# Sustainability KPIs[1]

| Aspect | Theme | Unit of measurement | Performance 3Q24 | Performance 3Q23 | Change | Performance 9M24 | Performance 9M23 | Change |
|---|---|---|---|---|---|---|---|---|
| E | Emissions intensity by energy generation | $tonCO_2e/MWh$ | 0.0012 | 0.0051 | -76.3% | 0.0036 | 0.0136 | -73.4% |
| | Emissions intensity by revenue | $tCO_2e$/million R$ | 6.2 | 24.7 | -74.9% | 18.0 | 47.9 | -62.4% |
| | Total emissions (Scope 1, 2 and 3) | Tons | 15,661.8 | 62,115.7 | -74.8% | 142,684.1 | 384,696.1 | -62.9% |
| | Water consumption intensity | $m^3/MWh$ | 0.052 | 0.046 | 13.8% | 0.045 | 0.051 | -10.0% |
| | Engaged people - "Conexão" Community Relationship Program [1] | People | 41,086 | 48,887 | -16.0% | 113,482 | 97,327 | 16.6% |
| S | Frequency rate - Direct employees + service providers | nº accid/million hours | 0.210 | 0.660 | -0.45 p.p. | 0.217 | 1.060 | -0.84 p.p. |
| | Frequency rate - Direct employees | nº accid/million hours | 0.000 | 0.000 | 0.00 p.p. | 0.000 | 0.000 | 0.00 p.p. |
| | Frequency rate - Service providers | nº accid/million hours | 0.238 | 0.800 | -0.56 p.p. | 0.246 | 1.370 | -1.12 p.p. |
| | % of employees formally trained | % | 15.2% | 13.7% | 1.5 p.p. | 85.7% | 95.3% | -9.6 p.p. |
| | Turnover rate | % | 2.0% | 1.6% | 0.4 p.p. | 5.4% | 10.0% | -4.6 p.p. |
| | Voluntary turnover rate | % | 1.4% | 0.7% | 0.7 p.p. | 2.7% | 3.0% | -0.3 p.p. |
| | Investments in Social Responsibility - Incentivized Resources | R$ | 11,476,423 | 3,154,843 | 263.8% | 17,573,131 | 5,131,377 | 242.5% |
| | Investments in Social Responsibility - Own Resources | R$ | 1,444,772 | 1,334,595 | 8.3% | 4,581,531 | 3,078,768 | 48.8% |
| G | Investment in Innovation[2] | R$ | 11,739,632 | 13,342,948 | -12.0% | 33,498,962 | 45,332,798 | -26.1% |
| | Headcount | Employees | 1,199 | 1,095 | 9.5% | 1,199 | 1,095 | 9.5% |
| | % of employees in certified operations (ISO 9.001, 14.001, 45.001)[2] | % | 84.5% | 87.7% | -3.2 p.p. | 84.5% | 87.7% | -3.2 p.p. |
| | % of women in the Company | % | 31.4% | 28.8% | 2.6 p.p. | 31.4% | 28.8% | 2.6 p.p. |
| | % of women in leadership positions | % | 30.5% | 26.6% | 3.9 p.p. | 30.5% | 26.6% | 3.9 p.p. |
| | % employees with disabilities | % | 5.0% | 4.8% | 0.2 p.p. | 5.0% | 4.8% | 0.2 p.p. |

*1 - The Connection Program encompasses visits to the Company's operations across the country, dialogues with the community and environmental education.*

*2 - Contains adjustments of competency periods.*