Sustainability KPIs[1]

Aspect	Theme	Unit of measurement	Performance 4Q23	Performance 4Q22	Change	Performance 12M23	Performance 12M22	Change
E	Emissions intensity [2]	$tonCO_2e/MWh$	0.0123	0.0315	-61.0%	0.0131	0.0339	-61.4%
	Emissions intensity by revenue [2]	tCO_2e/million R$	65.8	126.2	-47.8%	52.8	93.0	-43.2%
	Total emissions (Scope 1, 2 and 3) [2]	Tons	178,474.7	391,482.5	-54.4%	567,416.3	1,106,841.7	-48.7%
	Water consumption intensity [2]	m^3/MWh	0.038	0.102	-63.3%	0.046	0.102	-55.5%
	Engaged people - "Conexão" Community Relationship Program [1]	People	24,681	66,066	-62.6%	122,350	186,707	-34.5%
S	Frequency rate - Direct employees + service providers	nº accid/million hours	0.00	1.07	-1.07 p.p.	0.74	1.11	-0.37 p.p.
	Frequency rate - Direct employees	nº accid/million hours	0.00	0.00	-	0.00	0.00	-
	Frequency rate - Service providers	nº accid/million hours	0.00	1.26	-1.26 p.p.	0.92	1.29	-0.37 p.p.
	% of employees formally trained	%	4.6%	17.5%	-12.9 p.p.	99.9%	99.1%	0.8 p.p.
	Turnover rate	%	2.7%	3.7%	-1.1 p.p.	10.9%	15.8%	-4.9 p.p.
	Voluntary turnover rate	%	1.8%	2.4%	-0.5 p.p.	4.4%	7.9%	-3.5 p.p.
	Investments in Social Responsibility - Incentivized Resources	R$	5,208	10,420	-50.0%	10,339	16,486	-37.3%
	Investments in Social Responsibility - Own Resources	R$	964	1,162	-17.0%	3,944	3,500	12.7%
G	Investment in Innovation	R$	14,194,967	12,089,228	17.4%	69,724,266	52,319,391	33.3%
	Headcount[2]	People	1,099	1,215	-9.5%	1,099	1,215	-9.5%
	% of employees in certified operations (ISO 9.001, 14.001, 45.001)[2]	%	87.2%	74.3%	12.9 p.p.	87.2%	74.3%	12.9 p.p.
	% of women in the Company	%	29.4%	26.7%	2.7 p.p.	29.4%	26.7%	2.7 p.p.
	% of women in leadership positions	%	27.7%	23.2%	4.4 p.p.	27.7%	23.2%	4.4 p.p.
	% employees with disabilities	%	4.9%	4.4%	0.5 p.p.	4.9%	4.4%	0.5 p.p.

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

2 - Numbers directly impacted by the sale of the Pampa Sul Thermoelectric Plant, in June 2023.