Sustainability KPIs[1]

Aspect	Theme	Unit of measurement	Performance 4Q24	Performance 4Q23	Change	Performance 12M24	Performance 12M23	Change
E	Emissions intensity by energy generation	$tonCO_2e/MWh$	0.0095	0.0123	-22.9%	0.0059	0.0131	-54.9%
	Emissions intensity by revenue	tCO_2e/million R$	36.1	65.8	-45.2%	27.3	52.8	-48.3%
	Total emissions (Scope 1, 2 and 3)	Tons	117,992.2	178,474.7	-33.9%	306,309.3	567,416.3	-46.0%
	Water consumption intensity	m^3/MWh	0.045	0.038	20.5%	0.034	0.046	-25.9%
	Engaged people - "Conexão" Community Relationship Program [1]	People	26,480	24,681	7.3%	122,251	122,350	-0.1%
S	Frequency rate - Direct employees + service providers	nº accid/million hours	0.453	0.000	0.45 p.p.	0.274	0.740	-0.47 p.p.
	Frequency rate - Direct employees	nº accid/million hours	0.000	0.000	0.00 p.p.	0.000	0.00	0.00 p.p.
	Frequency rate - Service providers	nº accid/million hours	0.520	0.000	0.52 p.p.	0.312	0.92	-0.61 p.p.
	% of employees formally trained	%	5.0%	4.6%	0.4 p.p.	99.5%	99.9%	-0.4 p.p.
	Turnover rate	%	3.9%	2.7%	1.3 p.p.	9.1%	10.9%	-1.8 p.p.
	Voluntary turnover rate	%	0.9%	1.8%	-0.9 p.p.	2.6%	4.4%	-1.7 p.p.
	Investments in Social Responsibility - Incentivized Resources	R$	17,589,132	5,208,000	237.7%	39,352,330	10,339,000	280.6%
	Investments in Social Responsibility - Own Resources	R$	1,303,648	964,000	35.2%	5,832,066	3,944,000	47.9%
G	Investment in Innovation[2]	R$	17,889,596	14,123,066	26.7%	58,504,570	55,612,461	5.2%
	Headcount	Employees	1,173	1,099	6.7%	1,173	1,099	6.7%
	% of employees in certified operations (ISO 9.001, 14.001, 45.001)[2]	%	85.3%	87.2%	-1.9 p.p.	85.3%	87.2%	-1.9 p.p.
	% of women in the Company	%	32.1%	29.4%	2.7 p.p.	32.1%	29.4%	2.7 p.p.
	% of women in leadership positions	%	31.4%	27.7%	3.8 p.p.	31.4%	27.7%	3.8 p.p.
	% employees with disabilities	%	5.1%	4.9%	0.2 p.p.	5.1%	4.9%	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.