

# BOOK OF INDICATORS



SUSTAINABILITY  
REPORT  
2015

# GRI INDICATORS 2015

We present below the GRI Remissive Index, indicating the location of responses to indicators in the 2015 Sustainability Report. In addition, whenever applicable, information about performance will be segmented by company and, when possible, compared to the information reported in the 2014

The Report also presents information about fulfilment of the commitments undertaken by Triunfo as a signatory to the Global Compact. Hence, we have indicated throughout this Report the relation between GRI indicators and the principles of Global Compact, namely:

## HUMAN RIGHTS



1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. Make sure that they are not complicit in human rights abuses.

## LABOR



3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. The elimination of all forms of forced and compulsory labor;
5. The effective abolition of child labor; and
6. The elimination of discrimination in respect of employment and occupation.

## ENVIRONMENT



## ANTI-CORRUPTION



7. Businesses should support a precautionary approach to environmental challenges;
8. Undertake initiatives to promote greater environmental responsibility; and
9. Encourage the development and diffusion of environmentally friendly technologies.
10. Businesses should work against corruption in all its forms, including extortion and bribery.

## STRATEGY AND ANALYSIS

INDICADOR	PAGE / ANSWER
<b>G4-1</b> Statement from the most senior decision-maker of the organization.	Pages 6 to 9 of the 2015 Sustainability Report

## ORGANIZATIONAL PROFILE

INDICADOR	PAGE / ANSWER
<b>G4-3</b> Name of the organization.	Pages 18 to 21 of the 2015 Sustainability Report
<b>G4-4</b> Primary brands, products and services.	Pages 20 to 30 of the 2015 Sustainability Report
<b>G4-5</b> Location of the organization's headquarters.	Pages 18 to 21 of the 2015 Sustainability Report
<b>G4-6</b> Number of countries where the organization operates.	Page 18 of the 2015 Sustainability Report
<b>G4-7</b> Nature of ownership and legal form.	Page 18 of the 2015 Sustainability Report
<b>G4-8</b> Markets served.	Pages 20 to 30 and 70 of the 2015 Sustainability Report
<b>G4-9</b> Scale of the organization.	Pages 18 to 46 of the 2015 Sustainability Report

### G4-10

- Report the total number of employees by employment contract and gender. Report the total number of permanent employees by employment type and gender.
- Report the total workforce by employees and supervised workers and by gender.
- Report the total workforce by region and gender.
- Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors.
- Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).



Pages 60 to 62 of the 2015 Sustainability Report. Following is the company's performance:




### EMPLOYEES – GENDER

COMPANY	MEN		WOMEN	
	2015	2014	2015	2014
<b>Aeroportos Brasil Viracopos</b>	924	872	329	317
<b>Concer</b>	414	188	227	211
<b>Portonave</b>	908	835	183	171
<b>Rio Bonito</b>	39	293	9	16
<b>Rio Guaíba</b>	158	154	7	6
<b>Rio Tibagi</b>	165	159	13	13
<b>Tijoá</b>	34	-	2	-
<b>Triunfo Concebra</b>	524	410	470	117
<b>Triunfo Concepa</b>	119	110	238	214
<b>Triunfo Econorte</b>	76	78	119	107
<b>Triunfo Participações e Investimentos</b>	29	31	30	31
<b>Triunfo Transbrasiliiana</b>	152	-	162	-
<b>Vessel</b>	148	-	12	-
<b>TOT AL</b>	<b>3,690</b>	<b>3,130</b>	<b>1,801</b>	<b>1,203</b>

EMPLOYEES – TOTAL		
	2015	2014
Aeroportos Brasil Viracopos	1,253	1,189
Concer	641	399
Portonave	1091	1,006
Rio Bonito	48	309
Rio Guaíba	165	160
Rio Tibagi	178	172
Tijoá	36	-
Triunfo Concebra	994	527
Triunfo Concepa	357	324
Triunfo Econorte	195	185
Triunfo Participações e Investimentos	59	62
Triunfo Transbrasiliana	314	-
Vessel	160	-
<b>TOTAL</b>	<b>5,491</b>	<b>4,333</b>

EMPLOYEES BY REGION – GENDER				
	MEN		WOMEN	
	2015	2014	2015	2014
Midwest	672	413	482	117
Southeast	1,592	1,384	759	575
South	1,426	1,357	560	523
<b>TOTAL</b>	<b>3,690</b>	<b>3,154</b>	<b>1,801</b>	<b>1,215</b>

EMPLOYEES BY REGION – TOTAL		
	2015	2014
Midwest	1,154	530
Southeast	2,351	1,959
South	1,986	1,880
<b>TOTAL</b>	<b>5,491</b>	<b>4,369</b>

INDICATOR		PAGE / ANSWER
<b>G4-11</b> Percentage of total employees covered by collective bargaining agreements.	 	Page 61 of the 2015 Sustainability Report
<b>G4-12</b> Organization's supply chain.		Page 71 of the 2015 Sustainability Report. <b>Partial answer</b> - <i>Triunfo companies do not yet have a precise mapping of their value chain, which is a target expected to be achieved in 2016.</i>
<b>G4-13</b> Any significant changes during the reporting period regarding the organization's size, structure, ownership or its supply chain.		Page 20 of the 2015 Sustainability Report
<b>G4-14</b> Whether and how the precautionary approach or principle is addressed by the organization.		Page 49 of the 2015 Sustainability Report
<b>G4-15</b> Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.		Page 73 of the 2015 Sustainability Report
<b>G4-16</b> Memberships of associations and national or international advocacy organizations in which the organization holds a position on the governance body; participates in projects or committees; provides substantive funding beyond routine membership dues; views membership as strategic.		Page 73 of the 2015 Sustainability Report

## IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

INDICATOR		PAGE / ANSWER
<b>G4-17</b> a. All entities included in the organization's consolidated financial statements or equivalent documents. b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.		Page 11 of the 2015 Sustainability Report

<b>G4-18</b> a. Process for defining the report content and the aspect boundaries. b. How the organization has implemented the reporting principles for defining report content.		Page 12 of the 2015 Sustainability Report
<b>G4-19</b> All material aspects identified in the process for defining report content.		Page 15 of the 2015 Sustainability Report
<b>G4-20</b> For each material Aspect, report the aspect boundary within the organization.		Page 15 of the 2015 Sustainability Report
<b>G4-21</b> For each material aspect, report the aspect boundary outside the organization.		Page 15 of the 2015 Sustainability Report
<b>G4-22</b> The effect of any restatements of information provided in previous reports, and the reasons for such restatements.		Pages 16, 42, 49 and 54 of the 2015 Sustainability Report
<b>G4-23</b> Significant changes from previous reporting periods in the scope and aspect boundaries.		Page 11 of the 2015 Sustainability Report

## STAKEHOLDER ENGAGEMENT

INDICATOR		PAGE / ANSWER
<b>G4-24</b> List of stakeholder groups engaged by the organization.		Page 12 of the 2015 Sustainability Report
<b>G4-25</b> Basis for identification and selection of stakeholders with whom to engage.		Page 12 of the 2015 Sustainability Report
<b>G4-26</b> The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.		Page 12 of the 2015 Sustainability Report
<b>G4-27</b> Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.		Page 12 of the 2015 Sustainability Report

## REPORT PROFILE

INDICATOR	PAGE / ANSWER
<b>G4-28</b> Reporting period.	Page 11 of the 2015 Sustainability Report
<b>G4-29</b> Date of most recent previous report.	Page 12 of the 2015 Sustainability Report
<b>G4-30</b> Reporting cycle.	Page 12 of the 2015 Sustainability Report
<b>G4-31</b> Contact point for questions regarding the report or its contents.	Page 12 of the 2015 Sustainability Report
<b>G4-32</b> a. 'In accordance' option the organization has chosen. b. GRI Content Index for the chosen option. c. Reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.	Page 11 of the 2015 Sustainability Report
<b>G4-33</b> a. Policy and current practice with regard to seeking external assurance for the report. b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. c. Relationship between the organization and the assurance providers. d. Whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.	Page 11 of the 2015 Sustainability Report

## GOVERNANCE

INDICATOR	PAGE / ANSWER
<b>G4-34</b> Governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	Page 34 of the 2015 Sustainability Report
<b>G4-38</b> Report the composition of the highest governance body and its committees by: executive or non-executive; independence; tenure on the highest governance body; number of each individual's other significant positions and commitments, and the nature of the	Page 35 of the 2015 Sustainability Report
<b>G4-45</b> The highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. The highest governance body's role in the implementation of due diligence processes.	Page 35 of the 2015 Sustainability Report

## ETHICS AND INTEGRITY



INDICATOR	PAGE / ANSWER
<b>G4-56</b> The organization's values, principles, standards and norms of behavior, such as codes of conduct and codes of ethics.	Page 37 of the 2015 Sustainability Report

## ECONOMIC PERFORMANCE

INDICATOR	PAGE / ANSWER
<b>G4-EC1</b> Direct economic value generated and distributed.	Pages 47 and 67 of the 2015 Sustainability Report
<b>G4-EC3</b> Coverage of the organization's defined benefit plan obligations.	Page 64 of the 2015 Sustainability Report

## PROCUREMENT PRACTICES

INDICATOR	PAGE / ANSWER
<b>G4-EC9</b> Proportion of spending on locally based suppliers at significant locations of operation.	Page 71 of the 2015 Sustainability Report. Following is the company's performance:

PROPORTION OF SPENDING ON LOCALLY BASED SUPPLIERS			
COMPANY	TOTAL	LOCAL	%
<b>Aeropertos Brasil Viracopos</b>	321,363,246.97	167,983,294.38	52.3%
<b>Concer</b>	320,977,263.80	231,737,713.80	72.2%
<b>Portonave</b>	186,961,484.75	86,066,310.06	46.00%
<b>Rio Bonito</b>	N/A*	N/A	N/A
<b>Rio Guaíba</b>	10,688,578.00	10,200,811.00	95.40%
<b>Rio Tibagi</b>	27,384,033.79	27,384,033.79	100%
<b>Tijóá</b>	21,286,447.87	14,509,989.78	68.20%
<b>Triunfo Concebra</b>	596,893,585.64	205,878,232.68	34.5%
<b>Triunfo Concepa</b>	274,638,839.70	183,145,749.30	66.7%
<b>Triunfo Econorte</b>	73,482,708.92	73,482,708.92	100%
<b>Triunfo Participações e Investimentos</b>	N/A	N/A	N/A
<b>Triunfo Transbrasiliiana</b>	27,345,150.00	7,451,719.97	27.20%
<b>Vessel</b>	7,136,580.31	1,166,803.76	16.30%

\* Throughout the Book of Indicators, N/A means "information not available."

## ENERGY

INDICATOR	PAGE / ANSWER
<b>G4-EN3</b> Energy consumption within the organization.	Page 50 of the 2015 Sustainability Report. Following is the company's performance:

FUEL CONSUMPTION <sup>1</sup>		
COMPANY	2015	2014
<b>Aeropertos Brasil Viracopos</b>	Renewable: 6.55 GJ	Renewable: 0 GJ
	Non Renewable: 2,382,261.12GJ	Non Renewable: 2,958,413.64 GJ
<b>Concer</b>	Renewable: 0	Renewable: 31.01 GJ
	Non Renewable: 6,533,415.54 GJ	Non Renewable: 6,329,357.71 GJ
<b>Portonave</b>	Renewable: 0	Renewable: 0 GJ
	Non Renewable: 96,508.53 GJ	Non Renewable: 117,948.24 GJ
<b>Rio Bonito</b>	Renewable: 4.25 GJ	Renewable: 11.58 GJ
	Non Renewable: 16,393.34 GJ	Non Renewable: 17,950.65 GJ
<b>Rio Guaiba</b>	Renewable: 0	Renewable: N/A
	Non Renewable: 14,065.93 GJ	Non Renewable: 13,913.38 GJ
<b>Rio Tibagi</b>	Renewable: 200.07 GJ	Renewable: 0 GJ
	Non Renewable: 19,788.58 GJ	Non Renewable: 19,544.55 GJ
<b>Tijóá</b>	Renewable: 82.20 GJ	N/A
	Non Renewable: 287.54 GJ	N/A

<b>Triunfo Concebra<sup>2</sup></b>	Renewable: 3,609.38 GJ	Renewable: 21.18 GJ
	Non Renewable: 71,540.78 GJ	Non Renewable: 22,618.23 GJ
<b>Triunfo Concepa</b>	Renewable: 1.29 GJ	Renewable: 14.58 GJ
	Non Renewable: 1,727.46 GJ	Non Renewable: 1,791.19 GJ
<b>Triunfo Econorte</b>	Renewable: 2,792.01 GJ	Renewable: 3,787.64 GJ
	Non Renewable: 9,141.90 GJ	Non Renewable: 11,610.63 GJ
<b>Triunfo Participações e Investimentos</b>	Renewable: N/A	Renewable: N/A
	Non Renewable: N/A	Non Renewable: N/A
<b>Triunfo Transbrasiliana</b>	Renewable: 8,245.31 GJ	N/A
	Non Renewable: 19,878.71 GJ	N/A
<b>Vessel</b>	N/A	N/A
	N/A	N/A
<b>TOTAL</b>	<b>Renewable: 14,941.06 GJ</b>	<b>Renewable: 3,865.99 GJ</b>
	<b>Non Renewable: 9,165,009.43 GJ</b>	<b>Non Renewable: 9,493,148.22 GJ</b>

1. Source of conversion factors: Energy Research Company (EPE)

2. The value reported by Triunfo Concebra does not include all units of the company since the hostels maintained by it were excluded.

POWER CONSUMPTION		
COMPANY	2015	2014
<b>Aeroportos Brasil Viracopos</b>	143,988.76 GJ	94,579.05 GJ
<b>Concer</b>	14,938.32 GJ	13,640.59 GJ
<b>Portonave</b>	153,537.5 GJ	136,730.95 GJ
<b>Rio Bonito</b>	123.31 GJ	120.82 GJ
<b>Rio Guaíba</b>	18.78 GJ	12.04 GJ
<b>Rio Tibagi</b>	141.01 GJ	125.86 GJ
<b>Tijóá</b>	29.90 GJ	N/A
<b>Triunfo Concebra</b>	9,275.12 GJ	184.94 GJ
<b>Triunfo Concepa</b>	5,044.76 GJ	4,731.31 GJ
<b>Triunfo Econorte</b>	3,461.88 GJ	3,564.92 GJ
<b>Triunfo Participações e Investimentos</b>	596.75 GJ	546.07 GJ
<b>Triunfo Transbrasiliana</b>	8,964.80 GJ	N/A
<b>Vessel</b>	54.26 GJ	N/A
<b>TOTAL</b>	<b>340,175.15 GJ</b>	<b>254,236.55 GJ</b>



TOTAL ENERGY CONSUMPTION WITHIN THE ORGANIZATION		
COMPANY	2015	2014
Aeroportos Brasil Viracopos	2,526,256.43 GJ	3,052,992.69 GJ
Concer	6,548,353.86 GJ	6,343,029.31 GJ
Portonave	250,046.03 GJ	254,679.19 GJ
Rio Bonito	16,520.90 GJ	18,083.05 GJ
Rio Guaíba	14,084.71 GJ	13,925.42 GJ
Rio Tibagi	20,129.66 GJ	19,670.41 GJ
Tijoá	399.64 GJ	N/A
Triunfo Concebra	84,425.28 GJ	22,824.35 GJ
Triunfo Concepa	6,773.51 GJ	6,537.08 GJ
Triunfo Econorte	15,395.79 GJ	18.963.19 GJ
Triunfo Participações e Investimentos	596.75 GJ	546.07 GJ
Triunfo Transbrasiliana	37,088.82 GJ	N/A
Vessel	54.26 GJ	N/A
<b>TOTAL</b>	<b>9,520,125.64 GJ</b>	<b>9,751,250.76 GJ</b>

INDICATOR	PAGE / ANSWER
<b>G4-EN5</b> Energy intensity.	Page 51 of the 2015 Sustainability Report
<b>G4-EN6</b> Reduction in energy consumption.	Page 50 of the 2015 Sustainability Report

## WATER



### INDICATOR

### PAGE / ANSWER

#### G4-EN8

Total water withdrawal by source.

Page 49 of the 2015 Sustainability Report. Following is the company's performance:

WATER CONSUMPTION – GROUND WATER		
COMPANY	2015	2014
Aeroportos Brasil Viracopos	10,009.00 m <sup>3</sup>	20,944.00 m <sup>3</sup>
Concer	5,335.66 m <sup>3</sup>	18,396.00 m <sup>3</sup>
Portonave	0	0
Rio Bonito	0	0
Rio Guaíba	N/A	N/A
Rio Tibagi	0	0
Tijoá	5,736.00 m <sup>3</sup>	N/A
Triunfo Concebra <sup>1</sup>	4,050.12 m <sup>3</sup>	0
Triunfo Concepa	916.67 m <sup>3</sup>	499.05 m <sup>3</sup>
Triunfo Econorte	4,010.46 m <sup>3</sup>	4,598.78 m <sup>3</sup>
Triunfo Participações e Investimentos	N/A	N/A
Triunfo Transbrasiliana	3,932.60 m <sup>3</sup>	N/A
Vessel	0	N/A
<b>TOTAL</b>	<b>33,990.51 m<sup>3</sup></b>	<b>44,437.83 m<sup>3</sup></b>

<sup>1</sup> - The reported volume includes partial consumption by Triunfo Concebra, as the measurement of water sourced from underground wells used by the company started only in November 2015.

WATER CONSUMPTION – PUBLIC WATER SUPPLY		
COMPANY	2015	2014
Aeroportos Brasil Viracopos	190,074.00 m <sup>3</sup>	185,599.00 m <sup>3</sup>
Concer	0	0
Portonave	10,955.00 m <sup>3</sup>	18,690.00 m <sup>3</sup>
Rio Bonito	1,795.00 m <sup>3</sup>	2,158.20 m <sup>3</sup>
Rio Guaíba*	N/A	N/A
Rio Tibagi	416.00 m <sup>3</sup>	455.00 m <sup>3</sup>
Tijóá	0	N/A
Triunfo Concebra	1,091.99 m <sup>3</sup>	587.00 m <sup>3</sup>
Triunfo Concepa	9,783.00 m <sup>3</sup>	8,099.00 m <sup>3</sup>
Triunfo Econorte	3,439.00 m <sup>3</sup>	3,561.00 m <sup>3</sup>
Triunfo Participações e Investimentos	N/A	N/A
Triunfo Transbrasiliana	254.00 m <sup>3</sup>	N/A
Vessel**	348.00 m <sup>3</sup>	N/A
<b>TOTAL</b>	<b>218,156.00 m<sup>3</sup></b>	<b>219,419.00 m<sup>3</sup></b>

WATER CONSUMPTION – TOTAL		
COMPANY	2015	2014
Aeroportos Brasil Viracopos	200,083.00 m <sup>3</sup>	206,543.00 m <sup>3</sup>
Concer <sup>1</sup>	5,335.66 m <sup>3</sup>	18,396.00 m <sup>3</sup>
Portonave	10,955.00 m <sup>3</sup>	18,690.00 m <sup>3</sup>
Rio Bonito	1,795.00 m <sup>3</sup>	2,158.20 m <sup>3</sup>
Rio Guaíba <sup>2</sup>	N/A	N/A
Rio Tibagi	416.00 m <sup>3</sup>	455.00 m <sup>3</sup>
Tijóá	5,736.00 m <sup>3</sup>	N/A
Triunfo Concebra	5,142.11 m <sup>3</sup>	587.00 m <sup>3</sup>
Triunfo Concepa	10,699.67 m <sup>3</sup>	8,598.05 m <sup>3</sup>
Triunfo Econorte	7,449.46 m <sup>3</sup>	8,159.78 m <sup>3</sup>
Triunfo Participações e Investimentos <sup>2</sup>	N/A	N/A
Triunfo Transbrasiliana	4,186.60 m <sup>3</sup>	N/A
Vessel <sup>3</sup>	348.00 m <sup>3</sup>	N/A
<b>TOTAL</b>	<b>252,146.50 m<sup>3</sup></b>	<b>263,587.03 m<sup>3</sup></b>

1 - In 2014, the volume reported by Concer had been estimated.

2 - Triunfo Participações e Investimentos and Rio Guaíba are part of business condominiums, where there is no individual measurement of consumption per unit/company.

3 - Consumption reported by Vessel corresponds to the last quarter of 2015, when the company was fully operational, and does not represent total consumption since some units do not have the records.

## BIODIVERSITY



### INDICATOR

### PAGE / ANSWER

#### G4-EN11

Owned, leased, managed operational units in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.

Pages 54 of the 2015 Sustainability Report. Following is the company's performance:

#### OPERATIONAL UNITS IN, OR ADJACENT TO, PROTECTED AREAS

COMPANY	2015	2014
<b>Aeroportos Brasil Viracopos<sup>1</sup></b>	In: 0.24 km <sup>2</sup>	In: 0 km <sup>2</sup>
	Adjacent to: 0 km <sup>2</sup>	Adjacent to: 0 km <sup>2</sup>
<b>Concer<sup>2</sup></b>	In: 4.73 km <sup>2</sup>	In: 4.73 km <sup>2</sup>
	Adjacent to: 0 km <sup>2</sup>	Adjacent to: 0 km <sup>2</sup>
<b>Portonave</b>	In: 0 km <sup>2</sup>	In: 0 km <sup>2</sup>
	Adjacent to: 0.09 km <sup>2</sup>	Adjacent to: 0 km <sup>2</sup>
<b>Rio Bonito</b>	In: 0 km <sup>2</sup>	In: 0 km <sup>2</sup>
	Adjacent to: 0 km <sup>2</sup>	Adjacent to: 0 km <sup>2</sup>
<b>Rio Guaíba</b>	In: 0 km <sup>2</sup>	In: 0 km <sup>2</sup>
	Adjacent to: 0 km <sup>2</sup>	Adjacent to: 0 km <sup>2</sup>
<b>Rio Tibagi</b>	In: 0 km <sup>2</sup>	In: 0 km <sup>2</sup>
	Adjacent to: 0 km <sup>2</sup>	Adjacent to: 0 km <sup>2</sup>
<b>Tijoa</b>	In: 0 km <sup>2</sup>	In: N/A
	Adjacent to: 817 km <sup>2</sup>	Adjacent to: N/A

<b>Triunfo Concebra</b>	In: In: 3.62 km <sup>2</sup> (APPs along the right of way)	In: In: 3.62 km <sup>2</sup> (APPs along the right of way)
	Adjacent to: 0 km <sup>2</sup>	Adjacent to: 0 km <sup>2</sup>
<b>Triunfo Concepa</b>	In: 0 km <sup>2</sup>	In: 1.06 km <sup>2</sup>
	Adjacent to: 6.26 km <sup>2</sup>	Adjacent to: 0.59 km <sup>2</sup> (State Park Delta do Jacuí)
<b>Triunfo Econorte</b>	In: 0 km <sup>2</sup>	In: 0 km <sup>2</sup>
	Adjacent to: 0 km <sup>2</sup>	Adjacent to: 0 km <sup>2</sup>
<b>Triunfo Participações e Investimentos</b>	N/A	N/A
<b>Triunfo Transbrasiliana</b>	In: 0 km <sup>2</sup>	In: N/A
	Adjacent to: 0 km <sup>2</sup>	Adjacent to: N/A
<b>Vessel</b>	N/A	N/A
<b>TOTAL</b>	<b>In: 8.59 km<sup>2</sup></b>	<b>In: 9.41 km<sup>2</sup></b>
	<b>Adjacent to: 823.35 km<sup>2</sup></b>	<b>Adjacent to: 0.59 km<sup>2</sup></b>

1 - In the 2014 Sustainability Report, Aeroportos Brasil Viracopos did not report protected areas as it considered only operational areas. In 2015, the company expanded the scope to all owned areas, including new areas.

2 - The highway managed by Concer bisects the following Conservation Units: APA São Bento (Duque de Caxias); APA Piabanha (Petrópolis); APA Petrópolis (Petrópolis); Rebio Tinguá (Petrópolis, Nova Iguaçu, Duque de Caxias and Miguel Pereira); and APA Bem Posta (Três Rios).

## INDICATOR

## PAGE / ANSWER

## G4-EN13

Habitats protected or restored.

Page 55 of the 2015 Sustainability Report. Following is the company's performance:

HABITATS RESTORED		
COMPANY	2015	2014
Aeroportos Brasil Viracopos	0.44 km <sup>2</sup>	0 km <sup>2</sup>
Concer	0.01 km <sup>2</sup>	0.25 km <sup>2</sup>
Portonave	0 km <sup>2</sup>	0 km <sup>2</sup>
Rio Bonito	0 km <sup>2</sup>	0 km <sup>2</sup>
Rio Guaíba	0 km <sup>2</sup>	0 km <sup>2</sup>
Rio Tibagi	0 km <sup>2</sup>	0 km <sup>2</sup>
Tijoa <sup>1</sup>	30.05 km <sup>2</sup>	N/A
Triunfo Concebra	0 km <sup>2</sup>	0 km <sup>2</sup>
Triunfo Concepa	0 km <sup>2</sup>	0 km <sup>2</sup>
Triunfo Econorte	0 km <sup>2</sup>	0 km <sup>2</sup>
Triunfo Participações e Investimentos	N/A	N/A
Triunfo Transbrasiliana	0 km <sup>2</sup>	N/A
Vessel	0 km <sup>2</sup>	N/A
<b>TOTAL</b>	<b>30.50 km<sup>2</sup></b>	<b>0.25 km<sup>2</sup></b>

1 - The reported figure refers to the aggregate of reforested areas until 2015.

## EMISSIONS



## INDICATOR

## PAGE / ANSWER

## G4-EN15

Direct greenhouse gas (GHG) emissions (Scope 1).

Pages 52 and 53 of the 2015 Sustainability Report

## G4-EN16

Energy indirect greenhouse gas (GHG) emissions (Scope 2).

Pages 52 and 53 of the 2015 Sustainability Report

## G4-EN17

Other indirect greenhouse gas (GHG) emissions (Scope 3).

Pages 52 and 53 of the 2015 Sustainability Report

GHG EMISSIONS - PARTNER PARTICIPATION						
COMPANY	SCOPE 1	SCOPE 2	SCOPE 3	TOTAL (SCOPES 1, 2 AND 3)	BIOMASS EMISSIONS	PERCENTAGE SHARE OF GHG EMISSIONS
Aeroportos Brasil Viracopos	812.42	1,145.70	59.17	2,017.29	57.77	1.68%
Concer	1,015.73	455.81	4,773.87	6,245.41	304.64	5.21%
Portonave	3,278.81	2,094.20	12,527.25	17,900.26	302.46	14.94%
Rio Bonito	519.86	2.81	626.07	1,148.74	50.66	0.96%
Rio Guaíba	345.61	0.66	563.72	909.98	96.54	0.76%
Rio Tibagi	1,397.13	4.87	2.05	1,404.05	152.30	1.17%
Tijoa	13.07	0.68	33.67	47.42	3.76	0.04%
Triunfo Concebra	38,584.49	313.27	54.87	38,952.63	1,111.77	32.50%
Triunfo Concepa	104.29	174.45	46.19	324.93	20.18	0.27%
Triunfo Econorte	635.47	119.68	33.50	788.65	241.55	0.66%
Triunfo Participações e Investimentos	0.00	20.59	149.48	170.07	0.00	0.14%
Triunfo Transbrasiliana	1,798.29	309.99	402.27	2,510.55	673.24	2.09%
Vessel	0.00	1.88	47,426.90	47,428.78	129.29	39.57%
<b>TOTAL EMISSIONS</b>	<b>48,505.17</b>	<b>4,644.59</b>	<b>66,699.00</b>	<b>119,848.76</b>	<b>3,144.16</b>	<b>100.0%</b>
%	<b>40.47%</b>	<b>3.88%</b>	<b>55.65%</b>	<b>100.00%</b>	-	-

## EFFLUENTS AND WASTE



### INDICATOR

### PAGE / ANSWER

#### G4-EN23

Total weight of waste by type and disposal method.

Page 56 of the 2015 Sustainability Report. Following is the company's performance:

#### TOTAL WEIGHT OF WASTE BY TYPE AND DISPOSAL METHOD

COMPANY	2015	2014
<b>Aeropertos Brasil Viracopos<sup>1</sup></b>	3,510.72 tons, of which: <ul style="list-style-type: none"> <li>• 3,420.59 tons of non-hazardous waste, sent to landfills, composting, recycling, recovery and other methods;</li> <li>• 90.13 tons of hazardous waste, sent for incineration, recovery and other types of treatment.</li> </ul>	2,957.45 tons, of which: <ul style="list-style-type: none"> <li>• 2,887.56 tons of non-hazardous waste, sent to landfills, composting, recycling, recovery and other methods.</li> <li>• 69.89 tons of hazardous waste sent for incineration.</li> </ul>
<b>Concer</b>	N/A	N/A
<b>Portonave</b>	9,495.51 tons, of which: <ul style="list-style-type: none"> <li>• 8,682.83 tons of non-hazardous waste, sent to landfills, composting, recycling, recovery and other methods;</li> <li>• 812.68 tons of hazardous waste, collected by a certified company.</li> </ul>	3,741.67 tons, of which: <ul style="list-style-type: none"> <li>• 118.75 tons of hazardous waste, collected by a certified company.</li> <li>• 3,622.92 tons non-hazardous waste, sent for reuse, landfills, incineration and recycling, among other destinations.</li> </ul>
<b>Rio Bonito</b>	502.70 tons of non-hazardous waste, collected by a certified third party <sup>2</sup> .	657.43 tons of non-hazardous waste, collected by a certified third party.
<b>Rio Guaíba</b>	N/A	N/A
<b>Rio Tibagi</b>	N/A	N/A

<b>Tijóá</b>	3 tons of hazardous waste (industrial oil)	N/A
<b>Triunfo Concebra</b>	3.16 tons, of which: <ul style="list-style-type: none"> <li>• 2.86 tons of non-hazardous waste, sent to landfills, composting, recycling, recovery and other methods;</li> <li>• 0.30 tons of hazardous waste, collected by a certified company.</li> </ul>	N/A
<b>Triunfo Concepa</b>	304.61 tons, of which: <ul style="list-style-type: none"> <li>• 292.21 tons non-hazardous waste, sent to landfill and for recycling.</li> <li>• 12.40 tons hazardous waste, sent to industrial landfills, recovery and recycling.</li> </ul>	43 tons, of which: <ul style="list-style-type: none"> <li>• 0.40 tons non-hazardous waste, sent to landfill and for recycling.</li> <li>• 0.03 tons hazardous waste, sent to industrial landfills.</li> </ul>
<b>Triunfo Econorte</b>	91.36 tons, of which: <ul style="list-style-type: none"> <li>• 91.20 tons non-hazardous waste, sent to recycling and other disposal methods.</li> <li>• 0.16 tons hazardous waste sent for recycling (light bulbs).</li> </ul>	21.06 tons, of which: <ul style="list-style-type: none"> <li>• 20.95 tons non-hazardous waste, sent to recycling and other disposal methods.</li> <li>• 0.11 tons hazardous waste sent for recycling (light bulbs).</li> </ul>
<b>Triunfo Participações e Investimentos</b>	N/A <sup>3</sup>	N/A
<b>Triunfo Transbrasileira</b>	320.26 tons, of which: <ul style="list-style-type: none"> <li>• 316.79 tons non-hazardous waste, sent to landfill and for recycling.</li> <li>• 3.47 tons hazardous waste, sent to industrial landfills and local storage.</li> </ul>	-
<b>Vessel</b>	N/A	-
<b>TOTAL REGISTRADO</b>	<b>14,231.32 tons</b>	<b>7,378.04 tons</b>

1 - Waste from recycling at Aeropertos Brasil Viracopos is not included in this year's report.

2 - The vast majority of waste generated by Rio Bonito results from pruning and mowing services.

3 - Triunfo Participações e Investimentos recycles the waste generated at its headquarters in São Paulo (SP) and sends it to the condominium where it is located, which is responsible for adequate final disposal.

## INDICATOR

## PAGE / ANSWER

## G4-EN24

Total number and total volume of recorded significant spills.

Page 56 of the 2015 Sustainability Report. Following is the company's performance:

NUMBER OF SPILLS		
COMPANY	2015	2014
Aeroportos Brasil Viracopos	0	0
Concer	4	12
Portonave	0	0
Rio Bonito	0	0
Rio Guaíba	0	0
Rio Tibagi	0	0
Tijóá	0	-
Triunfo Concebra	0	1
Triunfo Concepa	0	0
Triunfo Econorte	0	0
Triunfo Participações e Investimentos	N/A	N/A
Triunfo Transbrasiliana	1	-
Vessel	0	-

## COMPLIANCE



## INDICATOR

## PAGE / ANSWER

## G4-EN29

Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.

Page 56 of the 2015 Sustainability Report

## INVESTMENTS

## INDICATOR

## PAGE / ANSWER

## G4-EN31

Total environmental protection expenditures and investments by type.  
(I) Waste disposal, emission treatment and remediation costs  
(II) Costs of environmental prevention and management

Page 49 of the 2015 Sustainability Report. Following is the company's performance:

INVESTMENT IN ENVIRONMENTAL ACTIONS			
COMPANY	(I)	(II)	TOTAL
Aeroportos Brasil Viracopos	R\$ 5,578,004.79	R\$ 4,891,251.00	R\$ 10,469,255.61
Concer	R\$ 174,706.31	R\$ 13,477,921.92	R\$ 13,652,628.23
Portonave	R\$ 2,511,322.86	R\$ 4,691,061.84	R\$ 7,202,384.70
Rio Bonito	R\$ 119,060.43	R\$ -	R\$ 119,060.43
Rio Guaíba	R\$ 188,574.17	R\$ 188,574.17	R\$ 377,148.34
Tijóá	R\$ -	R\$ 2,283,578.67	R\$ 2,283,578.67
Triunfo Concebra	R\$ 507,201.94	R\$ 5,289,059.09	R\$ 5,796,261.03
Triunfo Concepa	R\$ 920,541.03	R\$ 1,322,096.97	R\$ 2,242,638.00
Triunfo Econorte	R\$ 1,253,226.76	R\$ 31,909.98	R\$ 1,285,136.74
Triunfo Transbrasiliana	R\$ 1,404,702.85	R\$ 3,495,054.96	R\$ 4,899,757.81
			R\$ 48,327,849.74

## ENVIRONMENTAL GRIEVANCE MECHANISMS

## INDICATOR

## G4-EN34

Total number of grievances about environmental impacts filed, addressed and resolved through formal grievance mechanisms.

## PAGE / ANSWER

Page 56 of the 2015 Sustainability Report. Following is the company's performance:

## QUEIXAS E RECLAMAÇÕES RELACIONADAS A IMPACTOS AMBIENTAIS

COMPANY	FILED		RESOLVED		PENDING RESOLUTION	
	2015	2014	2015	2014	2015	2014
Aeroportos Brasil Viracopos	0	1	0	1	0	0
Concer	1	2	4	3	0	3
Portonave	0	1	0	1	0	0
Rio Bonito	N/A	N/A	N/A	N/A	N/A	N/A
Rio Guaíba	0	0	0	0	0	0
Rio Tibagi	0	0	0	0	0	0
Tijóá	N/A	-	N/A	-	N/A	-
Triunfo Concebra	25	5	23	2	2	4
Triunfo Concepa	0	0	0	0	0	0
Triunfo Econorte	0	2	0	2	0	1
Triunfo Participações e Investimentos	N/A	N/A	N/A	N/A	N/A	N/A
Triunfo Transbrasiliana	12	-	12	-	0	-
Vessel	0	-	0	-	0	-
<b>TOTAL</b>	<b>38</b>	<b>11</b>	<b>39<sup>1</sup></b>	<b>9</b>	<b>2</b>	<b>8</b>

1 - Total complaints resolved in 2015 include those recorded in the previous year and which were pending resolution

## EMPLOYMENT

## INDICATOR

## G4-LA1

Total number and rate of new employee hires and employee turnover by age group, gender, and region.



## PAGE / ANSWER

Page 61 of the 2015 Sustainability Report. Following is the company's performance:

## NEW EMPLOYEE HIRES BY GENDER – MEN

COMPANY	2015	2014
Aeroportos Brasil Viracopos	135	509
Concer	31	81
Portonave	162	169
Rio Bonito	58	147
Rio Guaíba	39	51
Rio Tibagi	28	43
Tijóá	30	-
Triunfo Concebra	381	528
Triunfo Concepa	50	40
Triunfo Econorte	13	7
Triunfo Participações e Investimentos	9	15
Triunfo Transbrasiliana	47	-
Vessel	151	-
<b>TOTAL</b>	<b>1,134</b>	<b>1,590</b>

NEW EMPLOYEE HIRES BY GENDER – WOMEN		
	2015	2014
Aeroportos Brasil Viracopos	33	88
Concer	60	70
Portonave	21	33
Rio Bonito	3	4
Rio Guaíba	5	5
Rio Tibagi	1	1
Tijóá	2	-
Triunfo Concebra	565	143
Triunfo Concepa	124	167
Triunfo Econorte	35	23
Triunfo Participações e Investimentos	7	13
Triunfo Transbrasiliiana	54	-
Vessel	16	-
<b>TOTAL</b>	<b>926</b>	<b>547</b>

NEW EMPLOYEE HIRES – TOTAL		
	2015	2014
Aeroportos Brasil Viracopos	168	597
Concer	91	151
Portonave	183	202
Rio Bonito	61	151
Rio Guaíba	44	56
Rio Tibagi	29	44
Tijóá	32	-
Triunfo Concebra <sup>1</sup>	946	671
Triunfo Concepa	174	207
Triunfo Econorte	48	30
Triunfo Participações e Investimentos	16	28
Triunfo Transbrasiliiana	101	-
Vessel <sup>2</sup>	167	-
<b>TOTAL</b>	<b>2,060</b>	<b>2,137</b>

1 - Includes 66 people transferred from Rio Parnaíba, a company belonging to Triunfo whose activities were discontinued in 2015.

2 - Includes 130 people transferred from Rio Parnaíba (see note 1 above).



NEW HIRES BY AGE GROUP – 2015							
	Under 29 (M)	Under 29 (W)	30-50 (M)	30-50 (W)	Over 50 (M)	Over 50 (W)	Total
Aeroportos Brasil Viracopos	42	19	80	13	13	1	168
Concer	15	42	16	18	0	0	91
Portonave	100	18	62	3	0	0	183
Rio Bonito	24	3	29	0	5	0	61
Rio Guaíba	20	2	18	3	1	0	44
Rio Tibagi	7	0	17	0	4	1	29
Tijóá	2	0	19	2	9	0	32
Triunfo Concebra	188	303	174	248	19	14	946
Triunfo Concepa	33	71	17	53	0	0	174
Triunfo Econorte	4	21	9	14	0	0	48
Triunfo Participações e Investimentos	4	6	1	1	4	0	16
Triunfo Transbrasiliana	25	33	22	19	0	2	101
Vessel	42	7	82	8	27	1	167
<b>TOTAL</b>	<b>506</b>	<b>525</b>	<b>546</b>	<b>382</b>	<b>82</b>	<b>19</b>	<b>2,060</b>

NEW HIRES BY AGE GROUP						
	Under 29 2015	Under 29 2014	30 -50 2015	30 -50 2014	Over 50 2015	Over 50 2014
Aeroportos Brasil Viracopos	61	147	93	335	14	115
Concer	57	79	34	67	0	5
Portonave	118	127	65	73	0	2
Rio Bonito	27	52	29	86	5	13
Rio Guaíba	22	N/A	21	N/A	1	N/A
Rio Tibagi	7	24	17	18	5	2
Tijóá	2	-	21	-	9	-
Triunfo Concebra	491	257	422	374	33	40
Triunfo Concepa	104	130	70	76	0	1
Triunfo Econorte	25	12	23	18	0	0
Triunfo Participações e Investimentos	10	12	2	12	4	4
Triunfo Transbrasiliana	58	-	41	-	2	-
Vessel	49	-	90	-	28	-
<b>TOTAL</b>	<b>1,031</b>	<b>840</b>	<b>928</b>	<b>1,059</b>	<b>101</b>	<b>182</b>

NEW HIRES BY REGION			
	MEN	WOMEN	TOTAL
Midwest	532	581	1,113
Southeast	310	159	469
South	292	186	478
<b>TOTAL</b>	<b>1,134</b>	<b>926</b>	<b>2,060</b>

TURNOVER BY GENDER – MEN		
	2015	2014
Aeroportos Brasil Viracopos	85	54
Concer	58	73
Portonave	137	123
Rio Bonito	75	148
Rio Guaíba	43	48
Rio Tibagi	20	33
Tijóá	0	-
Triunfo Concebra	209	118
Triunfo Concepa	40	40
Triunfo Econorte	14	13
Triunfo Participações e Investimentos	2	4
Triunfo Transbrasiliana	35	-
Vessel	20	-
<b>TOTAL</b>	<b>738</b>	<b>654</b>

TURNOVER BY GENDER – WOMEN		
	2015	2014
Aeroportos Brasil Viracopos	23	19
Concer	60	79
Portonave	22	35
Rio Bonito	7	1
Rio Guaíba	5	6
Rio Tibagi	1	1
Tijóá	0	-
Triunfo Concebra	204	26
Triunfo Concepa	133	160
Triunfo Econorte	21	21
Triunfo Participações e Investimentos	6	2
Triunfo Transbrasiliana	46	-
Vessel	5	-
<b>TOTAL</b>	<b>533</b>	<b>350</b>

TURNOVER BY AGE GROUP – 2015							
	Under 29 (M)	Under 29 (W)	30 - 50 (M)	30 - 50 (W)	Over 50 (M)	Over 50 (W)	Total
Aeroportos Brasil Viracopos	24	5	48	15	13	3	108
Concer	27	24	29	35	2	1	118
Portonave	67	16	70	5	0	1	159
Rio Bonito	22	5	40	2	13	0	82
Rio Guaíba	20	4	21	1	2	0	48
Rio Tibagi	8	1	9	0	3	0	21
Tijóá	0	0	0	0	0	0	0
Triunfo Concebra	91	88	104	103	14	13	413
Triunfo Concepa	26	83	11	50	3	0	173
Triunfo Econorte	4	10	9	11	1	0	35
Triunfo Participações e Investimentos	2	0	0	5	0	1	8
Triunfo Transbrasiliana	13	29	18	17	4	0	81
Vessel	10	3	9	2	1	0	25
<b>TOTAL</b>	<b>314</b>	<b>268</b>	<b>368</b>	<b>246</b>	<b>56</b>	<b>19</b>	<b>1,271</b>

TURNOVER BY AGE GROUP						
	Under 29 2015	Under 29 2014	30 - 50 2015	30 - 50 2014	Over 50 2015	Over 50 2014
Aeroportos Brasil Viracopos	29	17	63	45	16	11
Concer	51	69	64	80	3	3
Portonave	83	78	75	76	1	4
Rio Bonito	27	61	42	72	13	16
Rio Guaíba	24	N/A	22	N/A	2	N/A
Rio Tibagi	9	14	9	18	3	2
Tijóá	0	-	0	-	0	-
Triunfo Concebra	179	50	207	82	27	12
Triunfo Concepa	109	103	61	95	3	2
Triunfo Econorte	14	16	20	16	1	2
Triunfo Participações e Investimentos	2	2	5	4	1	0
Triunfo Transbrasiliana	42	-	35	-	4	-
Vessel	13	-	11	-	1	-
<b>TOTAL</b>	<b>582</b>	<b>410</b>	<b>614</b>	<b>488</b>	<b>75</b>	<b>52</b>

TURNOVER BY REGION			
	MEN	WOMEN	TOTAL
Midwest	229	209	438
Southeast	255	142	397
South	254	182	436
<b>TOTAL</b>	<b>738</b>	<b>533</b>	<b>1,271</b>

TURNOVER RATE			
	MEN	WOMEN	TOTAL
Aeropertos Brasil Viracopos	9.20%	6.99%	8.62%
Concer	14.01%	26.43%	18.41%
Portonave	15.09%	12.02%	14.57%
Rio Bonito	192.31%	77.78%	170.83%
Rio Guaíba	27.22%	71.43%	29.09%
Rio Tibagi	12.12%	7.69%	11.80%
Tijóá	0.00%	0.00%	0.00%
Triunfo Concebra	39.89%	43.40%	41.55%
Triunfo Concepa	34.45%	55.46%	48.46%
Triunfo Econorte	18.42%	17.65%	17.95%
Triunfo Participações e Investimentos	6.90%	20.00%	13.56%
Triunfo Transbrasiliana	23.68%	28.40%	26.11%
Vessel	13.51%	41.67%	15.63%
<b>TOTAL</b>	<b>20.00%</b>	<b>29.59%</b>	<b>23.15%</b>

TURNOVER RATE – AGE GROUP			
	Under 29	30 - 50	Over 50
<b>TOTAL</b>	<b>29.31%</b>	<b>21.00%</b>	<b>12.91%</b>

## INDICATOR

## PAGE / ANSWER

**G4-LA2**

Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.

Page 63 of the 2015 Sustainability Report. Following is the company's performance:

BENEFIT 2015	
	COMPANIES
<b>Health insurance</b>	Aeropertos Brasil Viracopos, Concer, Portonave, Rio Bonito, Rio Guaíba, Rio Tibagi, Tijóá, Triunfo Concebra, Triunfo Concepa, Triunfo Econorte, Triunfo Participações e Investimentos, Triunfo Transbrasiliana, Vessel
<b>Dental insurance</b>	Aeropertos Brasil Viracopos, Concer, Portonave, Rio Bonito, Rio Guaíba, Rio Tibagi, Tijóá, Triunfo Concebra, Triunfo Concepa, Triunfo Econorte, Triunfo Participações e Investimentos, Triunfo Transbrasiliana, Vessel
<b>Day-care assistance</b>	Aeropertos Brasil Viracopos, Portonave, Rio Guaíba, Triunfo Concepa, Triunfo Econorte, Triunfo Transbrasiliana
<b>Funeral aid</b>	Aeropertos Brasil Viracopos, Concer, Portonave, Rio Bonito, Rio Guaíba, Rio Tibagi, Tijóá, Triunfo Concebra, Triunfo Concepa, Triunfo Econorte, Triunfo Participações e Investimentos, Triunfo Transbrasiliana, Vessel
<b>Special child aid</b>	Aeropertos Brasil Viracopos
<b>Disability insurance</b>	Aeropertos Brasil Viracopos, Concer, Portonave, Rio Bonito, Rio Guaíba, Rio Tibagi, Tijóá, Triunfo Concebra, Triunfo Concepa, Triunfo Econorte, Triunfo Participações e Investimentos, Triunfo Transbrasiliana, Vessel

<b>Gym membership</b>	Triunfo Econorte, Triunfo Participações e Investimentos
<b>Private pension</b>	Aeroportos Brasil Viracopos, Concer, Portonave, Rio Bonito, Rio Guaíba, Rio Tibagi, Tijoá, Triunfo Concebra, Triunfo Concepa, Triunfo Econorte, Triunfo Participações e Investimentos, Triunfo Transbrasiliana, Vessel
<b>Variable compensation (Profit Sharing)</b>	Aeroportos Brasil Viracopos, Concer, Portonave, Rio Bonito, Rio Guaíba, Rio Tibagi, Triunfo Concebra, Triunfo Concepa, Triunfo Econorte, Triunfo Participações e Investimentos, Triunfo Transbrasiliana, Vessel
<b>Stock option plan</b>	Triunfo Participações e Investimentos
<b>Group life insurance</b>	Aeroportos Brasil Viracopos, Concer, Portonave, Rio Bonito, Rio Guaíba, Rio Tibagi, Tijoá, Triunfo Concebra, Triunfo Concepa, Triunfo Econorte, Triunfo Participações e Investimentos, Triunfo Transbrasiliana, Vessel
<b>Meal voucher</b>	Aeroportos Brasil Viracopos, Concer, Rio Guaíba, Tijoá, Triunfo Concebra, Triunfo Concepa, Triunfo Participações e Investimentos, Triunfo Transbrasiliana, Vessel
<b>Grocery voucher</b>	Aeroportos Brasil Viracopos, Concer, Rio Bonito, Rio Guaíba, Rio Tibagi, Tijoá, Triunfo Concebra, Triunfo Concepa, Triunfo Econorte, Triunfo Participações e Investimentos, Triunfo Transbrasiliana, Vessel
<b>Transportation voucher</b>	Aeroportos Brasil Viracopos, Concer, Portonave, Rio Bonito, Rio Guaíba, Rio Tibagi, Triunfo, Triunfo Concebra, Triunfo Concepa, Triunfo Econorte, Triunfo Participações e Investimentos, Triunfo Transbrasiliana, Vessel
<b>Chartered transport</b>	Aeroportos Brasil Viracopos, Concer, Rio Guaíba, Tijoá, Triunfo Concebra, Triunfo Concepa, Triunfo Econorte, Triunfo Transbrasiliana, Vessel
<b>Extended maternity leave</b>	Aeroportos Brasil Viracopos, Portonave, Triunfo Concebra
<b>Extended paternity leave</b>	Aeroportos Brasil Viracopos
<b>Other</b>	<ul style="list-style-type: none"> <li>Aeroportos Brasil Viracopos: School material reimbursement, Grocery basket.</li> <li>Portonave: Subsidy for continued education and in-company meals, as it has a cafeteria.</li> <li>Rio Bonito: School Aid.</li> <li>Rio Guaíba and Triunfo Concepa: Grocery Basket.</li> <li>Triunfo Participações e Investimentos: Subsidy for continued education.</li> </ul>

**INDICATOR****PAGE / ANSWER****G4-LA3**

Return to work and retention rates after parental leave, by gender.

Page 63 of the 2015 Sustainability Report. Following is the company's performance:

PATERNITY LEAVE		
	2015	2014
<b>Aeroportos Brasil Viracopos</b>	23	19
<b>Concer</b>	9	8
<b>Portonave</b>	56	39
<b>Rio Bonito</b>	8	6
<b>Rio Guaíba</b>	2	0
<b>Rio Tibagi</b>	9	3
<b>Tijoá</b>	0	-
<b>Triunfo Concebra</b>	0	6
<b>Triunfo Concepa</b>	4	0
<b>Triunfo Econorte</b>	3	4
<b>Triunfo Participações e Investimentos</b>	0	0
<b>Triunfo Transbrasiliana</b>	2	-
<b>Vessel</b>	2	-
<b>TOTAL</b>	<b>118</b>	<b>85</b>

MATERNITY LEAVE		
	2015	2014
Aeroportos Brasil Viracopos	11	6
Concer	6	6
Portonave	10	6
Rio Bonito	0	0
Rio Guaíba	0	0
Rio Tibagi	0	0
Tijóá	0	-
Triunfo Concebra	7	0
Triunfo Concepa	13	11
Triunfo Econorte	4	6
Triunfo Participações e Investimentos	2	1
Triunfo Transbrasiliana	1	-
Vessel	0	-
<b>TOTAL</b>	<b>54</b>	<b>36</b>

TOTAL PARENTAL LEAVE		
	2015	2014
Aeroportos Brasil Viracopos	34	25
Concer	15	14
Portonave	66	45
Rio Bonito	8	6
Rio Guaíba	2	0
Rio Tibagi	9	3
Tijóá	0	-
Triunfo Concebra	7	6
Triunfo Concepa	17	11
Triunfo Econorte	7	10
Triunfo Participações e Investimentos	2	1
Triunfo Transbrasiliana	3	-
Vessel	2	-
<b>TOTAL</b>	<b>172</b>	<b>121</b>

RETURN TO WORK AFTER PATERNITY LEAVE		
	2015	2014
Aeroportos Brasil Viracopos	23	18
Concer	9	8
Portonave	56	39
Rio Bonito	8	0
Rio Guaíba	2	0
Rio Tibagi	9	3
Tijóá	0	-
Triunfo Concebra	0	6
Triunfo Concepa	4	0
Triunfo Econorte	3	4
Triunfo Participações e Investimentos	0	0
Triunfo Transbrasiliana	2	-
Vessel	2	-
<b>TOTAL</b>	<b>118</b>	<b>78</b>

RETURN TO WORK AFTER MATERNITY LEAVE		
	2015	2014
Aeroportos Brasil Viracopos	7	5
Concer	4	4
Portonave	9	4
Rio Bonito	0	0
Rio Guaíba	0	0
Rio Tibagi	0	0
Tijóá	0	-
Triunfo Concebra	2	0
Triunfo Concepa	10	11
Triunfo Econorte	3	5
Triunfo Participações e Investimentos	1	1
Triunfo Transbrasiliana	1	-
Vessel	0	-
<b>TOTAL</b>	<b>37</b>	<b>30</b>

RATE OF RETURN TO WORK AFTER PATERNITY LEAVE		
	2015	2014
Aeroportos Brasil Viracopos	100%	100%
Concer	100%	100%
Portonave	100%	100%
Rio Bonito	100%	100%
Rio Guaíba	100%	-
Rio Tibagi	100%	100%
Tijóá	-	-
Triunfo Concebra	-	100%
Triunfo Concepa	100%	-
Triunfo Econorte	100%	75%
Triunfo Participações e Investimentos	-	-
Triunfo Transbrasiliana	100%	-
Vessel	100%	-

RATE OF RETURN TO WORK AFTER MATERNITY LEAVE		
	2015	2014
Aeroportos Brasil Viracopos	100%	100%
Concer	100%	100%
Portonave	100%	100%
Rio Bonito	-	-
Rio Guaíba	-	-
Rio Tibagi	-	-
Tijóá	-	-
Triunfo Concebra	100%	-
Triunfo Concepa	100%	54%
Triunfo Econorte	100%	50%
Triunfo Participações e Investimentos	100%	-
Transbrasiliana	100%	-
Vessel	-	-



RETENTION RATE – PATERNITY LEAVE		
	2015	2014
Aeroportos Brasil Viracopos	89%	100%
Concer	75%	80%
Portonave	89%	72%
Rio Bonito	57%	50%
Rio Guaíba	-	-
Rio Tibagi	100%	80%
Tijóá	-	-
Triunfo Concebra	-	-
Triunfo Concepa	N/A	-
Triunfo Econorte	80%	100%
Triunfo Participações e Investimentos	-	-
Triunfo Transbrasiliana	100%	-
Vessel	-	-
<b>% OVERALL</b>	<b>85%</b>	

RETENTION RATE – MATERNITY LEAVE		
	2015	2014
Aeroportos Brasil Viracopos	100%	50%
Concer	56%	42%
Portonave	100%	80%
Rio Bonito	-	-
Rio Guaíba	-	-
Rio Tibagi	-	-
Tijóá	-	-
Triunfo Concebra	-	-
Triunfo Concepa	13%	0%
Triunfo Econorte	88%	75%
Triunfo Participações e Investimentos	100%	-
Triunfo Transbrasiliana	100%	-
Vessel	-	-
<b>% OVERALL</b>	<b>71%</b>	

## OCCUPATIONAL HEALTH AND SAFETY

### INDICATOR

#### G4-LA5

Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.

### PAGE / ANSWER

Page 65 of the 2015 Sustainability Report. Following is the company's performance:

NUMBER OF CIPAs		
COMPANY	2015	2014
Aeroportos Brasil Viracopos	1	1
Concer	4	4
Portonave	3	1
Rio Bonito	1	1
Rio Guaíba	1	1
Rio Tibagi	0	0
Tijoá	0	-
Triunfo Concebra	3	1
Triunfo Concepa	1	1
Triunfo Econorte	1	0
Triunfo Participações e Investimentos	0	0
Triunfo Transbrasiliana	2	-
Vessel	0	-

### INDICATOR

#### G4-LA6

Type of injury and rates of injury, occupational diseases, lost days and absenteeism, and total number of work-related fatalities, by region and by gender.

### PAGE / ANSWER

Page 65 of the 2015 Sustainability Report. Following is the company's performance:

WORKPLACE INJURY BY GENDER - MEN		
	2015	2014
Aeroportos Brasil Viracopos	22	17
Concer	5	8
Portonave	21	38
Rio Bonito	10	15
Rio Guaíba	10	13
Rio Tibagi	1	6
Tijoá	0	-
Triunfo Concebra	13	4
Triunfo Concepa	4	4
Triunfo Econorte	0	0
Triunfo Participações e Investimentos	0	0
Triunfo Transbrasiliana	4	-
Vessel	1	-
<b>TOTAL</b>	<b>91</b>	<b>105</b>

\* Calculations based on CATs issued by companies in 2015.

WORKPLACE INJURY BY GENDER – WOMEN		
	2015	2014
Aeroportos Brasil Viracopos	8	9
Concer	6	6
Portonave	2	8
Rio Bonito	0	0
Rio Guaíba	0	0
Rio Tibagi	0	0
Tijóá	0	-
Triunfo Concebra	7	0
Triunfo Concepa	19	20
Triunfo Econorte	0	1
Triunfo Participações e Investimentos	0	0
Triunfo Transbrasiliana	2	-
Vessel	0	-
<b>TOTAL</b>	<b>44</b>	<b>44</b>

WORKPLACE INJURY – TOTAL		
	2015	2014
Aeroportos Brasil Viracopos	30	26
Concer	11	14
Portonave	23	46
Rio Bonito	10	15
Rio Guaíba	10	13
Rio Tibagi	1	6
Tijóá	0	-
Triunfo Concebra	20	4
Triunfo Concepa	23	24
Triunfo Econorte	0	1
Triunfo Participações e Investimentos	0	0
Triunfo Transbrasiliana	6	-
Vessel	1	-
<b>TOTAL</b>	<b>135</b>	<b>149</b>

## WORKPLACE INJURY BY TYPE – COMMUTING

	2015	2014
Aeroportos Brasil Viracopos	13	10
Concer	3	3
Portonave	0	18
Rio Bonito	0	1
Rio Guaíba	2	2
Rio Tibagi	0	0
Tijóá	0	-
Triunfo Concebra	19	1
Triunfo Concepa	4	3
Triunfo Econorte	0	0
Triunfo Participações e Investimentos	0	0
Triunfo Transbrasiliana	2	-
Vessel	0	-
<b>TOTAL</b>	<b>43</b>	<b>38</b>

## WORKPLACE INJURY BY TYPE – USUAL

	2015	2014
Aeroportos Brasil Viracopos	17	16
Concer	8	11
Portonave	23	28
Rio Bonito	10	14
Rio Guaíba	8	11
Rio Tibagi	1	6
Tijóá	0	-
Triunfo Concebra	1	3
Triunfo Concepa	19	21
Triunfo Econorte	0	1
Triunfo Participações e Investimentos	0	0
Triunfo Transbrasiliana	4	-
Vessel	1	-
<b>TOTAL</b>	<b>92</b>	<b>111</b>

## TRAINING AND EDUCATION

### INDICATOR

#### G4-LA9

Average hours of training per year per employee by gender, and by employee category.

### PAGE / ANSWER

Page 66 of the 2015 Sustainability Report. Following is the company's performance:

#### TOTAL TRAINING HOURS

	GENDER			%		AVERAGE		OVERALL AVG.
	MEN	WOMEN	TOTAL	MEN	WOMEN	MEN	WOMEN	
<b>Aeroportos Brasil Viracopos</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Concer</b>	6,202.50	6,145.50	12,348.00	50%	50%	14.98	27.07	19.26
<b>Portonave</b>	44,902.00	7,571.00	52,473.00	86%	14%	49.45	41.37	48.10
<b>Rio Bonito</b>	1,692.00	165.00	1,857.00	91%	9%	43.38	18.33	38.69
<b>Rio Guaíba</b>	853.30	57.30	910.60	94%	6%	5.40	8.19	5.52
<b>Rio Tibagi</b>	1,740.00	117.00	1,857.00	94%	6%	10.55	9.00	10.43
<b>Tijóá</b>	2,800.00	80.00	2,880.00	97%	3%	82.35	40.00	80.00
<b>Triunfo Concebra</b>	7,998.30	12,619.00	20,617.30	39%	61%	15.26	26.85	20.74
<b>Triunfo Concepa</b>	1,211.50	2,241.40	3,452.90	35%	65%	10.18	9.42	9.67
<b>Triunfo Econorte</b>	870.30	869.30	1,739.60	50%	50%	11.45	7.31	8.92
<b>Triunfo Participações e Investimentos</b>	240.00	652.00	892.00	27%	73%	8.28	21.73	15.12
<b>Triunfo Transbrasiliana</b>	4,287.00	3,564.00	7,851.00	55%	45%	28.20	22.00	25.00
<b>Vessel</b>	176.00	0.00	176.00	100%	0%	1.19	0.00	1.10
<b>TOTAL</b>	<b>72,972.90</b>	<b>34,081.50</b>	<b>107,054.4</b>	<b>68%</b>	<b>32%</b>	<b>19.78</b>	<b>18.92</b>	<b>19.50</b>

## TRAINING BY FUNCTION:

#### TRIUNFO BOARD

	GENDER			%		AVERAGE		OVERALL AVG.
	MEN	WOMEN	TOTAL	MEN	WOMEN	MEN	WOMEN	
<b>Triunfo Participações e Investimentos</b>	7	0	7	100%	0%	1.17	0	1.0

#### SENIOR MANAGEMENT

	GENDER			%		AVERAGE		OVERALL AVG.
	MEN	WOMEN	TOTAL	MEN	WOMEN	MEN	WOMEN	
<b>Concer</b>	0.00	0.00	0.00					
<b>Portonave</b>	160.00	0.00	160.00	100%	0%	32.00		32.00
<b>Rio Bonito</b>	16.00	0.00	16.00	100%	0%	8.00		8.00
<b>Rio Guaíba</b>	0.00	0.00	0.00					
<b>Rio Tibagi</b>	16.00	0.00	16.00	100%	0%	16.00		16.00
<b>Tijóá</b>	0.00	0.00	0.00					
<b>Triunfo Concebra</b>	8.00	0.00	8.00	100%	0%	2.00		2.00
<b>Triunfo Concepa</b>	8.00	8.00	16.00	50%	50%	8.00	8.00	8.00
<b>Triunfo Econorte</b>	0.00	0.00	0.00					
<b>Triunfo Participações e Investimentos</b>	22.00	0.00	22.00	100%	0%	3.67		3.67
<b>Triunfo Transbrasiliana</b>	123.30	0.00	123.30	100%	0%	41.10		41.10
<b>Vessel</b>	0.00	0.00	0.00					
<b>TOTAL</b>	<b>353.3</b>	<b>8</b>	<b>361.3</b>	<b>98%</b>	<b>2%</b>	<b>9.55</b>	<b>8.00</b>	<b>9.51</b>

MANAGERS								
	GENDER			%		AVERAGE		OVERALL AVG.
	MEN	WOMEN	TOTAL	MEN	WOMEN	MEN	WOMEN	
Concer	126.00	96.00	222.00	57%	43%	63.00	16.00	27.75
Portonave	741.00	84.00	825.00	90%	10%	82.33	84.00	82.50
Rio Bonito	0.00	0.00	0.00					
Rio Guaíba	0.00	0.00	0.00					
Rio Tibagi	71.00	0.00	71.00	100%	0%	35.50		35.50
Tijoá	32.00	0.00	32.00	100%	0%	32.00		32.00
Triunfo Concebra	324.30	117.00	441.30	73%	27%	32.43	39.00	33.95
Triunfo Concepa	41.30	46.30	87.60	47%	53%	13.77	23.15	17.52
Triunfo Econorte	188.00	60.00	248.00	76%	24%	26.86	30.00	27.56
Triunfo Participações e Investimentos	33.00	130.00	163.00	20%	80%	8.25	65.00	27.17
Triunfo Transbrasiliana	478.30	0.00	478.30	100%	0%	95.66		95.66
Vessel	0.00	0.00	0.00					
<b>TOTAL</b>	<b>2,034.9</b>	<b>533.3</b>	<b>2,568.2</b>	<b>79%</b>	<b>21%</b>	<b>31.31</b>	<b>28.07</b>	<b>30.57</b>

COORDINATORS, SUPERVISORS AND SPECIFIC POSITIONS								
	GENDER			%		AVERAGE		OVERALL AVG.
	MEN	WOMEN	TOTAL	MEN	WOMEN	MEN	WOMEN	
Concer	316.25	431.25	747.50	42%	58%	8.55	28.75	14.38
Portonave	2,001.00	177.00	2,178.00	92%	8%	100.05	59.00	94.70
Rio Bonito	65.00	23.00	88.00	74%	26%	32.50		44.00
Rio Guaíba	0.00	0.00	0.00					
Rio Tibagi	129.00	0.00	129.00	100%	0%	21.50		21.50
Tijoá	0.00	0.00	0.00					
Triunfo Concebra	1,092.00	203.30	1,295.30	84%	16%	42.00	29.04	39.25
Triunfo Concepa	67.10	18.40	85.50	78%	22%	7.46	9.20	7.77
Triunfo Econorte	331.00	128.00	459.00	72%	28%	16.55	12.80	15.30
Triunfo Participações e Investimentos	88.00	73.00	161.00	55%	45%	14.67	24.33	17.89
Triunfo Transbrasiliana	459.00	220.30	679.30	68%	32%	57.38	73.43	61.75
Vessel	0.00	0.00	0.00					
<b>TOTAL</b>	<b>4,548.35</b>	<b>1,274.25</b>	<b>5,822.60</b>	<b>78%</b>	<b>22%</b>	<b>23.94</b>	<b>19.60</b>	<b>22.83</b>

ADMINISTRATIVE								
	GENDER			%		AVERAGE		OVERALL AVG.
	MEN	WOMEN	TOTAL	MEN	WOMEN	MEN	WOMEN	
<b>Concer</b>	1,289.00	756.25	2,045.25	63%	37%	24.79	13.50	18.94
<b>Portonave</b>	4,674.00	4,054.00	8,728.00	54%	46%	53.11	48.84	51.04
<b>Rio Bonito</b>	43.00	108.00	151.00	28%	72%	10.75	54.00	25.17
<b>Rio Guaíba</b>	0.00	0.00	0.00					
<b>Rio Tibagi</b>	48.00	0.00	48.00	100%	0%	24.00		24.00
<b>Tijóá</b>	216.00	0.00	216.00	100%	0%	216.00		216.00
<b>Triunfo Concebra</b>	401.30	254.30	655.60	61%	39%	5.02	5.78	5.29
<b>Triunfo Concepa</b>	0.00	0.00	0.00					
<b>Triunfo Econorte</b>	121.30	85.30	206.60	59%	41%	12.13	7.11	9.39
<b>Triunfo Participações e Investimentos</b>	75.00	317.00	392.00	19%	81%	9.38	16.68	14.52
<b>Triunfo Transbrasiliana</b>	666.30	951.00	1,617.30	41%	59%	39.19	39.63	39.45
<b>Vessel</b>	80.00	0.00	80.00	100%	0%	6.67	0.00	4.44
<b>TOTAL</b>	<b>7,613.90</b>	<b>6,525.85</b>	<b>14,139.75</b>	<b>54%</b>	<b>46%</b>	<b>18.26</b>	<b>17.78</b>	<b>18.04</b>

OPERATIONAL								
	GENDER			%		AVERAGE		OVERALL AVG.
	MEN	WOMEN	TOTAL	MEN	WOMEN	MEN	WOMEN	
<b>Concer</b>	4,398.25	4,739.00	9,137.25	48%	52%	13.83	34.59	20.08
<b>Portonave</b>	36,612.00	2,330.00	38,942.00	94%	6%	48.36	35.30	47.32
<b>Rio Bonito</b>	1,563.00	17.00	1,580.00	99%	1%	53.90	4.25	47.88
<b>Rio Guaíba</b>	853.30	57.30	910.60	94%	6%	5.73	57.30	6.07
<b>Rio Tibagi</b>	1,471.00	117.00	1,588.00	93%	7%	9.74	9.00	9.68
<b>Tijóá</b>	2,552.00	80.00	2,632.00	97%	3%	94.52	80.00	94.00
<b>Triunfo Concebra</b>	6,146.30	12,032.00	18,178.30	34%	66%	15.33	29.13	22.33
<b>Triunfo Concepa</b>	1,095.10	2,168.30	3,263.40	34%	66%	15.00	10.90	12.00
<b>Triunfo Econorte</b>	230.00	590.00	820.00	28%	72%	6.22	6.48	6.41
<b>Triunfo Participações e Investimentos</b>	15.00	87.00	102.00	15%	85%	3.00	43.50	14.57
<b>Triunfo Transbrasiliana</b>	2,487.30	2,313.00	4,800.30	52%	48%	22.61	18.21	20.25
<b>Vessel</b>	96.00	0.00	96.00	100%	0%	0.80	0.00	0.76
<b>TOTAL</b>	<b>57,519.25</b>	<b>24,530.60</b>	<b>82,049.85</b>	<b>70%</b>	<b>30%</b>	<b>19.87</b>	<b>19.81</b>	<b>19.85</b>

INTERNS								
	GENDER			%		AVERAGE		OVERALL AVG.
	MEN	WOMEN	TOTAL	MEN	WOMEN	MEN	WOMEN	
Concer	57.00	31.00	88.00	65%	35%	28.50	15.50	22.00
Portonave	655.00	684.00	1,339.00	49%	51%	43.67	68.40	53.56
Rio Bonito	0.00	0.00	0.00					
Rio Guaíba	0.00	0.00	0.00					
Rio Tibagi	0.00	0.00	0.00					
Tijoá	0.00	0.00	0.00					
Triunfo Concebra	0.00	0.00	0.00					
Triunfo Concepa	0.00	0.00	0.00					
Triunfo Econorte	0.00	0.00	0.00					
Triunfo Participações e Investimentos	0.00	45.00	45.00	0%	100%		11.25	11.25
Triunfo Transbrasiliana	2.00	7.30	9.30	22%	78%	2.00	7.30	0.62
Vessel	0.00	0.00	0.00					
<b>TOTAL</b>	<b>716.00</b>	<b>767.30</b>	<b>1,483.30</b>	<b>48%</b>	<b>52%</b>	<b>238.67</b>	<b>9.71</b>	<b>11.15</b>

MINOR APPRENTICE								
	GENDER			%		AVERAGE		OVERALL AVG.
	MEN	WOMEN	TOTAL	MEN	WOMEN	MEN	WOMEN	
Concer	16.00	92.00	108.00	15%	85%	16.00	8.36	9.00
Portonave	59.00	242.00	301.00	20%	80%	4.21	12.10	8.85
Rio Bonito	5.00	17.00	22.00	23%	77%	2.50	5.67	4.40
Rio Guaíba	0.00	0.00	0.00					
Rio Tibagi	5.00	0.00	5.00	100%	0%	2.50		2.50
Tijoá	0.00	0.00	0.00					
Triunfo Concebra	24.00	12.00	36.00	67%	33%	8.00	4.00	6.00
Triunfo Concepa	0.00	0.00	0.00					
Triunfo Econorte	0.00	6.00	6.00	0%	100%		2.00	2.00
Triunfo Participações e Investimentos	0.00	0.00	0.00					
Triunfo Transbrasiliana	70.00	72.00	142.00	49%	51%	8.75	10.29	9.47
Vessel	0.00	0.00	0.00					
<b>TOTAL</b>	<b>179.00</b>	<b>441.00</b>	<b>620.00</b>	<b>29%</b>	<b>71%</b>	<b>3.31</b>	<b>5.58</b>	<b>4.66</b>



## INDICATOR

## PAGE / ANSWER

## G4-LA11

Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.

Page 65 of the 2015 Sustainability Report. Following is the company's performance:

## NUMBER OF EMPLOYEES RECEIVING PERFORMANCE REVIEW

	MEN		WOMEN		TOTAL	
	2015	2014	2015	2014	2015	2014
Aeroportos Brasil Viracopos	0	0	0	0	0	0
Concer	152	165	183	198	335	363
Portonave	798	758	141	136	939	894
Rio Bonito	235	250	8	11	243	261
Rio Guaíba	127	120	3	0	130	120
Rio Tibagi	145	148	12	13	157	161
Tijóá	0	-	0	-	0	-
Triunfo Concebra	365	0	103	0	468	0
Triunfo Concepa	85	89	144	131	229	220
Triunfo Econorte	70	79	100	92	170	168
Triunfo Participações e Investimentos	22	17	25	24	47	41
Triunfo Transbrasiliana	134	-	142	-	276	-
Vessel	0	-	0	-	0	-
<b>TOTAL</b>	<b>2,133</b>	<b>1,626</b>	<b>861</b>	<b>605</b>	<b>2,994</b>	<b>2,231</b>

## DIVERSITY AND EQUAL OPPORTUNITY



## PAGE / ANSWER

## INDICATOR

## G4-LA12

Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.

Pages 61 and 62 of the 2015 Sustainability Report. Following is the company's performance:

## GOVERNANCE BODIES – BOARD OF DIRECTORS

	MEN	WOMEN	TOTAL
Aeroportos Brasil Viracopos	7	0	7
Concer	4	1	5
Portonave	6	0	6
Tijóá	5	1	6
Triunfo Concebra	4	0	4
Triunfo Concepa	3	0	3
Triunfo Econorte	4	0	4
Triunfo Participações e Investimentos	6	1	7
Triunfo Transbrasiliana	4	0	4
<b>TOTAL</b>	<b>43</b>	<b>3</b>	<b>46</b>

BOARD OF EXECUTIVE OFFICERS			
	MEN	WOMEN	TOTAL
Aeropertos Brasil Viracopos	5	0	5
Concer	2	0	2
Portonave	5	0	5
Rio Bonito	2	0	2
Rio Guaíba	1	0	1
Rio Tibagi	1	0	1
Tijóá	3	0	3
Triunfo Concebra	4	0	4
Triunfo Concepa	1	1	2
Triunfo Econorte	2	0	2
Triunfo Participações e Investimentos	6	0	6
Triunfo Transbrasiliana	3	0	3
Vessel	2	0	2
<b>TOTAL</b>	<b>37</b>	<b>1</b>	<b>38</b>

MANAGERS			
	MEN	WOMEN	TOTAL
Aeropertos Brasil Viracopos	20	3	23
Concer	2	6	8
Portonave	9	1	10
Rio Bonito	0	0	0
Rio Guaíba	0	0	0
Rio Tibagi	2	0	2
Tijóá	1	0	1
Triunfo Concebra	10	3	13
Triunfo Concepa	3	2	5
Triunfo Econorte	7	2	9
Triunfo Participações e Investimentos	4	2	6
Triunfo Transbrasiliana	5	0	5
Vessel	2	0	2
<b>TOTAL</b>	<b>65</b>	<b>19</b>	<b>84</b>

COORDINATORS, SUPERVISORS AND SPECIFIC POSITIONS			
	MEN	WOMEN	TOTAL
Aeroportos Brasil Viracopos	41	20	61
Concer	37	15	52
Portonave	20	3	23
Rio Bonito	2	0	2
Rio Guaíba	1	1	2
Rio Tibagi	6	0	6
Tijóá	2	1	3
Triunfo Concebra	26	7	33
Triunfo Concepa	9	2	11
Triunfo Econorte	20	10	30
Triunfo Participações e Investimentos	6	3	9
Triunfo Transbrasiliana	8	3	11
Vessel	12	0	12
<b>TOTAL</b>	<b>190</b>	<b>65</b>	<b>255</b>

ADMINISTRATIVE			
	MEN	WOMEN	TOTAL
Aeroportos Brasil Viracopos	117	93	210
Concer	52	56	108
Portonave	88	83	171
Rio Bonito	4	2	6
Rio Guaíba	3	2	5
Rio Tibagi	2	0	2
Tijóá	1	0	1
Triunfo Concebra	80	44	124
Triunfo Concepa	23	26	49
Triunfo Econorte	10	12	22
Triunfo Participações e Investimentos	8	19	27
Triunfo Transbrasiliana	17	24	41
Vessel	12	6	18
<b>TOTAL</b>	<b>417</b>	<b>367</b>	<b>784</b>

OPERATIONAL			
	MEN	WOMEN	TOTAL
Aeropertos Brasil Viracopos	718	178	896
Concer	318	137	455
Portonave	757	66	823
Rio Bonito	29	4	33
Rio Guaíba	149	1	150
Rio Tibagi	151	13	164
Tijóá	27	1	28
Triunfo Concebra	401	413	814
Triunfo Concepa	73	199	272
Triunfo Econorte	37	91	128
Triunfo Participações e Investimentos	5	2	7
Triunfo Transbrasiliiana	110	127	237
Vessel	120	6	126
<b>TOTAL</b>	<b>2,895</b>	<b>1,238</b>	<b>4,133</b>

INTERNS			
	MEN	WOMEN	TOTAL
Aeropertos Brasil Viracopos	8	11	19
Concer	2	2	4
Portonave	15	10	25
Rio Bonito	0	0	0
Rio Guaíba	0	0	0
Rio Tibagi	1	0	1
Tijóá	0	0	0
Triunfo Concebra	0	0	0
Triunfo Concepa	5	3	8
Triunfo Econorte	0	1	1
Triunfo Participações e Investimentos	0	4	4
Triunfo Transbrasiliiana	1	1	2
Vessel	0	0	0
<b>TOTAL</b>	<b>32</b>	<b>32</b>	<b>64</b>

MINOR APPRENTICES			
	MEN	WOMEN	TOTAL
Aeroportos Brasil Viracopos	15	24	39
Concer	1	11	12
Portonave	14	20	34
eRio Bonito	2	3	5
Rio Guaíba	4	3	7
Rio Tibagi	2	0	2
Tijoá	0	0	0
Triunfo Concebra	3	3	6
Triunfo Concepa	5	5	10
Triunfo Econorte	0	3	3
Triunfo Participações e Investimentos	0	0	0
Triunfo Transbrasiliiana	8	7	15
Vessel	0	0	0
<b>TOTAL</b>	<b>54</b>	<b>79</b>	<b>133</b>

NUMBER OF PERMANENT EMPLOYEES BY AGE GROUP		
UNDER 30 – MEN		
	2015	2014
Aeroportos Brasil Viracopos	180	187
Concer	91	67
Portonave	374	359
Rio Bonito	5	51
Rio Guaíba	47	52
Rio Tibagi	41	43
Tijoá	2	-
Triunfo Concebra	221	148
Triunfo Concepa	52	44
Triunfo Econorte	17	22
Triunfo Participações e Investimentos	8	6
Triunfo Transbrasiliiana	55	-
Vessel	32	-
<b>TOTAL</b>	<b>1,125</b>	<b>979</b>

## NUMBER OF PERMANENT EMPLOYEES BY AGE GROUP

## UNDER 30 – WOMEN

	2015	2014
Aeroportos Brasil Viracopos	128	122
Concer	109	96
Portonave	111	105
Rio Bonito	5	8
Rio Guaíba	4	6
Rio Tibagi	1	2
Tijóá	0	-
Triunfo Concebra	250	41
Triunfo Concepa	107	118
Triunfo Econorte	43	42
Triunfo Participações e Investimentos	18	14
Triunfo Transbrasiliiana	81	-
Vessel	4	-
<b>TOTAL</b>	<b>861</b>	<b>554</b>

## NUMBER OF PERMANENT EMPLOYEES BY AGE GROUP

## 30 TO 50 YEARS OLD – MEN

	2015	2014
Aeroportos Brasil Viracopos	558	521
Concer	244	103
Portonave	512	458
Rio Bonito	20	180
Rio Guaíba	83	82
Rio Tibagi	85	81
Tijóá	20	-
Triunfo Concebra	267	230
Triunfo Concepa	58	55
Triunfo Econorte	47	45
Triunfo Participações e Investimentos	13	19
Triunfo Transbrasiliiana	74	-
Vessel	82	-
<b>TOTAL</b>	<b>2,063</b>	<b>1,774</b>

## NUMBER OF PERMANENT EMPLOYEES BY AGE GROUP

## 30 TO 50 YEARS OLD – WOMEN

	2015	2014
Aeroportos Brasil Viracopos	164	171
Concer	108	108
Portonave	71	65
Rio Bonito	2	5
Rio Guaíba	3	0
Rio Tibagi	11	11
Tijóá	2	-
Triunfo Concebra	211	72
Triunfo Concepa	125	95
Triunfo Econorte	70	60
Triunfo Participações e Investimentos	11	15
Triunfo Transbrasiliiana	76	-
Vessel	7	-
<b>TOTAL</b>	<b>861</b>	<b>602</b>

## NUMBER OF PERMANENT EMPLOYEES BY AGE GROUP

## OVER 50 – MEN

	2015	2014
Aeroportos Brasil Viracopos	186	164
Concer	79	18
Portonave	22	18
Rio Bonito	14	62
Rio Guaíba	28	20
Rio Tibagi	39	35
Tijóá	12	-
Triunfo Concebra	36	32
Triunfo Concepa	9	11
Triunfo Econorte	12	11
Triunfo Participações e Investimentos	8	6
Triunfo Transbrasiliiana	23	-
Vessel	34	-
<b>TOTAL</b>	<b>502</b>	<b>377</b>

## NUMBER OF PERMANENT EMPLOYEES BY AGE GROUP

## OVER 50 – WOMEN

	2015	2014
Aeroportos Brasil Viracopos	37	24
Concer	10	7
Portonave	1	1
Rio Bonito	2	3
Rio Guaíba	0	0
Rio Tibagi	1	0
Tijóá	0	-
Triunfo Concebra	9	4
Triunfo Concepa	6	1
Triunfo Econorte	6	5
Triunfo Participações e Investimentos	1	2
Triunfo Transbrasiliana	5	-
Vessel	1	-
<b>TOTAL</b>	<b>79</b>	<b>47</b>

## NUMBER OF EMPLOYEES BY MINORITY GROUP

	Persons with disabilities (M)	Persons with disabilities (F)	Black, yellow, brown and indigenous (M)	Black, yellow, brown and indigenous (F)
Aeroportos Brasil Viracopos <sup>1</sup>	33	25	292	47
Concer	15	3	180	93
Portonave	4	7	177	23
Rio Bonito	1	0	17	5
Rio Guaíba	0	0	31	1
Rio Tibagi	4	0	17	2
Tijóá	0	0	4	1
Triunfo Concebra	2	0	422	341
Triunfo Concepa	2	0	12	15
Triunfo Econorte	1	4	17	25
Triunfo Participações e Investimentos	0	0	3	2
Triunfo Transbrasiliana	2	10	39	53
Vessel	0	0	85	3
<b>TOTAL</b>	<b>64</b>	<b>49</b>	<b>1,296</b>	<b>611</b>

1 - Aeroportos Brasil Viracopos does not monitor the ethnicity of its interns and apprentices.



## NON-DISCRIMINATION



### INDICATOR

### PAGE / ANSWER

#### G4-HR3

Total number of incidents of discrimination and corrective actions taken.

Page 66 of the  
2015 Sustainability Report

#### G4-HR12

Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanism.

Page 66 of the  
2015 Sustainability Report

## LOCAL COMMUNITIES



### INDICATOR

### PAGE / ANSWER

#### G4-SO1

Percentage of operations implemented with local community engagement, impact assessments, and development programs.

Page 67 of the  
2015 Sustainability Report

## ANTI-CORRUPTION



### INDICATOR

### PAGE / ANSWER

#### G4-SO4

Communication and training on anti-corruption policies and procedures.

Page 66 of the  
2015 Sustainability Report

#### G4-SO5

Confirmed incidents of corruption and actions taken.

Page 37 of the  
2015 Sustainability Report

## COMPLIANCE

### INDICATOR

### PAGE / ANSWER

#### G4-SO8

Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.

Page 69 of the 2015  
Sustainability Report  
*In 2015, Portonave paid four fines issued by the Ministry of Labor in the total amount of R\$14,088.65. No other companies were fined or sanctioned in the year.*

## GRIEVANCE MECHANISMS

### INDICATOR

### PAGE / ANSWER

#### G4-SO11

Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms.

Page 69 of the  
2015 Sustainability Report

GRIEVANCES ABOUT IMPACTS ON SOCIETY - FILED		
COMPANY	2015	2014
Aeroportos Brasil Viracopos	0	2
Concer	1,102	979
Portonave	0	0
Rio Bonito	0	0
Rio Guaíba	0	0
Rio Tibagi	0	0
Tijóá	0	-
Triunfo Concebra <sup>1</sup>	1,963	60
Triunfo Concepa	1	0
Triunfo Econorte	0	0
Triunfo Participações e Investimentos	0	0
Triunfo Transbrasiliana	195	-
Vessel <sup>2</sup>	N/A	-
<b>TOTAL</b>	<b>3,261</b>	<b>1,041</b>

1 - The period of consolidation of the data provided for Triunfo Concebra is Dec. 6, 2014 to Dec. 5, 2015.

2 - Vessel did not monitor grievances related to the company in 2015 as it was in the initial phase of operation.

### GRIEVANCES ABOUT IMPACTS ON SOCIETY - RESOLVED

COMPANY	2015	2014
Aeroportos Brasil Viracopos	0	2
Concer	1,102	979
Portonave	0	0
Rio Bonito	0	0
Rio Guaíba	0	0
Rio Tibagi	0	0
Tijóá	0	-
Triunfo Concebra	1,963	60
Triunfo Concepa	1	0
Triunfo Econorte	0	0
Triunfo Participações e Investimentos	0	0
Triunfo Transbrasiliana	191	-
Vessel	N/A	-
<b>TOTAL</b>	<b>3,257</b>	<b>1,041</b>

GRIEVANCES ABOUT IMPACTS ON SOCIETY – PENDING		
COMPANY	2015	2014
Aeroportos Brasil Viracopos	0	0
Concer	0	0
Portonave	0	0
Rio Bonito	0	0
Rio Guaíba	0	0
Rio Tibagi	0	0
Tijóá	0	-
Triunfo Concebra	0	0
Triunfo Concepa	0	0
Triunfo Econorte	0	0
Triunfo Participações e Investimentos	0	0
Triunfo Transbrasiliana	4	-
Vessel	N/A	-
<b>TOTAL</b>	<b>4</b>	<b>0</b>

## PRODUCTS AND SERVICES

INDICATOR	PAGE / ANSWER
<b>G4-PR5</b> Results of surveys measuring customer satisfaction.	Page 70 of the 2015 Sustainability Report

## SECTOR DISCLOSURES

### AEROPORTO INTERNACIONAL DE VIRACOPOS

INDICATOR	PAGE / ANSWER
<b>AO1</b> Total number of passengers flown annually, broken down by passengers on international and domestic flights, and broken down by origin-and-destination and transfer passengers, including transit passengers.	Page 44 of the 2015 Sustainability Report
<b>AO2</b> Total annual number of aircraft movements by day and by night, broken down by commercial passenger, commercial cargo, general aviation, and state aviation flights.	Page 45 of the 2015 Sustainability Report
<b>AO3</b> Total amount of cargo tonnage.	Page 44 of the 2015 Sustainability Report

### USINA HIDRELÉTRICA TRÊS IRMÃOS

INDICATOR	PAGE / ANSWER
<b>EU1</b> Installed capacity, broken down by primary energy source and by regulatory regime.	Page 30 of the 2015 Sustainability Report
<b>EU2</b> Net energy output broken down by primary energy source and by regulatory regime.	Page 42 of the 2015 Sustainability Report
<b>EU30</b> Average plant availability factor by energy source and by regulatory regime.	Page 42 of the 2015 Sustainability Report



**Triunfo Participações e Investimentos S.A.**

Rua Olimpíadas, 205, 14º andar, cj. 142/143.

CEP: 04551-000 - São Paulo (SP) - Brasil

[www.triunfo.com](http://www.triunfo.com)

[www.sustentabilidade2014.triunfo.com](http://www.sustentabilidade2014.triunfo.com)