Sustainability KPIs

Aspect	Theme	Unit of measurement	Performance 4Q25	Performance 4Q24	Change	Performance 12M25	Performance 12M24	Change
E	Emissions intensity by energy generation	tonCO_2e/MWh	0.0126	0.0154	-18.3%	0.0047	0.0054	-12.2%
	Emissions intensity by revenue	tCO_2e/million R$	49.1	62.7	-21.7%	18.5	24.9	-25.7%
	Total emissions (Scope 1, 2 and 3)	Tons	167,952.0	205,111.6	-18.1%	237,548.4	279,748.2	-15.1%
	Water consumption intensity	m^3/MWh	0.030	0.042	-29.4%	0.033	0.031	6.4%
	Engaged people - "Conexão" Community Relationship Program [1]	People	23,739	26,480	-10.4%	94,005	122,251	-23.1%
S	Frequency rate - Direct employees + service providers	nº accid/million hours	0.820	0.453	0.37 p.p.	0.580	0.274	0.31 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	1.080	0.520	0.56 p.p.	0.680	0.31	0.37 p.p.
	% of employees formally trained	%	2.6%	5.0%	-2.4 p.p.	99.0%	99.5%	-0.5 p.p.
	Turnover rate	%	2.2%	3.9%	-1.7 p.p.	6.4%	9.1%	-2.7 p.p.
	Voluntary turnover rate	%	1.3%	0.9%	0.4 p.p.	3.7%	2.6%	1.0 p.p.
	Investments in Social Responsibility - Incentivized Resources	R$	4,556,589	17,589,132	-74.1%	13,478,229	39,352,330	-65.7%
	Investments in Social Responsibility - Own Resources	R$	1,305,468	1,303,648	0.1%	5,618,190	5,832,066	-3.7%
G	Investment in Innovation	R$	23,429,359	17,889,596	31.0%	63,132,148	58,504,570	7.9%
	Headcount	Employees	1,312	1,173	11.8%	1,312	1,173	11.8%
	% of employees in certified operations (ISO 9.001, 14.001, 45.001)[2]	%	81.0%	85.3%	-4.3 p.p.	81.0%	85.3%	-4.3 p.p.
	% of women in the Company	%	31.7%	32.1%	-0.4 p.p.	31.7%	32.1%	-0.4 p.p.
	% of women in leadership positions	%	31.8%	31.4%	0.4 p.p.	31.8%	31.4%	0.4 p.p.
	% employees with disabilities	%	4.8%	5.1%	-0.3 p.p.	4.8%	5.1%	-0.3 p.p.

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