning strategies and promoting data-based decision-making.

In addition, we are conducting a study to assess the possibility of **optimizing the operation of the thrusters**. Using an advanced simulation model, we aim to develop specific procedures to maximize the benefits of BIAS. In parallel, we are analyzing the reliability history of this equipment to ensure that more efficient practices can be implemented without compromising safety and operational reliability.

These initiatives reinforce our commitment to **sustainability and innovation**, ensuring that each advance contributes to a more efficient and responsible future in the energy sector.



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GHG Emissions

[GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-5, GRI 302-3, GRI 11.1 GHG emissions]

In 2024, we made important progress in managing our GHG emissions, reinforcing our commitment to sustainability and transparency.

We are conducting a detailed analysis and reviewing the sources of data on diesel consumption in our operating units, to improve the accuracy and reliability of the information. The use of flowmeters on drillships has allowed for more accurate and realistic monitoring of consumption, while the standardization of measurement on semi-submersible units strengthens the consistency of the data collected.

Improvements in the control of diesel consumption in all our units have allowed for more precise management of operational emissions, enabling the adoption of more efficient and transparent metrics.

To reinforce this work, a new metric was implemented to monitor energy intensity during rig operations. The indicator measures diesel consumption per kWh demanded, providing a more accurate view of the energy efficiency of our operations and ensuring accurate management of the 2030 ESG Plan targets. In 2024, this figure was 0.33 L/kWh.

Energy Intensity 2024 [GRI 302-3]

Diesel Consumption (L)/Demanded kWh⁽¹⁾ 0.33

Energy Consumption (GJ)/Revenue (US\$ thousand) 5.67

(1) Excludes the Atlantic Star rig.

Some of the measures we have applied to improve this indicator are simple, such as reducing the application of BIAS to the thrusters in order to increase the power demanded by the generators in operation and reduce/eliminate the possibility of loss of generation due to reverse power (more details on [page 46](#)); and leveraging operational opportunities for closed-bus operation, significantly reducing the number of generator sets required for operations.

The process of controlling and managing the information that supports our GHG Inventory and energy indicators is rigorously conducted and monitored on a monthly basis by the area responsible. Any discrepancies are analyzed and audited, guaranteeing the accuracy and transparency of the data in order to faithfully represent the company's emissions and energy consumption.

Also in 2024, we submitted our Emissions Inventory for the first time to independent verification and published the data in the Public Emissions Report of the Brazilian GHG Protocol Program. As a result, we became the first offshore well drilling company in Brazil to be awarded the Gold Seal.



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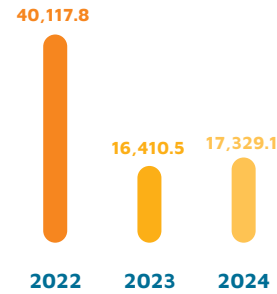
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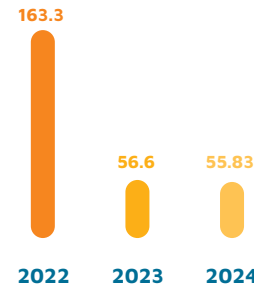
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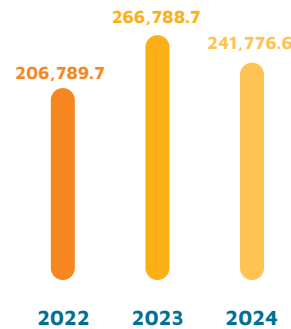
Gross emissions of Scope 1 (tCO₂e)



Gross Scope 2 emissions (tCO₂e)



Gross Scope 3 emissions (tCO₂e)



This achievement reflects the precision and comprehensiveness of the company's emissions monitoring, ensuring greater reliability and credibility to the process.

Since 2012, we have been monitoring our emissions with specialized support and, since 2022, we have been using WayCarbon's Climas software for automated data management. Using the system provides a more detailed and assertive view of the company's carbon footprint, enabling initiatives to mitigate emissions and optimize energy consumption.

Constellation's main source of emissions comes from diesel consumption in our operating units. As a particularity of the drilling sector, during the execution of contracts, the specifications of the drilling equipment and the operating parameters are determined and controlled mainly by the operators (clients), who also supply the fuel. The diesel used on the rigs is classified⁽¹⁾ within our Scope 3. However, during periods of maintenance or docking, emissions from diesel consumption are allocated to our Scope 1.

(1) IADC ESG Reporting Guidance.

Scope 1 emissions showed an increase of approximately 6% compared to 2023, mainly driven by higher consumption of refrigerant gases, especially those with high global warming potential (GWP).

Despite the increase in the number of dockings compared to the previous year, there was a 24% reduction in diesel consumption during these periods. This result was due to the reinforcement of closed-bus docking activities and also because of the work to review and improve diesel consumption data, which had previously been overestimated.

This work also had an impact on **Scope 3** emissions, which fell by 9.35% compared to 2023, especially the reduction in emissions from solid waste, since we now operate under a **zero landfill policy** in our operations. We also saw a significant reduction in emissions from the transport of materials as a result of work to optimize air freight.

In 2024, we increased the consumption of electricity acquired at our base, mainly due to greater movement in the Operational area due to docking, as well as in our Rio de Janeiro office, due to the reactivation of another floor in the building.



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Energy consumption in Constellation
[GRI 302-1]

2022

2023

2024

Non-Renewable Fuels (GJ)

Gasoline 1,264.50 880.25 970.92

Diesel 1,032.40 513.26 74.99

Acetylene 68.5 85.15 50.42

Marine Diesel Oil 434,460.90 106,096.82 80,664.71

Total 436,826.30 107,575.48 81,761.06**Purchased Electricity (GJ)**

Energy Purchased from the Utility Company 3,308.45 2,453.13 2,212.72

Self-generated energy from photovoltaic panels - 748.54 1,782.37

Total 3,308.45 3,201.67 3,995.08

The installation of photovoltaic panels has brought positive results, guaranteeing a reduction of approximately 70% in GHG emissions.

An increase in renewable energy consumption was also observed due to the continued operation of our base in Rio das Ostras throughout 2024. The installation of photovoltaic panels has brought positive results, ensuring a reduction of approximately 70% in Scope 2 GHG emissions. This represents a reduction of 27.1 tons of CO₂eq when compared to the scenario without the use of the panels.

Another factor to be considered in Scope 2 was the increase in the emission factor of the National Interconnected System (SIN) in 2024, which directly impacted the reduction percentage of emissions. Although we expected a more significant decrease compared to 2023, the growth of this factor limited the observed result.

For 2025, we plan to expand renewable energy generation by increasing the number of photovoltaic panels at our operational base, reinforcing our commitment to reducing Scope 2 emissions.

In addition, studies will be conducted to optimize the purchase of energy in Rio de Janeiro, with a view to more sustainable alternatives. Strict control of emissions will continue to be a strategic pillar, allowing the company to move towards the maximum possible reduction in our carbon footprint.



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Intensity of Emissions

[GRI 305-4; ESRS E1]

In 2024, we implemented a new metric to monitor and verify the intensity of GHG emissions in our operations, which allowed us to track the rate of emissions from the rigs during their activities.

Previously, the calculation considered total emissions by the demand for work over the period (man-hours worked), and this has been replaced by total emissions from diesel consumed in operations by the number of days operated. This adjustment ensures more focus on what is relevant in terms of emissions for the company, as well as facilitating comparability with other companies in the sector.

In this way, in 2024, we have a rate of **87.07 tCO₂eq/days operated**.

GHG intensity		2023	2024
Leased Assets/Operating Days Category	-	89.11	87.07
Total GHG (tCO ₂ e)/Revenue (US\$ thousand) ⁽¹⁾	0.60	0.50	0.44

(1) Total emissions (tCO₂e) per gross revenue (US\$ thousand).

The achievement of the Gold Seal of the Brazilian GHG Protocol Program and the continuous evolution of internal processes demonstrate our commitment to sustainability and operational efficiency, reinforcing our role as a benchmark in the offshore well drilling sector in Brazil.



Gold Seal of the Brazilian GHG Protocol Program

[IFRS S1 (25d)]

In 2024, our GHG Inventory was recognized with the **Gold Seal of the Brazilian GHG Protocol Program**, an initiative of the Getulio Vargas Foundation (FGV). This Program recognizes organizations that monitor and publicly disclose their inventories of GHG emissions. We are the only drilling company in the oil and gas sector in the Brazilian market to be among the companies highlighted in the Gold category of the Program.



The Gold Seal attests to the accuracy and effort in quantifying Scope 1 and 2 emissions. To achieve this certification, a complete GHG inventory was published, encompassing all of the company's emission sources and undergoing external verification by Greenhouse Gas Inventory Verification Bodies (OVV) accredited by Inmetro.

Participation in the Brazilian GHG Protocol Program reflects our commitment to transparency in relation to our carbon footprint and ongoing efforts to reduce it, in line with the best sustainability practices.



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[GRI 2-23, GRI 2-24]

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The commitment and experience of our employees, combined with continuous investment in development and learning, are the main pillars of our success and sustainable growth.

With a team of one thousand seven hundred and fifty-one professionals, spread across our bases, offices and offshore rigs, we maintain a safe, diverse and inclusive environment, promoting the development of talent and encouraging innovative solutions for our clients. Our organizational culture is based on valuing human capital, a commitment reinforced in our Code of Conduct and supported by solid diversity and inclusion (D&I) policies.

Strengthening a culture based on development, training and continuous improvement is essential for attracting, engaging and training talent, as well as stimulating the creation of innovative solutions for our clients. In this scenario, leadership preparation plays even more important role, especially in the current context of the organization's cultural transformation.

In 2024, we won the **Women-Friendly Company Seal**, awarded by the State Government of Rio de Janeiro, and we continued to increase our evaluation and performance in various **Great Place to Work (GPTW)** indicators, with a favorability rating of **80%**.

We would like to highlight that, in relation to the topic of **diversity and inclusion**, we achieved an expressive favorability rating of 89%, above the benchmark, which considers the companies participating in the Pulse Survey (D&I). This result demonstrates that we are on the right track when developing our programs on this topic.

This recognition reflects our efforts to create a healthy, diverse and inclusive work environment, promoting the professional and personal growth of our employees, making us stand out as an organization with a positive, high-performance work environment.

Our
employees
are our main
drivers of
success.



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Distribution of Employees by Area of Activity

Based on a total of **1,751** employees:



Considering that the sector is traditionally male-dominated, we are implementing actions to promote greater diversity, encompassing gender, sexual orientation, race, disability diversity, among other factors. To this end, we have developed leadership training programs and created windows of opportunity to attract diverse talent through training and hiring programs and initiatives (see [Diversity and Inclusion](#)).

We saw an increase in female participation within the Company, rising from 11.50% in 2023 to 13.08% in 2024.

With a total of one thousand seven hundred and fifty-one employees, the company's age composition reveals an experienced and consolidated profile, reflecting a robust team that is aligned with the sector's needs. The age group with the highest representation is 31 to 41 years old, comprising 42.95% of the workforce. This suggests a workforce that has already reached a mature stage in terms of skills and professional experience, combining experience and stability.

The second most significant age group, which includes employees between 42 and 50 years old, represents 31.35% of the total, reinforcing the profile of a team with a long history and accumulated knowledge. This characteristic shows that the company is mostly made up of professionals who are consolidated in the market, who not only have mastery of their functions, but also have a mature strategic vision of the sector.



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Talent management

[GRI 3-3 Talent Development and Retention, GRI 404-2; ESRS S1]

At Constellation, we value our employees by continually investing in their learning and development to drive the company's success and growth. To this end, we maintain a robust talent development and management program that recognizes individual skills, encourages self-development and promotes a safe, diverse, and inclusive environment.

In our ongoing commitment to cultural transformation and organizational sustainability, we highlight leadership preparation and training as one of our strategic pillars. In 2023, we established the **Leadership Academy**, in partnership with the Dom Cabral Foundation, aimed at Coordinators, Managers, Directors and Superintendents of Maritime Operations (OIM), to model the skills needed to build a more sustainable leadership aligned with our values.

Considering the years 2023 and 2024, we reached the mark of **five thousand six hundred and eighty-eight hours of training carried out in the Program, impacting around two hundred and ten professionals**. This investment in improving leadership is a fundamental part of our journey to integrate more sustainable practices at all levels of the company.





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In 2024, we had a 27% increase in training hours, totaling more than two hundred and ninety thousand hours, with an average of one hundred and sixty-nine hours of training per employee.



At Constellation, we also conduct programs focused on recruiting and developing talent strategically:

- **Internship Program:** aimed at students from different areas, it offers practical experience in the offshore drilling sector. Participants develop skills in a diverse and qualified environment, while learning about the business model and the relevance of the oil and gas market to sustainable development in the energy transition. In 2024, forty-four students took part in this program.
- **Offshore Trainee Program:** lasting twenty-four months, it is aimed at training trainees in technical positions on the rigs (drilling, marine, electronics, subsea). After theoretical and practical training, as well as on-board experiences, in 2024 we had sixteen professionals trained at the end of the Program.
- **Young Apprentice Program:** focused on social inclusion, it offers to young professionals the opportunity to start their careers in an environment aligned with Constellation's corporate culture. In 2024, we had forty-nine apprentices in the Young Apprentice Program, seventeen of whom are people with disabilities, and they successfully completed the technical, operational, and safety training provided for them.

- **Intro to Drilling Program:** Constellation's Intro to Drilling Program trains young people from Macaé for the offshore drilling sector. The focus is on technical training and the development of behavioral and socio-emotional skills, promoting inclusion and diversity. Held in partnership with FIRJAN - SENAI/Macaé, the program trains participants for the job market, ensuring safety and efficiency in offshore operations. In 2024, one hundred and seventeen professionals were trained, highlighting the importance of the initiative for local qualification and the sustainability of Constellation's operations. This program also opens doors for women and other underrepresented groups in the sector, reinforcing our commitment to diversity and inclusion in the oil and gas market. For more details, see the case Intro to [Drilling Program: Training for Platform Assistants](#).



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- **Well Done Program:** awakening an employee's creative potential requires an organizational culture that promotes freedom and offers incentives for the development of new ideas. This is the central concept of our Well Done professional recognition program, as it encourages creativity, continuous improvement and innovation through the implementation of new practices, processes and systems in line with the company's business needs.

The program is open to all of the company's employees and interns. Submitted projects are evaluated based on their adherence to the business model and corporate strategy, as well as their potential to generate positive impacts on organizational results.

The ideas submitted are assessed by an interdisciplinary team considering their impact and results generated in terms of increased agility, cost reduction, reduced risk of environmental impact, increased occupational or process safety, improved organizational climate and applicability to other business units.

Recognition of the employees involved in the projects is the essence of the Program. All the projects submitted are publicized internally within the company for dissemination and exchange of information. Then a panel of judges, using predefined criteria, chooses the three finalist projects to be highlighted at the awards ceremony.

The program has already gone through four editions. Each edition sees an increase in the number of projects entered and the number of ideas dedicated to offshore operations. In the last edition, twenty-one projects were submitted, with five finalists, fourteen of which were dedicated to rig themes, consolidating the Program as a true project laboratory.

With these actions, we reaffirm our commitment to the development of our professionals and to building an organizational culture focused on excellence, innovation and sustainability.

In 2024, we attended strategic academic events focused on innovation and development in the oil and gas sector. We took part in the 3rd Opportunities Fair at the National Telecommunications Institute (INATEL), in Minas Gerais, and the VX SEPetro, at the Federal University of Rio de Janeiro (UFRJ). These initiatives reinforce our commitment to connecting companies with young talent, promoting learning, networking, and boosting professional development in the sector.

Our annual training and development agenda also includes face-to-face operational workshops, such as the **Cargo Handling Workshop** and the **BOP 100% Workshop**, which have also stood out as key initiatives for promoting operational excellence. These meetings help to stimulate team integration, identify points for improvement and strengthen our safety culture.

Among the mandatory training courses, we highlight one hundred and twenty eight thousand nine hundred and eight fifty hours dedicated to the **Offshore Training Matrix**, which ensures operations. **Eleven thousand three hundred and two hours** were spent on leadership training, including the continuation of the **Human Factors Journey**, the **Leadership Academy**, as well as training such as **Operational Risk Management** and **HRA (Human Reliability Analysis) Training**.

Our Well Done program stimulates creativity and innovation.



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Remuneration and Benefits

[GRI 401-2, GRI 2-19, GRI 2-20, GRI 2-23, GRI 2-24]

Our remuneration and benefits strategy is designed to attract, value and retain talent, combining fixed salaries in line with the market with short-term incentives (variable remuneration) linked to the achievement of corporate targets and, for operational teams, to the targets of the units in which they work, in addition to the corporate targets.

To ensure the competitiveness of our remuneration strategy, we continuously monitor market practices through reports from specialized consultancies. This analysis aligns the interests of employees, executives and shareholders, ensuring a balanced and sustainable remuneration policy.

The remuneration structure, including the definition of the Directors' individual remuneration, is approved by the Board of Directors based on the recommendations of the Nomination and Remuneration Committee. This committee holds quarterly meetings to monitor market practices, assess the effectiveness of the models adopted and supervise the implementation of the main management strategies and policies.

Among the corporate targets considered in the variable remuneration of senior management, there are criteria from a sustainability perspective, such as the Energy Efficiency Project targets, Process Safety Index Rate (PSIR) and Total Recordable Incident Rate (TRIR).

Our Company offers robust benefits package to support and care, maximizing value for employees and their families. Among the benefits, we highlight the policy of flexible working hours and home office, which facilitates the work-life balance, as well as scholarships for learning English, which are fundamental for communication on board, international interaction and offshore projects, reinforcing our commitment to valuing human capital.





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Offshore Trainee Program: Promoting Equal Opportunities

[GRI 404-2]

Recently renamed as **Offshore Trainee Program**, the former Programa Capacitação achieved significant results in its latest edition. In 2024, we successfully completed another class, trained in the areas of Drilling, Electrical and Electronics and Subsea Operations. This initiative marks our unique qualities in the drilling industry, as we are creating attraction and access mechanisms for women.

In order to make the selection process more inclusive and challenging, we set a target of 50% of the professionals recruited to be women, demonstrating our commitment to equal opportunities in the job market.

The four-month selection process attracted over four thousand candidates and resulted in the selection of nineteen trainees. The target of 50% of vacancies for gender diversity was achieved, strengthening our commitment to inclusion and promoting opportunities for women in the offshore sector. Sixteen of them have completed the program and are currently working in the target roles of the Program, such as Driller Assistant, Subsea Operations Assistant and Electro-Electronic Assistant, contributing to the sustainable growth of our business.

After selection, the trainees took part in an intensive integration, in which they were introduced to the fundamental concepts of the Drilling area, the specific knowledge for each module, as well as compliance with the mandatory training matrix for onboarding, and immersed in our operations and organizational culture. This initial stage was essential for aligning the new talents with our practices and values.

Following the main objective of the Program - to train excellent professionals to work on Constellation's drilling rigs - the trainees participated an accelerated training program that combines theoretical and practical learning. During the training period, the participants carried out around **two hundred and eighty-two offshore boardings** and accumulated an average of **six hundred and forty-one hours of training each**.

The Offshore Trainee Program reaffirms our commitment to training highly qualified professionals, promoting diversity and striving for excellence in our operations. With initiatives like this, we contribute to strengthening the offshore market and building a more inclusive and sustainable future.

The Program's success is recognized by the industry and by clients as many of the Company's leadership positions are held by people who have graduated from Constellation's training programs.

Performance Evaluation

[GRI 404-3]

At Constellation, we value and recognize professionals who excel in their activities, achieving positive results in line with the values of our corporate culture. To ensure the continuous growth of our employees and the strengthening of a team committed to the company's objectives, we have implemented a structured approach to performance evaluation.

The Performance Evaluation is an annual process that covers 100% of employees, in Brazil and abroad, including interns who have completed more than ninety days of work in the year. The objective of this process is to boost individual development, identifying strengths and opportunities for improvement.

It begins with a self-assessment by the employee, followed by an analysis by the direct leader, taking into account alignment with the company's organizational competencies. Feedback meetings are then held to discuss performance and draw up the Individual Development Plan (IDP), promoting continuous and targeted monitoring.

Since 2023, we have expanded the process with the 360 Evaluation, in which Directors and Managers were also evaluated by their team and peers. In the 2024 cycle, we also included Coordinators and Offshore Installation Managers (OIMs) in this model. These are consultative assessments focused on leadership development and a broad view of individual skills and behaviors, promoting self-awareness and continuous improvement.



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Diversity and Inclusion

[GRI 3-3 Diversity and Inclusion, GRI 405-1; IFRS S1 (29-30); ESRS 1 GOV1(21.d)]

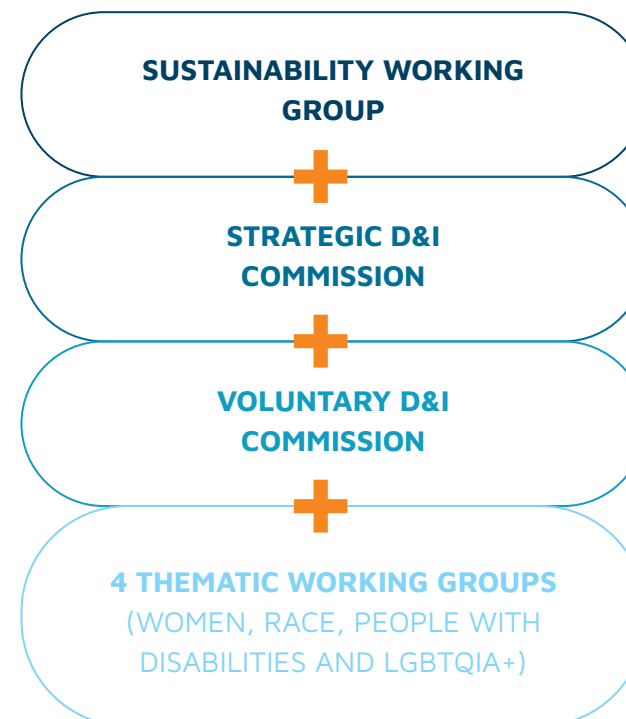
The oil and gas sector, like other operational segments, has historically been mostly male, cisnormative profile with low inclusion of people with disabilities. Recognizing this scenario, we are committed to promoting inclusion and diversity, guaranteeing equal opportunities for all, in line with our material topics.

In an increasingly competitive market, diversity and inclusion (D&I) are essential for driving innovation, adaptation, and resilience. Diverse companies respond better to customer demands and excel in adverse situations.

To advance this agenda, we have implemented our Diversity and Inclusion Program, focusing on awareness, literacy, appreciation and inclusion of people from underrepresented groups. Governance of this issue is handled within the structure of the Sustainability Working Group, through a Diversity and Inclusion Strategic Committee.

This Committee is responsible for identifying Constellation's opportunities in relation to D&I issues, by defining policies, programs, targets and action plans. The Volunteer Committee, through its four thematic working groups, is responsible for engagement and awareness-raising actions in the areas related to race, women, people with disabilities and LGBTQIA+.

D&I Governance



Through this structure, we seek to create an environment that fosters respect for diversity, equal opportunities and inclusion, in line with our long-term goals and the principles of corporate sustainability.





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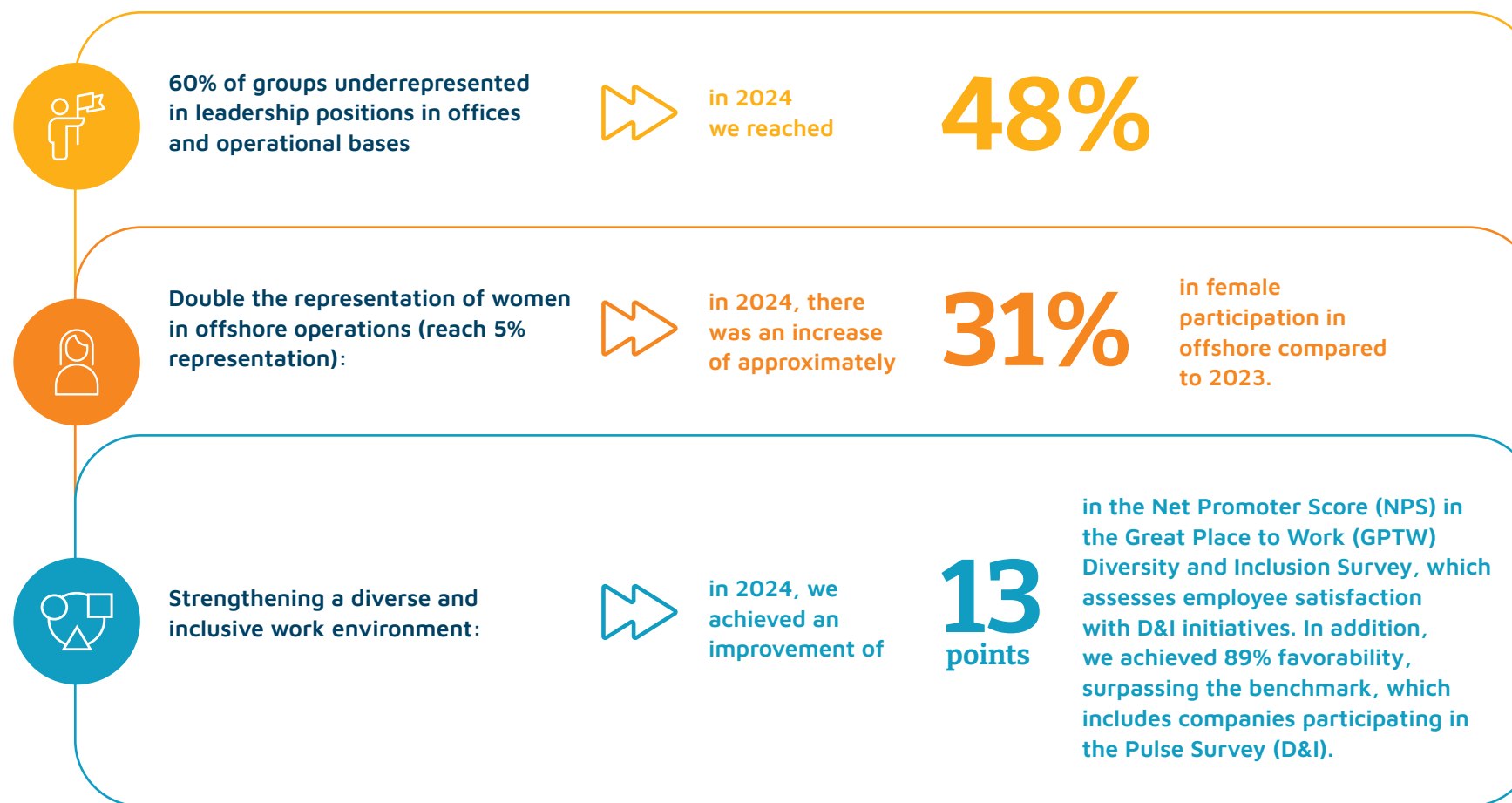
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Our Diversity and Inclusion Goals – 2030 ESG Plan

Our self-reporting **internal census** allows us to monitor the growth in the representation of historically underrepresented groups in our workforce. These efforts reflect our goal of building a more inclusive, diverse and equitable environment, strengthening our corporate culture and promoting transformation in the sector.





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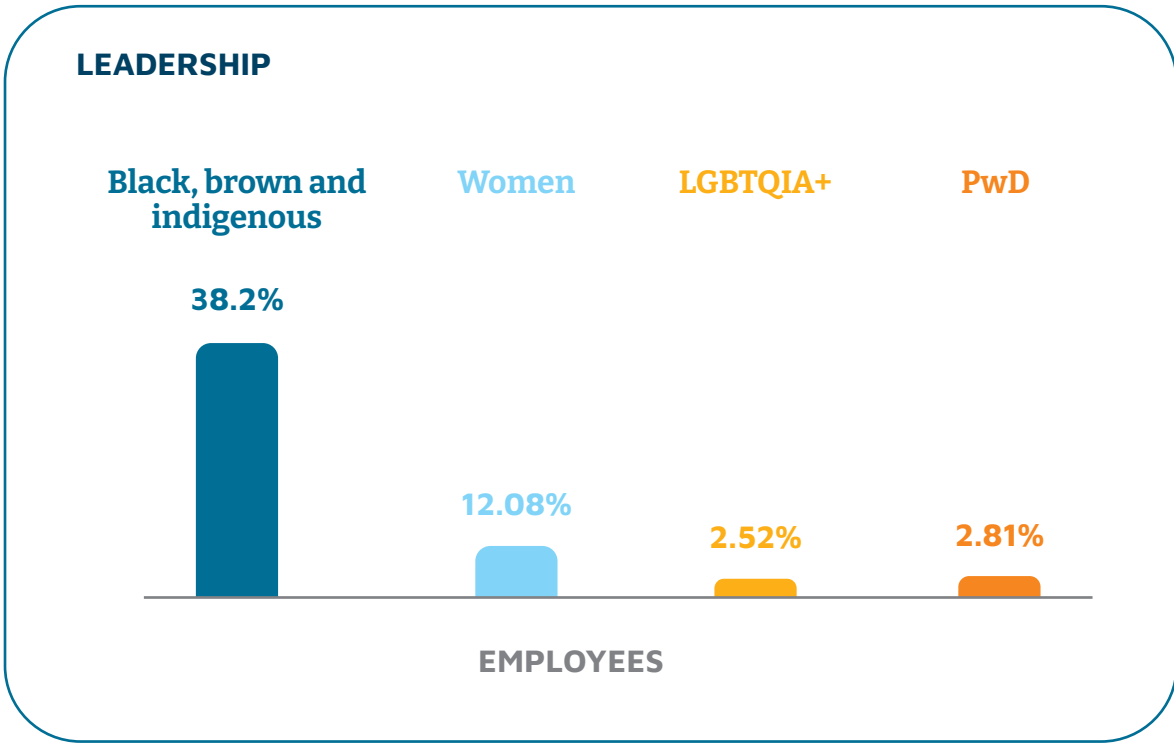
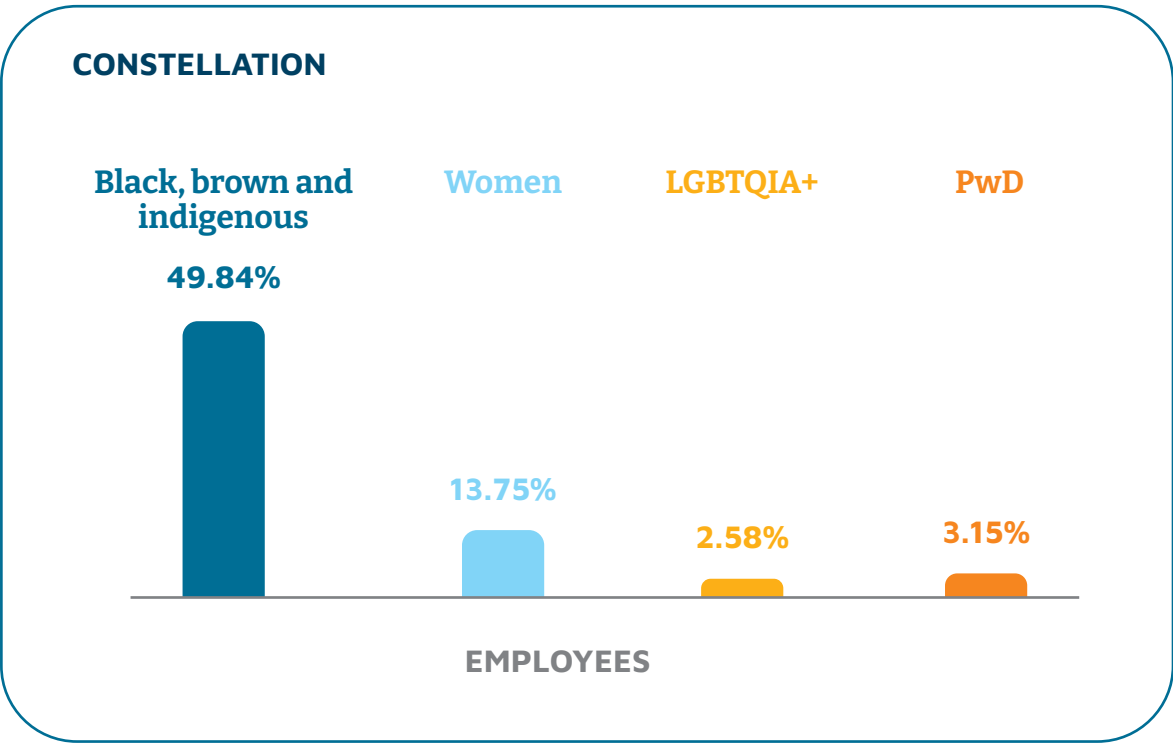
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Diversity Profile 2024

[GRI 405-1; IFRS S1(29-30); ESRS 1 GOV1(21.d)]

The self-declaration of employees, carried out through the Diversity Census, provides the Company with an effective tool to continuously monitor and assess indicators related to gender, race, sexual orientation, and functional diversity across its entire workforce. By the end of 2024, the Company's diversity profile was as follows:

Of our total number of employees:





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In 2024, we expanded our strategic actions, generating greater engagement from those involved.

The volunteer committee, through its working groups, developed a series of strategic actions in 2024. This effort reflects the distinctiveness of our commitment to the issue, characterized by the engagement and sense of responsibility of all those involved, which has allowed us to expand our engagement and awareness-raising actions to a total of **eighteen initiatives**, including:

- Preparation of **accessibility manuals**.
- Implementation of **mentoring programs**.
- Promotion of **conversation circles and educational talks**.
- **Sponsoring scholarships** for women to enter the oil and gas sector.

At Constellation, we are proud to have a team in which 49% of employees declare themselves to be black, brown or indigenous, reinforcing our responsibility to value and promote the diversity that characterizes us.

In celebration of Black Awareness Day, the **ethno-racial working group Origens** invited employees and their families to take part in the **Little Africa Circuit**, a tour guided by historian **Flávio Henrique Cardoso**, who highlighted the importance of racial issues and African cultural heritage in shaping our society.

During the tour, we explored Rio de Janeiro's historical and cultural landmarks, such as Praça Mauá, Cais do Valongo, Praça da Harmonia and the Instituto Pretos Novos. This journey provided a rich immersion in history and revealed the profound African influence on the construction of the city, as well as raising awareness about the fight against racism and the appreciation of black Brazilian culture.

More than **forty employees and their families** took part in this memorable day, which allowed us to rediscover the past, celebrate it and experience it collectively. It was an opportunity to embrace diversity and reinforce our commitment to creating a more inclusive environment.





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Gender Equity Programs

The **FemPower Program**, successfully concluded in 2024, was designed to connect women in leadership positions with up-and-coming female talent, offering guidance for their careers and encouraging them to pursue their goals.

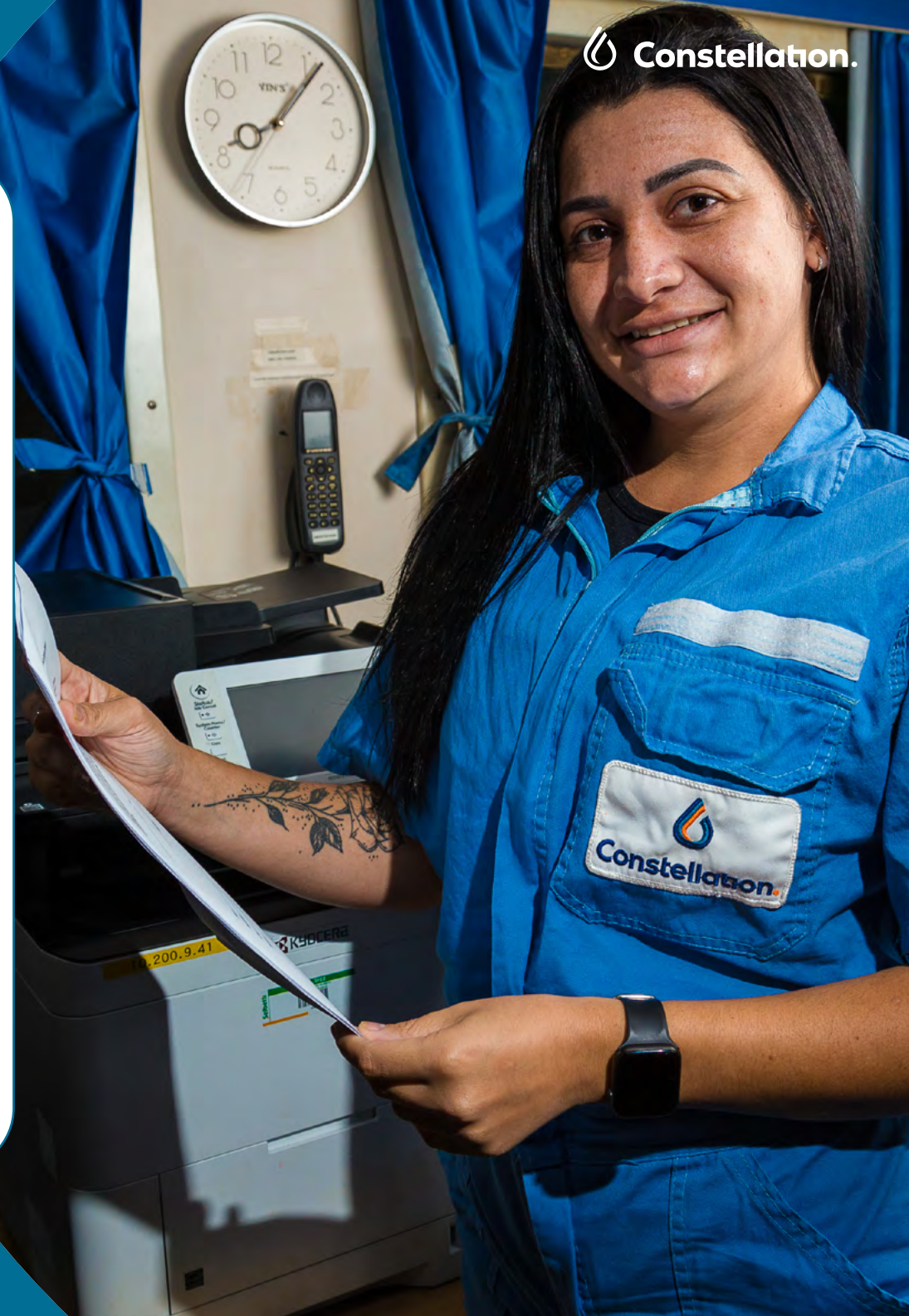
Carried out in partnership with **SóJuntas**, a Brazilian socialtech company focused on developing more inclusive, sustainable and innovative women and companies, the Program represented a milestone in promoting diversity and inclusion. It was designed to inspire and empower participants, promoting professional development and strengthening the presence of women in leading positions in the job market. Through a structured mentoring process, the Program involved six to eight meetings between mentors and mentees, in which together they developed short-, medium- and long-term career action plans.

In its first edition, **forty-two selected female employees** took part in the Program, consolidating a network of support and professional growth that highlights our goal of creating a more equitable environment.



My mentor exceeded my expectations. Even with her busy schedule, she was always available and open to help. She shared valuable tips on how to improve my relationship with my manager, recommended useful books and stressed the importance of asking for regular feedback, which has aligned my goals and development plans. She also provided practical guidance on how to improve my performance and insights on how to steer my career. I leave this mentoring with a structured career plan and clarity about my next steps. It was a transformative experience.”

Mentored Milane Rafaela, QHSE Analyst – Rio de Janeiro Office.





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Following on from the success of FemPower and in line with our goals of increasing representation in Leadership, the mentoring program is expanding to other underrepresented groups: the **Estrelar Program** will have thirty-one mentors and thirty-one mentees, promoting greater inclusion and growth within the Company.

Another successful initiative was the development and implementation of **Café com RH – Mulheres Offshore**. The main objective of the program was to promote an open channel for our female employees on board, seeking to understand how they feel about working in a historically male-dominated environment.

Developed in line with our commitment to promoting diverse and safe spaces throughout Constellation, the meeting had a model of informality and trust, a relaxed chat that sought to create a space for female employees to talk about their expectations in the sector in which they work.

During the meeting, it was highlighted how they feel protected and supported by the crew of Constellation's operational units, without any reports of harassment for performing functions previously occupied only by men.

Situations and inappropriate behavior by employees are warned against, and the importance of respectful and attentive conduct on board is included in the DDS. Several suggestions raised by the participants to improve working conditions have already been adopted by the company in our units, such as making

hairdryers available in the women's changing rooms, making PPE available in smaller sizes, providing sanitary pads, among other actions.

In addition, we are making progress with the action plan to install women's toilets on the drilling floor of all our operating units, which is expected to be completed by the end of the first quarter of 2025. We have also opened breastfeeding incentive rooms in our offices in Rio de Janeiro and Panama, as well as at our base of operations in Rio das Ostras, with the hiring of a breastfeeding consultant.

All the actions adopted by Constellation to reduce gender inequality brought the company recognition from the State of Rio de Janeiro as a Woman-Friendly Company, with the gold seal, making us the only company in Brazil's oil and gas drilling sector to earn this recognition - a significant highlight in a traditionally male sector.

With a solid strategy for valuing and attracting female professionals to the drilling sector and implementing programs aimed at this issue, we seek not only to increase female representation, but also to ensure conditions that favor the development and retention of talent.



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Safety

[GRI 3-3 Safety, GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-8; SASB EM-SV-320a.2]

At Constellation, we have adopted an integrated and strategic approach to **Quality, Health, Safety and Environment (QHSE)** management, consolidated in an **Integrated Management System (IMS)**.

The IMS is managed by a highly qualified team made up of internal specialists and, when necessary, external consultants, ensuring continuous improvement. In addition, our IMS has internationally recognized certifications, which validate our high standards of quality, health, safety, and environmental responsibility.

IMS certification

ISO 9001

Quality Management.

ISM

International Safety Management.

ISO 14001

Environmental Management.

ISPS

International Ship and Port Facility Security.

ISO 45001

Occupational Health and Safety Management.

API SPEC Q2

Quality Management and Mitigation of Potential Risks for Drilling Service Providers.

In 2024, we reached the record mark of 326 consecutive days without accidents with recordable injuries.





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Additional certifications, such as the **ISPS Code** and the **ISM Code**, reinforce physical safety and pollution prevention at marine units. We also ensure compliance with legal requirements, such as **National Agency for Petroleum, Natural Gas and Biofuels (ANP) Resolution 43/2007**, which are monitored and updated regularly with the support of specialized systems.

A pioneer in API Spec Q2 certification in Brazil, we successfully completed another certification cycle for the Standard in 2024, covering 100% of our fleet. This milestone reaffirms our unwavering commitment to service quality and the continuous pursuit of excellence in our operations.

We operate in compliance with demanding legal standards and global management guidelines. Our IMS covers all offshore drilling units, the support base in Rio das Ostras (RJ) and the Rio de Janeiro office, involving 100% of direct employees and third parties for effective occupational and operational risk management.

For this reason, we value collaboration with suppliers and partners, integrating them into our IMS through practices such as:

1. **Initial qualification:** we rigorously evaluate our suppliers with documentary and integrity analyses and audits focused on QHSE and technical aspects.
2. **Safety, environmental and health contractual requirements:** we ensure that all contracts include health, safety and environmental clauses.
3. **Interface documents:** we promote collaborative alignment through bridging documents with strategic suppliers.
4. **Continuous reassessment:** we carry out regular audits and assessments to monitor the performance of critical suppliers.
5. **Quality meetings:** quarterly meetings with suppliers to discuss results, indicators, and improvements.
6. **Alignment workshops:** we offer weekly workshops covering topics such as health, safety and corporate updates.
7. **On-board safety practices:** on-board suppliers participate in initiatives such as alert cards, Step 7 and Daily Safety Dialogues (DDS).

Through management tools, audits, and continuous training programs, the IMS makes it possible **to identify, control and mitigate risks** throughout the life cycle of assets and processes.

At Constellation, we prioritize safety as a core value and adopt an integrated approach to managing risks, combining solid organizational culture, advanced management systems and collaborative practices.



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Involvement with Negative Impacts

Although we direct our efforts towards prevention, we recognize that offshore operations involve inherent risks. For this reason, we have established rigorous processes to mitigate negative impacts, such as operational incidents or indirect impacts through the supply chain. We adopt strict safety requirements in contracts and carry out frequent audits to ensure alignment with our guidelines.

Policies and Commitments

[GRI 2-23, GRI 2-24]

We follow an Integrated Management Policy, which defines guidelines for safety, environment and occupational health. We are committed to all applicable regulations, continually improving our IMS and encouraging the active participation of all employees in promoting a safe environment.

Safety Management Measures

Prevention and mitigation of potential negative impacts:

- We offer ongoing safety and emergency response training.
- We maintain constant monitoring through audits and inspections.
- We apply the Alert Program to identify and mitigate risks.

Addressing real negative impacts:

- We investigate incidents in detail and implement corrective actions.
- We support employees affected by accidents with rehabilitation programs.
- We continually review our procedures to eliminate systemic failures.

Managing positive impacts:

- We promote a culture of psychological safety and active employee engagement.
- We implement learning and improvement groups.
- We develop new technologies to improve operational safety.
- We establish partnerships with suppliers to encourage safe practices throughout the value chain.

Commitment to Safety Excellence

With a structured approach aligned with international and regulatory standards, Constellation ensures a **robust, dynamic and effective risk management system**. The integration of the HSE Case, LOPA, Bowtie Analysis, GDB, CSB monitoring and PSIR strengthens operational resilience, ensuring the continuous monitoring, control and mitigation of risks, consolidating safety as a core value in all operations.

Protection against retaliation

We promote a fair culture, with:

- Optional anonymity in reports.
- Training that reinforces the importance of communication.
- Authority to stop - any employee can stop activities in the event of imminent danger.

Incident investigation

Incidents are investigated in accordance with procedure EP-026-HSE and classified by severity (levels 1 to 5). For critical cases, a multidisciplinary committee applies the APICE Methodology, focusing on education and continuous improvement. The results are integrated into the Management System (SGI) and shared at safety meetings.





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Tracking the Effectiveness of Measures

Processes used:

- We conduct internal and external audits to ensure compliance with standards and regulations.
- We carry out periodic reviews of operating procedures.
- We monitor key safety performance indicators.

Objectives, targets and indicators:

- We set objectives and targets every year. Our leadership carries out a monthly analysis of the results to identify our positive capacities, disseminate best practices and, when necessary, implement new actions for the continuous improvement of our processes.

Effectiveness of measures and education:

- We adopt continuous improvements based on analysis of incidents and suggestions from employees.
- We adjust training and safety policies based on internal and external feedback.
- We reinforce the culture of education through various internal initiatives and campaigns.

Stakeholder Engagement

[GRI 403-4, GRI 2-29]

We maintain an open channel of dialog with customers, suppliers, regulators and employees to improve our safety practices. We hold regular meetings, joint training and collaborative audits to ensure alignment with the highest industry standards.

Constellation encourages the active participation of employees in safety and sustainability issues through:

- **Reporting tools:** Alert Card and Step 7 for reporting risks.
- **Feedback channels:** suggestions to managers and the Learning Portal.
- **Discussion forums:** Indicator meetings, CIPA and thematic committees.
- **Training events:** HSE Talks and human factors laboratories.
- **Decision-making:** HSE Committee with members of the Board of Directors.

This approach ensures transparency, dialog and continuous improvement, valuing everyone's contribution.

We reinforce our commitment to the goal of zero accidents, guided by the concept that safety is everyone's responsibility. Each employee is a star in our constellation and, through joint and dedicated action, we continue to build a safer future for everyone.

We maintain an open channel of dialog to improve our safety practices.





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Risk Management at Constellation

[GRI 403-2, GRI 403-4, GRI 403-7; SASB EM-SV-540a.1]

Constellation adopts a structured risk management model, aligned with international best practices and the guidelines of the International Association of Drilling Contractors (IADC), ensuring operational safety, employee protection and business sustainability. Our commitment to excellence is based on a solid safety culture, advanced control systems and a continuous process of improvement.

- ① **Layered risk management:** we adopt an integrated approach to identifying, assessing and mitigating operational risks, ensuring that all activities are conducted within the ALARP (as low as reasonably practicable) condition. Based on the HSE Case, our model enables the mapping of Major Accident Hazards (MAHs) and the implementation of preventive and mitigating barriers to preserve operational integrity. To ensure the effectiveness of these barriers, we apply the **Layer of Protection Analysis (LOPA)** methodology, which assesses the robustness of independent protection layers against critical risks.
- ② **Regulatory compliance:** our risk management system fully meets the requirements of the **ANP's Operational Safety Management System (SGSO)**, as established in **Resolution 43/2007**, ensuring regulatory compliance for offshore operations. In addition, we follow the guidelines of **NR-37** (Risk Management Program - PGR; and risk analysis of facilities and processes), as well as the international standards **ISO 31000**, **ISO 31010** and **ISO 17776**, ensuring structured, effective risk management in line with global best practices.

- ③ **Continuous monitoring and Solidary Barrier Sets (SBCs):** operational safety is reinforced by **Dynamic Barrier Management (DBM)**, which allows real-time monitoring of the integrity of critical barriers. Continuous monitoring of CSBs ensures that physical, operational and organizational barriers remain effective over time and are regularly checked through audits, inspections and preventive maintenance.
- ④ **Monitoring process safety events and the Process Safety Incident Rate (PSIR):** in addition to managing physical barriers, we have adopted a model of proactive monitoring of process safety events, preventing failures before they result in serious incidents. To measure and monitor the effectiveness of safety practices, we use the PSIR, an indicator that analyses the frequency and severity of process safety events, classified into tier 1, 2, 3 and 4 levels. This continuous monitoring allows for early identification of trends, ensuring quick, data-based responses.
- ⑤ **Safety culture and active participation:** we believe that safety is a collective responsibility and we encourage the active participation of all employees and partners. Practices such as the Alert Card, Step 7, pre-task meetings (Toolbox Talks) and safety forums promote a safe and collaborative working environment in which everyone is encouraged to identify and report risks.
- ⑥ **Training and continuous qualification:** we invest heavily in the technical and behavioral development of our employees, ensuring that they are prepared to manage risks and act safely:
 - **New employee training (PSNF):** structured support for new hires, ensuring that they settle in safely and effectively.

- **Leadership Academy and Human Factors Journey:** continuous training in technical and non-technical skills, reinforcing the culture of safety and organizational resilience.
 - **Training in Emergency Equipment and Simulations:** totaling more than twenty-two thousand hours of annual training to ensure excellence in incident response.
- ⑦ **Continuous learning and improvement:** we promote initiatives that strengthen the culture of education and constant evolution:
 - **HSE Star:** recognizing employees who stand out for their safe and innovative attitudes.
 - **Every Gap Matters:** proactive identification of risks in the operating environment.
 - **HSE Talks and Learning & Improvement Teams:** structured dialogues and collaborative forums for sharing experiences and best practices.
 - **Cultural alignment workshops:** engaging employees and partners in spreading the culture
 - ⑧ **Governance and commitment to sustainability:** our governance structure includes strategic safety and sustainability committees, ensuring that risk management is integrated into corporate decision-making. Continuous monitoring and transparency in processes reflect our commitment to operational integrity, environmental protection and the well-being of our employees.

Through these initiatives, we reaffirm our position as a benchmark in safety and risk management, promoting a safe and sustainable working environment in line with the highest standards in the industry.



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Process Safety: A Commitment to Operational Excellence

[GRI 11.8.3]

At Constellation, we recognize that process safety is fundamental to ensure the integrity of our operations and protecting lives, the environment and our assets. That's why we are increasingly focused on improving our practices and strengthening the pillars that underpin process safety management across all our activities.

As leaders in the offshore drilling sector, we continually seek to adopt global best practices and implement systems that allow us to identify, monitor and mitigate risks associated with highly complex operations.

We are investing in modernizing processes, training teams and applying advanced technologies to raise process safety standards at all levels. An important milestone on this path is the adoption of specific process safety indicators such as the Process Safety Incident Rate (PSIR).

In 2024, we developed a pioneering well process safety governance methodology in partnership with Robin Hartmann, a world-renowned consultant. These indicators are essential tools that help us monitor the effectiveness of our safety barriers, the integrity of our systems and the early identification of possible incidents. This enables us to make informed, proactive decisions in line with our commitment to operational excellence. In 2024, no Tier 1 or Tier 2 process safety events were recorded.



We seek global best practices and robust systems for highly complex operations.



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Constellation Human Factors Journey

We are pioneers among drilling companies in structuring and implementing the Human Factors Journey, a continuous process that strengthens safety, organizational resilience and high operational reliability.

The initiative exceeds the traditional approach to safety, which focuses on human error as the main cause of failures, and adopts a systemic vision, in which people are essential agents in making systems safer and more efficient.

In this sense, the Journey is anchored in five fundamentals that guide its implementation:

- **Leadership Engagement:** human factors laboratories for leaders, promoting debate and experimentation.
- **Fluency in the fundamentals:** training and education of multipliers to disseminate knowledge.
- **Operational learning:** continuous interaction with the workforce for education and improvement.
- **Alignment and integration:** review of systems and processes based on the new concepts.
- **Organizational resilience:** developing capacities to anticipate and respond to challenges.

In addition, we have defined five fundamental principles to guide this transformation: trust, education from mistakes, valuing people, the influence of context on performance and responding effectively to failures.

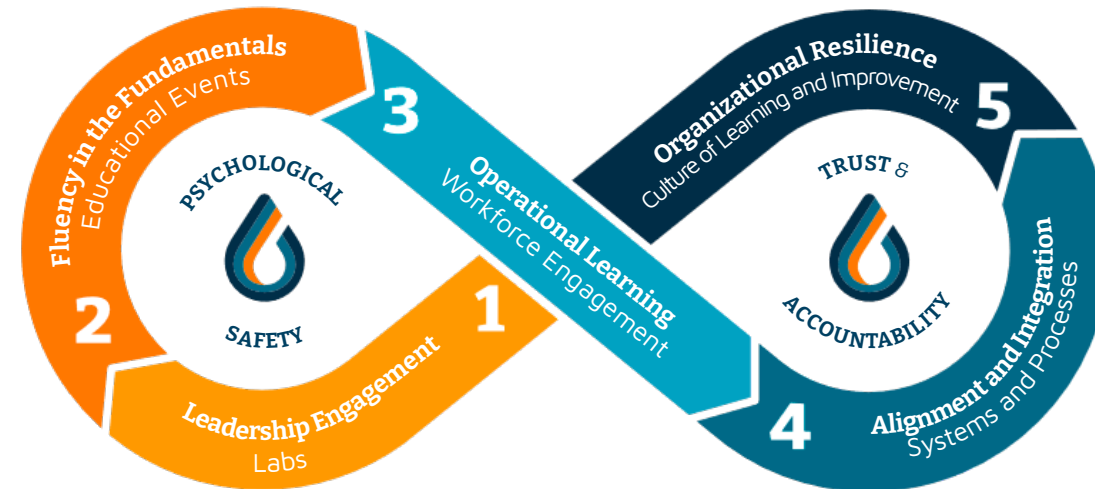
Implementation involves training and capacity building, improving incident investigation and inspiring initiatives such as HSE Talks and Every Gap Matters, which promote open dialog between Leadership and Operational staff.

In its second year, the Human Factors Journey has already had significant impacts, such as strenghtening organizational culture, increasing transparency and reducing organizational silence, strengthening psychological safety and fostering a culture of continuous education.

By integrating this approach with operational processes, we have made progress in building a High Reliability Organization (HRO), contributing to a safer and more sustainable future in the oil and gas industry.



Significant changes, such as the closure of activities, expansions, acquisitions, new units, outsourcing, restructuring, sales or mergers, are communicated to the internal public as soon as they are defined by the leadership. The notification period varies from one to four weeks, depending on the nature of the change, to ensure that employees understand and are prepared. There is no minimum period laid down in Constellation's collective agreements. [\[GRI 402-1\]](#)





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Evolution of Safety Indicators

In 2024, we maintained our upward trend in the main safety indicators, reflecting our ongoing efforts to strengthen our culture of prevention and protection.

We recorded a significant reduction in days lost due to incidents (SLWDC), reflected in the lowest Lost Time Injury Rate (LTIR) in recent years. Our Total Recordable Incident Rate (TRIR) not only remained within the established target, but also represented the lowest rate ever, demonstrating the effectiveness of our safety initiatives. In addition, our teams' focus on prevention has allowed us to maintain efficient control over the High Potential Incident Rate (HPIR).

We recorded no fatal accidents in 2024, reinforcing our commitment to the lives and well-being of our employees. It is also worth noting that our campaign to prevent incidents involving hands and fingers was fundamental to reducing risks.

We will therefore continue to improve our processes and invest in training, innovation and operational safety, ensuring an increasingly safe environment for everyone.



Hand and Finger Injury Prevention Campaign

In 2024, we promoted the campaign Caring Hands Deserve Care - Protecting Hands is Preserving Family Moments, reinforcing the need to prevent hand and finger injuries.

Hands continue to be the part of the body most affected by accidents at work in Brazil, accounting for around 30% of cases. At Constellation, since 2018, incidents involving hands and fingers have accounted for 40% of all incidents recorded. Given this scenario, our Campaign raised awareness among our employees about the importance of adopting preventive measures, ensuring a safer working environment and preserving the well-being of their families.

To make the Campaign more engaging and meaningful, we held a special event at our operations base in Rio das Ostras. The event was attended by offshore employees and their children, promoting a connection between safety at work and family protection.

During the event, there were various interactive activities such as painting, a tour of the base and moments of integration between parents and children. In addition to raising awareness, we reinforced



fundamental practices to mitigate risks and increase safety in our operations:

- **Identifying and reporting risks:** being aware of situations, tasks and equipment that could pose a danger is essential. Early identification of risks allows for more effective preventive action.
- **Use of hands-free tools:** whenever possible, we adopt technologies and tools that eliminate the need for direct hand contact with risk areas.
- **Correct use of personal protective equipment (PPE):** in compliance with established standards, we provide anti-impact gloves for general use in our maritime units, ensuring an adequate level of protection against cuts and other occupational risks.

We believe that a safe working environment is built with everyone's participation. We encourage our employees to report risks using the Alert Card and to share good practices on the Learning Portal.



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Safety Campaign 2024: A Journey of Value

In 2024, we launched our Annual Safety Campaign with the theme "A Journey of Value", reaffirming our commitment to the health, safety and well-being of everyone involved in our operations. The launch took place at a large event held at the Rio das Ostras base, which was well attended by employees and strategic partners.

The event brought together professionals from our offices in Rio de Janeiro, the base itself, India and the offshore operating units, as well as representatives from our clients and partner contractors. The meeting provided an environment for exchanging experiences, sharing good practices and reaffirming our safety culture.

During the event, there were presentations on thematic panels that addressed fundamental issues such as: the human factor in operational safety, with discussions on risk behaviors and the importance of individual engagement; innovation and technology for safety, presenting solutions adopted, such as the use of real-time monitoring systems and simulators for training in controlled environments; and integrated sustainability and safety, highlighting how our safety initiatives contribute to reducing environmental impacts and promoting more efficient operations.

The event featured inspiring presentations with a special guest appearance by explorer and navigator Amyr Klink and renowned professor Éder Henriqson, one of Brazil's leading experts in human factors research.

The Campaign also included the presentation of institutional videos, real stories of overcoming safety issues and the introduction of new safety performance targets aligned with our 2030 ESG Plan.

One of the highlights of the event was the recognition of teams and employees who stood out throughout the year in safety practices. Awards were presented as a way of encouraging responsible behavior and inspiring everyone to commit even more to accident prevention and mutual care.

In addition to the launch event, the campaign unfolded throughout the year in educational activities, training and internal audits. Workshops and training programs were conducted to ensure that the values promoted are incorporated into all our operations.

The "A Journey of Value" campaign reaffirmed safety as one of our fundamental and non-negotiable pillars, integrating it solidly into our organizational culture and strengthening our commitment to all our stakeholders.



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Constellation Leads Petrobras' PEO Sondas

[GRI 403-7]

In 2024, we achieved the highest scores in the Petrobras Operational Excellence Program (PEO Sondas), in which all the offshore rigs chartered by the company participated. The Program aims to improve the management of drilling companies, ensuring services with standards of excellence.

One of its most crucial stages is the auditing process, carried out both in the offices and on the rigs of the contracted companies. The audit verifies the adherence of the companies' processes and management system to the requirements established by Petrobras, using as a reference a Checklist (VL) structured into six management groups: Assets, Suppliers, Integration, Operations, Human Resources (HR) and Health, Environment and Safety (HSE).

These groups encompass two hundred and fifty-four requirements that are broken down into eight hundred and seventy-five verification

items, analyzed in detail by the auditors during the process.

We achieved a significant improvement in the final audit score, from 7.5 to 8.63. This improvement is intensified by the fact that the level of demand increases significantly from one audit to the next. Petrobras states that maintaining the previous score is already a major achievement, increasing the score significantly is a huge step forward. This progress not only reinforced Constellation's positive image, but also boosted our position in the Sondopolis ranking, also by Petrobras. We are currently the leading company in this ranking among drilling companies.

The improvements implemented during the preparation for PEO Sondas not only raised our overall score in the audit, but also promoted significant advances in our internal processes. New initiatives have been developed which now play a crucial role in the success of our operations.

In addition, previously established processes have been reviewed and improved, further strengthening our operational structure and ensuring sustainable and consistent performance.



Risk Management Training - G-MIRM Program

In 2024, we promoted risk management training in partnership with the University of São Paulo (USP), as part of an educational journey focused on safety and operational excellence. The **Global Minerals Industry Risk Management (G-MIRM)** program is an initiative to improve risk management processes, making them an integral part of the organizational culture.

G-MIRM was developed based on knowledge and best practices from sectors such as mining, nuclear, oil and gas, aviation and the chemical industry. The program seeks to achieve two main results:

1. **Strengthening risk management:** improving the understanding and application of risk management practices among managers and their teams.

2. **Changing mentality and behavior:** impacting the way managers make decisions, lead teams and integrate safety into operations.

Benefits of the Program:

- Greater awareness of hazards and risks at all hierarchical levels.
- Development of internal skills for risk assessment and application of best practice tools.
- Provision of practical tools to improve risk management and strengthen safety maturity.

In 2024, for the first time, we promoted training for levels C2 (Supervisors) and C1 (Operators). We will continue to invest in training our employees and strengthening safety practices, ensuring an increasingly safe environment that is in line with the best international risk management benchmarks.





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Health

[GRI 3-3 Safety, GRI 403-3, GRI 2-23, GRI 2-24]

Our health programs are managed by specialists in occupational medicine to promote the health and well-being of employees, preventing occupational diseases and ensuring a safe working environment.

Our employees undergo regular medical assessments, have their health conditions monitored and receive advice on various health topics such as ergonomics, respiratory protection, occupational risks, accident prevention, chronic non-communicable diseases and healthy habits.

With a preventive and integrated approach, the department contributes to the quality of life of professionals and to maintaining productivity and safety in the workplace.

One of the main highlights is **the prevention of the misuse of alcohol and other drugs**, regulated by internal policies, the **regular conduct of toxicology tests**, ensuring that all professionals are fit for their jobs and strengthening the safety culture.

Employees access our programs directly through health professionals at the operational units or offices, during screenings, health consultations and occupational exams, or through digital communication channels and appointments.

To ensure compliance with safety standards, we maintain a specific program for the health of outsourced workers, which includes:

- Pre-boarding screenings, ensuring the physical fitness of professionals for offshore operations.
- Monitoring of medical leaves and illnesses.





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Cuidar Program: Promoting Health and Well-being in the Workplace



[GRI 403-3, GRI 403-6]

Constellation's Cuidar Program reflects our commitment to the health and well-being of our employees. We know that safety at work goes beyond accident prevention and includes comprehensive care for the physical and mental health of our team.

The Program was developed to promote a safer, healthier and more welcoming work environment. Its main focus is on preventing illness, promoting well-being and providing care and emotional support to employees and their immediate families. Its main objectives include:

- Reduce the risk of illness and stress in the workplace.
- Promote healthy practices in employees' daily lives.
- Provide medical, psychological and other health support for well-being.
- Encourage quality of life and work-life balance.

To achieve these goals, the Cuidar Program has several initiatives to create integral health of employees:

- **Occupational health monitoring:** periodic examinations and medical monitoring to prevent illnesses.
- **Psychological support (Ativamente Program):** specialized care for the emotional support of employees.
- **Awareness campaigns:** educational activities on healthy habits.
- **Physical Activity Incentive Program:** partnerships to facilitate access to gyms, sports and wellness activities, as well as participation in sporting events.
- **Nutritional support:** face-to-face and online nutritional care available to all employees and their families.
- **Family care:** nurses dedicated to welcoming and supporting families.
- **Health and dental insurance:** health insurance with wide national coverage for employees and their direct dependents.

Since its launch, the Cuidar Program has positively impacted on employee health and satisfaction. The reduction in absences due to occupational illnesses, the increase in productivity and the strengthening of the culture of care are direct consequences of these initiatives.

In 2024, the Cuidar Program was consolidated as a strategic pillar for corporate sustainability, promoting the well-being of employees and their dependents. The data reflects growing adherence and a positive impact on quality of life and talent retention.



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Main results

[GRI 403-3, GRI 403-6]

We understand that a healthy employee is more engaged and productive. That's why we continue to invest in initiatives that promote well-being and quality of life for our team, reinforcing a safe and welcoming work environment for everyone.



High engagement

990

participants.

400

employees.

590

dependents.



Expanded service

A positive satisfaction survey:

the program's high level of accessibility.

437

appointments, with diversified health support.

Effective interaction:

reinforced communication via WhatsApp, calls and information materials.



Highlights in occupational and non-occupational health

Prevention of alcohol and drug abuse:

43 thousand

tests carried out, ensuring a safe environment.

Monitoring of third-party workers:

pre boarding screening and medical follow-up.

Race of the Seasons

We are committed to encouraging the quality of life and health of our employees, promoting initiatives that go beyond the workplace. What began as a one-off action during **SIPAT 2024**, with the theme "The Best Time to Take Care of Yourself is Now", quickly gained momentum and was consolidated as an annual activity in our 2025 calendar.

Our participation in the **Race of the Seasons** (Corrida das Estações) grew significantly, and the initiative was strategically expanded to include employees from both the base and offshore. This expansion not only made the event more inclusive, but also strengthened engagement between different areas of the company, promoting a culture of well-being and integration.

The high number of interested parties and the great adherence to the event demonstrate our team's strong commitment to healthy habits and sporting practices. The Race of the Seasons has become more than just a competition – it is an excellent opportunity to take care of physical and mental health, encourage team spirit and reinforce our purpose of creating a healthier, more motivating and collaborative work environment.

Kiwanis Race Walk

We are proud to sponsor initiatives that promote quality of life and health for our employees and the community. As a promoter of well-being, we support events that encourage sports and social inclusion.

An example of this is the Kiwanis Walking Race, organized annually by the **Kiwanis Club of Panama**. This charity event raises funds for education, culture, health, and sports programs, benefiting different sectors of Panamanian society.

In 2024, the race celebrated its fortieth edition on June 2, starting at Puente Marino, on Cinta Costera 2. Participants could choose between one, five or ten kilometer routes, with categories for different age groups, including an adapted category for wheelchair users.

The event brought together experienced runners, students, and running enthusiasts of all ages, offering commemorative awards and medals.





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Local Communities

[GRI 3-3 Local Communities, GRI 2-29, GRI 203-1, GRI 203-2, GRI 413-2]

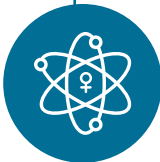
Our operations have the potential to boost social, economic and environmental development in the communities surrounding our bases and offices. Through support for social projects and initiatives, we promote professional qualification, expanded access to education, environmental conservation, and the protection of human rights.

We are developing our Corporate Social Responsibility Program in line with our social initiatives, the **Sustainable Development Goals (SDGs)** and **Constellation's material topics**. This Program focuses on promoting positive and sustainable impacts in the communities where we operate, through structured actions in education, professional training, social inclusion and environmental conservation.

In 2024, we completed the **Neighborhood Diagnosis**, a detailed study carried out in communities in the municipalities of Rio das Ostras and Macaé. The aim was to understand the socio-territorial profile of the region, identify social vocations, map the main local needs and plan actions to promote sustainable socio-economic development in these municipalities.

The diagnosis, conducted by the company Ambipar, used methodologies such as primary interviews, field research, active listening, and scenario projection. The results obtained from this work support our Social Responsibility Program, its guidelines and policies, as well as being a driver for achieving the social goal set out in our 2030 ESG Plan.

Ongoing projects include initiatives to train talent, supporting vulnerable communities, strategic partnerships with local institutions and actions that strengthen the connection between Constellation's operations and the development of the regions in which we operate.



In celebration of **Women in Science Day**, we had the opportunity to host **twenty third-year high school students** for a special event. Our focus was sharing perspectives on the future and presenting professional opportunities, highlighting our career programs and an inspiring success story.

In addition, we gave them a tour of our **Operations Center**, allowing them to learn more about our practice. The event provided an enriching experience and a strong incentive for young women considering careers in science and energy.



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Intro to Drilling: Training Program for Platform Assistants

To expand the market and give access to new professionals, we have created the Training Programs for Platform Assistant, one of our commitments to the development of young people from the area around our operational base.

With the Program, developed in collaboration with Firjan SENAI Macaé, and with the support of other companies in the sector, we train new professionals for free and assist them in integrating into the job market. For this training, we opened classes, reaching one hundred and twenty students, with more room for gender inclusion and giving equal opportunities to all those interested. Lasting three months, the course offers comprehensive training for the role of platform assistant, one of the gateways into the offshore drilling industry.

Places were offered to recent graduates (up to two years) in technical courses such as Mechanics, Electrotechnics, Electronics, Electromechanics, Mechatronics, Work Safety or Automation, and the activities are held in the evening, making it easier for students to take part. The training includes modules on drilling oil wells, drilling techniques, cargo handling and safety, as well as pneumatics and hydraulics. In addition, there is a focus on developing socio-emotional competencies to improve the participants' interpersonal skills.

The experience of the participants has reflected the positive impact of this initiative.



"The project was very important to me, with excellent professionals who shared all their knowledge. Thanks to it, I got the opportunity to be at Constellation today. I can only thank them and say that I am a small star in this constellation."

Ludmyla de Souza Pinto, 27, Rio das Ostras, one of the Program's students who embarked for the third time on the SS-45.

"I learned many things and had valuable experiences during the program, which I now apply in my work routine. I hope that other people also achieve success through this course. If you're just starting out, make the most of it and dedicate yourself, because this opportunity is golden."

Felipe da Silva Mariano Braz, 25, Macaé, also on his third time aboard a rig.

"I was part of the pilot project and I'm very grateful for the opportunity. I see this program as an excellent gateway to the job market.

Gabriel Baraúna, 35, Rio das Ostras, graduate of the Program and currently on board the SS-45.



The results of the classes held in 2024 were significant, with one hundred and seventeen graduates and several participants now employed or in the process of being hired to work on board our offshore drilling units. This result is a reflection of our commitment to social responsibility, technical and professional development for our segment and the promotion of diversity and inclusion in the sector.



Horizon Stars: Expanding Opportunities for Women in the Drilling Industry

To further encourage female participation in the drilling operations sector and taking advantage of the celebration of International Women's Equality Day, we have launched the **Horizon Stars** program. The goal of this initiative is to expand technical training opportunities for women, promoting inclusion and equity in a sector that has historically been dominated by men.

We offer exclusive places for women, in partnership with a recognized training institution in the sector, for the Basic Platform Safety Course (CBSP) and the Tropical Helicopter Underwater Escape Training (T-HUET) course, both of which are essential for offshore operations.

To make this training possible, we launched a call for applications with ten scholarships open to the market, receiving an impressive total of one thousand seven hundred applications. We earmarked another five places exclusively for Constellation employees, registering thirteen internal applications. The selection process for the ten external fellows included careful screening and interviews with twenty-five candidates, ensuring that those chosen presented the profile most in line with the Program.

The fifteen women selected took part in an intense week of study and training. These participants brought a rich diversity of backgrounds, including areas such as Occupational Safety, Mechanics, Electromechanics and Naval Automation, with ages ranging from twenty to thirty-two, reflecting the talent and determination of these professionals.

We are determined to promote real opportunities for inclusion and equity, contributing to a more diverse and equal offshore environment. **Horizon Stars** is more than a program, it is a significant step towards building a fairer and more representative future in the drilling industry.



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Constellation Volunteering

[GRI 413-1]

Volunteering at Constellation is a demonstration of solidarity and social commitment. Through the dedication of our employees, we are able to transform lives and strengthen communities, promoting values such as empathy, cooperation, and citizenship.

Our collective strength not only generates positive impacts for those who receive the support, but also inspires and connects our teams, reinforcing our role as agents of transformation in society.

Total hours donated:

+400

hours donated by Constellation employees and their families.

Total participants involved:

120

participants, including 80 Constellation employees.



Total actions carried out:

6 actions.



Cleanup Day: Constellation Reinforces Commitment to Environmental Preservation

Cleanup Day is a global initiative to combat the solid waste crisis, including marine debris, by promoting environmental awareness and mobilizing volunteers for cleanup and preservation actions.

We organized two beach cleanups in partnership with the **Aqualung Ecological Institute**, directly contributing to the preservation of the local communities where we operate.

Actions taken:

- **Rio de Janeiro - Flamengo Beach (September 21st):** with the presence of thirteen volunteers, including eleven employees and two family members, we joined forces with other companies to carry out a joint action. During the event, an impressive **two hundred and fifty kilos of solid waste** were collected, reinforcing the importance of collaboration to combat improper waste disposal.
- **Rio das Ostras - Praia do Centro (September 28th):** in this exclusive Constellation action, sixty-four volunteers took part, including thirty employees and thirty-four family members. Together, they collected **thirty-five kilos of solid waste**, demonstrating the positive impact that focused mobilization can have on local communities.

By mobilizing more than **seventy volunteers** and collecting a total of **two hundred and eighty-eight kilos of solid waste**, we reaffirmed our role as active agents in building a cleaner and more sustainable future. Taking part in Cleanup Day is more than just cleaning beaches, it's about inspiring responsible attitudes and showing that, together, we can tackle the solid waste crisis and protect the environment for generations to come.





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Programa Trilha Empreendedora and Trilha Escolar

In partnership with the non-governmental organization (NGO) Junior Achievement, we actively participated in the cycle of volunteer actions of the Trilha Empreendedora Program, marking the solid start of our social volunteering strategy.

The Trilha Empreendedora is part of a sequence of programs incorporated into the high school curriculum of the participating schools, covering topics such as the importance of studies, ethics, finance and socio-environmental entrepreneurship.

These programs prepare young people for the future, promoting transformative education and practices that foster personal and professional development.

One of the editions of the program was held at CIEP 346 Belarmino Alfredo dos Santos, in Queimados, in the Baixada Fluminense, with our support as one of the project's sponsoring companies.

One of our volunteers gave a presentation to around eighty high school students, covering topics such as career, leadership and purpose, offering practical and inspiring tips for preparing future professionals.

Communication about the launch of the program was widely disseminated internally, generating the engagement of around thirty employees, who together dedicated more than eighty hours to mentoring.

This action shows how the union between volunteering and purpose can transform lives and build a better future.

Constellation and the RUAS Project: Volunteering that Transforms Lives

With a focus on social impact and building a more inclusive society, we took part in a volunteer action with the RUAS Project (Ronda Urbana de Amigos Solidários). Created in 2014, the Rio de Janeiro-based NGO's mission is to break down barriers and create opportunities for homeless people, promoting inclusion, dignity and citizenship.

Eleven Constellation volunteers took part in the initiative, including eight employees and three family members, who were actively involved in the activities carried out by the NGO. During the action, the volunteers took part in weekly conversation circles, which offer not only food, but also guidance on essential services and the exercise of citizenship.

In addition, the RUAS Project is developing an innovative program to overcome homelessness, focusing on access to housing and community integration. The NGO currently operates through two main programs: Rondas, which provides immediate support to those who need it most, and Housing First, which seeks long-term solutions for social reintegration, serving an average of one thousand people a month.

Blood Donation to Save Lives

On World Blood Donor Day, the QHSE team and CIPA in Rio de Janeiro carried out an internal donation campaign that was very well supported by our office staff. Many came forward voluntarily to donate blood, demonstrating a commitment to community and public health.

It's worth noting that blood donation plays a crucial role in healthcare, being essential for the treatment of a variety of medical conditions, from emergencies to long-term treatments.





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Christmas Solidarity Actions

Created to offer nutritious meals to people in situations of social vulnerability, the Refettorio Gastromotiva uses gastronomy as a powerful engine for social transformation.

As well as combating hunger and food insecurity, the project also generates income and inclusion opportunities through education, training students in culinary techniques and professional skills for the job market.

During the Salon Service Volunteering, Constellation employees had the opportunity to experience inspiring stories and actively contribute to the Gastromotiva Solidarity Dinner.

The action involved receiving and welcoming seventy-two beneficiaries, organizing the space and tables, as well as serving a special menu with a starter, main course, and dessert.

The results of this action were significant:

- One hundred and two meals prepared and delivered, seventy-two of which were served for dinner and thirty distributed as hot meals.
- Distribution of hygiene kits to the beneficiaries present, contributing to the dignity and well-being of the people served.
- As one of the sponsors of the Gastromotiva Cafeteria, we reaffirm our commitment to social impact through the engagement of our volunteers.

We also took part in **Santa Claus at the Post Office** this year. Created more than 30 years ago, this initiative seeks to fulfill the dreams of children in situations of social vulnerability, especially those enrolled in public schools or partner institutions such as nurseries and shelters. Ninety-five employees joined the initiative, adopting children's letters. In the end, one hundred and forty-six children were presented with toys and other wishes.



National Solidarity Support – Aid to Rio Grande do Sul

We mobilized an emergency support campaign to help families affected by the floods that hit the state of Rio Grande do Sul. In solidarity and social commitment, we made a financial donation of BRL 100,000.00 to the NGO União BR, through the Instituto da Criança, to support the recovery of the affected communities.

As a result of the financial donation, five hundred and eleven food baskets and seven hundred and eighty-five hygiene kits were distributed, directly benefiting eight hundred and twelve families. In all, the donations reached more than two thousand, one hundred and fourteen people, providing essential support at a time of great need. The municipalities of Taquara, Sapucaia do Sul, Esteio, Caxias do Sul, Rio Grande, São Lourenço do Sul, Porto Alegre, Estrela and Lajeado were affected.

In addition, essential items such as mattresses and slippers were donated to meet the immediate needs of the families affected. Our employees were also invited to take an active part in the initiative, collecting items for donation and opening a specific channel for voluntary financial contributions.

With this mobilization, we were able to join forces to minimize the impact of adversity, promoting solidarity and support for communities in times of emergency.



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[GRI 2-11, GRI 2-12, GRI 2-13, GRI 2-19, GRI 2-20; IFRS S1 (25.a); ESRS G1]

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Our corporate governance follows the best global practices.

We are a privately-held corporation⁽¹⁾, led by a six-member **Board of Directors**, elected at the General Shareholders' Meeting, and responsible for defining the strategic direction and overseeing the general guidelines of the Company's business.

Our corporate governance follows best global practices, adapted to its business environment. In compliance with laws and regulations, our governance agents - shareholders, board members, auditors and committee members - guide their actions by the principles of **integrity, transparency, fairness, accountability and sustainability**.

We recently completed a recapitalization process that resulted in significant governance changes. These changes included revisions to the bylaws, impacting the current composition of the Board of Directors, the independence criteria and the quorums required for the election and dismissal of directors.

- The **Board of Directors** may have up to **seven members**, at least **two** of whom **must reside in Luxembourg**.
- **Five members**, including the Luxembourg directors, **must be independent**.

The Board of Directors is chaired by a female director, who also serves as a member of all the advisory committees and chairs the **Strategic Committee**. None of the directors has an executive role in the Company.

Our corporate governance is based on the principles of **clear roles, transparency and stability**, with the Board of Directors' deliberations supported by the analyses and recommendations of the advisory committees, as they play an essential role in providing technical and expert guidance.

The Board of Directors is responsible for defining the general **guidelines and policies** that guide the Company's operations, overseeing their implementation through regular meetings.

(1) After February 6, 2025, the Company was listed and ceased to be privately held.

To support management, this governance structure has **four advisory committees to the Board of Directors**:

1 Audit and Risk Committee

2 Nomination and Remuneration Committee

3 Sustainability, HSE and Operations Committee

4 Strategic Committee

In addition, the Board of Directors can create temporary committees to deal with specific issues that require special attention. These committees follow the same rules as permanent committees.

The committees advise the Board of Directors on its decisions, offering recommendations on issues that require approval, as defined in our Bylaws.

For the composition of the committees, we have defined that they should have the following configuration:



Strategic Committee:

9 members.



Audit and Risks Committee:

3 members.



Sustainability, HSE and Operations Committee:

8 members.



Nomination and Remuneration Committee:

3 members.

Under the terms of our Bylaws, a director is considered independent if, during his or her term of office, he or she has no:

1. **Commercial, material or significant relationship with the Company.**
2. **Family relationship with members of executive management.**
3. **Any relationship with the Company or a shareholder who owns 5% or more of the share capital, or with members of the executive management, which could compromise their independence.**

This structure reflects our commitment to solid, transparent governance in line with the best market practices.



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Executive Committees

Conduct Committee	Its purpose is to ensure the implementation of the Code of Ethics and Conduct and to decide on any issues in this regard. In the event of violations of the Code classified as "strong" or "critical", it is the Committee's responsibility to determine the applicable sanctions based on the Consequence Management Procedure, in accordance with the powers approved by the Board of Directors and reflected in the Conduct Committee Charter.
Cash Flow Committee	Its purpose is to assist management in fulfilling its responsibilities regarding investment decisions (capital expenditure - CAPEX and operational expenditure - OPEX), taking into account Constellation's current debt structure and the business plan's commitments to all stakeholders.
GRC Committee	The Committee must maintain a constant relationship with the Executive Board, the Audit and Risks Committee and the Board of Directors in carrying out its activities. In addition, it must assist the Audit and Risk Committee and the Executive Board in fulfilling their responsibilities in terms of evaluating, monitoring and making recommendations for improving the Company's corporate risk management process, in order to support asset management and the protection of assets based on the Company's strategic guidelines and risk profile.

Advisory Committees

Audit and Risk Committee	This Committee reviews the financial statements and audit reports, as well as interacting with the Independent Auditors of Constellation and its subsidiaries, monitoring the performance of the Internal Audit function, reviewing the Company's internal controls and supervising its risk management systems.
Strategy Committee	The Strategy Committee supports the Board in all aspects of its supervisory responsibilities relating to the definition, implementation and execution of the strategy of Constellation and its subsidiaries.
Sustainability Committee + HSE + Operations	This Committee reviews and evaluates all relevant sustainability, health, safety and operations actions taken by Constellation and its subsidiaries.
Nomination and Remuneration Committee	The main function of the Nomination and Compensation Committee is to assist the Board in verifying compliance with the criteria procedures for candidate Directors, in accordance with the bylaws and the Shareholders' Agreement, as well as to oversee compensation practices and advise the Board of Directors on incentive compensation, benefit programs and succession planning for management and key employees of Constellation and its subsidiaries.

We have progressively increased female representation in governance, we have a woman in the Chair of the Board of Directors and we have increased the participation of women in the general staff of the Company.



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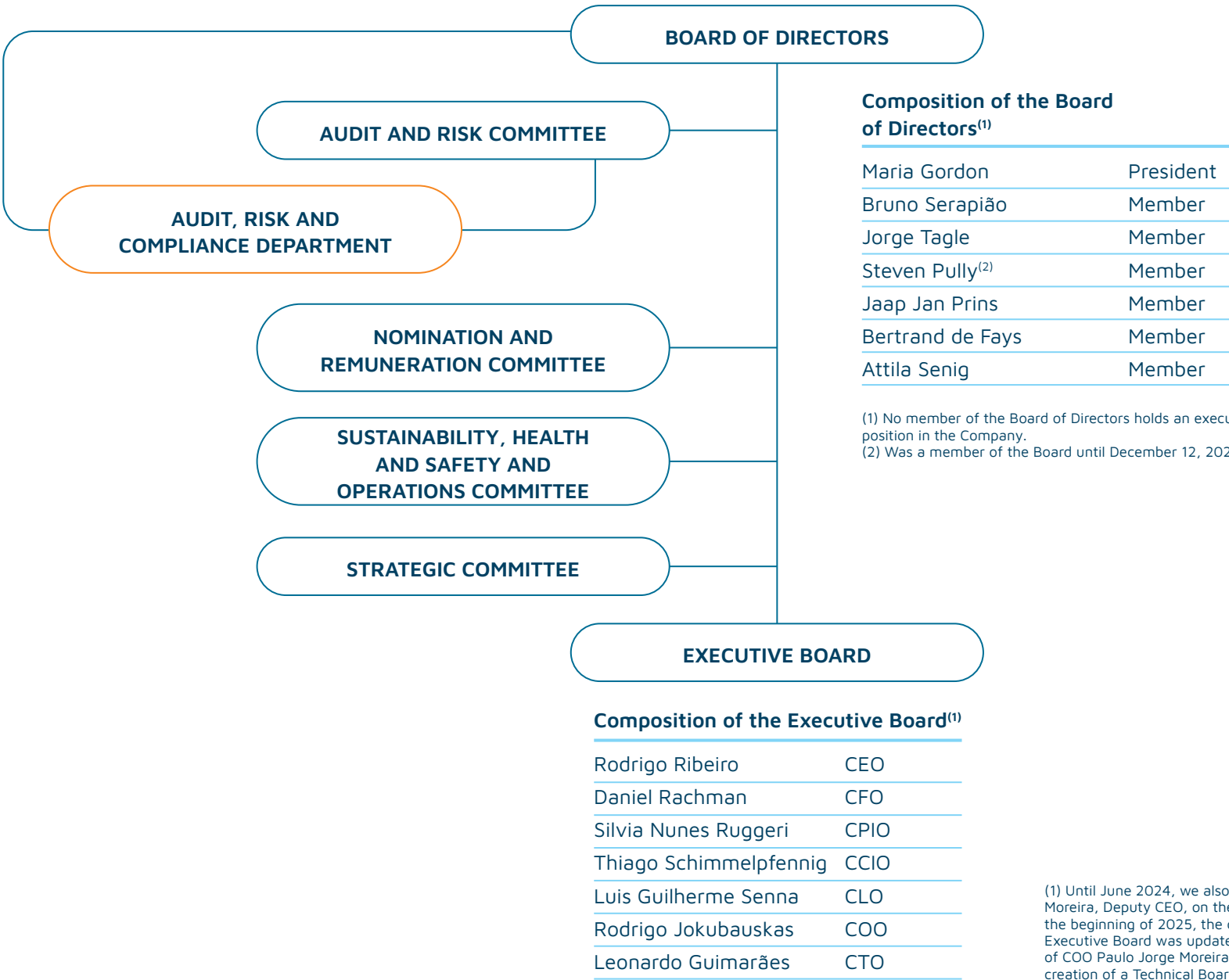
Governance Structure

[GRI 2-1, GRI 2-9, GRI 2-10, GRI 2-12, GRI 2-15, GRI 2-17, GRI 2-18; IFRS S1 (26, 27)]

The selection process for governance members takes into account the diversity of knowledge, skills and experience in Constellation's sector.

Governance practices include quarterly meetings between the committees and the Executive Board to align action plans and projects with shareholder guidelines, integrating risk management and the assessment of economic and socio-environmental externalities. The Board is evaluated annually by a formal process that analyzes the quality of decision-making processes and identifies improvements in order to comply with good governance practices.

We would like to stress that the Company has no controlling shareholder and its capital is dispersed, reinforcing the importance of our transparency and corporate governance mechanisms.



(1) Until June 2024, we also had José Augusto Moreira, Deputy CEO, on the executive team. At the beginning of 2025, the composition of the Executive Board was updated with the departure of COO Paulo Jorge Moreira Cury and the creation of a Technical Board.



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Our Executive Board is made of experienced professionals from the drilling sector and is responsible for leading the execution of the strategic plan and running of operations.

This structure also includes the Deputy CFO, Monique Fares.

Complementing this executive management structure is the Audit, Risks and Compliance Superintendence, which reports directly to the Board of Directors through the Audit and Risks Committee. For compliance issues, the Audit, Risks and Compliance Superintendent reports directly to the Company's Board of Directors.

The selection of members of the Board, committees and Executive Board requires an integrity analysis, including verification of possible conflicts of interest, conducted by the Compliance area. This analysis is carried out upon joining the Company and at least once a year.

At Constellation, we adopt strict regulations to avoid possible conflicts of interest. In this regard, the Compliance area plays a central role, checking for potential conflicts in the appointment of members to the Board and advisory committees, as well as monitoring possible links between members and other companies.

Before meetings of the Board or advisory committees, the Corporate Governance area makes prior agendas available so that any conflicts can be identified in advance. If identified, the Corporate Governance

Secretary notifies the Board, and the member in conflict is excluded from access to the related material, does not participate in the discussion of the topic and is recorded in the minutes of the Committee meeting.

If any Director has, directly or indirectly, a financial interest that potentially conflicts with the Company's interest in relation to a transaction within the competence of the Board, they must inform the Board of the potential conflict of interest and have their declaration recorded in the minutes of the Board meeting. The director in question will not be able to participate in the discussions of the transaction and vote.

If a conflict makes it impossible for the minimum number of directors to pass a resolution, the matter can be submitted to the General Meeting for a decision. This way, we ensure ethical, transparent governance and are committed to the integrity of our operations.

We also carry out an annual performance assessment of the Board of Directors and the advisory committees, as provided for in the Bylaws and internal regulations. The process includes sending out questionnaires for members to individually assess the performance of the Board, the committees and their own contribution.

The evaluations, which began in 2023 and were repeated in 2024, are discussed in the committees and reported to the Board, which identifies points for improvement, some of which are implemented immediately.





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Risks and Compliance

[GRI 3-3 Ethics and Compliance, GRI 2-12, GRI 2-13, GRI 2-19, GRI 2-20, GRI 2-25; IFRS S1 (26,27,43,44)]

With a solid regulatory framework, Brazil has several agencies and policymakers responsible for overseeing the oil and gas segment and ensuring the protection of life and the environment.

In this sense, we are prepared to act in this environment, offering operational predictability in the Brazilian market ecosystem. This issue is managed by the Audit, Risks and Compliance Superintendence, which reports compliance issues to the Board of Directors.

Our risk management model integrates the verification of possible threats and strategic objectives, assessing their likelihood and impact on activities. Based on the engagement of leaders and the analysis of internal and external factors, corporate risks are mapped by nature and structured to guide mitigation plans and internal controls.

In the first phase, we conduct a detailed analysis of risks of a safety and operational nature, assessing existing controls and residual risks. With the Board of Directors, we check if residual levels are in line with shareholder expectations. In 2024, we moved on to other types of risk, such as financial, strategic and regulatory, following international methodologies such as COSO-ERM and ISO 31,000.

Risk supervision is conducted by the Risk Committee, made up of four directors (CFO, Deputy CFO, CPITO and CLO) and the Audit, Risks and Compliance Superintendent, assessed by the Audit and Risks Committee, which monitors action plans and makes additional recommendations. Internal Audit validates the compliance of processes and regulations identifying opportunities for improvement and strengthening risk management in an integrated manner.

Risks associated with force majeure events, such as extreme weather events, and risks associated with energy transition are monitored and verified by the Corporate Risks area, falling within the nature of Safety and Operational areas.

THE FOUR NATURES OF CORPORATE RISKS



Strategic: events that could impact our long-term objectives, affecting our commitments, market share and reputation.



Safety and operational: risks that could have an impact on customer contracts, asset operation and operational safety.



Financial: exposure to events that may impact the ability to generate value, affecting revenues, liquidity, capital structure and accounting aspects.



Regulatory: risks that expose us to impacts on our ability to comply with legal obligations and standards applicable to our business.



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Our Compliance area analyzes conflicts of interest, as well as ethics and integrity issues, and reports the results to the Appointments and Remuneration Committee. This Committee is responsible for the final assessment and for forwarding recommendations to the General Meeting.

Constellation's Internal Audit was recognized with the IIA MAY Brazil 2024 Award, granted by the Institute of Internal Auditors (IIA). This exclusive seal honors companies that have implemented the best initiatives to raise awareness about the profession during the month of May, highlighting the pride of being an Internal Auditor.

The initiatives promoted by Internal Audit included external actions, such as publications on the Company's official social networks (LinkedIn and Instagram), and internal ones (corporate intranet, educational videos shown on corporate TVs and a podcast broadcast live to employees). The podcast, entitled GRCast, explored topics of great relevance not only to Constellation, but also to the market in general.

The main focus of all these initiatives was to raise awareness of the importance of risk management and controls in the company, reinforcing the need for solid, structured governance. These actions were only possible due to the unrestricted support of Constellation's Senior Management for the Internal Audit function.

Constellation's Internal Audit was recognized with the IIA MAY Brazil 2024 Award.





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Ethical Culture

[GRI 3-3 Ethics and Integrity, GRI 205-2, GRI 2-23, GRI 2-24; SASB EM.SV-510a.1; ESRS G1-1 (7-8); G1-5 (27-30)]

We base our relationships on transparency, ethics, integrity and strict compliance with the laws and regulations of the countries in which we operate. We are guided by the highest international standards and incorporate these principles as an essential part of our business strategy, ensuring that we act responsibly and reliably.

In this context, our Compliance Program consists of a set of ethics and compliance policies and procedures, including the **Code of Ethics and Conduct**, the **Anti-Corruption Policy**, the **Gifts, Presents and Entertainment Policy**, among other procedures and forms, which are fully aligned with the highest market standards.

The Program is integrated into the Governance, Risks and Compliance (GRC) structure, which is responsible for the annual plan of activities focused on strengthening our values, as expressed in the Code of Ethics and Conduct, the Anti-Corruption Policy and other internal regulations.

This approach covers 100% of our units and offices, in Brazil and abroad, through an annual communication plan that includes periodic disclosures on internal and external channels, such as the intranet, social networks and corporate culture workshops.

Our Compliance area is also aligned with international standards and actively participates in relevant initiatives to strengthen best practices in the area. We are members of the **Compliance Committee of the Brazilian Oil and Gas Institute (IBP)**, the **Ethics and Integrity Committee of ABESPetro** and the **United Nations Global Compact Action Against Corruption**, which reinforces our commitment to ethics and transparency in our operations.

In addition, our Compliance leaders have a solid international qualification, which includes the **Certified Compliance & Ethics Professional – International (CCEP-II)**, a global reference credential in compliance that reflects our care for excellence and compliance with global standards.

We also have a mandatory annual training cycle for all employees, including Directors and members of the Board of Directors. In this regard, we launched the completely revised Compliance Training 2024, bringing a more playful and interactive format, with texts, videos and case studies.

We developed specific versions for administrative employees (Training B) and operational employees (Training A), making the content available in three languages: Portuguese, English and Spanish.

We are guided
by the highest
international
standards.





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In the training for the Executive Board and the Board of Directors, we focused less on regulatory details and more on ethical behavior and decision-making. **Compliance Time** also followed this practical approach, using a real case as a basis for debate and reflection with employees.

This year, the **Annual Compliance Training** for the Executive Board and the Board of Directors was conducted by international consultant and speaker Richard Bistrong. With his practical experience in facing ethical dilemmas and challenges in the corporate environment, Bistrong shared valuable education and participated in the **Ten Years of Anti-Corruption Enforcement and Compliance** in Brazil event, which we hosted.

On the panel, we had CCOs from global companies and law firms from different segments discussing advances in the Compliance area since the Brazilian Anti-Corruption Law came into force in 2014.

We trained the seven members of the Board of Directors and the Board Advisor, as well as the six Executive Directors, including the CEO and CFO. These trainings also included the two new Technical and Operations Directors, who were appointed later.

In addition, third parties who work in our units and/or who have powers of attorney to act on behalf of the Company also receive training, in which the integrity and compliance expected by Constellation in all spheres of action of these third parties are demonstrated.

By 2024, we have communicated and trained 100% of our employees and governance members in compliance, addressing the principles and guidelines of anti-corruption policies and practices.

Find out more about the corporate ethics guides on our [institutional website](#).



In addition to these documents, we operate with a series of other internal regulations and management policies that also form part of our controls and management of issues related to ethics, transparency and sustainability.

We are working on the internal formatting of a human rights policy, which is being dealt with by the Compliance Committee of the Sustainability Working Group. A multidisciplinary committee has been set up comprising the Legal, Compliance, Risks, Quality, Human Resources and Sustainability areas, in an action that should be completed by 2025.

As the behavioral guide for all Constellation employees, to establish an ethical culture, reduce conflicts and respect all applicable laws and regulations, at the end of 2024, our Code of Ethics and Conduct underwent a review and updating process, with completion scheduled for the first quarter of 2025.

Once completed, the document will be presented to the entire Company and other stakeholders. The main focus of this review was to reflect the changes and advances in the Company's environment and values, as well as the creation of an explanatory booklet, aimed at simplifying the language of the Code, making it more accessible and easy to understand.



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The process also prioritized the inclusion and reinforcement of themes that have gained prominence in recent years, such as sustainability, diversity and inclusion, leadership, human factors, and innovation.

Our Anti-Corruption Policy establishes guidelines for interactions with public officials and procedures to prevent acts of corruption and fraud, in compliance with the **US Foreign Corrupt Practices Act (FCPA)**, the **UK Bribery Act**, the Brazilian Anti-Corruption Law (Law No. 12.846/13 and current regulations) and other anti-corruption laws applicable to our business.

We assess corruption-related risks in 100% of our operations. Our Compliance Program fully covers all operating units and offices located in the various regions where we operate.

Since 2018, the risks associated with corruption have been systematically mapped and reviewed by the Compliance department, reflecting our ongoing commitment to the evolution of risk management throughout our operations.

In our Third Party Integrity Due Diligence process, we follow a procedure that defines all the necessary steps to analyze the integrity of suppliers, clients and business partners, including identifying their beneficial owners.

Depending on the level of risk of the relationship, the process begins with the completion of a Due Diligence Questionnaire (DDQ) and includes detailed research into public sources, digital tools and, where necessary, additional consultations with specialist firms or meetings with the third party.

Integrity is analyzed at the beginning of the relationship and periodically, at intervals of between six months and two years, depending on the risk. To mitigate corruption risks, we have implemented procedures such as signing declarations of compliance with policies, compliance training, reviewing ethics clauses and monitoring interactions.

In 2024, we revised the process to adopt stricter criteria for third parties with greater inherent risk, such as those who act on our behalf, interact with public bodies or provide services in sensitive activities.

In addition, regulations such as automatic blocking for inactive third parties or those with expired integrity analysis and the creation of specific action plans for mitigating risks in the relationship reinforce the monitoring of the Company's supply chain.

On a quarterly basis, integrity analysis figures are reported to the Risk and Audit Committee and the Board of Directors.

In addition, we have developed a Communication Plan exclusively for Ethics and Compliance, using online platforms, digital media and animations to update employees on internal policies and news, reinforcing the culture of ethics at all levels of the Company.

In 2024, we have not seen any significant changes in most of the main corruption risks inherent in our Company. Our business model, based on our own offshore units, has remained unchanged, as have the countries in which we operate.

**We assess
risks related
to corruption
in 100% of our
operations.**

[GRI 205-1]



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Regarding our clients, we have maintained a routine relationship with Petrobras, and with regard to suppliers, we ensured that 100% of the third parties active in our database had their risks properly known through integrity analysis.

One of the initiatives on the annual agenda within the compliance training and retraining program is the Compliance department's corporate event. In 2024, **Compliance Time** took place, with the slogan Light, Camera, ETHICS in Action! and brought together more than two hundred and fifty employees from Rio de Janeiro and the Rio das Ostras base in an innovative event that addressed crucial issues for the Company in a light and engaging way.

During the event, employees watched an episode of a documentary series depicting one of the most emblematic cases of corporate fraud in the United States. After the screening, a debate was held on the ethical dilemmas presented in the episode, highlighting the importance of guiding our daily actions being guided by ethics and transparency.



Booklet Helps Combat Harassment

One of the actions to combat harassment was the creation of a **Primer on Preventing and Combating Sexual Harassment at Work**, developed to promote a healthy and safe working environment for everyone.

The booklet goes into more detail and offers practical guidance so that everyone can understand, prevent and combat sexual harassment at work. The material was produced in partnership with Diversas Hub, a company dedicated to supporting the community of diverse people in society, with the main objective of promoting real and close contact, generating impactful results for the community. The non-governmental organization (NGO) is associated with the **UmMaisUm** hub, which focuses on inclusion initiatives and support for diverse groups.

As well as promoting the issue internally and taking it from the grassroots to the leadership, the booklet also reinforced the possible mechanisms and channels for making complaints, including our Ethics and Conduct Channel.



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No cases of corruption throughout 2024

Management of the Ethics and Conduct Channel

[GRI 3-3 Ethics and Integrity, GRI 2-26, GRI 205-3]

Initially, all complaints were received by a specialized third-party company, which screens them based on the type and impact of the report. The cases were then forwarded to the Compliance team, which is responsible for ascertaining the facts and conducting the investigation confidentially.

The Compliance area launched important updates to its **Ethics and Conduct Channel**, in line with the Company's visions and values, providing a more accessible and assertive service for all employees.

The updates implemented in the Ethics and Conduct Channel enable faster and targeted responses, facilitating corrective and preventive measures. These improvements contribute to more efficient action and the promotion of a safer and more inclusive working environment.

The Ethics and Conduct Channel has been improved to make it more accessible and practical for employees, with an even more intuitive platform. The main new features include:

- **24-hour telephone service:** employees can now contact an attendant at any time, any day of the week.
- **Detailed categorization of reports of discrimination and prejudice:** the channel now includes specific subcategories, such as ageism, ableism and other forms of discrimination, providing more clarity and direction in the analysis of cases.





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Accessibility Features for People with Disabilities

- **Support for the Brazilian Sign Language (LIBRAS):** the platform now has integrated support for communication in LIBRAS, broadening inclusion.
- **Screen reading tools:** features have been implemented to make navigation easier for people with visual impairments or low vision.
- **Contrast and font size adjustments:** users can customize the contrast and font size, optimizing visibility for people who are color blind or have other visual difficulties.
- **Simplified navigation:** the interface has been redesigned to offer a more intuitive and accessible experience, especially benefiting people with cognitive disabilities or reading difficulties.

These improvements ensure that all employees, regardless of their physical or sensory characteristics, can use the channel efficiently, comfortably, and inclusively.



Find out more about our
[Ethics and Conduct Channel](#).





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[GRI 3-3 Supply Chain Management, GRI 2-6, GRI 308-1, GRI 409-1, GRI 414-1, GRI 414-2, GRI 11.20.6; ESRS G1]

We establish relationships of trust with our suppliers based on ethical principles and transparency. We use management models and procedures that ensure we select technically qualified partners who are aligned with our values.

Supply Chain Management Model

Before contracting, suppliers undergo two assessments: the Purchasing area analyzes documentary compliance and restrictions, while the Compliance area verifies integrity based on public data and non-public information requested from suppliers to mitigate reputational risks, corruption and fraud. We also request information on the ultimate beneficiary shareholders.

At Constellation, we ensure that suppliers and service providers comply with strict safety, health and environmental requirements through our HSE Contractual Annex. We require compliance with legislation, risk management programs, environmental permits, adequate training, use of personal protective equipment (PPE) and a safe working environment.

We supervise workers to ensure minimum qualifications and safety plans in line with technical standards that promote environmental preservation. In the event of an accident, it is mandatory to report it immediately and bear the related costs. Failure to comply with these requirements may result in contractual sanctions, reinforcing our commitment to responsibility and sustainability.

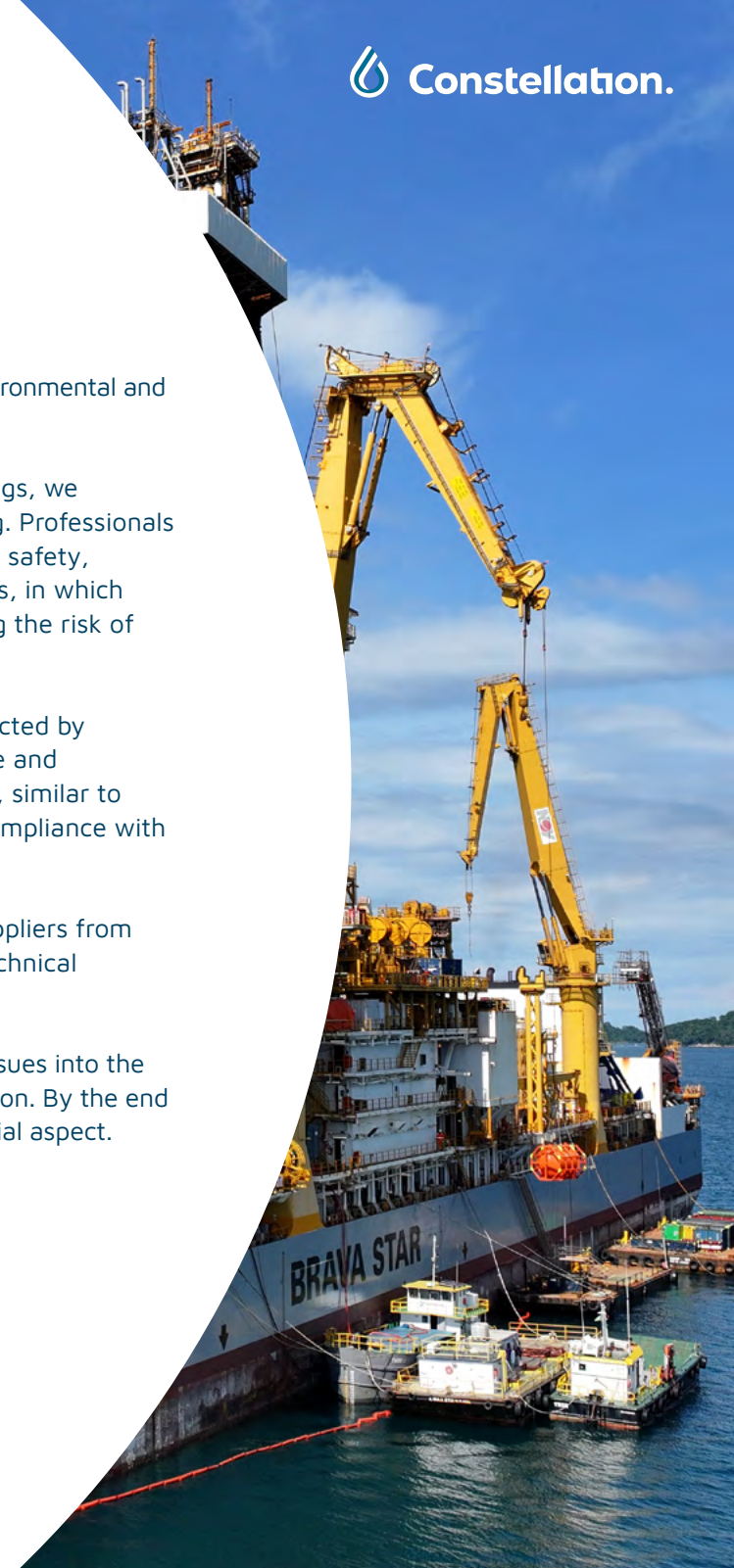
In addition, suppliers with critical activities from an operational, environmental and health and safety perspective undergo on-site qualification audits.

At service providers, where third parties work on our bases and rigs, we continuously engage suppliers in our safety practices and training. Professionals from these companies take part in briefings, meetings on quality, safety, environment and health (QHSE) and cultural alignment workshops, in which they become familiar with our tools and procedures for mitigating the risk of accidents involving people and assets.

We periodically carry out assessments of critical suppliers, conducted by contract managers and requesting areas, to monitor performance and improving processes. These suppliers also undergo regular audits, similar to those carried out during initial qualification, to ensure ongoing compliance with Constellation's requirements.

In 2024, we evaluated one hundred and twenty-seven critical suppliers from the perspectives of environment, health and safety, as well as technical competencies and management and quality.

As of June 2024, we introduced specific criteria related to social issues into the audits, adding this aspect to the scope of qualification/requalification. By the end of 2024, seventy-four suppliers had been evaluated under the social aspect.





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In 2024, we also carried out the qualification process for nineteen new critical suppliers. This process included face-to-face audits at the companies' premises prior to contracting, which was only carried out with a positive result.

The audits, conducted by a third-party auditor hired by Constellation, covered one hundred and fifty-five requirements distributed between the Technical, QHSE, ESG and Management System areas. Among the criteria evaluated in ESG and QHSE, we highlight those focused in preserving the environment in order to ensure high standards of sustainability and safety.

Although fifty-four action plans were established (representing 21.6% of the suppliers audited), none of them related to social criteria as they were fully met. With regard to social impacts, none of the suppliers evaluated were identified as generating negative impacts, satisfactorily meeting the requirements stipulated by Constellation.

This strategy, aligned with the Sustainability Working Group, was aimed at starting the social requirements gradually in 2024, with a progressive increase in the level of rigor in the coming years. As part of the 2030 ESG Plan, we are seeking to evolve our supplier management model, integrating social and environmental criteria and human rights criteria into the selection and assessment process.

Our third-party due diligence process ensures compliance with labor legislation and the fight against degrading practices, including checks against the national 'Dirty List' of employers linked to modern slavery practices and labor, tax and social security regularity. These diligences and other rules adopted by the Company are also in line with the international sanctions, restrictions and embargoes provided for cases that violate international labor conventions.





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[GRI 201-1]

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In 2024, we reinforced our commitment to value creation, structuring our businesses strategically and making informed decisions to increase our capital and maintain sustainable performance.

The **Added Value Statement (DVA)** is one of the main ways of financially measuring this value creation, showing the factors driving generation of wealth and its distribution among our stakeholders.

Added Value Statement (US\$ MM)	2024
Direct Economic Value Generated: Revenues	604,010
Net Sales	563,524
Revenue from Financial Investments	32,340
Revenue from Sale of Assets	8,146
Economic Value Distributed	(645,992)
Operating Costs	(393,852)
(Impairment)/Impairment Reversal	(47,998)
Employee Wages and Benefits	(160,239)
Payments to Providers of Capital	(41,521)
Payments to Government	(2,382)
Economic Value Retained	(41,982)

This year, we recorded a Direct Economic Value of US\$42 million, representing an increase of 36% compared to the 2023 fiscal year. These results are consistent with the information contained in the Financial Statements (FS) audited and published on march 25, 2025 on the [website](#).

On December 12, 2024, we took a major step toward strengthening our financial position by completing a comprehensive transaction that included the refinancing of our debt and the recapitalization of our balance sheet. The transaction comprised the issuance of US\$650 million in bonds maturing in 2029, a US\$75 million private placement in Constellation Holdco S.A., and the conversion of approximately US\$300 million in existing obligations into new junior capital by stakeholders who opted to roll part or all of their debt.

The net proceeds were used to repurchase a portion of our outstanding common shares — including those issued upon debt conversion — and to fully repay our Priority Lien Notes and ALB L/C Debt.

As a result of the recapitalization, our total gross debt stands at US\$650 million, with more than US\$180 million in cash on hand. We ended 2024 with net debt of US\$460 million, a significant improvement from US\$855 million at the end of the third quarter. This transaction materially enhanced our capital structure, reducing our Net Debt to Adjusted EBITDA ratio to 2.0x at year-end and equipping us with the liquidity needed to navigate several contract transitions anticipated in 2025.

Our statements were prepared in accordance with accounting practices adopted in Brazil, including Brazilian corporate law and the technical pronouncements issued by the Accounting Pronouncements Committee (CPC).

In this sense, the reformulation of the capital structure was a crucial step for our financial health and future growth. This move reinforces our commitment to financial responsibility and generating value for all our stakeholders, ensuring a solid foundation for our continuity and expansion in the coming years.

We have reformulated our capital structure in a commitment to future growth.



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Supplement to GRI Content

GRI 2-7 | Employees

Staff By Gender, Region And Type Of Contract		2022			2023			2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
North	Indefinite Term	21	2	23	19	1	20	2	1	3
	Fixed-Term	1	0	1	0	0	0	0	0	0
	Total	22	2	24	19	1	20	2	1	3
Midwest	Indefinite Term	2	0	2	2	0	2	0	0	0
	Fixed-Term	0	0	0	0	0	0	0	0	0
	Total	2	0	2	2	0	2	0	0	0
South East	Indefinite Term	1,416	158	1,574	1,466	180	1,646	1,510	207	1,717
	Fixed-Term	0	1	1	0	0	0	0	1	1
	Total	1,416	159	1,575	1,466	180	1,646	1,510	208	1,718
Abroad	Indefinite Term	45	16	61	60	20	80	10	20	30
	Fixed-Term			0	0	0	0	0	0	0
	Total	45	16	61	60	20	80	10	20	30
Total	Indefinite Term	1,484	176	1,660	1,547	201	1,748	1,522	228	1,750
	Fixed-Term	1	1	2	0	0	0	0	1	1
	Total	1,485	177	1,662	1,547	201	1,748	1,522	229	1,751



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Staff by Gender and Area of Activity

	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Onshore	11	1	12	5	1	6	2	1	3
Offshore	1,185	22	1,207	1,212	26	1,238	1,267	48	1,315
Bases + Head Office	244	138	382	270	154	424	243	160	403
Exterior	45	16	61	60	20	80	10	20	30
Total	1,485	177	1,662	1,547	201	1,748	1,522	229	1,751

GRI 2-8 | Workers who are not employees

Professionals with No Employment Relationship with The Company⁽¹⁾

	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Interns	13	26	39	15	35	50	23	30	53
Third Parties ⁽²⁾	23	19	42	65	21	86	39	29	68
Apprentices	25	15	40	24	19	43	20	29	49
Offshore Rig Catering ⁽³⁾	N/A	N/A	168	N/A	N/A	176	N/A	N/A	216

- (1) Considers the base date of December 31 of each year.
- (2) Includes third parties allocated to support activities in the administrative buildings (cleaning, reception, gardening and maintenance).
- (3) Professionals under outsourcing contracts to feed the teams on the rigs; there is no division by gender, since these people can be replaced according to availability and contractual clauses.

GRI 2-30 | Collective bargaining agreements

Employees Covered By Collective Work Agreements⁽¹⁾

	2022	2023	2024
A. Total Number of Employees	1,662	1,748	1,751
B. Number of Employees Covered By Collective Bargaining Agreements or Conventions	1,593	1,660	1,709
Percentage of Employees Covered By Agreements (B/A) (%)	95.8	95.0	97.6

(1) Employees on international contracts are not covered by collective bargaining agreements and have their working conditions established in accordance with local legislation.



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GRI 401-1 | New employee hires and employee turnover

New Hires and Employee Turnover	2022		2023		2024	
	Number of Hires	Number of Turnover	Number of Hires	Number of Turnover	Number of Hires	Number of Turnover
By Gender						
Men	306	324	322	270	202	227
Women	56	33	50	23	54	26
Total	362	357	372	293	256	253
By Age Group						
Up to 20 Years Old	4	0	2	0	1	0
From 21 to 30 Years Old	134	46	100	38	82	30
31 to 40 Years	155	190	154	139	106	101
From 41 to 50 Years	59	94	95	93	56	90
From 51 to 60 Years	7	17	19	19	11	27
Aged 61 and Above	3	10	2	4	0	5
By Region						
North	6	55	0	3	0	8
Midwest	0	0	0	0	0	2
South East	342	283	346	277	251	217
Exterior	14	19	26	13	5	26



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Hiring and Turnover Rates	2022		2023		2024	
	Hiring Rate ⁽¹⁾	Turnover Rate ⁽²⁾	Hiring Rate ⁽¹⁾	Turnover Rate ⁽²⁾	Hiring Rate ⁽¹⁾	Turnover Rate ⁽²⁾
By Gender						
Men	20.60	21.20	20.80	19.10	13.27	14.09
Women	31.60	25.10	24.90	18.20	23.58	17.47
By Age Group						
Up to 20 Years Old	133.30	66.70	22.20	11.10	50.00	25.00
From 21 to 30 Years Old	52.30	35.20	36.50	25.20	29.39	20.07
From 31 to 40 Years	19.20	21.40	19.50	18.50	14.10	13.76
From 41 to 50	12.60	16.30	18.10	17.90	10.20	13.30
From 51 to 60 Years	7.00	12.00	15.20	15.20	7.97	13.77
From 61 Years Old	11.10	24.10	8.70	13.00	0.00	8.06
By Region						
North ⁽³⁾	25.00	127.10	0.00	7.50	0.00	133.33
Midwest	0.00	0.00	0.00	0.00	0.00	0.00
South East	21.70	19.80	21.00	18.90	14.61	13.62
Exterior ⁽⁴⁾	23.00	27.00	32.50	24.40	16.67	51.67
Total	21.80	21.60	21.30	19.00	14.62	14.53

(1) Calculated as the number of hires in the period divided by the headcount on December 31.

(2) Calculated as the average number of hires and terminations (hires + terminations divided by two) divided by the headcount on December 31.

(3) The variation in the turnover fluctuation in the North region is attributed to asset sales, with part of the team being used in offshore operations, retaining only the staff necessary to complete the transition.

(4) The change in the turnover rate abroad is another important change, due to the closure of the offshore operation in India.



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GRI 401-3 | Maternity/paternity leave

Indicators Related to Parental Leave⁽¹⁾

2024

	Parenthood	Maternity
Number of Employees Eligible For Leave And Who Went On Leave	1	5
Number of Employees Returning From Leave	1	4
Number of Employees Still On Leave	0	1
Number of Employees Who Stayed For Thirty Days After Returning	0	4
Number of Employees Who Have Not Yet Completed Thirty Days After Returning	0	0
Number of Employees Who Remained In Employment For At Least Twelve Months After Returning From Leave ⁽²⁾	3	5
Number of Employees Who Have Not Yet Completed Twelve Months After Returning From Leave	1	4
Return to Work Rate (%)	100.0	80.0
Retention Rate (1 Month) (%)	100.0	80.0
Retention Rate (1 Year) ⁽²⁾ (%)	100.0	100.0

(1) Considers the employees who took parental leave in 2024 and the status of these professionals on December 31, 2024. The one-month return and retention rates for women may change as one woman was still on leave at the end of the year.

(2) Number of employees retained for twelve months after returning from leave and twelve-month retention rate take into account employees who have completed these twelve months in 2024.





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

Employee Training Indicators ⁽¹⁾	2022		2023		2024	
	Total Training Hours	Average per Employee	Total Training Hours	Average per Employee	Total Training Hours	Average per Employee
By Gender						
Men	146,684.0	98.8	218,072.0	143.0	276,188.7	182.4
Women	9,480.0	53.6	11,948.0	63.2	15,778.6	72.7
Total	154.0	94.0	230,020.0	134.2	291,967.3	168.7
By Function Level						
Board of Directors	2,245.0	22.0	341.0	48.7	134.0	20.9
Management	1,440.0	46.8	3,358.0	74.6	4,424.8	64.4
Coordination	27.7	27.7	5,347.5	76.4	7,035.0	101.6
Operational Supervision	17,730.0	74.8	34,331.6	148.6	40,588.9	187.6
Administrative Staff	8,220.0	30.6	17,660.3	56.6	19,004.4	63.9
Operational Staff	126,375.0	120.5	168,981.7	161.1	220,780.2	205.8

(1) Calculated as the total training hours applied in the year divided by the average headcount of each category in the period. Scope of collection: all onshore and offshore operating units, operating bases and offices in Brazil and abroad.



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GRI 404-3 | Percentage of employees receiving regular performance and career development reviews

Employee Performance Evaluation Indicators ⁽¹⁾	2023		2024	
	Number of Employees Evaluated	Percentage of Employees Evaluated ⁽²⁾ (%)	Number of Employees Evaluated	Percentage of Employees Evaluated ⁽²⁾ (%)
By Gender				
Men	1,405	100	1,445	100
Women	181	100	207	100
Total	1,586	100	1,652	100
By Functional Level				
Board of Directors	7	100	7	100
Management	44	100	61	100
Coordination	50	100	62	100
Operational Supervision	227	100	208	100
Administrative Staff	277	100	308	100
Operational Staff	981	100	1,006	100

(1) Performance evaluations are applied only to eligible employees, i.e. those with at least 90 days' service, and not to the company's total headcount.
(2) Percentages are calculated based on the total number of eligible employees each year.
Note: The information above (2024) refers to the 2023 Performance Evaluation cycle, which began that year and ended in 2024.



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405-1 | Diversity of governance bodies and employees

Headcount by Gender and Functional Level	2021			2022			2023			2024		
	Men (%)	Women (%)	Total	Men (%)	Women (%)	Total	Men (%)	Women (%)	Total	Men (%)	Women (%)	Total
Board of Directors	80.00	20.00	5	85.70	28.60	7	85.71	14.29	7	83.33	16.67	6
Management	81.60	18.40	38	81.30	16.70	48	80.00	20.00	50	77.78	22.22	54
Coordination	65.20	34.80	46	61.50	38.50	52	64.62	35.38	65	71.43	28.57	84
Operational Supervision	98.70	1.30	223	98.70	1.30	237	98.75	1.25	240	98.67	1.33	226
Administrative Staff	54.50	45.50	244	58.70	41.30	269	56.76	43.24	296	52.32	47.68	302
Operational Staff	98.60	1.40	1,091	96.90	3.10	1,049	96.70	3.30	1,090	95.83	4.17	1,079
Total	90.70	9.30	1,647	89.40	10.60	1,662	88.50	11.50	1,748	86.92	13.08	1,751

Age Diversity by Functional Level (%)	2022						2023						2024					
	Up to 20 Years	21 to 30 Years	31 to 40 Years	41 to 50 Years	51 to 60 Years	Aged 61 and Above	Up to 20 Years	21 to 30 Years	31 to 40 Years	41 to 50 Years	51 to 60 Years	Aged 61 and Above	Up to 20 Years	21 to 30 Years	31 to 40 Years	41 to 50 Years	51 to 60 Years	Aged 61 and Above
Board of Directors	0.00	0.00	28.60	42.90	0.00	28.60	0.00	0.00	42.90	28.60	0.00	28.60	0.00	0.00	33.33	50.00	0.00	16.67
Management	0.00	0.00	20.80	41.70	25.00	12.50	0.00	0.00	14.00	46.00	24.00	16.00	0.00	0.00	14.81	48.15	22.22	14.81
Coordination	0.00	0.00	44.20	40.40	9.60	5.80	0.00	1.50	36.90	43.10	13.80	4.60	0.00	1.19	39.29	42.86	10.71	5.95
Operational Supervision	0.00	0.80	44.70	38.80	13.50	2.10	2.50	0.00	40.80	42.90	13.80	0.00	0.00	0.44	38.05	46.46	12.39	2.65
Administrative Staff	0.00	25.30	45.70	25.30	2.60	1.10	0.30	21.30	45.60	28.70	3.00	3.00	0.33	25.50	41.06	26.49	5.63	0.99
Operational Staff	0.30	17.70	51.70	25.40	4.20	0.80	0.20	19.30	48.10	26.10	5.70	0.60	0.09	18.54	46.25	27.71	6.67	0.74
Total	0.20	15.40	48.50	28.30	6.00	1.60	0.50	15.70	45.30	30.10	7.20	1.30	0.11	15.93	42.95	31.35	7.88	1.77



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GRI 303-3; SASB EM-SV-140a.1 | Water withdrawal by source (m³) in 2024

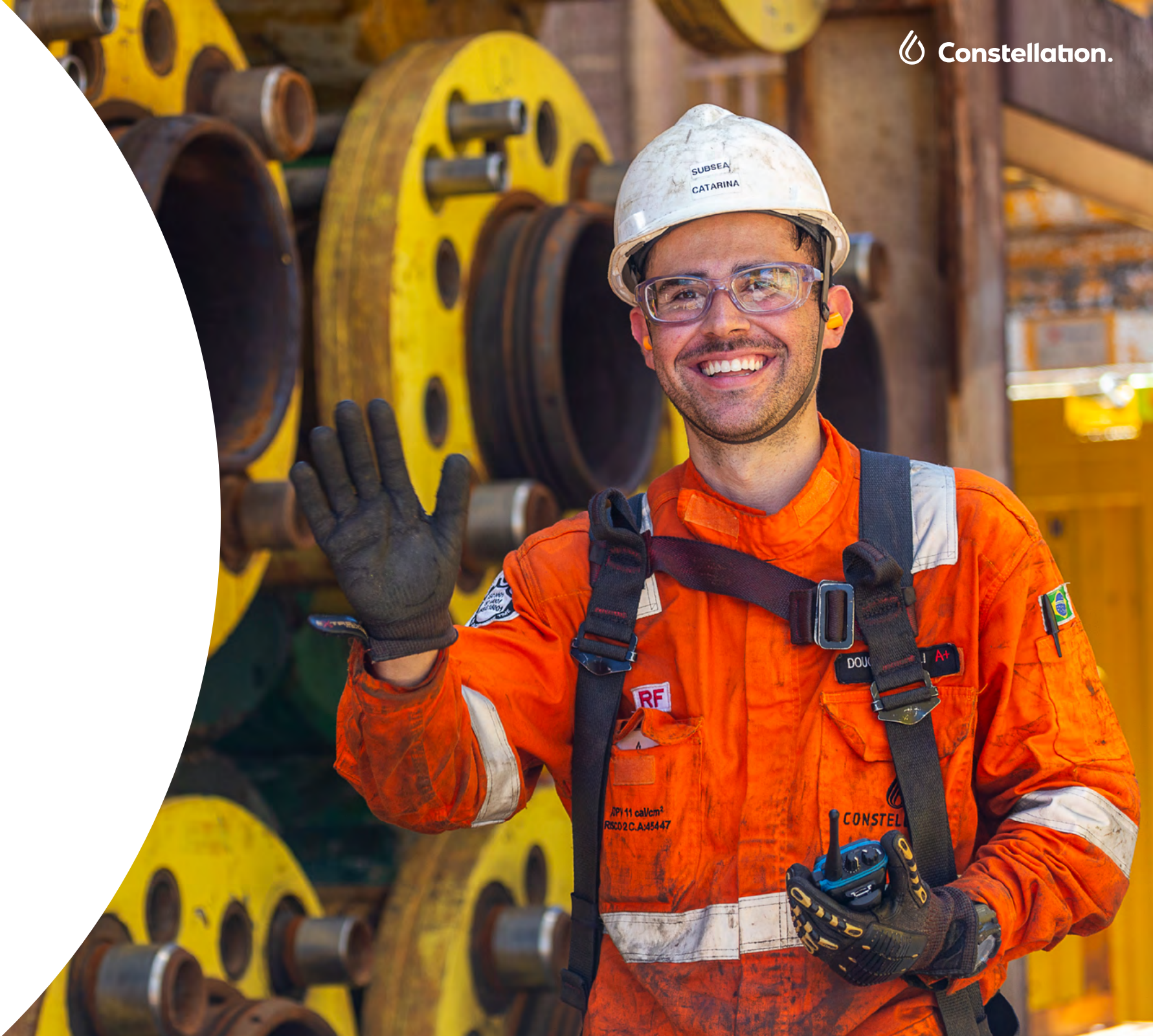
Water Taken From the Sea ⁽¹⁾	135,303,899.4
Water Produced ⁽²⁾	153,294.8
Water Supplied by Third Parties ("Fresh Water") ⁽³⁾	21,406.4
Total Water Collected	135,478,600.6

(1) Total volume of water collected from the cooling probes.
(2) Volume of water coming from the desalination process through the probes. No water is recycled in operations.
(3) Total volume of water supplied by third parties - rigs (water received by vessel, mineral water), Rio das Ostras base (water supplied by Rio+).

GRI 303-4 | Water discharge by source (m³) in 2024

Water Discharged into the Sea	97,057.85
Water Discharged by Third Parties (sewage system, specialized company, etc.)	1,659.20
Total	98,717.05

Note: No discharges occur in water-stressed areas. As assessed by the World Resources Institute's (WRI) Water Risk Atlas tool, the Rio das Ostras base is in an area with a medium-high overall risk level. The rigs operate at sea, which are not subject to water stress.





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GRI 302-2 | Energy consumption outside the organization

Energy Consumed Outside the Company by Activity (GJ)	2022	2023	2024
Non-renewable Fuels	2,748,183.5	3,565,535.18	3,253,946.63
Petrochemical Industry Inputs and Products	197.46	26.2	15.39
Total	2,748,802.40	3,565,561.38	3,253,962.02

GRI 305-1, GRI 305-2 and GRI 305-3 | Direct (Scope 1) GHG emissions, Energy indirect (Scope 2) GHG emissions and Other indirect (Scope 3) GHG emissions

GHG inventory (tCO ₂ e) ⁽¹⁾	2022	2023	2024
Scope 1			
Gross Emissions	40,117.80	16,410.50	17,329.09
Biogenic Emissions	24.1	16.4	14.20
Scope 2			
Localization Approach	163.3	56.6	52.89
Scope 3			
Gross Emissions	206,789.70	266,788.70	241,842.29
Biogenic Emissions	483.7	804.6	2,977.25

(1) Prepared using the operational control method in accordance with the premises of the Brazilian GHG Protocol Program with the support of a specialized system (CLIMAS), covering CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃.



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Inventory (tCO ₂ e)		GHG Inventory 2022	GHG Inventory 2023	GHG Inventory 2024
Scope 1	Stationary Combustion	32,500.76	23.60	3.80
	Mobile Combustion	127.84	8,011.45	6,086.98
	Fugitive	8,241.32	9,158.27	11,232.84
Scope 2	Solid Waste and Liquid Effluents	12.17	6.15	5.47
	Acquisition of Electricity	163.34	56.62	52.89
	Activities Related to Fuel and Energy not Included in Scopes 1 and 2	29.79	22.69	8.36
Scope 3	Leased Assets (Organization as Lessor)	202,880.73	251,440.57	217,034.23
	Purchased Goods and Services	0.01	0.00	4.48
	Employee Travel (Home-Work)	1,820.92	2,368.02	19,628.86
	Waste Generated in Operations	2,009.55	3,325.67	1,395.15
	Transportation and Distribution (Downstream)	0.00	67.05	63.35
	Transportation and Distribution (Upstream)	0.00	10,333.51	3,042.91
	Business Travel	532.41	482.77	599.27
Total		248,318.86	285,296.37	259,158.61



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GRI 305-6 | Emissions of ozone-depleting substances (ODS) (CO₂e)

Scope	Gas	2022	2023	2024
Scope 1	HCFC-22	0.018	0.015	0.007
	HCFC-141b	0.021	0.039	0.009
	Total	0.039	0.054	0.016

GRI 305-7 | Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions (ton)

Emissions	Year/Base			
	2021	2022	2023	2024
CO	1,387.80	186.1	192	170.21
NO _x	6,848.90	3,927.40	4,201.50	3,724.50
SO _x	388.2	96.6	101.5	90.03
Volatile Organic Compounds (VOC)	0.3	171.6	177.8	157.72
Hazardous Air Pollutants (HAP)	-	-	-	-
Particulate Matter (PM)	414.9	119.9	128.2	113.69





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306-3 | Waste generated (t)

	2024
Oily Water	2,848.16
Vehicle and Industrial Batteries	9.90
Cells and Batteries	2.96
Oily Sludge	76.55
Toner Cartridge	0.33
Contaminated Packaging ⁽¹⁾	25.19
Glass Wool	1.34
Fluorescent Lamps	1.36
Lubricants	252.96
Expired Chemical Products	187.69
Sewage Waste (Sanitary/Grease Trap)	2,113.53
Contaminated Waste ⁽²⁾	416.76
Pyrotechnic Flares	0.10
Paints	11.95
Scrap (Electrical Equipment)	13.87
Total Hazardous Waste Generated	5,962.65

(1) Metal, plastic or aerosol, contaminated with chemicals or petroleum products.

(2) Contaminated with oil or chemical, infectious or pharmaceutical products.

GRI 306-3 | Waste generated (t)

	2024
Tetrapac Packaging	5.78
Construction Debris	10.92
Aluminum Cans	0.26
Flandre Cans ⁽¹⁾	2.75
Common Waste	98.27
Wood	206.98
Used Cooking Oil	4.45
Paper	53.97
Plastic	83.85
Landed Food Waste	119.15
Rubber Waste	2.23
Scrap Metal	485.94
Glass	4.69
Total Non-Hazardous Waste Generated	1,079.25

(1) Kitchen services.



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GRI 306-4 | Waste diverted from disposal (t)

	2024	
	Hazardous	Non-hazardous
Composting	0.00	36.28
Co-processing	691.31	349.18
Recycling	33.05	651.35
Reuse	0.00	10.35
Treatment Plant	2,848.16	2,110.06
Decontamination	24.17	0.00
Reconditioning	1.80	0.00
Refining	252.96	0.00
Other Methods	0.07	0.00
Total	3,851.52	3,157.22

GRI 306-5 | Waste directed to disposal (t)

	2024	
	Hazardous	Non-hazardous
Industrial Landfill	0.23	32.20
Incineration	0.39	0.25
Detonation	0.10	0.00
Other Methods	0.00	0.00
Total	0.72	32.45

GRI 306-3 | Significant spills (2016)

Significant Leak Indicators	2021	2022	2023	2024
Number of Significant Leaks Occurring	2	2	0	1
Total Leaked Volume (m³)	0.10	0.009286	0.00	0.50
Volume Leaked in These Occurrences (Barrels)	0.628981	0.0584	0.00	3.14
Leaked Volume Reaching Sensitive Coastal Areas	0.00	0.00	0.00	0.00
Volume Recovered from Occurring Leaks (Barrels)	0.00	0.00	0.00	0.00
Percentage of Volume Recovered	0.00%	0.00%	0.00%	0.00%



GRI 403-9 | Work-related injuries

SASB EM-SV-000.D | Total number of hours worked by all employees

SASB EM-SV-320a.1 | (1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety and emergency response training for (a) direct employees and (b) contract employees

Occupational Safety Indicators ⁽¹⁾	2022			2023			2024		
	Employees	Third Parties	Consolidated	Employees	Third Parties	Consolidated	Employees	Third Parties	Consolidated
TotalMan-Hours Worked (HHT)	3,561,986	1,489,613	5,051,599	3,926,647	1,385,604	5,312,250	3,580,069	1,291,168	4,871,237
Number of Near Misses (NMFR)	7	2	9	3	2	5	4	1	5
Number of Recordable Accidents ⁽²⁾	25	16	41	12	9	21	10	9	19
Number of Accidents with Serious Consequences (except death)	0	0	0	0	0	0	0	0	0
Number of Fatal Accidents	0	0	0	0	0	0	0	0	0
Number of Days Lost or Debit	119	427	546	10	10	20	19	0	19
Near Miss Frequency Rate (NMFR) (%)	0.39	0.27	0.36	0.15	0.29	0.19	0.22	0.15	0.21
Recordable Accident Frequency Rate (TRIR) (%)	1.40	2.15	1.62	0.61	1.30	0.79	0.56	1.39	0.78
Frequency Rate of Accidents with Serious Consequences (%)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Accident Death Rate/Mortality Rate (%)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Accident Severity Rate (%)	6.68	57.33	21.62	0.51	1.44	0.75	1.06	0.00	0.78

(1) Considers operations under contract and the factor of 200,000, which was changed from 2023 to 2024.

(2) Refers to occurrences in which a Work Accident Report (CAT) was issued.

Health, Safety and Emergency Response Training	2024		
	Direct Employees	Contract Employees	Consolidated
Training Hours	234,038.01	27,996.67	262,034.68
Total Number of Employees	1,883	620	2,503
Average Number of Hours of QHSE Training	124.29	45.16	169.45



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GRI 11.1 – GHG Emissions (tCO₂e)

Total		
Scope 1	CH ₄	8.70
	CO ₂	6,081.68
	N ₂ O	11.12
	HFC	11,227.59
Scope 2	CO ₂	55.83
Scope 3	CH ₄	362.07
	CO ₂	240,773.44
	N ₂ O	641.10
Total		259,161.53

Total		
Scope 1	Stationary Combustion	3.80
	Mobile Combustion	6,086.98
	Fugitive	11,232.84
	Solid waste and wastewater	5.47
Scope 2	Acquisition of Electricity	55.83
Scope 3	Activities Related to Fuel and Energy Not Included In Scopes 1 And 2	8.36
	Leased Assets (The Organization As Lessor)	217,034.23
	Purchased Goods and Services	4.48
	Employee Commuting (Home-Work)	19,628.86
	Waste Generated In Operations	1,395.15
	Transportation And Distribution (Downstream)	63.35
	Transportation And Distribution (Upstream)	3,042,91
	Business Trips	599,27
Total		259,161.53



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GRI and SASB Content Summary

Statement of use: Constellation Oil Services Holdings S.A. has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2024.

GRI 1 used: GRI 1: Foundation 2021.

Applicable GRI Sector Standards: GRI 11: Oil and Gas Sector 2021.

Gri Standard/ Other Source	Disclosure	Location	Omission		Explanation	UN Global Compact	SDG	GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason				
General disclosures								
GRI 2: General Disclosures 2021	2-1 Organizational details	3-4, 10-11, 90						
	2-2 Entities included in the organization’s sustainability reporting	3-4						
	2-3 Reporting period, frequency and contact point	3-4 Published on April 30, 2025.						
	2-4 Restatements of information	3-4 There wasn't.						
	2-5 External assurance	3-4, 146						
	2-6 Activities, value chain and other business relationships	10-12, 100	-	-				
	2-7 Employees	105, 106	6	8 and 10				
	2-8 Workers who are not employees	106	6	8 and 10				
	2-9 Governance structure and composition	90-91	-	-				
	2-10 Nomination and selection of the highest governance body	90-91	-	5 and 16				
	2-11 Chair of the highest governance body	90-91	-	16				
	2-12 Role of the highest governance body in overseeing the management of impacts	87-92	-	16				
	2-13 Delegation of responsibility for managing impacts	87-92	-	-				
	2-14 Role of the highest governance body in sustainability reporting	3-4, 30	-	-				
	2-15 Conflicts of interest	90-91	-	16				



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Gri Standard/ Other Source	Disclosure	Location	Omission		Explanation	UN Global Compact	SDG	GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason				
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	-	2-16.b	Information unavailable/incomplete.	The Board of Directors (BoD) meets quarterly with the committee chairmen to report on any relevant issues. The Strategic Committee meets monthly, with the participation of the Chief Executive Officer (CEO) and Chief Financial Officer (CFO) as members, who can present potential crucial concerns – there is no fixed tracking system for the number of concerns considered critical. The Board of Directors may hold extraordinary meetings to address the company’s critical concerns.	-	-	
	2-17 Collective knowledge of the highest governance body	90-91				-	-	
	2-18 Evaluation of the performance of the highest governance body	90-91				-	-	
	2-19 Remuneration policies	41, 57, 88, 89, 93				-	-	
	2-20 Process to determine remuneration	41, 57, 88, 89, 93				-	-	
	2-21 Annual total compensation ratio	-	2-21.a, 2-21.b	Information unavailable/incomplete.	In 2024, the ratio between the total annual remuneration of the highest paid individual and the median of the other employees was 40.29 times. In the previous period, this ratio had been 16.0 times. The growth in the annual comparison is due to the excellent results, resulting in the payment of variable remuneration in the last year. From 2023 to 2024, the variation in the total annual remuneration of the highest paid individual was equivalent to 151.8% of the variation in the median for all other employees.	-	-	
	2-22 Statement on sustainable development strategy	6-7, 8-9				-	-	
	2-23 Policy commitments	13, 27-29, 52, 57, 67, 76, 94-96				10	16	
	2-24 Embedding policy commitments	13, 27-29, 52, 57, 67, 76, 94-96				-	16	



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Gri Standard/ Other Source	Disclosure	Location	Omission		Explanation	UN Global Compact	SDG	GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason				
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	13, 92			In accordance with the guidelines established in our Code of Ethics and Conduct, we reaffirm our commitment to responsible action, focused on mitigating negative impacts, clarifying stakeholder demands and contributing to conflict resolution and repairing any damage caused. Given the nature of Constellation's business, the identification of situations that require redress on the part of the Company, as well as the receipt of complaints and grievances from various stakeholders, takes place directly by the areas that interface with these audiences, in an organic manner and integrated into daily activities. For those who do not have a direct relationship with the company, we have made the Contact Us channel available on our institutional website. Complaints received are forwarded to the areas responsible, depending on the nature of the report. In addition, we have a legal department dedicated to monitoring complaints made in contexts outside the company, such as in the regulatory or judicial spheres. Action in such cases also strictly follows the guidelines of the Code of Ethics and Conduct.	-	16	
	2-26 Mechanisms for seeking advice and raising concerns	98				10	16	
	2-27 Compliance with laws and regulations	-	2-27.d	Information unavailable/incomplete.	Throughout 2024, five legal proceedings related to non-compliance with relevant laws and regulations (exceeding BRL1 million) remained ongoing. These cases were initiated in 2014, 2020, 2021, and 2023, and all are related to tax or fiscal matters, totaling BRL106.1 million.They are currently awaiting review by the competent authority regarding the defenses presented by Constellation. No significant fines were paid during this period.	-	-	
	2-28 Membership associations	17				-	-	
	2-29 Approach to stakeholder engagement	17, 30-31, 68, 80				-	-	
	2-30 Collective bargaining agreements	106				3	8	



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Gri Standard/ Other Source	Disclosure	Location	Omission		Explanation	UN Global Compact	SDG	GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason				
Material topics								
GRI 3: Material Topics 2021	3-1 Process to determine material topics	30						
	3-2 List of material topics	31						
Material topics Climate Changes								
GRI 3: Material Topics 2021	3-3 Management of material topics	19, 27-29, 41-50				-	-	11.1.1 11.2.1
GRI 201: Economic Performance 201	201-2 Financial implications and other risks and opportunities due to climate change	13, 41-42				7	13	11.2.2
GRI 302: Energy 2016	302-1 Energy consumption within the organization	49				7 and 8	7, 8, 12 and 13	11.1.2
	302-2 Energy consumption outside of the organization	114				8	7, 8, 12 and 13	11.1.3
	302-3 Energy intensity	47, 114				8	7, 8, 12 and 13	11.1.4
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	47-48, 114-115				7 and 8	3, 12, 13, 14 and 15	11.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	47-48, 114-115				7 and 8	3, 12, 13, 14 and 15	11.1.6
	305-3 Other indirect (Scope 3) GHG emissions	47-48, 114-115				7 and 8	3, 12, 13, 14 and 15	11.1.7
	305-4 GHG emissions intensity	50				8	13, 14 and 15	11.1.8
	305-5 Reduction of GHG emissions	47				8 and 9	13, 14 and 15	11.2.3



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Gri Standard/ Other Source	Disclosure	Location	Omission		Explanation	UN Global Compact	SDG	GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason				
GRI 11 Oil and Gas Sector 2021	11.2.4 Describe the organization’s approach to public policy development and lobbying on climate change	13–16				8 and 9	13 and 17	-
	EM-SV-110a.1 Total fuel consumed, percentage renewable, percentage used in: (1) onroad equipment and vehicles and (2) offroad equipment	-	Item 2	Information unavailable/incomplete.	During 2024, the five lawsuits related to non-compliance with relevant laws and regulations (in excess of BRL 1 million), initiated in 2014, 2020, 2021 and 2023, remained ongoing. All of these lawsuits involve tax or fiscal issues, with a total value of BRL 106.1 million, and are currently awaiting the competent body's analysis of the defenses presented by Constellation. No significant fines were paid during this period.	7 and 8	7, 8, 12 and 13	-
	EM-SV-110a.2 Discussion of strategy or plans to address air emissions-related risks, opportunities and impacts	41-42				8 and 9	13, 14 and 15	-
SASB - Oil and Gas Services (Emissions Reduction Services & Fuels Management)	EM-SV-110a.3 Percentage of engines in service that comply with the highest level of emissions standards for non-road diesel engine emissions	-	All.	Not applicable.	We do not operate in Emission Control Zones, our engines are TIER II compliant, so 100% of our fleet and its engines are compliant. Atmospheric emissions must be reported to the regulatory body via the RAPP, a legal obligation associated with the TFCA. They remain stable, with normal variations depending on the activity and location, and comply with legal limits. The company's non-road diesel engines with the greatest potential atmospheric impact are the engines in the offshore units. IBAMA, as well as the ANP, requires companies to operate with technologies that have the lowest possible atmospheric impact. Another regulation applicable to the engines in question is the International Convention for the Prevention of Pollution from Ships (MARPOL) and its Annex VI, which regulates atmospheric emissions of nitrogen oxides and sulphur.	8 and 9	13, 14 and 15	-
Material Topics Safety								
GRI 3: Material Topics 2021	3-3 Management of material topics	23-25, 65-75, 76-81				-	-	11.8.1 11.9.1
GRI 306: Effluents and Waste 2016	306-3 Significant spills	38-40, 118				7 and 8	6, 14 and 15	11.8.2



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Gri Standard/ Other Source	Disclosure	Location	Omission		Explanation	UN Global Compact	SDG	GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	65-68				-	8	11.9.2
	403-2 Hazard identification, risk assessment, and incident investigation	65-68, 69				-	8	11.9.3
	403-3 Occupational health services	65-68, 76, 77-78				-	8	11.9.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	65-68, 69				-	8 and 16	11.9.5
	403-5 Worker training on occupational health and safety	65-68				-	8	11.9.6
	403-6 Promotion of worker health	77-79				-	3	11.9.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	69, 74				-	8	11.9.8
	403-8 Workers covered by an occupational health and safety management system	65-66				-	8	11.9.9
	403-9 Work-related injuries	119				-	3, 8 and 16	11.9.10
	403-10 Work-related ill health	-	All.	Not applicable.	In 2024, there were no occupational illnesses or deaths in the Company of employees and outsourced workers in Constellation's operations.	-	3, 8 and 16	11.9.11
GRI 11 Oil and Gas Sector 2021	11.8.3 Report the total number of Tier 1 and Tier 2 process safety events	70, 120				-	8	-
	11.8.4 The following additional sector disclosures are for organizations with oil sands mining operations: List the organization's tailings facilities. For each tailings facility: describe the tailings facility; report whether the facility is active, inactive, or closed; report the date and main findings of the most recent risk assessment. Describe actions taken to: manage impacts from tailings facilities, including during closure and post-closure; prevent catastrophic failures of tailings facilities.	-	All.	Not applicable.	This requirement does not apply to Constellation, as it is only related to oil sands mining operations.	-	8	-
SASB - Oil and Gas Services (Activity metrics)	EM-SV-000.D Total number of hours worked by all employees	119				-	3, 8 and 16	-



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Gri Standard/ Other Source	Disclosure	Location	Omission		Explanation	UN Global Compact	SDG	GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason				
SASB - Oil and Gas Services (Workforce Health & Safety)	EM-SV-320a.1 (1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) direct employees, and (b) contract employees	119				-	3, 8 and 16	-
	EM-SV-320a.2 Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	65-68				-	8	-
	EM-SV-320a.3 Number of road accidents and incidents	-	All.	Not applicable.	Constellation's operations take place in offshore units, without significant road travel, only for loading and unloading.	-	3, 8 and 16	-
Material Topics Talent Development and Retention								
GRI 3: Material Topics 2021	3-3 Management of material topics	54-56				-	-	11.10.1 11.11.1
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	107				6	5, 8 and 10	11.10.2
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	57				-	3, 5 and 8	11.10.3
	401-3 Parental leave	109				6	5 and 8	11.10.4 11.11.1
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	71				3	8	11.10.5



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Gri Standard/ Other Source	Disclosure	Location	Omission		Explanation	UN Global Compact	SDG	GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	110				6	4, 5, 8 and 10	11.10.6 11.11.4
	404-2 Programs for upgrading employee skills and transition assistance programs	54-56, 58				-	8	11.10.7
	404-3 Percentage of employees receiving regular performance and career development reviews	58, 111				6	5, 8 and 10	-
Material Topics Diversity and Inclusion								
GRI 3: Material Topics 2021	3-3 Management of material topics	59-64				-	-	11.11.1
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	-	All.	Not applicable.	The remuneration strategy does not follow the rules of the minimum wage. It is developed on the basis of information and analysis provided by specialized consultants, who study current market practices. This data makes it possible to establish the ideal positioning, in line with Constellation's strategy and the context of the sector in which it operates.	6	1, 5 and 8	
	202-2 Proportion of senior management hired from the local community	-	All.	Not applicable.		6	8	11.11.2
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	59-60, 61, 112			The requirement has no significant impact on Constellation, as the company's executives are 100% Brazilian.	6	5 and 8	11.11.5
	405-2 Ratio of basic salary and remuneration of women to men	-	All.	Information unavailable/incomplete.	The company is evaluating the best way to present this content, since the classification of functional categories in GRI 405-1 is not suitable for transparent and clear disclosure of information.	6	5, 8 and 10	11.11.6
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	-	All.	Information unavailable/incomplete.	In 2024, two cases of prejudiced behavior/discrimination were identified. Both cases were found to be "unfounded" and therefore had no action plans. For all situations, We reinforced expectations for appropriate workplace behavior and not tolerating discrimination of any kind. As of this year, the Ethics and Conduct Channel now has more specific sub-groups, such as ageism, ableism and other forms of discrimination.	6	5 and 8	11.11.7



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Gri Standard/ Other Source	Disclosure	Location	Omission		Explanation	UN Global Compact	SDG	GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason				
Material Topics Biodiversity and Natural Resources								
GRI 3: Material Topics 2021	3-3 Management of material topics	33-40				-	-	11.3.1 11.4.1 11.5.1 11.6.1
	303-1 Interactions with water as a shared resource	35				8	6 and 12	11.6.2
	303-2 Management of water discharge-related impacts	35				8	6	11.6.3
	303-3 Water withdrawal	113				7 and 8	6	11.6.4
GRI 303: Water and Effluents 2018	303-4 Water discharge	35, 113				7 and 8	6	11.6.5
	303-5 Water consumption	35				8	6	11.6.6
	EM-SV-140a.1 (1) Total volume of water handled in operations, (2) percentage recycled	113				7 and 8	6	-
SASB Oil and Gas Services (Water Management Services)	EM-SV-140a.2 Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities and impacts	35				8	6	-
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-		Not applicable.	The requirement does not apply to the company's business model as a drilling service provider. Constellation is linked to this aspect mainly through clients who lease the assets for operation and are responsible for complying with applicable legal and regulatory conditions and requirements related to monitoring and offsetting environmental impacts. As such, the company has no units near areas of biodiversity value.	8	6, 14 and 15	11.4.2
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	38-40				8	6, 14 and 15	11.4.3



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Gri Standard/ Other Source	Disclosure	Location	Omission		Explanation	UN Global Compact	SDG	GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason				
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	-	All.	Not applicable.	The requirement does not apply given the Company’s business model as a drilling service provider. Constellation is connected to this aspect primarily through its clients, who charter the assets for operation and are responsible for complying with applicable legal and regulatory requirements, including those related to environmental impact monitoring and mitigation.	8	6, 14 and 15	11.4.4
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	All.	Not applicable.	The requirement is not applicable given the Company’s business model as a drilling services provider. Constellation is primarily connected to this aspect through its clients, who charter the assets for operation and are responsible for complying with applicable legal and regulatory requirements, including those related to environmental impact monitoring and compensation.	8	6, 14 and 15	11.4.5
SASB - Oil and Gas Services (Ecological Impact Management)	EM-SV-160a.1 Average disturbed land area per (1) oil and (2) gas well site	-	All.	Not applicable.	Since 2022, the Company has not provided onshore services. In 2024, Constellation successfully completed the divestment of its onshore operations through the demobilization of its base and the sale of its operating rigs.	8	6, 14 and 15	-
	EM-SV-160a.2 Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	33-34, 38-40				8	6, 14 and 15	-
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	116				7 and 8	3, 12, 14 and 15	11.3.2
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	36-37				8	3, 6, 11 and 12	11.5.2
	306-2 Management of significant waste-related impacts	36-37				8	3, 6, 11 and 12	11.5.3
	306-3 Waste generated	117				8	3, 11 and 12	11.5.4
	306-4 Waste diverted from disposal	118				8	3, 11 and 12	11.5.5
	306-5 Waste directed to disposal	118				8	3, 11 and 12	11.5.6



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Gri Standard/ Other Source	Disclosure	Location	Omission		Explanation	UN Global Compact	SDG	GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason				
SASB - Oil and Gas Services (Chemicals Management)	EM-SV-150a.1 (1) Volume of hydraulic fracturing fluid used, (2) percentage hazardous	-	All.	Not applicable.	Constellation does not carry out hydraulic fracturing activities.	8	3, 11 and 12	-
	EM-SV-150a.2 Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts	33-34				8	3, 11 and 12	-
SASB Oil and Gas Services (Activity Metrics)	EM-SV-000.A Number of active rig sites	12				-	-	-
	EM-SV-000.B Number of active well sites	12				-	-	-
	EM-SV-000.C Total amount of drilling performed	-	All.	Information unavailable/incomplete.	84,815 meters drilled by 2024.	-	-	-
SASB Oil and Gas Services (Critical Incident Risk Management)	EM-SV-540a.1 Description of management systems used to identify and mitigate catastrophic and tail-end risks	69				-	-	-
SASB Oil and Gas Services (Management of the Legal & Regulatory Environment)	EM-SV-530a.1 Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	33-34				-	-	-
Material Topics Local Communities								
GRI 3: Material Topics 2021	3-3 Management of material topics	80-85				-	-	11.15.1
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	80-82				-	5, 9 and 11	-
	203-2 Significant indirect economic impacts	80				-	1, 3 and 8	-
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	83-85				1	-	11.15.2
	413-2 Operations with significant actual and potential negative impacts on local communities	80				1	1 and 2	11.15.3
GRI 11 Oil and Gas Sector 2021	11.15.4 Report the number and type of grievances from local communities identified	-	All.	Not applicable.	In 2024, we did not receive any communication from local communities through the Contact Us page on theconstellation.com website or through the LinkedIn and Instagram social media profiles, and the significance of these impacts is considered low to Constellation.	1	1 and 2	11.15.4



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Gri Standard/ Other Source	Disclosure	Location	Omission		Explanation	UN Global Compact	SDG	GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason				
Material Topics Ethics and Compliance								
GRI 3: Material Topics 2021	3-3 Management of material topics	92-93, 94-97, 98-99				-	-	11.20.1
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	103				-	8 and 9	11.21.2
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	96			Since 2018, the mapping, assessment and review of corruption-related risks has been carried out by the Compliance department, covering 100% of Constellation's operations. The Compliance Program covers all operating units and all offices in the different locations where we operate (Brazil, Panama, Luxembourg, the Netherlands, the United States and India). With the evolution of the company's risk management, this process has become even more robust.	10	16	11.20.2
	205-2 Communication and training about anti-corruption policies and procedures	97				10	16	11.20.3
	205-3 Confirmed incidents of corruption and actions taken	98				10	16	11.20.4
GRI 11 Oil and Gas Sector 2021	11.20.5 Describe the approach to contract transparency	-	All.	Information unavailable/incomplete.	The contracts and licenses are not disclosed to the public. However, Constellation has started the process of obtaining the Pró-Ética seal.	10	16	-
	11.20.6 List the organization's beneficial owners and explain how the organization identifies the beneficial owners of business partners, including joint ventures and suppliers	100-101				10	16	-
SASB Oil and Gas Services (Business Ethics & Payments Transparency)	EM-SV-510a.1 Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	-	All.	Not applicable.	This topic does not apply to Constellation, according to the latest IPC (2023), as the company does not operate in the 20 countries with the lowest rankings on the index.	10	16	-
	EM-SV-510a.2 Description of the management system for prevention of corruption and bribery throughout the value chain	94-97				10	16	-



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Gri Standard/ Other Source	Disclosure	Location	Omission		Explanation	UN Global Compact	SDG	GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason				
Material Topics Responsible Supply Chain Management								
GRI 3: Material Topics 2021	3-3 Management of material topics	100-101				-	-	11.10.1
								11.12.1
								11.13.1
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	100-101				8	-	-
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	All.	Not applicable.	No cases of violation of freedom of association or negotiation were identified in the company's operations (Brazil and abroad) or in the supply chain.	3	8	11.13.2
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	101				4	8	11.12.2
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	100-101				2	5, 8 and 16	11.10.8 11.12.3
	414-2 Negative social impacts in the supply chain and actions taken	100-101	All.	Not applicable.	No incidents were reported; therefore, no data is available.	2	5, 8 and 16	11.10.9



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Topics in Applicable GRI Sector Standards Determined to be Non-Material

Topic	Explanation
GRI 11 Oil and Gas Sector 2021	
11.7 Closure and rehabilitation	<p>On May 2, 2024, an agreement was signed between Olinda Star Limited and Super Shining Shipping Corporation for the sale of the Olinda Star drilling unit. The agreed sale price was US\$8,130,000 for green recycling. A deposit of 25% of the total amount was received on May 6, 2024. The remaining balance was settled on May 15, 2024, and the transfer of title took place on May 16, 2024.</p> <p>Note: Super Shining Shipping Corporation was the winner of a bidding process carried out by Constellation's Procurement sector and approved after a due diligence process and evaluation by the Company's Compliance team.</p>
11.14 Economic impacts	<p>Not applicable. Constellation provides drilling services and has a relatively small scale of operation in relation to the sector. Therefore, although it has a local economic impact on hiring people and suppliers, it is not characterized by the main impacts of this topic, especially the economic dependence of regions and countries on its operations.</p>
11.16 Land and resource rights	<p>Not applicable. As a drilling service provider, Constellation does not require infrastructure that restricts access to significant areas or involves the resettlement of communities. Although this topic encompasses impacts related to the Company's value chain, the significance of such impacts is considered low.</p>
11.17 Rights of indigenous peoples	<p>Not applicable. As it provides drilling services, Constellation does not require infrastructure that restricts access to significant areas or the resettlement of populations. Although the topic includes impacts associated with the company's value chain, the significance of these impacts is considered low.</p>
11.18 Conflict and security	<p>Not applicable. As it provides drilling services, Constellation does not need to hire security forces to protect its assets and people. Although the topic includes impacts associated with the company's value chain, the significance of these impacts is considered low.</p>
11.19 Anti-competitive behavior	<p>Not applicable. Because it provides drilling services, Constellation is not characterized by the main impacts of this topic, especially aspects of trust, mergers and involvement in auctions. As such, the topic is considered to be of low significance.</p>
11.21 Payments to governments	<p>Not applicable. As it provides drilling services, Constellation is not subject to the specific taxes applicable to exploration and production companies. Although the topic includes impacts associated with the company's value chain, the significance of these impacts is considered low.</p>
11.22 Public policy	<p>Not applicable. Because it provides drilling services, Constellation has a relatively small scale of interlocution in relation to the development of public policies. Although it engages in discussions with trade associations and public authorities, it is not characterized by the main impacts of this topic, especially the influence on associated public policies resulting from lobbying activities.</p>



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IFRS S1 Disclosures

Topic	IFRS Index	Location in Report
Conceptual Foundations	Fair presentation IFRS S1.11	3, 4 (Report guidelines)
	Fair presentation IFRS S1.12	3, 4 (Report guidelines)
	Fair presentation IFRS S1.13	3, 4 (Report guidelines)
	Fair presentation IFRS S1.14	3-4 (Report guidelines), 30-31 (Materiality Matrix)
	Fair presentation IFRS S1.15	Data unavailable
	Fair presentation IFRS S1.16	Data unavailable
	Materiality IFRS S1.17	30-31 (Materiality Matrix)
	Materiality IFRS S1.18	30-31 (Materiality Matrix)
	Materiality IFRS S1.19	30-31 (Materiality Matrix)
	Reporting entity IFRS S1.20	3, 4 (Report guidelines)
	Connected information IFRS S1.21	6, 8, 11, 13, 19, 27, 33, 35, 36, 38, 41, 43, 47, 52, 53, 60, 65, 80, 87
	Connected information IFRS S1.22	13-14 (Strategic Action), 41-50 (Climate Change)
	Connected information IFRS S1.23	13-14 (Strategic Action), 41-50 (Climate Change)
	Connected information IFRS S1.24	13-14 (Strategic Action), 41-50 (Climate Change)

Topic	IFRS Index	Location in Report
General Requirements	Sources of guidance IFRS S1.54	3-4 (Report guidelines), 121-134 (GRI and SASB Summary)
	Sources of guidance IFRS S1.55	3-4 (Report guidelines), 42 (Climate Change)
	Sources of guidance IFRS S1.56	3-4 (Report guidelines), 121-132 (GRI and SASB Summary)
	Sources of guidance IFRS S1.57	3, 4 (Report guidelines)
	Sources of guidance IFRS S1.58	121-143 (Summaries)
	Sources of guidance IFRS S1.59	121-143 (Summaries)
	Location of disclosures IFRS S1.60	3-4 (Report guidelines), 135-136 (IFRS Summary)
	Location of disclosures IFRS S1.61	3-4 (Report guidelines), 135-136 (IFRS Summary)
	Location of disclosures IFRS S1.62	3-4 (Report guidelines), 121-142 (Summaries)
	Location of disclosures IFRS S1.63	3-4 (Report guidelines), 121-142 (Summaries)
	Timing of reporting IFRS S1.64	3-4 (Report guidelines), 135-136 (IFRS Summary)
	Timing of reporting IFRS S1.65	3, 4 (Report guidelines)
	Timing of reporting IFRS S1.66	3-4 (Report guidelines), 121-142 (Summaries)
	Timing of reporting IFRS S1.67	3, 4 (Report guidelines)



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Topic	IFRS Index	Location in Report
General Requirements	Timing of reporting IFRS S1.68	3-4 (Report guidelines), 48-50 (Emissions), 105-110, 112, 114-116, 118-119 (Annexes)
	Timing of reporting IFRS S1.69	3, 4 (Report guidelines)
	Comparative information IFRS S1.70	3-4 (Report guidelines), 48-50 (Emissions), 52-62 (Social), 103 (Economic Performance), 105-110, 112, 114-116, 118-119 (Annexes)
	Comparative information IFRS S1.71	3-4 (Report guidelines), 48-50 (Emissions), 52-62 (Social), 103 (Economic Performance), 105-110, 112, 114-116, 118-119 (Annexes)
	Statement of compliance IFRS S1.72	Data unavailable
Governance	Statement of compliance IFRS S1.73	121-142 (Summaries)
	IFRS S1.26	87-91 (Governance)
	IFRS S1.27	87-91 (Governance)
	IFRS S1.28	14-16 (Value Generation), 92-93 (Risks and Compliance)
	IFRS S1.29	41-42 (Climate Change), 33 (Environmental Management), 65-69 (Safety)
Strategic	Sustainability-related risks and opportunities IFRS S1.30	41-42 (Climate Change), 33 (Environmental Management), 103 (Economic Performance)
	Sustainability-related risks and opportunities IFRS S1.31	Data unavailable
	Business model and value chain IFRS S1.32	Data unavailable
	Strategy and decision-making IFRS S1.33	Data unavailable
	Financial position, financial performance and cash flows IFRS S1.34	103 (Economic Performance), 27-29 (ESG Commitments), 47 (Emissions)

Topic	IFRS Index	Location in Report
Strategic	Financial position, financial performance and cash flows IFRS S1.35	Data unavailable
	Financial position, financial performance and cash flows IFRS S1.36	11-12 (The Constellation)
	Financial position, financial performance and cash flows IFRS S1.37	27-29 (ESG Commitments)
	Financial position, financial performance and cash flows IFRS S1.38	Data unavailable
	Financial position, financial performance and cash flows IFRS S1.39	Data unavailable
Risk management	Financial position, financial performance and cash flows IFRS S1.40	Data unavailable
	Resilience IFRS S1.41	27-29 (ESG Commitments)
	Resilience IFRS S1.42	Data unavailable
	IFRS S1.43	91 (Governance Structure), 65-66 (Safety), 30 and 31 (Materiality Matrix)
	IFRS S1.44	91 (Governance Structure), 65-66 (Safety), 30 and 31 (Materiality Matrix), 42 (Climate Change)



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Topic	IFRS Index	Location in Report
Metrics and targets	IFRS S1.45	27-29 (ESG Commitments)
	IFRS S1.46	27-29 (ESG Commitments)
	IFRS S1.47	27-29 (ESG Commitments), 37 (Tampinhas Project), 52 (Emissions Intensity), 65-66 (Safety), 103 (Economic Performance)
	IFRS S1.48	Data unavailable
	IFRS S1.49	Data unavailable
	IFRS S1.50	27-29 (ESG Commitments), 65-66 (Safety)
	IFRS S1.51	27-29 (ESG Commitments), 50 (Emissions Intensity)
	IFRS S1.52	27-29 (ESG Commitments)
	IFRS S1.53	27-29 (ESG Commitments)



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ESRS Summary

Disclosures ESRS | European Sustainability Reporting Standards.

The following table summarizes ESRS disclosures relevant to Constellation's business model.

ESRS Disclosure Requirement		Section/Report	Page
General Disclosures			
BP-1	General basis for preparation of the sustainability statement	Section sequence	3-4
BP-2	Disclosures in relation to specific circumstances	Report Guidelines	3-4
GOV-1	The role of the administrative, management and supervisory bodies	Report Guidelines	27, 30-31, 33, 87-91, 41-50
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	ESG Commitments; Materiality Matrix; Environmental Management; Governance; Governance Structure; Climate Change	27, 87-91, 41, 57
GOV-3	Integration of sustainability-related performance in incentive schemes	ESG Commitments; Governance; Climate Change; Remuneration and Benefits	27, 87-91, 41, 57
GOV-4	Statement on due diligence	ESG Commitments; Governance; Climate Change; Remuneration and Benefits	92-93, 100-101
GOV-5	Risk management and internal controls over sustainability reporting	Risks and Compliance; Suppliers	3-4, 47-49, 92-93, 97-98
SBM-1	Strategy, business model and value chain	Report Guidelines; GHG Emissions; Risks and Compliance, Management of the Ethics and Conduct Channel	6-7, 11-13
SBM-2	Interests and views of stakeholders	Message from the Board of Directors; The Constellation	3-4, 6-7, 30-31, 80-85
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Report Guidelines; Message from the Board of Directors; Materiality Matrix; Local Communities	3-4, 6-7, 27-29, 30-31, 36-37, 40, 41, 43-44, 47-49
IRO-1	Description of the process to identify and assess material impacts, risks and opportunities	Report Guidelines; Message from the Board of Directors; Materiality Matrix; ESG Commitments; Waste; Biodiversity; Climate Change	3-4, 27-29, 30-31, 33, 41, 92, 96
IRO-2	Disclosure Requirements in ESRS covered by the undertaking's sustainability statement	Energy Efficiency; GHG Emissions	65-66, 94-97, 98, 100-101



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ESRS Disclosure Requirement		Section/Report	Page
Environment			
Climate Change			
ESRS 2 GOV-3	Integration of sustainability-related performance in incentive schemes	Climate Change; Remuneration and Benefits	41, 57
E1-1	Transition plan for climate change mitigation	Strategic Action; ESG Commitments	13-16, 27-29
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Report Guidelines; Materiality Matrix; Climate Change	3-4, 30-31, 41-42
ESRS 2 IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	Materiality Matrix; Climate Change	30-31, 41-42
E1-2	Policies related to climate change mitigation and adaptation	ESG Commitments; Climate Change	27-29, 41-42
E1-3	Actions and resources in relation to climate change policies	ESG Commitments; Climate Change	27-29, 41-50
E1-4	Targets related to climate change mitigation and adaptation	ESG Commitments; Climate Change; Energy Efficiency; Efficiency Gains and Emissions Reduction Programs at Constellation's Operating Units; GHG Emissions	27-29, 41-42, 43, 45-46, 47-50
E1-5	Energy consumption and mix	GHG Emissions; Annexes	47-49, 114
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	GHG Emissions; Annexes	47-49, 114
E1-7	GHG removals and GHG mitigation projects financed through carbon credits	-	Data unavailable.
E1-8	Internal carbon pricing	-	Data unavailable.
E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	-	Data unavailable.
Pollution			
E2.IRO-1	Description of the processes to identify and assess material pollution-related impacts, risks and opportunities	Materiality Matrix; Biodiversity; Ocean Ride Project; Safety	3-4, 39, 40, 65-69
E2-1	Policies related to pollution	Materiality Matrix; Biodiversity; Ocean Ride Project; Safety	30-31, 39, 40, 65-69



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ESRS Disclosure Requirement		Section/Report	Page
E2-2	Actions and resources related to pollution	Materiality Matrix; Biodiversity; Climate Change; Ocean Ride Project; Safety; Annexes	30-31, 39-40, 41-50, 65-69, 116
E2-3	Targets related to pollution	ESG Commitments; Biodiversity; Climate Change; Ocean Ride Project; Safety; Annexes	30-31, 39-40, 41-50, 65-69, 116
E2-4	Pollution of air, water and soil	Water and Effluents; Waste; Emissions; Annexes	35, 36-37, 47-52, 116
E2-5	Substances of concern and substances of very high concern	Environmental Management	33-34
E2-6	Anticipated financial effects from material pollution-related risks and opportunities	-	Data unavailable.
Water and Marine Resource			
E3.IRO-1	Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities	Materiality Matrix; Strategic Action; Environmental Management; Water and Effluents; Biodiversity; Ocean Ride Project; Safety; Constellation Volunteering	13-16, 30-31, 33-34, 35, 39, 40, 65-69, 83
E3-1	Policies related to water and marine resources	Strategic Action; Environmental Management; Water and Effluents	30-31, 33-34, 35
E3-2	Actions and resources related to water and marine resources	Strategic Action; Environmental Management; Water and Effluents; Biodiversity; Ocean Ride Project; Safety; Constellation Volunteering	30-31, 33-34, 35, 39, 40, 65-69, 83
E3-3	Targets related to water and marine resourc	ESG Commitments; Environmental Management; Water and Effluents; Biodiversity	27-29, 33-34, 35, 39
E3-4	Water consumption	Water and Effluents; Annexes	35, 113
E3-5	Anticipated financial effects from material water and marine resources-related risks and opportunities	-	Data unavailable.
Biodiversity and Ecosystems			
E4.IRO-1	Description of the processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities	Materiality Matrix; Environmental Management; Biodiversity	30-31, 33, 38-40
E4.SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Materiality Matrix; Environmental Management; Biodiversity	30-31, 33, 38-40
E4-1	Transition plan and consideration of biodiversity and ecosystems in strategy and business model	ESG Commitments; Environmental Management; Biodiversity	27-29, 33, 38-40



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ESRS Disclosure Requirement		Section/Report	Page
E4-2	Policies related to biodiversity and ecosystems	ESG Commitments; Environmental Management; Biodiversity	27-29, 33, 38-40
E4-3	Actions and resources related to biodiversity and ecosystems	ESG Commitments; Environmental Management; Biodiversity	27-29, 33, 38-40
E4-4	Targets related to biodiversity and ecosystems	ESG Commitments	27-29
E4-5	Impact metrics related to biodiversity and ecosystems change	ESG Commitments; Environmental Management; Biodiversity; Climate Change	27-29, 33, 38-40, 41-42, 45-50
E4-6	Anticipated financial effects from material biodiversity and ecosystem-related risks and opportunities	ESG Commitments; Environmental Management; Biodiversity	27-29, 33, 38-40
Resource Use and Circular Economy			
E5.IRO-1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	Materiality Matrix; Environmental Management; Water and Effluents; Waste; Biodiversity	30-31, 33-34, 35, 36-37, 38-40
E5-1	Policies related to resource use and circular economy	Environmental Management; Water and Effluents; Waste; Biodiversity	33-34, 35, 36-37, 38-40
E5-2	Actions and resources related to resource use and circular economy	Environmental Management; Water and Effluents; Waste; Biodiversity	33-34, 35, 36-37, 38-40
E5-3	Targets related to resource use and circular economy	ESG Commitments	27-29
E5-4	Resource inflows	Environmental Management; Water and Effluents; Biodiversity; Climate Change; Energy Efficiency; GHG Emissions	33-34, 35, 38-40, 41-42, 43-46, 47-50
E5-5	Resource outflows	Environmental Management; Waste; Biodiversity; Annexes	33-34, 36-37, 38-40, 117-118
E5-6	Anticipated financial effects from material resource use and circular economy-related risks and opportunities	-	Data unavailable.



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ESRS Disclosure Requirement		Section/Report	Page
Social			
Own Workforce			
S1.SBM-2	Interests and views of stakeholders	Report Guidelines; Materiality Matrix; Stakeholder Engagement	3-4, 30-31, 68
S1.SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Report Guidelines; Strategic Action; Innovation; ESG Commitments; Materiality Matrix; Talent Management; Diversity and Inclusion; Safety	3-4, 13-15, 19-25, 27-29, 30-31, 54-58, 59-64, 65-79
S1-1	Policies related to own workforce	Talent Management; Diversity and Inclusion; Safety	54-58, 59-64, 65-79
S1-2	Processes for engaging with own workforce and workers' representatives about impacts	Talent Management; Diversity and Inclusion; Safety; Constellation Volunteering; GRI 2-25 (Summary)	54-56, 59-64, 65-79, 83-85, 123
S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	Safety; Booklet Helps Combat Harassment; Management of the Ethics and Conduct Channel	65-79, 97, 98
S1-4	Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	ESG Commitments; Materiality Matrix; Talent Management; Diversity and Inclusion; Safety	27-29, 30-31, 54-58, 59-64, 65-79
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	ESG Commitments; Diversity and Inclusion; Safety	27-29, 59-64, 65-79
S1-6	Characteristics of the undertaking's employees	Distribution of Employees by Area of Activity; Annexes	53, 105-106
S1-7	Characteristics of non-employees in the undertaking's own workforce	Health; Suppliers; Annexes	76-78, 100-101, 106
S1-8	Collective bargaining coverage and social dialogue	Annexes	106
S1-9	Diversity metrics	ESG Commitments; Diversity and Inclusion	27-29, 59-64
S1-10	Adequate wages	Remuneration and Benefits; GRI 202-1, 405-2 (Summary)	57, 128
S1-11	Social protection	Remuneration and Benefits; Health; Annexes	57, 76-78, 109
S1-12	Persons with disabilities	Diversity and Inclusion; Safety	59-64, 65-75



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ESRS Disclosure Requirement		Section/Report	Page
S1-13	Training and skills development metrics	Social; Talent Management; Annexes	52, 56, 110
S1-14	Health and safety metrics	Safety; Health; Annexes	65-75, 76-79, 119, 120
S1-15	Work-life balance metrics	Remuneration and Benefits; Race of the Seasons; Constellation Volunteering	57, 79, 83-85
S1-16	Remuneration metrics (pay gap and total remuneration)	Remuneration and Benefits; GRI 202-2, 405-2 (Summary)	57, 128
S1-17	Incidents, complaints and severe human rights impacts	ESG Commitments; Safety; Booklet Helps Combat Harassment; Local Communities; Ethical Culture; Management of the Ethics and Conduct Channel; GRI 406-1 (Summary)	27-29, 65-68, 80, 94-95, 97, 98, 128
Workers in the Value Chain			
S2.SBM-2	Interests and views of stakeholders	Report Guidelines; Environmental Management; Safety; Suppliers	3-4, 33-34, 65-68, 100-101
S2.SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Materiality Matrix; Risks and Compliance; GRI 407-1 (Summary)	30-31, 92, 133
S2-1	Policies related to value chain workers	Materiality Matrix; Safety Suppliers	30-31, 65-68, 100-101
S2-2	Processes for engaging with value chain workers about impacts	Report Guidelines; Safety; Suppliers	3-4, 65-68, 100-101
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	Report Guidelines; Safety; Management of the Ethics and Conduct Channel; Suppliers	3-4, 65-69, 98-99, 100-101
S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	Safety; Suppliers	65-68, 100-101
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	-	Data unavailable.
Affected Communities			
S3.SBM-2	Interests and views of stakeholders	Materiality Matrix; Kiwanis Race Walk; Local Communities	30-31, 79, 80



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ESRS Disclosure Requirement		Section/Report	Page
S3.SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Report Guidelines; ESG Commitments; Materiality Matrix	3-4, 27, 30-31
S3-1	Policies related to affected communities	Local Communities	80-85
S3-2	Processes for engaging with affected communities about impacts	Local Communities	80-85
S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	Local Communities; GRI 2-25 (Summary) GRI 11.15.4 (Summary)	80-85, 123, 131
S3-4	Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	Locals	80-85
S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	-	Data unavailable.
Consumers and End-user			
S4.SBM-2	Interests and views of stakeholders	-	Not applicable to Constellation's business model.
S4.SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	-	Not applicable to Constellation's business model.
S4-1	Policies related to consumers and end-users	-	Not applicable to Constellation's business model.
S4-2	Processes for engaging with consumers and end-users about impacts	-	Not applicable to Constellation's business model.
S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	-	Not applicable to Constellation's business model.
S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	-	Not applicable to Constellation's business model.



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ESRS Disclosure Requirement		Section/Report	Page
S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	-	Not applicable to Constellation's business model.
Governance			
Business Conduct			
G1.GOV-1	The role of the administrative, management and supervisory bodie	ESG Commitments; Governance; Risks and Compliance	27, 87-91, 92-93
G1.IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	Materiality Matrix;	30-31
G1-1	Business conduct policies and corporate culture	Ethical Culture	94-97
G1-2	Management of relationships with suppliers	Suppliers	100-101
G1-3	Prevention and detection of corruption and bribery	ESG Commitments; Ethical Culture	27-29, 94-97
G1-4	Incidents of corruption or bribery	Booklet Helps Combat Harassment; Management of the Ethics and Conduct Channel	97, 98
G1-5	Political influence and lobbying activities	-	Not applicable to Constellation's business model.
G1-6	Payment practices	-	Data unavailable.



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Letter of Assurance

[GRI 2-5]



ASSURANCE STATEMENT

STATEMENT FROM SGS DO BRASIL LTDA. (SGS) ABOUT THE SUSTAINABILITY ACTIVITIES IN THE "2024 SUSTAINABILITY REPORT" OF SERVIÇOS DE PETRÓLEO CONSTELLATION S.A.

ASSURANCE NATURE AND SCOPE

SGS was hired by SERVIÇOS DE PETRÓLEO CONSTELLATION S.A. to perform the independent assurance of its 2024 Sustainability Report, which follows the international guidelines for the monitoring and reporting of sustainability information, including the *Global Reporting Initiative* (GRI), includes SASB/IFRS and ESRS, S1 indicators. The scope of the assurance, based on SGS's methodology for ensuring sustainability reporting, included the text and data related to the indicators of the *SASB/IFRS Standards*, the current version of the GRI and SASB/IFRS and ESRS, S1.

The information contained in the "2024 Sustainability Report" and its presentation are the sole responsibility of the management structures of SERVIÇOS DE PETRÓLEO CONSTELLATION S.A. SGS was not involved in the preparation of any of the materials included in the report. Our responsibility has been to express an opinion on the text, data, charts and statements within the scope of the guarantee, which are detailed below with the intention of informing the stakeholders of SERVIÇOS DE PETRÓLEO CONSTELLATION S.A. The SGS Group has developed a set of sustainability reporting assurance protocols based on the best practices presented in the *GRI Sustainability Reporting Standards*, 2021, SASB/IFRS and the assurance standard ISAE3000. These protocols offer different assurance level options, depending on the context and capacity of the reporting organization.

This report was ensured through our protocols for evaluating the veracity of the content and its alignment with the requirements aspects of the *GRI 2021 Sustainability Reporting Standards*, GRI3, Material Topics 2021) and with the *requirements* of the GRI 2021 Sustainability Reporting Standards, SASB and ESRS, in accordance with the material issues identified by SERVIÇOS DE PETRÓLEO CONSTELLATION S.A. throughout the process described in the report and carried out by the company ERM. The assurance process was carried out remotely, with (i) interviews with strategic employees, involved in the process of compiling and preparing the report, where *the disclosures*, data and processes related to sustainability management and the collection of *disclosures were reviewed*, (ii) review of the documentation presented and presented by SERVIÇOS DE PETRÓLEO CONSTELLATION S.A. comparison with the information entered by the company in the report, (iii) evaluation of the versions of this report for alignment with *the standards* and (iv) analysis of the participation activities of *interest groups* and evaluation of how the material issues were defined and inserted in the context of sustainability within the organization and in the content of this sustainability report. The accounting information of SERVIÇOS DE PETRÓLEO CONSTELLATION S.A. contained and referenced in the "2024 Sustainability Report" was not evaluated as part of this assurance process, but rather in a separate audit process. The information related to the greenhouse gas inventory was verified and submitted to a specific audit process.

DECLARATION OF INDEPENDENCE AND COMPETENCE

The SGS group of companies is a global leader in inspections, analysis and verification, with operations in more than 140 countries and services that include management system certification, audits and training in the areas of quality, environmental, social and ethics, sustainability reporting assurance and greenhouse gas verification. SGS affirms its independence from SERVIÇOS DE PETRÓLEO CONSTELLATION S.A. and has no conflicts of interest with the organization, its subsidiaries and stakeholders. The assurance team was formed based on the knowledge, experience and qualifications for this service, and was composed of: A lead sustainability reporting assurance auditor.

ASSURANCE OPINION

Regarding the verification carried out on the methodology, processes and data presented by SERVIÇOS DE PETRÓLEO CONSTELLATION S.A., we are confident that the information and data contained in the "2024 Sustainability Report" are reliable and represent in a balanced manner the sustainability activities carried out by SERVIÇOS DE PETRÓLEO CONSTELLATION S.A. In our opinion, considering the sample presented and the documents presented, the content of the report is in accordance with the principles of the Global Reporting Initiative (GRI), specifically addresses SASB/IFRS indicators and ESRS requirements, in addition to presenting the identification and reporting of material issues as provided for in GRI 3: 2021 and SASB/IFRS guidelines.



ASSURANCE STATEMENT

ASSURANCE RECOMMENDATIONS, FINDINGS AND CONCLUSIONS

The SERVIÇOS DE PETRÓLEO CONSTELLATION S.A. Report is aligned with the requirements defined by the SASB, IFRS and ESRS indicators for the material topics Safety, Talent Development and Retention, Ethics and Compliance, Diversity and Inclusion, Climate Change, Biodiversity and Natural Resources, Responsible Supply Chain Management and Local Communities. for the organization's sector and for the scope of action, according to the sectoral model of the SASB and ESRS:

Tópico - SASB	Código	Tópico – ESRS / IFRS
Management of the Legal & Regulatory Environment	EM-SV-530a.1	ESRS E1 (Scope: Climate Change)
Management of the Legal & Regulatory Environment	EM-SV-540a.1	ESRS E2 (Scope: Pollution)
Activity Metrics	EM-SV-000.C	ESRS E3 (Scope: Water and Marine Resources)
Activity Metrics	EM-SV-000.B	ESRS E4 (Scope: Biodiversity and Ecosystems)
Activity Metrics	EM-SV-000.A	ESRS E5 (Scope: Use of Resources and Circular Economy)
Chemicals Management	EM-SV-150a.2	ESRS S1 (Scope: Employees of the entity)
Chemicals Management	EM-SV-150a.1	ESRS S2 (Scope: Workers in the value chain)
Emissions Reduction Services & Fuels Management	EM-SV-110a.3	ESRS S2 (Scope: Workers in the value chain)
Emissions Reduction Services & Fuels Management	EM-SV-110a.1	ESRS S4 (Scope: Consumers and end-users)
Emissions Reduction Services & Fuels Management	M-SV-110a.2	ESRS G1 (Scope: Business Conduct)
Activity Metrics	EM-SV-000.D	
Ecological Impact Management	EM-SV-160a.1	
Ecological Impact Management	EM-SV-160a.2	

Finally, SGS believes in the importance of transparency and commends the company for the initiative to carry out the assurance of its report, as well as to promote sustainability in its actions and disseminate its code of conduct and compliance at all levels of the organization.

April 28, 2025.
Signed by and on behalf of SGS



Gustavo Venda
Business Manager - Sustainability



Eliane Fukunaga
Technical Coordinator & Auditor
Assurance of Sustainability Reports

Credits

Coordination

Constellation's Sustainability Management

Content, consulting and design

TheMediaGroup

Photography

Constellation's internal image repository

