



*Aggregate Report on
State Owned Enterprises*

RAEEF

Sest . 2022 / Base Year . 2021

SECRETARIAT OF
COORDINATION AND GOVERNANCE
OF STATE-OWNED ENTERPRISES

SPECIAL SECRETARIAT OF
PRIVATIZATION, DIVESTMENTS
AND MARKETS

MINISTRY OF
ECONOMY



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FOREWORD

2021 was, undoubtedly, a remarkable year!

In different perspectives, extraordinary projects were concluded, which reaffirm that the Secretariat of Coordination and Governance of State-Owned Enterprises - Sest's effort towards the implementation of the best corporate governance practices in State Owned Enterprises - SOEs is in the right direction.

The most relevant consequence of our work lays in the financial perspective of the SOEs. In 2021, Directly Controlled SOEs reached a high net profit record of R\$ 187,7 billions, and **22 out of 28 Non Dependent State Owned Companies presented a surplus**. Beyond the dividends to be paid out to the Central Government and other shareholders, the success of the economic management brings further benefits as the raise in tax collection in all government levels, reduction of fiscal risks and the appreciation of the state's assets.

Following a thorough technical revision by the Organisation for Economic Co-operation and Development - OECD, in 2021 **Brazil was considered adherent to the guidelines of corporate governance for SOEs**. It is relevant to notice that the adherence to this instrument shows not only the past efforts done by Sest, but also Brazil's commitment in the continuity of this virtuous reform process.

With the consolidation of a robust corporate governance system, **Sest must focus its capacity in improving and developing a better governance for SOEs**. As a general rule, the reason for the existence of government controlled companies should be based on the support to public policy. With this in mind, what public policies are supported by State Owned Companies? What are their objectives and how are they established? How can we measure the effectiveness and benefits of such policies? Such questions must guide Sest's transformation and the answers must be public so the Society can comprehend and evaluate the state owned company's performance.

Ricardo Faria

*Secretary of Coordination and
Governance of State Owned Enterprises*



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ABOUT US

The Secretariat of Coordination and Governance of State Owned Enterprises – Sest is structurally linked to the Special Secretariat of Privatisation, Divestments and Markets- SEDDM in the Ministry of Economy in Brazil. Its objective is to propose and establish guidelines and parameters regarding corporate budget, governance and personnel policies to companies in which the Federal Government holds, directly or indirectly, the majority of the social capital with voting rights.

Since its creation, in 2016, Sest has been reinforcing its commitment to transparency and better efficiency of public expenditure by publishing relevant data and enhancing governance in Brazilian state companies. In 2021, important actions were implemented to reach this aim.

In the international arena, important to mention the recognition of Brazil's adherence to OECD's guidelines of corporate governance for SOEs, which shows important advancements of the Brazilian government in improving the management of state owned companies and removing distortions in the regulatory framework.

Regarding transparency, Sest published the 1st edition of State Owned Enterprises Benefits Report, 17th and 18th edition of State Owned Bulletin and 2nd edition of the Aggregate Report on State Owned Enterprises, in portuguese and english version. In addition, Sest published the Ordinance nº 12.747, of December 2021, that implements Sest's transparency policy, in line with with the General Law of Personal Data Protection (LGPD).

Another relevant work done in 2021 refers to the improvement of Sest's governance indicator – IG – Sest, an instrument to verify the fulfilment of legal and infralegal rules, as well as good corporate governance practices. For the release of IG-Sest 5th cycle, several items were incorporated in the questionnaire, such as OECD guidelines to SOEs, specially in regards to non financial aspects (such as ESG, responsible business conduct and good practices) based in instruments from the Comptroller General Office – CGU and Brazilian Institute of Governance – IBGC.

Sest took part in merges and divestments processes of the Federal Savings Bank Group – Caixa Group, Petrobras and Eletrobras Group. Focused on companies' privatization, Sest followed up on studies for the for Brazilian Company of Urban Trains - CBTU, Porto Alegre's Train Company - TRENSURB, Santos Port Authority - SPA, Espírito Santo's Port Authority - CODESA, Supply and Distribution Center of São Paulo - CEAGESP, Supply and Distribution Center of Minas Gerais - CEASAMINAS, Brazilian Post Office Company - ECT, Federal Data Processing Service - SERPRO, Social Security Technology and Information Company - DATAPREV, Asset Management Enterprise - EMGEA and Brazilian Electric Company - ELETROBRAS.

Another milestone in 2021 was the resumption of the Interministerial Committee on Corporate Governance and Corporate Shareholders Management - CGPAR meetings. The current legislation underwent a major overhaul in order to enhance governance, companies' financial stability and continuity of goods and services for the society.

On the personnel policy front, it is important to emphasize the approval of nine voluntary dismissal programmes in 2021, leading to R\$ 2,5 billion in savings and a reduction of 13.000 employees.

Considering the amount invested by the central government in the SOEs, Sest was responsible, in 2021, for the elaboration and follow up of the investment budget of 70 companies, reaching a total of R\$ 145 billion. As for the Global Expenditure Program, Sest followed up the budget of 104 companies, the amount of R\$ 2,4 trillions.



What's to come

In 2022, Sest intends to maintain the delivery of important products to the society, focused on the best governance practices aligned to national and international benchmarks. Complementarily, it is important to advance in the analysis of the dimension of public policies being executed by the SOEs.

In line with this framework, important to note the start of ownership policy project, a relevant recommendation made by the OECD in the Peer Review Report, as well as in line with Acórdão nº 3.153/2020 of the Supreme Audit Institution.

To develop an ownership policy implies to reunite a set of measures to guide the State's action as a controlling shareholder of its public companies, in order to attest the government's participation on the economic order and safeguard more efficiency and transparency in the decision making process. The document explains and guides the conduct of the State in relation to its companies, thus, addressing in a greater scale, the society and public officers.

Finally, it is important to mention a study contracted with United Nations Development Programme that aims to develop a methodology for performance indicators of SOEs in public policy execution, which will allow an improvement in the evaluation of the companies, according to their sector of activity. For this year, a remuneration policy study is under way, in partnership with the Inter-American Development Bank - IADB, and the publication of the new model of Annual Letter, aligned with governance objectives established by Law nº 13.303/2016 and international guidelines.



Brazilian State Owned Enterprises



SOEs at a glance



Federal SOEs – Directly Controlled

47



Assets

^ 3,2%

R\$ 5.482,1 Bn



Personnel Expenses

^ 20,2%

R\$ 116,1 Bn



Shareholder's Equity

^ 17,5%

R\$ 903,7 Bn



Gross Revenue

^ 35,6%

R\$ 999,8 Bn



Dividends and Interest on Equity

^ 535,2%

R\$ 101 Bn



Net Income

^ 209%

R\$ 187,7 Bn



Dividends and Interest on Equity Paid to the Government

^ 696%

R\$ 43 Bn

The outcome attained by the Federal SOEs in 2021 was a profit of R\$ 187,7 billions, three times the amount obtained in 2020 (of R\$ 60 billions) and the highest result since 2008. 98% of this value is composed by the net result from Petrobras Group (R\$ 107,3 billions – 57%), BNDES Group (R\$ 34,1 billions – 18%), Bank of Brazil Group (R\$ 19,7 billions – 10%), Caixa Group (R\$ 17,3 billions – 9%) and Eletrobras Group (R\$ 5,7 billions – 3%).

Federal SOEs paid, in 2021, R\$ 101 billions in Dividends and Interest On Equity from previous years and advancements related to the company's yearly result. Out of this total, R\$ 43 billions were paid to the Federal Government, out of which 98% came from Petrobras Group (R\$ 21,1 billions), BNDES Group (R\$ 13,6 billions), Bank of Brazil Group (R\$ 3,2 billions), Caixa Group (R\$ 2,8 billions) and Eletrobras Group (R\$ 13 billions).

Until the closure of this edition, the general assemblies (Ceasaminas, Codern and Trensurb) for the approval of balance sheets had not taken place.

As a reference, consider the Brazilian Central Bank exchange rate in December 31st of 2021 of R\$ 5,57/USD 1,00 (source: <https://www.bcb.gov.br/estabilidadefinanceira/historicocotacoes>).



SOEs – Labor Force Profile



Total

445.972	Total employees
3,91%	Employees with Disabilities
15 years	Average Worked Years
45 years	Average Age



Gender

62,28%	Male
37,72%	Female



Period of Employment - Years

8,11%	Less than 4
28,32%	4 to 10
43,02%	11 to 20
10,45%	21 to 30
6,07%	31 to 35
4,03%	More than 36



Age Range

3,36%	18 to 30
55,32%	31 to 45
34,69%	46 to 60
6,64%	60+



Total number of employees ▼ 4,40%

There was a reduction of 20.550 (4,40%) employees in 2021, compared to 2020. This number indicates the adjustments to streamline processes and the proportion of the work force, in order to improve SOEs performance.



Employees Profile

The average age of state owned enterprises' employees is 45 years, and average period of employment is 15 years. The majority of employees (55,32%) is between 31 and 45 years old. 43,02% of the total number of employees have a period of employment between 11 and 20 years.

In comparison with 2020, there has been an increase of women as a proportion of the total of employees, from 36,95% in 2020 to 37,72% in 2021, in other words, a rise of 2%. The number of disabled employees also had an increase from 3,46%, in 2020, to 3,91% in 2021, a rise of 13%.





Activity Sectors

 Food Supply
Foodsales and stocks regularization.
CEAGESP CONAB CEASAMINAS

 Financial
Bank, funds and asset management institutions.
ABGF EMGEA BNDES GROUP
BASA FINEP CAIXA GROUP
BNB BANK OF BRAZIL GROUP

 Industry
Manufacturers.
CMB IMBEL NUCLEP
HEMOBRÁS INB

 Infrastructure and Transport
Transport logistics optimization and regional development.
CBTU CODERN SPA (CODESP)
CDC CODESA TRENSURB
CDP CODEVASF VALEC
CDRJ INFRAERO
CODEBA NAV

 Research and Project Management
R&D and contract management.
AMAZUL EMGEPRON PPSA
CPRM EPE
EMBRAPA EPL

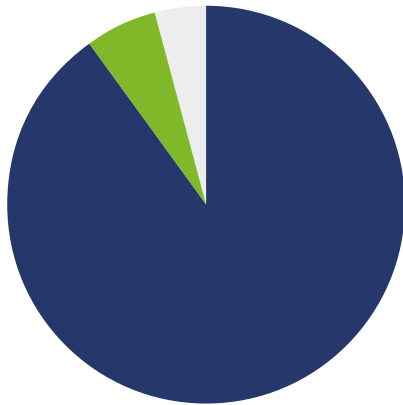
 Oil, Gas and Energy
Mineral and energy resources exploitation.
ELETROBRAS GROUP PETROBRAS GROUP

 Information Technology And Communication
Data storage and processing; communication and postal service.
DATAPREV CORREIOS TELEBRAS
EBC SERPRO

 Health Care
Federal hospitals and hospital management company.
EBSERH GHC - CONCEIÇÃO HCPA

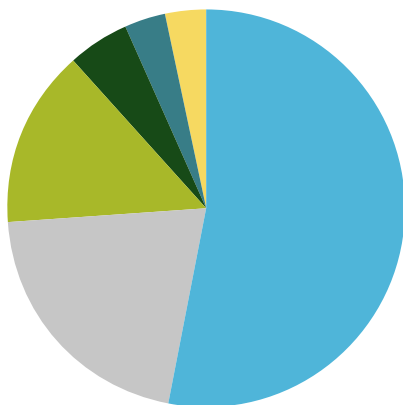


Aggregate Data



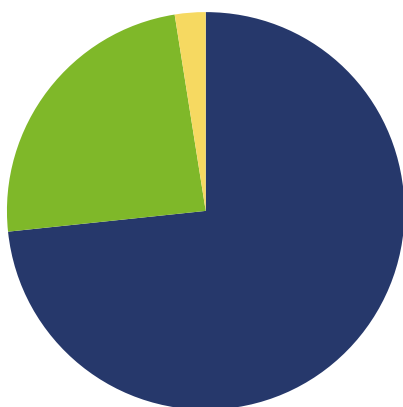
R\$ 57,5 bn Investments

90,3%	Oil, Gas and Energy
5,8%	Financial
3,8%	Others



R\$ 21,2 bn Treasury Resources Received by SOEs

53,2%	Health Care
20,9%	Research and Project Management
14,4%	Infrastructure and Transport
5%	Food Supply
3,4%	Industry
3,1%	Information Technology and Communication



7,6% SOE's GDP share

5,5%	Oil, Gas and Energy
1,8%	Financial
0,2%	Information Technology and Communication



Public Policies



Public Policies

Brazilian state owned enterprises are one of the instruments used by the Federal Government to maximize the society's welfare, through the delivery of public goods and services. These actions are gathered in strategies that can be defined as public policies.

In this section, the report will present the public policies attached to the directly controlled SOEs, companies that belong to the society and were created to attend the collective interest or national security, as stated in the Brazilian Federal Constitution.



Food supply

CEAGESP	Executes and controls the food supply in the State of São Paulo, acting through wholesale warehouses and storage centers.
CEASAMINAS	Executes and controls the food supply in the State of Minas Gerais, through installation and administration of regional wholesale warehouses and distribution of food products.
CONAB	Responsible for promoting the regularity in the nation's food supply, generating intelligence for agriculture and contributing to guarantee the rural producer's income.



Financial

ABGF	Provides services for export credit insurance activities backed by the Export Guarantee Fund (FGE). Also responsible for the administration of Infrastructure Guarantee Fund (FGIE), and Rural Insurance Stability Fund (FESR).
BASA	Provides and executes credit and financial policies in Amazon Region, specially those aimed at social and economic development. The bank manages the North Constitutional Financing Fund.



Financial

BNB	Development bank for the Northeast Region of Brazil, operating and managing the Northeast Constitutional Financing Fund, the Northeast Investment Fund and the Northeast Development Fund. Responsible for promoting the productive microcredit programme and research and innovation initiatives.
EMGEA	Responsible for the development and implementation of financial solutions for Government credit recovery in commercial and real state operations.
FINEP	Operates throughout the innovation chain with a focus on strategic, structuring and impactful activities for Brazil's sustainable development. Promotes Brazil's economic and social development through public funding for Science, Technology and Innovation at companies, universities, technological institutes and other public or private institutions.
BB GROUP	Responsible for the central government's credit policy with regards to loans made to commercial, industrial and rural activities, disseminating credit and implementing foreign trade policy. Acts as a financial agent to the National Treasury.
BNDES GROUP	Executes the investment policy of the Federal Government. Operates programs, projects and services related to the country's social and economic development, including private sector.
CAIXA GROUP	Acts as national financial agent for housing and urban development. Central institution for public policy operations such as Severance Pay Fund (FGTS), Social Integration programme and popular housing. Caixa is responsible for paying out the funds to support programmes to socially vulnerable families and for unemployment insurance.



Industry

CMB	Provides banknotes and coins to the Central Bank of Brazil, produces electronic passport books and postage stamps for the Brazilian Post and Telegraph Company - ECT. Performs the operation of Digital Stamps of the System of Control and Traceability of Cigarette Production (SCORPIOS).
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Industry

HEMOBRÁS	Researches, develops and produces blood derivative and biotechnological medicines to serve, as a priority, the patients of the National Health System (SUS).
IMBEL	Provides military equipment and develops technology to meet the demand of national defense and security products. It is part of the Defense Industrial Base (BID), in compliance with the National Defense Policy (PND).
INB	Acts in public policies related to energy, defense, science, technology and the Brazilian Nuclear Policy, focused on the productive chain of the "Nuclear Fuel Cycle". Commercializes nuclear materials, performs nuclear fuel engineering services and nuclear reactor services
NUCLEP	Designs, develops, produces and commercializes heavy components related to nuclear plants, shipbuilding equipment and off-shore. It's a member of the Submarine Development Programme and participates in the Nuclear Powering Generation Laboratory, part of the Navy's Nuclear Programme.



Infrastructure & Transport

CBTU	Provides and fosters urban mobility by operating passenger rail transport and improves life quality in five metropolitan areas: Belo Horizonte - MG, João Pessoa - PB, Maceió - AL, Natal - RN e Recife - PE.
CDC	Port authority in the State of Ceará. Contributes to development by providing infrastructure for local and regional products outflow, according to Port Logistics National Plan.
CDP	Port authority in the State of Pará. Contributes to development by providing infrastructure for local and regional products outflow, according to Port Logistics National Plan.
CDRJ	Port authority in the State of Rio de Janeiro. Contributes to development by providing infrastructure for local and regional products outflow, according to Port Logistics National Plan.



Infrastructure & Transport

CODEBA	Port authority in the State of Bahia. Contributes to development by providing infrastructure for local and regional products outflow, according to Port Logistics National Plan.
CODERN	Port authority in the State of Rio Grande do Norte. Contributes to development by providing infrastructure for local and regional products outflow, according to Port Logistics National Plan.
CODESA	Port authority in the State of Espírito Santo. Contributes to development by providing infrastructure for local and regional products outflow, according to Port Logistics National Plan.
CODEVASF	Fosters social and economic growth at the São Francisco River Valley region with focus in strategic themes such as: river basin revitalization; irrigated agriculture; sustainable economy; and São Francisco River Integration Programme.
INFRAERO	Manages airport infrastructure in Brazil, in order to promote national and international integration.
SPA	Port authority in Santos - SP. Contributes to development by providing infrastructure for local and regional products outflow, according to Port Logistics National Plan.
TRENSURB	Operates passenger rail transport systems in order to promote urban mobility in Porto Alegre - RS.
VALEC	Develops studies and projects of railway infrastructure in Brazil, according to the National Transport Policy.



Research and Project Management

AMAZUL	Acts in projects related to the Brazilian Nuclear Programme; Navy Nuclear Programme and Submarine Developing Programme.
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Research and Project Management

CPRM	Coordinates, oversees and researches geological studies aimed at the valuation and description of national mineral resources, providing public policies support. It performs activities in hidrology/hidrogeology, geodiversity, and geological risks and susceptibility mapping.
EMBRAPA	It generates products, services and technological solutions for the agricultural sector, in accordance with the guidelines in Agrobiodiversity Genetic Resources National Policy; Agricultural Defense Modernization and Strengthening Programme; Biofuels National Policy and Agroecology and Organic Farming National Plan.
EPE	Provides researches on electric power, oil, gas, biofuels, in a long-term perspective. It also monitors, evaluates, and publicizes the National Energy Policy results, contributing to reduce market information asymmetry and sector's entry barriers.
EPL	Conducts research and projects to support infrastructure, logistics and transportation planning.
EMGEPRON	Promotes the Brazilian military naval industry, including R&D activities, and management of national navy projects.
PPSA	Operates on three major fronts: managing production sharing contracts, managing oil and natural gas commercial activities, and representing the Federal Government on unitization agreements.



Oil, Gas and Energy

ELETRORAS GROUP	Operates in the electric power generation and transmission segments and in the improvement of the national energetic policy. Participates in the implementation and operation of power plants, transmission lines and substations. It acts on government programs focused on energy efficiency; universal access to electricity and encouragement of alternative energy sources.
PETROBRAS GROUP	Provides oil and natural gas exploration and production, as well as the refinement of Brazilian crude oil. Their companies also transport and storage various products and operate a network of oil, gas pipelines, oil tankers, land and waterway terminals. It participates in the natural gas market including logistics, distribution, and processing.



Health Care

EBSERH	Manages Federal Universities Hospitals. These hospitals ensure medium and high complexity medical care through the National Health System (SUS); educate qualified professionals and promotes research and outreach projects.
GHC	Member of the National Health System (SUS) in Porto Alegre - RS, manages hospitals with a focus on technical and high education, and conducts scientific and technical healthcare researches.
HCPA	Member of the National Health System (SUS) in Porto Alegre, performs health care practices, educate professionals and conducts researches to the public healthcare system.



Information Technology and Communication

DATAPREV	Provides information technology solutions to Government's strategic and social programs. It processes monthly payments for social benefits such as social security retirement payments; illness aid, unemployment insurance and maternity leave salary.
EBC	Broadcasts Federal Government's acts and legal disclosure. Provides public broadcasting services and promote local and independent productions.
CORREIOS	Ensures the universal post service and establishes quality and goods delivery time standards to the basic postal services.
SERPRO	Develops technological solutions through the provision of infrastructure and hosting of structuring systems and IT services to the Brazilian Government.
TELEBRAS	Supports public policies supplying broadband internet connection for universities, research centres, schools, hospitals, and other public interest places. It also provides broadband internet connection service to end-user, where there is no adequate private suppliers market.



ESG *Corporate Actions*



ESG - Corporate Actions



Supply and Distribution Center of São Paulo - CEAGESP

Food supply

- **Ceagesp's Food Donations** – Provides food to more than 250 registered entities. Aimed at avoiding excess food loss in wholesale commercialization and distributing to the beneficiaries. Recently launched a new weekly Bulletin of donations received and the entities addressed.
- **Hortiescolha Project** – a free guidance programme on the purchase of fresh fruit and vegetable, aimed at food supply, specially for schools. In 2021, 1.642 people were trained in this programme.



Supply and Distribution Center of Minas Gerais - CeasaMinas

Food supply

- **Food Warehousing Prodal** – Aimed at minimizing food loss and promoting food safety. Products that no longer have commercial value but still preserve their sanitary and nutritional characteristics are selected, sanitized and donated to socially vulnerable families. More than 27,000 people benefited per week.
- **Solid Waste Management Programme** – In 2021, nearly 1.900 tons of waste material sent to the Waste Collectors Association and 13.000 m³ sent to partner companies for reuse and recycling.





Brazilian Food Supply Company - Conab

Food supply

- **Conab voluntary actions** – Animal Love; Women Empowerment; Building Together a New Decade; Conab Volunteer for the Environment; Winter Clothes Campaign: more than 3,000 blankets and warm clothes collected and donated.



Amazon Bank S.A. - BASA

Financial

- **Green Line Loans** – R\$ 2.56 billions in renewable energy loans and R\$ 7.15 billions in green line loans, that represents 57% of the Constitutional Financing Fund of the North's portfolio.
- **National Program for the Strengthening of Familiar Agriculture - PRONAF:** expansion on the amount of loans to family based agriculture programme, that reached R\$ 512,6 millions in 2021.
- **Diversity Trail:** training programme oriented to members of the company about diversity. In 2021, 1342 employees were trained.



Energia Verde



Fortalecimento da cultura da
Diversidade



Bank of Northeast of Brazil - BNB

Financial

- **Programme for familiar agriculture** – R\$ 6.9 billions oriented to finance environmentally sustainable projects.
- **Diversity, Equity and Inclusion Programme:** promotion of diversity and an inclusive, healthy and non discriminatory work environment.
- BNB's XXVII Forum for Regional Development and ESG agenda.
- **Friends of the Environment Campaign:** importance and advantage of sustainable measures in the management of small businesses.



Studies and Projects Financing Company - Finep

Financial

- **Support to Bioeconomy Projects:** development of new technology solutions, products and services on topics as "industrial use of biomass" and "medicinal and aromatic plants", through the granting of non-reimbursable resources to companies and scientific institutions, in cooperation with german institutions.
- **Support to the Pantanal Research Team/ Bioeconomy Priority Programme (PPBio):** tools for understanding, managing and preventing fires in the Pantanal Biome, with the developmet of a prediction system to alert fire risk. R\$ 1.6 million granted in 2021.





Studies and Projects Financing Company - Finep

Financial

- **Creative Women Programme:** incentive to startups led by women in order to contribute to the increase of female representation in the national entrepreneurial scenario. In 2021, 27 proposals were selected and 10 received an award of R\$ 100 thousand each.



Bank of Brazil Group - BB

Financial

- **Global 100:** 21st place in 2022 ranking for worldwide sustainable companies, being considered the most sustainable financial institution in the world and best ranked in Brazil.
- **Green Agribusiness Credit Paper:** resources raised are oriented to credit lines that respect environmental, social and governance criteria with the aim to reduce greenhouse effect, recover pastures, renewable energy and family-based agriculture. Until december 2021, more than R\$ 1 billion contracted.

Sustainable Businesses:

1. Renewable Energy: Target: R\$ 15 billion by 2025 – Reached R\$ 8,5 billion by December/2021.
2. Sustainable Agriculture: Target R\$ 125 billion by 2025 – Reached R\$ 121,5 billion by December/2021.

Responsible Investments:

1. ESG Investment Offers: Target: R\$ 20 billion by 2025 – Reached R\$ 8,2 billion by December/2021.
2. Sustainable Resources: Target: R\$ 30 billion by 2025 – Reached R\$ 8,3 billion by December/2021.

ESG Management:

1. Direct greenhouse gas emissions:
 - Target: Compensate 100% starting in 2021 – Reached 100% by December/2021.
 - Target: Renewable Energy 90% by 2024 – Reached 22,5% by December/2021.
2. Diversity in leadership roles:
 - Target: 23% held by black and mixed race people by 2025 – Reached 22% by December/2021.
 - Target: 30% held by women by 2025 – Reached 23,2% by December/2021.



Bank of Brazil Group - BB

Financial

- **Social Investments:** R\$ 161.5 millions. More than 200 projects were supported, serving 1.9 million people in Brazil. (Adicionado)
- **GHG Protocol:** Gold standard.



Brazilian Development Bank Group - BNDES

Financial

- **Green economy and social development:** R\$ 7,8 billions invested in green economy projects, including energetic efficiency, renewable energies, forests, water and sewage management and agricultural improvement.
- Education, public management, urban and regional development, social responsibility and health care are included in social development indicator, which received R\$ 9,98 billions until december 2021.



The Federal Savings Bank Group - CAIXA

Financial

- **Forests programme:** recovery of native forests and river springs in all states. Donation of R\$ 150 millions per year for social and environmental projects with the aim to plant 10 million trees in the next 5 years.
- **Clean energy:** R\$ 515 thousand invested in photovoltaic plants, accounting to 166 stations in Brazil and 1 photovoltaic farm. The Project resulted in R\$ 11,9 millions in savings.



Brazilian Mint - CMB

Industry

- **TRANSFORMA PROJECT:** 102 tons of waste generated during the banknote production process were transformed into inputs for the production of furniture, eyewear and other utensils.
- **GHG Protocol:** Gold standard.
- **Waste management:** record rate with 73% of waste generated being sent for some form of recycling technology, which represented a total of 1,264 tons of material.



Decorative item and medal commemorating the 90th anniversary of the Christ the Redeemer Statue, in Rio de Janeiro. Made of waste generated during the banknote production process.



Brazilian Company of Blood Derivatives and Biotechnology - HEMOBRÁS

Industry

- Donation of 16 tons of recyclable waste to waste collectors cooperatives in 2021.



Nuclear Industries of Brazil - INB

Industry

- Production of 19,516 seedlings to rehabilitate the riparian forest, reforestation and fauna, with 1,145 seedlings of native Atlantic Forest species being donated.
- **Pipa Operation Project:** donation of 23,636 m³ of water to be distributed to communities in Caetitê (State of Bahia).



Brazilian Company of Urban Trains - CBTU

Infrastructure and Transport

- In 2021 the amount of selective waste collection rose from 3 to 18 tons.



Bahia's Port Authority - CODEBA

Infrastructure and Transport

- Implementation of trails aimed to provide the communities surrounding the city of Port of Aratu-Candeias with protection measures for emergencies.
- **Environment in the Spotlight Project** – Port of Ilheus: a project aimed to bring the port and the city closer. In 2021, field visits were conducted, as well as workshops and other events.





Espirito Santo's Port Authority - CODESA

Infrasstructure and Transport

- **First cycle of environmental education** – aimed to professionalize, students and general community.
- **Booklet "Contamination-free fish: how can we cooperate?"** - Aimed at schools, fishermen and general community on best practices to avoid product contamination.
- **Environmental sustainability** – Expansion of sewage treatment stations in the city of Capuaba. In 2021, Codesa installed 11 units, reaching 90% of the sewage net, which were sent to biological treatment.



Development Company for São Francisco River and Parnaíba Valleys - Codevasf

Infrasstructure and Transport

- Resettlement of native fish species at São Francisco river aiming to reorganize the fish fauna and revitalize the river basin.
- Protection and recovery of river springs to reduce erosive processes that cause soil loss and river streaming.



Brazilian Company for Airport Infrastructure - Infraero

Infrasstructure and Transport

- **Infraero's environmental performance index:** consists of 25 indicators related to the company's environmental plan, with the aim to evaluate airport's performance. Prize for sustainable airports: The National Aviation Agency rewarded the airports of Montes Claros (in Minas Gerais), Campo de Marte (in São Paulo) and Belém (in Pará).
- Donation of recyclable material to cooperatives and waste collectors associations contributing to employment and income.
- Expansion of the photovoltaic plan to cover the passenger terminal at Santos Dummond Airport, in Rio de Janeiro. The current energy generation capacity is around 500 kW.



Porto Alegre's Train Company - TRENSURB

Infrasstructure and Transport

- **Global Pact against plastic pollution:** In 2021 around 2.9 tons of plastic caps were collected, generating income to 10 partner entities.
- **Responsible waste destination:** In 2021, 18 tons of waste were collected, a relevant action to those who rely on the income from this material.



Engineer, Construction and Railways Company - Valec

Infrasstructure and Transport

- **North-South railway:** 816.17 hectares of replanted area, which is equivalent to 2.040.425 native seedlings.



Brazilian Company for Hospital Services - Ebserh

Health Care

- Installation of Solar energy panels in university hospitals of São Carlos/SP, Goiânia/GO, Manaus/AM, São Luís/MA, Teresina/PI, Teresina/PI, Aracaju/SE e Uberaba/MG.
- Promotion of lectures and debates aimed at healthy relationships in the workplace environment. Emphasis on dates dedicated to minorities.



Porto Alegre's General Hospital - HCPA

Health Care

- **Vaccine studies in partnership with the D'Or Institute and the Bill and Melinda Gates Foundation:** participation in clinical trials with vaccines against Covid-19, being selected to carry out 10 protocols. Six of these trials recruited volunteers, including 3,100 participants (1,700 in 2021) in 10,000 clinical visits.





Amazonia Defense Technology Company - AMAZUL

Research and Project Management

- **"Pioneers' Forest" in Ribeirão do Ferro:** recovered and increased area by planting 10,000 seedlings of native trees of 123 species, as part of the Flora Management and Conservation Programme - restoration of riparian vegetation and maintenance of the ecological corridor.



Mineral Resources Research Company - CPRM

Research and Project Management

- **"Women in Geosciences - special edition" programme:** educational campaigns to combat discriminatory practices.
- **Launch of the book "Sustainable Development Goals and the Geosciences":** aimed at children and pre-youth (between 9 and 11 years old) with the objective of disseminating the importance of the geosciences in achieving the SDGs targets. Distribution of 300 copies in schools in the State of Rio de Janeiro. It can be accessed through the SGBeduca link - [https:// sgbeduca.cprm.gov.br/media/criancas/ods.pdf](https://sgbeduca.cprm.gov.br/media/criancas/ods.pdf)



Brazilian Agricultural Research Corporation - Embrapa

Research and Project Management

- **Self Sufficient Energy Programme:** possibility to receive energy from special sources like: solar, biomass, wind, small hydroelectric power plants and hydraulics. The new plants are estimated to save up to R\$ 3.5000.000,00/year.



Brazilian Company for Navy Projects - EMGEPRON

Research and Project Management

- **Social and Environmental Programme and ecological adaptation of the naval plant in Guandu of Sapê:** aimed to restore 400 hectares of the hydrographic basin in the Guandu of Sapê river.



Energy Research Office - EPE

Research and Project Management

- **Energy Transition Programme:** the initiative contributes directly to Brazil's achievement of the goals established in SDG 7 - clean and accessible energy, aimed to create a stakeholder forum to disseminate and discuss long-term energy transition scenarios in the country. In collaboration with the World Economic Forum, in 2021, EPE coordinated specific case study for Brazil under the Mobilizing Investment for Clean Energy in Emerging Economies initiative, which aims to identify barriers and propose solutions to increase investments in clean energy in the specific context of emerging and developing countries.
- Participation in the Energy Pact for Hydrogen and for RenovaBio at the United Nations High Level Dialogue. Through these initiatives, Brazil has assumed, respectively, a voluntary commitment to promote the hydrogen and biofuels market, as a way to accelerate the reduction of greenhouse gas emissions.



HIGH-LEVEL DIALOGUE ON
ENERGY





Brazilian Electric Company - Eletrobras

Oil, Gas and Energy

- **Eletrobras Issuance of Green Bonds to finance transmission projects:** first tranche in the amount of R\$185 million.
- R\$ 9 millions directed to support cultural projects and R\$ 3,9 millions to social and sport initiatives.
- Launch of the *Global Alliance for Sustainable Energy*, which one of the founders' members is Eletrobras.



- **Sustainability Trail:** educational actions related to ESG issues to strengthen connections between Eletrobras companies' businesses and global priorities for sustainable development.



- ESG targets linked to C-Level members variable remuneration, for the 6th consecutive year, including issues such as climate change, energy efficiency, supplier due diligence and gender equity.
- **Decarbonization of the electrical matrix of Amazon's Isolated Systems:** energy pact signed at the United Nations, along with BNDES, aims to replace diesel generation to clean, renewable and affordable energy.
- **Programme Sustainability 4.0:** composed of 12 projects linked to social, environmental, governance and economic-financial dimensions. In 2021, the ESG Journey was expanded, and the sustainability channel available. All Eletrobras' companies were certified by the programme which contributes to combating children and adolescents' sexual exploitation.



- Bloomberg Gender-Equality Index Stamp.
- Bronze Seal at S&P Yearbook, the publication brings together the most outstanding companies in sustainability management.
- 6th edition of the Gender and Race Equality Programme, promoted by the Federal Government.



Brazilian Oil Company - Petrobras

Oil, Gas and Energy

- **Petrobras Socio-environmental Programme:** 17 projects focused on forest recovery and conservation. In 2021, the projects aimed at the recovery or conservation of more than 175 thousand hectares of forests and natural areas of the Atlantic Forest, Amazon, Caatinga and Cerrado ecosystems. The estimated benefit of the work is about 1.3 million tCO₂e.
 - 11 Socioenvironmental Projects Evaluated: R\$ 226 millions in benefits to Society.
 - R\$ 107,7 millions in compensation for socioeconomic impacts.
- **Highlights towards carbon neutrality:** 21% reduction in absolute emissions between 2015 and 2021, 50% drop in methane emissions in the last 10 years and around 50% reduction in the intensity of greenhouse gas emissions per barrel produced from 2009 to 2021.
- Dow Jones Sustainability World Index.
- Certification from the Association for Supply Chain Management in environmental, ethical, and economic excellence in the acquisition chain of goods and services.
- **Closed flare systems operations:** 3 platforms started to operate with minimal gas burning in the torch, which happens only in exceptional safety situations. The potential reduction of emissions is around 80 thousand tons of CO₂ equivalent per year.
- **Creation of Human Rights Commission:** highlights to the Mentorship Programme for Women's Leadership, the Accessibility Improvement Plan (for employees with disabilities) and the incorporation of Human Rights category in the Petrobras Best Suppliers Award.
- **Sponsorships and Agreements:**
 - Socioenvironmental: R\$ 88 millions;
 - Cultural: R\$ 37 millions
 - Business, Science & Technology: R\$ 12 millions
 - Sports: R\$ 1 million.
- Adherence to prevention practice of fraud and corruption stated by the National Programme to Prevent Corruption, in partnership with the Federal Audit Court.
- Certificated by the Association for Supply Chain Management in environmental, ethics and contracting excellence chain for goods and services.
- Biomar Project 2021: active in 65 municipalities within 12 States; monitor and research of 88 species of marine fauna (27 of these are endangered species), strengthened and carried out activities in 49 marine or coastal environmental protected areas. More than 290 thousand participants
- **Social programme for access to cooking gas** - R\$30 million allocated in 2021 to support families in social vulnerability situation in order to contribute to access essential goods, with focus on cooking gas and distribution of basic food packages.





Social Security Technology and Information Company - DATAPREV

Information Technology and Communication

- **Energy Efficiency:** Matrix focused on the free Market and reform of the air conditioning system. Around 30% reduction on expenses, equivalent to 243t of CO2 and 677 trees.
- **Gender equality:** WOB Stamp (Women on Board); sponsorship of the project "Black Girls in Science"; and programme for free psychological, legal and financial support for women victims of violence and domestic problems.



Brazilian Communication Enterprise - EBC

Information Technology and Communication

- **Pro-Equity Award 2021:** the programme is an initiative of the Federal Government aiming to promote gender and racial equity in labor relations and in the occupation of management positions.



Brazilian Post Office Company - Correios

Information Technology and Communication

- **Ecopostal:** Postman uniforms, bags and suitcases donated to be transformed into other objects in order to generate income to vulnerable families.
- **Virus Network:** Since the beginning of the pandemic, the company supported the collection and transportation of viral material (Covid-19 and Influenza) in an agile and safe way. Correios became finalist in the biggest award in the postal sector: World Post & Parcel Awards.
- Adherence to the Environmental Agenda Programme in Public Administration.
- **Administration** - Renowed social and environmental practices, such as EcoPostal, Correio's Santa Claus and management of CO2 emissions will be integrated to the programme.



Baby clothes made from postman uniforms.



Brazilian Telecommunications Company - Telebras

Information Technology and Communication

- **Wi-Fi Brazil Programme:** promotes digital inclusion throughout the Brazilian territory, offering high-quality broadband internet connection to hard-to-reach locations. In 2021, 2,318 points were installed in 774 municipalities, contributing to fulfill the national objectives of public telecommunications policy.



Companies' Overview Performance



Brazilian Guarantees Agency - ABGF

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Brasília - DF	Ministry of Economy	Non Dependent	Small	Law nº 12.712/2012	Financial


Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	2.821.336,7	3.189.478,9	312.757,4	308.320,9	314.270,5
Liabilities	252.693,8	362.686,2	3.656,5	7.023,2	4.648,0
Total Debt	-	-	-	-	-
Shareholders Equity	2.568.642,9	2.826.792,7	309.100,9	301.297,7	309.622,5
Gross Revenue	21.356,3	28.281,8	25.644,1	18.028,4	20.606,4
EBITDA	35.832,8	-3.002,0	-1.502,7	311,2	3.003,9
Net Income	45.556,2	10.519,4	10.657,9	5.456,7	10.915,0
Advanced Future Capital Increase - AFAC	-	-	-	-	-
Dividends	6.576,3	11.035,3	2.547,4	10.256,9	5.231,3


Financial Indicators

Cost of Activity (%)	64,46
ROE (%)	3,57


Shareholder Structure (% total)

Brazilian Government	100	<div style="width: 100%;"></div>
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Personnel Data

Employees	Average age	Average Working Years
38	43 years	3 years


Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
23.400	15.500	10.400

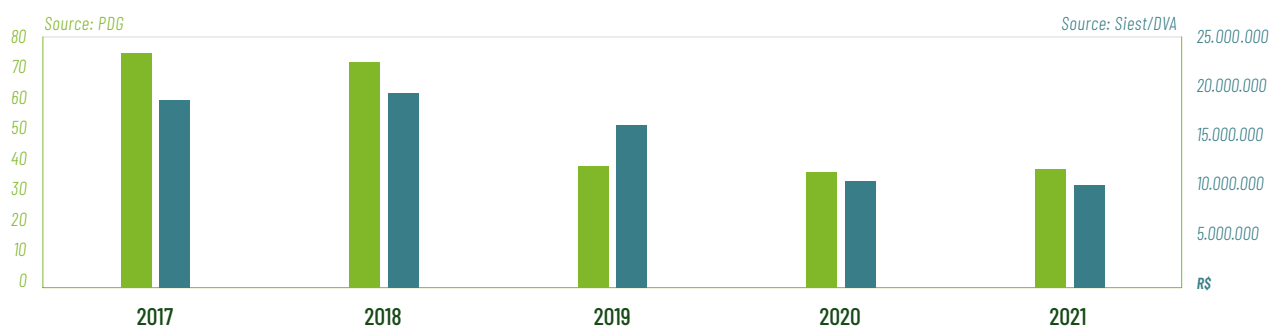


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	6,70%	2,60%	3,60%	4,48%	4,36%	23,67%
Readjustment/Inflation (%)	106,52%	88,14%	96,00%	103,94%	96,46%	99,58%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	42.235,33
C-Level's fixed salary/month	40.224,13
President's Potential Annual RVA	-
C-level's Potential Annual RVA	-
Board Salary/month	4.430,24
Fiscal Council Salary/ month	4.430,24



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	5
C-Level	3



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	28%	Beneficiaries	42
Total expenditure with Health Assistance Benefit	R\$ 136.257,34	Main Members	26
		Dependents	16



Pension Plans

The company does not offer a complementary pension plan.



Amazonia Defense Technology Company - AMAZUL

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
São Paulo - SP	Ministry of Defense	Dependent	Small	Decree nº 7.898/2013	Research and Contracts Management


Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	29.040,1	54.700,4	79.080,7	106.824,4	114.841,6
Liabilities	55.728,5	72.913,1	87.613,2	112.807,7	121.729,6
Shareholders Equity	-26.688,4	-18.212,7	-8.532,6	-5.983,3	-6.888,0
Gross Revenue	306,9	266,2	-	-	-
Result before Govt Subsidy	-318.016,2	-328.375,3	-368.496,2	-336.554,0	-324.253,8
Net Income	-1.270,8	-1.528,0	-1.168,3	-660,9	-2.665,9
Treasury Resources	316.745,4	336.850,9	378.176,4	339.103,3	323.349,1
Subsidy	316.745,4	326.847,3	367.327,9	335.893,2	321.588,0
Advanced Future Capital Increase - AFAC	-	10.003,6	10.848,5	3.210,1	1.761,2
Dividends	-	-	-	-	-


Financial Indicators

Cost of Activity (%)	N.C.*
Financing Needs (%)	100,00

* NC - Not Calculable.


Shareholder Structure (% total)

Brazilian Government 100 


Personnel Data

Employees	Average age	Average Working Years
1.694	47 years	13 years


Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
37.331	9.395	2.071

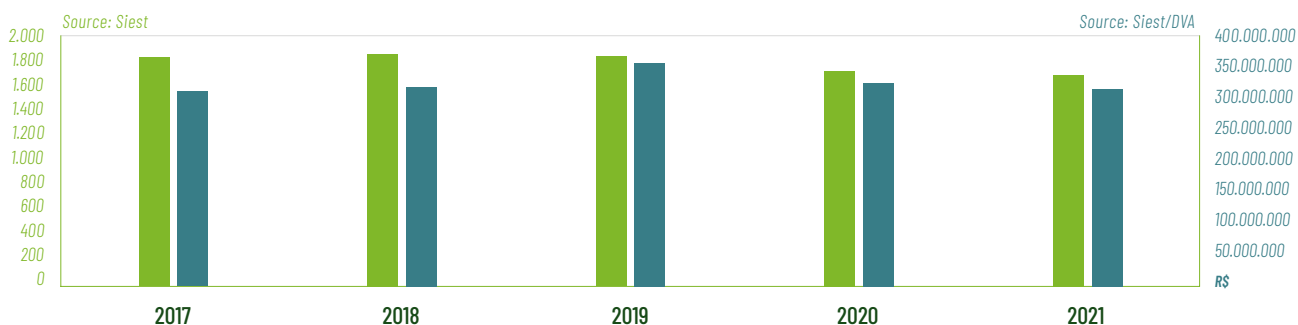


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	3,00%	2,95%	0,00%	0,00%	5,78%*	12,16%
Readjustment/Inflation (%)	47,69%	100,00%	0,00%	0,00%	127,88%	51,13%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	30.954,11
C-Level's fixed salary/month	29.406,40
President's Potential Annual RVA	-
C-level's Potential Annual RVA	-
Board Salary/month	3.227,61
Fiscal Council Salary/ month	3.227,61



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	6
C-Level	4



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	32%	Beneficiaries	2.392
Total expenditure with Health Assistance Benefit	R\$ 6.967.737,24	Main Members	1.202
		Dependents	1.190



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
773	771	2	47,89	1,42%



Sponsored Pension Plan 1 Plan

Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
-	-	0,00
-	-	1 Plan

Santos Port Authority - SPA (CODESP)

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Santos - SP	Ministry of Infrastructure	Non Dependent	Large	General Assembly Portobras/1977	Infrastructure & Transport

Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	3.177.724,5	2.778.114,9	3.010.195,1	3.633.856,4	3.969.587,9
Liabilities	1.039.268,1	1.036.725,6	2.191.587,2	2.531.263,4	2.493.147,7
Total Debt	-	-	-	-	-
Shareholders Equity	2.138.456,4	1.741.389,3	818.607,9	1.102.593,0	1.476.440,2
Gross Revenue	960.239,2	1.022.891,4	1.110.621,0	1.278.255,8	1.271.966,1
EBTIDA	118.404,0	-606.243,2	170.423,7	432.282,0	578.896,2
Net Income	44.432,4	-468.724,7	11.520,8	202.482,9	329.140,4
Advanced Future Capital Increase - AFAC	78.280,9	27.401,7	3.440,3	612,4	-
Dividends	-	1.500,0	-	-	-

Financial Indicators

Cost of Activity (%)	31,34
ROE (%)	25,52

Shareholder Structure (% total)

Brazilian Government	99,99999984	
Others	0,00000016	

Personnel Data

Employees	Average age	Average Working Years
968	47 years	18 years

Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
40.484	12.264	1.409

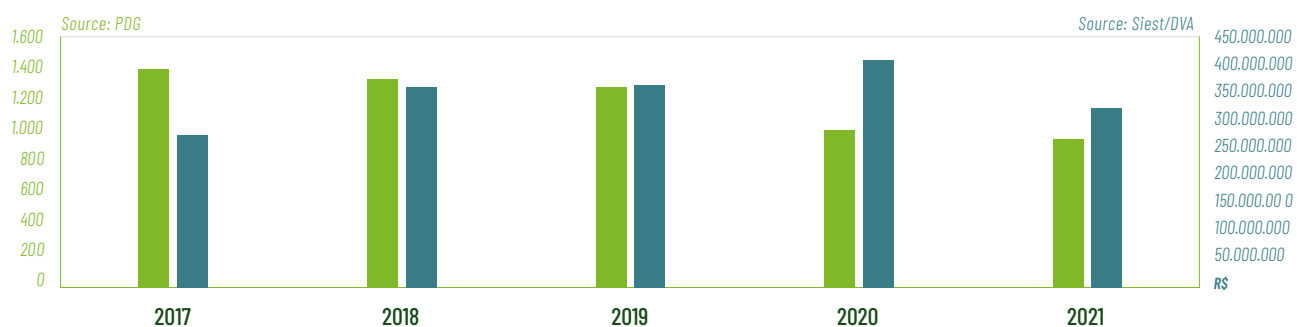


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	3,35%	0,88%	4,70%	0,00%	4,54%	14,12%
Readjustment/Inflation (%)	93,06%	30,77%	100,86%	0,00%	56,33%	61,95%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	29.776,60
C-Level's fixed salary/month	26.207,86
President's Potential Annual RVA	89.329,80
C-level's Potential Annual RVA	78.623,58
Board Salary/month	3.923,96
Fiscal Council Salary/ month	3.923,96



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	7
C-Level	5



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding 64%

Total expenditure with Health Assistance Benefit R\$ 3.929.907,34

Beneficiaries 1.179

Main Members 465

Dependents 714



Paid PLR (total amount)

R\$ 20.933,484



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
10.663	2.273	8.390	1.542,43	0,63%



Sponsored Pension Plan 2 Plans

	Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
	4,68	-	0,00
1 Plan	-	-	1 Plan



Amazon Bank S.A. - BASA

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Belém - PA	Ministry of Economy	Non Dependent	Large	Decree-Law nº 4.451/1942	Financial



Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	16.952.092,5	18.939.959,3	20.478.841,3	20.815.708,8	25.952.485,5
Passivo Exigível	15.066.783,4	17.001.351,5	18.279.635,3	18.398.911,5	23.007.532,4
Patrimônio Líquido	1.885.309,1	1.938.607,9	2.199.206,0	2.416.797,3	2.944.953,1
Income from Financial Intermediation	1.421.049,4	1.303.185,6	1.506.462,9	950.361,1	1.411.897,0
Service Fee Income	701.313,5	752.084,5	825.022,1	819.463,6	888.491,6
Net Income	64.506,5	109.078,3	275.347,9	265.568,1	737.838,7
Treasury Resources (AFAC)	-	-	-	-	-
Dividends	18.783,8	19.053,4	42.732,0	106.392,5	77.036,6



Financial Indicators

Personnel coverage index (%)	151,78
ROE (%)	27,52



Shareholder Structure (% total)

Brazilian Government	95,79	<div style="width: 95.79%;"></div>
Others	4,21	<div style="width: 4.21%;"></div>



Personnel Data

Employees	Average age	Average Working Years
2.818	47 years	18 years



Remuneração dos Empregados (R\$) - Resolução CGPAR nº 3/2010

Highest	Average	Lowest
30.777	9.333	2.937

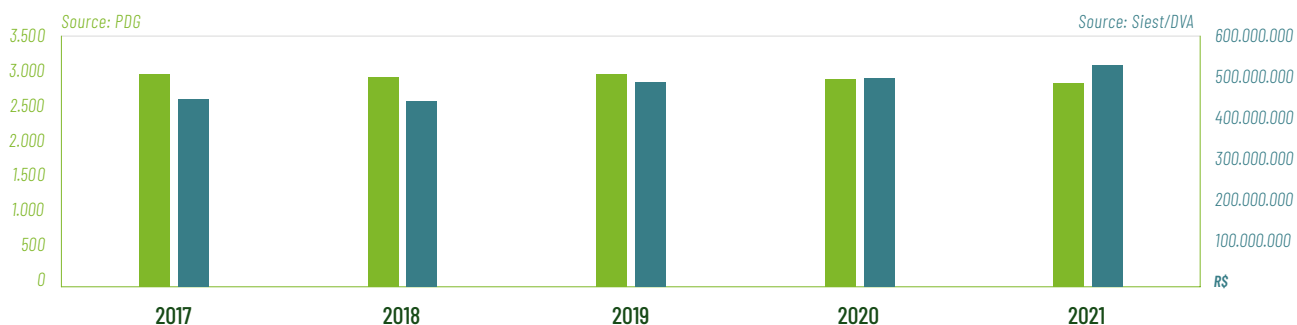


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	2,73%	5,00%	4,31%	1,50%	10,97%	26,73%
Readjustment/Inflation (%)	110,98%	119,33%	125,66%	61,48%	113,33%	111,11%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/year)

Institution	Board	Fiscal Council	C-level
Highest	43.345,08	43.345,08	444.655,68
Lowest	43.345,08	43.345,08	391.199,04
Average	43.345,08	43.345,08	400.108,48

Instruction CVM 80/2022. Questionnaire 2022 - base year 2021.



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	7
C-Level	7



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	32%	Beneficiaries	6.629
Total expenditure with Health Assistance Benefit	R\$ 25.375.994,59	Main Members	3.477
		Dependents	3.152



Paid PLR (total amount)

R\$ 49.120.830



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
4.023	1.939	2.084	1.580,01	2,56%



Sponsored Pension Plan 5 Plans

Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
190,49	-943,78	-
3 Plans	2 Plans	-

Bank of Brazil Group - BB

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Brasília - DF	Ministry of Economy	Non Dependent	Large	Regent Prince Decree of 1808	Financial

Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	1.369.201.171,0	1.417.143.716,0	1.469.222.655,0	1.725.671.888,4	1.932.532.979,5
Liabilities	1.270.477.769,0	1.314.890.834,0	1.360.657.761,2	1.598.700.779,8	1.787.675.794,2
Shareholders Equity	98.723.402,0	102.252.882,0	108.564.893,9	126.971.108,6	144.857.185,3
Income from Financial Intermediation	142.438.857,0	134.487.863,0	129.073.896,4	122.522.819,4	133.649.175,4
Service Fee Income	25.941.416,0	27.414.692,0	29.208.671,2	28.701.888,3	29.343.336,2
Net Income	11.010.776,0	12.862.026,0	18.162.066,7	12.697.384,2	19.710.401,9
Treasury Resources (AFAC)	-	-	-	-	-
Dividends	2.623.783,0	4.206.516,0	8.997.307,7	6.070.657,1	7.124.619,7

Financial Indicators

Personnel coverage index (%)	127,70
ROE (%)	14,50

Shareholder Structure (% total)

Brazilian Government	50,0000011	
Treasury Stock	0,42	
Others	49,5799989	

Personnel Data

Employees	Average age	Average Working Years
90.229	43 years	14 years

PDV Expenditure per employee

Average Cost	Dismissed Employees
150.330,36	5.388

Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
56.117	9.330	3.354

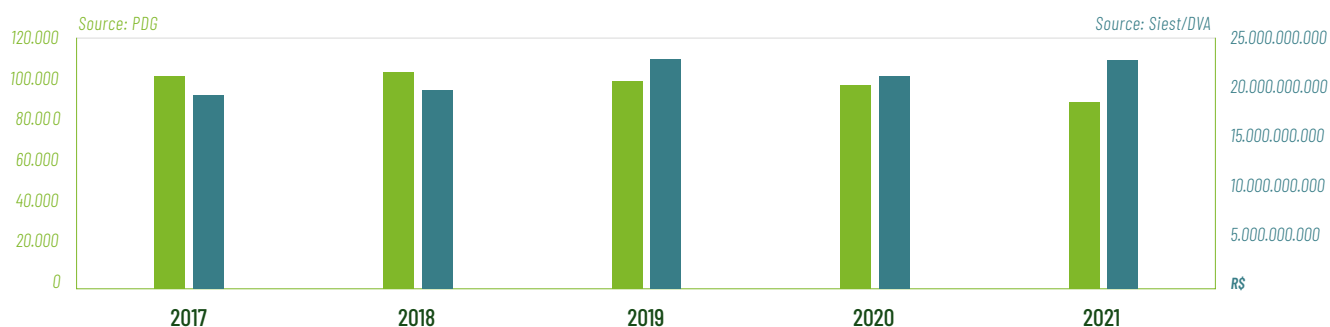


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	2,73%	5,00%	4,31%	1,50%	10,97%	26,73%
Readjustment/Inflation (%)	110,98%	119,33%	125,66%	61,48%	113,33%	111,11%



Work Force x Personnel Expenditure R\$ thousands



Remuneração dos Administradores e Fiscal Council (R\$ - individual/ano)

Institution	Board	Fiscal Council	C-level
Highest	71.256,40	75.791,11	1.250.448,03
Lowest	48.188,52	71.263,41	931.191,97
Average	66.740,09	72.240,84	1.015.827,23

Instruction CVM 80/2022. Questionnaire 2022 - base year 2021, item 13.11.



Board, Fiscal Council and C-level Members

Fiscal Council	5
Board	8
C-Level	33



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	57%
Total expenditure with Health Assistance Benefit	R\$ 2.028.439.765,20

Beneficiaries	336.811
Main Members	195.202
Dependents	141.609



Paid PLR (total amount)

R\$ 2.508.609.782



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
216.673	90.374	126.299	264.508,99	3,96%



Sponsored Pension Plan 10 Plans

	Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
	217,91	-1.525,42	0,00
	5 Plans	3 Plans	2 Plans


Bank of Northeast of Brazil - BNB

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Fortaleza - CE	Ministry of Economy	Non Dependent	Large	Law nº 1.649/1952	Financial


Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	54.255.610,7	58.677.740,5	58.630.771,4	61.817.639,5	60.302.033,0
Liabilities	50.504.899,7	54.464.861,5	53.203.366,3	55.645.664,5	52.823.005,4
Shareholders Equity	3.750.711,0	4.212.879,0	5.427.405,0	6.171.975,0	7.479.027,6
Income from Financial Intermediation	5.403.701,8	5.105.949,4	5.489.911,4	3.946.065,4	5.004.147,2
Service Fee Income	2.315.680,8	2.538.707,8	2.727.330,1	2.847.081,9	2.766.491,0
Net Income	716.385,4	737.017,5	1.736.684,9	1.019.220,6	1.618.492,8
Treasury Resources (AFAC)	-	-	-	-	-
Dividends	187.357,9	147.010,8	315.261,5	95.582,6	411.500,3


Financial Indicators

Personnel coverage index (%)	120,78
ROE (%)	23,71


Shareholder Structure (% total)

Brazilian Government	97,61	<div style="width: 97.61%;"></div>
Others	2,39	<div style="width: 2.39%;"></div>


Personnel Data

Employees	Average age	Average Working Years
6.714	45 years	17 years


Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
49.383	13.679	2.173

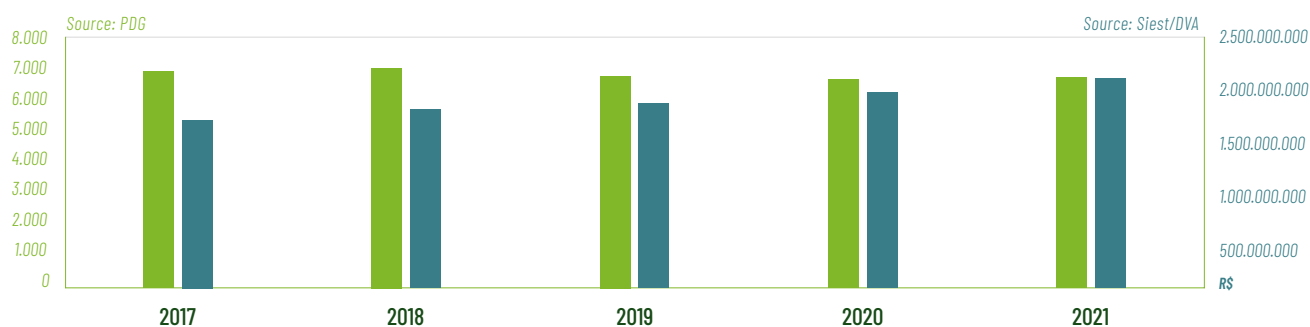


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	2,73%	5,00%	4,31%	1,50%	10,97%	26,73%
Readjustment/Inflation (%)	110,98%	119,33%	125,66%	61,48%	113,33%	111,11%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/year)

Institution	Board	Fiscal Council	C-level
Highest	70.835,04	54.279,84	1.011.920,88
Lowest	70.835,04	54.279,84	856.717,45
Average	64.351,38	58.661,58	948.024,17

Instruction CVM 80/2022. Questionnaire 2022 - base year 2021.



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	7
C-Level	7



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	50%	Beneficiaries	23.729
Total expenditure with Health Assistance Benefit	R\$ 95.206.748,13	Main Members	11.507
		Dependents	12.222



Paid PLR (total amount)

R\$ 98.081.000



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
12.517	6.885	5.632	5.913,22	7,65%



Sponsored Pension Plan 2 Plans

	Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
	4,33	-83,09	-
1 Plan	1 Plan		-

Brazilian Development Bank Group - BNDES

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Brasília-DF	Ministry of Economy	Non Dependent	Large	Law nº 1.628/1952	Financial

Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	867.517.060,0	802.526.912,0	728.165.789,0	778.341.975,0	737.178.437,0
Liabilities	804.680.755,0	722.970.641,0	623.355.198,0	665.339.458,0	610.181.413,0
Shareholders Equity	62.836.305,0	79.556.271,0	104.810.591,0	113.002.517,0	126.997.024,0
Income from Financial Intermediation	65.569.020,0	62.513.256,0	48.209.553,0	48.779.755,0	54.345.109,0
Service Fee Income	-	-	-	-	-
Net Income	6.183.422,0	6.710.777,0	17.721.062,0	20.681.496,0	34.069.089,0
Treasury Resources (AFAC)	-	-	-	-	-
Dividends	3.804.654,0	1.500.049,0	9.498.635,0	-	13.565.364,0

*Until July, 2022, no General Assembly has been held to approve the 2021 financial statements.

Financial Indicators

Personnel coverage index (%)	N.C.*
ROE (%)	28,39

* NC - Not Calculable.

Shareholder Structure (% total)

Brazilian Government	100
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Personnel Data

Employees	Average age	Average Working Years
2.463	44 years	14 years

PDV Expenditure per employee*

Average Cost	Dismissed Employees
385.607,04	4

*PDV performed between 2020 and 2021.

Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
85.210	33.250	4.200

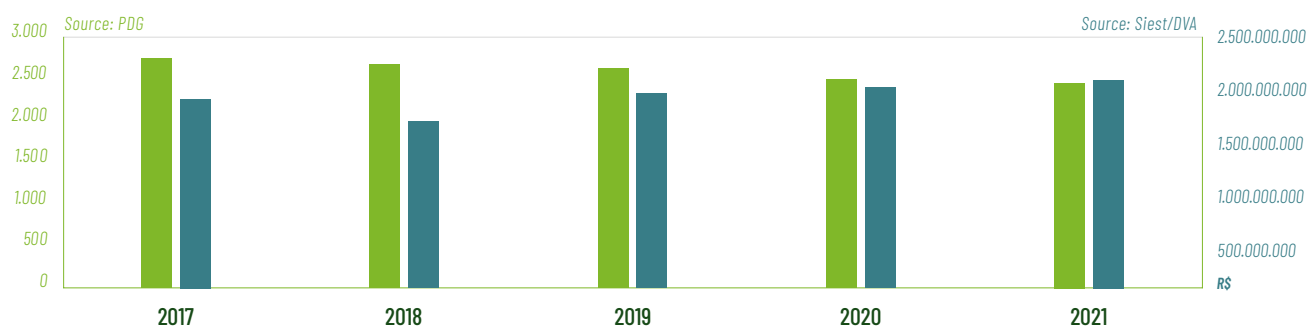


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	2,73%	5,00%	4,31%	1,50%	10,97%	15,71%
Readjustment/Inflation (%)	110,98%	119,33%	125,66%	61,48%	113,33%	111,11%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	80.838,38
C-Level's fixed salary/month	74.101,84
President's Potential Annual RVA	242.515,14
C-level's Potential Annual RVA	222.305,52
Board Salary/month	8.100,68
Fiscal Council Salary/ month	8.100,68



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	11
C-Level	10



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	100%
Total expenditure with Health Assistance Benefit	R\$ 224.154.115,88

Beneficiaries	9.892
Main Members	4.225
Dependents	5.667



Paid PLR (total amount)

R\$ 253.570.000



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
4.902	2.586	2.316	14.688,64	11,33%



Sponsored Pension Plan 1 Plan

Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
-	-1.443,71	-
-	1 Plan	-

The Federal Savings Bank Group - CAIXA

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Brasília - DF	Ministry of Economy	Non Dependent	Large	Decree nº 2.753/1861	Financial

Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	1.260.698.785,0	1.263.879.352,0	1.293.014.579,0	1.450.766.689,0	1.452.871.966,0
Liabilities	1.190.113.986,0	1.183.336.846,0	1.212.360.820,0	1.357.945.555,0	1.341.342.293,0
Shareholders Equity	70.584.799,0	80.542.506,0	80.653.759,0	92.821.134,0	111.529.673,0
Income from Financial Intermediation	133.400.619,0	111.717.435,0	113.932.896,0	83.705.053,0	97.211.779,0
Service Fee Income	25.041.082,0	26.849.350,0	27.002.788,0	23.502.446,0	23.899.651,0
Net Income	12.488.061,0	10.355.331,0	21.056.681,0	13.169.364,0	17.268.262,0
Treasury Resources (AFAC)	-	-	-	-	-
Dividends	73.130,0	2.804.317,0	N.A.*	N.A.*	2.816.153,8

* Not Available.

Financial Indicators

Personnel coverage index (%)	115,21
ROE (%)	16,90

Shareholder Structure (% total)

Brazilian Government	100	<div style="width: 100%;"></div>
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Personnel Data

Employees	Average age	Average Working Years
86.038	43 years	14 years

Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
63.911	12.143	3.330

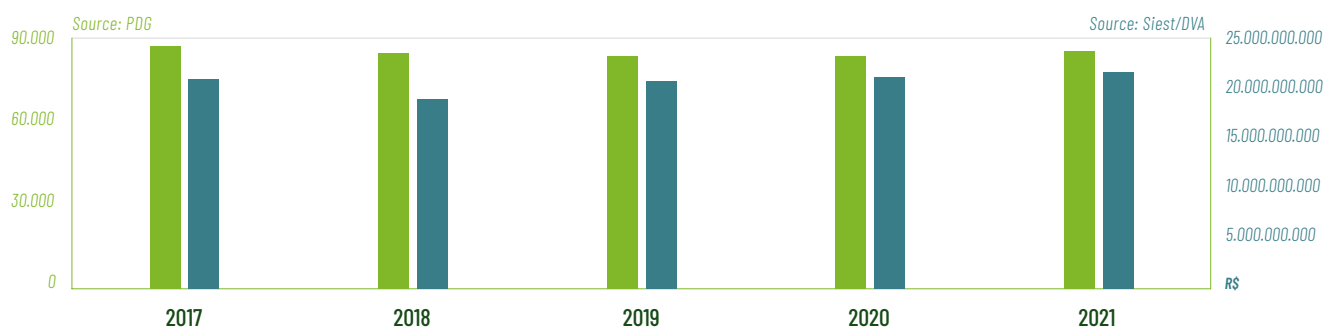


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	2,73%	5,00%	4,31%	1,50%	10,97%	26,73%
Readjustment/Inflation (%)	110,98%	119,33%	125,66%	61,48%	113,33%	111,11%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	56.196,55
C-Level's fixed salary/month	50.240,22
President's Potential Annual RVA	674.358,60
C-level's Potential Annual RVA	602.882,64
Board Salary/month	4.862,94
Fiscal Council Salary/ month	4.862,94



Board, Fiscal Council and C-level Members

Fiscal Council	5
Board	8
C-Level	38



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	68%
Total expenditure with Health Assistance Benefit	R\$ 1.790.729.518,66

Beneficiaries	284.587
Main Members	128.012
Dependents	156.575



Paid PLR (total amount)

R\$ 1.854.029.000



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
156.169	94.794	61.375	97.098,38	5,34%



Sponsored Pension Plan 3 Plans

	Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
	15,30	-6.996,17	-
1 Plan		2 Plans	-



Brazilian Mint - CMB

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Rio de Janeiro - RJ	Ministry of Economy	Non Dependent	Large	Law nº 5.895/1973	Industry


Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	3.032.690,4	3.141.824,4	2.462.088,0	2.741.684,0	2.513.162,3
Liabilities	916.002,8	1.139.156,1	681.900,5	1.113.656,5	904.116,3
Total Debt	104.269,4	75.711,0	-	-	-
Shareholders Equity	2.116.687,6	2.002.668,3	1.780.187,5	1.628.027,5	1.609.045,9
Gross Revenue	960.508,4	1.047.627,3	1.166.756,9	1.105.851,6	1.180.809,4
EBTIDA	-122.361,5	-28.790,1	-134.716,9	-162.042,6	58.231,0
Net Income	-117.596,4	-93.358,5	-161.709,6	-197.064,2	30.225,2
Advanced Future Capital Increase - AFAC	-	-	-	-	-
Dividends	-	-	-	-	-


Financial Indicators

Cost of Activity (%)	69,81
ROE (%)	1,87


Shareholder Structure (% total)

Brazilian Government	100	<div style="width: 100%;"></div>
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Personnel Data

Employees	Average age	Average Working Years
1.934	47 years	17 years


Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
34.757	10.214	2.743

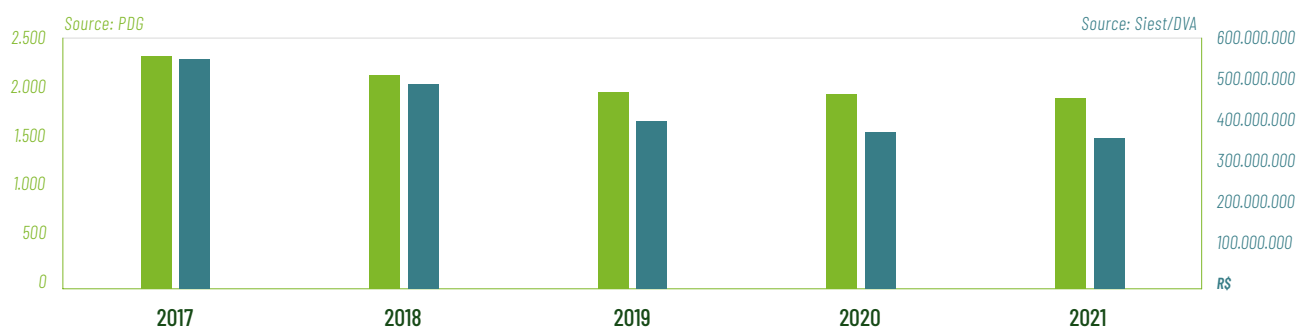


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	0,00%	3,51%	2,00%	1,00%	3,27%	10,12%
Readjustment/Inflation (%)	0,00%	118,98%	53,33%	23,20%	72,34%	42,58%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	42.763,54
C-Level's fixed salary/month	40.727,18
President's Potential Annual RVA	128.290,62
C-level's Potential Annual RVA	122.181,54
Board Salary/month	4.456,23
Fiscal Council Salary/ month	4.456,23



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	7
C-Level	5



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	65%	Beneficiaries	4.464
Total expenditure with Health Assistance Benefit	R\$ 21.994.446,01	Main Members	1.947
		Dependents	2.517



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
1.691	642	1.049	423,77	1,10%



Sponsored Pension Plan 2 Plans

Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
-	-38,30	-
-	2 Plans	-



Supply and Distribution Center of Minas Gerais - CeasaMinas

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Contagem - MG	Ministry of Agriculture, Livestock and Food Supply	Non Dependent	Small	State Law nº 5.577/1970	Food Supply


Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021*
Assets	57.939,6	63.614,5	67.492,1	74.689,9	-
Liabilities	25.388,0	28.614,6	28.332,0	31.408,3	-
Total Debt	-	-	-	-	-
Shareholders Equity	32.551,6	34.999,9	39.160,1	43.281,6	-
Gross Revenue	48.993,8	50.125,9	54.316,4	55.758,5	-
EBTIDA	3.725,3	4.943,2	10.298,9	11.805,2	-
Net Income	2.030,2	3.210,9	6.161,3	5.405,3	-
Advanced Future Capital Increase - AFAC	-	-	-	-	-
Dividends	-	-	537,8	1.463,3	-


Financial Indicators*

Cost of Activity (%)	-
ROE (%)	-


Shareholder Structure (% total)

Brazilian Government	99,57	<div style="width: 99.57%;"></div>
Others	0,43	<div style="width: 0.43%;"></div>


Personnel Data

Employees	Average age	Average Working Years
207	53 years	22 years


Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
-	-	-

* Until July, 2022, no General Assembly has been held to approve the 2021 financial statements.

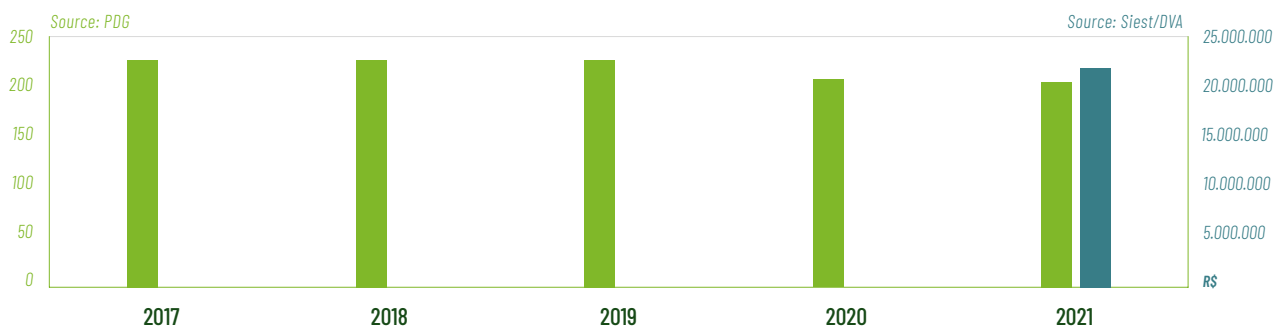


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	under negotiation					-
Readjustment/Inflation (%)	-	-	-	-	-	-



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	21.043,42
C-Level's fixed salary/month	18.939,08
President's Potential Annual RVA	63.130,26
C-level's Potential Annual RVA	56.817,24
Board Salary/month	2.127,72
Fiscal Council Salary/ month	2.127,72



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	6
C-Level	3



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	28%	Beneficiaries	381
Total expenditure with Health Assistance Benefit	R\$ 706.980,85	Main Members	166
		Dependents	215



Previdência Complementar

The company does not offer a complementary pension plan.


Brazilian Electric Company - Eletrobras

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Brasília-DF	Ministry of Mines and Energy	Non Dependent	Large	Law nº 3.890-A/1961	Oil, Gas and Energy


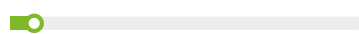



Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	172.975.359,0	181.710.095,0	178.622.483,0	178.966.449,0	188.303.069,0
Liabilities	126.583.386,0	122.156.782,0	107.412.972,0	105.141.095,0	111.808.969,0
Total Debt	46.670.390,0	55.817.142,0	49.106.830,0	48.055.228,0	44.919.129,0
Shareholders Equity	46.391.973,0	59.553.313,0	71.209.511,0	73.825.354,0	76.494.100,0
Gross Revenue	33.711.459,0	30.079.534,0	35.675.436,0	35.228.231,0	44.430.850,0
EBTIDA	3.563.359,0	18.111.357,0	14.758.976,0	10.487.161,0	15.132.154,0
Advanced Future Capital Increase - AFAC	-	-	-	-	5.713.633,0
Net Income	-1.725.691,0	13.347.577,0	11.133.420,0	6.387.313,0	-
Dividends	381.436,0	64.499,0	1.183.146,0	2.584.472,0	3.747.606,0


Financial Indicators

Cost of Activity (%)	31,80
ROE (%)	7,60
Net Debt/ EBITDA	2,96


Shareholder Structure (% total)

Brazilian Government	45,54	
BNDES	5,92	
BNDESPAR	10,23	
Others	38,31	


Personnel Data

Employees	Average age	Average Working Years
12.385	49 years	18 years


Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
76.563	12.745	2.081

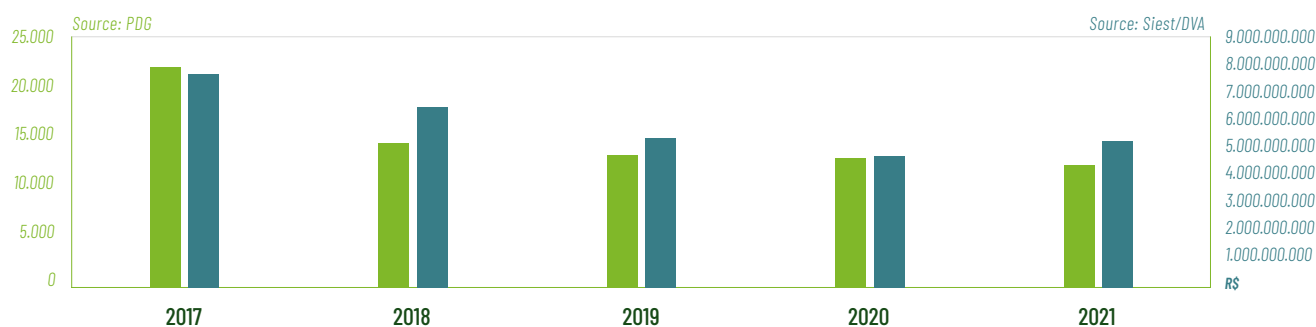


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	4,08%	1,69%	3,55%	2,46%	7,59%	20,81%
Readjustment/Inflation (%)	100,00%	61,23%	71,86%	102,50%	112,28%	91,70%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/year)

Institution	Board	Fiscal Council	C-level
Highest	65.284,32	65.284,32	1.027.824,23
Lowest	65.284,32	65.284,32	821.745,55
Average	66.037,08	65.284,32	1.105.273,57

Instrução CVM nº 80/2022 | Formulário de Referência 2022.



Board, Fiscal Council and C-level Members

Fiscal Council	5
Board	8
C-Level	7



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	92%	Beneficiaries	38.845
Total expenditure with Health Assistance Benefit	R\$ 410.112.304,56	Main Members	12.678
		Dependents	26.167



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
43.423	15.763	27.660	44.499,62	9,94%



Sponsored Pension Plan 17 Plans

	Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
	191,28	-3.720,66	0,00
	3 Plans	10 Plans	4 Plans



 **Brazilian Company Of Urban Trains - CBTU**

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Brasília - DF	Regional Development Ministry	Dependent	Large	Decree nº 89.396/1984	Infrastructure & Transport

 **Consolidated Financial Data** (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	4.713.504,0	4.848.806,1	3.531.165,3	3.177.067,1	2.851.006,7
Liabilities	4.232.642,6	4.704.104,2	3.387.218,9	3.465.519,3	4.009.194,4
Shareholders Equity	480.861,4	144.701,8	143.946,4	-288.452,2	-1.158.187,7
Gross Revenue	167.421,6	193.124,5	210.994,0	134.315,8	166.703,3
Result before Govt Subsidy	-1.081.027,9	-1.403.372,3	-1.226.205,2	-1.502.510,3	-2.173.002,3
Net Income	-149.062,9	-437.733,4	-105.147,8	-450.748,7	-902.441,4
Treasury Resources	1.022.112,2	999.682,3	1.158.845,1	1.069.884,2	1.304.156,1
Subsidy	931.965,0	965.639,0	1.121.057,4	1.051.761,6	1.270.560,9
Advanced Future Capital Increase - AFAC	90.147,2	34.043,4	37.787,8	18.122,6	33.595,2
Dividends	-	-	-	-	-

 **Financial Indicators**

Cost of Activity (%)	441,95
Financing Needs (%)	93,31

 **Shareholder Structure** (% total)

Brazilian Government	100	
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 **Personnel Data**

Employees	Average age	Average Working Years
4.335	49 years	18 years

 **Employees' Remuneration** (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
41.746	7.168	1.743

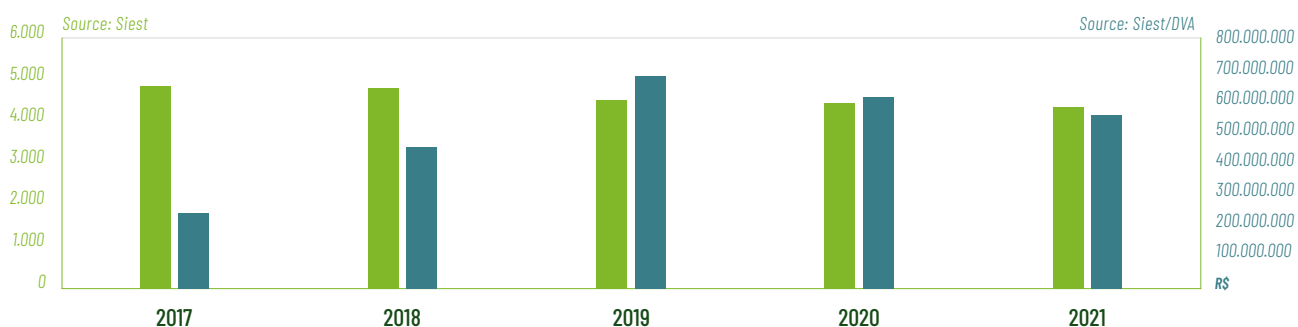


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	3,98%	1,01%	3,04%	0,00%	0,00%	8,23%
Readjustment/Inflation (%)	97,55%	36,59%	61,54%	0,00%	0,00%	36,24%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	22.352,89
C-Level's fixed salary/month	22.352,89
President's Potential Annual RVA	-
C-level's Potential Annual RVA	-
Board Salary/month	2.512,37
Fiscal Council Salary/ month	2.512,37



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	7
C-Level	4



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	34%	Beneficiaries	7.153
Total expenditure with Health Assistance Benefit	R\$ 22.698.571,65	Main Members	3.558
		Dependents	3.595



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
3.501	2.048	1.453	2.096,35	1,79%



Sponsored Pension Plan 1 Plan

Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
130,52	-	-
1 Plan	-	-


Development Company for São Francisco River and Parnaíba Valleys - Codevasf

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Brasília - DF	Regional Development Ministry	Dependent	Small	Law nº 6.088/1974	Infrastructure & Transport


Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	1.423.399,1	1.970.986,5	2.416.695,4	2.826.233,5	3.701.496,4
Liabilities	461.145,2	498.336,3	2.059.035,6	2.512.417,6	3.323.766,3
Shareholders Equity	962.253,9	1.472.650,1	357.659,9	313.815,9	377.730,1
Gross Revenue	67.927,6	27.116,7	37.350,7	15.935,9	22.718,8
Result before Govt Subsidy	-1.172.160,0	-626.540,0	-2.358.998,9	-1.079.334,6	-1.187.433,0
Net Income	-641.234,5	-3.985,5	-1.642.359,0	-356.686,8	-358.319,2
Treasury Resources	1.011.173,0	1.049.641,9	1.232.329,2	1.035.490,6	1.243.226,0
Subsidy	530.925,5	622.554,5	716.639,9	722.647,7	829.113,8
Advanced Future Capital Increase - AFAC	480.247,5	427.087,4	515.689,3	312.842,8	414.112,2
Dividends	-	-	-	-	-


Financial Indicators

Cost of Activity (%)	N.C.*
Financing Needs (%)	96,67

* NC - Not Calculable.


Shareholder Structure (% total)

Brazilian Government	100	<div style="width: 100%;"></div>
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Personnel Data

Employees	Average age	Average Working Years
1.689	51 years	20 years


Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
39.293	20.797	2.302

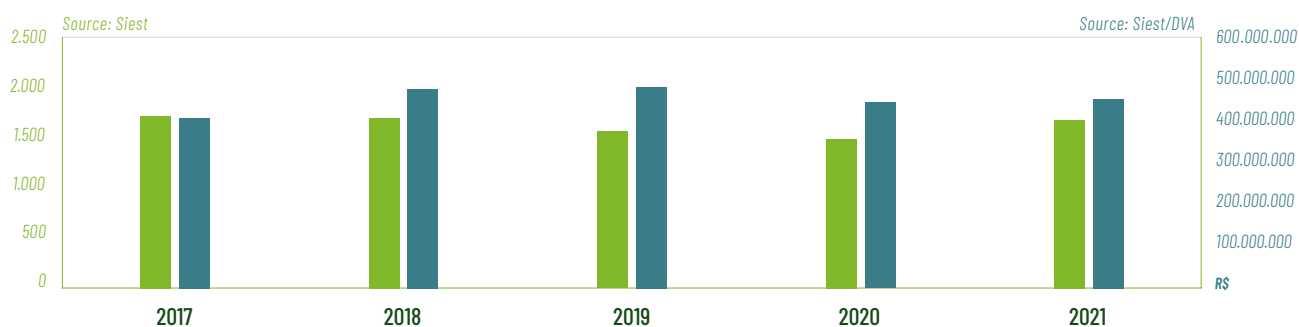


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	3,97%	1,69%	3,55%	0,00%	0,00%	9,48%
Readjustment/Inflation (%)	97,30%	61,23%	71,86%	0,00%	0,00%	41,76%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	33.047,43
C-Level's fixed salary/month	33.047,43
President's Potential Annual RVA	-
C-level's Potential Annual RVA	-
Board Salary/month	3.580,14
Fiscal Council Salary/ month	3.580,14



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	7
C-Level	4



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	40%	Beneficiaries	2.806
Total expenditure with Health Assistance Benefit	R\$ 11.630.292,79	Main Members	1.238
		Dependents	1.568



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
2.141	1.235	906	1.002,52	4,02%



Sponsored Pension Plan 3 Plans

Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
11,78	-	0,00
2 Plans	-	1 Plan


Supply and Distribution Center of São Paulo - CEAGESP

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
São Paulo - SP	Ministry of Economy	Non Dependent	Large	Fusion Ceagesp and Ceasa/SP (Law n. 9.497/1997)	Food Supply

Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	283.629,1	280.019,4	285.203,8	294.509,7	289.434,4
Liabilities	96.077,4	98.638,1	114.250,5	126.129,0	99.748,1
Total Debt	-	4.666,7	4.600,0	2.025,4	-
Shareholders Equity	187.551,7	181.381,3	170.953,3	168.380,7	189.686,3
Gross Revenue	110.297,5	103.782,8	117.790,9	133.144,3	152.303,8
EBTIDA	-10.411,4	5.681,8	-2.345,5	18.697,3	37.919,5
Net Income	-17.480,2	-9.084,9	-10.686,4	-2.689,8	27.382,1
Advanced Future Capital Increase - AFAC	-	-	-	-	-
Dividends	-	-	-	-	3.232,2

Financial Indicators

Cost of Activity (%)	45,38
ROE (%)	15,29

Shareholder Structure (% total)

Brazilian Government	99,68	<div style="width: 99.68%;"></div>
Others	0,32	<div style="width: 0.32%;"></div>

Personnel Data

Employees	Average age	Average Working Years
571	48 years	14 years

Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
27.300	7.181	2.058

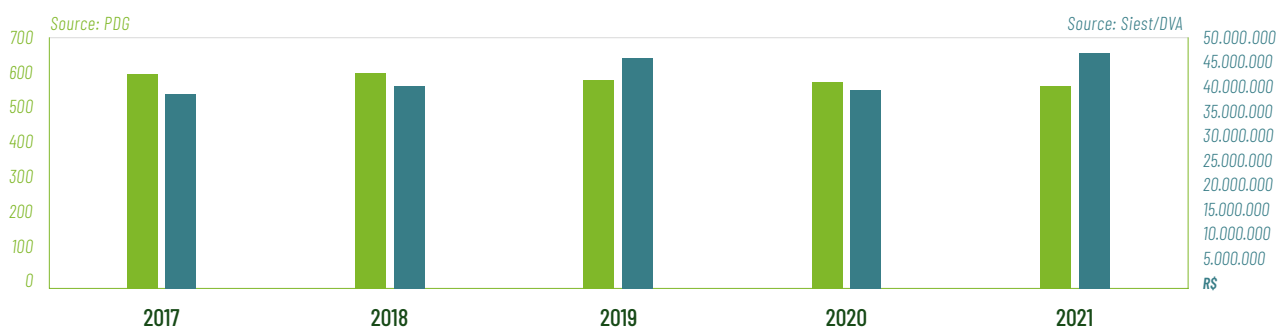


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	3,36%	1,70%	4,77%	2,05%	under negotiation	12,07%
Readjustment/Inflation (%)	93,33%	59,44%	102,36%	109,04%	-	52,96%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	32.057,24
C-Level's fixed salary/month	30.530,70
President's Potential Annual RVA	-
C-level's Potential Annual RVA	-
Board Salary/month	3.362,62
Fiscal Council Salary/ month	3.362,62



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	7
C-Level	3



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	92%	Beneficiaries	1.324
Total expenditure with Health Assistance Benefit	R\$ 13.953.464,40	Main Members	569
		Dependents	755



Pension Plans

The company does not offer a complementary pension plan.



Mineral Resources Research Company - CPRM

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Brasília - DF	Ministry of Mines and Energy	Dependent	Small	Decree-Law nº 764/1969	Research and Contracts Management

Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	190.221,8	196.256,0	278.837,2	240.780,8	260.727,7
Liabilities	206.065,0	205.576,7	223.746,8	207.109,9	214.796,3
Shareholders Equity	-15.843,2	-9.320,6	55.090,4	33.670,8	45.931,4
Gross Revenue	2.606,8	2.602,4	2.373,2	2.876,3	3.046,9
Result before Govt Subsidy	-538.997,4	-528.595,0	-423.442,9	-506.042,8	-474.532,5
Net Income	-6.275,0	9.961,5	70.159,3	-27.167,9	12.260,8
Treasury Resources	532.722,4	538.556,5	503.160,8	478.875,0	487.551,8
Subsidy	532.722,4	538.556,5	503.160,8	478.875,0	487.551,8
Advanced Future Capital Increase - AFAC	-	-	-	-	-
Dividends	-	-	-	-	-

Financial Indicators

Cost of Activity (%)	60,82
Financing Needs (%)	98,96

Shareholder Structure (% total)

Brazilian Government	97,33	
Eletrobras	0,41	
Petrobras	0,41	
Others	1,85	

Personnel Data

Employees	Average age	Average Working Years
1.535	49 years	18 years

Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
27.400	10.698	1.889

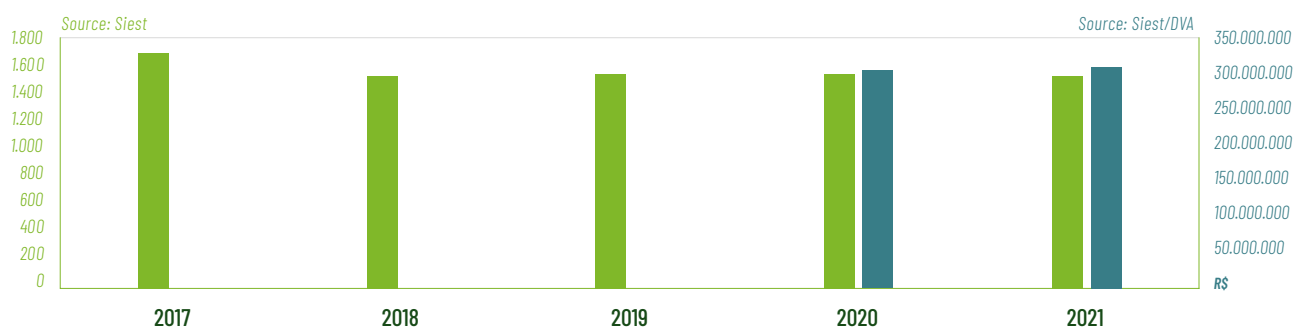


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	2,56%	2,11%	2,32%	0,00%	under negotiation	7,15%
Readjustment/Inflation (%)	85,33%	48,06%	68,84%	0,00%	-	31,10%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	27.745,96
C-Level's fixed salary/month	27.745,96
President's Potential Annual RVA	-
C-level's Potential Annual RVA	-
Board Salary/month	3.005,81
Fiscal Council Salary/ month	3.005,81



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	6
C-Level	5



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	62%	Beneficiaries	3.273
Total expenditure with Health Assistance Benefit	R\$19.511.848,40	Main Members	1.411
		Dependents	1.862



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
2.151	1.284	867	1.084,78	2,89%



Sponsored Pension Plan 1 Plan

Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
-	-53,74	-
-	1 Plan	-



Ceará's Port Authority - CDC

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Fortaleza - CE	Ministry of Infrastructure	Non Dependent	Small	Decree-Law 54.046/1964	Infrastructure & Transport


Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	351.676,3	337.159,4	314.364,6	316.265,9	322.308,8
Liabilities	25.127,2	21.217,4	64.264,1	66.568,9	61.310,6
Total Debt	-	-	-	377,1	386,8
Shareholders Equity	326.549,1	315.942,0	250.100,5	249.697,0	260.998,3
Gross Revenue	54.894,8	56.853,7	57.404,9	59.131,4	63.177,8
EBTIDA	2.619,0	1.180,6	-8.288,9	16.537,4	14.900,1
Net Income	-17.997,5	-14.744,9	-26.941,2	-44,1	-4.735,0
Advanced Future Capital Increase - AFAC	-	8.546,6	-	-	4.176,8
Dividends	-	-	-	-	-


Financial Indicators

Cost of Activity (%)	70,62
ROE (%)	-1,85


Shareholder Structure (% total)

Brazilian Government	100	<div style="width: 100%;"></div>
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Personnel Data

Employees	Average age	Average Working Years
61	49 years	19 years


Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
22.000	9.000	2.000

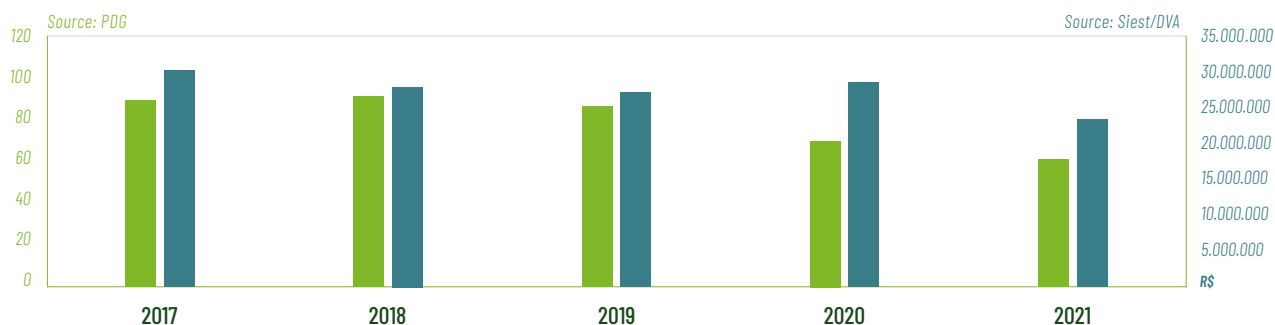


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	0,00%	3,00%	2,39%	1,03%	5,34%	12,24%
Readjustment/Inflation (%)	0,00%	104,90%	51,29%	54,79%	66,25%	53,71%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	19.003,92
C-Level's fixed salary/month	17.886,04
President's Potential Annual RVA	-
C-level's Potential Annual RVA	-
Board Salary/month	2.561,17
Fiscal Council Salary/ month	2.561,17



Board, Fiscal Council and C-level Members

Fiscal Council	6
Board	6
C-Level	4



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	90%	Beneficiaries	241
Total expenditure with Health Assistance Benefit	R\$ 1.334.899,19	Main Members	100
		Dependents	141



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
9.145	756	8.389	1.520,94	20,35%



Sponsored Pension Plan 1 Plan

Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
4,68	-	-
1 Plan	-	-

 **Espírito Santo's Port Authority - CODESA**

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Vitória - ES	Ministry of Infrastructure	Non Dependent	Large	Decree nº 87.560/1982	Infrastructure & Transport


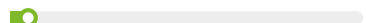
 **Consolidated Financial Data** (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	560.521,1	607.939,5	596.751,3	622.183,6	694.900,8
Liabilities	88.603,8	90.590,3	240.852,8	221.997,4	206.003,4
Total Debt	257,7	-	5.362,5	5.636,3	5.564,2
Shareholders Equity	471.917,3	517.349,2	355.898,5	400.186,2	488.897,4
Gross Revenue	138.917,8	144.662,0	154.628,2	146.798,0	197.468,2
EBTIDA	-11.686,3	-3.134,4	454,9	50.761,4	48.909,3
Net Income	-25.625,2	-18.649,1	-13.827,4	29.593,2	67.504,4
Advanced Future Capital Increase - AFAC	47.782,9	58.398,7	24.461,7	5.781,5	8.705,6
Dividends	492,5	-	-	-	-

 **Financial Indicators**

Cost of Activity (%)	35,81
ROE (%)	15,19

 **Shareholder Structure** (% total)

Brazilian Government	99,45	
Others	0,55	

 **Personnel Data**

Employees	Average age	Average Working Years
236	48 years	17 years

 **Employees' Remuneration** (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
29.952	8.032	557

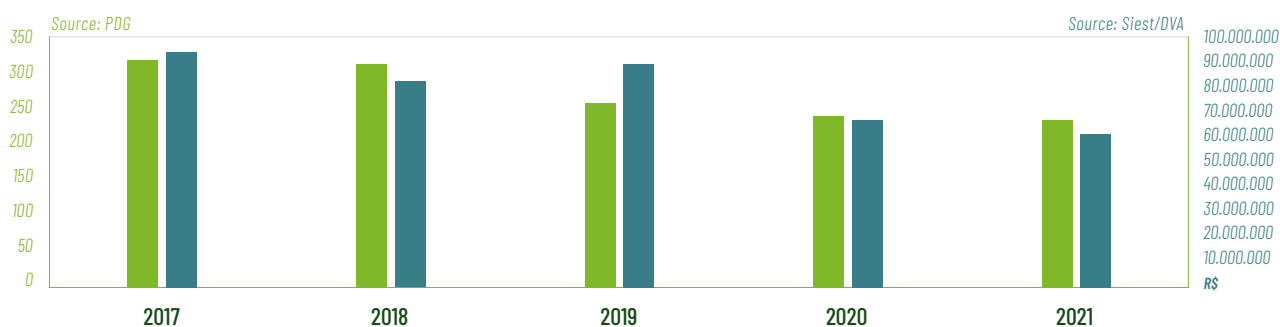


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	0,00%	4,23%	4,78%	1,23%	under negotiation	12,90%
Readjustment/Inflation (%)	0,00%	147,90%	102,58%*	109,04%	-	56,62%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	22.304,57
C-Level's fixed salary/month	20.074,11
President's Potential Annual RVA	33.456,86
C-level's Potential Annual RVA	30.111,17
Board Salary/month	2.946,23
Fiscal Council Salary/ month	2.946,23



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	6
C-Level	4



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	94%	Beneficiaries	753
Total expenditure with Health Assistance Benefit	R\$ 6.582.373,55	Main Members	255
		Dependents	498



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
9.145	756	8.389	1.520,94	22,49%



Sponsored Pension Plan 1 Plan

Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
4,68	-	-
1 Plan	-	-



Bahia's Port Authority - CODEBA

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Salvador - BA	Ministry of Infrastructure	Non Dependent	Large	Law nº 6.222/1975	Infrastructure & Transport


Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	490.711,5	391.316,4	398.560,6	398.603,1	431.079,4
Liabilities	88.726,1	207.409,3	218.605,5	212.234,1	175.484,4
Total Debt	-	-	-	-	-
Shareholders Equity	401.985,3	183.907,1	179.955,1	186.369,0	255.595,1
Gross Revenue	142.318,5	141.855,7	160.258,2	158.542,6	200.962,2
EBTIDA	11.973,0	-6.463,9	21.435,9	20.878,1	77.537,7
Net Income	1.828,7	-11.497,2	5.004,4	4.146,0	45.455,0
Advanced Future Capital Increase - AFAC	-	-65.415,0*	-	2.867,4	8.870,2
Dividends	5.068,7	473,5	-	-	-

*In January 2018, R\$66,591,566 returned to the Treasury due to the suspension of the breakwater project.


Financial Indicators

Cost of Activity (%)	55,25
ROE (%)	20,57


Shareholder Structure (% total)

Brazilian Government	98,36	<div style="width: 98.36%;"></div>
Others	1,64	<div style="width: 1.64%;"></div>


Personnel Data

Employees	Average age	Average Working Years
273	52 years	23 years


Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
34.440	7.554	1.792

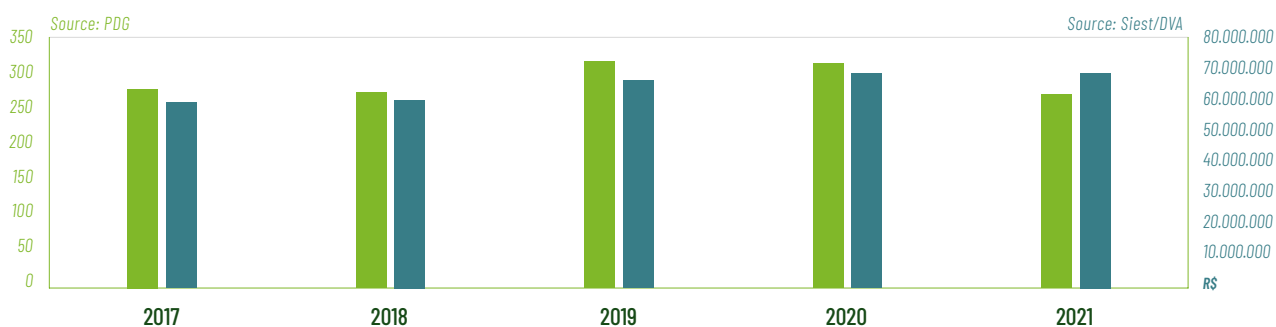


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	0,00%	4,25% *	2,50%	2,00%	4,45%	13,83%
Readjustment/Inflation (%)	0,00%	148,60%	53,65%	106,38%	55,21%	60,69%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	19.003,92
C-Level's fixed salary/month	17.886,04
President's Potential Annual RVA	57.011,76
C-level's Potential Annual RVA	53.658,12
Board Salary/month	2.499,80
Fiscal Council Salary/ month	2.499,80



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	7
C-Level	4



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	82%	Beneficiaries	691
Total expenditure with Health Assistance Benefit	R\$ 7.349.696,75	Main Members	276
		Dependents	415



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
9.145	756	8.389	1.520,94	0,89%



Sponsored Pension Plan 1 Plan

Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
4,68	-	-
1 Plan	-	-



Rio Grande do Norte's Port Authority - CODERN

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Natal - RN	Ministry of Infrastructure	Non Dependent	Small	Decree-Law nº 794/1969	Infrastructure & Transport


Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021*
Assets	473.715,1	420.927,9	373.281,0	371.621,3	-
Liabilities	184.500,4	223.700,3	339.343,9	288.314,0	-
Total Debt	-	-	-	-	-
Shareholders Equity	289.214,7	197.227,6	33.937,1	83.307,3	-
Gross Revenue	52.230,6	62.102,1	62.091,0	62.736,3	-
EBTIDA	-108.108,1	-39.384,5	-59.800,9	-18.402,9	-
Net Income	-208.351,1	-146.232,5	-119.359,5	-48.219,8	-
Advanced Future Capital Increase - AFAC	5.310,8	-	-	9.310,9	-
Dividends	-	-	-	-	-


Financial Indicators*

Cost of Activity (%)	-
ROE (%)	-


Shareholder Structure (% total)

Brazilian Government	100	<div style="width: 100%;"></div>
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Personnel Data

Employees	Average age	Average Working Years
310	48 years	17 years


Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
-	-	-

* Until July, 2022, no General Assembly has been held to approve the 2021 financial statements.

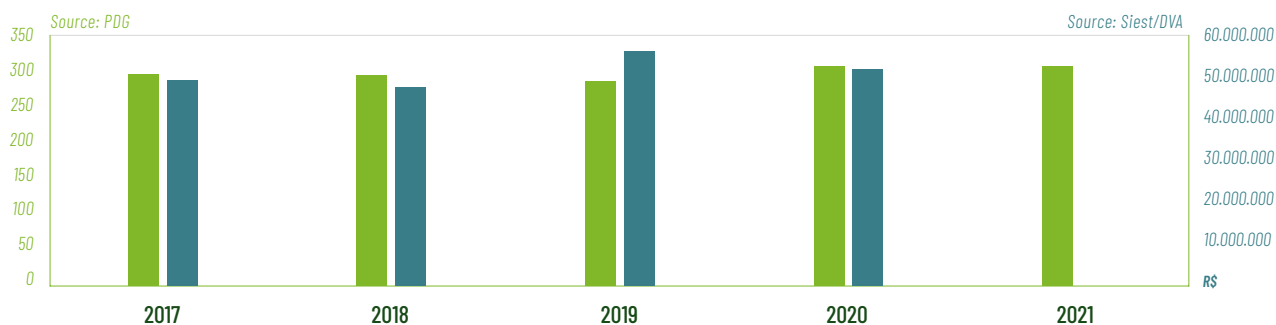


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	0,00%	4,25%	2,39%	0,00%	under negotiation	6,74%
Readjustment/Inflation (%)	0,00%	148,60%*	51,29%	0,00%	-	29,59%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	18.958,88
C-Level's fixed salary/month	17.843,65
President's Potential Annual RVA	-
C-level's Potential Annual RVA	-
Board Salary/month	2.407,27
Fiscal Council Salary/ month	2.407,27



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	6
C-Level	3



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	85%	Beneficiaries	606
Total expenditure with Health Assistance Benefit	R\$ 2.097.525,04	Main Members	227
		Dependents	379



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
9.145	756	8.389	1.520,94	N.A.*

* Not Available.



Sponsored Pension Plan 1 Plan

	Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
	4,68	-	-
1 Plan		-	-


Para's Port Authority - CDP

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Belém - PA	Ministry of Infrastructure	Non Dependent	Large	Decree-Law nº 155/1967	Infrastructure & Transport

Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	419.305,1	372.855,9	402.640,4	480.844,7	576.565,3
Liabilities	48.432,8	102.189,0	111.267,0	129.098,5	170.704,6
Total Debt	-	-	-	-	-
Shareholders Equity	370.872,3	270.666,9	291.373,4	351.746,2	405.860,7
Gross Revenue	179.771,7	165.977,6	226.657,1	282.911,9	308.161,3
EBTIDA	25.220,8	-318,3	30.819,7	103.140,6	113.472,9
Net Income	6.509,2	-33.173,2	29.896,6	59.749,7	71.345,1
Advanced Future Capital Increase - AFAC	632,1	-	250,0	617,8	2.152,9
Dividends	-	-	-	-	-

Financial Indicators

Cost of Activity (%)	39,03
ROE (%)	18,83

Shareholder Structure (% total)

Brazilian Government	100	<div style="width: 100%;"></div>
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Personnel Data

Employees	Average age	Average Working Years
480	47 years	16 years

Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
43.475	10.180	1.198

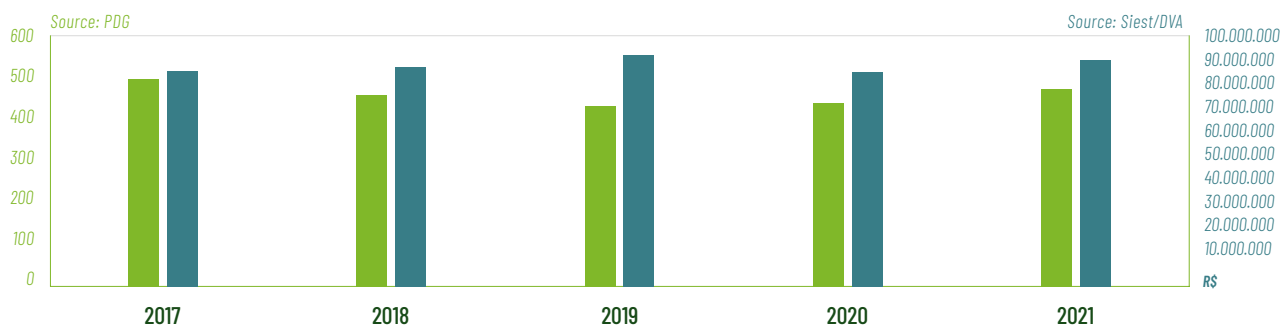


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	3,59%	0,00%	0,00%	0,00%	7,12%	10,98%
Readjustment/Inflation (%)	99,72%	0,00%	0,00%	0,00%	88,34%	48,18%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	22.357,55
C-Level's fixed salary/month	20.121,80
President's Potential Annual RVA	67.072,65
C-level's Potential Annual RVA	60.365,40
Board Salary/month	2.974,56
Fiscal Council Salary/ month	2.974,56



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	7
C-Level	3



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	71%	Beneficiaries	1.193
Total expenditure with Health Assistance Benefit	R\$ 4.426.733,05	Main Members	427
		Dependents	766



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
9.145	756	8.389	1.520,94	5,41%



Sponsored Pension Plan 1 Plan

Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
4,68	-	-
1 Plan	-	-


Rio de Janeiro's Port Authority - CDRJ

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Rio de Janeiro - RJ	Ministry of Infrastructure	Non Dependent	Large	Decree-Law nº 256/1967	Infrastructure & Transport

Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	2.137.994,1	2.105.443,2	1.982.656,0	1.914.092,8	2.194.991,3
Liabilities	2.942.611,8	3.810.949,9	2.450.381,8	2.377.107,4	2.710.125,6
Total Debt	614.857,4	-	-	-	-
Shareholders Equity	-804.617,7	-1.705.506,7	-467.725,8	-463.014,6	-515.134,3
Gross Revenue	381.955,9	444.274,2	509.946,0	651.902,5	1.043.614,9
EBTIDA	-105.316,3	-73.669,7	1.104.075,4	214.138,1	134.641,5
Net Income	-388.969,2	-330.745,1	947.891,6	-14.252,9	-165.722,0
Advanced Future Capital Increase - AFAC	24.752,0	-	-	-	77.173,9
Dividends	-	-	-	-	-

Financial Indicators

Cost of Activity (%)	15,06
ROE (%)	N.C.*

* NC - Not Calculable.

Shareholder Structure (% total)

Brazilian Government	99,99	
Others	0,01	

Personnel Data

Employees	Average age	Average Working Years
719	53 years	24 years

Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
60.451	12.744	1.527

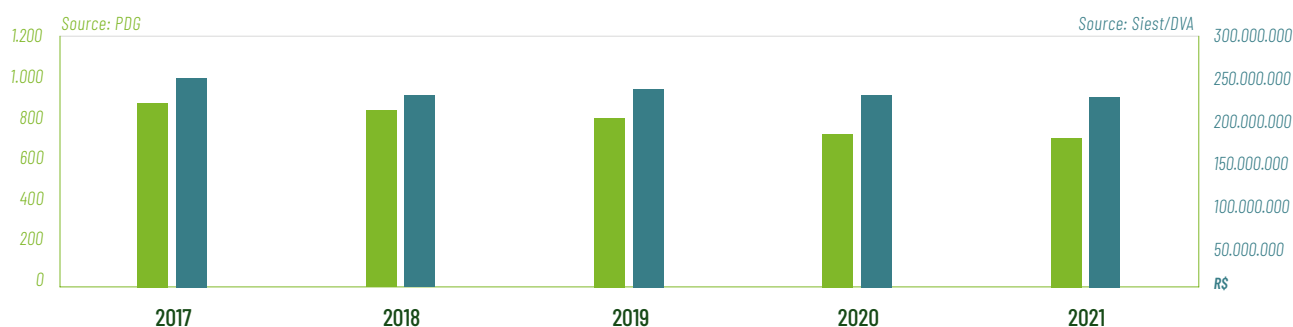


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	0,00%	0,00%	6,77%	0,00%	4,70%	11,79%
Readjustment/Inflation (%)	0,00%	0,00%	145,28% *	0,00%	58,31%	51,74%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	29.776,59
C-Level's fixed salary/month	26.207,13
President's Potential Annual RVA	89.329,77
C-level's Potential Annual RVA	78.621,39
Board Salary/month	3.741,37
Fiscal Council Salary/ month	3.741,37



Board, Fiscal Council and C-level Members

Fiscal Council	4
Board	7
C-Level	4



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	80%	Beneficiaries	1.645
Total expenditure with Health Assistance Benefit	R\$ 19.560.489,62	Main Members	634
		Dependents	1.011



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
9.145	756	8.389	1.520,94	11,21%



Sponsored Pension Plan 1 Plan

Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
4,68	-	-
1 Plan	-	-


Brazilian Food Supply Company - Conab

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Brasília - DF	Ministry of Agriculture, Livestock and Food Supply	Dependent	Large	Law nº 8.029/1990	Food Supply


Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	2.439.837,4	1.978.287,2	3.550.755,5	3.578.275,2	3.410.025,3
Liabilities	2.064.221,3	1.608.768,1	3.197.861,8	3.256.511,5	3.115.235,2
Shareholders Equity	375.616,1	369.519,1	352.893,8	321.763,7	294.790,1
Gross Revenue	515.243,0	302.702,6	233.528,2	211.258,1	179.786,0
Result before Govt Subsidy	-984.229,1	-905.587,8	-1.059.128,5	-1.008.011,5	-1.079.693,6
Net Income	-20.376,5	-6.097,0	-16.625,3	-30.411,0	-27.344,6
Treasury Resources	963.852,6	899.490,7	1.042.503,2	977.600,5	1.052.349,1
Subsidy	963.852,6	899.490,7	1.042.503,2	977.600,5	1.052.349,1
Advanced Future Capital Increase - AFAC	-	-	-	-	-
Dividends	1.830,0	-	-	-	-


Financial Indicators

Cost of Activity (%)	85,57
Financing Needs (%)	80,82


Shareholder Structure (% total)

Brazilian Government	100	<div style="width: 100%;"></div>
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Personnel Data

Employees	Average age	Average Working Years
3.778	57 years	20 years


Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
39.293	8.812	1.213

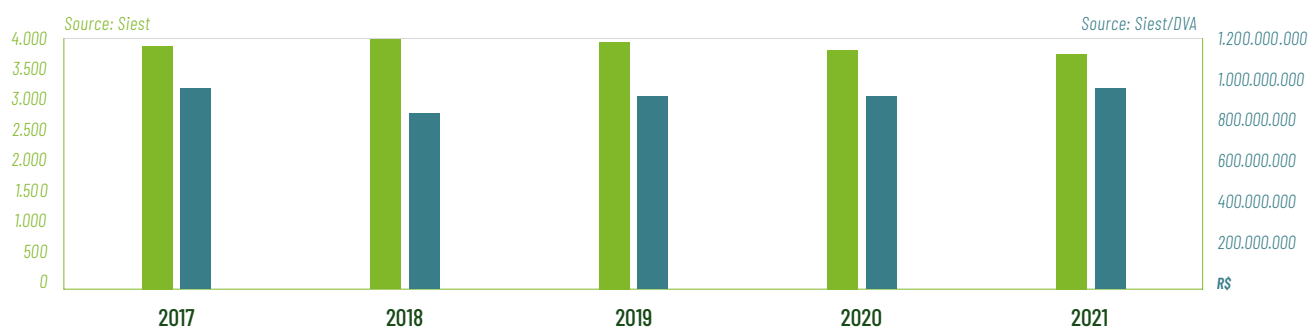


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	1,73%	2,18%		under negotiation		3,95%
Readjustment/Inflation (%)	70,33%	52,03%				16,43%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	31.591,09
C-Level's fixed salary/month	31.591,09
President's Potential Annual RVA	-
C-level's Potential Annual RVA	-
Board Salary/month	3.422,37
Fiscal Council Salary/ month	3.422,37



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	7
C-Level	5



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	86%	Beneficiaries	8.720
Total expenditure with Health Assistance Benefit	R\$ 72.557.052,96	Main Members	3.802
		Dependents	4.918



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
4.883	2.970	1.913	2.579,99	10,81%



Sponsored Pension Plan 3 Plans

Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
155,05	-1,15	0,00
1 Plan	1 Plan	1 Plan

 **Brazilian Communication Enterprise - EBC**

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Brasília - DF	Ministry of Communications	Dependent	Small	Decree nº 6.146/2007	Information Technology and Communication

 **Consolidated Financial Data** (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	1.153.369,8	559.972,4	558.947,7	559.093,4	569.897,8
Liabilities	795.021,2	158.467,3	159.630,9	144.081,6	137.123,4
Shareholders Equity	358.348,6	401.505,1	399.316,8	415.011,8	432.774,4
Gross Revenue	48.662,5	59.112,4	41.653,7	43.666,5	42.057,2
Result before Govt Subsidy	-433.019,7	-455.690,0	-331.780,5	-393.026,0	-398.395,4
Net Income	-5.360,7	20.445,0	17.710,5	2.747,1	3.761,6
Treasury Resources	430.424,1	478.314,2	365.176,1	409.217,2	416.331,1
Subsidy	430.424,1	478.314,2	357.905,2	396.269,3	402.158,9
Advanced Future Capital Increase - AFAC	-	-	7.270,9	12.947,9	14.172,2
Dividends	-	-	28.778,6	-	-

 **Financial Indicators**

Cost of Activity (%)	1034,21
Financing Needs (%)	74,55

 **Shareholder Structure** (% total)

Brazilian Government	100	
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 **Personnel Data**

Employees	Average age	Average Working Years
1.849	47 years	15 years

 **Employees' Remuneration** (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
47.039	10.496	2.595

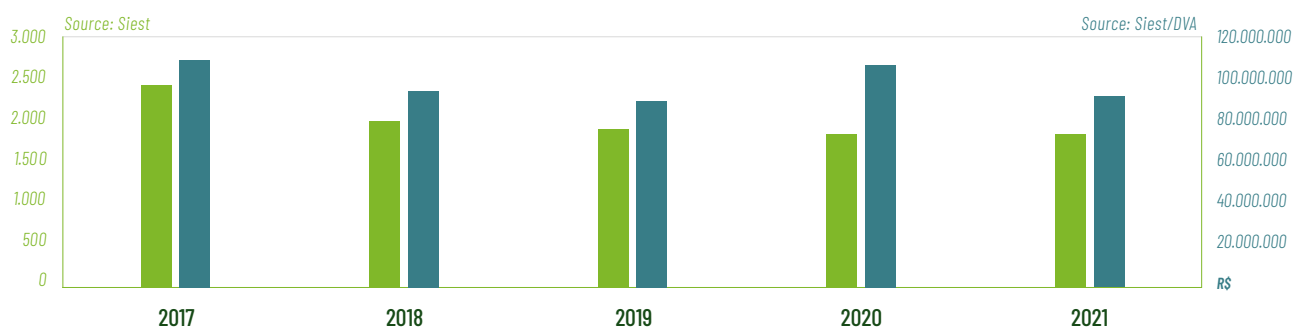


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	0,00%	3,60%	1,79%	under negotiation		5,45%
Readjustment/Inflation (%)	0,00%	78,95%	70,47%	-	-	20,47%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	29.572,70
C-Level's fixed salary/month	25.136,79
President's Potential Annual RVA	-
C-level's Potential Annual RVA	-
Board Salary/month	2.836,15
Fiscal Council Salary/ month	2.836,15



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	9
C-Level	6



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	37%	Beneficiaries	2.717
Total expenditure with Health Assistance Benefit	R\$ 22.489.435,24	Main Members	1.509
		Dependents	1.208



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
1.059	915	144	361,89	7,33%



Sponsored Pension Plan 1 Plan

Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
7,30	-	-
1 Plan	-	-



Pre-Salt Oil Company - PPSA

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Rio de Janeiro - RJ	Ministry of Mines and Energy	Non Dependent	Small	Decree nº 8.063/2013	Research and Contracts Management


Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	38.286,3	80.095,8	123.391,0	189.142,6	161.176,9
Liabilities	3.646,1	15.055,4	28.167,4	48.917,4	27.489,1
Total Debt	-	-	6.782,3	4.795,9	3.462,5
Shareholders Equity	34.640,2	65.040,4	95.223,6	140.225,2	133.687,8
Gross Revenue	36.990,4	98.949,2	113.167,2	171.840,4	70.352,9
EBTIDA	-843,5	45.094,5	53.967,9	89.738,4	924,9
Net Income	297,0	30.953,8	34.863,2	55.870,9	-6.537,4
Advanced Future Capital Increase - AFAC	-	6.000,0	3.600,0	2.400,0	-
Dividends	-	-	6.553,6	8.280,0	13.269,3


Financial Indicators

Cost of Activity (%)	71,60
ROE (%)	-4,77


Shareholder Structure (% total)

Brazilian Government	100	<div style="width: 100%;"></div>
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Personnel Data

Employees	Average age	Average Working Years
58	54 years	3 years


Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
44.905	34.124	13.474

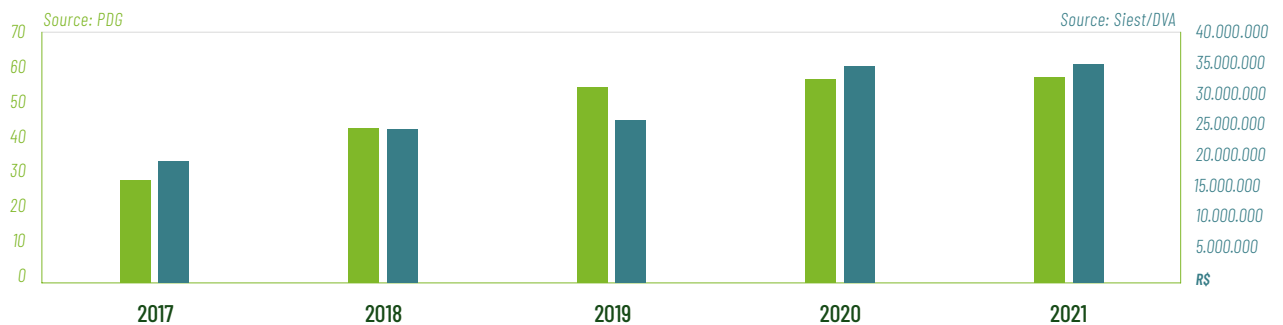


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	The company does not have Collective Bargaining Agreement – readjustment only under administrative requirement.					
Readjustment/Inflation (%)						



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	73.032,62
C-Level's fixed salary/month	69.661,89
President's Potential Annual RVA	-
C-level's Potential Annual RVA	-
Board Salary/month	7.638,00
Fiscal Council Salary/ month	7.638,00



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	5
C-Level	4



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	27%	Beneficiaries	106
Total expenditure with Health Assistance Benefit	R\$ 338.247,89	Main Members	41
		Dependents	65



Pension Plans

The company does not offer a complementary pension plan.

Brazilian Post Office Company - Correios

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Brasília - DF	Ministry of Communications	Non Dependent	Large	Decree-Law nº 509/1969	Information Technology and Communication

Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	13.460.218,5	13.523.940,0	14.335.485,4	14.323.933,7	17.713.851,6
Liabilities	13.300.728,5	13.269.225,8	14.188.641,7	13.374.193,7	15.464.442,0
Total Debt	727.728,9	545.082,3	1.703.967,9	2.013.834,8	1.835.078,7
Shareholders Equity	159.490,0	254.714,1	146.843,7	949.740,0	2.249.409,6
Gross Revenue	18.309.924,4	18.907.982,1	19.104.605,3	17.963.560,6	22.090.670,7
EBTIDA	1.074.099,1	335.584,0	675.150,0	1.454.968,6	3.101.260,0
Net Income	667.308,2	161.049,3	102.120,8	1.530.375,8	2.276.469,1
Advanced Future Capital Increase - AFAC	-	224.000,0	-	-	-
Dividends	-	-	-	-	-

Financial Indicators

Cost of Activity (%)	74,49
ROE (%)	142,32

Shareholder Structure (% total)

Brazilian Government	100
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Personnel Data

Employees	Average age	Average Working Years
89.854	46 years	19 years

PDV Expenditure per employee

Average Cost	Dismissed Employees
88.379,99	6.296

Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
55.365	4.354	1.473

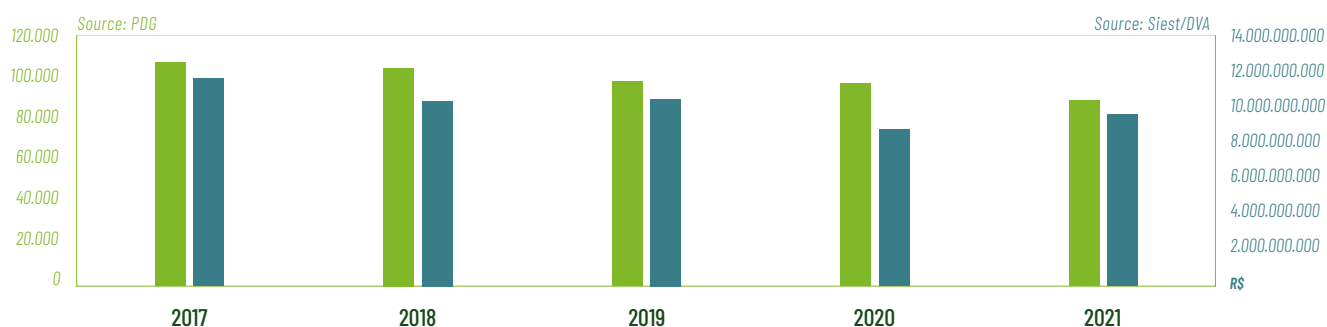


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	2,07%	3,61%	3,00%	2,60%	9,75%	22,66%
Readjustment/Inflation (%)	76,38%	80,58%	93,17%	112,55%	108,45%	96,35%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	46.727,77
C-Level's fixed salary/month	40.632,85
President's Potential Annual RVA	-
C-level's Potential Annual RVA	-
Board Salary/month	4.496,22
Fiscal Council Salary/ month	4.496,22



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	7
C-Level	7



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	69%
Total expenditure with Health Assistance Benefit	R\$ 1.671.641.203,87

Beneficiaries	193.910
Main Members	81.696
Dependents	112.214

Paid PLR (total amount)

R\$ 62.676.000



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
158.442	121.557	36.885	10.059,81	5,29%



Sponsored Pension Plan 2 Plans

	Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
	5,52	-7.799,19	-
1 Plan	1 Plan		-



Brazilian Company of Blood Derivatives and Biotechnology - HEMOBRÁS

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Brasília - DF	Ministry of Health	Non Dependent	Large	Law nº 10.972/2004	Industry



Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	1.450.199,3	1.741.262,5	1.868.977,2	2.066.122,1	2.143.698,8
Liabilities	667.376,4	660.914,6	644.712,4	848.185,5	691.729,2
Total Debt	-	-	-	-	-
Shareholders Equity	782.823,0	1.080.347,9	1.224.264,8	1.217.936,6	1.451.969,6
Gross Revenue	738.932,2	729.508,4	815.421,0	781.920,0	990.080,0
EBTIDA	263.420,3	93.883,3	164.606,1	140.312,0	274.576,8
Net Income	171.913,7	-21.029,7	143.916,8	-6.328,2	234.033,0
Advanced Future Capital Increase - AFAC	65.425,6	780.642,5	-	-	-
Dividends	-	-	-	-	-



Financial Indicators

Cost of Activity (%)	67,24
ROE (%)	17,53



Shareholder Structure (% total)

Brazilian Government	100	<div style="width: 100%;"></div>
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Personnel Data

Employees	Average age	Average Working Years
195	39 years	7 years



Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
28.075	7.224	3.429

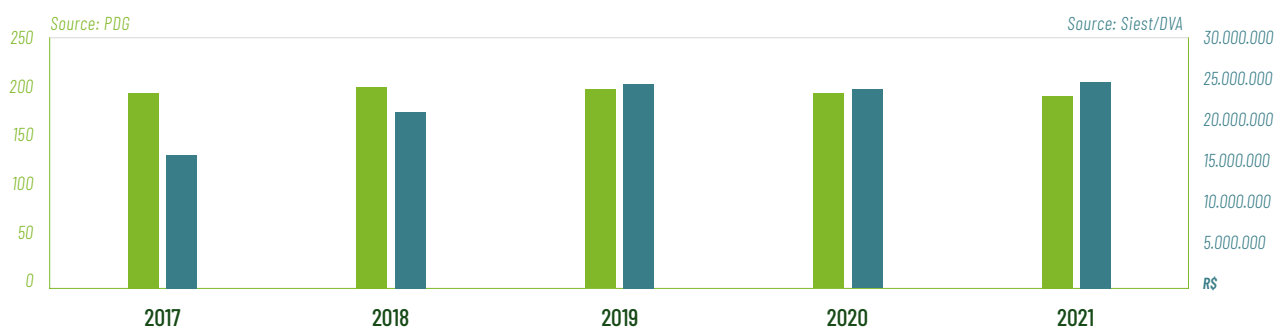


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	4,69%	1,80%	2,16%	2,74%	3,26%	15,51%
Readjustment/Inflation (%)	98,53%	63,38%	55,53%	68,33%	62,69%	69,02%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	29.398,71
C-Level's fixed salary/month	27.998,77
President's Potential Annual RVA	-
C-level's Potential Annual RVA	-
Board Salary/month	3.083,75
Fiscal Council Salary/ month	3.083,75



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	11
C-Level	3



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	28%	Beneficiaries	350
Total expenditure with Health Assistance Benefit	R\$ 949.475,93	Main Members	165
		Dependents	185



Pension Plans

The company does not offer a complementary pension plan.


Brazilian Company for Airport Infrastructure - Infraero

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Brasília - DF	Ministry of Infrastructure	Non Dependent	Large	Law nº 5.862/1972	Infrastructure & Transport


Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	5.724.614,8	4.996.208,9	5.202.996,0	2.875.285,0	2.810.556,6
Liabilities	3.820.620,9	3.190.082,8	2.610.909,4	2.360.163,0	2.429.460,7
Total Debt	-	-	-	54.400,0	-
Shareholders Equity	1.903.993,8	1.806.126,1	2.592.086,6	515.122,0	381.095,9
Gross Revenue	3.394.235,0	2.856.897,0	2.930.170,7	1.650.646,8	1.932.328,9
EBITDA	-1.703.860,0	-668.562,0	-179.835,0	-2.266.334,7	-261.096,1
Net Income	-1.830.563,5	-687.609,0	-149.574,5	-2.199.390,3	-216.192,4
Advanced Future Capital Increase - AFAC	3.002.695,8	1.107.304,0	1.477.158,0	9.999,8	-
Dividends	-	-	-	-	-


Financial Indicators

Cost of Activity (%)	63,26
ROE (%)	-48,25


Shareholder Structure (% total)

Brazilian Government	100	<div style="width: 100%;"></div>
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Personnel Data

Employees	Average age	Average Working Years
5.575	47 years	16 years


Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
41.055	7.295	2.218

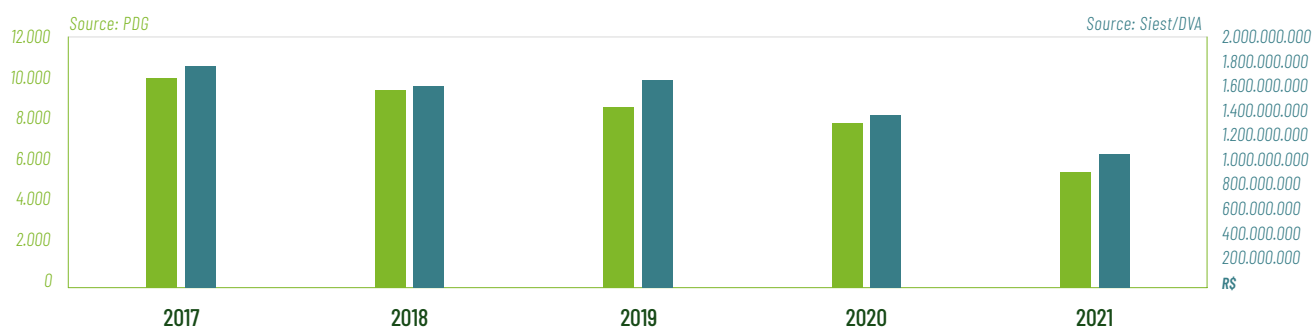


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	3,99%	1,26%	3,55%	1,85%	4,45%	15,99%
Readjustment/Inflation (%)	97,79%	45,65%	71,86%	76,88%	65,83%	70,45%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	38.173,81
C-Level's fixed salary/month	36.356,01
President's Potential Annual RVA	-
C-level's Potential Annual RVA	-
Board Salary/month	3.987,80
Fiscal Council Salary/ month	3.987,80



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	7
C-Level	4



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	42%	Beneficiaries	13.572
Total expenditure with Health Assistance Benefit	R\$ 103.656.952,40	Main Members	6.200
		Dependents	7.372



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
11.528	6.351	5.177	3.973,26	2,59%



Sponsored Pension Plan 3 Plans

	Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
	10,06	-217,68	-
2 Plans		1 Plan	-

Brazilian Agricultural Research Corporation - Embrapa

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Brasília - DF	Ministry of Agriculture, Livestock and Food Supply	Dependent	Small	Law nº 5.851/1972	Research and Contracts Management

Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	1.344.489,7	1.510.120,2	1.539.350,5	1.545.981,4	1.563.859,4
Liabilities	483.085,5	761.142,5	977.333,1	952.476,0	1.384.489,0
Shareholders Equity	861.404,2	748.977,7	562.017,4	593.505,4	179.370,4
Gross Revenue	23.970,1	25.067,2	27.631,2	26.222,4	39.750,1
Result before Govt Subsidy	-3.708.899,0	-3.816.652,6	-3.996.725,4	-3.505.318,2	-3.485.053,2
Net Income	-385.773,0	-271.161,2	-246.231,7	-59.690,5	-39.980,4
Treasury Resources	3.323.126,0	3.545.491,4	3.750.493,7	3.509.034,0	3.445.072,8
Subsidy	3.323.126,0	3.545.491,4	3.750.493,7	3.445.627,7	3.445.072,8
Advanced Future Capital Increase - AFAC	-	-	-	63.406,3	-
Dividends	-	-	-	-	-

Financial Indicators

Cost of Activity (%)	8,27
Financing Needs (%)	97,03

Shareholder Structure (% total)

Brazilian Government	100	<div style="width: 100%;"></div>
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Personnel Data

Employees	Average age	Average Working Years
8.016	53 years	22 years

Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
39.293	20.004	2.396

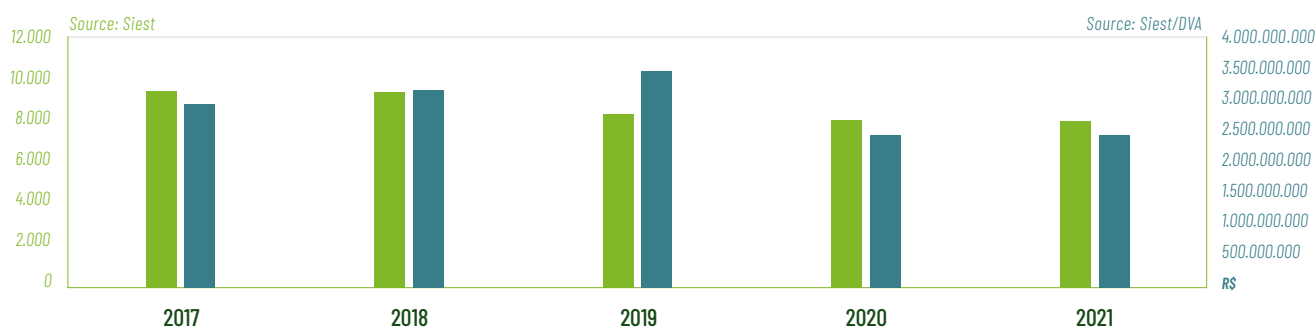


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	3,97%	1,69%	3,55%	0,00%	0,00%	9,48%
Readjustment/Inflation (%)	97,30%	61,23%	71,86%	0,00%	0,00%	41,77%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	31.230,78
C-Level's fixed salary/month	31.230,78
President's Potential Annual RVA	-
C-level's Potential Annual RVA	-
Board Salary/month	3.383,33
Fiscal Council Salary/ month	3.383,33



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	7
C-Level	5



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	47%	Beneficiaries	17.365
Total expenditure with Health Assistance Benefit	R\$ 61.232.266,34	Main Members	6.622
		Dependents	10.743



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
11.787	6.653	5.134	7.142,91	5,04%



Sponsored Pension Plan 2 Plans

	Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
	159,83	-	0,00
1 Plan	-	-	1 Plan


Brazilian Company for Hospital Services - Ebserh

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Brasília - DF	Ministry of Education	Dependent	Large	Law nº 12.550/2011	Health Care


Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	374.130,1	675.271,1	1.084.175,7	1.695.114,7	2.050.866,4
Liabilities	267.074,0	738.393,2	1.210.690,9	1.640.616,0	2.102.109,4
Shareholders Equity	107.056,1	-63.122,1	-126.515,3	54.498,7	-51.243,0
Gross Revenue	344.578,4	514.945,3	68.951,6	88.713,9	144.216,4
Result before Govt Subsidy	-3.655.050,7	-4.767.914,0	-5.925.922,8	-7.335.333,6	-8.393.945,8
Net Income	-14.898,6	-227.456,7	-117.909,9	-13.719,8	-218.107,3
Treasury Resources	3.655.204,2	4.551.132,7	5.793.001,3	7.321.613,9	8.288.204,2
Subsidy	3.640.152,2	4.540.457,4	5.808.012,9	7.321.613,9	8.175.838,5
Advanced Future Capital Increase - AFAC	15.052,0	10.675,3	-15.011,6	-	112.365,6
Dividends	-	-	-	-	-


Financial Indicators

Cost of Activity (%)	N.E.*
Financing Needs (%)	98,26

* Not estimated.


Shareholder Structure (% total)

Brazilian Government	100	<div style="width: 100%;"></div>
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Personnel Data

Employees	Average age	Average Working Years
39.564	40 years	4 years


Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
18.200	5.091	2.255

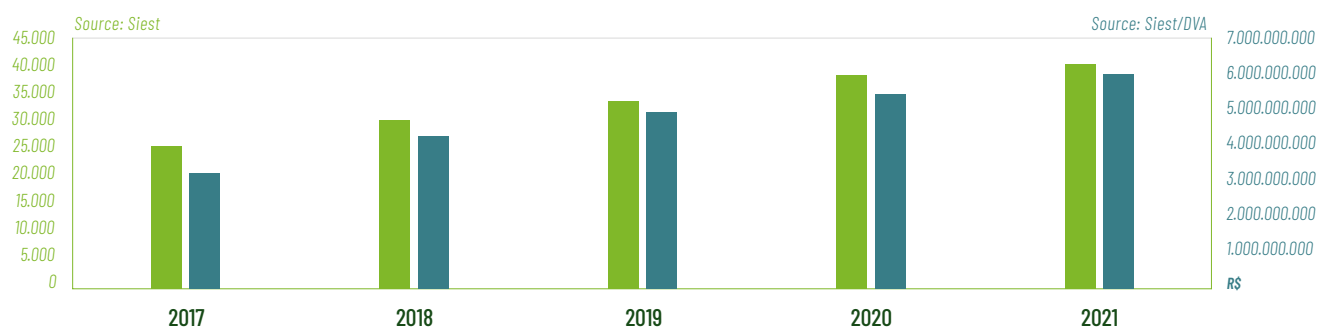


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	4,76%	1,99%	3,90%	under negotiation		11,01%
Readjustment/Inflation (%)	100,00%	70,07%	100,26%	-		49,01%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	28.674,57
C-Level's fixed salary/month	26.954,08
President's Potential Annual RVA	-
C-level's Potential Annual RVA	-
Board Salary/month	2.946,65
Fiscal Council Salary/ month	2.946,65



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	8
C-Level	7



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	27%	Beneficiaries	35.301
Total expenditure with Health Assistance Benefit	R\$ 55.175.443,79	Main Members	17.092
		Dependents	18.209



Pension Plans

The company does not offer a complementary pension plan.

Energy Research Office - EPE

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Brasília-DF	Ministry of Mines and Energy	Dependent	Small	Decree nº 5.184/2004	Research and Contracts Management

Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	40.569,5	42.225,1	44.211,7	49.266,0	47.352,7
Liabilities	15.286,5	20.262,0	22.277,6	22.892,3	22.617,9
Shareholders Equity	25.283,0	21.963,1	21.934,0	26.373,7	24.734,7
Gross Revenue	-	-	-	-	-
Result before Govt Subsidy	-98.120,4	-105.681,5	-105.593,9	-100.904,7	-99.617,7
Net Income	186,1	4.064,9	785,1	-1.227,1	-3.896,7
Treasury Resources	98.651,7	111.914,7	106.905,5	105.543,6	98.354,4
Subsidy	98.651,7	111.914,7	106.905,5	99.876,8	96.096,7
Advanced Future Capital Increase - AFAC	-	-	-	5.666,8	2.257,8
Dividends	2.864,5	4.921,6	150,9	-	-


Financial Indicators

Cost of Activity (%)	N.E.*
Financing Needs (%)	97,07

* Not estimated.


Shareholder Structure (% total)

Brazilian Government 100


Personnel Data

Employees	Average age	Average Working Years
264	43 years	11 years


Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
28.786	13.759	3.826

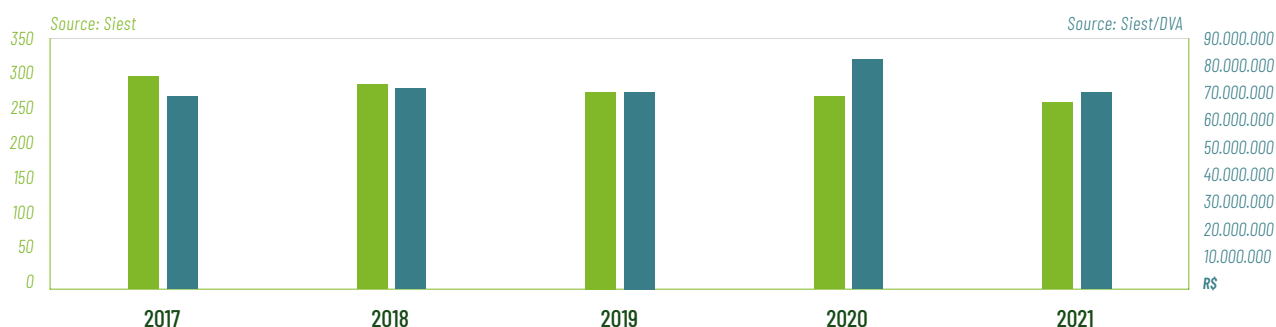


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	3,92%	1,69%	3,55%	0,00%	under negotiation	9,43%
Readjustment/Inflation (%)	96,08%	61,23%	71,86%	0,00%	-	41,53%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	32.482,13
C-Level's fixed salary/month	32.482,13
President's Potential Annual RVA	-
C-level's Potential Annual RVA	-
Board Salary/month	3.518,90
Fiscal Council Salary/ month	3.518,90



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	6
C-Level	5



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	27%	Beneficiaries	461
Total expenditure with Health Assistance Benefit	R\$ 1.613.576,54	Main Members	229
		Dependents	232



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
322	294	28	121,88	5,52%



Sponsored Pension Plan 1 Plan

Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
-	-	0,00
-	-	1 Plan

Planning and Logistics Company - EPL

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Brasília - DF	Ministry of Infrastructure	Dependent	Small	Law nº 12.404/2011	Research and Contracts Management

Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	55.900,0	74.110,8	90.245,4	123.713,5	172.704,6
Liabilities	2.374,9	5.992,8	6.009,7	20.280,4	30.861,6
Shareholders Equity	53.525,2	68.118,0	84.235,7	103.433,2	141.843,1
Gross Revenue	-	1.031,2	2.496,0	1.631,0	5.579,7
Result before Govt Subsidy	-55.933,7	-63.845,9	-44.022,5	-46.004,2	-37.350,3
Net Income	-12.301,5	1.735,6	1.422,1	-7.330,3	8.928,6
Treasury Resources	58.567,7	78.647,8	60.618,0	65.201,6	78.602,7
Subsidy	43.632,2	66.287,6	45.922,4	38.673,9	49.121,4
Advanced Future Capital Increase - AFAC	14.935,5	12.360,2	14.695,6	26.527,8	29.481,3
Dividends	-	-	-	-	-

Financial Indicators

Cost of Activity (%)	82,20
Financing Needs (%)	78,23

Shareholder Structure (% total)

Brazilian Government	100	<div style="width: 100%;"></div>
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Personnel Data

Employees	Average age	Average Working Years
128	38 years	3 years

Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
23.545	13.102	5.886

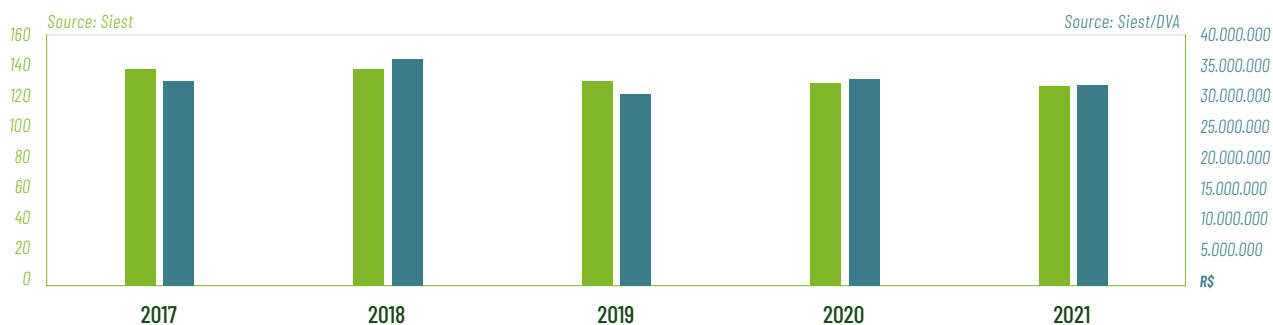


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	1,00%	1,40%	0,00%		*	2,41%
Readjustment/Inflation (%)	35,71%	34,57%	0,00%		-	8,75%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	29.274,26
C-Level's fixed salary/month	29.274,26
President's Potential Annual RVA	-
C-level's Potential Annual RVA	-
Board Salary/month	3.171,38
Fiscal Council Salary/ month	3.171,38



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	5
C-Level	3



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	21%	Beneficiaries	146
Total expenditure with Health Assistance Benefit	R\$ 321.703,52	Main Members	79
		Dependents	67



Pension Plans

The company does not offer a complementary pension plan.



Social Security Technology and Information Company - DATAPREV

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Brasília - DF	Ministry of Economy	Non Dependent	Large	Law nº 6.125/1974	Information Technology and Communication


Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	1.672.155,2	1.779.597,3	1.892.007,8	2.133.998,9	2.290.822,0
Liabilities	547.256,0	539.860,4	539.577,5	705.352,2	759.971,0
Total Debt	20.274,9	13.860,8	7.207,7	554,4	-
Shareholders Equity	1.124.899,3	1.239.736,9	1.352.430,4	1.428.646,8	1.530.851,0
Gross Revenue	1.501.703,2	1.545.802,4	1.636.405,0	1.658.185,6	1.867.165,5
EBTIDA	230.220,0	259.843,5	249.578,3	403.786,7	515.908,2
Net Income	136.719,8	150.606,7	147.794,8	265.100,6	355.492,9
Advanced Future Capital Increase - AFAC	-	-	-	-	-
Dividends	32.470,9	35.769,1	35.101,3	188.884,2	253.288,7


Financial Indicators

ROE (%)	24,02
Cost of Activity (%)	51,31


Shareholder Structure (% total)

Brazilian Government	51	<div style="width: 51%;"></div>
INSS	49	<div style="width: 49%;"></div>


Personnel Data

Employees	Average age	Average Working Years
3.041	50 years	20 years


Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
37.063	7.715	3.330

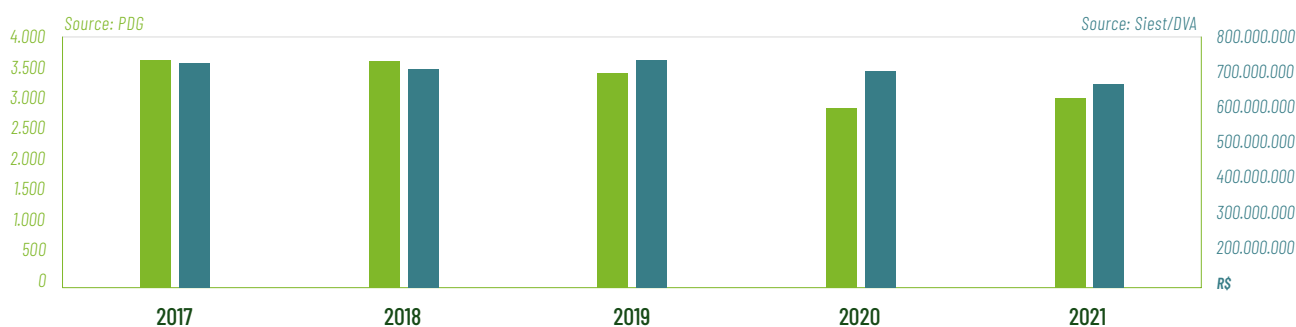


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	3,99%	1,01%	3,55%	1,23%	5,31%	15,96%
Readjustment/Inflation (%)	97,79%	36,59%	71,86%	51,25%	78,55%	70,30%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	36.939,86
C-Level's fixed salary/month	35.180,82
President's Potential Annual RVA	110.819,58
C-level's Potential Annual RVA	105.542,46
Board Salary/month	3.843,02
Fiscal Council Salary/ month	3.843,02



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	7
C-Level	6



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	15%
Total expenditure with Health Assistance Benefit	R\$ 5.258.972,12

Beneficiaries	3.340
Main Members	1.663
Dependents	1.677



Paid PLR (total amount)

R\$ 22.218.307



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
5.914	3.720	2.194	1.800,60	3,43%



Sponsored Pension Plan 2 Plans

Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
-	-103,92	0,00
-	1 Plan	1 Plan


Porto Alegre's Train Company - TRENSURB

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Porto Alegre - RS	Regional Development Ministry	Dependent	Large	Decree nº 84.640/1980	Infrastructure & Transport

Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021*
Assets	1.646.961,4	1.600.100,0	1.671.527,1	1.546.345,0	-
Liabilities	371.652,1	284.689,4	210.823,5	184.337,3	-
Shareholders Equity	1.275.309,3	1.315.410,6	1.460.703,6	1.362.007,7	-
Gross Revenue	89.623,1	147.072,8	176.540,4	95.749,6	-
Result before Govt Subsidy	-182.504,6	-289.134,5	-141.783,7	-212.678,9	-
Net Income	-7.835,9	-2.685,5	116.536,6	-106.005,9	-
Treasury Resources	175.092,9	306.044,4	276.025,1	112.644,6	-
Subsidy	174.668,7	286.449,0	268.138,2	107.402,0	-
Advanced Future Capital Increase - AFAC	424,2	19.595,4	7.886,9	5.242,6	-
Dividends	-	-	-	-	-

Financial Indicators*

Cost of Activity (%)	-
Financing Needs (%)	-

Shareholder Structure (% total)

Brazilian Government	99,91	<div style="width: 99.91%;"></div>
Others	0,09	<div style="width: 0.09%;"></div>

Personnel Data

Employees	Average age	Average Working Years
1.091	49 years	20 years

Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
-	-	-

* Until July, 2022, no General Assembly has been held to approve the 2021 financial statements.

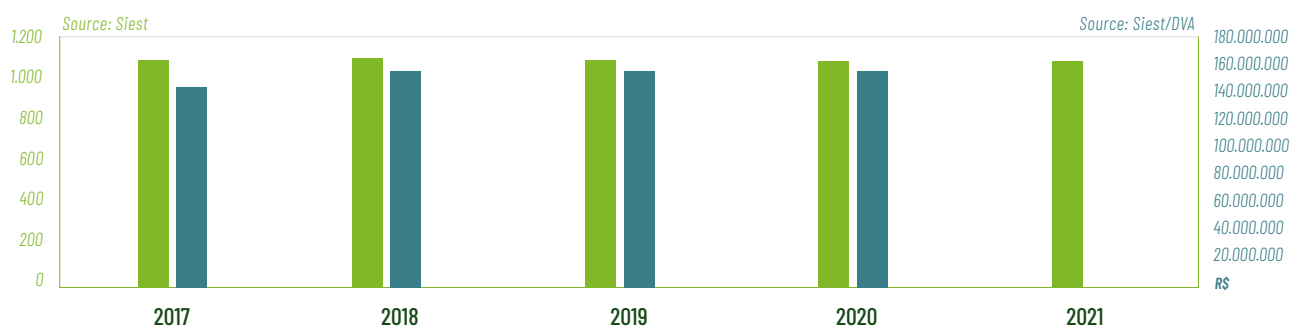


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	4,05%	1,18%	2,53%	1,23%	0,00%	9,27%
Readjustment/Inflation (%)	99,26%	42,75%	51,21%	51,25%	0,00%	40,86%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	26.892,03
C-Level's fixed salary/month	23.384,57
President's Potential Annual RVA	-
C-level's Potential Annual RVA	-
Board Salary/month	2.659,99
Fiscal Council Salary/ month	2.659,99



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	7
C-Level	3



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	45%	Beneficiaries	1.988
Total expenditure with Health Assistance Benefit	R\$ 7.156.839,98	Main Members	988
		Dependents	1.000



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
458	370	88	86,13	N.A.*

* Not Available.



Sponsored Pension Plan 1 Plan

Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
-	-4,07	-
-	1 Plan	-


Brazilian Company for Navy Projects - EMGEPRON

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Rio de Janeiro - RJ	Ministry of Defense	Non Dependent	Large	Law nº 7.000/1982	Research and Contracts Management


Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	188.000,7	2.867.067,9	10.573.718,0	10.800.940,3	10.934.699,5
Liabilities	73.255,6	71.836,4	74.699,3	133.940,1	142.202,8
Total Debt	-	-	-	-	-
Shareholders Equity	114.745,1	2.795.231,5	10.499.018,7	10.667.000,2	10.792.496,7
Gross Revenue	184.349,2	174.993,9	156.437,8	123.763,6	156.161,6
EBTIDA	-165,3	-3.742,9	-2.275,1	-47.237,1	-5.083,5
Net Income	762,3	45.466,3	130.633,9	220.303,5	164.585,6
Advanced Future Capital Increase - AFAC	-	2.645.821,1	7.604.179,0	-	-
Dividends	996,5	181,0	10.801,0	31.025,5	52.705,9


Financial Indicators

Cost of Activity (%)	86,35
ROE (%)	1,53


Shareholder Structure (% total)

Brazilian Government	100	<div style="width: 100%;"></div>
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Personnel Data

Employees	Average age	Average Working Years
760	49 years	13 years

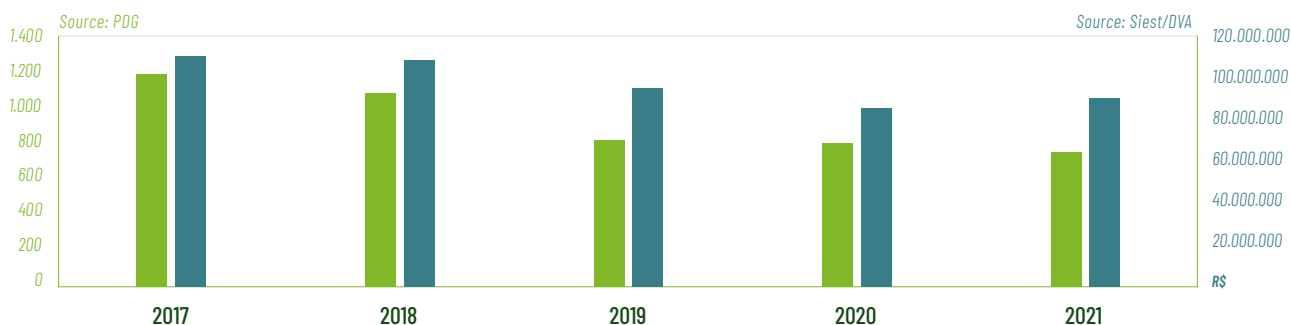

Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
32.204	7.015	1.381

 **Salary Readjustment** Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	8,00%	0,00%	0,00%	0,00%	5,00% **	13,40%
Readjustment/Inflation (%)	127,19%*	0,00%	0,00%	0,00%	110,62%	56,36%

 **Work Force** x **Personnel Expenditure** R\$ thousands



 **Board, Fiscal Council and C-level Remuneration** (R\$/month)

President's Fixed Salary/month	24.511,66
C-Level's fixed salary/month	24.511,66
President's Potential Annual RVA	49.023,32
C-level's Potential Annual RVA	49.023,32
Board Salary/month	2.655,43
Fiscal Council Salary/ month	2.655,43

 **Board, Fiscal Council and C-level Members**

Fiscal Council	3
Board	7
C-Level	3

 **Healthcare Assistance Benefit (BAS)**

SOE's share of healthcare assistance benefit funding	32%	Beneficiaries	958
Total expenditure with Health Assistance Benefit	R\$ 1.782.792,21	Main Members	466
		Dependents	492

 **Pension Plans**

The company does not offer a complementary pension plan.

 Asset Manager Company - EMGEA

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Brasília - DF	Ministry of Economy	Non Dependent	Large	Decree nº 3.848/2001	Financial

 Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	14.521.308,6	14.737.227,7	14.785.885,6	15.081.070,3	15.648.884,3
Liabilities	4.364.152,8	4.460.742,9	4.275.127,4	4.201.016,9	4.226.645,9
Total Debt	3.876.558,4	3.864.177,5	3.850.648,7	3.765.713,1	3.714.507,2
Shareholders Equity	10.157.155,8	10.276.484,8	10.510.758,1	10.880.053,4	11.422.238,4
Gross Revenue	1.272.635,2	1.369.136,7	994.795,7	856.003,6	824.262,9
EBTIDA	168.362,8	379.149,1	295.452,1	387.619,1	588.067,2
Net Income	190.216,5	396.216,2	307.243,8	388.622,8	590.015,9
Advanced Future Capital Increase - AFAC	-	-	-	-	-
Dividends	-	-	317.634,4	-	-

 Financial Indicators

Cost of Activity (%)	-29,52
ROE (%)	5,29

 Shareholder Structure (% total)

Brazilian Government	100	
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 Personnel Data

Employees	Average age	Average Working Years
97	43 years	6 years

 Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
22.837	10.754	5.519

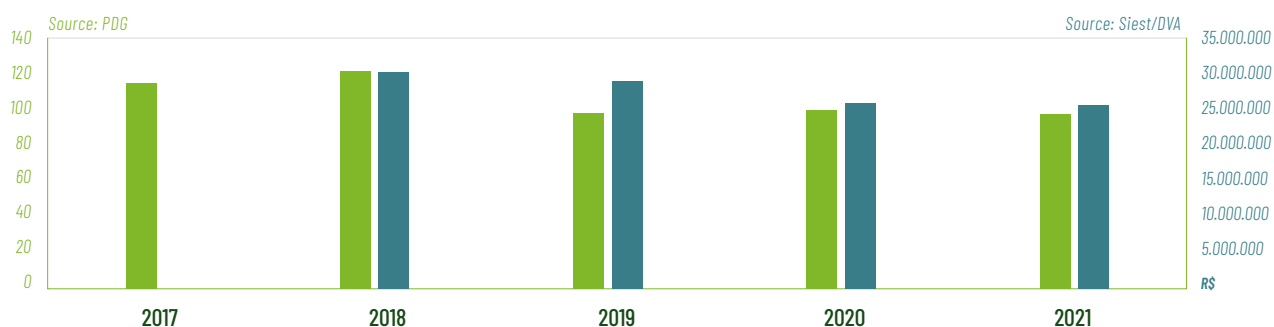


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	The company does not have Collective Bargaining Agreement - readjustment only under administrative requirement.					
Readjustment/Inflation (%)						



Work Force x Personnel Expenditure R\$ thousands



Remuneração Total dos Administradores e Conselheiros Fiscais (R\$)

President's Fixed Salary/month	42.827,16
C-Level's fixed salary/month	40.787,77
President's Potential Annual RVA	96.361,11
C-level's Potential Annual RVA	91.772,48
Board Salary/month	4.462,86
Fiscal Council Salary/ month	4.462,86



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	7
C-Level	5



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	32%	Beneficiaries	109
Total expenditure with Health Assistance Benefit	R\$ 426.519,88	Main Members	59
		Dependents	50



Pension Plans

The company does not offer a complementary pension plan.

 **Engineer, Construction and Railways Company - Valec**

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Brasília - DF	Ministry of Infrastructure	Dependent	Small	358873 - Registration in Board of Trade (Law 11.772/2008)	Infrastructure & Transport

 **Consolidated Financial Data** (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	14.836.518,1	15.399.175,7	3.568.434,4	3.743.688,3	4.416.348,6
Liabilities	1.021.598,2	1.079.267,3	1.112.992,0	860.983,8	2.378.467,1
Shareholders Equity	13.814.919,9	14.319.908,3	2.455.442,4	2.882.704,5	2.037.881,4
Gross Revenue	2.079,2	2.172,7	4.046,4	1.984,5	3.355,0
Result before Govt Subsidy	-1.314.814,6	-520.400,8	-12.619.541,5	-42.953,3	-1.363.682,6
Net Income	-1.056.165,2	-263.920,3	-12.408.454,4	92.446,8	-1.229.974,5
Treasury Resources	652.155,9	959.425,0	752.429,2	470.215,4	518.859,5
Subsidy	-	256.480,5	211.087,1	135.400,0	133.708,0
Advanced Future Capital Increase - AFAC	652.155,9	702.944,6	541.342,1	334.815,3	385.151,4
Dividends	-	-	-	-	-

 **Financial Indicators**

Cost of Activity (%)	N.C.*
Financing Needs (%)	79,43

* NC - Not Calculable.

 **Shareholder Structure** (% total)

Brazilian Government	100	
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 **Personnel Data**

Employees	Average age	Average Working Years
661	48 years	18 years

 **Employees' Remuneration** (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
26.037	9.284	3.054

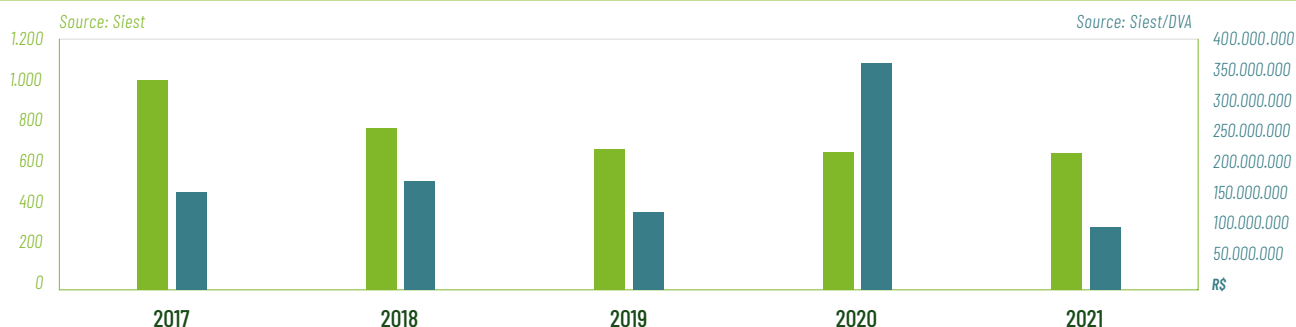


Salary Readjustment Collective Bargaining Agreement

		2017	2018	2019	2020	2021	Total accumulated
Valec/Rede	Readjustment (%)	3,98%	1,35%	2,02%	0,00%	0,00%	7,51%
	Readjustment/Inflation (%)	97,55%	48,91%	40,89%	0,00%	0,00%	33,10%
Valec/Geipot	Readjustment (%)	5,00%	1,35%	2,02%	0,00%	0,00%	8,57%
	Readjustment/Inflation (%)	122,50%	48,91%	40,89%	0,00%	0,00%	37,74%
Valec/Valec	Readjustment (%)	1,83%	2,40%	1,02%	0,00%	5,00%	5,34%
	Readjustment/Inflation (%)	72,05%	52,98%	35,29%	0,00%	46,86%	39,83%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$)

President's Fixed Salary/month	26.242,77	C-level's Potential Annual RVA	-
C-Level's fixed salary/month	26.008,44	Board Salary/month	2.823,93
President's Potential Annual RVA	-	Fiscal Council Salary/ month	2.823,93



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	29%	Beneficiaries	691
Total expenditure with Health Assistance Benefit	R\$ 2.687.495,77	Main Members	340
		Dependents	351



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	6
C-Level	4



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
17.986	168	17.818	4.258,27	0,76%



Sponsored Pension Plan 2 Plans

Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
427,73	-50,45	-
1 Plan	1 Plan	-

 **Studies and Projects Financing Company - Finep**

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Brasília-DF	Ministry of Science, Technology and Innovations	Non Dependent	Large	Decree nº 61.056/1967	Financial

 **Consolidated Financial Data** (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	18.892.640,0	19.012.938,6	17.184.961,3	16.103.655,6	15.282.197,3
Liabilities	16.891.127,2	16.897.831,2	14.850.266,4	13.663.227,7	12.784.780,6
Shareholders Equity	2.001.512,8	2.115.107,3	2.334.694,9	2.440.427,9	2.497.416,7
Income from Financial Intermediation	1.414.389,0	1.208.921,2	1.525.165,7	1.187.648,6	1.167.629,6
Service Fee Income	77.062,7	89.637,5	82.711,1	60.896,0	68.109,7
Net Income	-24.484,9	180.170,6	32.636,4	206.045,4	180.178,3
Treasury Resources (AFAC)	-	-	-	-	-
Dividends	47.144,0	-	43.892,8	7.975,0	49.843,5

 **Financial Indicators**

Personnel coverage index (%)	25,62
ROE (%)	7,30

 **Shareholder Structure** (% total)

Brazilian Government	100	
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 **Personnel Data**

Employees	Average age	Average Working Years
546	47 years	16 years

 **Employees' Remuneration** (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
50.991	22.995	5.285

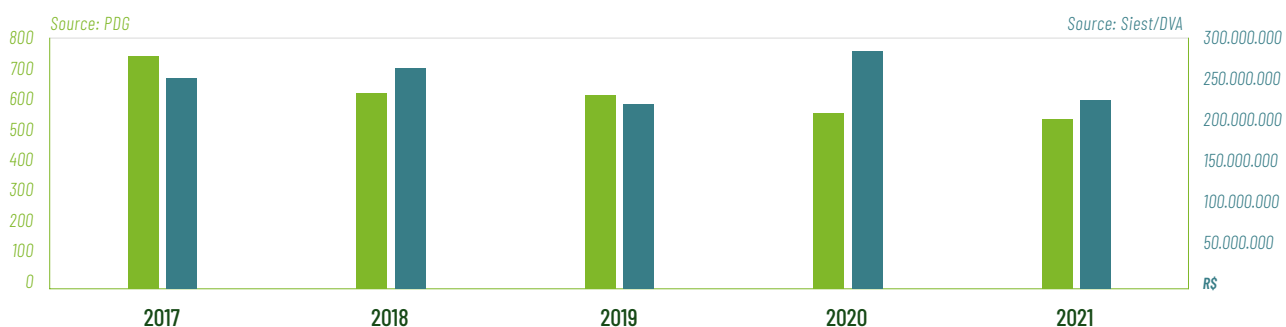


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	2,73%	2,55%	2,30%	1,50%	10,97%	21,38%
Readjustment/Inflation (%)	110,98%	60,86%	67,06%	61,48%	113,33%	88,88%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	41.503,57
C-Level's fixed salary/month	39.527,20
President's Potential Annual RVA	124.510,71
C-level's Potential Annual RVA	118.581,60
Board Salary/month	4.324,93
Fiscal Council Salary/ month	4.324,93



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	7
C-Level	5



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	34%
Total expenditure with Health Assistance Benefit	R\$ 7.704.258,41

Beneficiaries	1.276
Main Members	545
Dependents	731



Paid PLR (total amount)

R\$ 1.230.756



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
994	503	491	1.739,47	4,11%



Sponsored Pension Plan 1 Plan

	Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
	8,93	-	-
1 Plan	-	-	-


Porto Alegre's General Hospital - HCPA

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Porto Alegre - RS	Ministry of Education	Dependent	Large	Law nº 5.604/1970	Health Care


Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	1.357.625,7	1.558.111,9	1.717.856,0	1.790.134,2	1.209.070,5
Liabilities	478.878,5	576.509,1	697.072,7	733.529,3	1.028.561,8
Shareholders Equity	878.747,2	981.602,8	1.020.783,3	1.056.604,9	180.508,7
Gross Revenue	222.863,9	232.233,5	243.622,4	252.627,4	316.617,6
Result before Govt Subsidy	-1.250.177,8	-1.142.819,9	-1.332.109,4	-1.301.869,2	-1.626.296,6
Net Income	-124.140,8	-10.019,9	-16.911,8	-23.999,7	-268.826,4
Treasury Resources	1.291.309,8	1.236.660,1	1.371.007,8	1.345.517,9	1.364.664,6
Subsidy	1.126.037,0	1.132.800,0	1.315.197,6	1.277.869,6	1.357.470,1
Advanced Future Capital Increase - AFAC	165.272,8	103.860,1	55.810,2	67.648,3	7.194,5
Dividends	-	-	-	-	-


Financial Indicators

Cost of Activity (%)	470,35
Financing Needs (%)	79,09


Shareholder Structure (% total)

Brazilian Government	100	<div style="width: 100%;"></div>
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Personnel Data

Employees	Average age	Average Working Years
6.729	46 years	12 years


Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
39.293	7.624	1.907

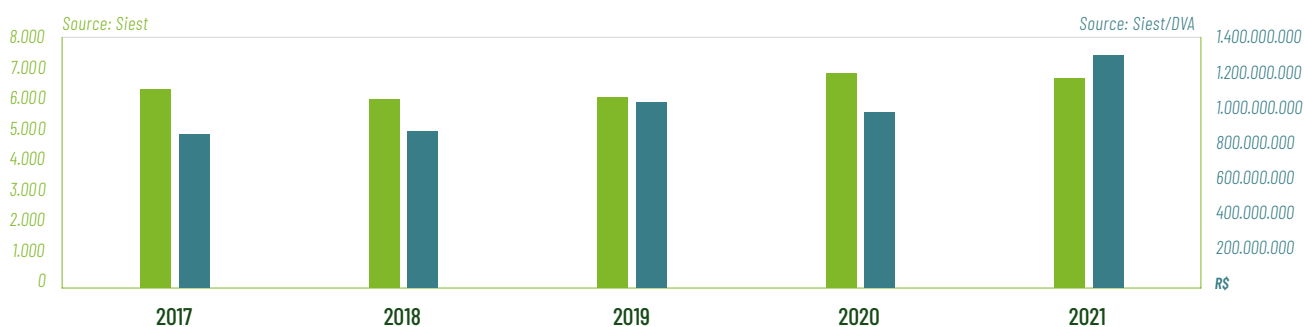


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	4,57%	2,00%	4,67%	3,31%	6,94%*	14,29%
Readjustment/Inflation (%)	100,00%	74,63%	101,97%	100,30%	113,77%	61,94%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	32.501,87
C-Level's fixed salary/month	32.501,87
President's Potential Annual RVA	-
C-level's Potential Annual RVA	-
Board Salary/month	3.521,04
Fiscal Council Salary/ month	3.521,04



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	11
C-Level	6



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	33%	Beneficiaries	8.066
Total expenditure with Health Assistance Benefit	R\$ 11.138.716,86	Main Members	4.272
		Dependents	3.794



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
3.909	3.741	168	850,47	2,55%



Sponsored Pension Plan 1 Plan

Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
20,39	-	-
1 Plan	-	-



Conceição Hospital Group - GHC

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Porto Alegre - RS	Ministry of Health	Dependent	Small	1960 Contract	Health Care


Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	487.646,2	476.069,9	486.209,9	550.939,2	602.150,2
Liabilities	3.132.681,7	1.009.992,3	1.020.118,5	981.970,7	1.018.357,0
Shareholders Equity	-2.645.035,4	-533.922,4	-533.908,6	-431.031,5	-416.206,8
Gross Revenue	197.638,1	2.660,7	4.194,6	3.602,4	1.335,7
Result before Govt Subsidy	-1.657.658,2	641.087,2	-1.559.287,6	-1.445.342,7	-1.621.317,5
Net Income	-427.759,2	2.075.019,1	-38.703,2	41.734,1	-27.222,7
Treasury Resources	1.260.815,1	1.464.152,9	1.559.301,5	1.548.219,7	1.636.142,2
Subsidy	1.230.165,1	1.433.931,9	1.520.584,4	1.487.076,8	1.594.094,8
Advanced Future Capital Increase - AFAC	30.650,0	30.221,0	38.717,1	61.142,9	42.047,4
Dividends	-	-	-	-	-


Financial Indicators

Cost of Activity (%)	110840,47
Financing Needs (%)	96,09


Shareholder Structure (% total)

Brazilian Government	100	<div style="width: 100%;"></div>
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Personnel Data

Employees	Average age	Average Working Years
9.564	46 years	13 years


Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
39.293	8.812	1.866

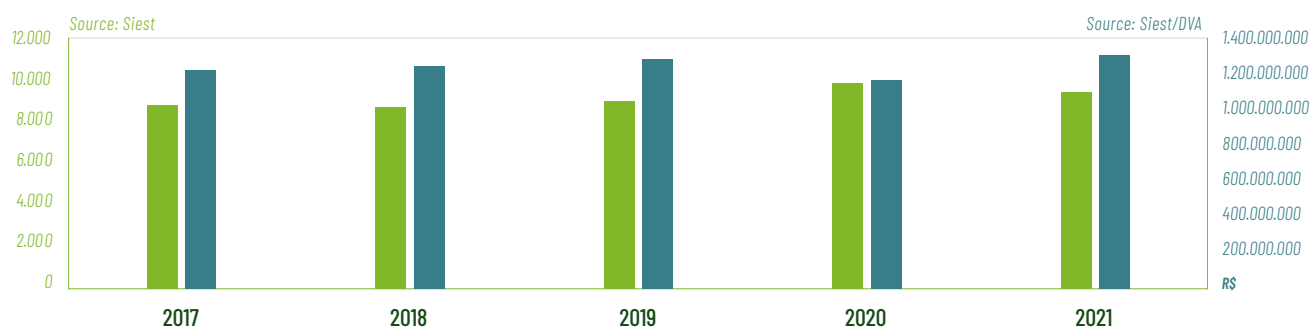


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	4,57%	2,00%	4,67%	3,31%	6,94%*	14,29%
Readjustment/Inflation (%)	100,00%	74,63%	101,97%	100,30%	113,77%	61,94%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	-
C-Level's fixed salary/month	25.394,45
President's Potential Annual RVA	-
C-level's Potential Annual RVA	-
Board Salary/month	2.751,07
Fiscal Council Salary/ month	2.751,07



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	7
C-Level	3



Pension Plans

The company does not offer a complementary pension plan.



Brazilian Military Equipment Industry - IMBEL

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Brasília - DF	Ministry of Defense	Dependent	Large	Law nº 6.227/1975	Industry


Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	475.100,7	539.002,1	573.621,7	566.818,9	651.083,4
Liabilities	85.815,2	99.770,8	104.834,8	93.544,4	147.450,2
Shareholders Equity	389.285,5	439.231,3	468.786,9	473.274,6	503.633,2
Gross Revenue	95.146,6	144.269,7	114.046,4	103.690,1	108.962,9
Result before Govt Subsidy	-61.869,5	-69.441,7	-71.538,9	-112.107,7	-90.323,3
Net Income	83.196,8	64.841,9	38.761,4	-26.705,1	17.525,3
Treasury Resources	168.143,0	152.156,8	120.418,9	85.402,6	110.559,1
Subsidy	168.143,0	152.156,8	120.418,9	85.402,6	110.559,1
Advanced Future Capital Increase - AFAC	-	-	-	-	-
Dividends	-	3.372,0	-	-	-


Financial Indicators

Cost of Activity (%)	66,58
Financing Needs (%)	41,52


Shareholder Structure (% total)

Brazilian Government	100	<div style="width: 100%;"></div>
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Personnel Data

Employees	Average age	Average Working Years
1.859	48 years	16 years


Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
15.168	2.277	1.276

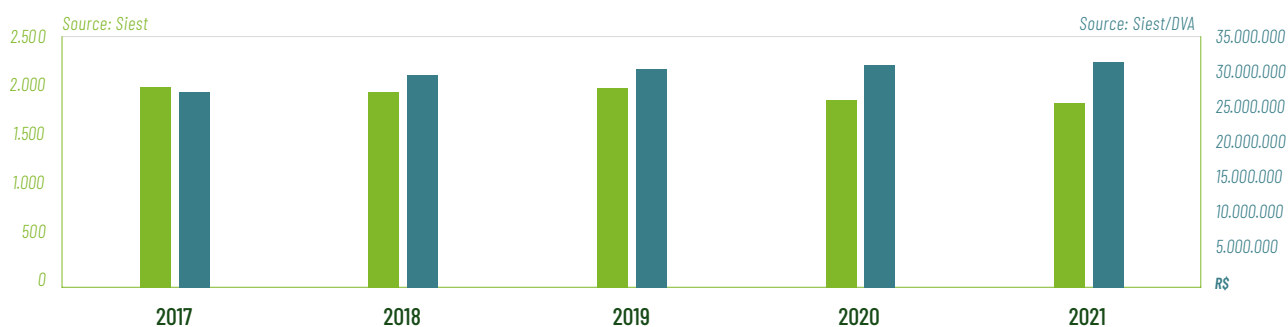


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	2,90%	1,56%	2,34%	1,32%	0,00%	8,36%
Readjustment/Inflation (%)	63,46%	58,21%	51,09%	40,00%	0,00%	36,25%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	20.136,72
C-Level's fixed salary/month	18.123,04
President's Potential Annual RVA	-
C-level's Potential Annual RVA	-
Board Salary/month	2017,87
Fiscal Council Salary/ month	2.017,87



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	7
C-Level	6



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	40%	Beneficiaries	633
Total expenditure with Health Assistance Benefit	R\$ 945.267,28	Main Members	362
		Dependents	271



Pension Plans

The company does not offer a complementary pension plan.


Nuclear Industries of Brazil - INB

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Rio de Janeiro - RJ	Ministry of Mines and Energy	Dependent	Large	Law nº 5.740/1971	Industry


Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	1.316.048,5	1.550.321,5	1.886.616,7	2.254.480,4	2.596.154,0
Liabilities	808.817,3	874.609,2	1.048.665,6	1.112.983,5	1.500.195,2
Shareholders Equity	507.231,2	675.712,3	837.951,0	1.141.496,9	1.095.958,8
Gross Revenue	583.472,9	518.989,8	407.229,0	738.797,9	569.980,3
Result before Govt Subsidy	-206.231,0	-155.488,8	-155.093,3	-62.040,6	-259.466,0
Net Income	121.027,1	167.814,1	161.465,8	335.080,3	16.425,2
Treasury Resources	373.126,2	374.747,8	365.654,5	515.285,1	330.791,7
Subsidy	373.126,2	374.747,8	365.654,5	515.285,1	330.791,7
Advanced Future Capital Increase - AFAC	-	-	-	-	-
Dividends	-	-	-	-	-


Financial Indicators

Cost of Activity (%)	69,82
Financing Needs (%)	28,76


Shareholder Structure (% total)

Brazilian Government	100	<div style="width: 100%;"></div>
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Personnel Data

Employees	Average age	Average Working Years
1.188	45 years	14 years


Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
39.293	10.999	1.993

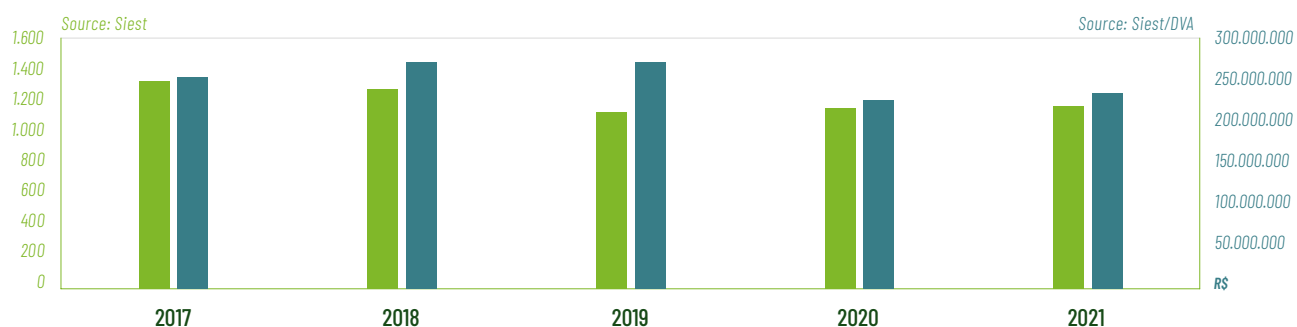


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	1,83%	2,40%	0,00%	0,00%	under negotiation	4,27%
Readjustment/Inflation (%)	67,78%	52,63%	0,00%	0,00%	-	16,04%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	32.501,87
C-Level's fixed salary/month	32.501,87
President's Potential Annual RVA	-
C-level's Potential Annual RVA	-
Board Salary/month	3.521,04
Fiscal Council Salary/ month	3.521,04



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	7
C-Level	5



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	84%	Beneficiaries	3.011
Total expenditure with Health Assistance Benefit	R\$ 18.058.328,76	Main Members	1.243
		Dependents	1.768



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
4.765	2.834	1.931	3.881,04	5,28%



Sponsored Pension Plan 2 Plans

Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
-	-848,60	0,00
-	1 Plan	1 Plan



Brazilian Air Navigation Company – NAV Brasil

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Rio de Janeiro - RJ	Ministry of Defense	Non Dependent	Large	Decree nº 10.589/2020	Infrastructure & Transport


Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	-	-	-	-	319.232,9
Liabilities	-	-	-	-	219.023,5
Total Debt	-	-	-	-	-
Shareholders Equity	-	-	-	-	100.209,4
Gross Revenue	-	-	-	-	428.028,5
EBITDA	-	-	-	-	145.335,8
Net Income	-	-	-	-	93.574,1
Advanced Future Capital Increase - AFAC	-	-	-	-	25.000,0
Dividends	-	-	-	-	-


Financial Indicators

Cost of Activity (%)	N.C.*
ROE (%)	N.C.*

* NC - Not Calculable.


Shareholder Structure (% total)

Brazilian Government	100	<div style="width: 100%;"></div>
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Personnel Data

Employees	Average age	Average Working Years
1.654	47 years	18 years


Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
35.929	8.786	2.374



Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	-	-	-	-	4,45% *	4,45%
Readjustment/Inflation (%)	-	-	-	-	65,83%	



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	28.370,56
C-Level's fixed salary/month	25.189,53
President's Potential Annual RVA	-
C-level's Potential Annual RVA	-
Board Salary/month	2.843,74
Fiscal Council Salary/ month	2.843,74



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	7
C-Level	3



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	8%	Beneficiaries	4.080
Total expenditure with Health Assistance Benefit	R\$ 8.504.361,67	Main Members	1.572
		Dependents	2.508



Pension Plans

The company does not offer a complementary pension plan.

 **Brazilian Heavy Nuclear Equipment Company - NUCLEP**

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Rio de Janeiro-RJ	Ministry of Mines and Energy	Dependent	Small	Decree nº 76.805/1975	Industry

 **Consolidated Financial Data** (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	607.495,5	684.168,1	746.484,0	798.939,9	697.950,3
Liabilities	411.448,6	486.040,6	553.589,3	619.872,5	518.942,6
Shareholders Equity	196.047,0	198.127,6	192.894,7	179.067,4	179.007,7
Gross Revenue	39.804,8	13.036,4	20.319,2	5.312,0	37.806,0
Result before Govt Subsidy	-392.634,7	-358.385,2	-284.594,1	-226.092,9	-275.447,1
Net Income	-10.099,2	-2.127,4	-934,8	-2.664,2	78,5
Treasury Resources	382.535,5	356.257,8	283.659,3	223.428,7	275.552,9
Subsidy	382.535,5	356.257,8	283.659,3	223.428,7	275.552,9
Advanced Future Capital Increase - AFAC	-	-	-	-	-
Dividends	-	-	-	-	-

 **Financial Indicators**

Cost of Activity (%)	126,06
Financing Needs (%)	89,33

 **Shareholder Structure** (% total)

Brazilian Government	100	
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 **Personnel Data**

Employees	Average age	Average Working Years
762	42 years	12 years

 **Employees' Remuneration** (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
39.293	12.775	2.148

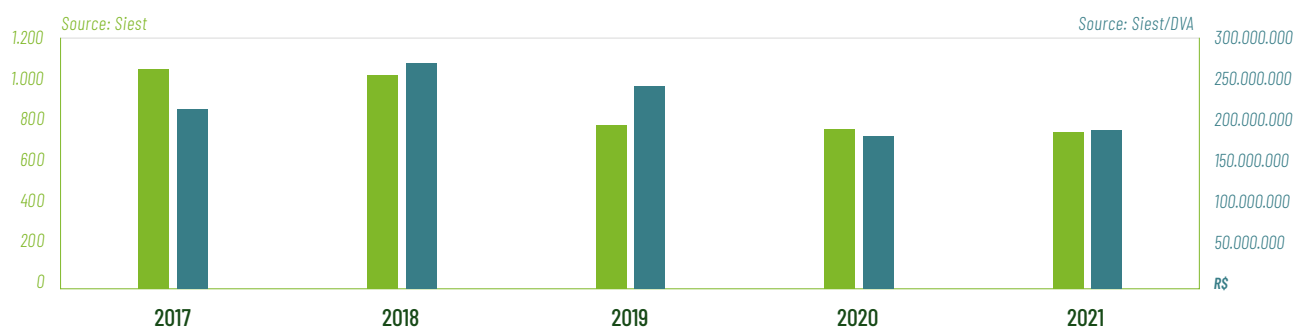


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	2,00%	4,00%	2,92%	0,00%	10,78%*	20,95%
Readjustment/Inflation (%)	78,74%	88,30%	101,04%	0,00%	105,17	82,45%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	32.501,87
C-Level's fixed salary/month	32.501,87
President's Potential Annual RVA	-
C-level's Potential Annual RVA	-
Board Salary/month	3.521,04
Fiscal Council Salary/ month	3.521,04



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	7
C-Level	4



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	81%	Beneficiaries	2.445
Total expenditure with Health Assistance Benefit	R\$ 14.446.107,26	Main Members	794
		Dependents	1.661



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
4.751	2.820	1.931	3.880,99	15,58%



Sponsored Pension Plan 2 Plans

Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
-	-848,60	0,00
-	1 Plan	1 Plan

Brazilian Oil Company - Petrobras

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Rio de Janeiro - RJ	Ministry of Mines and Energy	Non Dependent	Large	Law nº 2.004/1953	Oil, Gas and Energy

Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	831.515.000,0	860.473.000,0	926.011.000,0	987.419.000,0	972.951.000,0
Liabilities	561.906.000,0	576.930.000,0	626.874.000,0	676.269.000,0	583.370.000,0
Total Debt	361.483.000,0	326.876.000,0	351.161.000,0	392.548.000,0	327.818.000,0
Shareholders Equity	269.609.000,0	283.543.000,0	299.137.000,0	311.150.000,0	389.581.000,0
Gross Revenue	362.577.000,0	405.858.000,0	392.015.000,0	352.660.000,0	567.449.000,0
EBITDA	80.251.000,0	108.887.000,0	150.331.000,0	107.926.000,0	273.879.000,0
Net Income	377.000,0	26.698.000,0	40.970.000,0	6.246.000,0	107.264.000,0
Advanced Future Capital Increase - AFAC	-	-	-	-	-
Dividends	538.000,0	2.744.000,0	8.038.000,0	6.657.000,0	72.718.000,0

Indicadores Econômico-Financiais

Cost of Activity (%)	51,48
ROE (%)	30,61
Net Debt/ EBITDA	0,98


Shareholder Structure (% total)

Brazilian Government	28,67	<div style="width: 28.67%;"></div>
BNDES	1,04	<div style="width: 1.04%;"></div>
BNDESPAR	7,04	<div style="width: 7.04%;"></div>
Others	63,25	<div style="width: 63.25%;"></div>


Personnel Data

Employees	Average age	Average Working Years
44.839	44 years	14 years


Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
103.690	20.368	3.658

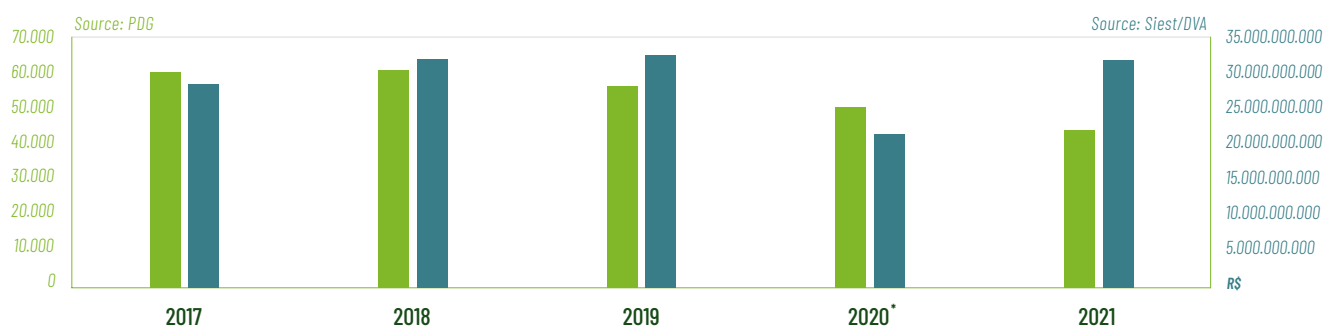


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	1,73%	4,19%	2,30%	0,00%	10,42%	19,72%
Readjustment/Inflation (%)	70,33%	100,00%	67,06%	0,00%	107,64%	81,99%



Work Force x Personnel Expenditure R\$ thousands



Variation in personnel expenditure between 2020 and 2021: In 2020, Petrobras recognized a positive assets related to changes in the Health Care Plan, a positive impact shown in the DVA.



Board, Fiscal Council and C-level Remuneration (R\$/year)

Institution	Board	Fiscal Council	C-level
Highest	174.437,57	174.437,57	3.079.232,01
Lowest	174.437,57	174.437,57	3.034.506,31
Average	170.022,79	164.402,72	3.939.645,02

Instruction CVM 80/2022. Questionnaire 2022 - base year 2021.



Board, Fiscal Council and C-level Members

Fiscal Council	5
Board	11
C-Level	9



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	60%	Beneficiaries	271.344
Total expenditure with Health Assistance Benefit	R\$ 2.037.615.782,87	Main Members	112.505
		Dependents	158.839



Paid PLR (total amount)

R\$ 671.000.000



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
123.007	47.953	75.054	110.521,67	9,35%



Sponsored Pension Plan 7 Plans

Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
-	-9.362,01	0,00
-	4 Plans	3 Plans


Federal Data Processing Service - Serpro

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Brasília - DF	Ministry of Economy	Non Dependent	Large	Law nº 4.516/1964	Information Technology and Communication


Consolidated Financial Data (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	3.588.517,5	2.975.518,6	3.715.482,9	4.220.121,6	4.398.899,4
Liabilities	2.951.945,7	1.992.536,0	2.698.652,8	2.471.909,8	2.477.680,4
Total Debt	-	-	-	-	-
Shareholders Equity	636.571,8	982.982,6	1.016.830,1	1.748.211,8	1.921.219,0
Gross Revenue	2.931.812,7	3.310.698,5	3.435.747,7	3.278.313,6	3.413.746,5
EBITDA	316.715,8	767.354,6	635.022,3	485.350,0	647.718,2
Net Income	123.114,1	464.233,3	511.815,1	441.447,2	390.983,9
Advanced Future Capital Increase - AFAC	-	-	-	-	-
Dividends	-	-	52.018,7	117.612,7	221.343,7


Financial Indicators

Cost of Activity (%)	52,65
ROE (%)	21,31


Shareholder Structure (% total)

Brazilian Government	100
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Personnel Data

Employees	Average age	Average Working Years
7.834	53 years	24 years


PDV Expenditure per employee

Average Cost	Dismissed Employees
156.070,14	136


Employees' Remuneration (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
45.161	10.719	1.806

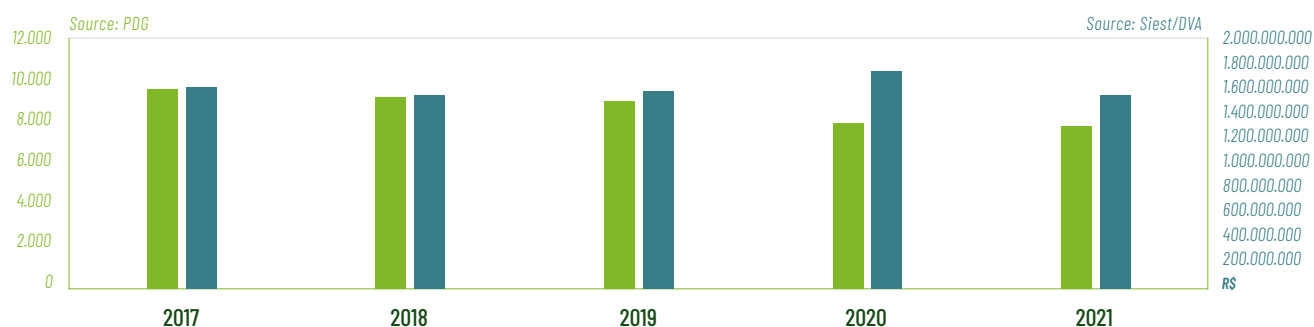


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	4,05%	1,18%	3,55%	0,00%	5,31%	14,54%
Readjustment/Inflation (%)	99,26%	42,75%	71,86%	0,00%	78,55%	78,55%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/month)

President's Fixed Salary/month	39.217,59
C-Level's fixed salary/month	34.511,49
President's Potential Annual RVA	117.652,77
C-level's Potential Annual RVA	103.534,47
Board Salary/month	3.811,58
Fiscal Council Salary/ month	3.811,58



Board, Fiscal Council and C-level Members

Fiscal Council	3
Board	7
C-Level	7



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	52%	Beneficiaries	15.331
Total expenditure with Health Assistance Benefit	R\$ 90.927.579,71	Main Members	7.163
		Dependents	8.168



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
13.115	7.813	5.302	7.089,90	7,83%



Sponsored Pension Plan 2 Plans

	Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
	160,70	-240,18	-
1 Plan	1 Plan		-

 **Brazilian Telecommunications Company - Telebras**

Head Office	Line Ministry	Fiscal Status	Size	Stablishment Act	Activity Sector
Brasília - DF	Ministry of Communications	Dependent	Large	Law nº 5.792/1972	Information Technology and Communication


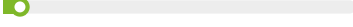

 **Consolidated Financial Data** (R\$ thousands)

	2017	2018	2019	2020	2021
Assets	3.425.225,7	3.585.268,5	4.297.986,2	4.244.013,0	4.099.053,9
Liabilities	1.505.803,9	1.340.384,3	1.178.397,6	1.177.247,7	1.087.817,5
Shareholders Equity	1.919.421,8	2.244.884,2	3.119.588,6	3.066.765,2	3.011.236,4
Gross Revenue	105.850,2	260.001,7	264.543,1	328.960,5	344.221,7
Result before Govt Subsidy	-243.817,0	-224.851,3	-237.525,9	-322.883,1	-377.176,9
Net Income	-243.817,0	-224.851,3	-237.525,9	-106.226,0	-126.819,5
Treasury Resources	218.980,4	450.000,0	1.000.580,0	216.657,1	250.357,4
Subsidy	-	-	-	216.657,1	250.357,4
Advanced Future Capital Increase - AFAC	218.980,4	450.000,0	1.000.580,0	-	-
Dividends	-	-	-	-	-

 **Financial Indicators**

Cost of Activity (%)	180,49
Financing Needs (%)	24,72

 **Shareholder Structure** (% total)

Brazilian Government	89,72	
Finep	4,76	
Others	5,52	

 **Personnel Data**

Employees	Average age	Average Working Years
369	45 years	11 years

 **Employees' Remuneration** (R\$) - CGPAR Resolution nº 3/2010

Highest	Average	Lowest
27.449	12.027	3.404

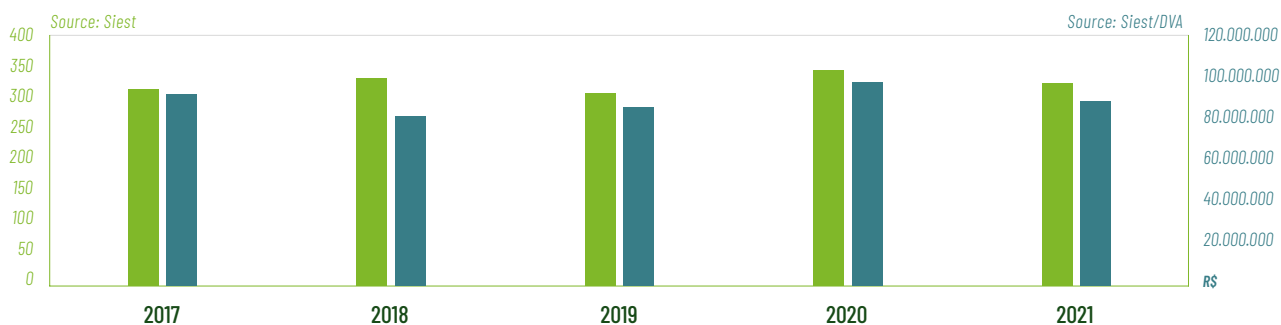


Salary Readjustment Collective Bargaining Agreement

	2017	2018	2019	2020	2021	Total accumulated
Readjustment (%)	1,82%	3,55%	1,02%	0,00%	under negotiation	6,51%
Readjustment/Inflation (%)	67,41%	77,85%	40,16%	0,00%	-	24,45%



Work Force x Personnel Expenditure R\$ thousands



Board, Fiscal Council and C-level Remuneration (R\$/year)

Institution	Board	Fiscal Council	C-level
Highest	49.045,32	48.072,22	583.568,54
Lowest	23.354,94	31.139,92	129.598,32
Average	44.452,22	37.377,09	433.606,43

Instruction CVM 80/2022. Questionnaire 2022 - base year 2021.



Board, Fiscal Council and C-level Members

Fiscal Council	5
Board	8
C-Level	5



Healthcare Assistance Benefit (BAS)

SOE's share of healthcare assistance benefit funding	35%	Beneficiaries	606
Total expenditure with Health Assistance Benefit	R\$ 1.299.905,47	Main Members	302
		Dependents	304



Pension Plans

Participants	Active	Retiree	Total Asset R\$ million	Complementary Pension Plans Expenses ÷ Personnel Expenditure
21.823	296	21.527	15.537,87	2,45%



Sponsored Pension Plan 3 Plans

Actuarial surplus overfund R\$ million	Actuarial Deficit R\$ million	Equilibrium
2.643,30	-	-
3 Plans	-	-

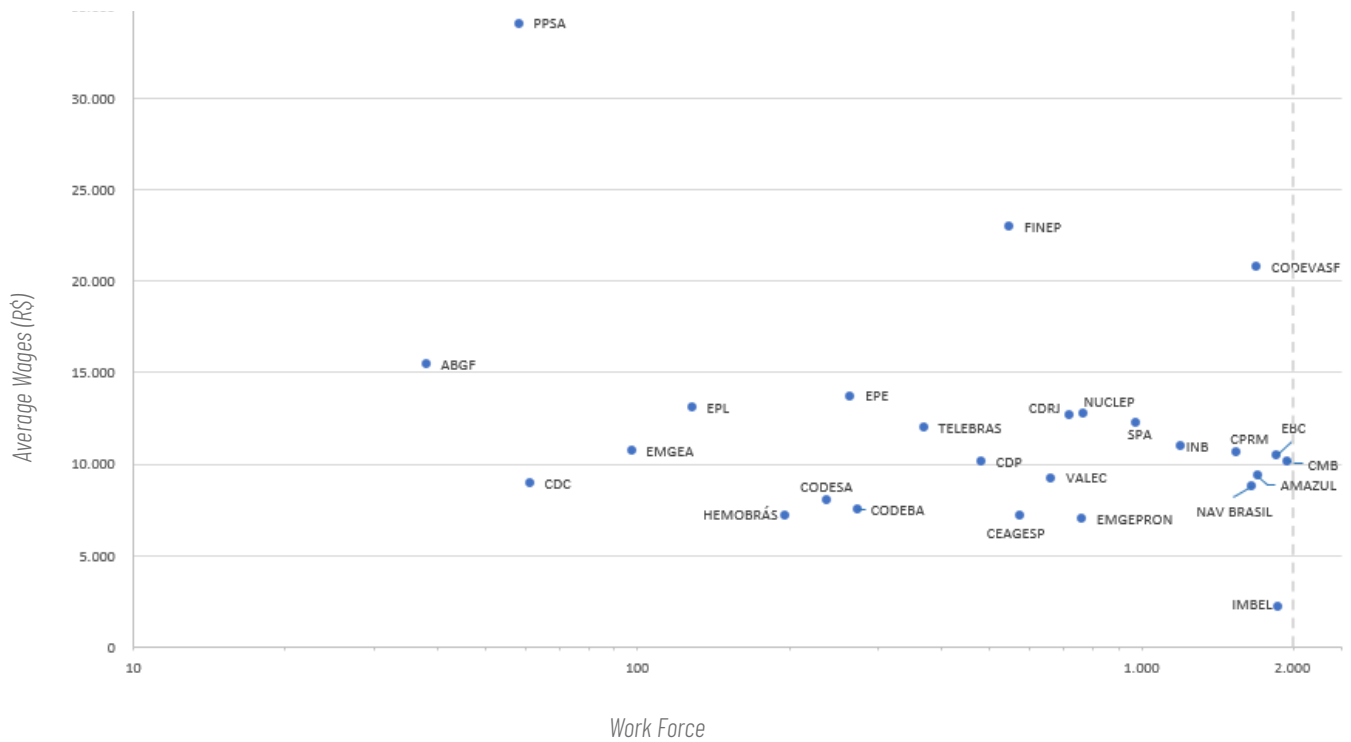
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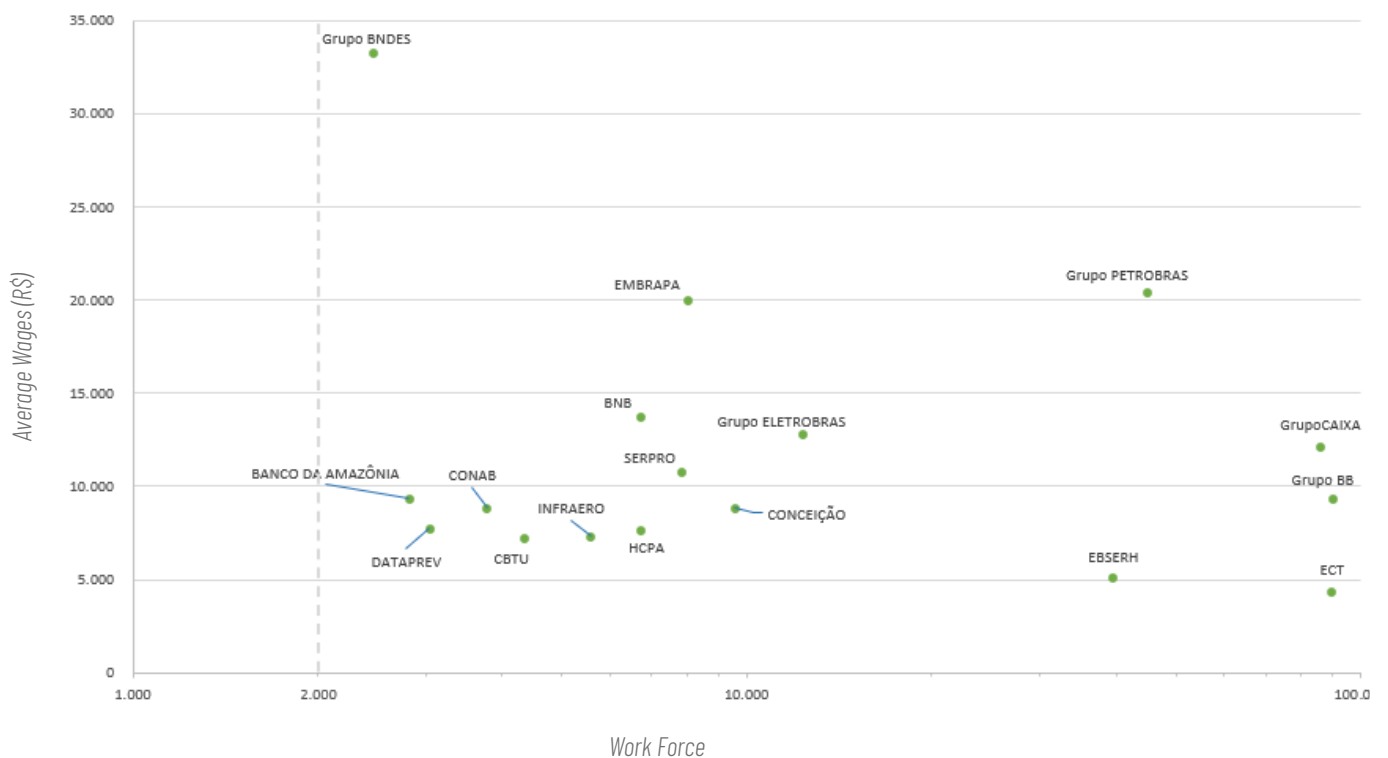
Appendix I

Average Wages by Work Force

SOEs with less than 2000 employees:



SOEs with more than 2000 employees:





Appendix II

Key Terms

Accumulated Technical Deficit - Corresponds to insufficient funds to cover the commitments of the pension benefit plan. Records the negative difference between the plan's assets and rights (assets) and liabilities on a given date.

Activity Cost - Indicates the proportion of production or service rendered costs in relation to the net revenue obtained with the sale or service rendered.

Advance for Future Capital Increase - Resources received by the companies from shareholders for future capital increase.

Assets - All assets that a company owns or controls with the expectation that it will provide a future benefit.

Audit Committee

Benefits Pension Plan - Set of rights and obligations gathered in a regulation with the purpose of paying welfare or social security benefits to its participants and beneficiaries, through savings derived from contributions from sponsors and participants and from investment returns. It has asset, accounting and financial independence.

BoD - Board of Directors.

Borrowing requirements - Indicates the percentage of total expenses not covered by the company's own revenues, indicative of the degree of dependence on resources from the National Treasury. Excluding provisions, impairment expenses and equity equivalence result.

Brazilian National Treasury Resources - Resources that the state-owned enterprises receive from the Brazilian Treasury to investments or general expenses.

CGPAR - Interministerial Commission on Corporate Governance and Administration of Government Holdings.

Collective Bargaining Agreement (CCT) - Normative agreement signed between the Workers Union and the Economic Category Union (employers).

Collective Labor Agreement (CLA) - Normative agreement signed between the Workers Union and one or more individual companies, without the intervention of any employer entity (Economic Category Union).

Companies included in the State Budget - Correspond to companies included in the State Investment Budget - OI and/or that annually present the sources of resources and the expenses foreseen for the year, for the preparation of the Global Expenditure Program - PDG.

Complementary Pension Plan Expenses - Sponsored expenses to complementary pension plans for employees, managed by complementary pension fund entities.

Complementary Welfare - It is the optional welfare policy that is organized autonomously in relation to the other policies and has the purpose of assuring the worker the receipt of income additional to that paid by the obligatory welfare policy, thus being a mechanism that permits the worker, optionally, to accumulate reserves so that in the future he can enjoy a complementary retirement.

Consolidated Data - Data taken from the financial statements of an economic group, in which the accounting information of the Holding Company and its subsidiaries is presented as if they were a single economic entity.

Debenture - a type of debt instrument that assures to the holder, the credit rights of the issuer corporation.

Dependent State-Owned Company - State-owned company that receives financial resources from the controlling entity for the payment of personnel expenses or costs in general or capital, excluding, in the latter case, those resulting from increased equity interest. Source: LRF (Supplementary Law no. 101, of May 4, 2000. Article 2, item III).

Directly Controlled SOE - SOE whose the majority of the capital stock with voting rights belongs directly to the Federal Government.

Divestment - An individual and autonomous decision by a SOE in the management of its portfolio, seeking, among other objectives, greater liquidity, alignment with its main activities, reduction of financial leverage, managerial efficiency or improved governance.

Dividends and interest on equity paid - part of the profit distributed and effectively paid as remuneration to shareholders.



Dividends Paid to the Government - Correspond to the portion of profit distributed and effectively paid to the Federal Government.

EBITDA - Earnings before interest, taxes, depreciation and amortization. Metric of cash generation considering the operating activities of the company, i.e. the core business.

FC - Fiscal Council.

GDP - Gross Domestic Product.

Global Expenditure Program (PDG) - A set of systematized economic-financial information on state-owned companies, whose purpose is to evaluate the volume of resources and annual expenditures of state-owned companies, making them compatible with the government's economic policy targets.

Gross Revenue - The sum of a company's sales or services rendered, prior to any deductions.

Healthcare Assistance Benefit - Benefit offered by the SOE in order to provide healthcare assistance services to its workers and based on a self-funded program, or by expenses reimbursement, or under a private healthcare insurance, or by any other medical and dental assistance modality.

Healthcare Assistance Programs Funding - Financial resources invested by the SOE and by its employees to provide medical and dental assistance to the personnel and to their dependents.

Indebtedness - Loans, financing, leasing and debentures.

Indirect Controlled SOE - SOE whose the majority of share capital with voting rights belongs directly or indirectly to a public company controlled by the Union. Source: Decree No. 8,945, 2016 (art. 2, IV).

Interest on Equity (JCP) - This is a form of profit distribution. From the company's point of view, it is seen as an expense to the company, which affects the profits of a company. From the shareholder's point of view, it is an income, and because it was not taxed in the company, it is subject to income tax upon payment to the shareholder.

Investment Budget (Orçamento de Investimento - OI) - Comprises of all expenditures recorded in fixed assets, improvements to Federal Government assets carried out by non-dependent state-owned companies, and the necessary improvements to the infrastructure of public services granted by the Federal Government, detailed in projects and activities.

Investments - Expenditures executed in the year 2021, included in the Investment Budget of companies not dependent on the Federal Government, with: acquisition of goods classified as fixed assets; improvements made to Federal Government property by state-owned companies; and improvements necessary to the infrastructure of public services granted by the Federal Government.

Liabilities - Obligations with third parties which must be settled within a certain period. The amounts of Advance for Future Capital Increase (AFAC) recorded under liabilities were excluded.

Loans and Financing - Credit operations between a client and a financial institution whereby the client receives a sum of money that must be repaid within a certain period of time, plus contractual interest.

National Wide Consumer Price Index (IPCA) - A price index that aims to measure the inflation of a set of products and services sold in the retail market, referring to the personal consumption of families. IPCA is calculated and disclosed by the Instituto Brasileiro de Geografia e Estatística - IBGE.

Net Debt - Represents the total volume of debt minus the company's cash and cash equivalents.

Net Debt / EBITDA - The ratio indicates how many years the company would take to pay off its net debt using its cash generation.

Net Income - Net profit or loss earned in a given period, after taxes. This result is determined after comparing total income and total expenses. If revenues exceed expenses, the result will be positive, constituting the final net profit that will be available to partners or shareholders for the constitution of reserves or distribution of dividends. If expenses exceed revenues, the result will be negative, constituting the final net loss.

Non-dependent State-Owned Company - State-owned company that does not receive financial resources from its controller to pay personnel expenses or costs in general or even capital, except, in the latter case, those resulting from an increase in the equity interest intended for investments.

Overfunding - The situation when the actuarial value of a pension plan's assets is more than its liabilities, thereby having an actuarial surplus.

Permanent Personnel - Permanent employees of a state-owned company. Does not include outsourced and temporary staff.



Personnel Expenditure - Comprises any and all resources invested by the company in the direct or indirect remuneration of its own personnel. It comprises remuneration, social charges and benefits (social security and health plans).

Privatization - Sale of the controlling stake of an SOE directly owned by the state, turning it into a privately owned company. It implies a reorganization of the role and presence of the State in the economy, increasing the freedom for private initiative to exercise its function and generate income for society while the government invests its time and resources in activities that are essential to the nation.

PLR - Profit Sharing Program.

ROE - Return on Equity - Measure of financial performance calculated by dividing net income by shareholders' equity, is considered a measure of a corporation's profitability in relation to the stockholders' equity. For the calculation it was used the mean of the shareholders' equity of the two last years.

SDGs - Sustainable Development Goals - These are 17 goals and 169 global action targets for achievement by 2030, mostly covering the environmental, economic and social dimensions of sustainable development, in an integrated and interrelated manner, in the context of the 2030 Agenda for Sustainable Development, adopted in September 2015 by 193 UN Member States (UN General Assembly Resolution 70/1). Source: <https://odsbrasil.gov.br/home/agenda>.

Shareholders' Equity - Amount owned by partners or shareholders of the company at a given time, represented in the balance sheet by the difference between the value of assets and liabilities. The amounts of Advances for Future Capital Increases (AFAC) recorded under liabilities were added.

SIEST - State owned information system (managed by Sest).

SOE Size - Classification of the company relative to its size measured by their annual gross revenue: larger than R\$ 90 million/year and smaller than R\$ 90 million/year.

SOEs' GDP Share - Calculated based on the Gross Value Added (GVA), which corresponds to the wealth generated by the company, calculated in accounting terms based on the difference between the value of its production and that of the goods and services produced by third parties used in its production process. The GVA calculation is closely correlated to the GDP, which is the sum of the gross added values of all economic agents.

Sponsored Pension Plan - A plan in which access depends on a previous formal employment relationship and the willingness of the employer to develop a human resources policy aimed at protecting and encouraging its professional staff. One of the assumptions of this type of plan, and the reason that makes it very attractive, is the participation of the employer in the costing of the foreseen benefits.

Staff Cost Coverage Ratio - Indicates the percentage of staff costs covered by service revenues and tariffs. It is a measure used in the financial sector.

Statement of Added Value (DVA) - Accounting statement that shows the values corresponding to the formation of wealth generated by the company in a given period and its respective distribution.

Subsidiaries - Companies controlled by state-owned and state-controlled enterprises.

Subsidy - Resources transferred from the Brazilian Treasury to dependent state-owned enterprises, earmarked for the payment of personnel expenses or costs in general.

Total Assets in Supplementary Pension Plans - Sum of all assets and rights of the pension plans.

Total Debt - Sum of loans, financing, leasing and debentures.

Total Remuneration of C-level and Board of Directors - It includes a fixed salary and, sometimes, a variable remuneration program. It is important to notice that remuneration of board of directors is composed only by a fixed salary.

Variable Remuneration Program - RVA - C-level variable remuneration programme.

Voluntary Dismissal Plan - PDV - Considers only employees who are part of the permanent staff of a stateowned enterprise. Does not include outsourced and temporary workers.



Appendix III

SOEs by Activity Sectors

FOOD SUPPLY

- CEAGESP
- CEASAMINAS
- CONAB

FINANCIAL

- ABGF
- BASA
- BNB
- EMGEA
- FINEP
- GRUPO BANCO DO BRASIL
- GRUPO BNDES
- GRUPO CAIXA

INDUSTRY

- CMB
- HEMOBRÁS
- IMBEL
- INB
- NUCLEP

INFRASTRUCTURE AND TRANSPORT

- CBTU
- CDC
- CDP
- CDRJ
- CODEBA
- CODERN
- CODESA
- CODEVASF
- INFRAERO
- SPA
- TRENSURB
- VALEC

RESEARCH AND PROJECT MANAGEMENT

- AMAZUL
- CPRM
- EMBRAPA
- EMGEPRON
- EPE
- EPL
- PPSA

OIL, GAS AND ENERGY

- GRUPO ELETROBRAS
- GRUPO PETROBRAS

HEALTH CARE

- EBSERH
- GHC - CONCEIÇÃO
- HCPA

INFORMATION TECHNOLOGY AND COMMUNICATION

- DATAPREV
- EBC
- ECT - CORREIOS
- SERPRO
- TELEBRAS



Appendix IV

Group's Composition

BANK OF BRAZIL GROUP

- BB
- ATIVOS GESTÃO
- ATIVOS S.A.
- BB CARTÕES
- BB CONSÓRCIOS
- BB CORRETORA
- BB DTVM
- BB ELO CARTÕES
- BB INVESTIMENTOS
- BB LEASING
- BB SEGURIDADE
- BB SEGUROS
- BBTS

BNDES GROUP

- BNDES
- BNDESPAR
- FINAME

CAIXA GROUP

- CAIXA
- CAIXA CARTÕES
- CAIXA CORRETAGEM
- CAIXA DTVM
- CAIXA HOLDING
- CAIXA LOTERIAS
- CAIXA SEGURIDADE
- XC ADQUIRÊNCIA
- XC CONTAS DE PAGAMENTO
- XC FIDELIDADE
- XC PAT
- XC PRÉ-PAGOS

ELETRORAS GROUP

- ELETRORAS
- BRASIL VENTOS
- CGT ELETROSUL
- CHESF
- EDV IX
- EDV V
- EDV VI
- EDV VII
- EDV VIII
- ELETRONORTE
- ELETRONUCLEAR
- ELETROPAR
- EÓLICA CERRO CHATO IV
- EÓLICA CERRO CHATO V
- EÓLICA CERRO CHATO VI
- EÓLICA CERRO DOS TRINDADES
- EÓLICA IRABUITÃ
- FURNAS
- IBER
- LIVRAMENTO HOLDING
- TGO
- TSLE
- VENTOS DE ANGELIM

PETROBRAS GROUP

- PETROBRAS
- ARAUCÁRIA
- BSE
- GASBRASILIANO
- GASPETRO
- MUCURIPE
- PARANÁ XISTO S.A.
- PBEN
- PBEN-P
- PBIO
- PB-LOG
- REFINARIA CANOAS
- REFINARIA DE MANAUS
- TBG
- TERMOBAHIA
- TERMOMACAÉ
- TMC
- TRANSBEL
- TRANSPETRO



Appendix V

International Subsidiaries

BANK OF BRAZIL GROUP

- BANCO PATAGÔNIA
- BANCO PATAGÔNIA URUGUAY
- BB AG
- BB AMERICAS
- BB ASSET MANAGEMENT IRELAND

- BB SECURITIES ASIA PTE LTD.
- BB SECURITIES LLC
- BB SECURITIES LTD.
- BB USA HOLDING COMPANY INC
- BRASILIAN CAYMAN ISLANDS HOLDING

- GPAT
- PATAGONIA INVERSORA
- PATAGONIA VALORES

PETROBRAS GROUP

- BEAR
- BRASOIL
- DRILL SHIP INTERNATIONAL B.V.
- FRADE INVERSIONES
- MISUROL
- PAI
- PEB
- PEBD
- PECC
- PEL

- PEMID
- PETROBRAS WELL RESPONSE B.V. - PWR
- PEVIS
- PGF
- PGT BV
- PIB BV
- PIB BV SUCURSAL ANGOLA
- PIB COL
- PM
- PMDI

- PNBV
- POSA
- PSPL
- PTB URUGUAY
- PUDSA
- PUSAI
- PVIE SUCURSAL COLÔMBIA
- PVIS
- TIBV



Appendix VI

Companies Created and Privatized in 2021

Companies Created - 5

Directly Controlled SOE

- NAV Brasil
- VDMG

PETROBRAS GROUP

- Refinaria Canoas
- Refinaria Mucuripe
- Refinaria Mataripe

Merged Companies - 26

CAIXA GROUP

- Caixapar

ELETRORBRAS GROUP

- Arara Azul
- Ouro Verde I
- Ouro Verde II
- Ouro Verde III
- Ventos de Sta. Rosa
- Ventos de Uirapuru
- Bentevi
- Complexo Eólico Pindaí I
- Complexo Eólico Pindaí II
- Complexo Eólico Pindaí III
- Acauã Energia
- Angical 2 Energia
- Arapapá Energia
- Caititú 2 Energia
- Caititú 3 Energia
- Carcará Energia
- Coqueirinho 2 Energia
- Corrupião 3 Energia
- Papagaio Energia
- Tamanduá Mirim Energia
- Teiú 2 Energia
- TSBE
- FOTE
- AmGT

PETROBRAS GROUP

- CDMPI

Divested Companies - 10

CAIXA GROUP

- XS3
- XS4
- XS5
- XS6

ELETRORBRAS GROUP

- Paraíso Transmissora

PETROBRAS GROUP

- Mangue Seco 2
- Breitener
- Breitener Tambaqui
- Breitener Jaraqui
- Refinaria Mataripe

Companies in liquidation - 1

Directly Controlled SOE

- Ceitec



Appendix VII

Data Sources

SIEST - SOEs Information System

Data from Previc - National Superintendence of Complementary Social Security.

Soes online website:

- Financial Statistics;
- Public Policy Annual Report;
- Sustainability Report;
- Management Annual Report;
- Management Annual Report;
- Company's Bylaw, other documents.

ESG Detailed Sources

ASG - Ambiental, Social e Governança / ESG - Environmental, Social and Corporate Governance.

CEAGESP

- Source: <https://ceagesp.gov.br/>

- <http://www.finep.gov.br/apoio-e-financiamento-externa/programas-e-linhas>

CEASAMINAS

- Source: <https://iceasaminas.org.br/>

BNDES

- <https://www.bndes.gov.br/>

CONAB

- Conab

CAIXA

- CAIXA

BASA

- BASA

CBTU

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SECRETARIAT OF
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