ENGIE Brasil Energia S.A.

SUSTAINABILITY REPORT 2024



TABLE OF CONTENTS

PRESENTATION

Message from the management 03
2024 highlights 04
Awards and recognitions 05

1 ENGIE BRASIL ENERGIA

Corporate profile 08
Expansion with purpose 08
Sustainable bases 09

2 OUR BUSINESSES

Activity segments 13
Competitive strategy 19

3 GOVERNANCE AND INTEGRITY

Corporate governance 27
Integrated managemet 35
Ethical commitment 35
Risks and opportunity matrix 42

4 HUMAN CAPITAL

Our team 48
Health, safety and wellbeing 50
Diversity, equity & inclusion 54
Profissional development 59

5 ENVIRONMENT AND CLIMATE

Conservation strategy 63
Environmental governance 64
Journey for Nature 65
Journey for the Climate 70
Other environmental controls 75

6 RELATIONS OF VALUE

Customers 78
Suppliers 79
Communities 82
Investors 95

7 FINANCIAL AND OPERATIONAL PERFORMANCE

Macroeconomic context 97
Sector context 97
Operational performance 100
Economic-financial result 103

8 ABOUT THE REPORT

Profile of the Report 110
Stakeholder engagement 110
Relevant topics 112
GRI/SASB context index 118
Independent Assurance Statement 128

9 SUPPLEMENTARY FOLDER

MESSAGE FROM THE MANAGEMENT

GRI 2-22

Financial discipline, operational efficiency, commercial intelligence and above all, absolute respect for people and the planet. Anchored to these principles, we close the challenging year of 2024 not only by demonstrating resilience in our operational and financial results but also by commemorating important achievements.

The entry into operation of projects under implementation and acquisition of already operating renewable energy assets, more than compensated for the divestments of 2023, resulting in a year-on-year increase of 4.4% in Net Operating Revenue posting R$ 11.2 billion in 2024. Adjusted Ebitda was R$ 7.4 billion, 1.3% over the amount reported for the previous year, considering the reduction in equity income due to the partial sale of the stake in the jointly controlled subsidiary — TAG. Adjusted Net Income closed the year at R$ 3.4 billion, 1.4% lower than the total recorded in 2023, impacted by the increase in depreciation and amortization expenses related to the new plants joining our portfolio.

The expansion in our operations resulted in some important milestones during the year: by the end of 2024, **1.2 GW had been added to proprietary installed capacity which now totals 9.6 GW of 100% renewable energy,** distributed from 115 plants. In addition to the Santo Agostinho Wind Complex in full operation and the acquisition of five photovoltaic assets, all of them fully operational, we anticipated the startup at the Serra do Assuruá Wind Complex, operating commercially at more than half its total installed capacity of 846 MW. In parallel, we began operational testing at the Assú Sol Photovoltaic Complex, this to add a further 752 MW to the capacity of our generator park over the course of 2025.

We also continue to grow the transmission segment, making a **successful bid for the main lot of the National Electric Energy Agency's second auction round in 2024 and denominated Graúna Transmissora de Energia,** which is to reinforce the country's South and Southeast/Central-West subsystems. With an extension of 780 kilometers, this will be the fifth transmission project to be implemented, adding to the 2,710 kilometers of power lines already in operation and the 1,000 kilometers of the Asa Branca project, where work is in progress.

The year also stands out as the one when the most investments were made in the history of ENGIE Brasil Energia, approximately R$ 9.7 billion, the larger part of it in wind and photovoltaic plants. And we now have a further R$ 8.5 billion of investments already committed for the 2025 to 2027 period.

In 2024, we recorded a 32% increase in the number of contracts signed in the Free Energy Market, demonstrating the success of our commercial strategy — from end-to-end digitalization to marketing actions — to serve this increasingly diversified and complex segment.

We dedicate the same care to people as we do to business. A reflection of this was **ENGIE Brasil Energia's inclusion in the list of the best companies to work for in Brazil, according to the Great Place to Work ranking**. We are certain that this recognition reflects the affection we hold for each and every one of those who dedicate their knowledge and, most importantly, a large part of their time, to achieving our goals.

An open dialog and actions guided by the collective interest have marked our relationship with the communities of which we are a part: in 2024 alone, we invested between proprietary and tax incentive resources, **R$ 48.7 million in initiatives with a social impact, a historical record for us.** One of the outstanding events in this context was the rollout of our sixth Culture and Sustainability Center in Trairi (CE).

We would also highlight the intensification of our climate mitigation and adaptation agenda. An example of this is our Supplier Decarbonization Program which includes diagnosis, training, and access to opportunities for transition to a low carbon economy along our value chain. **The Program was presented with the UNO Global Compact Award – Network Brazil in the "Climate Guardians" category during the United Nations Organization's 29th Climate Conference (COP 29).**



Mauricio Bahr
Chairman of the Board of Directors

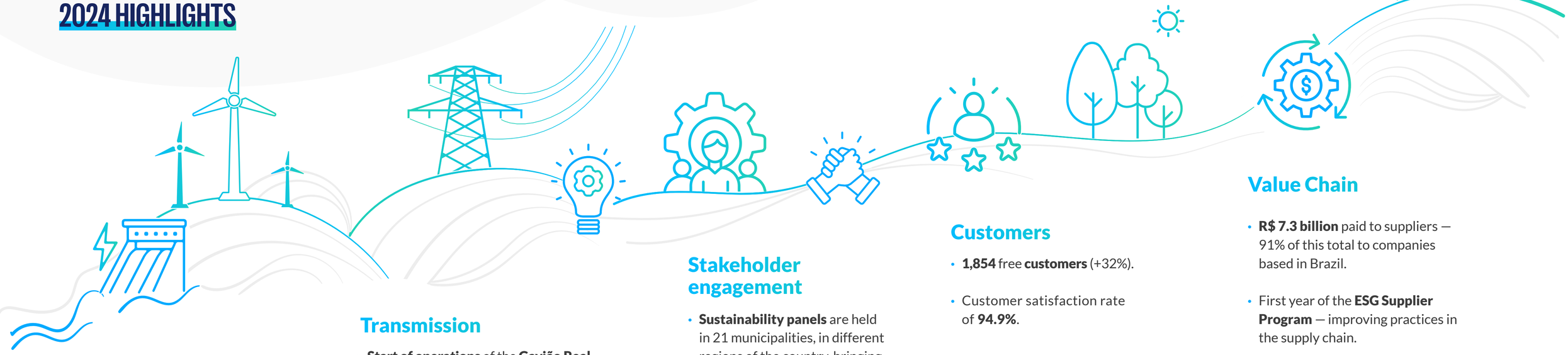


Eduardo Sattamini
Chief Executive Officer

Finally, it was with great pleasure that we were notified of ENGIE Brasil Energia's inclusion in the **Dow Jones Best-in-Class Emerging Markets Index 2024.** Among the more than seven thousand companies analyzed worldwide, we featured among the six best-assessed names in the electric power sector — confirming both our commitment and the effectiveness of our environmental, social and governance practices.

We invite you to join us in building this future, driven by hope, inspiring companies and people. At ENGIE Brasil Energia, we will remain obstinate in overcoming challenges, attentive to growth opportunities and focused on sustainable development — our sole interest.

2024 HIGHLIGHTS



Generation

- **Acquisition** of **Juazeiro, São Pedro, Sol do Futuro, Sertão Solar and Lar do Sol photovoltaic complexes** — 548 MWac (661 MWp).
- **Completion** of works on the **Santo Agostinho Wind Complex** — 434 MW.
- **Progress** in the simultaneous implementation of two large-scale projects: the **Assú Sol Photovoltaic Complex** (752 MWac/ 895MWp) and the **Serra do Assuruá Wind Complex** (846 MW), both already partially in operation by the end of 2024.

Transmission

- **Start of operations** of the **Gavião Real Transmission System in Pará.**
- **Start of construction** of the **Asa Branca Transmission System** —1,000 kilometers of transmission lines, and expansion of five associated substations.
- **Victory** in **Lot 1 in the Aneel Transmission Auction 02/2024** — redenominated, **Graúna Transmission System** — 780 kilometers in length and two new substations.

Innovation

- **R$ 55 million** invested in Aneel RD&I Program.
- **R$ 4 million** aimed at solutions focused on climate change.

Stakeholder engagement

- **Sustainability panels** are held in 21 municipalities, in different regions of the country, bringing together around **800 people** from local communities.

Employees

- **1,173 direct employees** — 6.7% increase.
- **Zero fatalities** (own employees and service providers).
- 98% of employees **are proud** to be associated with ENGIE
- **Gender equity**
  - **32.1% of women** in the workforce (+ 2.7 p.p).
  - **31.4% of leadership positions** (+3.8 p.p.).

Customers

- **1,854** free **customers** (+32%).
- Customer satisfaction rate of **94.9%**.

Environment and Climate

- 27 new Operating Licenses obtained and 16 renewed, demonstrating **100% compliance with operations.**
- **12.2% reduction in the total volume of water** collected for operations and 84% in the rate of freshwater consumption.

Reduction in

61%

Greenhouse Gas Emissions.

Value Chain

- **R$ 7.3 billion** paid to suppliers — 91% of this total to companies based in Brazil.
- First year of the **ESG Supplier Program** — improving practices in the supply chain.

Social impact

- **R$ 48 million** invested in social projects.
- Opening of the **Culture and Sustainability Center** in Trairi (CE).
- **100 initiatives supported** by the Women in Our Neighborhood Program.
- 45 companies active in the **Partnership for Good Program.**

AWARDS AND RECOGNITIONS



S&P Global
Engie Brasil Energia S.A.
Electric Utilities
Top 5%
Corporate Sustainability Assessment (CSA) 2024 Score
85/100

Classifications achieved:

For the first time, ENGIE Brasil Energia has become a component of the **Dow Jones Best-in-Class Emerging Markets Index**, making among the six best performances in the electric utilities sector.

Melhores Empresas Para Trabalhar
1.000 a 9.999 funcionários
Great Place To Work.
BRASIL 2024

Classifications achieved:

Achievement of GPTW Certification – **Great Place To Work Brasil**, which recognizes the best companies in which to work.

ISEB3

Classifications achieved:

Component of B3's 2025 **Corporate Sustainability Index (ISE)** – for the 20th consecutive year since the inception of the ISE.

CDP
Discloser
2024

Classifications achieved:

"A-" at CDP Climate Change, 2024/2025 cycle.

"A" at CDP Water Security, 2024/2025 cycle.

Guardians for the Climate accolade awarded by the UNO Global Compact – Brasil Network for the "Suppliers Decarbonization Program".

Highlight in the **Transparency Trophy 2024**, sponsored by the National Association of Finance, Administration and Accounting Executives (Anefac) – in the "Companies with net revenue from R$ 5 to R$ 20 billion" category.

Component of the 2024/2025 portfolios of B3's **Carbon Efficient** (ICO_2), **Diversity** (IDIVERSA), **Corporate Governance – *Novo Mercado*** (IGC-NM), **Dividends** (IDIV) indices.

Placed 21st in the **"Global 100"** ranking which lists the **100 most sustainable companies in the world**, promoted by the Canadian publisher, Corporate Knights.

6th place in the **Broadcast Empresas** award which recognizes the companies which have given the best return to the investors.

Winner of the Energy category and highlight in *Exame* magazine's **Best of ESG** for the third consecutive year.

Highlight of the energy sector in *Exame* magazine's **Best and Biggest 2024.**

Features in all categories of the **Institutional Investor** magazine's ranking (Electric & Other Utilities – Latin America).

OUR PURPOSE

ENGIE's purpose ("raison d'être") **is to act to accelerate the transition** towards a **carbon-neutral economy,** through **reduced energy consumption** and **more environmentally-friendly solutions.**

Speed & Change

Climate focus CO_2 neutrality

Identified lever

Not Only Climate

The purpose brings **together the company, its employees, its clients and its shareholders, and reconciles economic performance** with a **positive impact on people and the planet.** ENGIE's actions are assessed in their **entirety and over time.**

Together with all stakeholders

Profitability is key

Human and Environment

Global and long term



Our Mission

To offer innovative and sustainable energy solutions and services for people, businesses, and cities.



Our Vision

To transform people's relationship with energy into a sustainable world.



Our Values

Professionalism, cooperation, team spirit, respect for the environment, value creation, ethics.



1

ENGIE BRASIL ENERGIA

Corporate profile — Expansion with purpose — Sustainable bases

100% **renewable energy** generation and commercialization.

ENERGY TRANSMISSION

EQUITY STAKE IN GAS TRANSPORTATION (TAG).

R$ 9.7 billion
in investment in 2024
– a historical record for the Company.

Ticker at B3: **EGIE3**
Ticker ADR: **EGIEY**
Market Capitalization:
R$ 29 billion.

Sustainability Agenda:

Company Purpose in ENGIE's Bylaws.

2030 Goals (Non-financial Goals).

Update of **material topics**, with **engagement** of more than **800 stakeholders.**

CORPORATE PROFILE

The largest electric energy generator from 100% renewable sources in Brazil, ENGIE Brasil Energia operates to accelerate the transition to a low carbon economy, in a fair and accessible way, developing activities in the segments of **generation, transmission and the trading of electric energy** — check out a summary of activities in the following infographic in detail in Chapter 2. GRI 2-6

ENGIE Brasil Energia 2024

115 plants
hydropower, wind, photovoltaic, biomass plants and small hydropower plants.

→ **11.2 GW**
of installed capacity operated.

2.7
thousand kilometers of transmission lines and seven proprietary substations.

36,064 GWh
commercialized in the year.

→ **36.6%**
were destined for the regulated market.

63.4%
sold in the free contracting environment.

Operations in the **5 Brazilian** regions.

1,173
thousand direct employees.

17.5%
equity interest in TAG — Transportadora Associada de Gás.

→ **4.5 thousand**
kilometers of gas pipelines, which form the largest natural gas transportation network in the country.

R$ 7.4 billion
in adjusted EBITDA.

→ **R$ 3.4 billion**
in adjusted net income.

Corporate structure

The Financial Statements show the Company's corporate structure in detail including that of its subsidiaries as well as stakes in consortia and other corporate enterprises –access here.

The Company is controlled indirectly by ENGIE S.A. ("ENGIE Group" or "ENGIE"), a global reference in energy and low-carbon services with a footprint in approximately 30 countries, revenues of EUR 74 billion and a workforce of some 98 thousand. GRI 2-1; 2-6

ENGIE Brasil Energia is constituted as a publicly held company with its common shares listed on the Brazilian stock exchange — B3 S.A. — Brasil, Bolsa, Balcão, under the EGIE3 symbol. It's Level 1, Depositary Receipts (EGIEY) are also traded on the American over-the-counter market, at a ratio of one ADR for each common share. GRI 2-1

EXPANSION WITH PURPOSE

In 2024, **the Company recorded the highest level of investment ever made in a single year.** Some R$ 9.7 billion was allocated to the construction of new projects, acquisition of assets, modernization, maintenance, and revitalization of corporations. Particularly outstanding during the period was the Santo Agostinho Wind Complex in the state of Rio Grande do Norte, which in August reached full commercial operations, adding 434 MW to total installed capacity. GRI 2-4; 2-6

In the state of Bahia, the first wind turbines of the Serra do Assuruá Complex — one of the largest wind power projects implemented by ENGIE anywhere in the world with 846 MW installed capacity — went into operations ahead of schedule. On December 31, 2024, 109 wind turbines were already in commercial operations and a further 55 on a test basis — the project having 188 in all. Other assets continue to be implemented at a rapid rate, such as Assú Sol Photovoltaic Complex in the state of Rio Grande do Norte, with 752 MW of installed capacity. At year-end, work on the project had reached 76% completion and five of the 16 wind farms were already operating on a test basis — see more in Chapter 2. GRI 2-4; 2-6

Also worthy of note was the acquisition of five photovoltaic complexes with a high volume of energy already contracted long-term in the regulated contracting environment. The operations are located in the states of Bahia, Ceará and Minas Gerais, and have added a further 547.6 MWac to the generator park as a whole. GRI 2-4; 2-6

In addition, the Company also strengthened its business in the transmission segment, seeking responsible and disciplined growth based on a resilient infrastructure along various operational fronts. With the energization of the Gavião Real System in the state of Pará, concluded in the month of July, EBE began to operate a total of more than 2.7 thousand kilometers of transmission line as well as seven proprietary substations in different regions. GRI 2-4; 2-6

Another milestone in the period was the start made on work of the Asa Branca Transmission System, subsequent to the Company's successful bid at the Aneel 01/2023 auction, the transmission lines to have a total aggregate length of a thousand kilometers in the states of Bahia, Minas Gerais and Espírito Santo as well as the expansion of five associate substations. This infrastructure is vital for the offtake of renewable energy generated in the Northeast and destined for the central-western and south-eastern regions of Brazil (see more on projects under implementation in Chapter 2). GRI 2-4; 2-6

In September, the Company again successfully bid for the Graúna Transmission System, Lot 1 of Aneel 02/2024 Transmission Auction. This will increase the Company's transmission business by a further 780 kilometers in the states of Santa Catarina, Paraná, Minas Gerais, São Paulo and Espírito Santo, as well as two new substations. GRI 2-4; 2-6

Investments made in 2024 and forecast for the next few years may be found under the "**Investments**" heading.

SUSTAINABLE BASES

For ENGIE Brasil Energia, in addition to the operational and economic-financial result, business performance includes the effective commitment to good social, environmental and governance practices. With the orientation of its **Sustainable Magament Policy**, the Company is able to maximize its role as an agent for development in the economic sectors of which it is a part as well as the various communities in which it is inserted, in an ethical, responsible and transparent manner. GRI 2-23

This positioning has been recognized by awards and certifications as well as the continual presence of the Company in B3's Corporate Sustainability Index (ISE) since 2005, and also its selection as a component in 2024 of the Dow Jones Best-in-Class Emerging Markets Index — see following box.

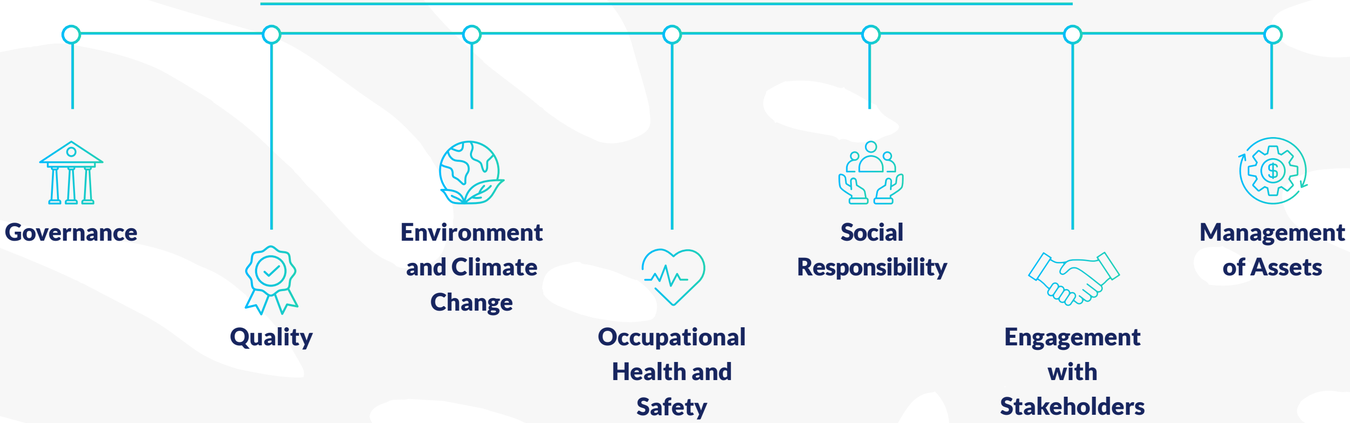
A global benchmark in ESG

In December 2024, ENGIE Brasil Energia was listed among the members of the **Dow Jones Best-in-Class Emerging Markets Index**, which brings together companies that are leaders in sustainability in emerging markets - identified by S&P Global using the Corporate Sustainability Assessment (CSA) questionnaire. The assessment includes long-term economic, environmental, and social criteria.

The Dow Jones Sustainability indices are the most representative in the world in this area, accounting for half of the global market capitalization, and serving as a benchmark for investors that incorporate sustainability into their portfolios and investment decisions.

Another highlight related to the process was the "Sustainability Yearbook", which placed ENGIE Brasil Energia in the **Top 5% of the global electricity sector and among the top 6 in the sector**, out of a total of 182 companies assessed.

Pillars of the Sustainable Management Policy



The commitments and values enshrined in the Sustainable Management Policy are disseminated among stakeholders, thus enhancing the potential for a positive impact. They are also aligned to the ENGIE Group's Non-Financial Goals, to be achieved at the global level by 2030 in line with Agenda 2030 for the United Nations Organization's Sustainable Development. GRI 2-23

The Company's commitment to the 2030 Agenda is also reflected in its membership of the Global Compact - Brazil Network, a UN movement that brings together companies with the voluntary aim of accelerating the meeting of goals set out in the document. ENGIE is also a member of the Brazilian Business Council for Sustainable Development (CEBDS) and the Brazil Climate, Forests and Agriculture Coalition. GRI 2-23

ENGIE Group's Non-Financial 2030 Objectives

Aspect	2030 objective	Result by 2024
Greenhouse Gas Emissions (GHG)	• Reduce to a range between 36 and 26 $MtCO_2e$ total Greenhouse Gas emissions from the Group's electric energy generation (Scope 1 and 3.15) — in 2019, this total was 80 $MtCO_2e$ (objective in alignment to the Science Based Target Initiative – SBTi).	48 $MtCO_2e$
Gender Diversity	• Increase to a range between 40% and 60%, women's participation in the management of the Group — in 2019, women occupied 24% of all leadership positions.	32%
Renewable Energy	• Increase to a range between 58% and 66%, the participation of renewable sources in the capacity mix of production worldwide — against the 28% recorded for 2019.	43%
Supply Chain	• By 2030, reaching 100% of the responsible purchasing index (excluding acquisition of energy), which involves socio-environmental assessments; and • Reaching 100% by 2030 of the top 250 preferred suppliers certified for Science Based Targets (SBTi) commitments.	59% / 44%
Water	• To achieve a water consumption ratio relative to energy generated of 0.1 m^3/MWh.	0.24 m^3/MWh

Consistent Agenda

ENGIE Brasil Energia's ESG Agenda reflects its commitment to sustainability and is aligned with a long-term vision focused on accelerating the energy transition and encouraging a more sustainable future for society. The premises of this commitment are also aligned with the 2030 Agenda for Sustainable Development of the United Nations (UN) and guide all of the Company's practices and processes across the board.

In this sense, socio-environmental aspects are shared between the different corporate areas and included in the strategic plans of all business fronts. An established Sustainability Committee, which reports directly to the Board of Directors at least every six months, is responsible for ensuring synergy between the Company's plans, guidelines and objectives, providing directors with information and input for better decision-making and permanent supervision of ESG-related risks and opportunities. GRI 2-13

Special focus is on certain defined material issues — those that represent the greatest impact and relevance for ENGIE Brasil Energia and its stakeholders. The materiality process is conducted in full every two years and reviewed each year as guidance for actions and reporting. In 2024, the Company continued the dual materiality exercises begun in 2023, expanding the analysis of risks, opportunities, non-financial impacts and potential financial effects related to ESG themes, defined on the basis of a process of broad stakeholder engagement — find out more in Chapter 8 (About the Report). GRI 3-1

Material themes and SDGs

GRI 3-2



Employee health, safety, and wellbeing



Ethics and integrity



Climate change



Water



Nature



Human rights



Sustainability along the value chain



Renewable, accessible and reliable energy



Development of people, diversity, equity, and inclusion



Communities and local development



Innovation and technology



Cybersecurity



Resilience to physical risks and transition to a low-carbon economy



Customer experience



2

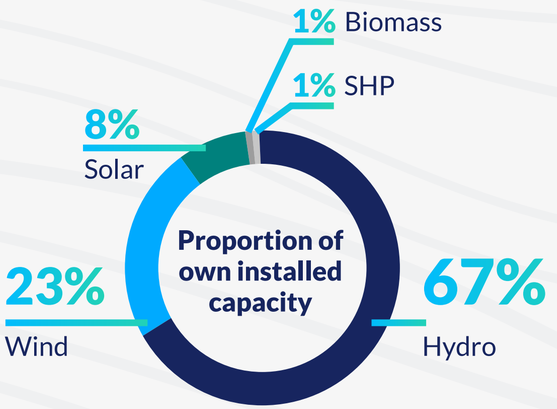
OUR BUSINESSES

Activity segments — Competitive strategy

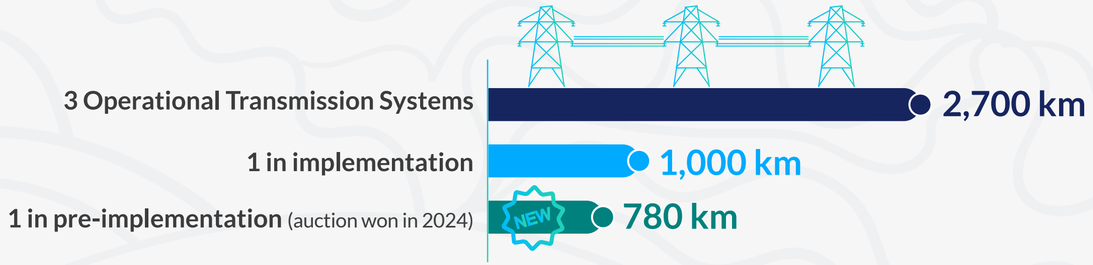
Generation and commercialization

115 Power Plants

7.5% of share in the **Free Energy Market**



Transmission



Gas transportation

17.5%
equity stake in TAG

4,500 km
of gas pipelines

100%
contracted assets

ACTIVITY SEGMENTS

Generation

Operating assets

Since 2023, ENGIE Brasil Energia occupies the position as the largest electric energy generator from 100% renewable sources in Brazil. At the end of 2024, the Company's generation assets encompassed 115 plants: 11 hydropower plants and 104 plants powered from complementary sources (wind, solar, SHPs and biomass plants). Together, these amount to an installed capacity of 11,265.5 MW, of which 9,555.7 MW are proprietary capacity, given that 111 plants are wholly owned by the Company — only in the case of the Itá, Machadinho and Estreito hydropower plants and the Ibitiúva Bioenergética Plant is ownership shared. GRI 2-6; G4-EU1

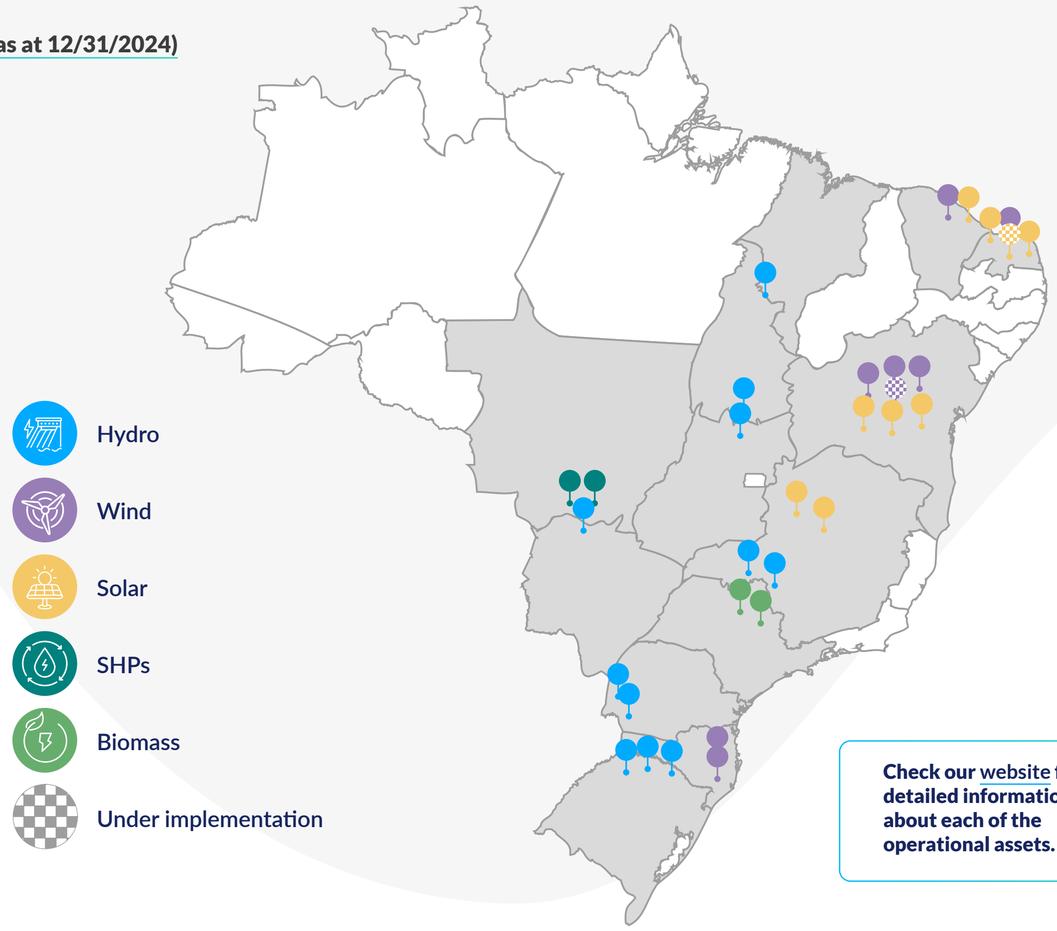
In 2024, the Santo Agostinho Wind Complex — Phase 1, in Rio Grande do Norte, with an installed capacity of 434 MW, became fully operational. The project involved resources of the order of R$ 2.3 billion and generated more than a thousand direct jobs in the region of the municipalities of Lajes and Pedro Avelino, some 120 kilometers from the state capital Natal. GRI 2-4; 2-6; G4-EU1

Also in 2024, ENGIE Brasil Energia acquired all the shares held by Atlas Energia Renovável do Brasil S.A. and Atlas Brasil Energia Holding 2 S.A., for the acquisition of the Juazeiro, São Pedro, Sol do Futuro, Sertão Solar and Lar do Sol photovoltaic plants, located in the states of Bahia, Ceará and Minas Gerais, an investment of approximately R$ 3.2 billion. GRI 2-4; 2-6

The installed capacity of the assets, all fully operational, is 545 MWac, which corresponds to 661 MWp, while the commercial capacity is 145.1 average MW. The acquisition is in line with the Company's growth strategy, despite the energy oversupply prevailing in 2024, bearing in mind that the assets are fully contracted in the long term, mostly in the regulated environment. GRI 2-4; 2-6; G4-EU1

Conversely, in line with our policy of financial discipline, in May 2024, the Company sold the Lages Cogeneration Plant (28MW), which was nearing the end of its cycle of economic and financial viability. GRI 2-4

Generation Assets (as at 12/31/2024)

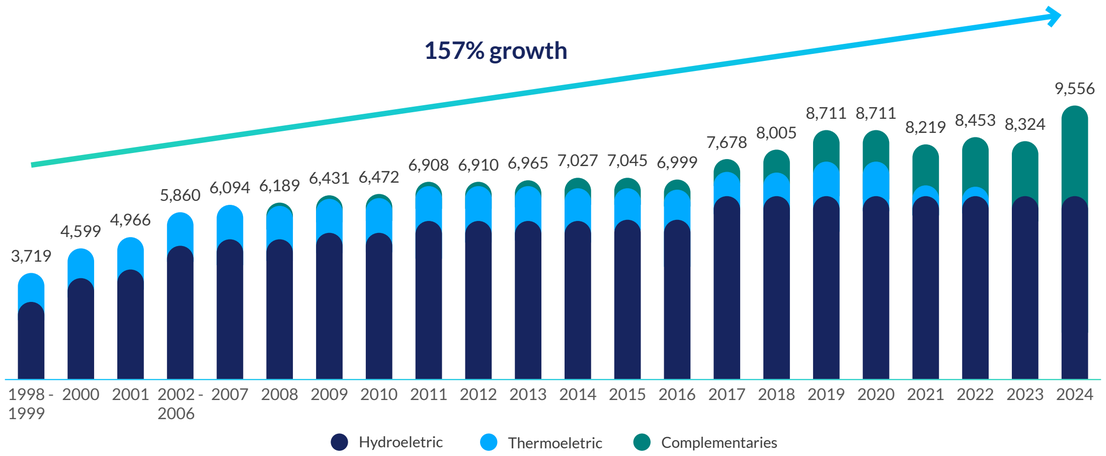


Check our website for detailed information about each of the operational assets.

Expansion in generation

ENGIE Brasil Energia's investments/divestment decisions are supported by rigorous feasibility analyses, which include impacts, risks and opportunities related to sustainability. In addition to assessing economic, operational, and socio-environmental aspects, the Company considers scenarios from a strategic market and business perspective. Based on these premises, it has ensured sustainable growth, supported by the expansion of generation and the secure and consistent operation of its assets.

Evolution of proprietary installed capacity in operation (in MW)



Generation projects under implementation

GRI 2-6



Serra do Assuruá Wind Complex

One of ENGIE's largest wind projects both in Brazil and worldwide, the Serra do Assuruá Complex will have an installed capacity of 846 MW. With 24 wind farms implemented in a single phase in the municipality of Gentio do Ouro, state of Bahia, its full operation, previously scheduled for the end of 2025, should occur in the first half of the year, as the assembly and commissioning of the wind turbines are being carried out ahead of schedule. Already having been granted a license by Aneel, the energy generated by the project will be used in the Free Contracting Environment (ACL) serving customers in the self-production market.

Around 3,000 direct and indirect jobs were created in the region during implementation, total investment in the project being approximately R$ 6 billion (baseline May, 2022), part of which was funded by the Brazilian Development Bank (BNDES).



Assú Sol Photovoltaic Complex

With 752 MW of installed capacity, the Assú Sol Photovoltaic Complex is being installed in the municipality of Assú, in Rio Grande do Norte. By the end of 2024, 76% of the work had been completed. Activities for connection to the system and brush clearance have been completed while engineering, earth moving, drainage, foundation work, tracker assembly, solar panel installation and commissioning activities continue to be executed.

The entry into operation on a test basis of the first photovoltaic units took place in October 2024. By the end of the year, five of the 16 solar farms were operating on a test basis. As of February 20, 2025, four farms were operating commercially and a further three on a test basis, contributing 302.7 MW to the Company's portfolio. The entry into full commercial operations is scheduled for the fourth quarter of 2025. The total investment is in the order of R$ 3.3 billion (baseline January, 2023).



Generation Projects under development

GRI 2-6

By the end of 2024, a series of projects involving photovoltaic plants and wind complexes were undergoing feasibility studies. If implemented, these projects could generate approximately a further 1.7 GW for ENGIE Brasil Energia's generator park. The opportunities evaluated include greenfield (projects yet to be built) and the acquisition of projects already in operation.

Some of these projects under study are located in the vicinity of other operational assets of the Company permitting the capture of synergies in terms of both resources and infrastructure and optimizing implementation — the case, for example, of the Santo Agostinho Photovoltaic Complex, under analysis for installation in an area contiguous to the Wind Complex of the same name in the state of Rio Grande do Norte.



Jirau Hidroelectric Power Plant

The fourth largest generator of electricity in the country, the Jirau Hydropower Plant has been in operation since 2016, totaling 3,750 MW of installed capacity. By the end of 2024, ENGIE Brasil Participações Ltda., the Company's controlling shareholder, is awaiting more favourable conditions to resume the economic-financial study preliminary to preparing a proposal for the transfer of its 40% stake in Jirau Energia to ENGIE Brasil Energia together with its 100% stake in Geramamoré Participações e Comercializadora. GRI 2-6

Jirau Energia is responsible for the maintenance, operation and sale of energy generated by the hydropower plant, located on the Madeira River, in Porto Velho (RO).

Projects under development

1	Sto. Agostinho Wind Complex (Phase II) - RN	Capacity 279 MW
2	Sto. Agostinho Photovoltaic Complex - RN	Capacity ~509 MW
3	Umburanas Wind Complex (Phase II) - BA	Capacity 250 MW
4	Campo Largo Wind Complex (Phase III) - BA	Capacity 250 MW
5	Campo Largo Photovoltaic Complex - BA	Capacity ~308 MW
6	Alvorada Photovoltaic Complex - BA	Capacity ~90 MW

~779 MW + ~907 MW = ~ 1,686 MW

Commercialization

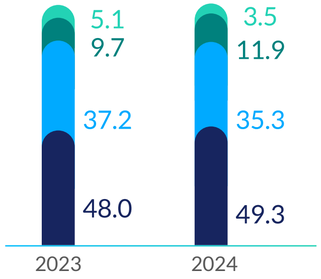
ENGIE Brasil Energia operates in the Regulated Contracting Environment (ACR), attending an expected demand in auctions organized by Aneel, and in the Free Contracting Environment (ACL), commercializing directly with final consumers. At the end of 2024, the Company enjoyed **a share of 7.5% in the free-market and reporting growth of 31.7% in the number of free consumers served.** Among other factors, the Company's good results in this segment are a reflection of the opening of this market to all high voltage consumers since January following the issue of Ministry of Mines and Energy's Normative Ordinance 50/2022. This liberalization opened up the Free Energy Market to more than 100 thousand new potential small consumers. GRI 2-6

Free Consumers[1] represented 40.0% of physical sales and 35.3% of net operating revenue, amounts 1.4 p.p. and 1.9 p.p. lower when compared to 2023.The variation is due mainly to the change in commercialization class of some existing customers in the Company's portfolio from Free Consumer to Trading Companies, given existing advantages for the latter economic group.

Breakdown of customers by physical sales (%)



Breakdown of customers in contracted sales comprising NOR of the generation segment (%)



Trading operations · Trading companies · Free custmomers · Distribution companies

In addition to the benefit of an accumulated experience of more than 20 years of ACL operations since the inception of this business segment, ENGIE Brasil Energia has been for several years preparing for the gradual opening of the free market to other consumer profiles. It has thus been able to develop appropriate solutions for different audiences and take full advantage of the opportunities arising from this current market opening.

The Company's expectations are for still more expansion, with the growth in ACL attracting a larger audience as well as stimulating the migration of other consumers. **ACL business accounted for 43.1% of domestic electric energy consumption at the end of 2024, with a growth of 10.6% in consumption and 55.7% in the number of consumers**, in comparison with 2023.

Additionally, a bill in discussion before Congress proposes by mid-2028 the opening to all low voltage consumers. Should this become a reality, it would represent a potential market of 80 million free consumers.

Read more about the Company's commercial performance in 2024 on the **pages 78** and **103.**



[1] With the exception of the Chamber of Electric Energy Commercialization (CCEE) and other revenues.

Transmission

The Company's operations in the transmission segment are progressing consistently, with financial discipline, guaranteeing complementarity with the business fronts, as well as operational robustness for delivery of the energy generated to the National Interconnected System. Significantly in 2024, work began on the Asa Branca Transmission System, for which ENGIE Brasil Energia successfully bid at the Aneel 01/2023 Transmission Auction while the Gavião Real System in the state of Pará was totally energized during the period. GRI 2-4; 2-6

A further landmark event was the winning of Lot 1 of the Aneel 2/2024 Auction for the implementation of the Graúna System. The project involves the installation of six transmission lines, 780 kilometers in total length together with two new substations with sectioning as well as the startup of operations of other already existing lines and substations. GRI 2-4; 2-6

In all, the new system will traverse 47 municipalities in the states of Santa Catarina, Paraná, Minas Gerais, São Paulo and Espírito Santo. The concession term will run for 30 years while the implementation cycle is estimated at 60 months with prospects for completion ahead of schedule.

Power transmission assets (as at 12/31/2024)



Operating assets

At the end of the year, the Company operated more than 2,700 kilometers of transmission lines and six associated substations in different regions of the country. In 2024, it completed the full energization of the Gavião Real transmission system in Pará, operating with the Novo Estado System in Tocantins on an integrated basis. ENGIE Brasil Energia also operates the Gralha Azul transmission system in Paraná — check details of transmission operations on the page 101.
GRI 2-6; G4-EU4; SASB IF-EU-000.C

Transmission expansion

Projects under implementation

GRI 2-6

Work began on the implementation of Asa Branca Transmissora de Energia in 2024, after the Installation License for the Morro do Chapéu II — Poções III section was obtained in the third quarter from the state environmental protection agency (Inema). The project, successfully bid at Aneel 01/2023 Transmission Auction, is 1,000 kilometers long, with four 500 kV single-circuit lines, traversing the states of Bahia, Minas Gerais and Espírito Santo, facilitating the offtake of energy generated in the Northeast to the major consumption centers in the Southeast. It also includes the expansion of five associated substations.

The concession period will be 30 years from the date of execution of the concession contract, which occurred in September 2023. At the end of 2024, installation of the works site, brush clearance, earthmoving and delivery of the metallic structures for the transmission towers in the field, among other activities, were proceeding apace. The maximum deadline for becoming operational is March 2029, with anticipation of at least 24 months.



Natural gas transportation

At the beginning of 2024, ENGIE Brasil Energia concluded the partial sale of its stake in TAG, its participation in the latter declining from 32.5% to 17.5%. However, the ENGIE Group as a whole continued to retain a 50% stake in the capital stock of the company. The largest transmitter of natural gas in Brazil, TAG has an infrastructure of more than 4,500 km of high-pressure gas pipelines, crossing 10 Brazilian states and approximately 200 municipalities. The infrastructure extends along the country's southeastern and northeastern seaboards as well as a further section of line between Urucu and Manaus, in the state of Amazonas. GRI 2-1; 2-4; 2-6

There are several interconnection points, among them, 16 active gas entry points (including three Liquified Natural Gas (LNG)) and a further 92 gas delivery points (one more under construction), connection with 10 gas distributors, serving three refineries, eight thermoelectric power plants and two fertilizer plants. The network also includes 11 compressor stations along its length, all of them wholly owned. The operation of the assets is executed from the Control and Supervision Center (CSC) in the company's headquarters in the city of Rio de Janeiro (RJ). GRI 2-6

TAG is fully contracted and has long-term legacy contracts with Petrobras, with a weighted average term of approximately six years, regulated by the National Petroleum, Natural Gas and Biofuels Agency (ANP). In addition to these, TAG signed 228 firm contracts during 2024 (45 active), which totaled 10.6 million m^3 of transportation capacity, in entry and delivery point agreements, expiring on December 31, 2024 and representing around 11% of TAG's total revenue for the year (15% considering only the integrated network).

TAG Assets (as at 12/31/2024)



Expansion in gas transportation

GRI 2-6

TAG has a series of projects in hand to be executed over the next years which are expected to surpass R$ 5.4 billion in investments. Half of this amount will be allocated to projects to expand TAG's transportation capacity or extend the network. Other projects may potentially require about R$ 20 billion in investment.

In 2024, two projects deemed priority by the Ministry of Mines and Energy were concluded. The first of these, the 84 kilometer-long Gasfor II is a gas pipeline for network optimization in the state of Ceará. With an investment of R$ 430 million, at the end of the year, the project was awaiting the issue of its operational license. TAG also concluded the construction of the interconnection between the Catu-Pilar Gas Pipeline and the Sergipe Terminal, connecting the LNG storage and regasification terminal with TAG's transmission network, 25 kilometers long. Work on the interconnection began in the month of October, an investment of R$ 380 million.

A third project was also concluded in 2024, the Itagibá delivery point in the state of Bahia for serving the local distribution company located on Gasene's northern section. The project involved a total investment of R$ 23 million, at the end of the year, only its operating license still pending.



COMPETITIVE STRATEGY

Strategic levers

Among the factors that make ENGIE Brasil Energia a leader among the market players are its high degree of operational efficiency and robust and diversified portfolio of assets for generating and commercializing renewable energy. Combined with its commitment to the global energy transition, a portfolio with such characteristics increases the safety of its operations, builds resilience against the impacts of climate change, enables it to operate in complementary segments and captures synergies between projects.

The results achieved by the Company in the free market are also the result of the trading strategy adopted, namely the gradual sale of energy available for future delivery, mitigating the risk of exposure to the spot PLD price (Differences Settlement Price) and protecting against negative market conditions. Allied to this is a combination of portfolio management and commercial dynamism through digital platforms and prospecting channels, maximizing windows of opportunity for sales.
GRI 2-6

In addition, ENGIE Brasil Energia has in its favor the robustness and diversification of the assets making up its generating complex, which guarantees security of supply, including the signing of long-term agreements. This advantage also contributes to building a reputation and credibility in the market, which naturally benefits the attraction and retention of customers.

Innovation and digitalization also play an important role within the scope of the Company's marketing strategy through the development of solutions and products that adhere to new market trends and needs. By developing solutions that simplify migration to the free market and facilitate the digital journey in energy purchase transactions, ENGIE Brasil Energia makes migration more attractive and directly and indirectly stimulates the expansion of this market nationwide.

And then add to this the business's strategic levers of financial discipline and an agenda of consistent sustainability, evidenced by good environmental, social and governance practices. Again, and complementary is the continuous search for innovative solutions, which keep pace with the evolution of the electricity sector in Brazil and around the world.

Among the factors that make ENGIE Brasil Energia a leader among the market players are its high degree of operational efficiency and robust and diversified portfolio of assets for generating and commercializing renewable energy.



Strategic levers

Diversified portfolio
Complementary segments
Contractual equilibrium

- **Generation >** various renewable sources with generator plants located in different regions of the country.
- **Transmission >** strengthens the National Interconnected System, permitting the offtake of renewable energy generated by the assets, facilitating customer access.
- **Commercialization >** purchase agreements distributed evenly between the regulated and the free contracting environments, leveraging windows of opportunity and reducing exposure to the short-term market.

Financial discipline

- Long-term agreements and indexed to inflation, guaranteeing predictability of financial flows.
- ROE and ROIC above the average for the sector.
- Absence of foreign exchange exposure.
- Balanced debt.
- Long-term National Scale Rating of AAA (bra) and on the global scale BB+, one notch above sovereign debt rating.

Consistent sustainability

- Ethical and integral conduct.
- Policies and practices which reflect commitment to sustainable development.
- Commitment included in the business strategy and linked to the management of risks and opportunities.

Innovative solutions

- Adoption of efficacious technologies in all segments.
- Anticipating solutions demanded by the market.
- Digitalization and automation of processes.
- Mitigation of socio-environmental impacts arising from its activities.

Innovation management

For ENGIE Brasil Energia, innovative solutions are fundamental to building alternatives to the challenges faced by society, especially with regard to climate change. As such, the Company's activities in the area of innovation are mainly focused on renewable energy resources, energy efficiency, automation and digitalization of processes, as well as the mitigation of socio-environmental impacts.

In this respect, ENGIE Brasil Energia encourages initiatives that have a positive impact on society and fosters collaboration, both internally and through external partnerships, combining science, technology and human capital. ENGIE Brasil Energia's network of partners includes companies of all sizes, entrepreneurs, students, researchers, universities and other institutions, which join forces with the Company to create solutions to today's challenges.

Internally, the management of innovation is conducted along the following fronts:

Innovation forum

comprised of officers and managers from different areas of the Company, the forum is responsible for strategic planning, including decisions on investments in Research, Development and Innovation (RD&I) projects.

Tactical Innovation Nucleus

made up of employees from various areas and positions, approves investments and monitors scenarios, including new technologies, potential customers and regulations. It is also responsible for disseminating the culture of innovation internally and approving criteria for the assessment of ideas presented through the Company's intrapreneurship program, Inove (see more ahead).

Coordination of Research, Development and Innovation

a team dedicated exclusively to this activity for coordinating the various initiatives on the innovation front.

Throughout 2024, the Company sat on the RD&I Committee of the Brazilian Association of Energy Transmission Companies (Abrate), a joint effort for the construction of proposals for new cooperative projects and to analyze current regulations.

Research, Development and Innovation Program

Aneel's RD&I Program is one of ENGIE Brasil Energia's most important mechanisms for fostering innovation, supporting its commitment to boosting science and technology in Brazil, in line with the interests of the sector and sustainable development. Law 9,991/2000 requires companies in the electric energy sector to allocate 1% of their annual net operating revenue to Research, Development and Innovation activities.

Historically, ENGIE Brasil Energia has invested more than R$ 250 million in around 200 projects, involving different partners. In 2024, more than R$ 55.0 million was earmarked for the Program, distributed as follows. GRI G4-EU8

Distribution of investments in RD&I 2024

R$ 22 million
to the National Fund for Scientific and Technological Development (FNDCT)

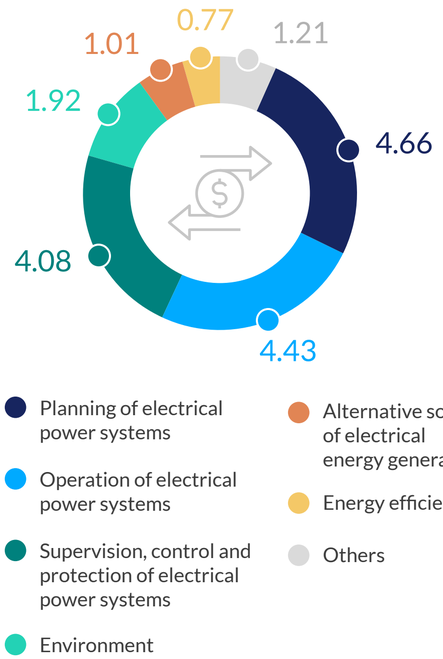
R$ 11 million
to the Ministry of Mines and Energy (MME) to fund the Energy Research Company (EPE)

R$ 6.6 million
to the Energy Development Account (CDE) to cover low tariffs

R$ 15.4 million
to be invested in R&D projects by the Company

The volume invested by ENGIE Brasil Energia in 17 ongoing projects in 2024, using the balance of resources available for investments in Aneel's RD&I program was R$ 18.1 million, distributed among the areas of activity shown in the following chart. Considering the amount spent since the beginning of each of the projects in force, the amount exceeds R$ 36.6 million. GRI G4-EU8

Investments in Aneel's RD&I projects in 2024, by area of activity (in R$ million)





RDI Climate Change

One of the major highlights in 2024 of the Aneel RD&I program was the publication in October of the results of "RD&I Climate Change", a Call for Proposals from ENGIE Brasil Energia which included eight projects to be financed by the Company, all with a climate change theme. The investment amounted to more than R$ 4 million over the course of project development. GRI G4-EU8

Out of more than 50 proposals, eight were selected based on criteria such as originality and uniqueness, the respective project research and development activities being performed from January 2022 to August 2024 and mobilizing universities, startups, companies and scientific, technological and innovation institutions. This structure broadens and strengthens the relationship between academia, the scientific community and private enterprise.

The projects involved the study of operational tools to increase the efficiency of long-term climate forecasting and the impacts of climate change and land use on the Brazilian electricity sector for supporting decision-making in energy planning and optimizing the tackling and prevention of extreme events and adverse scenarios. Check out the proposals contemplated in the Call for Proposals:

- **MeteoIA:** fine tunes long-term climate predictions through customized AI models. The project approach identifies changes and variabilities in precipitation mechanisms and reduces the uncertainties in future projections (up to 2050).
- **TempoOk:** uses machine learning in projecting rainfall for Brazil and has endeavored to improve the projections out to 2050, rendering them more realistic and supporting the planning for hydropower generation.
- **Universidade Federal Fluminense:** developed software for the analysis of time series and the identification of early signs of alert in the South American hydrological system, revealing possible tendencies and climate variations out to 2060, in turn permitting better preparation for extreme weather/climate events.
- **Universidade Federal do Paraná:** studied the long-term impacts of the El Niño phenomenon in South America, describing significant changes in the annual cycle of precipitation over a horizon from 2065 to 2100.
- **Universidade Federal de Itajubá:** spearheaded two projects. The first provided detailed simulations for projecting on a more reliable basis, climate variation under different scenarios of greenhouse gas emissions. In the second, the impacts and uncertainties of climate change in moisture flows across Brazil, with projections from 2031 out to 2060 were analyzed.
- **Universidade Federal do Pampa:** identified atmospheric standards leading to extreme climate events of rainfall and drought in Brazil, assessing the impacts on the electricity sector and projecting future scenarios from 2031 to 2060.
- **Universidade de São Paulo:** investigated extreme climatic episodes in the River Plate Basin and variations in the movements of atmospheric moisture. The results are useful for the prediction and monitoring of climatic events in the region.

New projects in 2024

In 2024, four new projects were approved by ENGIE Brasil Energia in 2024 under the Aneel RD&I umbrella:
GRI G4-EU8

Technological routes for production of synthetic fuels: includes the development of a virtual proof of concept for the development and evaluation of a method for producing sustainable aviation fuel (SAF) and methanol. The project is based on the use of biomass, carbon capture and hydrogen production in existing thermal power plant infrastructure, using different technological methods.

Pioneer Lot and Market Insertion of the Optical Electronic Current Transformer - TECO-MR: aims to industrialize the TECO-MR Optical Instrumentation Transformer equipment on a large scale, resulting from project PD-0403-0047/2019, with production of six three-phase TECO sets from the Pioneer Lot and the installation of 2 pilot operations in substations.

Raising safety levels in the executive process of transmission lines: covers the development and dissemination of methods and procedures associated with the implementation of transmission systems, applicable in the construction of the assets that are the result of the Transmission Auctions, with the aim of introducing innovations that contribute to improving quality management and, consequently, the safety of people involved in construction activities.

Analytical Intelligence System for the Electricity Sector - SIASE / Transmission Module: the objective is to create an information system for the transmission segment, enabling access to information on assets, revenues, tariffs, price database, planning of concession grants and other relevant data. It also includes the creation of a single database for the segment with the application of analytical intelligence and data mining techniques.

In addition to these, another eight projects were being executed at the end of 2024, developing solutions in information technology, ichthyofauna monitoring, climate change impacts, valuing hydropower plant services, reducing energy losses in photovoltaic plants, detecting faults in synchronous generators and analytical intelligence systems in the electricity sector.

To see more on these and other projects, visit the dedicated page on the **Company's website** and the specific ANEEL RD&I **playlist** on the ENGIE Brasil Energia YouTube profile.



A pioneering wind turbine test

GRI G4-EU8

In 2024, a major step forward in development was announced with the project of the first indigenously manufactured wind turbine and executed within the scope of Aneel's RD&I program. The companies which are partners in the project (ENGIE Brasil Energia, WEG — a Brazilian company specialized in the manufacture of electrical equipment – and Centrais Elétricas de Santa Catarina — Celesc — the electricity distribution company for the state of Santa Catarina) in 2023 conducted a pioneering test, using unprecedented methodology of voltage sinking in a wind turbine as part of the process for meeting the requirements of National Electric System Operator's (ONS) network procedures. The aim was to assess the turbine's capability to remain connected to the grid in the event of instabilities.

A total of 172 voltage sinking tests were undertaken, allowing WEG to alter and optimize the wind turbine for resistance to system disturbances. The tendency is for this type of test to be required by the ONS to mitigate systemic risks of blackouts, given the significant increase in the use of intermittent renewable energies in Brazil, such as wind and solar power.

The wind turbine developed by the companies has a capacity of 4.2 MW and is installed at ENGIE's experimental RD&I park in Tubarão (SC). This is ENGIE's largest RD&I project in Brazil ever, involving an investment of more than R$ 70 million.

In 2024, for the second year running, the Company received royalties from the sale of 60 Brazilian wind turbines developed under the project. As well as confirming the strategic importance of innovation for generating value, the initiative has proved beneficial to all market players which have benefited from the solutions developed, as for example the chain involved in designing, testing, implementing and operating wind farms in Brazil.

Internal innovation

Inove Program

Innovation is also encouraged internally at ENGIE Brasil Energia through intrapreneurship. The Inove Program, maintained by the Company, encourages innovative suggestions from all employees in all areas of the business as well as hierarchical levels. The focus is on ideas aimed at operational efficiency, improving internal processes and creating products and services in line with the Company's objectives, including ESG aspects. Approved ideas receive resources for implementation and their authors are recognized and rewarded once completed. GRI G4-EU8

In 2024, the Program registered a record number of entries: more than 400 initiatives were registered by employees, compared to 136 in 2023. Among new aspects introduced into the Program in the current cycle were encouragement of the formation of various teams, either gender-based or involving people with disabilities, and the exchange of areas/assets — with the result that the number of women taking part was three times higher than in 2023. In addition, there was a significant increase in the participation in innovative initiatives from employees at the wind and solar complexes. GRI G4-EU8

Artificial intelligence

With a focus on the use of artificial intelligence, in 2024 ENGIE Brasil Energia launched Desafio CrIAr for employees, with the aim of encouraging creative solutions and practices using Generative AI for improving performance, efficiency, reliability and safety of energy assets.

The criteria used in evaluation of solutions include the impact on performance and efficiency, technical feasibility and implementation, reliability and safety, innovation and creativity as well as diversity and inclusion.

In the two months of Desafio, 62 ideas were registered involving 68 employees from 17 areas of the headquarters in Florianópolis as well as from 12 assets in different regions of Brazil.

Desafio concluded in December with the awarding of the three winning ideas.





Inove 2024

418 registered initiatives.

481 employees involved, an increase of **92%** compared with last year.

R$ 1 million invested in the winning proposals.

Open innovation

One of ENGIE Brasil Energia's initiatives within the Open Innovation model is the Company's participation in LinkLab, a program run by the Catarinense Technology Association (Acate), which fosters the connection between large and small companies to facilitate the implementation of projects and the contracting of services and solutions from the startup ecosystem in Brazil. This connection also is instrumental in the development of Proofs of Concept (PQC) which, if validated, result in applicable business solutions. If there is a specific challenge to be tackled, ENGIE Brasil Energia also adopts the practice of democratically opening calls for projects so that different proponents can suggest solutions.

In 2024, through the intermediary of LinkLab, ENGIE launched three challenges with a focus on multimedia marketing, remote teaching and assessment of Greenhouse Gas Emissions (GGE) in the acquisition of materials and services (for calculation of Scope 3 with respect to suppliers).

Patentes

During the course of 2024, ENGIE Brasil Energia filed two applications for patents with the National Institute of Industrial Property (INPI). One is a solution for improving the system for opening valves (butterfly valves) of Small Hydropower Plants (SHPs). The other application has an environmental slant and relates to a molecular marker for detecting, quantification and monitoring of then presence of the *Oreochromis niloticus* (tilapia) in aquatic environments

Lei do Bem

The Company also encourages innovation through the so-called Lei do Bem (Law 11,196/2005), where the aim is to stimulate technological research and innovation with the support of tax breaks.

In 2024, 54 innovative projects were considered as qualifying for the use of tax incentives at an investment of approximately R$ 29.3 million and the participation of 179 employees.

The tax credits invested in these projects amounted to R$ 6.5 million. GRI G4 EU8



PRÊMIO INTRA EMPREENDEDORISMO AEVO 2024

AEVO Intrapreneurial Award

ENGIE Brasil Energia was recognized among the top 10 in three categories of the AEVO Intrapreneurial Award, being place 5th in the Company Category - Open Innovation and in 7th place in the Team Category - Innovation of Transformation.



3

GOVERNANCE AND INTEGRITY

Corporate governance — Integrated management
Compromisso ético — Risk and opportunity matrix

Ethics and integrity

Ethics and Sustainability Committee with regular reporting to the **Board of Directors.**

Code of Ethical Conduct **updated in 2024.** NEW

Independent external Whistleblower Channel: **54 complaints received and processed.**

Risk and opportunities management

11 Risk Groups covered by the corporate Risk and Opportunity Matrix.

Process validated by the Board of Directors.

Integrated Management

Integrated Management System, applicable to all operations.

Certifications

- ISO 9001 (Quality)
- ISO 14001 (Environment)
- ISO 45001 (Occupational Health and Safety)
- ISO 37001 (Anti-bribery Management)

CORPORATE GOVERNANCE

ENGIE Brasil Energia structures its governance mechanisms based on three fundamental pillars: **ethics and integrity, risk management and integrated management.** The Company also guarantees the necessary resources for **independent and transparent** action by its management, inspection, control and compliance bodies. In doing so, it ensures that its activities and relationships remain in line with the commitments and purposes it undertakes, especially with regard to ESG aspects.

Governance is also guided by a series of policies and codes, widely shared with stakeholders, and which establish values and guidelines to be observed by all those who act on behalf of the Company (see more below in Policies and Guidelines). Allied to this, there is a permanent quest to improve governance for internalizing the best market practices.

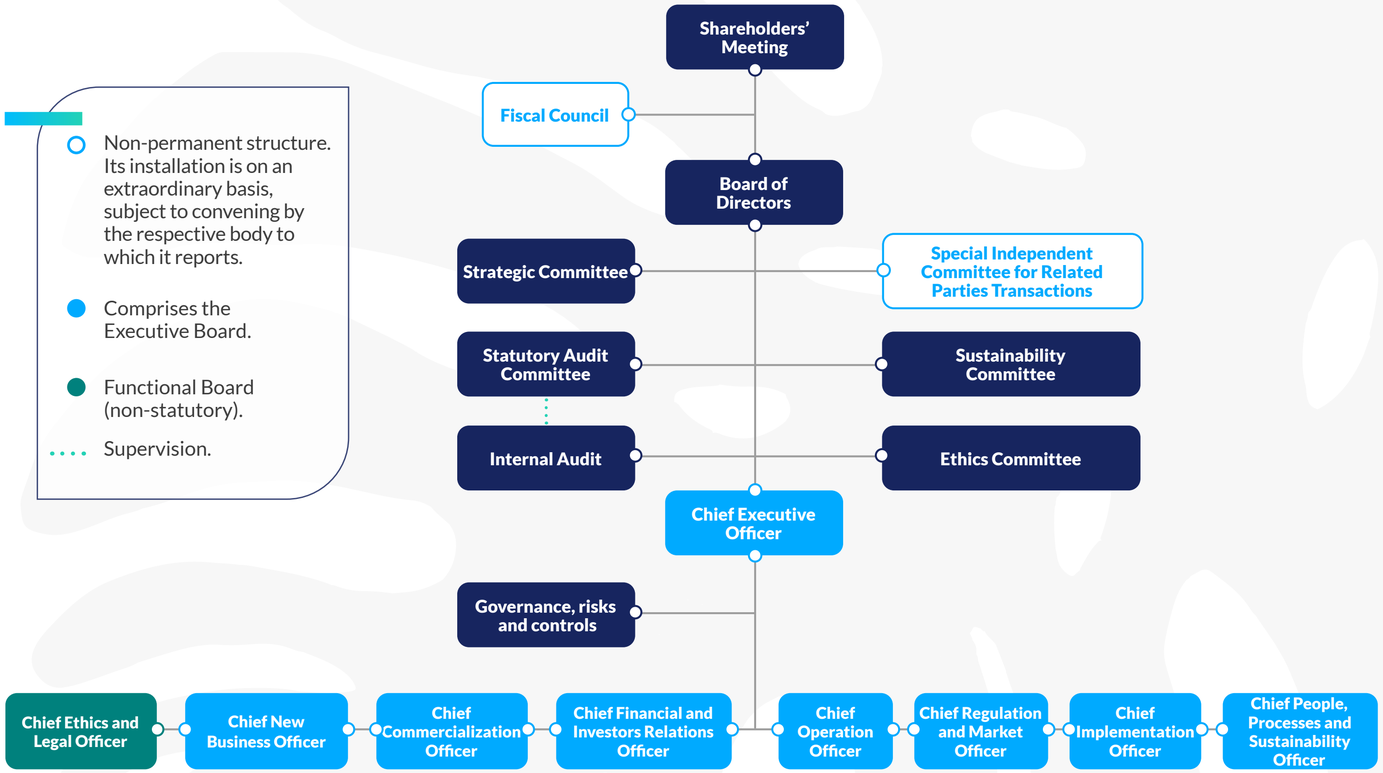
The culture of **continuous improvement** is driven, among other factors, by compliance with recommendations and references from organizations dedicated to the matter such as the Brazilian Institute of Corporate Governance (IBGC), of which ENGIE Brasil Energia is a member, and the ISO Standards with which the Company is certified, namely 9001 (Quality), 14001 (Environment) and 45001 (Operational Health and Safety). Also taken into account are the criteria of the Novo Mercado regulations, a listing segment on the Brazilian Stock Exchange (B3) made up of companies with the highest level of governance and which voluntarily adopt practices in addition to those required by law. GRI 2-23; 2-24

Also contributing to the constant evolution of management are ESG benchmarks such as the B3 Corporate Sustainability Index, the Dow Jones Best-in-Class Index and the Carbon Disclosure Project (CDP), among others. ENGIE Brasil Energia publishes the **Report on the Brazilian Code of Corporate Governance** annually in compliance with CVM Resolution 80. The Report lists the recommended practices in the Code adopted by the Company and justifies the non-adoption of some where it is understood that they do not apply or are not pertinent to the scope of activities. The latest Report was published in July 2024 and is available in the Company's website, indicating full compliance with 96% of the applicable recommendations.

Organizational structure

The organizational structure at ENGIE Brasil Energia is made up of the Shareholders Meeting, Board of Directors, Executive Board, permanent committees, thematic forums and organs of a temporary or special nature. The functions and responsibilities of each body are established in the Corporate Bylaws of the Company and Internal Charters and are described as follows. GRI 2-9

Organizational Chart (as at 12.31.2024)



General Shareholders' Meeting

The paramount decision-making body in the governance structure, the Meeting is made up of the totality of shareholders. Among its duties, of particular importance is the definition of the basic rules of the Company through the approval of the Corporate Bylaws, a requirement for which it has sole responsibility pursuant to the legislation. Meetings are convened with prior notice of at least 30 days, allowing members to prepare for matters included on the agenda and to enable them to engage effectively in discussions and resolutions.
The shareholders may also suggest issues to be discussed, through the medium of a specific channel. GRI 2-9

The Company holds its meetings both on a remote or on-site basis. In 2024, the Annual General Meeting was held in the month of April with the participation of 88.05% of the capital stock with voting rights and corresponding to 718,441,431 shares. Minutes and other information related to the meetings (past and future) are made available on the **website** of ENGIE Brasil Energia, in the "Investors" area and in the pages of the CVM and B3 websites.

Board of Directors

Responsible for the general guidance of the businesses, the Board of Directors has also among its duties, the election and removal of officers, the determination of responsibilities of the Executive Board and the inspection of management. In all, it is made up of nine effective members and an equal number of alternates. Of the effective members, four represent the controlling shareholder and four are independent (two of them representing minority shareholders). There is also one advisor appointed by the employees. No director holds an executive position in the Company.
GRI 2-9; 2-12

The directors are elected by the General Meeting except the director elected by the employees – in this case, the Meeting merely ratifies the name. Term of office is for two years, re-election being permitted. The members of the Board as of the end of 2024 were those elected in the month of April of that year and will therefore remain in their positions until 2026.

The functions of Chairman of the Board and Chief Executive Officer of the Company may not be accumulated by the same person as set forth in the Internal Charter of the Board of Directors thus ensuring independence of the functions and avoiding conflicts of interest. GRI 2-9; 2-10; 2-11; 2-15

In 2024, 12 meetings of the Board of Directors were held with an average frequency of 89.3% of effective members. All the relative minutes are available for consultation from the website of ENGIE Brasil Energia and the page of the CVM.



Rules of Nomination

GRI 2-10; 2-23

The **Policy for the Nomination of Directors, Officers and Committee Members** establishes criteria for the technical, professional and academic qualifications required of those who occupy positions of senior management at ENGIE Brasil Energia. It also lists prerequisites for nominations, such as values aligned with those of the Company.

The document was revised in 2024, bringing in new guidelines for improving governance, in line with the revision of the Internal Charter of the Board of Directors. Among the main changes incorporated is the express determination that nominations should take into account the principles of diversity, to promote more effective and innovative decision-making and management processes, based on different cultures and perspectives of life. Guidelines on overboarding and minimum attendance at meetings have also been included. GRI 2-4

The updated version, already in force, stipulates the following:

- Prospective candidates may enjoy a maximum of four terms of office as board directors or officers in other listed companies to avoid overboarding;
- The re-election of a board director must consider as well as experience and academic background, performance during the term of office including a **minimum frequency** of 75% presence at the meetings (nomination for reelection with frequency below the minimum must be justified); and
- It is incumbent on the Chairman of the Board of Directors to actively consider in the nomination process the complementary nature of the board directors, officers and members of the committees, as well as aspects of **human diversity** (gender, nationality, cultural baggage, race, ethnicity) and **diversity of competencies,** , in order to incorporate relevant transversal competencies, as for example financial management, risks and sustainability.

Board of Directors composition (as at 12.31.2024)

Board member	Role in Board or other structures	Age	Years on the Board
Maurício Stolle Bähr	Board Chairman	67	25
Paulo Jorge Tavares Almirante	Vice-Chairman	60	8
Dirk Achiel Marc Beeuwsaert	Independent member	76	24
Karin Koogan Breitman	Independent member	55	6
Pierre Jean Bernard Guillot	Member	56	8
Sophie Brigitte Sylviane Angrand Quarrel de Verneuil	Member	44	1
Paulo de Resende Salgado	Independent member and coordinator of Statutory Audit Committee	79	6
Manoel Eduardo Lima Lopes	Independent member and member of the Audit Committee	81	4
Rubens José Nascimento	Independent member and member of Statutory Audit Committee	61	1
Percentage of Independents: 44%		**Avg: 63.2 years**	**Avg: 9.2 years**

Assessment and remuneration

GRI 2-18; 2-19

The **Remuneration Policy for Directors, Executive Officers and Committee Members** was also revised in 2024, its objectives including the attraction and retention of talent in line with ENGIE Brasil Energia's values and culture, as well as business continuity and value creation. Each of the bodies in the governance structure has a remuneration structure, defined on the basis of market criteria, the knowledge required, the complexity of the activities and the results achieved.
GRI 2-20

In the case of the Board of Directors, all members receive a fixed remuneration (pro-labore), made up of 13 monthly installments. In addition to fixed remuneration, the Chairman of the Board receives a variable portion, calculated on the basis of the results achieved by the Company and directly linked to collective and individual performance. This portion takes into account financial performance indicators (EBIT, Free Cash Flow and General Administrative Expenses) and non-financial indicators (operating results and compliance with strategic ESG objectives, related to health and safety and diversity of the labor force, among other aspects). GRI 2-20

The maximum amount allocated to remuneration, including fixed and variable portions, is approved by the Shareholders' Meeting. In 2024, as in previous years, the Board of Directors underwent a structured assessment process, as a collegiate body, while each of the directors also undertook an individual self-assessment in line with the assessment and remuneration mechanisms established, and guided by the **Performance Evaluation of Directors, Officers and Committee Members Policy**.

Continuous updating

GRI 2-18

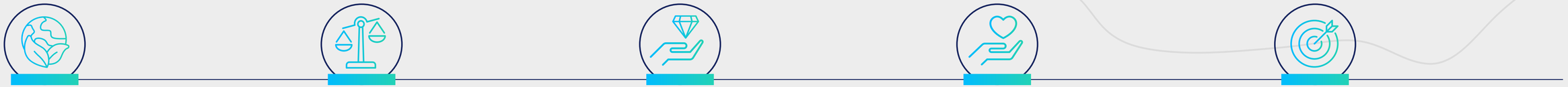
In 2024, a new program was implemented aimed at improving governance through continual updating of board members. The aim is to connect them more effectively to the debates and agendas that influence and inform the Company's business. The new practice was formally covered in the revision of the **Internal Charter of the Board of Directors** and the first initiatives were already adopted in 2024.

The directors took part in training on risk management, given by the Brazilian Institute of Corporate Governance — IBGC, focusing on ESG aspects such as climate change, cybersecurity, artificial intelligence and tax aspects. The training was additional to previous courses on climate change in 2022 and the carbon market in 2023.

Advisory bodies

GRI 2-9

To support decision-making at the different hierarchical levels and units of ENGIE Brasil Energia, advisory bodies are in place specializing in various themes. A number of them are permanent and report directly to the Board of Directors:



- **Sustainability Committee**: works to internalize sustainability in the organizational culture, proposing goals and related actions and stimulating initiatives applicable to the ESG commitments. It monitors the implementation and compliance with ENGIE Brasil Energia's Sustainable Management Policy as well as other applicable guidelines. Members represent different corporate areas and include a member of the Board of Directors, the Committee being coordinated by the Chief People, Processes and Sustainability Officer. Important to note that as per its Charter, **the Committee prepares semi-annual reports for submission to the Board of Directors**, its standard agenda being: a) **the Sustainability Committee's goals** - usually transversal themes in the management of corporate sustainability; and b) **performance indicators** as set against the dictates of the Sustainability Management Policy and its sub-items of Governance, Quality, Environment and Climate Change, Health and Safety, Social Responsibility, Stakeholder Engagement and Management of Assets.
- **Statutory Audit Committee**: has as its leading mission to strengthen compliance and the anti-corruption culture at the Company and to promote an approach of continuous improvement. It also advises the Board of Directors on questions relating to external and internal audits, internal controls, financial statements, risk management and institutional policies. It is made up of at least three members, at least one of which an independent board director, all with a two-year-term of office.
- **Internal Audit:** as the objective of strengthening ENGIE Brasil Energia's capacity to create and protect value, supplying Senior Management with assessments, opinions, recommendations and information and to improve the efficiency of the processes of governance, risk management and controls, strengthening the reputation and credibility in relation to the stakeholders. To ensure maximum autonomy and independence in its functions, it reports directly to the Board of Directors, its activities supervised by the Statutory Audit Committee.
- **Ethics Committee**: responsible for the disclosure and application of the ethical benchmarks and conformity, as well as raising awareness and sensibility of the stakeholders in relation to this theme. It monitors, identifies and manages risk, verifies violations and proposes disciplinary measures when appropriate. In 2024, the Committee was made up of five members: Legal and Ethics Officer, responsible for the coordination of the Committee; Chief People, Processes and Sustainability Officer; Internal Audit Manager; People and Culture Management Manager; and Governance, Risks and Controls Manager.
- **Strategy Committee:** a consultative body which advises senior management on strategic matters such as market opportunities, expansion in the generator park and tendencies and risks of the electric energy sector.

There are also two other advisory bodies which operate on a non-permanent basis:



- **Fiscal Council**: totally independent of the Company's management and of any contracted external auditing company, it is installed at the behest of the shareholders for the inspection of management activities and compliance with legal and statutory duties — legally ordained activities. It is made up of three effective members and three alternates, one of whom together with their respective alternate appointed by the minority shareholders.



- **Special Independent Committee for Transactions with Related Parties**: instituted by the Board of Directors when there is a requirement to analyze, negotiate and recommend transactions to be approved by the Board or by the General Meeting. It ensures compliance with the precepts of the Related Party Transactions Policy, in particular compliance with equitable conditions and the avoidance of conflicts of interest. The Committee will be composed of three to five members, the majority of whom will be independent directors.

Forums complement the advisory structure and the assessment of management, supporting decision making on strategic matters through their multidisciplinary teams. They are:

- **Energy Forum**: focused on energy trading strategy and customer portfolio risk management.
- **Tax Governance Forum:** works on mechanisms for reducing exposure to risks and leveraging the benefits of tax incentives.
- **Products Forum:** operates in relation to themes pertaining to new products – identification, development and validation, as well as the improvement of products already in existence.
- **Innovation Forum**: stimulates an intrapreneurial culture and continuous innovation, recommending the allocation of resources to the area, evaluating proposals presented by employees and promoting recognition of the authors of the ideas which are implemented.
- **Insurance Forum**: focuses on policies and activities relating to insurance.
- **Financial Forum**: focuses on themes related to corporate finance, treasury, insurance, financial and counterparty risk.
- **Processes Forum**: supports the prioritization of processes so that they remain aligned with the strategic objectives of ENGIE and are optimized and generate value.
- **Risk Management Forum**: supports processes of risk mapping and classification and the definition of control procedures. It also promotes the raising of awareness on the theme and defines goals. and guidelines for the management of identified risks.
- **Dam Safety Forum**: focuses on activities for the prevention of risks and the adoption of the best safety practices.
- **Industrial Control Systems Safety Forum**: focused on policies and action plans relative to the safety of the industrial control systems.
- **Human Performance Forum**: focused on themes related to employee and outsourced worker safety and productivity, uptime of the plants and reduction of the environmental impacts and operational costs.
- **Energy Transmission Forum**: operates specifically in the transmission segment, covering the development, implementation and structuring of projects. It also defines budgets and evaluates suppliers and partners.

Statutory Executive Board

At the end of 2024, ENGIE Brasil Energia's Executive Board consisted of eight members elected by the Board of Directors for a three-year term[2], with re-election permitted. GRI 2-9

Composition of the Statutory Executive Board (as at 12.31.2024)

Executive	Function	Age	Years in the position	Gender
Eduardo Antonio Gori Sattamini	Chief Executive Officer	59	8	M
Eduardo Takamori Guiyotoku	Chief Financial and Investor Relations Officer	45	1	M
Gabriel Mann dos Santos	Energy Commercialization Officer	49	6	M
Guilherme Slovinski Ferrari	Chief New Business Officer	51	5	M
José Luiz Jansson Laydner	Chief Operation Officer	63	8	M
Luciana Moura Nabarrete	Chief People, Process and Sustainability Officer	52	4	F
Marcos Keller Amboni	Chief Regulation and Market Officer	50	5	M
Paulo Henrique Muller	Chief Implementation Officer	47	0	M
		Avg: 52.0	**Avg: 4.6 years**	**12% of women**

[2] The Executive Board in place at the end of 2024 was elected in May 2022 and remains in place until May 2025, with the exception of the Chief Implementation Officer, who was elected in September 2024, Paulo Henrique Muller took up the position replacing Márcio Daian Neves, who moved to a global position at ENGIE in Paris.

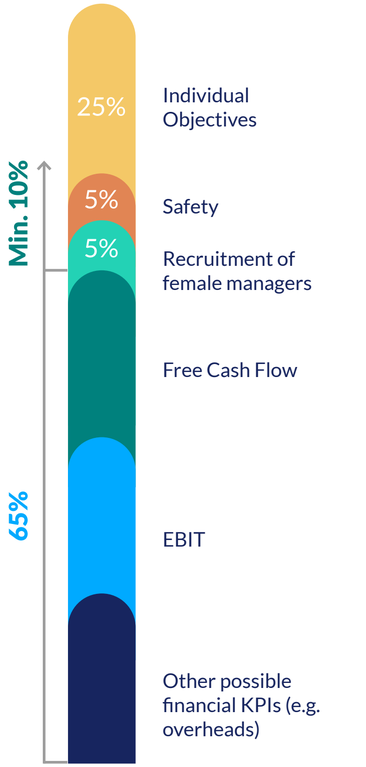
Assessment and remuneration

GRI 2-18; 2-19

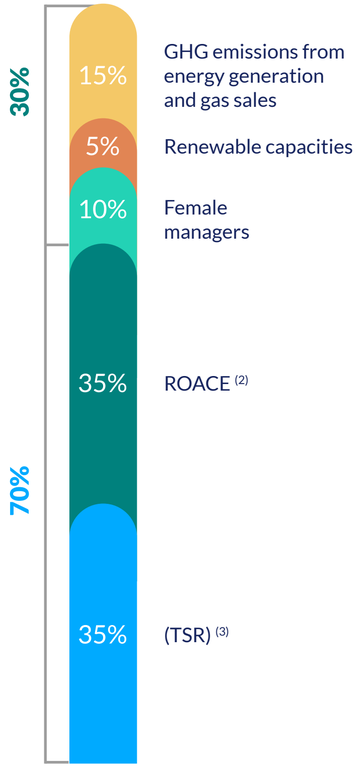
According to the Remuneration Policy, the remuneration for officers including the Chief Executive Officer is:

- Fixed remuneration, paid in 13.33 installments during the fiscal year as direct payment for services rendered (Pro-labore).
- Variable remuneration of a short-term nature in accordance with the position in the meeting of collective and individual targets, the results of the Company and, to a lesser degree, the ENGIE Group's results. Payment is made annually with respect to performance during the preceding fiscal year and may vary from 40% to 90% of the annual fixed remuneration.
- Long-term incentive to ensure generation of value linked to the performance of phantom shares and corporate indicators as well as performance shares and to the ENGIE Group's Stock Option Policy. This paid by the direct controller of the Company, ENGIE Brasil Participações Ltda. at the end of the three-year mandate.
- Benefits package for guaranteeing the social and health conditions required by the position occupied, including health insurance, preventive and health recovery programs, annual check-up, food vouchers, life insurance and complementary pension.

Short-term variable remuneration



Long-term variable remuneration[1]



(1) ENGIE S.A. indicators.
(2) ROACE: Return on Average Capital Employed.
(3) Compared to Eurostoxx, Utilities index.

As with the remuneration of directors, the annual amount allocated to the remuneration of the Executive Board is approved by the General Meeting. Variable remuneration is calculated using the same methodology as the ENGIE Group:
GRI 2-19; 2-20

Composition of variable remuneration

65%
linked to financial objectives (EBIT, Free Cash Flow and General and Administrative Expenses).

25%
linked to individual management targets.

10%
linked to ESG targets (non-financial), two themes having equal weighting — Ocupational Health and Safety (SST) and gender diversity in the labor force.

The methodology also incorporates penalties of up to 20% in cases of:

Significant decline in the results of Occupational Health and Safety.

Non-Compliance with values related to ethics and conformity; and

Inadequate managerial behavior.

Performance and the meeting of targets and indicators are measured through a formal assessment done annually. The CEO assesses the other seven officers and he, in turn, is evaluated by the Chairman of the Board of Directors. The results of these assessments are discussed and approved by the Directors.

In the execution of succession processes for ensuring greater security and stability for the Company (irrespective of whether such processes are planned or unplanned), succession plans for all positions on the Statutory Board are regularly updated by the People and Culture Management area and presented annually to the Board of Directors.

POLICIES AND GUIDELINES

ENGIE Brasil Energia's governance is also underpinned by its policies and codes of conduct, approved by the Executive Board and in some cases, depending on its hierarchy and theme, the Board of Directors. Applicable to the entire organizational structure of the Company, including subsidiaries, these documents list values and guidelines that ensure **integrity and transparency** in business and relations with different stakeholders. They also contribute to the **legal compliance** of activities and the fulfillment of standards and commitments in different areas, such as **human rights, environmental protection, competition, data protection and the combating of corruption**.

GRI 2-23

ENGIE Brasil Energia's governance is also underpinned by its policies and codes of conduct, approved by the Executive Board and in some cases, depending on its hierarchy and theme, the Board of Directors.

Compliance with established guidelines is mandatory for all those acting on behalf of ENGIE Brasil Energia. Published on the Company's website, these documents are periodically reviewed so that they remain in line with best market practices and ENGIE's purposes and values. In 2024, the following documents were revised and made available in their updated versions:

GRI 2-23

- **Policy for Remuneration of Directors, Officers and Committee Members** (February) and **Policy for Nomination of Directors, Officers and Committee Members** (June): both policies are aimed at integrity and the continuous improvement of governance, based on transparent guidelines and procedures for the composition of senior management and remuneration for services rendered. Through established methodologies they also contribute to achieving the Company's objectives.

- **Policy for Disclosure of Information and Trading of Securites and Disclosure of Information** and **Trading of Securities Policy Primer** (February): ensure the necessary transparency in relations with the market and investors.

- **Code of Conduct in Relations with Suppliers** (May): adheres to the parameters already set forth in the Code adopted by the ENGIE Group, with some adaptations applicable to the domestic context, and seeks to promote ethics and compliance throughout the value chain. It expressly states that all parties involved in supplies must comply with domestic and international rules on human rights, competition, data protection, tackling corruption, fraud, environmental protection, workers' rights, among other issues. It also establishes that suppliers must accept contractual clauses on ethics, the environment and social responsibility (**see more on page 79**).

- **Internal Charter of the Board of Directors** (June), **Internal Charter of the Internal Audit** (November) and **Internal Charter of the Statutory Audit Committee** (November): describe the duties and responsibilities of these bodies and control processes, ensuring that they carry out their roles with independence and security, in order to maintain solid and mature governance. The Internal Audit Charter has been updated based on the international standards of the Institute of Internal Auditors (IIA) and the Global Internal Audit Standards. The Charter of the Board of Directors, together with the Policy on the Nomination of Members, have improved governance with rules to avoid overboarding and ensuring minimum attendance at meetings and diversity in the composition of the Board. The revision also promoted the implementation of a continuous updating program for board members (**learn more in Organizational Structure**).

- **Sustainable Management Policy** (June): expressly declares ENGIE Brasil Energia's support for the UN Global Compact, the 2030 Agenda Sustainable Development Goals, the guiding principles of the Organization for Economic Cooperation and Development (OECD) and the Paris Agreement. It establishes principles for Occupational Health and Safety, quality, governance, social responsibility, stakeholder engagement, respect for the environment and, asset management as a topic included in the revised version in 2024.

- **Code of Ethical Conduct** (July): reflects the Company's commitment to integrity, responsibility, honesty and transparency and repudiates all forms of corruption and fraud, as well as any violations of human rights, laws and regulations in force, including ENGIE Brasil Energia's policies (see below). The revised version has has gone into greater detail on the content of guidelines for relationships based on integrity and loyalty, including transparency with public authorities; respect for human rights, including combating all forms of violence, harassment and sexist behavior; and environmental protection.

- **Prevention of Conflicts of Interest Policy and Policy for Tackling Corruption** e **Bribery Policy** (August): in support of the Code of Ethical Conduct, providing more detailed guidelines for preventing, identifying and managing situations of conflicts of interest and corruption or bribery, ensuring legal compliance and business integrity.

INTEGRATED MANAGEMENT

Since 2021, ENGIE Brasil Energia's organizational structure includes a **Governance, Risks and Controls Department**, which fosters **the integration of processes**, based on a **systemic vision** of the business. As a result, it is able to achieve more efficient levels of management, with close supervision of all the sensitive aspects of its activities.

Another measure aimed at making governance more efficient is the maintenance of the Integrated Management System (IMS), which covers the **NBR ISO 9001 — Quality Management**, **NBR ISO 14001 — Environmental Management** and **NBR ISO 45001 — Occupational Health and Safety Management standards**. In 2024, the Company completed 20 years of certification under these standards and has ensured continued certification, without non-conformities, for 11 of its assets, in addition to the corporate headquarters — corresponding to 72.0% of the installed capacity operated in the generation segment, and 85.3% of employees.

Operational procedures, compliance with legal requirements, performance indicators, among other relevant aspects, were checked to demonstrate compliance of the processes with the requirements of the three standards, as well as applicable legislation and ENGIE's own policies. Certification is conducted by an independent body, hired on the basis of isonomic criteria, ensuring **impartiality and reliability** — essential to this process.

The Company's other operating units, although not certified, also adhere to procedures implemented under the Integrated Management System. This adherence is important, since the system facilitates the standardization of documents and routines and encourages greater employee awareness of issues related to health, safety, the environment and continuous improvement.

CERTIFIED ISO 9001 CERTIFIED
CERTIFIED ISO 45000 CERTIFIED
CERTIFIED ISO 14001 CERTIFIED

Coverage of the certifications

72.0%
of the operated capacity in generation.

85.3%
of the employees.

ETHICAL COMMITMENT

Integrity program

Goals of Agenda 2030: 16.5;16.6

An inseparable component of ENGIE Brasil Energia's culture is the ethical guide to business management, governance and professional practices, both collective and individual. The Company adopts clear guidelines to ensure **respect for Human Rights** in all its operations and activities and expressly declares **zero tolerance of any form of corruption and child, forced or compulsory labor** (see more on page 81). GRI 2-23; 3-3

The ethical and integrity principles assumed permeate relations with all stakeholders and are presented in various institutional policies, especially the **Code of Ethical Conduct**.
These documents are also aligned with the standards and commitments established in international pacts and declarations, such as the Universal Declaration of Human Rights, the United Nations Convention Against Corruption, the International Labor Organization (ILO) Conventions and the OECD Guidelines for Multinational Enterprises. GRI 2-23; 2-24; 3-3

To ensure compliance with these commitments and the continuous improvement of compliance, ENGIE Brasil Energia relies on the work of the **Ethics Committee**, a governance body reporting directly to the Board of Directors. In addition to overseeing the issue and managing questions related to ethics and integrity, the Committee establishes action plans to mitigate ethical risks, involving aspects such as ensuring **decent working conditions** throughout the value chain and respecting the **rights of local communities and traditional populations** in the regions where the assets are located. GRI 2-13; 3-3

With regard to the risk of corruption or fraud, risks of bribery, fraudulent use of property, interference in competitive processes, among other forms of transgression, are monitored and managed. The Company also adheres to **voluntary commitments**, such as the United Nations Global Compact, the Business Pact for Integrity and Against Corruption, the Extractive Industries Transparency Initiative (EITI) and the French section of the NGO Transparency International. GRI 2-23; 2-24

The Company is certified under **ISO 37001 – Anti-Bribery Management**, which is subject to regular third-party auditing.

Current compliance and ethical policies

GRI 2-23

- Code of Ethical Conduct
- Guide to Ethical Practices
- Prevention of Corruption and Bribery Policy
- Human Rights Policy
- Prevention of Conflicts of Interests Policy
- Privacy and Protection of Personal Data
- Counterparty Due Diligence Policies
- Embargo Policy
- Relationship with Government Agents Policy
- Code of Conduct in Relations with Suppliers
- Procedures in relation to Gifts and Hospitality

Actions in highlight 2024

Ethos Institute: ENGIE Brasil Energia has joined the Ethos Institute for Business and Social Responsibility, an OSCIP (Civil Society of Public Interest) that seeks to mobilize, sensitize and support companies so that they manage their businesses responsibly and contribute to building a **fair and ethical society**. As well as keeping the Company connected to good market practices, the association is a way of broadening its participation in discussions on public policies aimed at promoting integrity. It is worth remembering that, at the end of 2023, ENGIE Brasil Energia obtained the **Pro-Ethics Seal**, awarded by the Office of the Comptroller General (CGU), in partnership with the Ethos Institute, to companies that adopt good practices of ethics, transparency and integrity in the management of their businesses.

MPSC Partnership: the Company signed a partnership with the Public Prosecutor's Office of the State of Santa Catarina to support the program "Educating Citizens: what have you got to do with corruption". The initiative brings together public and private partners to create a new culture of social control, by training **active and aware citizens** to act preventively and strategically in tackling corruption.

Actions for raising awareness: events were held to raise awareness among employees and partners about the importance of ethics in work activities and routines. One of the initiatives promoted more than ten meetings **to share good practices** with suppliers of the Company's assets. On the other hand, employees from both the Head Office and the assets took part in "Conversation Rounds", with the participation of managers and members of the Ethics Committee, who reinforced how the Ethics Channel works, provided clarification of doubts and reiterated the aspects of confidentiality and non-retaliation for users. As part of the Internal Week for the Prevention of Occupational Accidents — SIPAT, a lecture was given by a renowned professor and philosopher on the importance of ethics in day-to-day activities and the combating of all forms of harassment. Recent hires, in turn, took part in ethics onboarding. Some specific topics were also the subject of **orientation campaigns**, such as the rules on gifts and hospitality and electoral rules in the light of the period of municipal elections in 2024.

Revision of policies: some of the policies which cover aspects linked to ethics and compliance were revised in 2024, in particular, the Code of Ethical Conduct, reiterating ENGIE Brasil Energia's commitment to integrity and transparency. The Prevention of Corruption and Anti-Bribery Policy, Prevention of Conflicts of Interest Policy and the Code of Conduct in Relations with Suppliers were also revised.



Compliance mechanisms

The roles assigned to ENGIE Brasil Energia's governance bodies and control and management dynamics ensure that compliance is internalized in all of the Company's processes, areas and hierarchical levels. The Ethics Committee plays a central role in ensuring compliance with established **individual and collective values** and the application of the relevant policies and codes.

The Ethics Committee is also responsible for dissemination, raising awareness and sensitization as to standards of ethics and integrity as well as identifying, preventing, mitigating and managing ethical risks. It also investigates reports of violations and proposes disciplinary measures, when appropriate, and establishing an **Investigatory Commission** for this purpose. GRI 2-25

And as a way of making ethical compliance more robust and reliable, the Ethics Committee reports quarterly to the Board of Directors on its activities and relevant facts, including ethical incidents and the treatment given to each case. These reports are shared with the ENGIE Brasil Participações' Ethics and Compliance Officer, the Statutory Audit Committee and controlling entities. GRI 2-13; 2-25

In 2024, all the Company's operations were assessed for risks relating to corruption. In the course of these assessments, risks such as violation of values and principles enshrined in the Code of Ethical Conduct were identified, including illicit practices, improper use of ENGIE Brasil Energia's assets, interference in competitive bidding and disrespect for human rights — with the potential for affecting working conditions as well as professional relations. In addition, possible non-conformities (compliance) in relation to norms and regulations applicable to the activities of the Company were pinpointed. GRI 3-3; 205-1

The main risks mapped involve failure to comply with the precepts of the Code of Ethical Conduct, such as bribery, misappropriation of resources and manipulation of competitive bidding processes. Interaction with government organs, especially for obtaining licenses or execution of institutional partnerships, may represent potential vulnerabilities associated with irregular practices. In addition, the need to interact with different municipalities and cultural contexts may translate into difficulties in adapting to legal and ethical requirements, increasing exposure to possible infringements, especially in regions with greater outside influence or with a track record of corruption. GRI 3-3; 205-1

Another relevant compliance tool is the **INCOME Program**, set up by ENGIE Brasil Energia in 2006 to **improve internal controls and risk management.** It provides for an annual self-assessment of the Company's main processes and controls, as well as the testing of a sample of processes and controls by an independent third party. Any deviations identified are addressed with specific action plans and all results are communicated to the Executive Board, the Statutory Audit Committee and the Board of Directors. GRI 2-13; 2-25; 3-3

Finally, periodic assessments of suppliers reinforce compliance mechanisms, extending this care to the entire value chain. Evaluations are planned for new partners and also for those who are already active suppliers. Leading suppliers to the Company are also subject to more meticulous control measures (find out more in page 80).

Training in anti-corruption policies and procedures 2024

GRI 3-3; 205-2

Requirement	Number of people trained	% of total
Governance body members to whom the organization's anti-corruption policies and procedures have been communicated	18	100%
Employees to whom the organization's anti-corruption policies and procedures have been communicated	1,173	100%
New business partners to whom the organization's anti-corruption policies and procedures have been communicated	1,773	100%
Governance body members that have received training on anti-corruption	13 (4 Board Members + 9 Executives)	72%
Employees that have received training on anti-corruption	1,173	100%

Whistleblower Channel

More than just making ethics a fundamental pillar of its culture, ENGIE Brasil Energia believes it is important to provide the appropriate **means for recording and dealing with episodes that may characterize a breach of shared values and principles**. In this context, it provides the public with the Ethics Channel, which is open to anyone who wishes to report inappropriate situations such as harassment, conflict of interest, corruption, discrimination, fraud, breach of confidentiality, violation of laws or institutional policies and any other inappropriate conduct. GRI 3-3; 2-26

The Company encourages the use of the channel, publicising its existence to internal and external audiences and encouraging employees and partners to report any deviations observed along the entire value chain. Complaints can be made via a website or a free phone line, which is manned 24 x 7. Whistleblowers are guaranteed anonymity, security and non-retaliationo. GRI 3-3; 2-26

The Channel is managed by an independent external company, rendering the process more reliable. It is this company that registers the complaints and performs a preliminary analysis of their content. Only then does it forward the records to ENGIE Brasil Energia's Ethics Committee for initial analysis of admissibility and treatment, as provided for in the **Internal Procedure for Handling Allegations**. GRI 3-3; 2-25; 2-26

The Company encourages the use of the channel, publicising its existence to internal and external audiences and encouraging employees and partners to report any deviations observed along the entire value chain.

After the analysis and treatment of the case, the Ethics Committee forwards the appropriate recommendations to the manager responsible in accordance with internal standards and legal aspects. If a violation is proven, there may also be disciplinary measures, ranging from a warning to dismissal, depending on the seriousness of the case. For contractors, there may be contractual sanctions or immediate suspension of the contract, without loss of legal measures that may be necessary. GRI 3-3; 2-25; 2-26

The whistleblower is regularly informed of the progress and results achieved. Information relating to the complaint, such as the record of the initial communication, investigation report and minutes of the Ethics Committee, is stored, guaranteeing confidentiality and data protection. GRI 3-3; 2-25; 2-26

Complaints and handling thereof

	Complaints in relation to agents or internal processes (Company employees)	Complaints related to agents or processes along the value chain (suppliers and business partners etc.)	Total
Total number of complaints received and registered	34	20	54
Total number of registered complaints addressed	34	20	54 (100%)
Total number of complaints related to potential ethical infringements	19	5	24

During 2024, no complaints related to corruption and bribery, money laundering and insider trading were received. Of all complaints received, seven were related to conflict of interest and two to harassment and/or discrimination. After analysis by the Ethics Committee, two complaints of conflict of interest were considered well-founded although neither of the complaints related to moral harassment and/or discrimination were upheld GRI 2-15; 3-3; 205-3; 406-1

Data security

Ethical conduct with integrity also involves **respect for the privacy of others** and, consequently, the **protection of personal data**. ENGIE Brasil Energia is committed to guaranteeing data security and protection, a responsibility expressed in its institutional policies. The documents are available for consultation on the Company's website and comply with the General Data Protection Law, ENGIE's Code of Ethical Conduct and risk management and asset protection mechanisms.

The Data Security Policy brings together the general principles of asset protection and the guidelines for risk management and handling incidents. The Privacy and Personal Data Protection Policy establishes the premises to be followed when collecting and processing data, without deviating from the purpose. It also determines compliance with the data subject's notification and requirements of prior consent, as well as the responsibility and accountability inherent in the handling of information. GRI 2-23

Both policies are approved by ENGIE Brasil Energia's Executive Committee. The **Data Security and Privacy Committee** is responsible for keeping them up to date and disclosed, supervising compliance, carrying out training and raising awareness and maintaining an active **Personal Data Protection Program**. Sitting on the Committee are one Chief Information Security Officer (CISO - coordinator), Data Privacy Officer (DPO), Chief Information Officer (CIO), and representatives from the risks, internal controls, legal and premises security areas.

In addition to the Committee, the management of the policies and programs is the responsibility of the People, Processes and Sustainability Area, which in turn reports to the Board of Directors on strategic issues involving risks and opportunities on the theme. Subordinated to the area is the Information Technology and Digitalization Unit.

To facilitate integration and training of employees in awareness of digital risks, mandatory instruction sessions are run on a regular basis for all employees complemented with content of a security nature for specific audiences (managers, industrial teams). Monthly, the Company evaluates the capacity of the employees to identify and report phishing emails by sending messages with simulations.

The highlight of 2024 was the course on systems of industrial security, open to all employees.

There are also regular contingency and crisis response tests with the participation of the main business areas (generation and transmission).

In addition, ENGIE Brasil Energia adopts strict **access and operating control** mechanisms in its infrastructure and uses state-of-the-art technology to **protect networks and devices**. Security processes are assessed in internal and external audits performed to anticipate possible vulnerabilities and planning the corresponding measures for their treatment.

In 2024, the Company recorded no cases of breaching, including customer data. GRI 418-1; SASB IF-EU-550a.1

Transparency and engagement

Stakeholder Management

ENGIE Brasil Energia views its stakeholders as an important source of guidance in the continual improvement of the Company's processes. **Active listening to experiences, demands and points of view** of the different stakeholders, in the context of a relationship based on **loyalty and cooperation**, makes a significant contribution to identifying opportunities and risks more assertively and represents a more suitable way of managing them.

Consequently, stakeholder engagement is fundamental to maximizing consultation and participation with these audiences in the definition of strategies and in the planning of actions. Only in this way, ENGIE Brasil Energia believes it possible to effectively promote **sustainable development** as well as pursuing the fulfillment of one of its non-financial objectives: namely that 100% of its assets and projects should have social action plans based on an ample dialog with stakeholders according to the ENGIE Group's methodologies.

To this end, the Company maintains a posture of **proactive transparency**, disseminating information and ensuring that the stakeholders are aware of the reality and the possibilities involved under the different scenarios characterizing its operations. Structured practices of communication using tools appropriate to the relationship with each audience render this dialog and information of the parties viable.

Of particular importance in this environment are the **Sustainability Panels**, generally held every two years in the communities of the regions where there are assets in operation to strengthen the relationship and to identify opportunities for contributing to local development. The last event of this nature was held between the months of March and September 2024 and covered 21 municipalities, 20 in the area of the operational assets plus the Company's headquarters in Florianópolis, Santa Catarina. GRI 2-29

In all, the panels drew an audience of 800, including employees of ENGIE Brasil Energia, both direct and outsourced, given the interest of both, and also the community. Also among the audience were community leaders, educators, local suppliers, representatives of the third sector and government bodies.

As an outcome of the panels, the Company establishes goals and pluri-annual action plans (local and corporate) to address identified demands, supporting both directly and indirectly, local sustainability and development. The Sustainability Committee monitors the execution of the plans in order to assess the results and practices which can be replicated in different territories.

In addition to the panels, the Company provides an attendance system and an ombudsman, accessible by telephone, e-mail or messaging app, free telephone lines and electronic addresses for contact and clarifications. GRI 2-29

The interactive platforms are permanent fixtures and exist both at the assets in operation and well as at projects in implementation since the latter phase is characterized by greater impact on the communities. In these cases, the building of relationships with the stakeholders begins even before work begins through the intermediary of public meetings for introducing the projects. During the entire period of construction, mechanisms for registration, evaluation and handling of manifestations received are also maintained. GRI 2-29

At all the projects, including those already operational, there is also an open channel for dialog with the field teams and ENGIE's local management. The majority of the assets are also open for visiting through the **Connection Program** (see more on page 90), the respective dialog promoting enhanced approximation.

Engagement of the parties is also driven by **environmental education and social responsibility projects**, allowing the external audience to better understand the Company's activities and their impacts and to participate more actively in the planning of support initiatives for local development. GRI 2-29

The map of ENGIE Brasil Energia's stakeholders also covers other groups such as sector entities, universities, government representatives, the press, not-for-profit organizations, among others, the relation being based on ethics and cooperation with all.

The following table lists the Company's stakeholders together with the medium for communication adopted in the case of each as well as the topics deemed as relevant for engagement. GRI 2-29

Stakeholder group	Relevant topics for engagement	Main sources of communication/engagement
Customers	• Quality of service. • Customer experience and satisfaction. • Complaints and incident management. • Personalized products/solutions. • Information on products that include socio-environmental requirements.	• Platforms and purchasing processes. • Commercial team interactions/events. • Alliances and partnerships. • Digital channels (website, social networks, app, blog). • Non-face-to-face channels (telephone, e-mail). • Satisfaction surveys. • Channels of complaints. • Cooperative social projects (Parcerias do Bem Program). • Ethics channel.
Employees	• Occupational health and safety. • Diversity, equity and inclusion. • Capture, devdlopment and retention of talents. • Corporate culture (purpose, values, etc.). • Career and benefits plan. • Wellbeing initiatives.	• Daily interactions between peers. • Climate research. • Diversity Census. • Meetings with leadership. • Intranet, bulletins and platform for management. • Ethics Channel.
Labor Union – Employee representative.	• Occupational health and safety. • Career plan and benefits. • Wellbeing initiatives.	• Direct contacts with the area responsible for the negotiation of collectiuve bargaining agreements.
Investors	• Economic and financial performance. • ESG performance and classification. • Price of the shares and the dividends. • Investments and new businesses. • Impacts of the operations. • Strategies for demands relating to ESG. • Ethical conduct of the business. • Management of risks.	• Investor Day / Inside ENGIE. • Results videoconferences. • Research with investors. • Extraordinary and Annual General Shareholders Meeting. • IR website (exclusive channel). • Digital channels (site, social networks, app, blog). • Non-presence channel (telephone, e-mail). • Content published in the press. • Ethics Channel.
Community	• Impact on the development of the communities (employee, investments, taxes, local purchases, etc.). • Social responsibility initiatives. • Environmental actions. • Investments in infrastructure in the region of the operation.	• Community meetings. • Public audiences. • Ombudsmen (in the field, telephone, email). • In person attendance by local teams. • Alliances and partnerships with local entities. • Digital channels (site, socal networks, app, blog). • Content published in the press (national and local). • Sustainability Panels. • Ethics Channel.
Suppliers	• Sustainability along the procurement chain. • Forms of contracting and payments. • New projects. • Actions for supporting the qualification of suppliers.	• Registration and assessment platform. • Suppliers portal. • Managers of the contracts. • Ethics Channel.

Stakeholder group	Relevant topics for engagement	Main sources of communication/engagement
Press / Opinion Formers	• ESG, economic, operational and financial performance. • Impact and social contribution. • New projects and operations. • Sector perspectives.	• Corporate site. • Direct contact with local teams. • Events. • Publications / Press Office. • Digital channels (site, social networks, app, blog).
Government – Executive Branch	• Transition to a low-carbon economy. • Data on the operation of the assets. • Quality of the operations. • Expansion of the investments. • Economic-financial performance. • Generation of employment and incomes / taxes.	• Meetings, official letters and public audiences.
Government – Legislative Branch	• Legislative agendas which involve the Company directly or indirectly (electric energy sector, environmental conservation, etc).	• Meetings, official letters and public audiences.
Government – Judiciary Branch	• Compliance with environmental regulations. • Compliance with requirements. • Support for society. • Local socio-environmental investments.	• Contact with the local teams. • Notifications for clarifications.
Regulatory Bodies	• Compliance with environmental regulations. • Compliance with requirements. • Support for society. • Local socio-environmental investments.	• Contact with the local teams. • Notifications for clarifications.
Local Development Forums/ Hydrographic Basin Committees	• Local sustainable development. • Economic- Financial Performance.	• Meetings and events.
Representative Entities	• Economic and financial performance. • Performance and ESG classification. • Investments and new businesses. • Legislative agendas. • Improvement in the conditions of infrastructure and corporate competitivity.	• Meetings and events.
Third Sector Organizations	• ESG, economic-financial performance. • Socio-environmental contribution and impact. • New projects and operations.	• Meetings, events, sponsorships and donations.

MANAGEMENT OF RISKS AND OPPORTUNITIES

A fundamental pillar of governance, risk and opportunity management is viewed by ENGIE Brasil Energia as an indispensable means of ensuring the **continuity of its business** and the achievement of **consistent and sustainable results**. This is the means the Company uses to remain competitive and resilient in adverse scenarios and able to capture good projects and make assertive decisions for **continued growth and the creation of value**.

The procedures adopted are guided by the Corporate Risks and Opportunities Management Policy, approved by the Board of Directors. The **Governance, Risks and Controls Unit** promotes the transversal management of risks and opportunities based on a systemic view of the business, reporting directly to the Chief Executive Officer. The Statutory Audit Committee supervises risk management with the support of the Risks Management Forum. GRI 2-12; 2-13; 2-23; 2-24; 2-26

Risk management is therefore an activity that involves the entire Company on a shared and permanent basis.

Risks and opportunities matrix

One of the important tools supporting governance is the **Corporate Risks and Opportunities Matrix**. The document identifies and classifies business risks in terms of the likelihood of occurrence and the relevance of possible reputational, financial, strategic and operational damage. It also serves as a basis for drawing up prevention and mitigation plans and guides the **Annual Internal Audit Plan** for continuous improvement of management.

The Matrix is drawn up annually by the Governance, Risks and Controls Unit, with the direct participation and approval of the Executive Board and also validated by the Board of Directors. The document is prepared using risk analysis performed in accordance with the methodology adopted by the ENGIE Group, based on ISO 31000 and COSO ERM. In addition to identifying new risks in interviews with directors and managers, the residual risks, which remain after the implementation of mitigation plans, and the inherent risks, which existed before these plans, are considered. GRI 2-12

In 2024, the cycle resulted in the consolidation of 11 main groups of risk on the basis of which 57 mitigatory plans are prepared and monitored quarterly. Complementary to this, the risk management process is also incorporated within the scope of the annual audits, both internal and external, based on the ISO standards (9001, 14001 45001) certification. GRI 2-25

Risks and Opportunities Matrix - Topics monitored in 2024



Risk of Operationalization of the strategy

- **Summary**: possible adversity in implementing the strategic positioning and purpose of acting to accelerate the energy transition to a low-carbon economy, or adversity in attracting and retaining professionals with the necessary skills and in a way that is aligned with the context of diversity and inclusion, as well as in managing growth and digitalization.
- **Impacts in the event of materialization**: any failure to align customers with the solutions offered could result in lower commercial interest, affecting revenues and financial results. Reputational damage and loss of employee engagement are also considered.
- **Means of mitigation**: execution and clear communication of the decarbonization strategy in all its stages; planning and change management; actions to attract, retain and engage professionals; digital and business transformation projects.
- **Performance metrics:** customer satisfaction research; ENGIE & Me research (employees); customer decarbonization index; sales volume of green products.

Risk of Projects in Implementation

- **Summary**: events in the implementation or modernization of assets, which could lead to scenarios different from those envisaged in the feasibility studies.
- **Impacts in the event of materialization**: delays to schedules; additional costs; reputational damage; accidents involving own or outsourced employees; operational inefficiency and, in extreme cases, rendering the asset unviable.
- **Means of mitigation**: adoption of realistic assumptions in the feasibility study of projects; contingency and risk mitigation plans; selection of solid and experienced suppliers, establishing proactive and collaborative partnerships; adoption of the best socio-environmental practices to minimize licensing, financing or reputational risks.
- **Performance metrics**: achieving implementation targets; relation estimated CAPEX/executed; occupational health and safety indicators; relationship with stakeholders; synergy between projects.

Risk of the Operation

- **Summary**: any episode or incident due to the operation of the assets and other activities of the Company, which may result in damage to the integrity of installations, the environment, society and occupational health and safety.
- **Impacts in the event of materialization**: may be of an operational and financial nature in the event for example of operational downtime, but may reach a point where the scenarios are even worse such as irreversable damage and socio-environmental damage of major proportions involving impacts of various types — operational, financial, legal, reputational, socio-environmental.
- **Means of mitigation**: programs involving constant maintenance and monitoring of assets, including modernization and operational improvements; compliance with environmental requirements; contracting of insurance; Emergency Assistance Plans with the conducting of periodic simulations involving local communities and authorities; Dam Safety Plan and permanent proactive work on the part of the Dam Monitoring Committee; strengthening of the culture of ethics and the occupational health and safety culture together with the employees and service providers; assessment of performance of complementary assets; and the business continuity plan.
- **Performance metrics**: operational performance and execution of preventive maintenance plans; compliance with safety inspection schedules; occupational health and safety indicators; maintenance of Emergency Plans updated and tested.

Safety Risk

- **Summary**: risks relating to malicious acts against assets, people, information or data pertaining to ENGIE Brasil Energia that may include robbery, physical attacks on individuals and structures, espionage, vandalism, rebellion, kidnapping and terrorism.
- **Impacts in the event of materialization**: partial or total interruption of operations; physical damage to people or assets (which may materialize into risks to the operation); reputational damage; and financial losses.
- **Means of mitigation**: equipment and people suitable to the levels of exposure to risk and the local context; raising awareness and training in matters involving safety; management of contols of access to installations; monitoring intelligence data; and implementation of safety projects in new assets.
- **Performance metrics:** number of safety threats.

Ethical and Compliance Risk

Summary: non-compliance with values and principles of the Code of Ethical Conduct and non-conformity with the applicable rules and regulations. This involves corruption, fraudulent use of properties, interference in competitive processes, disrespect for human rights, covering working conditions and labor relations.

Impacts in the event of materialization: reputational damage; discontinuity of the operation; affecting financial results, including the possibility of fines and legal actions.

Means of mitigation: activities of the Ethics Committee; training and raising awareness focusing on questions of ethics and compliance; regular auditing and annual compliance tests (Internal Controls Program — INCOME); availabilty of the confidencial and independent channel for voicing complaints 24 x 7; mitigatory actions based on the Code of Ethical Conducts and the Company's Ethical Practices Guide.

Performance metrics: number of complaints deemed valid and received through the Ethics Channel; total number of hours of training offered on the theme.

Cybernetic Safety Risk

Summary: lack of, or faults in planning, management, monitoring of the safety of Information Technology and Communication, Automation Technology and the Internet of Things (IoT) resources and services.

Impacts in the event of materialization: breaks in the continuity of operations, impacting results and the image of the Company.

Means of mitigation: definition of policies, management processes, controls and awareness of the employees by regular trainings in the correct use of digital technology; revision of technology and internal processes; initiatives with respect to safety procedures and controls, preventing improper access to the Company's technological environments.

Performance metrics: technical safety and performance indicators.



Risk to Privacy of Personal Data

Summary: lack of, or faults in planning, management or safety of private data collected in the Company's relationship with people.

Impacts in the event of materialization: improper disclosure of personal information, exposing the Company to the risk of infringing the Law covering the protection of personal data.

Means of mitigation: inclusion of specific clauses in contracts with suppliers, revision of software security employed, workshops administered by the employees, effecting transparency in the collection of personal data and Personal Data Processing Operation Records (ROPAs) of the entire Company.

Performance metrics: occurrence of improper disclosure of personal data, tests and audits.

Climatic Risk GRI 201-2

Summary: considers the different forms in which the supply chains, infrastructure and activities of the Company may be impacted by the greater number of extreme weather events such as droughts, wildfires, storms, excessive rainfall and floods. Also covers risks connected to changes in the technolgical and social structures required by the energy transition.

Impacts in the event of materialization: operational downtime; damage to physical installations; damage to occupational health and safety of employees, service providers and local residents; among others.

Means of mitigation: analysis of the impacts of climate change on ENGIE Brasil Energia's assets based on local and regional studies; preparation of Climate Change Adaptation Plans for each of the Company's assets; Journey for the Climate Program.

Performance metrics: number of incidents associated with climate change and quantity of assets with Climate Adaptation Plans.

Tax Risk

Summary: adverse evolution in tax legislation.

Impacts in the event of materialization: direct impacts on financial results. One of the possibilities is a reassessment of the prices charged for inputs and services, which would have a positive or negative impact on the Company's competitiveness in the market. Taxes also have a direct impact on the development of projects.

Means of mitigation: adoption of contractual clauses with customers that would generate renegotiation in the event of tax changes; engagement in regulatory agendas that generate a tax impact; and action in the judicial sphere to neutralize any negative taxation.

Monitoring metrics: new taxes created; monitoring of tax discussions which significantly influence the businesses; litigation.

Regulatory Risk

Summary: effects of any changes in legislation or regulations imposed by government bodies, such as the Ministry of Mines and Energy (MME) and the National Electric Energy Agency (Aneel), which may have an impact on the competitiveness of the assets, compliance with contractual provisions, etc.

Impacts in the event of materialization: penalties for non-compliance with contracts or authorizations; influence on the competitiveness of assets; alteration of requirements for obtaining grants; operational changes; alterations to licensing processes; etc. In extreme cases, penalties could lead to the revocation of authorizations or concessions. Another impact could be the involution of guidelines aligned with the purpose of the energy transition to a low carbon economy, jeopardizing the operationalization of the Company's strategy.

Means of mitigation: adopting a proactive approach to regulatory discussions, whether jointly or individually, via public consultations, including avoidance of further subsidies to the electric energy sector, especially during times of surplus energy in the market.

Performance metrics: impact of regulatory changes on the Company's results.



Market Risk

Summary: mismatch between energy supply and demand in relation to that projected in the business plan, with an impact on volume and prices, whether due to operational conditions of the National Interconnected System or market factors (PLD volatility, growth of distributed generation, curtailment, etc.).

Impacts in the event of materialization: reduction in revenues from energy sales; an increase in costs for energy purchasing; additional exposure to the operating balance; and reduction in the attractiveness of investments in the sector.

Means of mitigation: permanent control of the portfolio, with maintenance and continuous management of the strategic energy reserve for contingencies such as GSF; dispersion of the commercial portfolio in different niches and classes of customer, so that sectoral impacts are diluted; and application and continuous updating of the Credit Policy.

Performance metrics: business indicators and impacts on results; satisfaction survey; customer capture and retention.

The infographic shown page 113 lists, according to material theme and in greater depth, the impacts to which the Company is exposed.

Emerging Risks

Emerging risks are characterized by their unfamiliarity, lack of sufficient data and/or absence of verifiable information necessary for comprehensive measurement. Consequently, they represent a challenge for implementing mitigatory initiatives. Emerging risks may have an impact on businesses over the long term, although in some cases, the impacts may be immediate. The leading emerging risks mapped by the Company in 2024 and currently being monitored were:

Geopolitical instability

Description: Geopolitical tension has worsened worldwide and includes commercial and technological disputes, those involving national sovereignty issues and, in certain regions, materializing into armed conflict. International organizations such as UNO, NATO and the WTO perform crucial roles in an attempt to mediate these conflicts and promote global stability. However, the efficacy of such organizations is frequently limited by the political and economic complexities involved.

Impact on the businesses: eventual changes of direction in the global trading chains (also known as deglobalization), creating an increase in protectionism, which reflect in escalating costs. At more extreme levels of tension (armed conflict for example), certain material supply chains may be temporarily or permanently interrupted.

Mitigatory actions: i) Revise supply chains, especially where critical inputs are involved, for the mapping of alternative sources of materials and products. Additionally, it is important to consider the location of suppliers in regions which are less exposed to these risks. ii) Economic volatility and fluctuations in financial markets are common in periods of geopolitical tensions. Depending on the way tensions develop, it is prudent to maintain a balanced economic situation and have access to credit lines or emergency funds for weathering periods of economic uncertainties and shocks.

New disruptive technologies in the energy and gas sectors

Description: Related to the appearance of disruptive technologies, albeit still unknown, in the energy and gas sectors, motivated by the energy transition and in response to the dependence on factors of nature in the energy sector (hydrology, wind and insolation patterns etc.).

Impact on the business: Obsolescence of the Company's assets and alterations in sector regulations, implying an increase in costs or even to the extent of rendering the operations economically inviable.

Mitigatory actions: Participation in research into new technologies promoted by the ENGIE Group; development of partnerships with agents of innovation in the sector; monitoring and engagement in the definition of the regulatory framework.

Damage to the biodiversity

Description: Related to possible damage to biodiversity due to the environmental footprint of land use or the disruption of ecological continuity.

Impact on the business: Increased costs, payment of fines, non-monetary sanctions, loss of operating license or invalidation of operational assets or assets under implementation, due to their non-compliance with current or future regulations in relation to biodiversity. In addition, reputational and relationship impacts arising from failure to meet the expectations of the various stakeholders in relation to the issue.

Mitigatory actions: Monitoring legislation on the subject; due diligence of biodiversity on the Company's assets and for projects under development; and proactive actions to conserve and recover the biodiversity.





4

HUMAN CAPITAL

Our team — Health, safety and wellbeing
Diversity, equity and inclusion — Profissional development

Our team

1,173 employees
(+6.7% vs 2023)

Diversity, Equity and Inclusion
Program generating results:

32.1%
women
(+2.7 p.p. vs 2023)

31.4%
women
in leadership positions
(+3.8 p.p vs 2023)

Training, courses, affirmative action vacancies and **Program for PWDs.**

Heath and safety

ZERO
fatalities by 2024 - employees and service providers.

ENGIE One Safety
Transformation journey towards zero fatalities.

No mind at risk
pillars of mental health.

Development and Engagement

Approximately
R$ 8 million
invested in training.

73.5 thousand
hours of employee training.

ENGIE&ME organizational climate survey:

94%
would recommend ENGIE as a good place to work.

98%
firmly believe in ENGIE's ability to move towards a carbon-neutral economy.

OUR TEAM

The processes for training and engaging teams at ENGIE Brasil Energia seek, first and foremost, to promote **a safe, respectful, diverse, inclusive and innovative work environment**. The Company fosters **relationships based on trust, transparency and honesty** and gives employees the opportunity to realize their full potential. This is a commitment in ENGIE Brasil Energia's social impact agenda and it is thus that the Company also believes it is possible to achieve consistent business growth in line with its established purposes, especially those related to ESG.

In this context, conditions are provided for professionals to have the necessary skills and are empowered to perform their roles. In addition, programs and initiatives are implemented with a focus on **safe work** and **respect for diversity**, encouraging inclusion in all its forms. Training and awareness campaigns, in turn, promote the Company's values, strengthening the corporate culture and engaging employees in the corporate purposes and commitments.

The management of initiatives and programs is carried out by the People, Processes and Sustainability Area, which in turn reports strategic issues involving risks and opportunities to the Board of Directors. The governance structure on the subject involves the People and Culture Unit and multidisciplinary teams allocated to the assets working in synergy to align the Company's policies and actions with the reality of each asset. GRI 2-12; 2-13



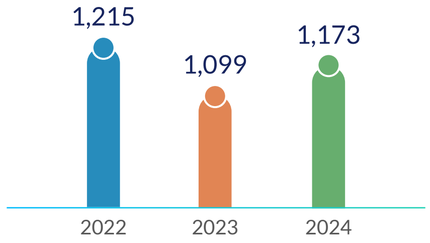
Team profile

At the end of 2024, ENGIE Brasil Energia had a headcount of 1,173[3] direct employees, an increase of 6.7% compared to 2023 due to the acquisition of five photovoltaic complexes and the start of work on the Asa Branca Transmission System. The workforce also included 100 trainees, two apprentices[4] and a further 347 employees linked to companies that are not fully controlled – TAG (312), Companhia Energética Estreito (31) and Itá Energética (4). In addition, during the year another 7,118 on average, regularly provided services at ENGIE Brasil Energia's facilities or projects – the vast majority of them linked to projects under construction. GRI 2-7; 2-8

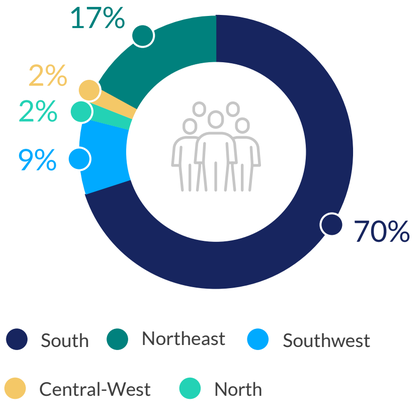
[3] This data refers to headcount at assets where ENGIE Brasil Energia has 100% control. All employees worked full-time and 97% were hired for an indefinite period - 30 people were on temporary contracts.

[4] In December 2024, a group finished their training under the Apprenticeship Program, resulting in a reduction in the number of apprentices in the Company — in the last cycle there were ten vacancies in the Program. A new group will begin their training in 2025.

Own employees



Employees by region



Free association and collective bargaining

GRI 2-30; 407-1

The Company guarantees employees rights to internal representation, collective bargaining and freedom of association in line with the guidelines of the International Labor Organization (ILO). In 2024, all professionals dedicated to operational projects (98.1% of the total) were covered by collective bargaining agreements signed with representative bodies. On the other hand, employees dedicated exclusively to projects under implementation (1.9% of the total) are not included in these agreements, due to the transitory and specific nature of their contracts, which are aligned to the petinent legislation.

More details and indicators on the labor force are available in the **Supplementary Folder**.

Hiring and terminations

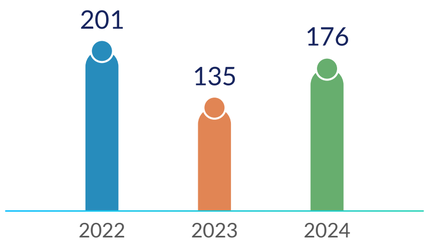
In 2024, 176 new employees were hired, 30% more than in 2023. Of these, 36% were in the Northeast, particularly in the light of projects under implementation — the Serra do Assuruá Wind Complex and the Assú Sol Photovoltaic Complex. Of the vacancies in the year, 41% were filled by internal candidates, 17 p.p. more than in 2023 (24%).

There were 100 terminations in the period, 23% less than in 2023. The turnover rate was 9.1%, and in the case of voluntary turnover, when the employee leaves the Company of their own volition, 5.5%, of which 43.3% under the Company's Voluntary Severance Program (PDV). Excluding the impact of the Program, voluntary turnover represents just 3.1%.

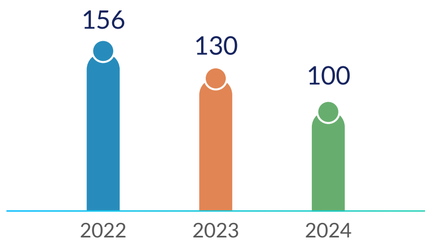
GRI 401-1

The average term of labor contracts at the Company, together with contracts with a set cut-off date and for an indeterminate period as well as those for different functional categories, was 7.9 years.

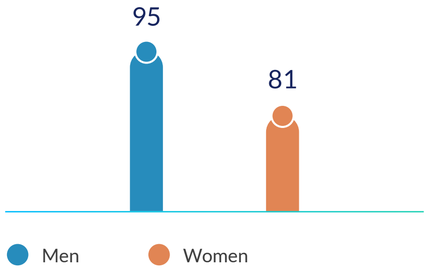
Hires



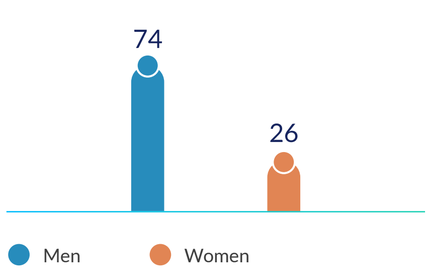
Terminations



Hires by gender



Terminations by gender





Average period of labor contract (in years)

General average men	General average women	General average
9.0	5.7	7.9

More details and indicators on hiring, terminations and turnover are available in the **Supplementary folder**.

Remuneration and benefits

A fair remuneration policy, together with a package of benefits that provide better **health conditions and quality of life**, is one of the most important elements in attracting and engaging manpower. ENGIE Brasil Energia's practice is to remunerate its employees with fixed and variable installments, making up a total amount that is fair and competitive in the market. Annual market surveys are conducted to ensure that the salary of reference is duly positioned and aligned with the best practices of the sector, ensuring competitivity and attractiveness in the remuneration of employees.

The variable instalment corresponds to Profit and/or Results Sharing, negotiated annually with the labor unions and paid to all employees as an incentive to achieve corporate objectives based on individual performance. There is also a bonus paid to managers as a short-term reward for their performance.

A fair remuneration policy, together with a package of benefits that provide better health conditions and quality of life, is one of the most important elements in attracting and engaging professionals.

In addition to financial remuneration and the benefits set forth in law, such as paid vacation and 13th month salary, the following benefits are granted:
GRI 401-2

- Vacation **pay** (1/3 in addition to what is required under the legislation);
- Medical and dental **assistance**, extensive to children and spouses;
- **Daycare** for employees' children of pre-school age;
- **Pharmacy allowance**, extensive to children and spouses;
- Maternity (6 months) and paternity **leave** (28 days);
- **Flexible working hours** and hybrid working regime with the option of up to two days of remote working in accordance with the activities exercised by the employee;
- **Private pension** plan with co-participation of the Company;
- **Psychological support program**, extensive to children and offspring;
- **Quality of life programs**, incentivizing the adoption of healthy habits;
- Medical, nutritional and psychological **consultation via teleconference** with specialized professionals;
- Life **insurance**;
- Meal and/or **food vouchers**;
- **Travel vouchers** and/or contracted transportation to the assets.

Health, safety and well-being

ENGIE Brasil Energia prioritizes well-being in all its forms and based on its institutional policies, endeavors to ensure the **physical and psychological health and safety** of its employees. It also adopts a series of practices, which are constantly revised and improved to ensure **ethics and integrity** in its relations and operations, with zero tolerance of any kind of harassment, discrimination and other forms of intolerance and violence, preserving the freedom of all.

The Company's Occupational Health and Safety (OHS) system is aligned with the ISO 45001 guidelines and covers all operations, assets and employees. The procedures help to prevent, control, eliminate or reduce risks, to ensure legal compliance and maintain teams duly oriented. GRI 3-3; 403-1; 403-8

The governance of the system is the responsibility of teams comprising officers, managers and specialized technicians who work in the assets. Among their responsibilities is the daily monitoring of performance and the dangers and risks pertinent to all the processes, including the preparation of projects and the implementation of new installations.
GRI 3-3; 403-1

The **Risk Management Program (PGR)** provides for continuous, multidisciplinary and systematized actions focused on identifying hazards, assessing risks and



corresponding preventive measures. The Company treats as "main risks" those that could lead to accidents with serious consequences and which therefore require actions for dealing with such situations are prioritized. In general, these are related to situations with active energy, high level working, lifting/moving loads, traffic (vehicles, machinery, heavy equipment, etc.), brush clearance and mental health.
GRI 3-3; 403-2

Another important practice is to encourage employees and service providers to keep a "**mind of risk**" and record identified risk situations, promoting continuous improvement of the work environment and strengthening the culture of safety. Such records are analyzed, qualified and validated by a work safety professional, those notifying risk situations being guaranteed against any kind of reprisal.
GRI 3-3; 403-2; 403-7

The following means and channels are made available for manifestations with respect to risks and dangers:
GRI 3-3; 403-4

- **GSR System – Near Accident and Risk Situation Management:** on-line platform, accessible to all employees for registering situations of risk or danger;
- **Occupational Safety - managerial visit**: verification of the installations and work activities in loco by managers and employees from the technical and operational area, for identifying risks and unsafe behavior;
- **Ethics Committee**: accessible to employees, it guides and ensures compliance with the Code of Ethical Conduct covering aspects of Occupational Health and Safety;
- **ENGIE&Me Survey**: a survey on climate and engagement to describe events and behaviors related to these topics;
- **Internal Commission for Prevention of Accidents and Harassment (CIPA)**: constituted by representatives of the employees and the Company according to legal requisites. Has among its functions, to receive reports on risk situations.

In 2024, the Company identified leading occupational risks as work which involves live/active energy and high-level working, handling loads, brush clearance, vehicle and equipment traffic as well as employee mental health. These factors are continually monitored using preventive measures and safety protocols for minimizing risks.
GRI 3-3; 403-2

Whenever an incident is recorded, the company forms a multidisciplinary group to investigate its root causes in detail. Once the problem has been identified, action plans are developed to apply the most effective measures within the spectrum of controls. However, although the main objective is to eliminate the cause of the incident, this solution is not always feasible, requiring the implementation of mitigatory strategies to minimize risks and prevent recurrences.
GRI 3-3; 403-2

In 2024, 13,392 incidents were recorded, 212% more than in 2023 (4,297). The increase is largely due to the strengthening of the safety culture, given the growing commitment of employees to the issue, the increased awareness of dangers and risks and the intense communication and training undertaken in the period — focused on safety essentials, performed by proprietary and contracted teams.

*FR = number of accidents occurring per one million hours of exposure to risk.

**SR = number of days lost with work-related accidents occurring per one million hours of exposure to risk.

All incidents registered were analyzed and dealt with, ensuring that corrective and preventive measures were incorporated in specific action plans. Of the total number of incidents, 16 were classified as HIPOs (High Potential Events) - a category that receives differentiated treatment, with more detailed action plans.

No occupational sicknesses among employees or service providers were recorded in the period. 403-10

Consolidated indicators on the theme are shown below. GRI 403-9

Health and Safety indicators – own employees

Indicator	2022	2023	2024
Number of hours exposed to risk	2,219,779	2,178,077	2,217,961
Number of fatal accidents (fatalities)	0	0	0
Number of work-related accidents and accidents related to the residence-work-residence commute with and without time off work	0	2	2
Number of days lost to work-related accidents with time off work	0	0	0

Health and Safety indicators – service providers

Indicator	2022	2023	2024
Number of hours exposed to risk	13,822,341	8,656,082	16,031,713
Number of fatal accidents (fatalities)	0	1	0
Number of work-related accidents and accidents related to the residence-work-residence commute with and without time off work	107	50	55
Number of days list to work-related accidents with time off work	269	41	218

Frequency and severity rates

	2022	2023	2024	2024 target	2025 target
Frequency Rate (FR) own employees*	0.000	0.000	0.000	≤ 1.4	≤ 1.4
Frequency Rate (FR)service providers*	1.290	0.920	0.274	≤ 1.4	≤ 1.4
Severity Rate (SR) own employees**	0.000	0.000	0.000	≤ 0.02	≤ 0.02
Severity Rate (SR) service providers**	0.017	0.005	0.013	≤ 0.02	≤ 0.02

ENGIE One Safety Culture (EOSC) Program

The Company runs the "No Life at Risk" campaign focused on accident prevention in alignment with the ENGIE Group's "ENGIE One Safety Culture" global program. There are five essential behavioral aspects to the program which employees should adopt in their daily work routine:
GRI 403-3

- Cognizance and application of the "**rules which save lives**";
- **Last minute risk analysis**: verify safety conditions before beginning or resuming any activity;
- **Suspending an activity/right of refusal:** every employee has the right to interrupt activities if the conditions are considered insecure and to alert supervisors and coworkers;
- **Shared vigilance**: self-care, openness to being cared for and co-responsibility in caring for colleagues. Everyone must be aware of their own safety and alert those whose safety is threatened;
- **Report events and incidents:** report all undesirable events occurring during work activities in a transparent way in addition to situations which are unsafe so that the Company can develop increasingly more effective preventive mechanisms and encourage safe behavior.

In 2024, **100% of the Company's** middle and senior management were trained through the "ENGIE One Safety Culture" Program. In addition, there were practical initiatives in the field for leaders, addressing metrics for assessing the impact of raising awareness of the teams they lead (proprietary and contracted).
GRI 403-5





Projects in implementation

Occupational safety is a value at ENGIE Brasil Energia and gains emphasis in projects under implementation, since construction sites and related activities naturally offer greater risk to employees. Historical data on records of incidents shows that the most serious episodes occur during the implementation phase of the assets, due to the type of work involved and the large contingent of workers and suppliers concentrated on the construction sites.

Hence, the Company's safety policies are strongly disseminated in the projects under construction, through training and continuous campaigns, which alert to risks, provide guidance on safe working procedures and publicize the means available for communicating and recording risks, hazards, incidents and accidents. The companies that provide services on these sites also meet the requirements set out in the contract, under penalty of sanction or termination in the event of non-compliance.

Training

Training focused on occupational safety is a fundamental part of the process of raising awareness and sensibility of the employees, preparing them for their activities in line with established procedures. In 2024, 40 thousand hours of training on the theme was given to 1,167 professionals with an emphasis on meeting legal requirements (Regulatory Standards), First Responders and safety awareness. GRI 403-5

A further practice that contributes to fostering a culture of safety and raising team awareness is specific events. These include General Safety Stoppages with all employees and service providers working in the Company's facilities, where the Executive Board shares performance indicators and reinforces policies on the subject - there were four stoppages in 2024 - and internal audits. The Company's commitment to the issue is also reinforced by its participation in national health promotion campaigns, including campaigns to combat sicknesses and accidents. GRI 3-3; 403-7

More indicators on occupational health and safety can be found in the **Supplementary Folder**.



Promoting Health

ENGIE Brasil Energia values and promotes quality of life, with one of its central premises being the **integral health** of its employees, encompassing **physical, social and mental wellbeing**. Actions in this area are preventive and corrective, planned on the basis of health statistics and the perceptions of the teams responsible for the area.

Among the practices adopted are the provision of medical and psychological care, annual medical and clinical checkups, vaccination campaigns and the encouragement of healthy habits, such as physical activity and a balanced diet. All employees and their dependents have two health plans with national coverage, which include various medical and complementary specialties and procedures such as surgeries, hospitalizations and transportation. GRI 3-3; 403-3; 403-6

There is also an outpatient clinic at the Company's headquarters, staffed by occupational doctors, nurses and psychologists, providing face-to-face care in safe and private environments, and also available through digital channels. Support for health issues at the assets is provided on the basis of remote consultations. All employees' health information obtained during consultations is **protected by absolute confidentiality**, including in relation to their managers and leaders. GRI 3-3; 403-3; 403-6

The benefits offered by the Company also include a dental plan, pharmacy allowance, allowance for physical activity, massage therapy, financial assistance for the purchase of prescription glasses, ophthalmic lenses, hearing aids and orthopedic devices. GRI 3-3; 403-3; 403-6



Mental Health

GRI 403-6

ENGIE Brasil Energia's employees are encouraged to take a close look at their overall health, with emphasis on **emotional comfort** both inside and outside the workplace. Six main pillars guide the process of raising awareness in this area: sleep quality, well-being at work, relationships, leisure, physical activity and nutrition.

As part of the structure dedicated to the topic, psychologists are called from the Culture, Health and Safety area for reception, mediation and other referrals. There is also a tele-medicine platform, with unlimited access for employees and their dependents, offering **psychological care,** among other specialties.

The services provided are used to plan preventive or corrective actions focused on integral health. The plan also considers the results of the climate and engagement surveys, and the self-perception health questionnaires applied during annual clinical examinations.

In 2024, the Company also adopted the practice of applying an additional questionnaire with a specific focus on integral health, including mental health issues. Those who manifest severe or moderate conditions in the aspects addressed by the survey receive **follow-up and support** to manage their emotional demands.

ENGIE Brasil Energia is also promoting the "No Mind at Risk" course, which addresses the importance of valuing all the health pillars, in four modules: Understanding Quality of Life at Work, Preventing, Identifying and Acting. In 2024, 40% of employees completed the course on the platform.

Raising awareness is also reinforced by the White Summer campaign, with meetings involving the health teams at all the units - in person at the head office and online at the assets, with exchanges of experiences on emotional health and support for employees who are facing mental illness or situations of emotional vulnerability. The 2024 edition also featured an online talk entitled "**Sharing responsibility - what can I do for my mental health? And the institution where I work: what can it do?**", with more than 400 simultaneous connections.

In 2024, the Company also adopted the practice of applying an additional questionnaire with a specific focus on integral health, including mental health issues.

Diversity, Equity & Inclusion

ENGIE Brasil Energia actively promotes and defends human rights and takes concrete action to **combat discrimination and eliminate inequalities**, ensuring a healthy, harmonious work environment marked by **respect for all employees**. The Company believes that promoting diversity, equity and inclusion is also a way of valuing the richness of differences and diversity of thought, which leads to a greater sense of collaboration and development among professionals and thus, to a more sustainable business growth.

Actions on the subject are guided by the Company's Diversity & Inclusion Policy and the guidelines of Be.U@ENGIE, the ENGIE Group's Diversity, Equity and Inclusion Policy, with commitments formally assumed in five dimensions: gender, race, LGBTQIAPN+, people with disabilities and generational. In 2024, a Diversity and Inclusion Committee was formally established, comprising ENGIE Brasil Energia, ENGIE Brasil Participações, ENGIE Soluções, TAG and Jirau with a focus on the construction of actions focusing on the Group's global policy. GRI 2-23; 2-24

All of the Company's employees are required to undergo basic Diversity & Inclusion training, which addresses unconscious biases and attitudes as part of the process of making the workplace more inclusive. In 2024, ten workshops were also held on diversity, inclusion and ethics, attended by 179 employees from service providers — as part of the initiatives for developing aspects of ESG at suppliers. The topic is also addressed in the process of integrating outsourced professionals, ensuring that ESG is disseminated among all those who access the Company's facilities.

ENGIE Brasil Energia strives to be a place where everyone can occupy their space, whoever they are, express ideas safely and reach their full potential. The stance on the issue has resulted in the Company being included for the second year running in the **IDIVERSA B3** portfolio. Created in 2024, it is the first financial market index focused on diversity in Latin America.

The relevance of the issue is also demonstrated by its inclusion, since 2023, in meetings of the Board of Directors, to align strategies and communicate the results of programs introduced. Among them is **#geraDiversidade**, which implements actions spread across three pillars — culture, development and attraction. The aim is to **promote respect and wellbeing in the workplace** by educating and training employees, as well as attracting and developing under-represented groups inside and outside the Company and increasing the percentage of diversity in the teams. GRI 2-12; 2-16



The issue of diversity is part of risk assessment activities for constantly monitoring opportunities for improvement and sensitive points to be worked on. Contributing to this assessment is the ENGIE&Me engagement survey, conducted annually with employees on aspects such as relationships, working conditions and safety in the corporate environment. Another source of information for planning actions in this area is the Diversity Census, the first of which was held in 2023, supporting an understanding of the demographic composition of the workforce, the preparation of specific programs and the implementation of affirmative action.

Generating Inclusion of PWDs

In an effort to go beyond simply hiring people with disabilities and ensuring their effective inclusion, the #geraInclusão Program offers training and development opportunities to these people in their areas of interest together with specialization, preparing them for the labor market. In 2024, the results obtained saw the program classified as a finalist for the Brazilian Human Resources Association's (ABRH) Human Being Award.

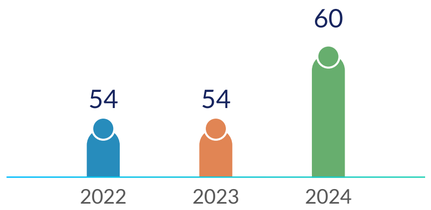
The actions involve training in behavioral and technical skills and practical experience in the Company's processes and projects, facilitating employability of the participants. The activities are held over a 15-month period, at the end of which, the successful candidates become part of ENGIE's talent pool and are eligible for selection processes on offer.

During the year, the first edition of the Program came to an end, with ten hired out of the 18 participants. Those who were not hired went through the outplacement process, with a specialized consultancy, and succeeded in obtaining a placement in the market. Subsequently, the second edition of #geraInclusão was launched, with the added attraction of extending the Program to ENGIE Brasil Energia's assets in different regions of the country — previously it had only been held at the Company's headquarters. A total of 12 participants were selected.

In addition to expanding the number of people with disabilities and offered opportunities, the extension of the Program to the assets has had the effect of raising employee awareness of issues of diversity and inclusion. The leadership involved in this area also took part in training in the historical context of the inclusion of PWDs, inclusive leadership, anti-ableism attitudes and equity in practice. The topic was similarly covered in a lecture on the "Politics of Care", attended by approximately 700 employees.

In 2024, the Company ordered a diagnosis of its assets to improve accessibility, especially for people with reduced mobility as part of the process of guaranteeing inclusion, comfort, health and safety in the workplace. As with accessibility, ergonomics is promoted by managing and complying with the applicable legislation and verifying the specific needs of employees.

Employees with disabilitiesd or special needs GRI 405-1





Gender Equity

One of the commitments in ENGIE Brasil Energia's Diversity & Inclusion Policy is to provide **equality of opportunities** in access to the labor market, retention, remuneration and career development. This guideline depends significantly on **promoting gender equity**, which in turn is one of the Company's explicitly stated non-financial objectives (see page 10).

A number of ENGIE Brasil Energia's programs and initiatives have been increasing women's access to the job market and reducing historically observed inequalities. One example is the **Women's Career Trail**, which supports and develops women at the different stages of their career development.

The target audience is young high school and undergraduate students, who receive **free training**, including in the electricity sector, together with study grants.

In 2024, as part of the Women's Careers Trail, the "**Young People in Science**" course was promoted in partnership with SENAI in the municipality of Dois Vizinhos in Paraná. Aimed at high school students for bringing them closer to the energy sector, the course reserved 50% of the places for women and 30% for black people. At the end of the activities, three study grants were offered to the students who excelled the most — one girl and two boys.





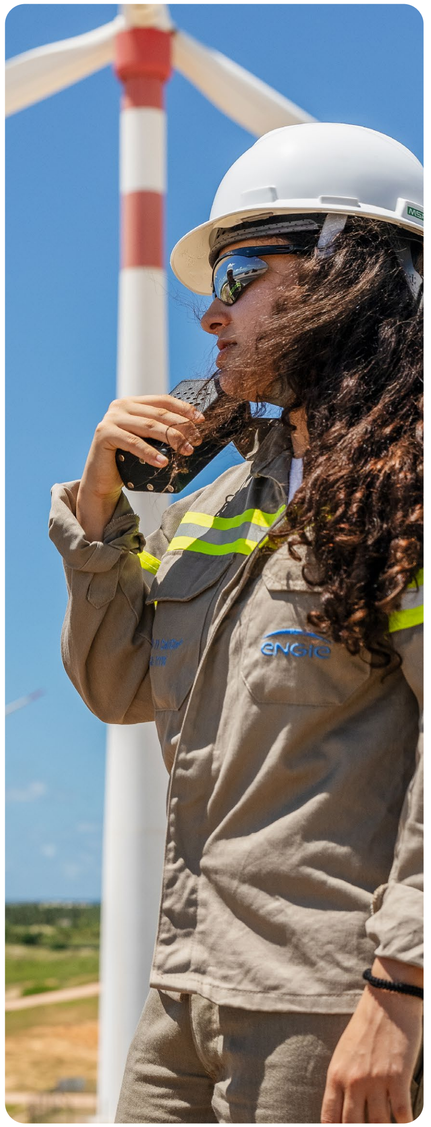
In addition to promoting the professional development of women, the Company adopts practices for attracting this audience, such as:

- Ensuring the presence of at least one female candidate on the final lists of selection processes;
- Ensuring that 50% of the vacancies in the internship, technical and undergraduate and Young Apprentice program are for women;
- Offering study grants in cities close to the assets to encourage an increase in the number of female students at educational institutions taking courses in areas related to O&M. 20 study grants were awarded in 2024, distributed as follows: 12 in Goiás, 7 in Maranhão and 1 in Rio Grande do Sul (one student with a study grant was hired as a Maintenance Technician at the Company);
- Offering affirmative trainee programs, with positions exclusively for women. The first group graduated in 2023, and all 13 graduates were hired as engineers by the Company. In 2024, a further 24 places were offered in an ENGIE Group Program for the whole of Latin America (21 of them filled by women and 12 people were either brown or black, promoting broad diversity). Of the vacancies, 12 were allocated to ENGIE Brasil Energia. All those selected have engineering degrees. In the light of these results, the initiative was a finalist in the One ENGIE Awards, People category, and won second place in the Human Being Award, granted by ABRH SC;
- Undertaking proactively mapping of women in the market for future opportunities.

Other initiatives focused on developing skills and accelerating careers, such as internal and external mentoring, are aimed at female employees who are already part of the workforce. Again, in order to prepare leadership to contribute to the **career progression** of female employees, there are also initiatives for fostering awareness, literacy and development in inclusive leadership management.

In 2024, there was a determined move on the part of the Company to **increase the presence of women in leadership positions** in areas previously occupied predominantly by men. The Operations Area, for example, has included since February:

- the first female plant manager responsible for the operation of the Passo Fundo Hydropower Plant (RS);
- the first female project manager assigned to an asset, at the Paracatu Photovoltaic Complex (MG); and
- the first female real-time operations coordinator, at the Company's headquarters in Florianópolis (SC).



In general, the presence of women has increased at ENGIE Brasil Energia. In 2024, there was an increase of 2.7 p.p. in the number of women in the workforce, from 29.4% to 32.1%. There was also an increase of women in leadership positions: from 27.7% in 2023 to 31.4% in 2024, an increase of 3.8 p.p. It should be noted that the Board of Executive Officers also has women among its number: in the position of Chief People, Processes and Sustainability Officer since 2020, and the Legal and Ethics Officer, since 2023. GRI 405-1

With regard to the gender pay gap, the Company's expectation is that a combination of actions adopted in the area of diversity and inclusion will also have an impact on this aspect of equity and that the programs implemented will contribute to advancing the cause of **equity in leadership positions**, as well as salary parity. GRI 405-2

More than legal compliance, ENGIE Brasil Energia is committed to a broader **positive social impact**, based on gradually and sustainably increasing opportunities for women's careers in the electricity sector and other infrastructure segments. The data on remuneration can be found in the table "Ratio of women's to men's base salary by job function category", with simplified stratification, as proposed by the GRI, and in the table "Ratio considering positions and levels as per CSP and time in position", with assumptions that compare employees with the same characteristics (time in position, type and level of position, among other aspects).

Gender salary equity GRI 405-2

Ratio of women's to men's base salary by job function category*

Job function category	2022	2023	2024
Executive Board (Executive and Functional)	68.7%	60.6%	64.5%
Managers	89.0%	86.8%	87.0%
Analysts, engineers, and specialists	79.0%	79.6%	78.7%
Operators and technicians	69.1%	66.3%	66.1%
General	78.0%	78.3%	80.1%

* Formula: average remuneration for women / average remuneration for men.

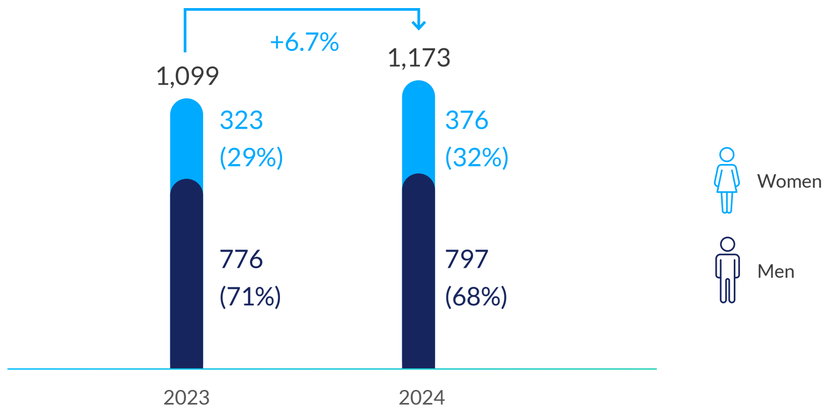
Ratio considering positions and levels as per CSP and time in position**

Job function category	2022	2023	2024
Executive Board (Executive and Functional)	100.0%	100.0%	100.0%
Managers	95.3%	97.4%	89.9%
Analysts, engineers, and specialists	97.6%	99.0%	97.5%
Operators and technicians	99.6%	100.2%	99.2%
General	98.2%	99.2%	97.6%

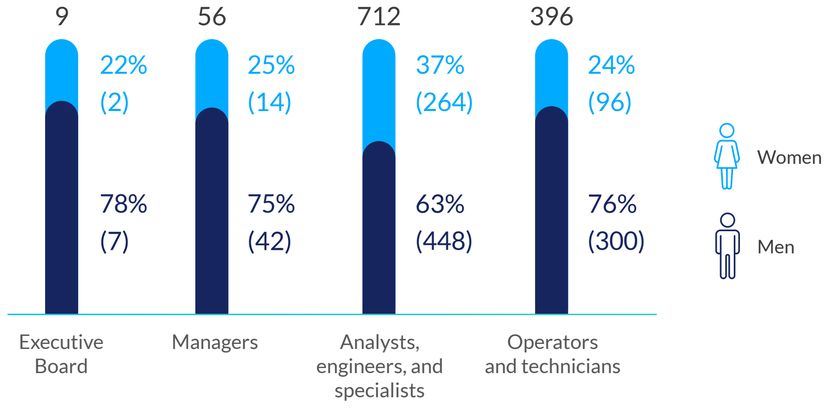
** Formula: average pay for women in the same types of positions, according to the Career and Salary Plan (CSP), and the same length of time in the type of position / average pay for men in the same types of positions, according to the CSP, and the same length of time in the type of position.

Diversity Indicators GRI 405-1

Employees by gender



Employees by function and gender



Gender equity: support and recognition

Several initiatives aimed at gender equity and female leadership have ENGIE Brasil Energia's adhesion and support and are related to the non-financial commitments assumed by the Group. These include:

- **Women's Empowerment Principles:** there are seven principles, established by UNO Women, which serve as guidance to the corporate community in business practices and values which promote equality of opportunity, inclusion, non-discrimination, health, security, the end of violence, education, development, etc.

- ***Movimento Mulher* 360**: a business initiative that seeks to empower women economically and increase female participation in corporate environments and value chains.

- **Business Coalition to End Violence against Women and Girls**: a movement of companies to unite efforts and resources to raise awareness and mobilize society in this cause, with a focus on the workplace.

Certifier for

EDGE CERTIFIED

- **EDGE**: one of the main global certifications for gender equity and intersectionality. ENGIE is the only organization in the electricity sector to be certified in Brazil. The certification involves assessing different aspects, such as female representation in leadership, equity in remuneration, inclusive organizational culture and the effectiveness of implemented policies and practices. The certification was recently revalidated, at an increased level from "Access" (the most basic) to "Move". This evolution demonstrates the Company's commitment to its journey towards gender equity.

New fronts

In 2024, ENGIE Brasil Energia offered internships at the Company's headquarters and at some of its assets, with **affirmative vacancies for women and black people**. In all, 78% of the 39 vacancies were filled by the target audience: 51% women (17 white and 4 black) and 27% black men. To support the development of the interns, racial literacy training was provided for employees from the human resources area together with managers, with 64 people taking part. GRI 405-1

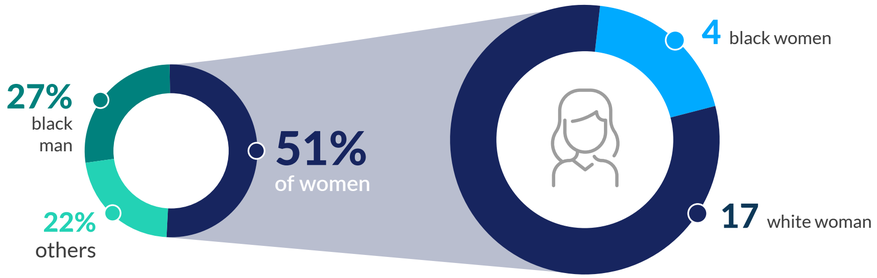
The interns have working hours in accordance with current legislation and a contract of at least 12 months. In addition to their remuneration, they receive meal and transportation vouchers, telemedicine and life insurance, as well as the possibility of being hired as employees. On average, around 30% of interns are hired by the Company at the end of each internship.

Another initiative aimed at a **broad degree of diversity** was the offer of a new technical course in electrotechnics, this time offering **30 study grants** for residents of the Gentio do Ouro region, in Bahia, where the Company is setting up the Serra do Assuruá Wind Complex. The grants were distributed equally between 15 women and 15 men, **80% of the group being made up of black, brown and indigenous people** living in urban and rural areas as well as traditional communities.

This initiative is the responsibility of a partnership with the Vestas company and has the support of SENAI. Classes start in May 2025 and the aim is to train the local population to pursue careers in O&M. At the end of 2024, there was another group undertaking an electrotechnical course in the municipality of Umburanas in the state of Bahia with 25 students, of which 13 are women.

More details and indicators on diversity are available in the **Supplementary folder.**

78%
vacancies were filled by the **target audience**



Profissional Development

The continuous development of employees is an essential part of the business and ENGIE Brasil Energia works to promote a **mentality of permanent learning** in its work environments. The Company also actively listens to its teams, seeking to balance personal career aspirations with corporate needs and objectives, thus boosting growth for alls.

In 2024, the Group launched PDS — People Development Strategy, a strategic initiative for guaranteeing opportunities for development to all Company employees. Its implementation will occur in stages over the course of three years: in 2024, with its focus on succession process of the Executive Board; in 2025, being expanded to other leadership areas; and in 2026, covering all employees.

The People and Culture team together with the managers of the areas identify demands for the teams' technical training and soft skills. In 2024, more than R$ 8 million were invested in training and skills upgrading, an increase of 15% compared with 2023. In all, more than 73 thousand hours were dedicated to instruction. GRI 404-1

Among the Company's main initiatives for the development of the employees, of particular importance are:
GRI 404-2

Highlighted initiatives

Development Hub: an online platform combining information on initiatives for development offered to employees as part of the Individual Development Plans. During 2024, more than 300 people were impacted by the actions of the Hub with a satisfaction index averaging 80%.

New Leaders Program: supports the development of recently transferred professionals or those hired for managerial positions, incorporating strategic content in terms of soft skills, knowledge of the business and internal processes. In 2024, 21 new leaders took part in the program, totaling 26 hours of development, the program recording a 90% satisfaction rate with respect to the subjects covered.

Corporate Education Program: online and onsite training in strategic skills for the business, offered as a reflection of demands identified in employee Individual Development Plans.

Development of Senior Management: has, as its target audience, managers in strategic positions and their continuing development.

School Formation Program: financial support for the conclusion of graduation and post-graduation courses. In 2024, a total of 51 employees received reimbursement for monthly course tuition fees.

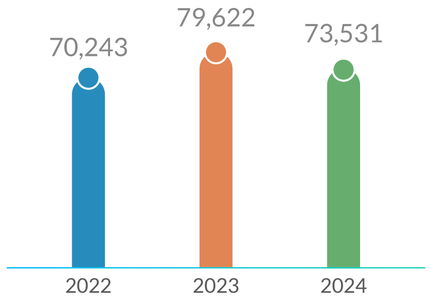
Languages: focused on the acceleration of learning the languages of English, French and Spanish. Provides financial support for participation in courses or private classes, immersion programs, conversation groups and other forms of instruction. Incentives were granted to 500 employees in 2024.

Viva Retirement: tailored for the transition phase of employees about to retire, preparing them for a new chapter in their lives. It covers matters such as health, maturity, personal equilibrium, relationship with work, family and social relations, new businesses, leisure, sport, financial and legal questions. In 2024, 32 employees participated in the program's activities.

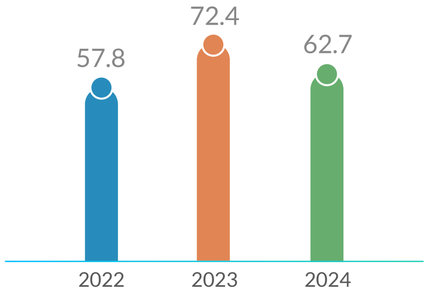
In addition to the programs run by ENGIE Brasil Energia, employees can access the ENGIE Group's free programs through the on-line platform as well as events realized and aired by the Company itself. Each training program is followed by an assessment stage for verifying the quality and assertiveness of the actions, their impacts in terms of instruction and development and pertinence of application. GRI 404-2

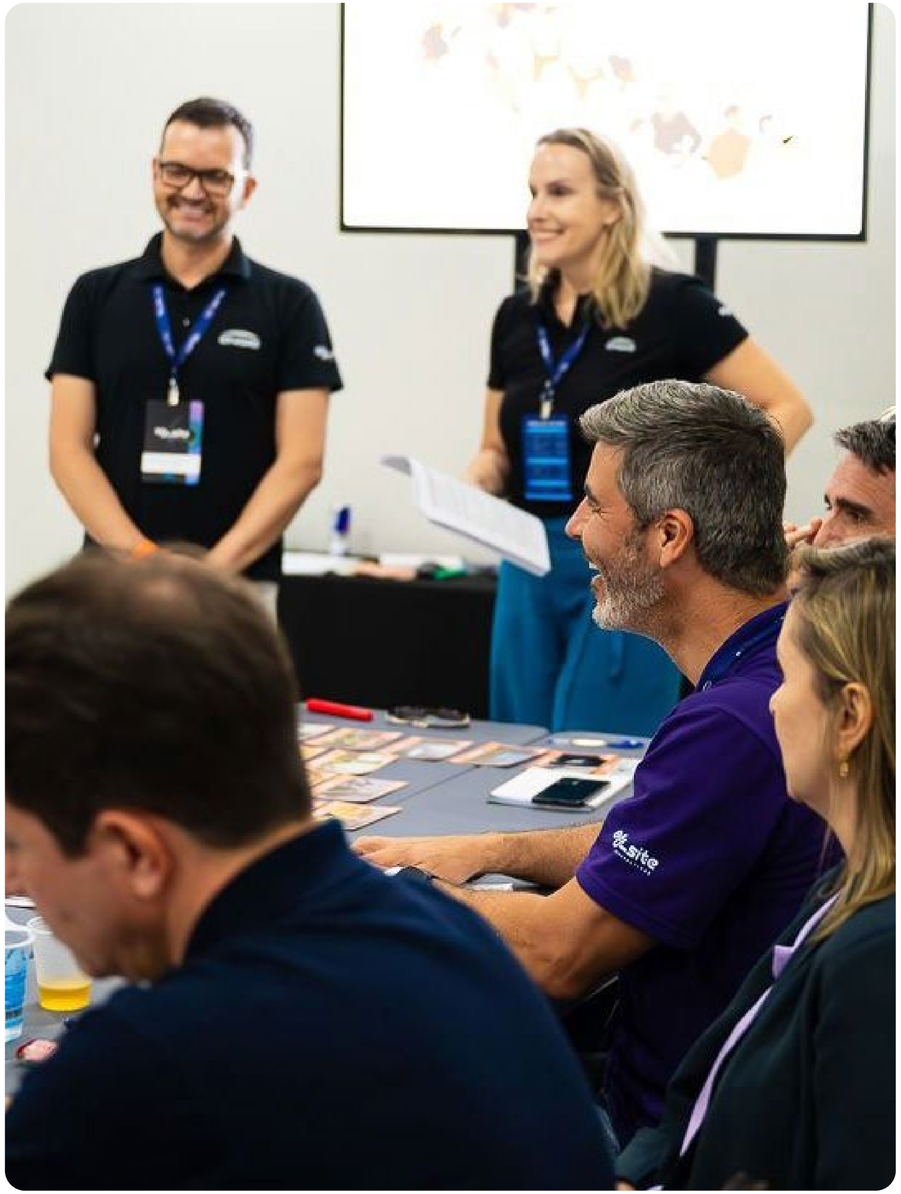
Information gathered from training assessments supports the continual improvement of the programs and the courses offered and contributes to a more assertive identification of key themes to be incorporated in future training cycles. The managers of the area also permanently monitor development targets, including percentage of participation, access to the programs, frequency of obligatory training, hours of development and themes converted into effective actions.

Number of hours of training GRI 404-1



Average number of hours of training per employee GRI 404-1





Generation.E

Promoting professional development is the target of specific actions in the context of succession of management positions in the Company. ENGIE Brasil Energia runs the Generation.E program, dedicated to managing this process and ensuring the availability of suitable and diverse professionals to take on key positions in the organization, whenever this proves necessary or appropriate.

To this end, potential successors for all management positions are mapped out in advance and proactively. The professionals identified take part in career acceleration activities, covering financial incentives, skills upgrading, networking opportunities and engagement. As well as developing these, the initiative mitigates risks related to retaining talent.

In 2024, the Program underwent a reformulation, considering, above all, the Company's new professional development strategy, focused on actions for all. The new methodology implemented includes 40 leadership positions, including officers and level. I and II managers. The result is an evaluation process for each leader, taking into account career ambitions, motivations for growth, performance history, business strategy and possibilities for lateral, scope or geographical mobility.

From 2025, the Program will be renamed: **PPR — People & Position Review.**

Performance appraisals

Encouraging professional development also involves performance appraisals, a practice that provides **constructive mutual feedback and open communication aligned with continuous learning mentality**. The Company carries out annual evaluation cycles for all its employees, covering technical and behavioral skills and the meeting of targets. The employee self-evaluates and is also assessed by their direct manager and, in some cases, by a matrix manager. GRI 404-3

The results of the evaluations indicate opportunities for improvement in the performance of the job and point the way to career progression. At the end of the cycle, the employee registers their Individual Development Plan (IDP), which is validated by the manager and then evaluated by the People and Culture Management area, which can identify collective training needs, which are taken into account when planning training and capacity building.

Percentage of performance analysis, by functional category* GRI 404-3

Category	Percentage
Officers	100%
Managers	98%
Analysts, engineers and specialists	96%
Operators and technicians	93%

* 100% of those hired up to February 8, 2024 took part in the assessment – thus, the categories indicated with totals lower than 100% include employees hired after that date.

The entire performance appraisal process is conducted based on the "ENGIE Way of Leading" and the "ENGIE Way of Working", which each one incorporating five principles and values:

Ways of Leading

- **Safety and Integrity:** high standard of performance in health and safety of people, cybersecurity, ethics and integrity, with "zero tolerance" of inadequate behaviors, aligned with the Code of Ethical Conduct.
- **ONE ENGIE:** implementation and compliance with the organizational strategy, through corporate cultural values, driven by the creation of value for ENGIE Brasil Energia and its clients, promoting diversity, equity and inclusion.
- **Responsibility (accountability):** focus and clarity as to corporate objectives and responsibilities for the teams and stakeholders, empowering people and teams for success and conducting frank and engaging dialog.
- **Trust**: compliance with agreements, leading and inspiring teams, stakeholders and customers, communicating and acting with transparency and honesty.
- **Care:** promotion of mutual interest based on active listening to people; respect and care in the teams, strengthening wellbeing in the workplace and practicing the culture of constructive feedback and continuous development of the employees.

Ways of Working

- **Prioritize**: align with the Company's strategic objectives and planning, focusing on priorities. Making choices and sticking to them. Giving meaning to actions.
- **Focus on the business**: concentrate on what really creates value for the Company and for the Group, strengthening the business mentality and focusing on the management of performance.
- **Delivery**: to be responsible for one's own actions and be committed to goals and results.
- **Engage**: incorporate ENGIE's purpose and disseminate the strategy, promoting engagement.
- **Collaborate**: to do the best possible, going beyond hierarchical responsibility, with a multi-functional mentality.

More details and indicators on professional development are available in the **Supplementary folder.**

Organizational climate

ENGIE Brasil Energia conducts annual organizational climate surveys as an important tool for assessing the effectiveness of the people management programs and to identify opportunities for improvement in the area. In 2024, 93% of employees took part in the ENGIE&ME survey, which covers aspects such as confidence in corporate objectives, engagement and belief in the Company's commitments to sustainability.

ENGIE&ME RESULTS – Organizational climate survey

Question	2022	2023	2024
I believe fully in ENGIE's goals and objectives	96%	97%	98%
I would recommend ENGIE as a good place to work	95%	93%	94%
I am proud to be associated with ENGIE	97%	98%	98%
I firmly believe in ENGIE's capacity to advance in the direction of a carbon-neutral economy	97%	97%	98%
ENGIE is a socially responsible company	97%	98%	98%
I understand how my work contributes to the business objectives of my company	96%	97%	97%

In 2024, **ENGIE Brasil Energia was among the companies certified with the Great Place to Work seal**, obtaining a score of 85%. The certification considers questionnaires answered by employees, assessing issues such as relationships with coworkers and leaders, remuneration, benefits, innovation, trust and links with the organization's purpose and strategy. In addition to the questionnaire, management practices are audited preparatory to drawing up a detailed report.





5

ENVIRONMENT AND CLIMATE

Conservation strategy — Environmental governance
Journey for Nature — Journey for the Climate — Other environmental controls

Climate and Nature Journeys

Centralization of the Company's goals, commitments and actions on the topics.

309 employees
received training in the FRESK - Climate and Biodiversity methodology.

Continuous evolution of environmental indicators:

Total emissions:
259 thousand tCO_2e
(-61% compared to 2023).

Water withdrawal:
3.2 thousand ML
(-12% compared to 2023).

Emissions intensity:
0.006 MW/tCO_2e
(-70% compared to 2023).

Waste generated:
96 thousand t
(-45% compared to 2023),
with **75%** recovery/recycling.

NEW PUBLICATION

Notebook dedicated to Climate and Nature



CONSERVATION STRATEGY

ENGIE Brasil Energia's operations and activities are planned and organized based on a rigorous assessment of the use of natural resources, the associated impacts and the interrelationship with the planet and people. More than ensuring the legal compliance of its business only, the Company is active in building **solutions to society's environmental challenges** and promoting **sustainable development**.

The main elements of the conservation strategy adopted include risk management, the implementation of actions to mitigate and compensate for impacts and the engagement of stakeholders in the preservation and conservation of resources and the climate. Activities are guided by institutional policies, corporate guidelines and voluntary commitments, always with a view to **continuously improving environmental performance.**

Environmental strategic guidelines

- Promote initiatives for the conservation of biodiversity.
- Incentivize forestry and regeneration of ecosystems.
- Respect the culture of traditional communities.
- Ensure legal compliance with our assets and projects.
- Engage stakeholders for conservation of natural resources.
- Valorize ecosystemic services and incentivize solutions based on nature.
- Avoid, reduce, compensate environmental impacts and mitigate socioenvironmental risks.
- Potentialize the positive impact on territories where we operate.
- Accelerate the journey for climate ensuring climate mitigation, adaptation and resilience.
- Control and monitor environmental conditions in our assets.
- Develop partnerships and contribute to public policies in the sector.
- Create value based on environmental initiatives.



New publication

To provide a more in-depth report on two essential themes of its environmental strategy, for the first time, ENGIE Brasil Energia will be publishing together with this Sustainability Report, a Complementary Notebook focusing on Nature and Climate. The publication consolidates data and related initiatives, detailing actions for mitigating and adapting to climate change, as well as conserving and regenerating the Brazilian biomes.

In line with global reporting guidelines on the two topics, the notebook reflects the progress of the "Journey for Climate" and "Journey for Nature" programs, developed in parallel and aligned with the Company's vision of leading renewable energy solutions and building a more resilient and just future for future generations.

Throughout this chapter, contents complementary to this Report and accessed in the **Climate and Nature Notebook** are indicated.

ENVIRONMENTAL GOVERNANCE

ENGIE Brasil Energia's environmental practices and guidelines cover various aspects such as biodiversity, forests, water, the circular economy and climate. Guided by the **ENGIE Group's Environmental Policy** and **Sustainable Management Policy**, the management of initiatives and programs is conducted by the People, Processes and Sustainability Area, which in turn reports strategic issues involving risks and opportunities to the Board of Directors. The environmental governance structure also includes Environment and Climate Management and multidisciplinary teams allocated to the assets, which operate in a matrix format in synergy to align the Company's policies and actions with the reality of each territory. GRI 3-3; 2-12; 2-13

Environmental management is also guided by the NBR ISO 14001 - Environmental Management standard, within the scope of the Integrated Management System (**see more in Integrated Management, in Chapter 3**). As such, it reinforces the Company's commitment to continuous improvement and the setting of targets and objectives to reduce impacts, as well as engaging stakeholders in the development and implementation of the guidelines — which includes the provision of training so that employees understand the environmental impacts of activities. The targets and indicators applicable to 2024 are mentioned throughout this chapter, as part of the approach to material environmental themes — biodiversity, water, energy and emissions, as well as waste.

Environmental management at projects with work in progress

As with most operational assets, the projects in the process of implementation have a Basic Environmental Project (PBA), which brings together the environmental programs planned to mitigate the risks and impacts of the projects on the environment and the surrounding communities. In 2024, 47 environmental programs were at various stages of completion, 12 of them at the Assú Sul Photovoltaic Complex, 26 at the Serra do Assuruá Wind Complex and nine at the site of the Asa Branca Transmission System.

There are also socio-environmental actions carried out on a voluntary basis, unrelated to the environmental licensing of the assets and originating from demands identified with stakeholders or even in the monitoring and controls performed in line with the PBAs. Around R$ 3.4 million was invested by the Company in this type of initiative in 2024.

Over the course of the year, ENGIE Brasil Energia ensured continued certification for 11 of its assets, in addition to the Company's head office — corresponding to 72.0% of the installed capacity operated in the generation segment, and 85.3% of employees. The assets not yet certified adhere to the same management and performance requirements.

In addition to ISO certifications, in 2024 ENGIE Brasil Energia obtained the "Sustainable Energy Transition" — SET LABEL Certification, for solar energy and wind generation assets, with commitments made from the project development phase, through to implementation and operation, covering 100% of these types of Company assets. This certification, which is assessed and granted by an independent third party, was implemented by the ENGIE Group to ensure the sustainable and rigorous operation of renewable energy projects, based on the three pillars of Community, Nature and Climate.

In addition to ISO certifications, in 2024 ENGIE Brasil Energia obtained the "Sustainable Energy Transition" - SET LABEL Certification, for solar energy and wind generation assets.



COMPLIANCE

The environmental licensing of assets is an important parameter of compliance in the Company's processes and activities. At the end of 2024, ENGIE Brasil Energia was responsible for managing a total of 157 operating licenses — 25 of them are in the renewal phase — and 14 installation licenses, which together amount to more than **4.2 determinants of monitoring and control**, compliance with which is supervised by the competent organs. Over the course of the year, 27 new Operating Licenses were obtained while 16 were renewed, demonstrating **operations 100% compliant**. GRI 2-27

As in the case of the last five fiscal years, in 2024, the Company was not subject to any significant monetary sanctions[6] due to non-compliance with legal requirements or environmental impacts. In 2024, the total amount invested to maintain environmental licensing processes, as well as voluntary initiatives, at the operating assets was R$ 33 million. Another R$ 23 million was invested in the Basic Environmental Project programs for assets under implementation.
GRI 2-27; SASB IF-EU-140a.2

[6] Sanctions of more than USD 10,000 are considered significant.

JOURNEY FOR NATURE

Biodiversity is one of the priority focuses of ENGIE Brasil Energia's conservation strategy, particularly due to its interdependence with the climate issue — there will be no climate neutrality without conservation of biodiverse areas, nor will it be possible to reduce biodiversity loss without mitigating the effects of climate change. In this sense, the Company's Sustainable Management Policy establishes the **sustainable use of natural resources** as a premise for action, minimizing the ecological footprint on water, air, soil, forests and climate, having as a priority **reducing pressure on biodiversity**, together with the conservation of water resources. GRI 2-23; 3-3

In addition to implementing programs and actions aimed at conserving biodiversity, ENGIE Brasil Energia participates in the public debate on the subject in order **to join forces in conservation policies**. In October 2024, for example, it was represented at the 16th United Nations Conference on Biological Diversity (COP16) held in Colombia with the slogan "Peace with Nature". At the event, the Company contributed its expertise in environmental monitoring of approximately 6,000 kilometers of margin perimeter to its hydropower plant reservoirs, covering various ecological corridors, with native vegetation and preserved springs. GRI 3-3

In line with market changes and the ENGIE Group's strategy on the subject, in 2023 the Company began to restructure its Biodiversity Matrix Program — now called the "Journey for Nature Program", incorporating the materiality of the subject and the potential for a positive impact on nature. With a short-, medium- and long-term horizon, this initiative seeks to present guidelines for identifying dependency and impacts of the Company's operations, as well as mapping and mitigating risks, and developing opportunities contributing to the recovery of ecosystems and protection of the biomes in which it operates. GRI 3-3

To this end, ENGIE Brasil Energia has begun to incorporate the guidelines laid down by the Taskforce on Nature-related Financial Disclosure (TNFD) into its environmental initiatives, based on the material challenges of conservation facing each Brazilian biome, from a territorial perspective, acting continuously to maximize the means of positively impacting nature — understood here, as defined by the TNFD, as the natural world, emphasizing the diversity of living organisms, including people, and their interactions with each other and their environment.

The details of the strategic model and the initiatives performed in 2024 for biodiversity conservation can be found in the **Climate and Nature Notebook.**



Related training

In 2024, 309 of the Company's employees took part in training in the FRESK — Climate and Biodiversity methodologies, also known as the Climate and Biodiversity Wall. Through special workshops, strategic topics such as water, energy, forests, waste, biodiversity, climate change and atmospheric emissions were discussed. The activities allowed participants not only to acquire knowledge about environmental challenges, but also to understand their correlations and seek practical solutions that would inspire actions applicable both in the personal context of the employees and in the Company's operations.

In addition to onsite events, the topics of biodiversity and climate were covered in another line of mandatory training for all areas of the Company, in online format with the participation of 372 employees during 2024.

Impacts and dependency identified in operations

In the context of the Company's operations, the interface with ecosystem services occurs at various levels of dependence and impact, depending on the characteristics of the operations and the territories where they are located. The following analysis was carried out by the ENGIE Group, considering the results of the World Business Council for Sustainable Development — WBCSD's Energy Pathway.[7] GRI 3-3; 304-2

Energy Generation

_Dependency: renewable sources (wind, sun, water, biomass); use of the soil; maintenance of the hydrological cycle.

_Negative impacts: diversion of rivers; formation of reservoirs; alterations to the aquatic environment; brush clearance; fragmentation of habitats; landscape changes; noise; Greenhouse Gas Emissions (GHG).

_Positive impacts: multiple (regulated) use of the reservoir; prevention of wildfires; recycling of waste; conservation of target species of Brazilian fauna and flora; combating illegal hunting; environmental education; monitoring and control of invasive species and erosion processes; generation of employment and income; socio-economic development; generation of renewable energy.

Transmission of Energy

_Dependency: use of the soil.

_Negative impacts: brush clearance; fragmentation of habitats; landscape changes; Greenhouse Gas Emissions (GHG).

_Positive impacts: prevention of wildfires; monitoring and conservation of native species; environmental education; monitoring and control of invasive species and erosion processes; generation of employment and income; socio-economic development; expansion of the transmission network for the flow of renewable energy.

Conservation of species

Conservation of the biodiversity is also supported by the maintenance of eight forest nurseries located at ENGIE Brasil Energia's assets in eight Brazilian provincial states. In all, they have the capacity to **produce more than 444,000 seedlings per year of native species** from three of Brazil's six biomes. The seedlings are intended for planting in Company-owned areas and are also donated to schools and communities for planting in third-party areas. In regions where ENGIE Brasil Energia does not have its own nurseries, seedlings are supplied through local partners. GRI 3-3; 304-2

Donations generally occur during educational activities and events held in schools or community spaces, as a way of **raising public awareness of the importance of preserving the environment**. The planting contributes to the protection of headwater springs and the recovery of areas of preservation and Protected Areas located in regions close to the assets.

A series of other initiatives are being developed in different regions of Brazil, focusing on the conservation or regeneration of native species (flora and fauna). See detailed information on these initiatives in the Climate and Nature Notebook.



[7] Roadmap to Nature Positive: Foundations for the energy system — WBCSD.

MANAGEMENT OF AREAS

At the end of 2024, ENGIE Brasil Energia had 299.2 thousand hectares of areas under its responsibility, including areas in concessions, proprietary areas, areas leased from third parties and/or under easement administration, all of which are subject to inspection and actions to restore and discipline use and occupation. Of this total, permanent Preservation Areas, Legal Reserves Permanent and other compulsorily protected areas amounted to 29,531 hectares. GRI 3-3; 304-3

The Environmental Plans for the Conservation and Use of Reservoir Margins (Pacueras) are drawn up in accordance with environmental legislation and through **extensive discussion with the stakeholders** involved, such as waterside communities, town halls, associations and landowners in the surrounding region. After public consultations and discussions in technical committees, documents are approved by the licensing body which orientates inspection routines. Whenever necessary, the Plans are updated to ensure maximum convergence with the local reality. GRI 2-29

This is the case of the Pacueras at the Salto Santiago and Salto Osório hydropower plants, located in the state of Paraná. Since 2022, ENGIE Brasil Energia, together with the Instituto de Água e Terra (IAT), the licensing body, has been debating the updating of the Plan for these plants with the local population.

Permanent Preservation Areas, Legal Reserves and other compulsorily conserved areas amounted to 29,531 hectares.

In November 2024, in compliance with CONAMA Resolution 302/2002, public consultations were held with communities in the municipalities of Saudades do Iguaçu, Candói, Quedas do Iguaçu and São Jorge d' Oeste, to update the Pacuera, expected for conclusion in the first half of 2025. The consultations in the municipalities have been held in community and cultural centers, with a total audience of 482, including, in particular, local community leaders. In addition to extensive publicity, the Company provided transportation for participants, wherever possible endeavoring to hold the meetings at times most suitable for the majority of the population. The initiative thus facilitated dialog with local communities, clarifying various issues related to the legal and practical aspects of the use, occupation and conservation of the reservoir and its surroundings in compliance with environmental legislation and reinforcing the commitment to stakeholder engagement.

In areas owned by third parties but managed by the Company, such as easement corridors for transmission lines and areas leased for the operation of wind and solar generation assets, the minimum rules for use are set out in the respective use assignment agreements and socio-environmental management plans. In addition to these, ENGIE Brasil Energia has its own areas where environmental conservation and restoration activities are executed, such as the 358 hectares of the Jacob Private Natural Heritage Reserve (RPPN) in Nova Ponte, in the state of Minas Gerais, adjacent to the Miranda Hydropower reservoir. GRI 3-3; 304-3

Another area, comprising 750 hectares, is located in the Atlantic Rain Forest biome, in the municipality of Castro, state of Paraná. Restoration activities are being conducted there as environmental compensation for the implementation of the Gralha Azul Transmission System. Legally protected species such as *Araucaria, Cedro Rosa, Pau Marfim, Imbuia* and *Canela* are cultivated, meeting the reforestation requirements of the asset and contributing to the conservation of endangered species. Approximately 163,000 seedlings have been planted (between planting and replanting), with a planting effectiveness rate of around 94%. GRI 3-3; 304-3



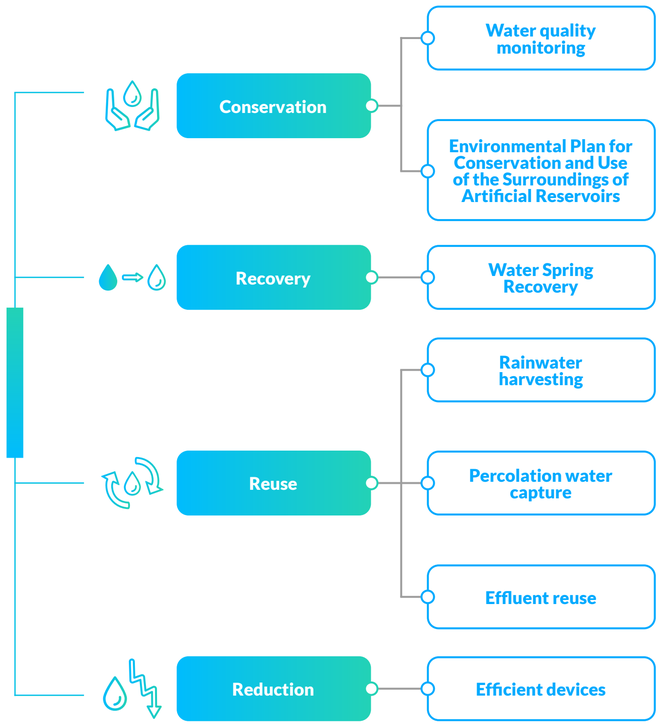
The management of the Company's areas and assets is supported by the use of the ENGIS geoprocessing platform, developed by ENGIE Brasil Energia itself. The tool makes it possible to create, store, share and consult geospatial information from public sources and the internal database, enabling various applications such as spatial analysis, fire alerts, monitoring of environmental programs and field inspections. Other benefits include the standardization of norms, procedures and methods, cost optimization, security and transparency of information.

WATER MANAGEMENT

The **sustainable and responsible use of water resources** is a fundamental premise of ENGIE Brasil Energia's operations and a priority expressly established in its Sustainable Management Policy. Water is an essential resource not only for the Company's operations, but for society and the planet as a whole.

The commitment to promoting the efficient use of water resources is also included in the ENGIE Group's Non-Financial Objectives, which envisage a reduction in water consumption in relation to the energy produced, reaching a level of 0.1 m^3/MWh by 2030. In addition to identifying potential contributions to water conservation, quality and availability, the Company is developing initiatives to reduce consumption, seeking to reduce the water footprint of its activities. The following infographic categorizes these initiatives.

Water consumption reduction and conservation initiatives



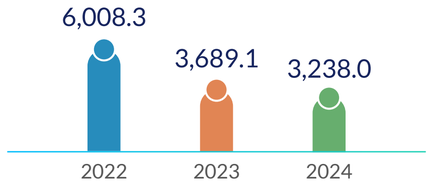
In the last five fiscal years, the Company has not incurred any signficant[8] monetary sanctions arising from water-related incidents.

As far as ENGIE Brasil Energia's operations are concerned, the demand for water is mainly concentrated in hydropower plants. However, the volume used to generate energy is returned in full to the water body in conditions equal to, or better than upon withdrawal and for this reason included in the indicative figures. GRI 3-3; 303-1

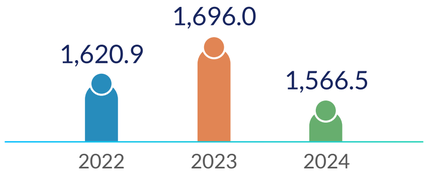
In 2024, the total volume of water abstracted from sources was 3.2 thousand megaliters, a reduction of 12.2% on the previous year. The complete divestment of the Pampa Sul Thermoelectric Plant and the sale of the Lages Thermoelectric Plant contributed to this reduction. Considering the indicator and target set by the Group, the rate of freshwater consumption decreased from 0.19m^3/MWh in 2019 to 0.031 m^3/MWh in 2024, a reduction of 84%. GRI 3-3; 303-3; SASB IF-EU-140a.1

With regard to water disposal, the Company standards that take into account the characteristics of the receptor water body and respects the strictest limits laid down in current legislation. All effluent generated in operations, as well as in implementation activities, is treated before final disposal or release. In 2024, in line with the reduction in the volume withdrawn, 1.56 thousand megaliters were discharged, a drop of approximately 7.7% on the previous year GRI 3-3; 303-2

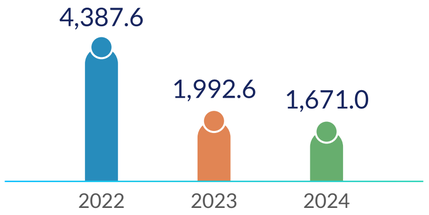
Water withdrawn (in ML) GRI 303-3



Water disposal (in ML) GRI 303-4



Water consumption (in ML) GRI 303-5



Water stress

GRI 3-3; SASB IF-EU-140a.1

At ENGIE Brasil Energia, the vulnerability of assets to the risk of water stress is identified using the definitions in the Aqueduct Water Risk Atlas — a tool generated by the World Resources Institute (WRI) and adopted globally in 189 countries to assess water stress, drought and flood risks. In 2024, following a review of these definitions, the only asset that until then had been identified as being in an area of high-water stress, the Floresta Photovoltaic Complex, in the state of Rio Grande do Norte was reclassified at a lesser level according to the new parameters adopted and no longer deemed as located in an area of high water stress.

According to the new definitions, **ENGIE Brasil Energia does not operate assets in areas of high/very high-water stress**. The Floresta Photovoltaic Complex and the Sol do Futuro Photovoltaic Complex, located in the states of Rio Grande do Norte and Ceará, respectively, are classified as being in medium-high water stress areas. At these locations no water is required for production processes, only being used for cleaning and maintaining the photovoltaic panels.

However, the Company invests in initiatives to protect and conserve water resources in these regions, as well as in areas that have a history of water rationing and in locations where communities make this a priority.

[8] The Company considers sanctions amounting to more than U$ 10 thousand as significant.

Among the main risks related to water management, worthy of note are:
GRI 3-3; SASB IF-EU-140a.3

- **Risk of emergency oil spills at power generation plants, especially hydro power plants, with the potential to contaminate water.**
  → **Strategies and practices for mitigation**: monitoring of surface water quality and an Environmental Management System certified according to NBR ISO 14001, with preventive maintenance procedures, tests and inspections of operations; fire-fighting systems; containment basins; oil-water separator systems and, in the event of an accident, an Emergency Response Plan.

- **Pollution risks to the hydropower plant reservoir waters due to illegal uses and occupation of reservoir margins.**
  → **Strategies and practices for mitigation**: performance of environmental and socio-patrimonial surveillance teams in the reservoirs and their surroundings; Environmental Plan for the Conservation and Use of Reservoir Margins (Pacuera); periodic monitoring of surface water quality.

- **Disposals of effluent contrary to standards established by the current legislation.**
  → **Strategies and practices for mitigation**: monitoring effluent, and the quality of surface water.

- **Use of water in areas of hydric stress**
  → **Strategies and practices for mitigation**: optimization of water consumption; prospection of innovative solutions for cleaning of photovoltaic modules; encouraging water conservation practices in regions where the Company conducts its operations. See box on the theme.

Quality control in reservoirs

To ensure compliance with quality standards that are higher than the parameters required by current legislation in conservation of water resources, the Company **permanently monitors the quality of surface water in the reservoirs** it manages. This control is carried out with the support of specialized, independent companies, thereby enhancing the reliability of data collected.
GRI 3-3; 303-2

In 2024, the consolidated results of monitoring classified the water quality of the reservoirs, in general, as “excellent” or “good”, according to the methodology established by the Environmental Protection Agency for the state of São Paulo (Cetesb) for the Water Quality Index. In addition to the artificial reservoirs, ENGIE Brasil Energia monitors surface and ground water quality at other points, depending on the location and needs of each asset. GRI 3-3; 303-2

As part of the monitoring of water quality in artificial reservoirs, as well as the inspection of their use, the conditions of possible siltation points are monitored, with appropriate intervention whenever pertinent. The inspection team routinely observes potential points that could trigger erosive processes and, considering the quality of the water, through the presence of suspended and sedimental solids — verifying possible suspicious movement of solid material.

Supplemental to monitoring, the Company also has **Emergency Response Plans**, which address the risks of accidents or incidents with a potential impact on water resources. The Plans establish how to prepare for and respond to emergency situations, the training of local teams and what materials are needed, such as equipment to contain leaks and oil and water separators. GRI 3-3; 303-2

Committed to conserving water resources, ENGIE Brasil Energia also participates in the hydrographic basin committees for the Rio Grande, Iguaçu, Uruguai and Tocantins rivers, as well as water resource councils of the states of Santa Catarina and Paraná. The aim is to actively contribute to public policies on the use of water resources and to encourage continuous improvement in the management of the multiple uses of the reservoirs under EBE’s concession.
GRI 2-28

Protection of headwater springs

Another important practice that contributes directly to the protection of biodiversity is the **Headwater Springs Conservation Program**, implemented on a voluntary basis by the Company since 2010 in different regions of the country. Through this program, ENGIE Brasil Energia **has already protected more than 2,600 springs in partnership with local communities in the vicinity of six assets**, involving thousands of families. The aim is to combine preservation and environmental education, mobilizing entities and residents around the assets in the protection and recovery of these natural assets.

The mapped springs are **analyzed for contamination and water and air quality**. The resources and infrastructure needed to protect the springs and **for the reforestation of the areas** where the springs are located are also identified. Education and actions for raising awareness are planned according to the profile and reality of each community, helping to build a **culture of preserving water resources** in the regions where the Company operates.

By protecting water sources and contributing to improving the quality of water consumed by the population, the Program is aligned with the UN’s Sustainable Development Goals, especially SDG 6 — “To ensure availability and sustainable management of water and sanitation for all”. In regions with a history of water scarcity the benefits are felt even more intensely.

Financial Compensation for the Use of Water Resources

Financial Compensation for the Use of Water Resources (CFURH) is a fee transferred by hydroelectric plants to municipalities, states and the Federal Government for the use of water in the generation of electric energy. It is a form of compensation for the use of public assets.

The payments, detailed by municipality, federative unit or plant, can be consulted **at this link**.

JOURNEY FOR THE CLIMATE

Climate strategy

With the firm intention of acting to **accelerate the energy transition** to a low-carbon economy, ENGIE Brasil Energia has been intensifying its participation in the public debate on climate change and the **urgency of actions to tackle global warming**. In November 2024, the Company was a participant in the United Nations Conference on Climate Change (COP29) where discussions focused especially on new joint climate finance targets and adaptation mechanisms. During the event, EBE was honored with an accolade from the UN Global Compact, recognizing it as a "Guardian for the Climate" due to its supplier decarbonization program (**learn more on page 79**).

To facilitate the consolidation of the climate strategy, risk management and monitoring of the metrics and targets established, ENGIE Brasil Energia has created a governance platform — **Journey for the Climate** — structured on three pillars: management, mitigation and adaptation. Based on a diagnosis of GHG emissions covering both the Company's direct operations and emissions from its value chain, emission reduction targets were set for 2025 and 2030. To achieve the targets, decarbonization projects were established, such as replacing fossil fuels with renewable ones and engaging suppliers to set science-based reduction targets. As for adaptation, plans were drawn up for all assets to increase their climate resilience.

GRI 3-3

Journey for the Climate – Metrics and targets SASB IF-EU-110a.3

	Management	Commitments
Targets	• Engage 100% of the main offending suppliers[1] in Scope 3 to set science-aligned targets by 2030. • Conduct two annual training sessions (applicable to employees and/or management and Board of Directors) on climate change.	• To control and record GHG emissions throughout the value chain by means of a GHG inventory audited and certified by a third party, as well as its disclosure to society. • Offer its customers products that help reduce their carbon footprint. • Encourage R&D and innovation projects aimed at energy efficiency, climate mitigation and adaptation. • Select and evaluate suppliers based on sustainability criteria. • Contribute to the energy transition by being guided by a fair energy transition.
Mitigation	• Reduce GHG emissions intensity (scopes 1, 2 and 3) by 30% by 2025 and 56% by 2030[2]. • Increase renewable energy generation by 3.8GW by 2030.	• Seek solutions for absorbing, capturing, and removing CO_2. • Maintain the carbon stock by preserving the natural areas under possession, ownership, and concession to the Company.
Adaptation	• Have 100% of the assets covered by climate adaptation plans by 2030[3].	• Continuously managing climate risks and opportunities, preparing assets to face climate change, assessing vulnerability, and developing adaptation plans. • Develop solutions which are nature based and support climate mitigation and conservation of biodiversity. • Supporting positive climate impact solutions in communities.

[1] Main offending suppliers account for 70% of Scope 3 emissions (Categories 1 and 2).

[2] Targets considering baseline year 2021 without the Jorge Lacerda and Pampa Sul thermal power plants (already sold) included in the calculation.

[3] New assets will be eligible two years after entering operation/acquisition.

To learn more about the Journey for the Climate and ENGIE Brasil Energia's position and commitments on climate change, visit the Climate and Nature Notebook.

Climate Governance

The central element of the Company's purpose and business model, the fight against climate change, is a **permanent strategic theme** in governance, handled by senior management and the areas responsible. The Board of Directors is responsible for guiding ENGIE Brasil Energia's role in implementing the global commitments undertaken by the ENGIE Group, aligning policies, investments and initiatives, and approving targets and commitments that contribute to the Group's climate action, including within the scope of the Journey for the Climate. GRI 3-3

The Executive Board, in turn, approves the **Corporate Risk Matrix**, which includes **monitoring climate risk** and its operational, financial and socio-environmental impacts, as well as the respective mitigation and adaptation plans. Directors and Executive Officers also have the task of approving the Sustainability Report, published annually by the Company, with information in the public domain on the subject, offering data on the meeting of performance indicators and progress in relation to the ENGIE Group's Non-financial Objectives and other voluntary commitments. GRI 3-3

The climate governance structure also includes the Sustainability Committee, which is transversal and multidisciplinary in nature, to advise senior management on the issue and systematically monitor the development of the Journey for the Climate and its results. GRI 2-9; 2-16; 3-3

International Recognition

In 2024, ENGIE Brasil Energia was awarded the "A-" concept in the Climate Change module of the CDP questionnaire for the second year running. It also scored an A in the Water Security module, reported by the Company for the first time, securing its position on the CDP "A List". The performance achieved in both areas attests to the Company's continuous investment in the adoption of best market practices and its recognition as a global leader in climate change and water security.

In 2023, the Company also scored an "A" in Supplier Engagement Rating, which assesses performance in governance, targets, Scope 3 emissions and value chain engagement in tackling climate change.

Mitigatory actions

The Company has action plans focused on reducing GHG emissions, complementing its climate adaptation plans. The focus is on **decarbonizing operations**, including the value chain, and promoting **energy efficiency**. Among the initiatives is fleet replacement, prioritizing vehicles powered by ethanol or electricity; the replacement of refrigerant gases in air conditioners and insulating gases (SF6) used in substations; and the consumption of 100% renewable energy. GRI 3-3

Aware of the importance of addressing the entire value chain in the transition to a low-carbon economy, ENGIE Brasil Energia has also systematically improved the metrics of its Journey for the Climate, and the actions developed under its Supplier Decarbonization Program.

Aware of the importance of addressing the entire value chain in the transition to a low-carbon economy, ENGIE Brasil Energia has also systematically improved the metrics of its Journey for the Climate.

Actions for adaptation

Based on the climate risks identified by the Company, Climate Change Adaptation Plans have been drawn up and improved with a focus on strategies and actions developed to manage the associated impacts and risks, considering projections and possible scenarios. GRI 3-3

These plans contribute to ENGIE Brasil Energia's effective response to the environmental conditions caused by the rise in the planet's temperature. Over the course of 2024, the Company has refined adaptation plans for each asset, based on physical and transition risks, causes, consequences and financial impacts of the effects of climate change, among other aspects.

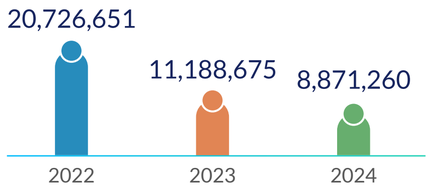
For detailed information on ENGIE Brasil Energia's adaptation agenda, access the **Climate and Nature Notebook**.



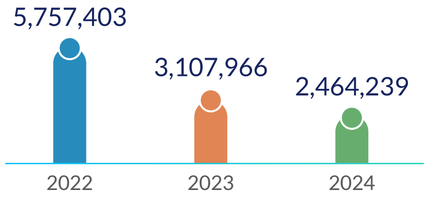
Energy management

With a 100% renewable generating park and in view of the targets for expanding its installed capacity, the Company is making a significant contribution to reducing consumption of non-renewable energy sources, EBE's biomass plant operations now being the largest consumers. Consumption figures for 2024 are shown in the following graphs. The decreases are due to the divestment of the Pampa Sul Thermoelectric Plant (only partially affecting consumption figures for energy generated from non-renewable energy sources in 2023, the year of its sale) and the Lages Cogeneration Plant, sold in mid-2024. GRI 302-1; 302-3

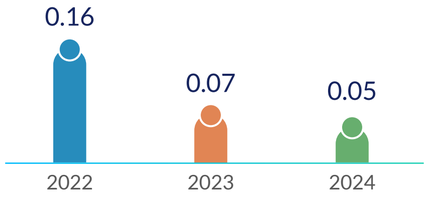
Total energy consumption (in GJ)



Total energy consumption (in MWh)



Energy intensity (in GJ)



Management of Greenhouse Gas Emissions (GHG)

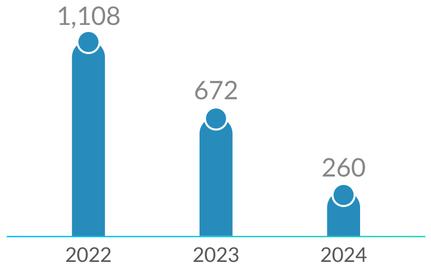
ENGIE Brasil Energia is committed to promoting the **continuous improvement of processes and operations** to reduce its Greenhouse Gas (GHG) emissions, as well as encouraging and supporting the decarbonization of the entire value chain. Since 2010, it has **rigorously monitored its emissions**, assessing their intensity and adopting measures to reduce them.

This monitoring takes place through the Corporate Greenhouse Gas (GHG) Emissions Inventory, which adheres to the principles and guidelines for accounting, quantifying and publishing inventories of the Brazilian GHG Protocol Program (PBGHGP) and the Intergovernmental Panel on Climate Change (IPCC). The structure of the report is also aligned with the specifications of ISO 14.064:2022 - Greenhouse Gas Management System. GRI 3-3

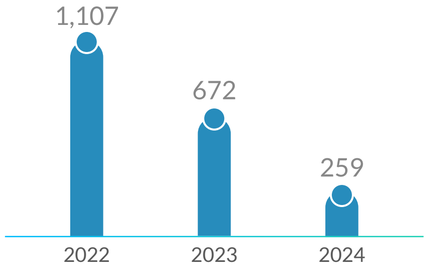
ENGIE Brasil Energia's total GHG emissions are calculated and classified into Scope 1 (direct emissions), Scope 2 (indirect emissions due to energy purchased and system losses) and Scope 3 (other indirect emissions), **using 2021 as the baseline year, when the Jorge Lacerda Thermoelectric Complex was sold. The exit of the thermoelectric plants from the asset portfolio, divestments in recent years, as well as the incorporation of other categories into Scope 3, were taken into account in the recalculations of emissions from 2023 onwards, presented in full in the Inventory**. The document is verified and accredited by an independent external party and consolidates data from the two approaches used by the Program: monitoring according to operating control and corporate control. GRI 3-3

In 2024, the company emitted 259,875.76 tCO_2e when measured according to the operating control approach and 258,914.16 tCO_2e according to the corporate control approach — a reduction of around 61% on the previous year for both approaches. The decrease was mainly due to the sale of the Pampa Sul Thermoelectric Plant in the first half of 2023. GRI 305-1; 305-2; 305-3; IF-EU-110a.1

Total emissions – operating control (in thousands of tCO_2e)



Total emissions – corporate control (in thousands of tCO_2e)

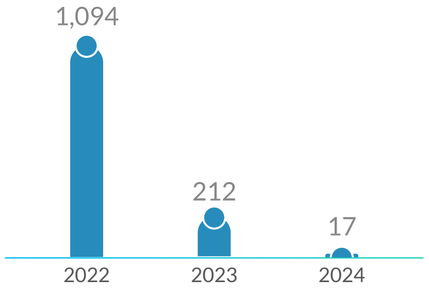


Click here to access the complete Emissions Inventory 2024.

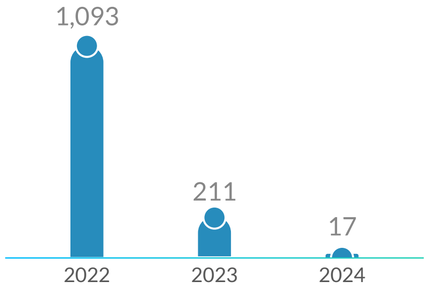
Direct emissions (Scope 1)

The company's direct emissions in 2024 totaled 17,361.38 tCO_2e according to the operating control approach and 16,099.02 tCO_2e in the corporate control approach — a reduction of around 92% compared to the previous year. The decrease was mainly due to the divestment of the Pampa Sul Thermoelectric Plant in the first half of 2023. 305-1; IF-EU-110a.1

Direct emissions (Scope 1) – operating control (in thousands of tCO_2e)



Direct emissions (Scope 1) – corporate control (in thousands of tCO_2e)



Indirect emissions (Scope 2)

Indirect emissions in 2024 were made using the choice of purchase approach, **with Scope 2 emissions being zeroed** out through the issue of certificates of origin (I-RECs), certifying that the **Company's energy consumption was from 100% renewable sources** - an important step forward in meeting the Journey for the Climate targets and reducing carbon intensity. Scope 2 emissions consider the consumption of electricity from the grid by the assets and transmission losses, which in 2024 were 0.8% on a consolidated basis — being 0.6% in the Gralha Azul System and 1.4% in the Novo Estado System (corresponding to 53% and 42% of the Scope, respectively). No transmission losses were recorded by the Gavião Real System. GRI 305-2

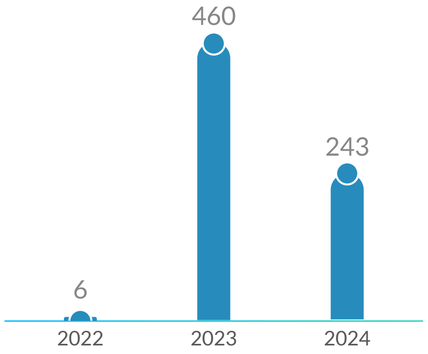
Emissions from other sources (Scope 3)

At the end of 2024, Scope 3 was ENGIE Brasil Energia's main focus, accounting for around 90% of its GHG emissions. Managing this scope is a challenging task, since it covers indirect emissions from the value chain — purchasing materials, transportation, contracting services - activities over which the Company has no direct management or control.

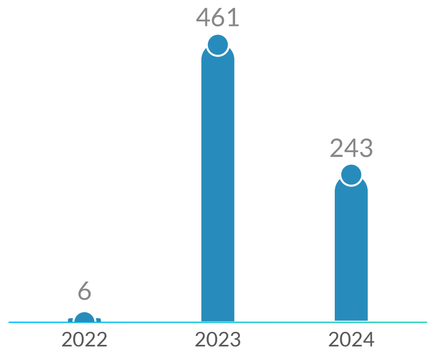
In addition to establishing specific commitments and targets for this audience in the Journey for the Climate, ENGIE Brasil Energia launched the **Supplier Decarbonization Program**, in 2024, structured in five stages: selection of target suppliers, maturity diagnosis, collection of GHG data, training, and monitoring of indicators. The aim is to increase the engagement of these partners and support them more effectively in their decarbonization journeys. In addition, the Company supported the launch of the **Scope 3 Guide**: why and how to measure the carbon footprint of the value chain', published on the Capital Reset portal.

ENGIE Brasil Energia's Scope 3 emissions in 2024 amounted to 242,514.38 tCO_2e under the operational control approach and 242,815.14 tCO_2e under the shareholding approach — a reduction of approximately 47% on the previous year. The variation is explained by the change in calculation methodology, which now uses updated emission factors from the US EPA (Environmental Protection Agency), recommended by the GHG Protocol — instead of the Quantis database, also recommended but discontinued in 2023. 305-3

Emissions from other sources (Scope 3) – operating control (in thousands of tCO_2e)

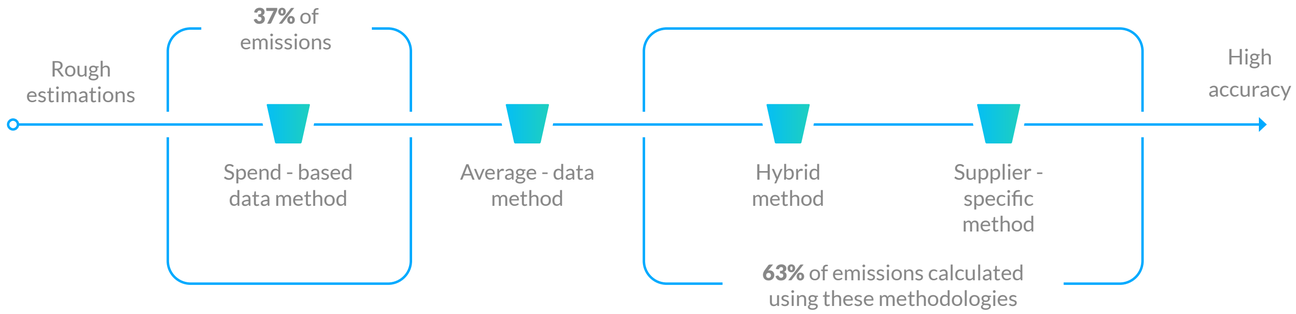


Emissions from other sources (Scope 3) – corporate control (in thousands of tCO_2e)



Of the 15 Scope 3 categories, nine are applicable to ENGIE Brasil Energia's operations and make up the entire inventory. Of these, Purchased Goods and Services and Capital Goods categories stand out, corresponding to emissions from suppliers of products, equipment and services. To refine the calculation of these emissions, in 2024 the Company also adopted calculation methodologies based on data specific to the supplier such as their carbon footprint or GHG inventory.

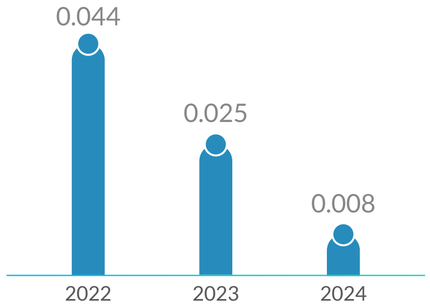
For the suppliers that have contributed the most to ENGIE Brasil Energia's historical emissions, a calculation platform and all the necessary support for preparing an emissions inventory have been made available free of charge. The Company is gradually increasing the level of accuracy of its indirect emissions by incorporating more supplier-specific data into its inventory.



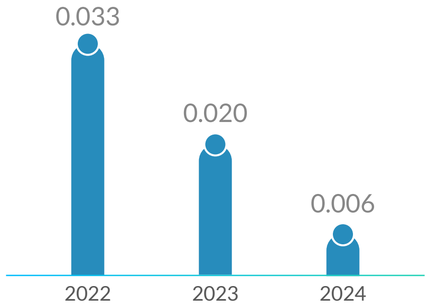
Emissions intensity

In 2024, the emissions per indicator by generation - the amount of carbon dioxide equivalent emitted for the generation of 1 MWh - reached 0.008 tCO_2e/MWh in the operating control and 0.006 tCO_2e/MWh in the corporate control approaches, a reduction compared to 2023 of 68% and 70%, respectively. 305-4

Emissions Intensity – operating control (tCO_2e/MWh)



Emissions Intensity – corporate control (tCO_2e/MWh)



The disclosures, in the parameters indicated by the TCFD (Task Force on Climate-Related Financial Disclosures) are available in the Climate and Nature Notebook.

OTHER ENVIRONMENTAL CONTROLS

Waste and pollutants

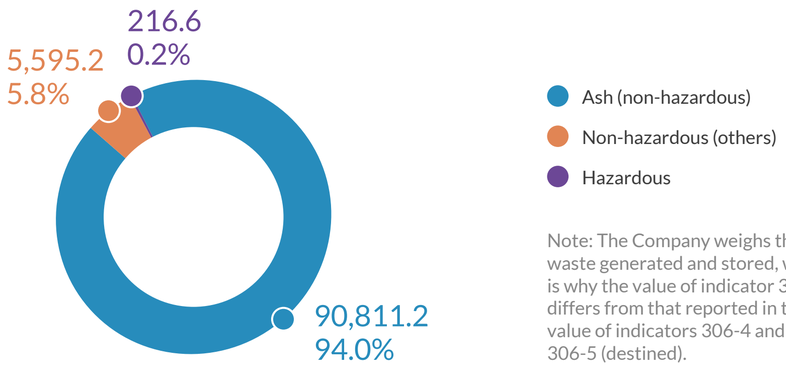
Proper waste management is a key process for environmental preservation and supports the prevention of various risks and impacts, such as contamination of soil and water sources. All ENGIE Brasil Energia units have a **Solid Waste Management Plan**, compatible with their activities and in line with the Company's Sustainable Management Policy and the National Solid Waste Policy (Law 12,305/2010). GRI 3-3; 306-1

The methodology adopted **prioritizes the elimination or maximum reduction of waste generation**. Only when this is not possible does the priority shift to reuse, recycling, treatment and appropriate final disposal, in that order. The Company provides training and raises awareness to engage employees and partners in reducing waste generation and disposing it correctly. The issue is also addressed during the induction process of new employees and third parties and is a component part of the initiatives promoted by the Company's assets through the Environmental Education Program. GRI 3-3; 306-1

The waste generated by ENGIE Brasil Energia (or for which it is responsible), is stored in appropriate locations and segregated according to its physical state, level of hazardousness and chemical incompatibility, so as to guarantee **complete compliance with the legislation and good environmental practices**. Control and traceability processes are performed digitally using specific software, which also permits the control of supplier documentation for approval, ensuring that transportation and disposal of waste is performed by qualified companies. GRI 3-3; 306-2

On a monthly basis, the Company monitors related performance indicators and assesses parameters for the generation, disposal and recovery of materials. In 2024, it set itself the target of recovering an average of 57% of waste[9] and, by the end of the year, it had achieved a rate of 75%. For hazardous waste, the average recovery target was 56% and 73% was achieved. GRI 3-3; 306-1; 306-2

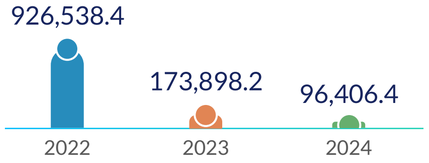
Volume and percentage of waste generated, by type (in tons)
GRI 306-3



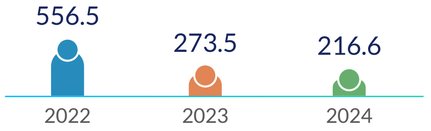
Note: The Company weighs the waste generated and stored, which is why the value of indicator 306-3 differs from that reported in the value of indicators 306-4 and 306-5 (destined).

[9] The reduction in the target compared to the previous year (from 72% to 57%) is related to the exclusion of thermoelectric plants that had a recovery of close to 100%, as well as the entry of new assets, internalizing procedures.

Total volume of waste generated (in tons)



Total volume of hazardous waste (in tons)



Total volume of non-hazardous waste (in tons)



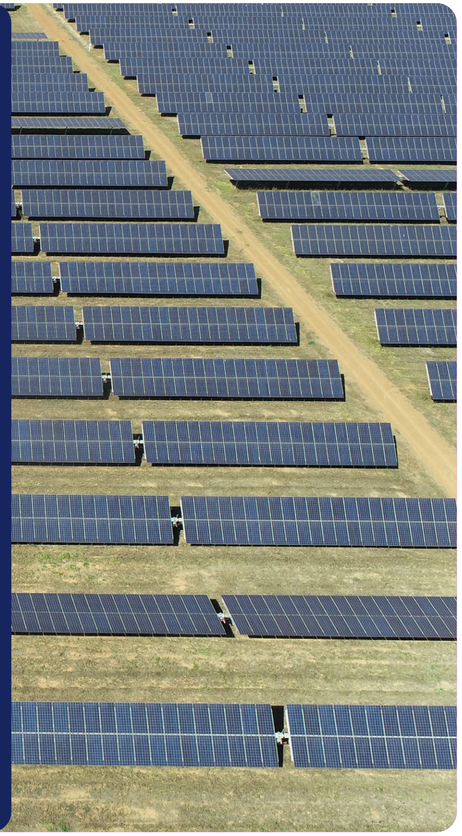
Compared to 2023, the total volume of waste generated reported a reduction of 44.6%, due especially to the sale of the Pampa Sul Thermoelectric Plant and the Lages Co-generation Unit.

Circularity

Circularity is an essential factor for economic and environmental performance, contributing significantly to **reducing pressure on natural resources**. The Company seeks to integrate its activities into a circular economy on three fronts: **reuse of organic waste, management of materials at the end of their useful life and sustainable use of resources**. The focus is on increasing the recycling rate of waste generated by industrial activities and identifying ways of recycling materials used in solar and wind generation. Some noteworthy initiatives:
GRI 3-3; 306-2

Recycling photovoltaic panels

Despite their long service life, photovoltaic panels may need to be replaced early due to cracks and splits that compromise their efficiency, an impact that has been identified on a global scale.
The replaced parts, being made up of high value-added materials, when recycled, are transformed into components for new panels or destined for use in other sectors of industry. Since 2022, in partnership with a Brazilian startup — a pioneer in Latin America in the complete recycling of photovoltaic panels —, the Company has recycled more than 3,000 tons of panels, a 99% efficiency rate for the reuse of this material, avoiding final disposal in industrial landfills.



- **Reverse logistics of stationary batteries**: stationary batteries used in the solar trackers of photovoltaic plants and generators in general, when unserviceable, are 100% recycled through a reverse logistics process. When returned to their origins, the materials are separated and crushed for reuse in the battery supplier's manufacturing process. In 2024, more than 13 tons of batteries were sent for recycling.

- **Reuse of pallets**: Around 25 tons of waste were avoided by reusing 1,560 pallets from a solar park next to the Paracatu Photovoltaic Complex. This initiative eliminated the need to purchase new disposable pallets for transporting modules, significantly reducing the environmental impact and the circular economy in the supply chain.

Other atmospheric emissions

ENGIE Brasil Energia has two sugar cane biomass plants, which concentrate other atmospheric emissions (not related to the greenhouse effect[10]), resulting from the burning of bagasse to generate thermoelectric energy. These assets have **efficient pollution control systems**, which adhere to legal parameters and/or those established in operating licenses, defined as parameters for determining emission limits and targets. The Company also sets emission targets and limits and monitors the meeting of these parameters on a regular basis. GRI 2-25; 3-3

Specific environmental programs to control atmospheric emissions and particulate matter are implemented in projects under implementation as an integral part of the Basic Environmental Projects (PBAs). In the construction of the Serra Assuruá Wind Complex, in the state of Bahia, for example, control and preventive actions include humidification of access roads and common areas, maintenance and overhaul of equipment, covering of vehicle skips, signage and speed control on access roads. Emissions of particulate matter are also controlled at the Concrete Mixing Plants, as well as monitoring the emission of black smoke from the exhaust of diesel vehicles. GRI 2-25; 3-3

Consult indicators with respect to atmospheric emissions from the operations in the Supplementary Folder.

[10] The Company has had no mecury emissions from its operations since May 2023 when Pampa Sul was sold.



6

SUSTAINABLE RELATIONS

Customers — Suppliers — Communities — Investors

Communities

R$ 48 million in social investments **(+160% compared to 2023)**

4 Main areas of activity:

- Access to education, culture and sport
- Protection of infancy and youth
- Creation of income
- Social wellbeing

Customers

1,854 customers
(+32% vs 2023)

Energy Place
Digital platform for energy commercialization.

E-conomiza
Simplified free market migration solution or small consumers.

Suppliers

3.8 thousand
Suppliers in 2024

Supply Chain sustainability:

ESG
Supplier ESG Project.

Engagement for progress in Occupational Health and Safety (OSH) and Decarbonization.

CUSTOMERS

At the end of 2024, ENGIE Brasil Energia's commercial portfolio consisted of 1,854 free customers, responsible for a total of 3,826 combined consumers, together accounting for a 7.5% market share. The close relationship with this market segment allows the Company to remain competitive, developing actions to prospect for new consumers and retain the loyalty of those already captive. It also makes it possible to keep abreast of market demands and trends in order to identify solutions that facilitate energy management, and, at the same time, help accelerate the energy transition. GRI 3-3; G4-EU3; SASB IF-EU-000.A

In this sense, ENGIE Brasil Energia positions itself as a partner for companies seeking to decarbonize their operations, with specific solutions for offsetting carbon emissions in the three scopes: direct emissions (Scope 1), indirect emissions from energy purchases (Scope 2) and indirect emissions from sources over which the Company has no control (Scope 3).
The main solutions offered for decarbonization are:
GRI 3-3

- **I-RECs and ENGIE-RECs (Renewable Energy Certificates)**: certifies that electricity is consumed from renewable sources with no GHG emissions. The certificate is internationally recognized and can be used to neutralize Scope 2 emissions. Over the course of 2024, 12.5 thousand GWh were sold through the issue of I-RECs and ENGIE-RECs.
- **Carbon credits**: allow direct and indirect GHG emissions from scopes 1, 2 and 3 to be offset, including remnants from periods prior to the current year of the GHG inventory. In 2024, 74,700 carbon credits were issued which the Company can sell in the future. And companies interested in accessing credits can also use the Descarbonize platform to make it easier to calculate and manage their emissions (see more on page 79).

In addition, ENGIE Brasil Energia offers digital products and solutions aimed at facilitating the migration of companies to the free energy market and their transactions, a function that is becoming increasingly relevant as the Free Energy Market (ACL) gradually opens up to new consumer profiles. In 2024, 446 new free customers were acquired, an increase of 31.7% compared to 2023 (see more on commercialization on page 16).
GRI 3-3; G4-EU3; SASB IF-EU-000.A

One of ENGIE Brasil Energia's solutions that fulfills this role is E-conomiza, a line of products for consumers seeking to reduce energy costs and which facilitates migration to the ACL, especially for small and middle market companies. This solution also increases consumer autonomy, allowing a business to self-manage its energy.

Another highlight is Energy Place, a digital platform that works like an energy e-commerce for all ACL agents. Here it is possible to quote and buy short- and long-term energy and manage contracts and seasonalization strategies in a practical and 100% digital way.

To further strengthen its relationship with free-market customers, the Company has expanded the contact channels available and added new partners to the team of representatives it has in different regions of the country to generate business in the free energy market, bringing the service closer to the customer.

Another initiative is the maintenance of a customer success program which, among other actions, conducts surveys to identify opportunities for improvement. Each customer responds to the survey once a year. The satisfaction rate in 2024 was 94.9% — in 2023 it was 93.5%. GRI 3-3

Commercial highlights in 2024

3,826
consumer units served.

12.5
thousand GWh — RECs sold in 2024 (Renewable Energy Certificates).

7.5%
market share in the ACL.

74.7
thousand tons of CO_2 — CERs sold in 2024 (Certified Emissions Reduction — carbon credits).

40.0%
participation of free consumers in total physical sales.

35.3%
participation of free consumers in contracted sales which comprise net operating revenue from the generation segment.

94.9%
customers satisfaction index in 2024.

SUPPLIERS

ENGIE Brasil Energia's supply chain is made up of thousands of domestic and foreign companies of different sizes and production segments, with which goods and services are negotiated. To ensure that these partners are aligned with its guidelines, the Company develops specific programs and processes dedicated to the dissemination of good practices and, consequently, to the development of the value chain.

ENGIE Brasil Energia's **Sustainable Management Policy** clearly stipulates that suppliers must comply with ethical, social and environmental responsibility and occupational health and safety requirements, including contractual requirements. This guideline reflects the importance of engaging this public in the shared management of risks and opportunities relating to the value chain. GRI 2-23

The ESG survey of suppliers contributes to this management, with questions that make it possible to understand their stage of maturity in relation to socio-environmental aspects - such as ethics, occupational health and safety, human rights, the environment and Greenhouse Gas (GHG) emissions, among others. The results provide support for actions focused on mitigating actual or potential negative impacts, as well as on maximizing positive effects on business, the environment and society.

The score obtained by suppliers in the questionnaire, which requires evidence of the practices reported, determines their classification among different levels of ESG maturity. It is worth noting that the performance recorded on occupational health and safety issues also serves as a basis for qualifying or disqualifying suppliers in competitive processes, a minimum score being required to participate in quotations for services to be performed in the Company's facilities. GRI 3-3

Supplier management procedures are continually reviewed to ensure alignment with the Code of Conduct in Relations with Suppliers and to avoid conflicts with ESG requirements. In addition, the Company's procurement personnel and other employees directly involved in supplier relations receive regular training on their role in relation to these requirements.

Among the documents reviewed in 2024 is the **Code of Conduct in Relations with Suppliers**, updated in May. The document, together with the **Procurement Policy**, clarifies the principles to be followed in this relationship and in turn orientates commercial partners to extend these same principles to their own supply chains, in order similarly to ensure that their suppliers act in accordance with the requirements established by the Company. Contracted suppliers' responsibility for these requirements is reflected in the agreements signed with ENGIE Brasil Energia, which include clauses on ethics, the environment and social responsibility. GRI 2-23

To strengthen this movement, the Sustainable Supplier Management Program was implemented in 2024, under the direct supervision of the Board of Directors, on the basis of reports from the Sustainability Committee. With a focus on the strategic engagement of this public, the Program began with three projects:

- **Supplier ESG Project**: Promotes periodic training on social and environmental issues of relevance to the value chain. In 2024, four webinars were held — one per quarter. The first was dedicated to analyzing the quarterly performance assessment used by the Company. The others were of a thematic nature: the second covered Diversity, Equity, Inclusion and Corporate Ethics and the third Occupational Health and Safety. The last training session of the year was on Environment and Climate Change, with a record attendance of 109 suppliers. In addition to the webinars, the Company sent its partners monthly newsletters on topics of greatest interest in the ESG survey.

- **Supplier Occupational Health and Safety (OHS) Project**: Has the objective of encouraging suppliers to respond to the ESG questionnaire, ensuring that companies with more than 10 employees meet the minimum OHS requirements. It also provides support for companies with performance below the minimum required, for preventive and corrective actions.

- **Supplier Decarbonization Project**: This is part of the **Journey for the Climate** developed by the Company, with a focus on identifying suppliers responsible for the largest volume of emissions (top-emitters). It also includes a maturity diagnosis, engagement for future adherence to reduction plans, technical support and the provision of a platform for drawing up the supplier's GHG inventory. Among the activities held in 2024 were five webinars. The first, in March, was attended by 31 suppliers, to whom ENGIE Brasil Energia presented its Journey for the Climate and the basic principles of the Decarbonization Program. In May, a meeting was dedicated to presenting the platform suggested for preparing the Inventory (Descarbonize) and was attended by 28 partners. During the rest of the year, three thematic webinars were held: (i) Introduction to Climate Change and Greenhouse Gas Inventory, with 13 suppliers; (ii) Carbon Market, engaging 20 suppliers; and (iii) Climate Change, Risks and Opportunities for Companies, with 13 suppliers.



It is estimated that, through the Program, there will be a reduction of more than 100,000 tCO2e, which corresponds to more than 20% of the Company's total emissions, which in 2024 included the participation of 39 mapped suppliers where the Maturity Diagnosis was performed. In this first year, more than 59% of eligible suppliers joined the initiative, taking part in skills upgrading and training. At the end of 2024, **the initiative received the UN Global Compact — Brazil Network Award in the "Climate Guardians" category, during the 29th Climate Conference (COP 29).**

Mechanisms for continued monitoring and assessment

The evaluation practices applied by the Company to manage suppliers are supported by its Due Diligence Policy, which seeks to mitigate risks of corruption and other ethical infringements, compliance and socio-environmental guidelines. These include:

- **Prior ethical analysis:** applicable to any new supplier, this is undertaken using an automated platform with big data resources and covers, among various items, aspects related to ethics and labor relations (including embargos on countries considered to be at risk under the terms of the Company's and ENGIE Group's Embargo Policy). The analysis is reapplied annually acroiss the entire supplier base.

- **Critical assessment:** at two levels of due diligence: the first level (Due Diligence Level 1) is performed by the Company's teams and applies to at least 50 suppliers[7] that receive the largest annual volume of resources. Using specific research tools, it seeks to detect supplier infringements in the areas of health, safety, the environment and human rights. If any problems are identified at this stage, the supplier moves on to the second level of assessment (Due Diligence Level 2), performed by a third-party company. At this level, criteria of a more critical nature are evaluated, such as convictions for acts of improbity, association with slave labor, listings in registers of unfit or punished companies and processes linked to environmental issues, among others.

In addition to these assessments, there are two other fundamental procedures for monitoring the value chain:

- **Quarterly performance assessment**: applied to long-term suppliers or suppliers considered critical[8], when they provide services on ENGIE Brasil Energia's facilities. The analysis includes commercial, social and health and safety criteria and is conducted by Company teams who directly monitor the execution of activities.

- **Monitoring reputation through the "RepRisk" tool**: applicable to the two supplier types, long-term suppliers and suppliers receiving more significant volumes of resources.

In the event of unsatisfactory results in any of these analyses, action plans are drawn up to address the points of correction and improvement identified, with the support and monitoring of the Company. If no progress is made, the supplier may be disqualified from joining or remaining on ENGIE Brasil Energia's list of business partners. In addition to the assessments listed above, supplier purchasing and management processes are also subject to external audits for ISO 9001, 14001 and 45001 certifications, including activities carried out by service providers on certified assets (see scope of certifications on page 35).



[7] The Ethics Committee may establish, at its discretion, additional groups of suppliers that must undergo Due Diligence Level analysis in addition to the group of 50 mentioned.

[8] Suppliers of materials with active contracts amounting to more than R$ 1 million or suppliers selected by the contracting units in the light of their criticality and relevance.

Throughout 2024, the Company maintained commercial relations with around 3,800 suppliers and registered 2,063 new ones, of which 744 were contracted — of these, 100% underwent an analysis of social, ethical and compliance criteria and 0.3% of environmental criteria. In relation to the previous ethical analysis, carried out annually with the entire base of registered suppliers, 155 suppliers were inactivated due to infringement of one or other rules laid down in the Company's internal procedures. GRI 308-1; 414-1

During the year, 100% of suppliers underwent social impact assessments. In all, 51 companies with actual or potential negative impacts were identified. Among the main ones were non-compliance with governance standards and regulations, association with slave labor and legal proceedings in the criminal category, corruption, cases of harassment, data leaks and discrimination. As a result of these assessments, 22 suppliers were eliminated from the database. GRI 414-2

In the environmental impact assessment, 98 suppliers were checked. As a result, two significant negative environmental impacts were identified, resulting from isolated accidents involving service providers. After an internal analysis to understand the occurrences, the Company

Throughout 2024, the Company maintained commercial relations with around 3,800 suppliers and registered 2,063 new ones, of which 744 were contracted.

decided to monitor the mitigating actions of these suppliers, without inactivating them. GRI 308-2

Payments made to suppliers in 2024 totaled approximately R$ 7.3 billion, of which 91% went to companies based in Brazil - the amount is below the historical level for materials purchased domestically (usually close to 99%) due to the large volume of imports related to the implementation of the Assú Sol Photovoltaic Complex, most of the equipment for which comes from abroad. The Company's guideline is to prioritize, whenever possible, the acquisition of inputs in the regions where assets are located, as a way of boosting the local economy. The main products supplied to ENGIE Brasil Energia in this period were equipment components for wind and photovoltaic systems, as well as for the modernization of hydropower plants. GRI 204-1

More information on suppliers is to be found in the **Supplementary folder**.

Combating child, forced and compulsory labor

GRI 408-1; 409-1

Committed to promoting Human Rights, ENGIE Brasil Energia will not tolerate the exploitation of child, forced or compulsory labor under any circumstances. As such, it refuses to have commercial relations with organizations involved in such practices and is instructed to report any cases of which it becomes aware to the competent bodies. The conduct expected of employees, suppliers and partners in relation to this issue is described in ENGIE Brasil Energia's **Human Rights Policy** and **Code of Ethical Conduct**, which are widely disclosed and can be accessed from the Company's website.

Due diligence procedures seek to identify suppliers listed in the Brazilian Ministry of Labor's Register of Employers which have subjected workers to conditions analogous to slavery. In such cases, the Company is committed to terminate any relationship with partners involved in these practices.

In addition, in contracts signed with countries characterized by greater degrees of labor vulnerability or less protective legislation, strict measures are implemented to guarantee the safety and wellbeing the workers involved, whether outsourced or not.

It is worth noting that the Company has an **Ethics Channel** accessible to all stakeholders, allowing them to report any irregularities related to working conditions or disrespect for human rights, either internally or among the suppliers with whom it maintains relations.

COMMUNITIES

Aware of the impacts that its operations can have, especially in the vicinity of its assets, ENGIE Brasil Energia is attentive to these areas and seeks to position itself as an **agent for social transformation**. The Company's Sustainable Management Policy expressly states this commitment. The document establishes as a premise for action the **creation of value in a shared manner** based on actively listening to these stakeholders and promoting projects and initiatives that bring about sustainable development and quality of life. GRI 2-23; 3-3

Thus, the definition of programs, investments and actions of social responsibility is conducted in a participatory manner, through a **transparent and cooperative relationship** with the communities (**see more in Stakeholder Engagement on page 39**). In addition to meeting previously mapped demands, the aim is to promote, as a priority, **access to education, culture and sport**, income generation, as well as protecting children and young people. The actions promoted also foster associativism and cooperativism, empowering communities and enabling more consistent and lasting results, improving the socio-economic conditions of the most vulnerable social groups. GRI 3-3

In 2024, the Company established a priority area for investment in social responsibility: Social Welfare. Aimed at promoting the health of people living in communities close to the assets, the new program includes a series of actions aimed at preventing chronic non-communicable diseases and facilitating primary access to healthcare.

Priority areas of social investment:

- Access to education, culture and sport.
- Creation of income.
- Protection of infancy and youth.
- Social wellbeing.



In 2024, more than R$ 48 million was invested in socio-environmental projects, including voluntary investments, unrelated to the licensing process, in the regions where the projects are being implemented. The actions involve our own resources and also tax credits shown in the table below.

Investments respect the guidelines of the Company's Code of Ethical Conduct, compliance policies and the Private Social Investment Standard, which prohibits donations or engagement in initiatives of a party-political nature or that are sectarian, religious, sexist, racist or xenophobic in nature or that represent any violation of human rights. GRI 3-3; 413-1

Funding sources	2022	2023	2024	Change 2024 x 2023
Non-tax break investments related to operating assets or corporate programs (R$ thousand)	3,449	3,944	5,832	47.9%
Non-tax break and voluntary investments related to projects in implementation (R$ thousand)	1,389	4,394	3,475	-20.9%
Investments with tax break resources* (R$ thousand)	16,487	10,339	39,352	280.6%
Total (R$ thousand)	**21,375**	**18,677**	**48,659**	**160.5%**

* Childhood and Adolescence Fund, Culture Incentive Law (Rouanet and Audiovisual), Sports Incentive Law, Municipal Fund for the Elderly, Pronon and Pronas/PcD.

The considerable increase in investments reported above is due to the greater availability of tax incentive funds reflecting profit growth, which in 2024 was considerably higher than previous years, mainly due to the sale of a percentage stake in TAG at the beginning of 2024 (see more details on the financial result under **Financial and Operating Performance**).

Solidarity: support for the state of Rio Grande do Sul

For the support of those impacted by flooding in the state of Rio Grande do Sul in the first half of the year, ENGIE Brasil Energia allocated approximately R$ 900 thousand to initiatives and projects with a focus on health, economic recovery and community development. Among these initiatives, the following feature of particular importance:

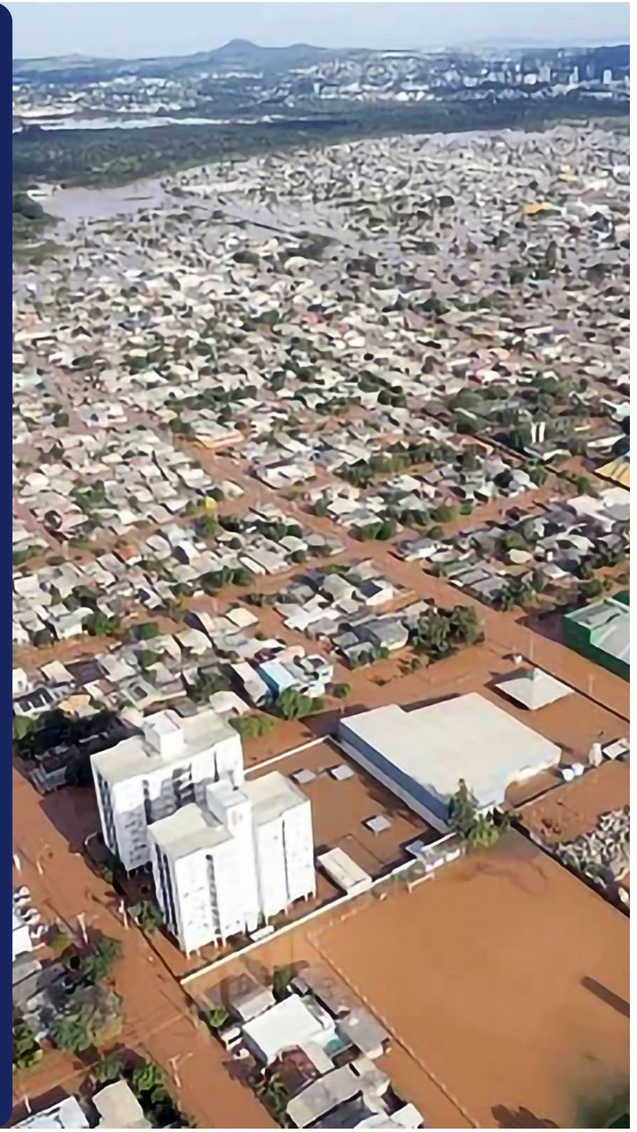
- **Mission RS:** mental health care for those affected together with professionals from the National Health System (SUS), screening of demands and directing patients to health task forces and installing three mobile healthcare units.

- **RS Recovery Stimulus**: financial support and qualification of small businesses, directly and indirectly impacted by the floods with the aim of driving socio-economic reconstruction in the state, guaranteeing the continuity of the businesses and the preservation of jobs.

- **Community regeneration hubs**: directed at the reconstruction of civil society organizations affected by the floods in the most vulnerable districts of the cities of Porto Alegre and Canoas, reestablishing their capacity to operate as reception centers for providing services and upholding the rights of their communities.

- **RS Vision**: in partnership with EssilorLuxottica for the donation of eyeglass frames and lenses to those impacted by the rains and lodged in temporary shelters and homes.

- **RS Pulse**: in partnership with Rede Asta has the objective of generating incomes and hope for women directly impacted by the flooding through opportunities to restart their lives with small businesses.



Priority axes

GRI 413-1

Education

Convinced that education can **accelerate social transformation and drive sustainable development**, ENGIE Brasil Energia supports projects and actions that promote **access to education and improve the learning capacity of children and adolescents**. One of the most important initiatives in this area is the call for educational proposals, launched annually by the Company since 2021. The aim is to recognize and encourage innovative and inclusive projects that benefit primary and high school students in public and private schools in the regions where the Company operates. More than 25,000 children and teenagers have already been impacted as the result of the project.

In 2024, the **4th Call for Educational Projects** prioritized projects focused on mental health or initiatives promoting instrumental disciplines (Portuguese and mathematics), which are important in contributing to the evolution of the Basic Education Development Index (IDEB). The commitment to UNO's Sustainable Development Goals (SDGs) was also a criterion which is taken into consideration in the selection process. Enrollments were a record — 272 projects in total, nearly 20% more than the preceding year, a demonstration of the program's recognition.

In all, 36 projects were selected from 29 municipalities located in 12 states. Of these, 30 were supported in full by ENGIE Brasil Energia, three by Portonave, two by Voltalia and one by Oiapoque Energia, via (see more on page 88). The winners received an incentive of R$ 10,000 each, to be invested in the projects, as well as the monitoring of activities for a period of 12 months.



Among the other projects supported by the Education Program is "Learning for Hearts and Minds". Originally known as SEE Learning (Social, Emotional and Ethical Learning), this is an international program led by Emory University in the United States to foster the development of social, emotional and ethical skills at all levels of education, from kindergarten to higher education.

In Brazil, the project included eight weekly meetings, online and synchronous, which enabled teachers from all over the country to take part. In the 2024 edition, 303 educators took part in the course, helping to impact 39,211 students in 37 municipalities in 12 states. In response to a post-training survey, participants indicated that the content and activities helped their wellbeing, increasing their perception of attention by 19% and motivation by 17%; and reducing frustration by 43% and stress by 41%.

Professions of the future

Another initiative that features largely in the area of education is **Professions of the Future**, a partnership between ENGIE Brasil Energia and the edtech, Cubos Academy. The initiative promotes **free technology courses** in communities where the Company operates and is transforming the reality of the young participants. More than **five thousand study grants** have been offered, the only requirement for those interested is to have completed their high school education.

In 2024, students who completed the introductory technology courses were able to take part in a selection process for **100 full study grants** for in-depth courses in the areas of Software Development, UX/UI Design, Data Analysis and Product Management. Of the students selected for the in-depth courses, 69% had a monthly per capita family income of less than R$ 3.5 thousand. In addition, 44% of the study grants went to women and 40% to black people, reinforcing the commitment to diversity and social equity.

In addition to technical training, the courses cover preparation for job interviews, behavioral skills and strategies for using LinkedIn, expanding **employability opportunities** for these young people. With this, Professions of the Future meets a need expressed by the communities themselves and planned on the basis of stakeholder dialog with ENGIE Brasil Energia which had revealed that youth unemployment was one of the main concerns in these regions.



Culture

GRI 413-1

The **democratization of culture** is an important focus of ENGIE Brasil Energia's social investments. The Company sees culture as an essential element for human development and for the effective exercise of citizenship, endeavoring to make events such as music, theater and cinema more accessible to the population. One of the most important actions in the area of access to culture and education are the **Culture and Sustainability** Centers, set up and supported in the vicinity of ENGIE Brasil Energia's assets, mainly through incentivized funds, but also with funds from partner companies, via the Partnerships for Good program.

In all, ENGIE Brasil Energia has already invested more than R$ 30 million in the Culture Centers. All the units have an amphitheater, museum, library and spaces for workshops, exhibitions and other cultural, educational and recreational activities.

In all, ENGIE Brasil Energia has already invested more than R$ 30 million in the Culture Centers. All the units have an amphitheater, museum, library and spaces for workshops, exhibitions and other **cultural, educational and recreational activities**. The spaces are managed by the communities themselves, through associations, completely autonomously and independently of the government and the Company.

The facilities contribute to the **preservation of local culture** and the **appreciation of the history and customs** of the communities. They are also used for after-school programs, supporting the **fight against social vulnerability** and crime, especially among young people, through social and digital inclusion. More than 400 children attend the workshops offered at the Culture Centers and more than 4,000 young people have already been assisted through this medium there. Approximately half a million people are estimated to have visited these centerrs during the year.

By the end of 2024, six Centers were in operation, in the municipalities of Alto Bela Vista (SC), Concórdia (SC), Entre Rios do Sul (RS), Quedas do Iguaçu (PR), Minaçu (GO) and Trairi (CE), the latter being the last to begin activities following its inauguration in June, in celebration of the Trairi Wind Complex's ten years of operations. The event featured concerts and performances, including the Bolshoi Theater's first visit to the city.

Two others were under construction: Saudade do Iguaçu, in the state of Paraná, scheduled to open in the second half of 2025, and Estreito, in the state of Maranhão. In the latter, the project includes the refurbishment of spaces at the Gotas de Esperança Institute, a local social entity, which will be transformed into a Culture Center in 2025, expanding the social benefits for local communities.

In addition, new investments were made for the construction of the Culture Center in Itá (SC), with work scheduled to begin in 2025. The Company also invested in the upgrading of community spaces in the municipality of Umburanas, in the state of Bahia. A new Culture Center is also expected to be inauguarated in the municipality to include the town's first cinema and rooms for art workshops.

More than
400 children
attend the workshops offered at the Culture Centers.



Generating income and gender equity

GRI 413-1

Women in Our Neighborhood

Engaged in the defense of human rights and the **elimination of inequalities**, ENGIE Brasil Energia adopts initiatives aimed at expanding female entrepreneurship and women's access to the labor market. Since 2020, the Company has offered a permanent program, denominated Women in Our Neighborhood, which aims to boost **gender equity** based on four fundamental axes: education, health, creation of income and combating domestic violence.

Each year, a new call for proposals is launched and the Company selects businesses led by women (cisgender and transgender), who receive R$ 10,000 each in financial support, as well as free training in entrepreneurial education and business management. Sensitization and awareness campaigns are run also within the scope of the Program for combating **domestic violence** as well as taskforces in physical and mental health and entrepreneurial education initiatives such as those run by SEBRAE for example.

The **5th Call for Proposals**, launched in 2024 and the most ambitious since the Program was created, focused on **businesses led by black women and/or mothers** — the previous edition also prioritized race. 100 initiatives were selected, in 65 cities in 22 Brazilian states, totaling R$ 1 million. The selection took into account the economic viability of the businesses, their continuity following financial support, their alignment with the Sustainable Development Goals and the potential for a **positive impact on the local community**.

Since its inception, Women in Our Neighborhood **has benefited more than 50,000 women** and supported 260 enterprises. Monitoring of the initiatives supported has shown that a large proportion of the businesses become the **main source of income for the participating families**. The figures already compiled demonstrate the importance of the Program:

81%
of the enterprises report increased invoicing following participation in the call for proposals.

92%
is the happiness index which gauges the women's feeling for their businesses.

98%
of the women entrepreneurs feel more confident and prepared in managing their businesses.

36%
of the businesses are already the principal source of income for the participating families.



Each year, the number of states and municipalities covered has been expanding, a reflection of the efforts made to accelerate the Partnerships for Good (see more below). ENGIE Brasil Energia's partners in the 5th call for proposals of Women in our Neighborhood were Aliança Energia, Baía Sul, CESTE, Consulado da Mulher, Fort Atacadista, Goedert, Habitasul, Jirau, Koerich, Malwee, Oiapoque Energia, Porto Itapoá, Portobello, Portonave, Renault, TAG, Técnica Geração, Tigre and Voltalia.
The Company also has the backing of the Maria da Penha Institute and the EduK educational platform.

Mulheres do nosso bairro

Women in Our Neighborhood – 2024 Call for Proposals

100 women contemplated

65 municipalities

22 Units of the Brazilian Federation

More than **R$ 1 million** in awards

Combating violence against women

In 2024, Women in Our Neighborhood promoted actions to combat violence against women during the **August Lilac Journey**. On this occasion, the initiative expanded its reach, with activities in three states — Santa Catarina, Alagoas and Ceará - and seven municipalities, mobilizing around **2,000 people**, including ENGIE Brasil Energia's employees, partner companies and communities.

Throughout the year, the actions were conducted in conjunction with the Maria da Penha Institute and 23 other partners, via Partnerships for Good. The Journey program included face-to-face talks with representatives of the Institute as well as extensive publicity given to informative videos and online training on sexual harassment on the streets. In Florianópolis, Santa Catarina, a talk was given by Maria da Penha Maia Fernandes, founder of the Institute, on her life story, marked by domestic violence, and the importance of **education in preventing** and confronting this reality in Brazil.

In 2024, ENGIE Brasil Energia also supported, another cycle of activities of the **Protected Women Program**, created in 2023 through partnerships with public and private agents, including the Cana Brava Hydropower Plant, operated by the Company. The aim is to **strengthen the network for combating domestic violence** against women in the state of Goiás. The actions include talks for raising awareness, training courses to improve the service provided by authorities who respond to incidents, and workshops and vocational courses for women victims of violence, fostering income generation and social protagonism.

Social Wellbeing

GRI 413-1

In 2024, ENGIE Brasil Energia launched a new structured and permanent program with nationwide coverage focused on health in the communities surrounding its assets. Known as **Social Wellbeing**, the program was structured around two pillars: **prevention of chronic non-communicable diseases and promotion of primary access to healthcare.**

The chronic non-communicable disease pillar addresses cardiovascular diseases, cancers, diabetes and respiratory diseases, the main causes of death in Brazil, but which **can be avoided by changing habits** such as smoking, alcohol consumption and a sedentary lifestyle. The actions involve providing care for the population, training health professionals, fostering support networks and homes, educational campaigns and investments in research and development.

With regard to primary access to healthcare, ophthalmology and dentistry days are planned with **free consultations and testing** for the population, actions to **promote mental health** and days to **combat child malnutrition**. In Umburanas (BA), around 2,100 public school students from the municipalities of Lajes and Pedro Avelino (RN) had access to free eye screening and consultations/testing during the year.

After the screenings and testing, 485 eyeglasses were donated to students who needed corrective lenses. This initiative was conducted in partnership with ESSILORLuxottica, a global leader in ophthalmic lenses, as part of the Partnerships for Good program.

Ocular health of students in Lajes and Pedro Avelino (RN):

Number of schools:
22

Number of students screened:
2,130

Number of ophthalmological consultations:
693

Number of eyeglasses donated:
485



In Mossoró (RN), 100 health professionals were trained to work in the fight against childhood cancer and were instructed on how to identify the first signs and symptoms of the disease, increasing the chances of a cure. Training was also given to 99 Primary Health Care agents from Estreito (MA) and 50 health professionals from Lajes and Pedro Avelino (RN). The initiative was also made possible by Partnerships for Good, with the Ronald McDonald Institute as a partner, which spearheads the Early Diagnosis of Childhood Cancer Program.

Parcerias do Bem (Partnerships for Good)

Seeking to broaden the scope of its social responsibility initiatives, ENGIE Brasil Energia launched the ***Parcerias do Bem* (Partnerships for Good)**, program in 2021 to attract customers and partners from different sectors to engage in actions and projects with a positive impact. In 2024, and three years into its existence, **more than 60,000 people had already benefited** from around 200 projects executed through more than 80 partner companies — of these, 52 were still active at the end of 2024 (See list on the right-hand side). R$ 9 million was invested in **income generation, education, health and culture**.

Over the course of the year, 91 projects were signed and 24,000 people directly benefited. ENGIE Brasil Energia's "Partnerships for Good" are companies of different sizes and segments, including the electricity sector, banks, supermarkets, industries and other organizations. The combined efforts in social responsibility are aligned with the 17th Sustainable Development Goal of the UN's 2030 Agenda, which envisages strengthening the means of implementation and revitalizing the global partnership for sustainable development.

135 partnerships were established.

More than R$ 360 thousand invested in educational projects.

More than R$ 1 million in programs for generating revenue (Women in Our Neighborhood).

Among the actions made possible by the Program are the implementation of the Culture and Sustainability Centers, the Women in Our Neighborhood program and the Social Wellbeing program. In Jaraguá do Sul (SC), for example, the Company's partnership with WEG and Banco Safra ensured the donation of R$ 1 million for investments in a new semi-intensive care ward for the elderly at the São José Hospital, with capacity for around 2.3 thousand patients.

Partneship companies 2024

ADVB · BOSCH · Consulado da Mulher · FIESC · Instituto Cultural Vale · Portobello · Baía Sul Hospital · Tigre · Alcoa · Celesc · Diamante · Fort Atacadista · Irani · Multilog · Portonave · Cemig · Duas Rodas · Goedert · Voltalia · Algar Telecom · Renault · WEG · Aliança · Jirau Energia · Nauterra · Koerich · Olapoque Energia S.A. · Ceste · Eletrobras · Grupo DVA · Clínica Imagem · Escola Técnica Geração · RGE · Habitasul · Krona Tubos e Conexões · Pointer · Grupo Softplan · Safra · comerc energia · TAG · EssilorLuxottica · Hitachi · Malwee · Porto Ilapoá

Other highlights in social investments

Capacitar

As a way of supporting the development of the communities close to its assets, the Company runs the Capacitar program, which offers **free training on tax break mechanisms**, such as the Rouanet Law, the Sports Incentive Law, the Fund for the Elderly and the Childhood and Adolescence Fund, Pronon and Pronas/PCD. The aim is to facilitate the understanding of these mechanisms so that community leaders, third sector organizations and public and private entities in general are better prepared to access these resources and **ensure the viability of the projects and actions** in their communities.

Although ENGIE Brasil Energia prioritizes the regions where its assets are located when allocating tax incentive funds, it is often unable to identify projects that are suitable for the allocation of funds in accordance with the requirements of the responsible organs making it impossible for the Company to support such projects. Capacitar helps to bridge this gap and also raises awareness among taxpayers (individuals) as to the possibility of allocating part of their tax bill to social causes.

In 2024, two face-to-face training sessions were held, attended by more than 70 people, in the states of Santa Catarina and Minas Gerais. By the end of 2024, the content made available by Capacitar on ENGIE's YouTube channel had accumulated more than 1.2 thousand views.

Capacitar contributes to the dissemination of incentivized social investment mechanisms - whether for funders or potential donors.

Volunteering

ENGIE Brasil Energia's **Volunteering Program** (VC+E) encourages the Company's employees to engage in campaigns and projects with a social impact. At the end of 2024, just over a year into its existence, 128 employees were already engaged, **having dedicated a total of 700 volunteer hours**. Among the initiatives coordinated in 2024 was raising funds for the victims of the floods in Rio Grande do Sul.

In all, 389 employees made cash donations and, for every R$ 1 donated, ENGIE Brasil Energia donated a matching R$ 2. The total amount, combined with employee and company funds came to R$ 150 thousand, transferred to the community organization, Central Única das Favelas (CUFA), for the purchase of personal hygiene products, food, building materials and household utensils for the affected communities.



In a second initiative, school supplies and cartons of milk were collected, also for the families affected by the flooding. Almost R$ 100 thousand was donated for the purchase of 313 backpacks, 8,346 items of school supplies and 1,830 cartons of milk. RGE, the energy distributor in the state of Rio Grande do Sul, centralized the distribution of donations through the Partnerships for Good Program.

Another 10 volunteer actions were carried out throughout the year, including teaching chess to children in Sonora, Mato Grosso do Sul, planting trees in Florianópolis, Santa Catarina, and revitalizing a school in Marcelino Ramos, also in Santa Catarina.

Since 2018, ENGIE Brasil Energia's employees have also been encouraged to donate part of their personal tax payment, to socio-cultural projects or entities such as nurseries, orphanages, rest homes for the elderly, and hospitals.

In 2024, ENGIE invited companies participating in the Partnership for Good program to take part in a similar campaign, five companies doing so and also encouraging their employees to allocate part of their income tax due to social projects.

Social actions during implementation

The implementation stage of the assets is a distinctive one in terms of social investments, since it is during this phase that the impacts of the projects are observed more closely, on the one hand stimulating the local economy, generating jobs, income, taxes and other opportunities but also on the other, leading to population increase, heavy vehicle traffic and temporary overloading of public services and equipment. GRI 3-3

To this end, the main demands are mapped with stakeholders and actions are planned to minimize impacts and boost local development. Below are some of the initiatives adopted in 2024:
GRI 413-1

Serra do Assuruá Wind Complex

- **Construction of community headquarters**: in the period, the Company began the community centers in the Gregório and Silvério Quilombola Remnant, the Pacheco Quilombola Remnant, the Fundo and the Tiririca Pasture Closure communities, located in the municipality of Gentio do Ouro (BA). More than 400 residents will benefit from the provision of structures built for community engagement and the holding of cultural meetings, workshops, courses and other activities. The total investment is approximately R$ 5.3 million — around R$ 1.9 million was contributed in 2024 alone - and the work will be completed in the first half of 2025.

- **Support for sport**: The Company also donated 60 kimonos with banners and 36 tatami mats to the Maria Quitéria State School. Another donation of sports equipment went to the Municipal Sports Department, benefiting 120 athletes.

- **Income generation**: the Company provided training in the region under the Transforming Lives and Undertaking to Transform projects, with professional qualifications in cooking, activities with Non-Conventional Food Plants (PANCs), handicrafts, candle and soap making. As part of the Garimpar Project, the use of a woodcut workshop was offered to 40 students from the Gentio do Ouro Municipal Education Center.

- **Support for health**: donation of a van for the Gentio do Ouro Health Department for the transportation of patients.



- **Support for security**: donation of a vehicle for the Gentio do Ouro Civil Police.

- **Access to water**: installation of a water distribution network in the community of Poções, to improve the supply to residents. The system installed consists of six solar panels and a water pump. Around R$ 400,000 was also invested in the recuperation of two headwater springs and the installation of a water distribution network for the Pacheco Quilombola Remnant Community.

In all, around R$8.4 million will be invested by the Company in voluntary projects (not linked to the environmental licensing process).

Assú Sol Photovoltaic Complex

- **Income generation**: training courses in cooking and professional qualification courses for the installation and assembly of photovoltaic systems were offered in the communities of Professor Maurício, Compasa, Novos Pingos, Palheiros IV and Bela Vista Piató, with hundreds of participants. In Novos Pingos, the community also received equipment to support the production of the community kitchen, as part of the Mãos na Massa project. The Bela Vista Piató quilombola community benefited from the donation of an agricultural tractor, inputs and a training course in quilombola law, which also covered the preparation and funding of projects.

- **Community infrastructure**: the Bela Vista Piató community received a donation of infrastructure equipment for the community association. Work has also begun on a water tank in the community, with a capacity of 40,000 liters, a school and a first aid post. In Novos Pingos, the Company donated a water tank with a capacity of 10,000 liters and an air-conditioning unit for the Maria Lídia School.



Asa Branca Transmission System

- **Occupation Plan and Social Investments**: the diagnosis of the region has begun, with testimony from four remaining quilombola communities, which will also be the subject of public meetings and hearings to define action plans and social investments, according to demands identified.

- **Sponsorship of the 2nd State Avitourism Seminar in Bahia**: an event organized by the State Department of Tourism in partnership with the Instituto Adroaldo Moraes NGO to discuss strategies for developing and strengthening avitourism, which has been growing in the state.

Connection Program

ENGIE Brasil Energia's environmental conservation strategy relies on the engagement of local communities as a way of **multiplying efforts** and **maximizing positive impacts** from the actions implemented. To this end, initiatives in environmental education are developed, both at operational assets and at projects under implementation, with a view to sustainable development.

Some of the initiatives are implemented as part of the environmental licensing of the assets and involve guidance for employees and members of the community on the basis of lectures and educational materials. In those assets where the Environmental Education program linked to the licensing has already been concluded, other activities are planned, and part of the **Connection Program**, for a diverse audience made up of communities, public and private schools, government authorities and the academic and scientific community in general.
GRI 2-29; 3-3

Connection also offers **routine visits for the public to the plants and other facilities in the Company's generation park**, thereby facilitating the understanding of how the assets work, the process of energy generation and its interfaces with the environment and society. It also addresses relevant socio-environmental issues such as climate change and its consequences with visitors of whom more than 122,000 were recorded.



Quilombola and indigenous communities

One of the essential pillars of ENGIE Brasil Energia's ESG agenda is respect for traditional communities, such as indigenous peoples, riverside dwellers, quilombolas, among others who live in regions close to the assets. The relationship with these communities complies with the guidelines of Convention 169 of the International Labor Organization (ILO) and is based on the premise of prior and informed consultation on issues of interest to them, in a manner compatible with their culture, guaranteeing full preservation of rights and support for socio-economic development. GRI 3-3

Among the highlights of 2024 in this regard are the actions developed with the Bela Vista do Piató Quilombo Community (CRQ) in Assú, Rio Grande do Norte, in the region where the Assu Sul Photovoltaic Complex is being built. In compliance with the requirements of the licensing authority — the state environmental protection agency, Institute for Sustainable Development and the Environment (Idema) — the Quilombola Action Plan was drawn up by the Company with a focus on improving the quality of life of the 150 or so families that make up the community. GRI 2-25; 3-3

The Plan was structured around six strategic axes, including activities in environmental education, professional training, income generation and improvements to community infrastructure, among others. The total planned investment is around R$ 6 million, to be invested in actions such as building a water tank to supply the community, offering courses in vocational training and quilombola rights, donating agricultural equipment to small producers, productive backyards, building a school and health center, installing photovoltaic energy in community structures and expanding the community kitchen, as well as renovating the multi-sport court and improving access to the community.

In the region of the Serra do Assuruá Wind Complex, currently being implemented in the municipality of Gentio do Ouro, state of Bahia, five traditional communities were identified in the project's Area of Direct Influence (AID): three quilombolas and two *fundo de pasto* (traditional cattle raising communities). The Company's relationship with all of them is guided by specific action plans, which consider the cultural and socio-economic characteristics of each, including projects to recover headwater springs, improve water supply, flour houses and donate tractors and grinders. Direct investments in these actions for traditional communities are estimated at R$ 3.9 million. GRI 3-3

Also, among the initiatives carried out in traditional communities throughout 2024, important were the meliponiculture workshops, the implementation of community gardens and the Agricultural Activities Program, undertaken in 33 demonstration units selected from rural properties in the region. Initiatives in Social Communication, Environmental Education, Health Education and Cultural Heritage Restoration initiatives were made, with the production of videos and folders for each of these communities. In addition, ENGIE Brasil Energia began building residents' associations centers — spaces for community use that will house courses and cultural activities as well as strengthening confraternization among families.

In the Central-West Region, work continued on the Work Plan focused on the Avá-Canoeiro Indigenous Land, in the sphere of influence of the Cana Brava Hydropower Plant. Validated by the National Foundation for Indigenous Peoples (FUNAI), the Plan complements the impact studies on the community by means of field campaigns to collect socio-economic and environmental data, as well as diagnoses and interviews conducted by anthropologists who specialize in the ethnic group and speak the Avá indigenous language. GRI 2-25; 3-3

The results of the studies will indicate any actions and measures that still require mitigation and compensation and have been handed over to FUNAI for evaluation. Subsequently, the studies will also be presented to the indigenous community. The main objective is to revive and strengthen the Avá-Canoeiro ethnic and cultural identity, considered to be a people native of the Araguaia and Tocantins hydrographic basins.



Safety of hydropower dams and community coordination

GRI 3-3

At ENGIE, the operational management of hydropower dams includes strict safety practices, developed in accordance with the National Dam Safety Policy (Law 12,334/2010, amended by Law 14.066/2020), the National Civil Defense and Protection Policy (Law 12,608/2012) and ANEEL Normative Resolution 1.064/2023.

As provided for in the Dam Safety Plan (PSB), dam structures undergo regular technical inspections to ensure their integrity in accordance with current safety standards. These preventive actions reduce the probability of accidents or disasters and their impacts.

The management of these assets is integrated with coordinated actions with the Civil Defense and Protection organs, helping to strengthen a culture of prevention in the communities located in the areas of influence of the plants. In this context, ENGIE Brasil Energia has adopted a strategic approach, with planned **investment of more than R$ 100 million** over a decade, aimed at implementing and maintaining self-protection elements in readiness for use throughout the Self-Rescue Zone (SRZ).

These actions reinforce the Emergency Action Plan (PAE) procedures at the 13 hydropower generation assets, representing a significant advance in the Company's operational safety. They also guarantee efficient management and a coordinated response in emergency situations, in partnership with public bodies and potentially affected communities.

The scope of the PAEs for the 13 assets directly involves 80 municipalities, of which 31 are located in the Self-Rescue Zone (ZAS), which require agile, practical and effective self-protection solutions. Another 49 are located in the Secondary Safety Zone (ZSS), regions where there is ample time for support actions by official emergency teams in the event of an emergency.

Since 2021, the Company has been stepping up preventive actions at the plants, carried out in five stages, as shown in the infographic below.



Stages of preventive actions

1

Aerial survey:

Aerial mapping was conducted using drones, with the aim of accurately identifying buildings, accesses, inhabited areas and the conditions of the land downstream of the dam, within the operational area of influence, with a view to consolidating the Self-Rescue Zone (ZAS) covered by the Emergency Action Plan (PAE).

2

Registration of the Population:

A contracted team, with the support of Civil Defense, visits residents in the region as part of the registration process, recording data on buildings and information on the residents of each socio-family group. The aim is to map the contingent population to be considered in evacuation situations in the Self-Rescue Zone (ZAS). Registration was first completed in 2022 and is now being updated in 2025.

3

Evacuation signs:

Signs indicating escape routes and meeting points have been installed in the Self-Rescue Zone (SRZ), with the aim of guiding the population on the safe routes and locations to follow in emergency situations.

4

Audible warning system:

Consists of sets of sirens installed in the Self-Rescue Zone (SRZ), capable of emitting voice messages and audible warning signals, with the aim of guiding the population in emergency situations. The system is operated by ENGIE Brasil Energia and is activated with the consent of the Civil Defense and Protection organization.

5

Training and dissemination program:

The Emergency Action Plan (PAE) includes a structured program of tests, exercises and training, classified into two main categories:

a) Discussion-based exercises:
Their main objective is to disseminate knowledge about emergency scenarios, operational procedures and communication flows established in the PAE. They also aim to promote preventive actions and strengthen the understanding of the potentially affected population, employees and the bodies that make up the Civil Defense and Protection System.

b) Operations-based exercisess: Focused on practical activities, with the aim of training key people to act in emergency situations, testing equipment, validating communication flows and assessing the functionality of operational systems. These exercises also make it possible to identify any gaps in resources or signaling and encourage the active participation of potentially affected inhabitants by simulating real response scenarios.

In 2024, all the plants operated by the company completed the cycle of implementing Emergency Action Plans (PAE) and began the training program and outreach actions with potentially affected communities.

In all, approximately 20,000 hectares of potentially impacted areas have been mapped and around 8,000 people living in the Self-Rescue Zone (ZAS) have been registered. On another front, more than 4,000 signs were installed, covering 668 escape route points and 297 meeting points, to ensure adequate guidance for the population in emergency situations.

In addition, 153 sound systems were installed, totaling 918 sirens, guaranteeing full coverage of the Self-Rescue Zone (ZAS), ensuring that communities are alerted in the event of an emergency.

Full-scale simulations were carried out at the Itá, Machadinho and Passo Fundo hydropower plants and at the Rondonópolis and José Gelázio SHPs. In addition, functional exercises were carried out at the Salto Santiago, Salto Osório, Jaguara, Miranda, Ponte de Pedra, Cana Brava, São Salvador and Estreito hydropower plants, with a focus on checking the readiness of local residents and recognition of evacuation signs.

Over the course of the year, 46 meetings were held with Civil Defense and Protection agencies, city halls and emergency services, robust and effective coordination between ENGIE Brasil Energia and these agents being demonstrated.

In addition, the Emergency Action Plans and a detailed cartographic atlas of the mapped areas can be found on the Company's website as well as the Itá, Machadinho and Estreito Consortia websites. The publication represents a significant advance in transparency and access to information to support decision-making under critical scenarios. The Emergency Action Plans of all the plants operated by the Company are in the public domain [**at this link**] (only available in Portuguese).

Among the main results of the foregoing initiatives are the raising of public awareness, strengthening the self-rescue system and disseminating good operational safety practices. As an additional proposal, the integrated and systemic model adopted by ENGIE can be replicated in other locations, promoting a culture of prevention and efficiency in responding to emergencies.

In 2025, continuing the training program and disclosure, new full-scale simulations are planned at the Salto Osório, Salto Santiago, Jaguara, Miranda, Ponte de Pedra, Cana Brava, São Salvador and Estreito plants.

Self-Rescue Zones (SRZ)

	SRZ	Scape routes	Meeting points	Alert systems	
Hydropower Plant	**Hectare**	**Quantity**	**Quantity**	**Quantity**	**Nr Sirens**
Itá	1,706	94	36	22	132
Machadinho	1,021	24	19	11	66
Passo Fundo	1,189	24	21	12	72
Salto Osório	710	9	9	7	42
Salto Santiago	2,568	171	38	16	96
Jose Gelásio (PCH)	59	1	1	1	6
Rondonópolis (PCH)	59	1	1	1	6
Jaguara	1,649	42	23	18	108
Miranda	2,265	57	26	18	108
Cana Brava	3,672	19	9	13	78
São Salvador	2,950	72	31	11	66
Ponte de Pedra	914	51	12	5	30
Estreito	2,150	103	71	18	108
Total	**20,911**	**668**	**297**	**153**	**918**

INVESTORS

With **transparency and trust** as premises in its relationship with all stakeholders, ENGIE Brasil Energia maintains a proactive stance in making information available to investors. As such, it reports results systematically and does not limit itself to financial information, sharing results relating to all aspects of the business.

Material facts, reports, notices to shareholders and other communications to the market are published in the "Investors" area of the Company's website, as well as CVM and B3 pages. Other pertinent guidelines are contained in the **Information Disclosure and Securities Trading Policy.**
GRI 2-29

ENGIE Brasil Energia also holds quarterly meetings with investors and market analysts to present results and discuss strategies. In doing so, it strengthens its relationship with this audience, encourages their participation in relevant discussions and increases transparency.
GRI 2-29

In addition, the Company runs the annual "**Inside ENGIE Brasil Energia**", a public meeting, broadcast through the Company's YouTube channel in which it discusses the year's results, strategies, challenges and opportunities in the electricity sector. GRI 2-29

Investors are also attended by telephone or in writing via a form found in a dedicated area of the Company's **website** or by e-mail. In 2024, the Company launched a project for using Artificial Intelligence tools in the service channels with the aim of streamlining and standardizing communications, improving the efficiency and quality of service.
GRI 2-29

At the end of 2024, ENGIE Brasil Energia had approximately 280 thousand shareholders, between natural and corporate persons, a year-on-year decrease of 6.7%. All of them receive isonomic treatment with respect to reports on corporate strategy, governance, risks and business performance.

Interactions with investors 2024

184
analysts and institutional investors attended via conferences and non-deal roadshows.

5,5
thousand at the quarterly results video-conferences.

8 lives
with a focus on the personal investor (with more than 9 thousand views).

1,6
thousand participants at the the investor day "Inside ENGIE" (38 onsite).

55,8
thousand visits to the investor website during the year.





7

FINANCIAL AND OPERATIONAL PERFORMANCE

Macroeconomic context — Sector context
Operational performance — Economic-financial result

Financial performance

Adjusted EBITDA:
R$ 7.4 billion
(+1.3% vs 2023).

Net Income:
R$ 4.3 billion
(+25.5% vs 2023).

Value Added and Distributed:
R$ 10.4 billion
(+19.5% vs 2023).

Earnings for 2024:
R$1.9 billion.

Investments:
R$ 9.7 billion (historical record).

Operational performance

Energy production:
54,223 GWh
(+24% vs 2023).

Availability:
89.6%
(-3.0 p.p).

Sectoral contexto

Electricity consumption in the country:
560,219 GWh
(+5% vs 2023).

Free Energy Market
(+11%).

Regulated Energy Market
(-7%).

MACROECONOMIC CONTEXT

The global economic panorama in 2024 was marked by stronger year-on-year growth, particularly due to decreasing inflation rates and in the absence of any major adverse impact on economic activity as well as a reduction in interest rates by the American and European central banks. However, complex geopolitical conflicts such as the wars between Russia and Ukraine and Israel and Hamas, maintain an unstable scenario in place with the possibility of a fresh inflationary spiral.

In Brazil, the economy performed above the world average. Gross Domestic Product (GDP) grew 3.4%, the highest in the past three years. The result was aided by the good performance for the services sector and the increase in government expenditure. In parallel, economic growth was responsible for the decline in unemployment, this reaching its lowest level of the historical series.

Conversely, inflation came under pressure, ending the year outside the upper limit of the Brazilian Central Bank's target, both due to increased demand for products and services generated by economic growth, the effects of drought on the price of foodstuffs and electric energy and by the appreciation of the US Dollar which produced upward pressure on both the prices of imported products as well as commodities. The PTAX rate of the US Dollar closed the year at R$ 6.19, approximately 28% higher than the quotation at the close of 2023, which was R$ 4.84. In a scenario of inflationary pressures, the Central Bank increased the basic Selic rate and is promising further increases for 2025 to ensure that the interest rate curve returns on Central Bank target, which is 3% p.a., with an upper limit set at 4.5% a.a.



SECTOR SCENARIO

According to an International Energy Agency (IEA) survey, the global demand for electricity increased 4.3% in 2024 and the forecast is that it will continue to grow at close to an annual 4% through 2027, exceeding world GDP growth itself. Renewable energies should meet approximately 95% of this growth in demand for the period. The expectation is that the rapid expansion in photovoltaic solar energy, increasingly cheaper, will be responsible for roughly half the growth in total demand for electricity by 2027 as opposed to 40% in 2024.

The larger part of the additional demand for electricity will come from emerging economies, which are expected to represent 85% of the growth. This increases will be driven among other factors by high temperatures and the associated use of air conditioning, and by the already-mentioned economic growth rate of India, China and Southeast Asia, compensating for the lower growth in developed countries.

In Brazil, there was also a sharp increase in consumption due to the strong demand in the industrial sector, particularly the metallurgical and pulp and paper segments and, to a lesser degree, the increase in consumption of the residential and commercial segments. Electricity energy consumption was 560,219 GWh, a growth of 5.3% in relation to 2023 of 531,881 GWh. The regulated market (ACR) decreased 7.1% while the free market (ACL) increased 10.6%. Growth in the residential sector was 7.1%, industrial 4.8%, commercial 5.2% and others 3.1%. Meanwhile between regions of the country, growth was remarkably uniform, being greatest in the North (6.9%) and the lowest in the Southeast (5.0%).

Global energy outlook

As the global demand for electricity increases, the outline of a new energy system is emerging. In the last decade, the use of electricity has grown twice as fast as general demand for energy. **However, from now until 2035**, it can be expected to grow six times faster thanks to the growing adoption of electric-powered vehicles, air conditioning, chips, artificial intelligence, among others.

Based on the shape of current policies, **low emission sources should be responsible for generating more than half world demand before 2030**. However, for each US Dollar spent on renewable energy, only 60 centavos are expended today on networks and storage. Safe decarbonization of the electric sector requires that **investment in networks and storage grow still faster than investments in clean generation**. Additionally, many energy systems are currently vulnerable to a series of threats, including an **increase in extreme climate events and cyber attacks**. This places a premium on efforts to reinforce the resilience and digital security of energy systems.

Source: International Energy Agency (IEA) - **https://www.iea.org/reports/world-energy-outlook-2024**.

Sectorial and regulatory debates

ENGIE Brasil Energia participates, either through associations or individually, via formal public consultations, in sector debates with regulatory bodies. Engagement always takes place in the public arena, respecting corporate guidelines such as the Code of Ethical Conduct and the Guide to Ethical Practices.

The Regulatory and Market Affairs Unit is responsible for managing the debates, in partnership with the areas responsible for the topics under discussion, and reports to the Chief Regulation and Market Officer, who sits on the Executive Board. Duties include monitoring, analyzing, reporting and informing on the evolution and critical points of regulatory issues and bills that impact the Company's business.

The table below shows the main issues ENGIE Brasil Energia was monitoring in 2024, with a strategic focus on defending agendas in line with our Purpose and the Paris Agreement, towards a carbon-neutral society. Some of the issues highlighted were the regulatory framework for Green Hydrogen (PL 2.308/23), the reduction of taxes for products suited to the green, low-carbon economy (PL 2.148/15), the suitable indication of transmission costs in Brazil (PDL 365/22), the valorization of services provided by hydropower plants and the export of hydro power to Argentina and Uruguay.

Theme	Why is the theme important for ENGIE Brasil Energia	Company Positioning
Regulatory framework for Green Hydrogen (Law 14948/2024 and infra-statutory norms) and regulation for datacenters/AI/ cryptocurrencies.	The framework for hydrogen is designed to establish the regulatory base for low carbon hydrogen in Brazil which will influence the development of the domestic market and its competitivity in relation to the global market for hydrogen. In addition to H_2, other regulatory adjustments are necessary to attract new loads to the system, resulting in new opportunities for the generation portfolio. The ENGIE Group sees major potential for the development of the value chain.	The monitoring of the theme is designed to leverage opportunities for developing projects for the production of green hydrogen and its derivatives, both for export as well as for meeting domestic demand from Brazilian industries which are seeking to decarbonize their productive processes. In addition, new loads in Brazil mitigate excess offer of generation, valorizing the existing portfolio, as well as permitting the anticipation of expansion of generation in the country.
Legislative Decree Bill 365/22.	PDL 365/22 aims to suspend Aneel's normative resolutions that covered adjustments to the methodology for allocating transmission costs in Brazil. Annulling normative resolutions, incorporated after years of discussion with society, would bring legal uncertainty to the Brazilian electricity sector.	ENGIE Brasil Energia supports Aneel in the need to suspend PDL 365/22, in order to protect the Brazilian electricity sector, as well as the tariff methodology approved by the Agency, with a view to the improved allocation of transmission costs in Brazil.
Valorization of services provided by the hydropower plants.	Besides generating electricity, the hydropower plants provide flexibility and reliability to the electric energy system. These functions, inherent to the Company's hydropower plants and sundry other plants in the National Interconnected System, are not being duly remunerated, notwithstanding their extreme importance in the growth of non-dispatchable sources of renewable generation such as solar and wind power.	The Company favors additional remuneration for ancillary services rendered and the flexibility that the plants provide in addition to the generation of energy.
Export of hydropower to Argentina and Uruguay. Importation from Uruguay.	Exportation of hydropower permits the reduction in energy wastage in the form of spilled hydropower by the plants, so transforming into additional revenue for Brazil. Energy imports from Paraguay under the firm modality and with a limitation of 120 MWm.	ENGIE Brasil Energia supports the export of spilled hydropower, providing greater efficiency to the system, benefits to domestic agents and decarbonization — given that the acquisition of energy in Brazil will reduce demand for thermal generation in other countries. Importation of energy may reduce costs at peak hours although it is important that it is not concomitant with power outages.

Theme	Why is the theme important for ENGIE Brasil Energia	Company Positioning
Reduction of the tax take for products suitable for the low carbon green economy (PL 2148/15) The previous bill (PL) was joined to that of the Carbon Market (PL 182/2024).	ENGIE Brasil Energia's proposes to accelerate the transition towards a carbon-neutral society through reduced energy consumption and more sustainable solutions. In this way, it remains alert to opportunities for action, consolidating a privileged position with practices that respond to the challenges and opportunities arising from the decarbonization movement adopted by various sectors and supplying their operations via 100% renewable generation alternatives, generating electricity from hydropower. The entire governance framework of what is offered not only facilitates the transition for customers, but also presents a commitment to sustainability, adhering to sustainable principles.	The Company understands as fundamental and has acted in conjunction with the entities of the energy sector for the creation of public policies for the establishment of a regulated carbon market, which helps Brazil meet its commitments within the scope of the Paris Agreement and also with the objective of limiting the increase in global temperatures. ENGIE Brasil Energia defends a market of a multi-sectorial nature in which there are various sources of energy and assets with a robust and competitive regulatory structure of governance at a global level, offering legal security to users and to transactions. In addition, it supports the creation of technical guidelines and parameters duly regulated that contemplate all sources within sustainable principles.
Reduction of subsidies.	The Company believes that subsidies distort the market and end up generating additional costs for consumers and energy generators. Distortions accumulate and generate harmful effects, such as high energy tariffs (especially for the residential consumer) and curtailments in renewable energy.	The Company is of the view that subsidies should be used with a specific objective in mind, guaranteeing a return to society. Currently, renewable sources, especially Distributed Generation, are already competitive and can develop without being a burden on society through subsidies and market distortions.
Reduction in curtailment of renewable energy.	Given the scenario of expansion in renewables concentrated in the Northeast region and the consequent systematic overloading, the level of power cuts/ limitations on generation during the day, above all in the case of wind and solar sources (curtailment) has been worsening. It is expected that curtailment will deteriorate further in the next few years, with a considerable financial impact on the Company.	The Company is seeking alternatives for mitigating the impact of curtailment, whether by encouraging policies for expanding demand in Brazil (to reduce the excess supply), regulatory alterations or operational adjustments which mitigate curtailment volume in the plants of its portfolio.

The list of associations to which the Company is affiliated, as well as the amounts spent on contributions to these entities, are published in the Supplementary Folder. In 2024, around R$ 1.6 million was paid to associations and research centers to participate in discussions on issues in the electricity sector. The list of regulatory representation partners is also presented in the Supplementary Folder, on page 130.

Prohibition of political financing

As in recent years, in 2024 no donations were made or partnerships entered into by ENGIE Brasil Energia involving political parties or agents, or political campaigns of any kind.

The Company's Code of Ethical Conduct does not tolerate influence peddling and prohibits any financing of political activity, even in countries where this type of support is authorized and legal. In Brazil, political donations by legal entities have been prohibited since the approval of Law 13,165 of 2015.

OPERATIONAL PERFORMANCE

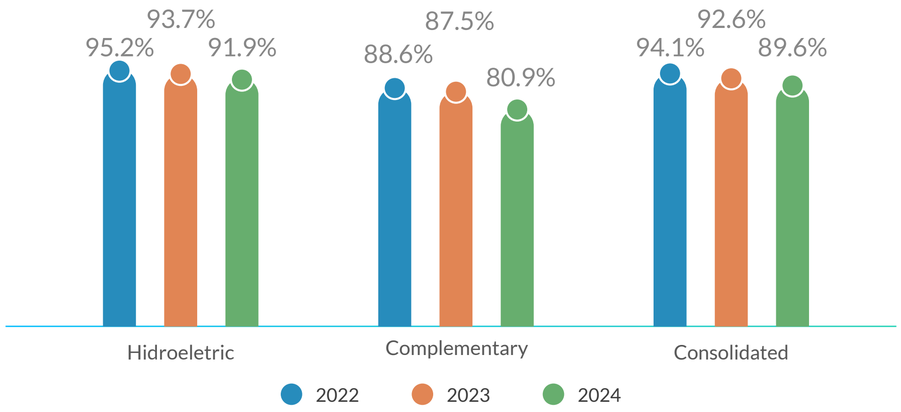
Energy generating park uptime

In 2024, taking into consideration all scheduled and forced stoppages, the plants operated by ENGIE Brasil Energia recorded an uptime ratio of 89.6%, namely 91.9% for hydropower plants and 80.9% in the case of plants powered from complementary energy sources. There was a reduction of 3.0 p.p. in global uptime, being 1.8 p.p. for the hydropower plants and 6.6 p.p. for the complementary units. GRI G4-EU30

Uptime at the hydropower plants, compared to 2023, was influenced by the disconnection of the Number 2 Generator Unit at the Salto Santiago Hydropower Plant due to repair work on the turbine rotor at the manufacturer, operations only being resumed in January 2025 — subsequent fact to those reported in this Report.

With respect to the complementary plants, the reduction in uptime ratio was impacted largely by the stoppage of the Number 4 Generator Unit of the Ferrari Thermoelectric Power Plant, corrective maintenance carried out on the wind generators at the Umburanas Wind Complex as well as maintenance on the Rondonópolis SHP.

Uptime Operating (considering scheduled shutdowns)





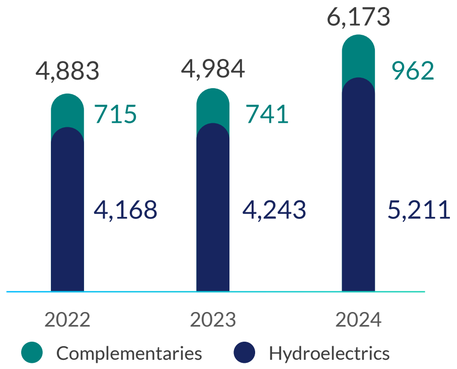
Energy generation

GRI G4-EU2; SASB IF-EU-000.D

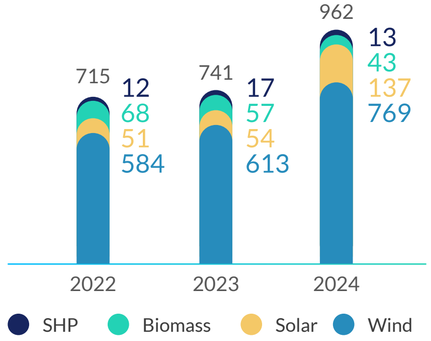
For calendar year 2024, global generation from the plants operated by ENGIE Brasil Energia was 54,223 GWh (6,173 average MW), 24.2% greater than 2023 when total generated was 43,662 GWh (4,984 average MW), discounting output from the Pampa Sul Thermoelectric Power Plant and divested in May 2023.

At the hydropower plants, annual production in 2024 was 45,770 GWh (5,211 average MW), 23.1% higher than 2023. Since the hydrological conditions were largely unchanged year-on-year, the differences can be ascribed to the operational policy of the National Interconnected System (SIN) and specific interventions at the generator units.

Generation – all sources (average MW)



Generation – complementary sources (average MW)



As for the complementary plants, power output in 2024 was 8,452 GWh (962 average MW), 30.2% greater than the previous year. This enhanced production is due primarily to the startup in operations at the Santo Agostinho and Serra do Assuruá wind complexes and the acquisition of working photovoltaic plants.

Also worth recalling is that the increase in the Company's hydropower generation does not necessarily improve economic-financial performance. Similarly, a reduction in this type of generation does not necessarily imply a deterioration in economic-financial performance. This is due to the application of the Energy Reallocation Mechanism (MRE), where the inherent hydrological risks of hydropower generation are shared proportionally among MRE participants.

Operational performance of transmission lines

Engie Brasil Energia recorded a strong operational performance from its Gralha Azul and Novo Estado transmission assets with total uptime of 99.99% in the twelve months of 2024. This percentage is an improvement on 2023, when the total accumulated uptime was 99.95%.
The transmission assets have turned in an excellent operational performance since their entry into commercial operations.

Electricity losses in transmission (energy lost in the grid divided by energy transmitted) were 0.84% in 2024 or 290,124.8 MWh — 0.60% for the Gralha Azul System and 1.36% for the Novo Estado System. The Gavião Real System has no losses.

Generation in 2024 was 24.2% higher than that observed in 2023, partly due to higher generation in hydroelectric plants, partly due to the acquisition of solar assets, and partly due to the startup in operation of assets under implementation.



Modernizations of the generator park

High levels of uptime of the assets and their operational efficiency are also the result of investments made in the modernization of projects, such as the 408 MW Miranda Hydropower Plant, located in Indianópolis (MG). In 2024, the Company completed the modernization of the plant's control and instrumentation systems, which began in 2022.

The initiative is even more important given that the hydropower plant is operated remotely by the Generation Operation Center located at ENGIE Brasil Energia's headquarters in Florianópolis (SC). This has added more security and reliability to the monitoring of generation.

Over the year, progress continued to be made on the project for modernizing the Salto Osório (PR), Ponte de Pedra (MT) and Jaguara (SP) hydropower plants. At Salto Osório, the project, deemed as a major one in terms of size, includes the replacement of equipment and systems with the most modern technologies. Work on all six generator units is expected to be concluded by 2025. At Ponte de Pedra, the engineering project is advancing on schedule with estimated completion set for 2026. At Jaguara, work in progress is expected to proceed through 2028, increasing the useful life, reliability and availability of the assets, with the respective concession term expiring 2048.

The photovoltaic assets are also undergoing modernization involving operational improvements and enhanced performance. At the Paracatu Photovoltaic Complex, the Company is undertaking repair work on wind damage in April 2023 and covered by an insurance policy for material damage and loss of earnings. The Assu V, Paracatu and Floresta photovoltaic plants are also modernizing tracker control and communication systems. At Paracatu, work has been completed with the full restoration of the generation panel equipment, trackers and structures which had been damaged by an extreme weather event. The Complex now has a new Generator Park IV with more modern, efficient and resistant equipment.

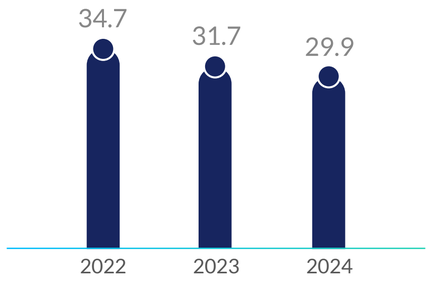
Investments in modernization totaled 147 million in 2024.



Gas transportation

In 2024, transmitted gas volumes were 29.9 million m^3/day (31.7 million m^3/day in 2023). Volumes under extraordinary agreements were 10.6 million m3/day, representing approximately 11% of TAG's total contracted volume, and 15% if only the integrated network (excluding the Urucu-Manaus Gas Transportation Pipeline (GTA) where Petrobras remains sole carrier) is considered. In 2024, TAG signed 228 firm agreements (45 active) with 24 distributors.

Average volume of gas transported (MM m^3/day)





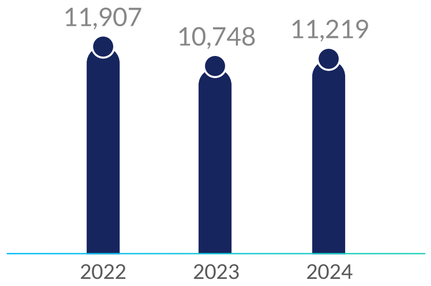
ECONOMIC-FINANCIAL PERFORMANCE

The following is a summary of the main components of the financial results, reported in detail in the Management Report and Financial Statements 2024, which can be accessed at this **link**.

Net operating revenue

Net operating revenue increased from R$ 10,748 million in 2023 to R$ 11,219 million in 2024, that is an increase of R$ 471 million (4.4%). The variation largely reflects the entry into operation of projects under implementation and the acquisition of renewable assets already operational, together with the indemnification for non-compliance by a supplier with contractual conditions related to the delay in the conclusion work on the Santo Agostinho Wind Complex. These positive effects were attenuated by the divestment of the Pampa Sul Thermoelectric Power Plant in 2023.

Net operating revenue (R$ million)



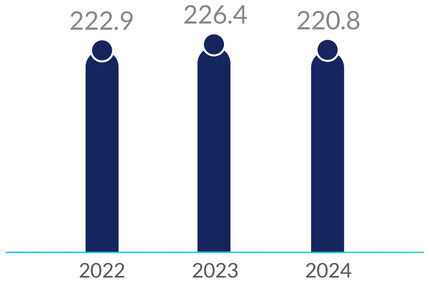
Net average selling price

The average selling price of energy, net of charges on revenue and trading operations was R$ 220.79/MWh, 2.5% lower than the R$ 226.42/MWh practiced in 2023.
SASB IF-EU-240a.1

The price reduction between the periods under analysis was substantially motivated by the following factors:

- **improvement in the hydrological scenario** in the past two years, combined with the increase in supply of renewable energy and the growth in distributed energy, had an impact on the decrease in energy prices in the free market;
- **sale of the Pampa Sul Thermoelectric Power Plant** in May 2023, the plant selling energy at prices above the average for the rest of the Company's portfolio; partially attenuated by the acquisition, effective early 2024, of the Juazeiro, São Pedro, Sol do Futuro, Sertão Solar and Lar do Sol photovoltaic complexes — assets with contracted energy at prices higher than the average for the remainder of the Company's portfolio; and
- **monetary restatement** of the existing long-term agreements.

Net average selling price (R$/MWh)

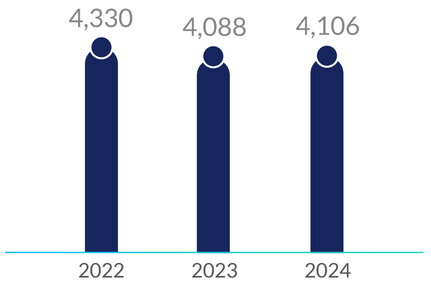


Sales volume

Energy volumes sold in agreements net of trading operations were 36,064 GWh (4,106 average MW), against 35,816 GWh (4,088 average MW) reported in 2023, an increase of 248 GWh (18 average MW) or 0.4%.

The increase in the volume of energy sold during the year was largely due to the acquisition of Juazeiro, São Pedro, Sol do Futuro, Sertão Solar and Lar do Sol and the increase in the free energy market, the result of the increase in proprietary installed capacity between the periods analyzed — offset by the decrease in sales volume to the distributors due to the sale of Pampa Sul.

Sales volume (average MW)

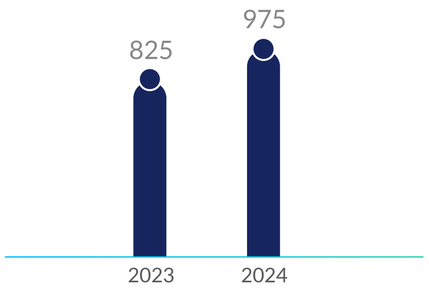


Operational result of the energy transmission segment

The Annual Allowed Revenue (RAP), the energy transmission companies' source of revenue, is received only from the entry into commercial operations of the transmission system. The Gralha Azul and Novo Estado transmission systems went into full commercial operation in February 2023. Additionally, in July 2024, the Company concluded the implementation of the Gavião Real Transmissora de Energia.

In 2024, the gross result of the energy transmission segment was R$ 975 million, R$ 150 million (18.2%) greater than the R$ 825 million in 2023. The variations largely reflect the readjustment of revenues, reflecting increased inflation rates.

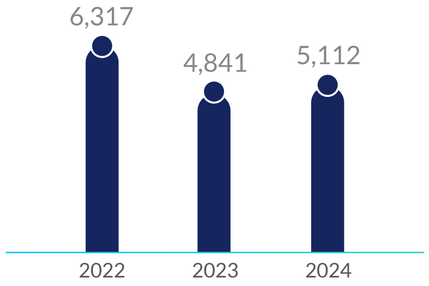
Gross result - energy transmission segment (R$ million)



Operational costs

In 2024, operational costs were R$ 5,112 million, R$ 271 million higher (5.6%) compared with operational costs in 2023 of R$ 4,841 million. This variation was a reflection of the combination of the following factors: increase in the costs of the transmission segment mainly due to greater construction costs of the Asa Branca and Gavião Real transmission systems; an increase in the energy generation and sales segment of the portfolio; and a reduction in the costs of energy trading operations.

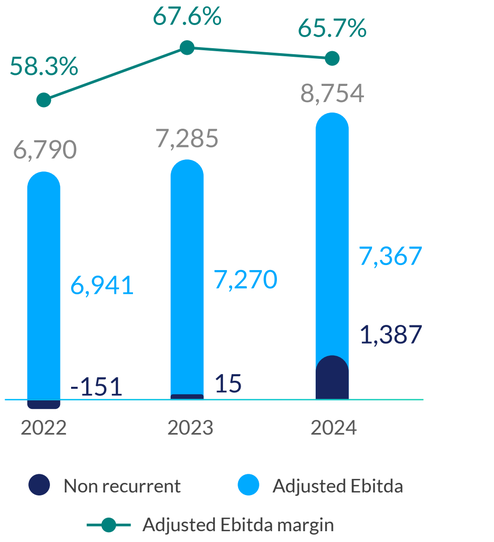
Costs (R$ million)



EBITDA and EBITDA Margin

Between 2024 and 2023, **adjusted Ebitda increased R$ 97 million (1.3%) from R$ 7,270 million in 2023 to R$ 7,367 million** in 2024. The variation was the result of a combination of the following positive effects: (i) R$ 221 million (29.2%) from the energy transmission segment; and (ii) R$ 167 million (3.0%) from the electric energy generation and sales segment of the Company's portfolio. These positive impacts were partially offset by the following negative impacts: (iii) R$ 279 million (28.1%) due largely to the reduction of the percentage stake in the jointly held subsidiary — TAG; and (iv) R$ 12 million from the energy trading segment.

Ebitda and Ebitda margin adjusted[1] (R$ million)

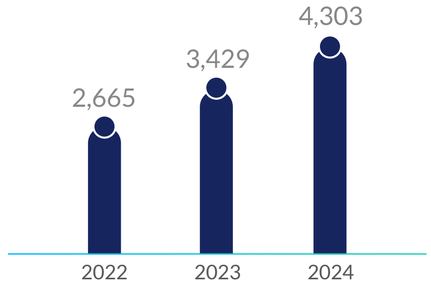


[1] Adjusted Ebitda: net income + income tax and social contribution + financial results + depreciation and amortization + impairment + non recurrent effects.

Net income

Net income increased from R$ 3,429 million in 2023 to R$ 4,303 million in 2024, that is an increase of R$ 874 million or 25.5%. This increase is a combination of the following factors: (i) variation of non-recurring effects with a net positive impact of R$ 923 million; (ii) an increase of R$ 97 million in adjusted Ebitda; (iii) a reduction of R$ 14 million in Income Tax and Social Contribution, considering recurring transactions; attenuated by the (iv) increase of R$ 147 million in depreciation and amortization; and by (v) a negative effect of R$ 13 million in the net financial result. Excluding non-recurring effects, acquisition costs of subsidiaries, reversal of impairment net, divestment of a subsidiary, sale of a corporate stake in a jointly controlled subsidiary (TAG) and an insurance indemnity, net income fell by R$ 49 million (1.4%) between 2023 and 2024.

Net income (R$ million)

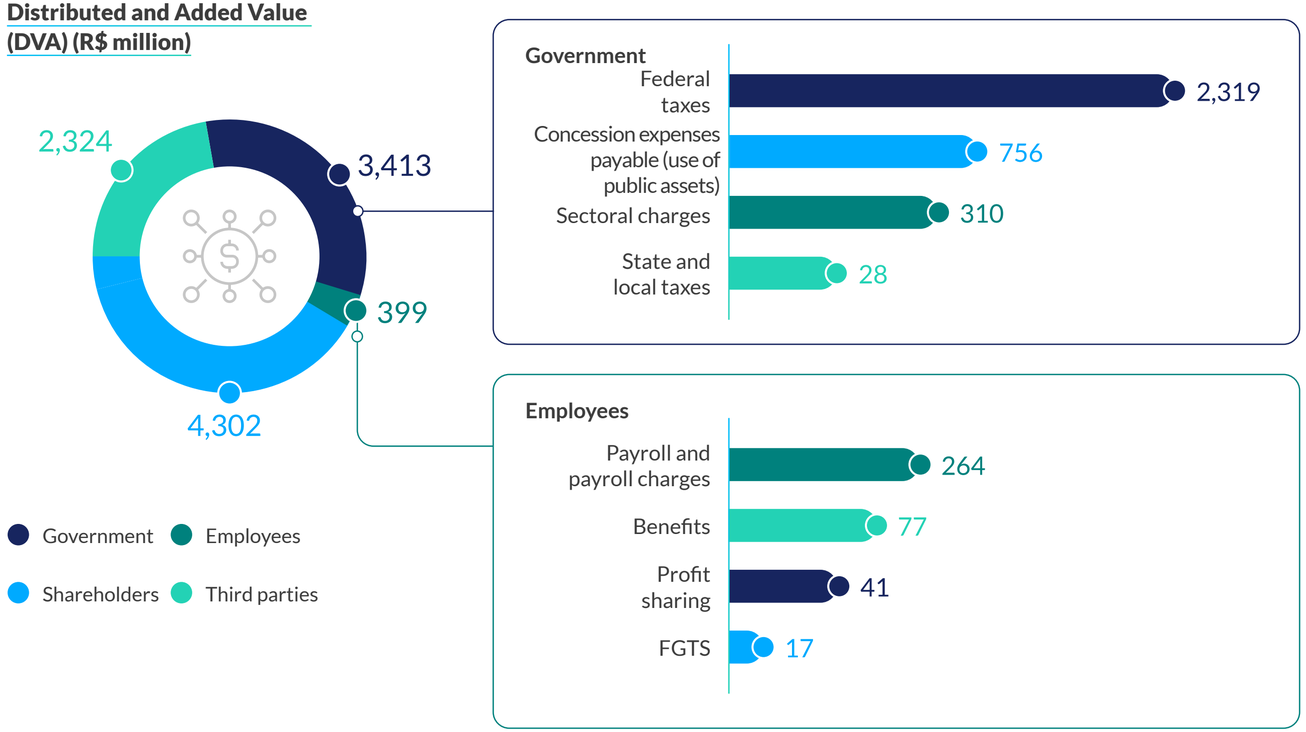


Distributed and Added Value (DVA)

GRI 201-1

In 2024, the Company generated R$ 10,438 million in added value, which was distributed among its stakeholders as shown in the following pie charts. This value was 19.5% greater than the R$ 8,734 million distributed in 2023.

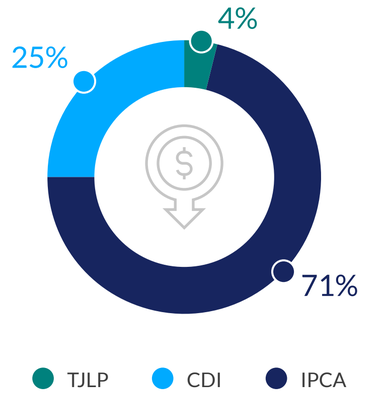
Distributed and Added Value (DVA) (R$ million)



Debt

As of December 31, 2024, total consolidated gross debt, representing principally loans, financing, debentures and redeemable preferred shares, net of hedge operations, totaled R$ 24,442 million — an increase of 16.9% (R$ 3,538 million) compared to the position as of December 31, 2023. The average weighted nominal cost of debt at the end of 2024 was 10.5% — equivalent to IPCA + 5.4% — 0.4 p.p. higher than recorded at the end of 2023 (10.1% — equivalent to IPCA + 5.3%).

Debt composition



Gross debt (R$ million)



CAPITAL EXPENDITURES

In 2024, the Company invested **R$ 9,664 million**, a record in its history, of which:

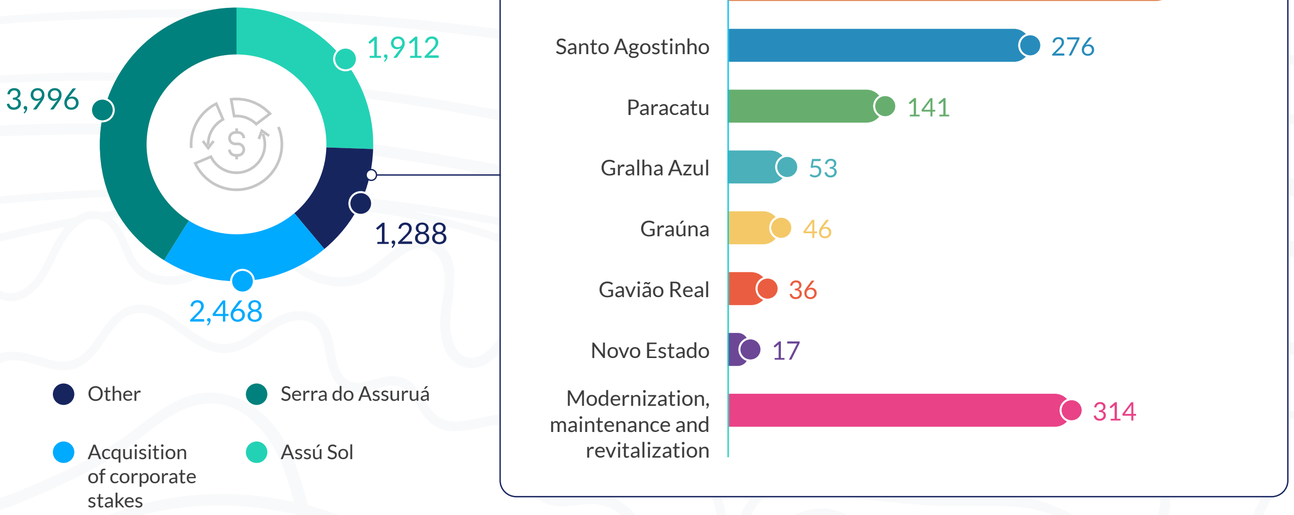
- **R$ 2,468 million** were applied in the acquisition of corporate stakes, being: **R$ 2,364 million** in the acquisition of the photovoltaic plants; and **R$ 104 million** for the Serra do Assuruá Wind Complex;

- **R$ 6,882 million** in the construction of new projects, being:
  R$ 3,996 million concentrated in the Serra do Assuruá Wind Complex; **R$ 1,912 million** in the Assú Sol Photovoltaic Complex;
  R$ 405 million in the Asa Branca Transmission System;
  R$ 276 million in the Santo Agostinho Wind Complex – Phase I;
  R$ 141 million in the recuperation of damage at the Paracatu Photovoltaic Complex;
  R$ 46 million in compensation for operational assets of Graúna Transmission System;
  R$ 106 million in the other transmission lines.

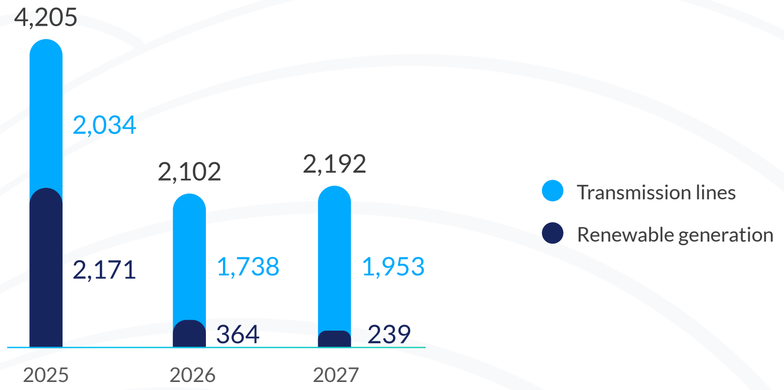
- **R$ 167 million** dedicated to maintenance and revitalization projects in the generator complex; and

- **R$ 147 milhões** for the modernization of the Salto Osório, Jaguara and Miranda hydropower plants.

Investments (R$ million)



Budgeted investments for the coming years, by business line (R$ million)



Capital markets

ENGIE Brasil Energia is a component of more than ten indexes in the Brazilian market. Since its listing on B3's Novo Mercado, the Company has become a component of the Special Corporate Governance Stock Index (IGC) and the Special Tag Along Stock Index (ITAG), incorporating those companies offering greater protection to minority shareholders in the event of the sale of a controlling stake.

The Company's shares are also included in the Corporate Sustainability Stock Index (ISE), comprising companies with a recognized commitment to social and corporate responsibility, as well as the Electric Energy Stock Index (IEE), which is a sector index made up of the more significant listed companies in the industry.

The Company' shares are also traded on B3's leading stock index — the Ibovespa – and are traded under the EGIE3 ticker. On the American Over-the-Counter (OTC) market, the Company's Level 1 American Depositary Receipts (ADR) are traded under the EGIEY Code, one ADR being equivalent to one common share.

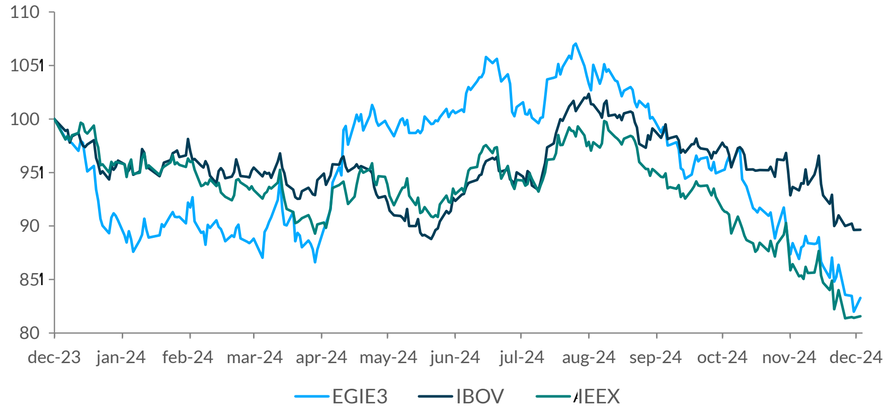
Share performance

The Brazilian financial market faced a challenging 2024. A growing skepticism on the part of investors over the course of the year as to the management of the country's fiscal policy increased the uncertainty surrounding the future of the economy as a whole. This situation, in tandem with global economic instability due among other economic drivers to high interest rates in the United States and a slowdown in the Chinese economy during the year were critical factors which led to a 10.4% depreciation in the Ibovespa, the Brazilian bourse's leading stock index. This performance was the worst since 2021.

ENGIE Brasil Energia's shares depreciated by 16.7%, while the IEEX and Ibovespa depreciated 18.4% and 10.4%, respectively.

The average daily trading volume reached R$ 62.0 million for the year 2024 as a whole, a decrease of 9.7% in relation to the year 2023, when it recorded a volume of R$ 68.7 million.

EGIE3 vs. Ibovespa vs. IEEX (Base 100 – 12.31.2023)



Ibovespa = 120,283

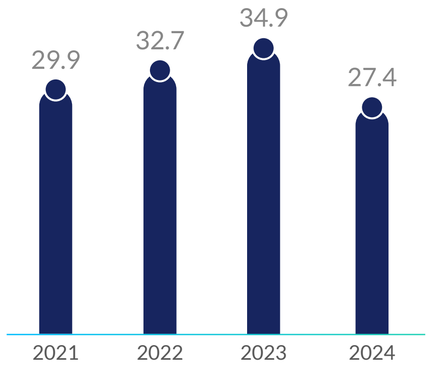
EGIE3 = R$ 35.50

IEEX = 77,455

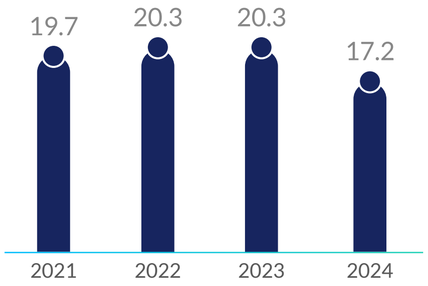
ROE and ROIC

The Return on Net Adjusted Equity (ROE) and Return on Adjusted Invested Capital (ROIC) are two of the main financial metrics for measuring the generation of value for the shareholder and profitability. The values reached by the Company in the most recent fiscal years are shown in the following charts.

ROE[1] - Return on Net Adjusted Equity (%)



ROIC[2] - Return on Adjusted Invested Capital (%)



Notes: ENGIE Brasil Energia internal study based on the Company's Financial Statements.

[1] ROE: net income of the past 4 quarters / shareholders' equity. Adjusted ROE net of non-recurring.
[2] ROIC: effective tax rate x EBIT / invested capital (invested capital: debt — cash and cash equivalents — deposits earmarked for debt servicing + SE). Adjusted ROIC net of non-recurring items.

Dividends and Interest on Shareholders' Equity

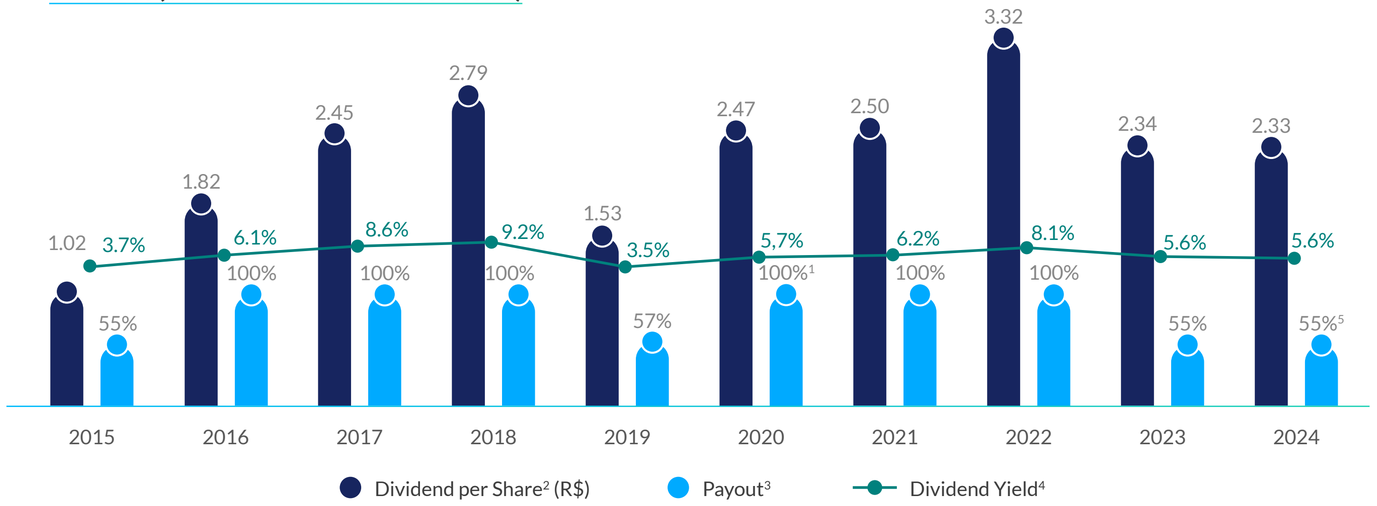
ENGIE Brasil Energia's Board of Directors, at the meeting of August 7, 2024, approved the credit of interim dividends based on the financial statements raised on June 30, 2024 in the amount of R$ 932.8 million (R$ 1.14324649075 per share), representing a payout of 55% of distributable net income - excluding gains from partial disposal of investments in TAG — for the first half of 2024. The Company's shares were traded ex-dividends as from August 22, 2024, and the payout date will be decided by the Executive Board in due course.

Subsequently, at the Meeting of December 13, 2024, the distribution of interest on shareholders' equity for fiscal year 2024 of R$ 250.0 million (R$ 0.30639968191 per share) was approved. The ex-interest on shareholders' equity date was December 20, 2024. The payment date has been set for February 7, 2025.

In addition, the Meeting of February 20, 2025, approved the proposal for distribution of mandatory and complementary dividends for fiscal year 2024 of R$ 715.1 million (R$ 0,87648135220 per share). The proposal mentioned is to be ratified by the Annual General Meeting — on which it is incumbent to decide the conditions for credit and payout.

The total amount proposed for distribution of earnings in 2024 reached R$ 1,898.0 million (R$ 2,32612752486 per share), equivalent to 55% of the adjusted net income, a dividend yield of 5.6%.

Dividends (based on distributable net income)



Notes: [1] Payout equivalent to 100% of the distributable adjusted net income (ex-renegotiation of the hydrological risk). [2] For the purposes of comparability between fiscal years, an adjustment in dividend per share was made in the light of the share bonus approved on December 07, 2018. [3] Considers the annual adjusted net income. [4] Based on volume-weighted closing price of ON shares in the period. [5] Payout equivalent to 55% of the distributable net income (excluding gains on partial disposal of investments in TAG).



8

ABOUT THE REPORT

Profile of the Report — Stakeholder engagement — Relevant topics
GRI/SASB content index — Independent Assurance Statement

REPORT PROFILE

Reflecting the commitment of ENGIE Brasil Energia to transparency in its actions, this Sustainability Report provides the various stakeholders with relevant information on the operations and in addition to environmental, social and governance aspects, also the Company's market positioning and business strategy. All content reported refers to the period between January 1 and December 31, 2024[9] and to the activities of ENGIE Brasil Energia, headquartered in Florianópolis (SC), and all its subsidiaries — as presented in the **Management Report and Financial Statements 2024, page 89 and 90**.
GRI 2-1; 2-2; 2-3

Prepared based on the guidelines proposed by the Global Reporting Initiative — GRI (Standards), the publication was subject to independent external verification by Bureau Veritas — see the Assurance Letter issued by the independent auditors **on page 128**. In addition to the GRI guidelines, the Company's reporting was guided by the recommendations of other leading institutions on the subject, such as the International Sustainability Standard Boards of the IFRS Foundation, the Sustainability Accounting Standards Board (SASB), the International Integrated Reporting Council (IIRC), the United Nations Global Compact, the World Economic Forum and the Financial Sustainability Board (FSB) - within the scope of the Taskforce on Climate-Related Financial Disclosures (TCFD) and the Taskforce on Nature-Related Financial Disclosures. GRI 2-5

In order to comprehensively report ENGIE Brasil Energia's sustainability context, various areas of the Company are involved in the production of the Report, providing information, indicators and analyses related to management on different business fronts. The final version of the publication is analyzed and approved by the Executive Board, the Audit Committee and the Board of Directors. The Fiscal Council evaluates the document[10]. GRI 2-14

Publication

ENGIE Brasil Energia's Sustainability Reports are published annually. All editions published since 2007 may be accessed in the Company's **website**. Considerations, contributions or questions on the publication may be addressed to e-mail **ri.brenergia@engie.com**.

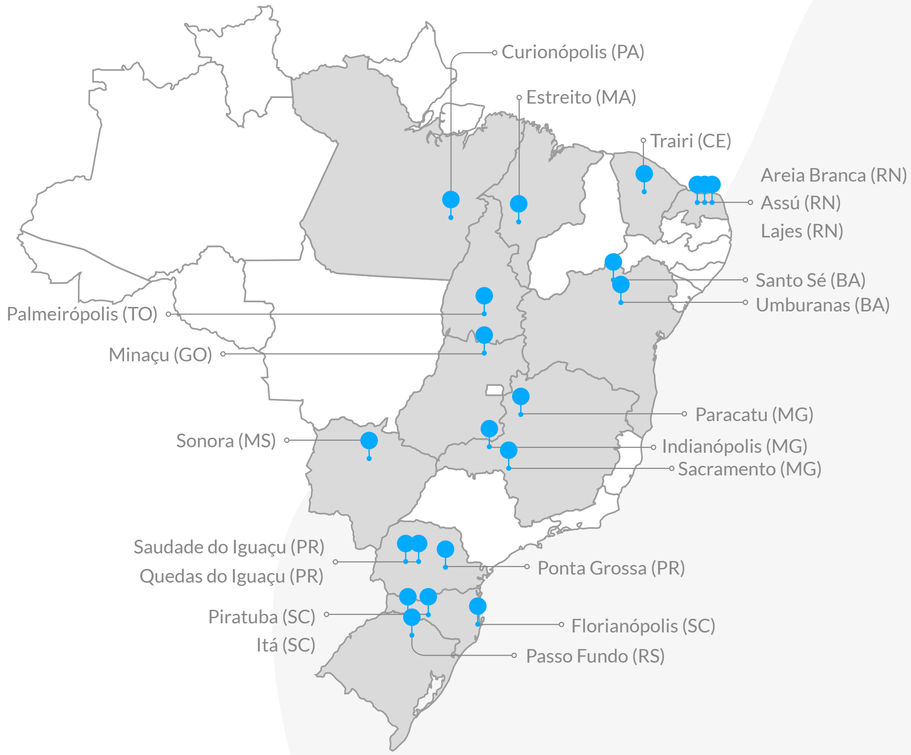
STAKEHOLDER ENGAGMENT

ENGIE Brasil Energia's engagement of stakeholders is one of the fundamental bases for defining the topics to be reported in this Report and considered to be the most relevant (and therefore material) to the Company's sustainability. In addition to remaining faithful to the interests of information presented by different audiences through the various relationship channels, since 2019 the Company has carried out a systematic process of dialog with the communities of which it is a component.

This process, headed by the Sustainability Committee, involves a sample of strategic stakeholders of ENGIE Brasil Energia from the different regions of Brazil in which it operates: employees (direct and indirect), suppliers, social and third sector entities, public bodies, companies and other local development agents. Meeting through the medium of the "Sustainability Panel", this sample is invited to discuss the positive and negative impacts of the Company's operations, as well as the challenges facing sustainable development, locally and globally. GRI 2-29; 3-1

In 2024, the Panels were held between April and September in 21 municipalities, involving communities in the vicinity of the power generation and transmission assets, as well as the head office (see infographic). Altogether, the dialogs brought together some 800 people. In parallel to the panels, individual interviews were held with other members of these communities — especially managers in the government sector — to broaden the diversity of sources. The process was coordinated by a specialized consultancy in order to ensure impartiality and balance in the collection of opinions.
GRI 3-1

Municipalities where Sustainability Panels were held in 2024



[9] Same period applied to the annual disclosure of financial information. All reports relating to facts prior to or subsequent to the period reported are duly indicated in explanatory notes throughout the publication.

[10] The document was formally evaluated by the Fiscal Council and the Board of Directors in meetings held in 04/17/2025.

Main impacts of the Company's activities identified by the participants in the Sustainability Panels. GRI 413-2

Positives	Negatives
Generation of employment, income and opportunities.	Resettlement of families/communities for the implementation of projects.
Tax take.	Disturbance generated by work on implementation — increase in population, greater traffic congestion, overloading of public services, land ownership issues.
Cooperation with the communities — support for socio-environmental projects.	Alterations in environmental conditions: impact on fauna and flora, noise, emissions, landscape.
Improvements in local infrastructure — accesses, sanitation systems and public healthcare, education and security equipment.	Insufficiency of disclosure of information on operations and socio-environmental and economic impacts.
Renewable energy generation.	Exposure of the communities to the risk of hydropower dam failure.
Effective environmental management — mitigation of impacts and promotion of conservation.	
Quality of life for employees.	

In accordance with GRI guidelines, the level of impact on stakeholders was the parameter for the degree of engagement of other audiences, in addition to communities, employees and local suppliers making up the sample present on the panels. Consequently, ENGIE Brasil Energia prioritized consultation with two other social groups potentially affected by its activities: investors and customers, who contributed 19 and six responses, respectively. Finally, the Company also considered, for materiality purposes, the topics indicated as being of greatest interest by the 780 respondents to the "ESG Survey" submitted to suppliers. GRI 3-1



RELEVANT THEMES

In order to define material themes for both management and reporting, ENGIE Brasil Energia assessed ESG priority theme from the perspective of dual materiality: materiality of impact and financial materiality, taking into account the interdependence between these two dimensions.

In line with the guidelines of global reporting frameworks, the Company considers that an impact of sustainability can be financially material from the outset or become financially material when it is expected to affect the Company's financial position, financial performance, cash flows, access to financing or cost of capital in the short-, medium- or long-term.

In this cycle, the connection between material themes and monitored risk groups, degree of impact already identified, possible non-financial impacts, potential financial effects and related performance metrics were assessed.

The exercising of dual materiality undertaken considered risks and opportunities monitored by the Company in 2024, including the degree of impact foreseen in the updated version of its Risk Matrix. In this way, it sought to relate material issues to their influence on the creation or protection of value. Thus, dual materiality resulted from an integrated assessment of the following elements:
GRI 3-1

1. Environmental, social and governance aspects most relevant to the Company and its main stakeholders and identified based on the internal and external context — including the result of engagement processes;

2. The risks and opportunities related to these themes, already monitored by ENGIE Brasil Energia, which may impact the ability to create or protect value in the long term;

3. The degree of impact of these themes on the Company's financial performance — classified as severe, moderate and low, according to the categorization adopted by the Risks and Opportunities Matrix. Worthy of note is that in this assessment the highest degree of impact considered, registered in the Matrix, related to the risk group connected to the material theme;

4. The classification of the theme in the ENGIE Group's 2024 Materiality Matrix; and

5. The extent of the impact — whether only inside or outside or both inside and outside the organization.

Based on these analyses, the material topics and their respective performance indicators were proposed and assessed by the Company as to the feasibility of monitoring and reporting, taking into account effective management of these themes, as well as the operational and strategic issues involved. GRI 3-1

The following is a list of ENGIE Brasil Energia's 14 current material topics, considering their external relevance and creation of value for the Company: GRI 3-2



Finally, the following tables justify the themes listed, correlating the positive and negative impacts of adequate and inadequate management of the issues, both for stakeholders and for the Company. GRI 3-2

	Material Theme	Society Perspective: Possible consequences of inadequate management of the theme to society OR Negative impacts (real or potential) for the stakeholders	Society Perspective: Possible consequences of adequate management of the theme OR Positive impacts (real or potential) to the stakeholders	Company Perspective: Possible consequences of inadequate management of the theme to the Company OR Negative non-financial impacts (real or potential) for the business	Company Perspective: Possible consequences of adequate management of the theme to the Company OR Positive non-financial impacts (real or potential) for the business	Related risk groups*	Degree of related financial impact*
	Occupational health, safety, and wellbeing	• Damage to people's physical, mental/ emotional integrity. • Fatalities.	• Human development. • Social wellbeing. • Increase in life expectancy.	• Loss of human and intellectual capacity (difficulty of attraction, turnover, low degree of engagement). • Loss of efficiency / failure to reach the expected level of performance. • Litigation/ penalties. • Loss of reputation/credibility.	• Increase in operational efficiency/ mitigation of operational risks. • Mitigation of risks to people and operations. • Increase in engagement and productivity/attraction of talents.	• Projects under construction. • Regulatory. • Operation. • Ethics and compliance. • Climate change. • Security.	Severe
	Ethics and integrity	• Violation of people's fundamental rights and freedoms. • Disrespect for juridical order. • Risks of corruption and bribery along the value chain. • Losses to people or organizations created by illicit conduct. • Unfair competition with a loss to markets and consumers.	• Effective justice and institutions. • Guarantee of privacy employee, supplier, and customer data.	• Loss of credibility in the eyes of the stakeholders. • Loss/suspension of contracts. • Litigation/ penalties. • Loss of reputation/ credibility.	• Guarantee of the legal security of the operations. • Increase of corporate reputation. • Positive relationship with stakeholders.	• Ethics and Compliance. • Operationalization of the strategy.	Severe
	Climate change	• Worsening of extreme climate phenomena and their economic and social consequences. • Alteration in the ecosystems / environmental imbalance. • Damage to people's physical, mental/ emotional integrity.	• Offer of renewable electric energy. • Conservation of the environment and the climate of the planet. • Human development. • Climatic resilience of businesses and communities (adaptation to climate change).	• Physical damage to the installations with operational loss. • Incidents relating to extreme climate phenomena with a risk to people and the environment. • Loss of efficiency/ failure to reach expected performance. • Conflicts with stakeholders.	• Increase in corporate reputation. • Mitigation of risks to people and operations. • Expansion in business opportunities/ competitiveness. • Increase in the resilience of the assets or the businesses. • Positive relationship with stakeholders.	• Regulatory. • Operation. • Market. • Ethics and compliance. • Climate change. • Operationalization of the strategy. • Security.	Severe

* As per Risk Groups in the Company's Risks Matrix, updated in 2024.

** As per the classification used in the Company's Risk Matrix (2024), considering the greatest expected impact of the possible materialization of the risk related to the material topic.

	Society Perspective		Company Perspective			
Material Theme	Possible consequences of inadequate management of the theme to society OR Negative impacts (real or potential) for the stakeholders	Possible consequences of adequate management of the theme OR Positive impacts (real or potential) to the stakeholders	Possible consequences of inadequate management of the theme to the Company OR Negative non-financial impacts (real or potential) for the business	Possible consequences of adequate management of the theme to the Company OR Positive non-financial impacts (real or potential) for the business	Related risk groups*	Degree of related financial impact*
Water	• Restriction of access to water with quality and availability. • Hydric scarcity. • Pollution of water sources in general. • Conflicts over ownership and use of water resources.	• Supply of renewable electric energy. • Conservation of the environment and the climate of the planet. • Control of water quality. • Conservation of headwater springs and water sources in general. • Multiple and safe use of reservoirs.	• Loss or difficulty for maintaining licenses/authorizations for operating. • Social rejection of the project (local). • Loss of reputation/credibility. • Loss of efficiency/ failure to reach the expected performance. • Conflicts with stakeholders.	• Increase in local reputation. • Increase in corporate reputation. • Increase in operational efficiency / mitigation of operational risks. • Positive relationship with stakeholders.	• Projects under construction. • Operation. • Ethics and compliance. • Climate change. • Operationalization of the strategy.	Severe
Nature	• Degradation of the ecosystem/ environmental imbalance. • Loss of biodiversity. • Scarcity and/or restrictions on access to natural resources and ecosystemic services. • Conflicts in the use of land / hydric resources.	• Reduction of the impact on the environment caused by the use of energy resources. • Regeneration of nature.	• Loss or difficulty for maintaining licenses/ authorizations for operating. • Social rejection of the project (local). • Loss of reputation/ credibility. • Conflicts with stakeholders.	• Increase in local reputation. • Increase in corporate reputation. • Increase in operational efficiency/ mitigation of operational risks. • Positive relationship with stakeholders.	• Projects under construction. • Operation. • Ethics and compliance. • Climate change - Operationalization of strategy.	Severe
Human Rights	• Violation of people's fundamental rights and freedoms.	• Justice and effective institutions. • Human development. • Reduction of social inequalities. • Respect for the rights of working people.	• Loss of reputation/ credibility. • Litigation/ penalties. • Conflicts with stakeholders.	• Increase in local reputation. • Increase in corporate reputation. • Mitigation of risks to people and operations. • Positive relationship with stakeholders.	• Ethics and compliance. • Projects under construction. • Operation. • Operationalization of strategy.	Severe

* As per Risk Groups in the Company's Risks Matrix, updated in 2024.

** As per the classification used in the Company's Risk Matrix (2024), considering the greatest expected impact of the possible materialization of the risk related to the material topic.

	Society Perspective		Company Perspective			
Material Theme	Possible consequences of inadequate management of the theme to society OR Negative impacts (real or potential) for the stakeholders	Possible consequences of adequate management of the theme OR Positive impacts (real or potential) to the stakeholders	Possible consequences of inadequate management of the theme to the Company OR Negative non-financial impacts (real or potential) for the business	Possible consequences of adequate management of the theme to the Company OR Positive non-financial impacts (real or potential) for the business	Related risk groups*	Degree of related financial impact*
Sustainability along the value chain	• Damage to people's physical, mental/ emotional integrity. • Deterioration of climate change and difficulty of adapting to its effects. • Violation of people's fundamental rights and freedoms. • Unfair competition with loss for the markets and consumers.	• Assurance of Human Rights and the rights of working people along the value chain. • Human development. • Economic and social benefits. • Justice and effective institutions. • Climate resilience of businesses and communities (adaptation to climate change).	• Loss of reputation/ credibility. • Loss of efficiency/ failure to reach the expected performance. • Litigation/ penalties. • Conflicts with stakeholders.	• Increase in engagement and productivity/ attraction of talents. • Increase in corporate reputation. • Positive relationship with stakeholders.	• Regulatory. • Cybernetic Security. • Ethics and Compliance.	Severe
Renewable, accessible, and reliable energy	• Deterioration of climate change and difficulty of adapting to its effects. • Energy in accessibility.	• Expansion of access to renewable electric energy. • Energy security. • Access to and reliability of electricity supply.	• Deterioration in the competitivity of the Company. • Loss of efficiency/ failure to reach the expected performance. • Conflicts with stakeholders. • Loss of reputation/ credibility.	• Increase in corporate reputation. • Expansion in business opportunities/ competitivity. • Positive relationship with stakeholders.	• Regulatory. • Operation. • Market. • Climate change - Operationalization of the strategy.	Severe
Development of people, diversity, equity, and inclusion	• Violation of people's fundamental rights and freedoms. • Social and economic inequality.	• Generation of employment and income. • Human development. • Reduction of social inequalities.	• Loss of human and intellectual capital (difficulty of attraction, turnover, low degree of engagement). • Loss of efficiency/ failure to reach the expected performance. • Deterioration in the competitiveness of the Company. • Conflicts with stakeholders.	• Increase in operational efficiency/ mitigation of operational risks. • Mitigation of risks to people and operations. • Increase in engagement and productivity/ attraction of talents.	• Ethics and Compliance. • Operation. • Projects. • Operationalization of the strategy. • Security.	Severe
Relationship with communities and local development	• Violation of people's fundamental rights and freedoms. • Generation of worsening of social and economic inequalities. • Conflicts over the use of land / hydric resources.	• Justice and effective institutions. • Human development. • Reduction of the impact on the environment caused by the use of energy resources. • Economic and social benefits.	• Loss of reputation/ credibility. • Loss or difficulty for maintaining licenses/ authorizations for operating. • Social rejection of the project (local). • Conflicts with stakeholders.	• Increase in local reputation. • Increase in corporate reputation. • Positive relationship with stakeholders.	• Projects under construction. • Operation. • Ethics and compliance. • Security.	Severe

* As per Risk Groups in the Company's Risks Matrix, updated in 2024.

** As per the classification used in the Company's Risk Matrix (2024), considering the greatest expected impact of the possible materialization of the risk related to the material topic.

	Material Theme	Society Perspective: Possible consequences of inadequate management of the theme to society OR Negative impacts (real or potential) for the stakeholders	Society Perspective: Possible consequences of adequate management of the theme OR Positive impacts (real or potential) to the stakeholders	Company Perspective: Possible consequences of inadequate management of the theme to the Company OR Negative non-financial impacts (real or potential) for the business	Company Perspective: Possible consequences of adequate management of the theme to the Company OR Positive non-financial impacts (real or potential) for the business	Related risk groups*	Degree of related financial impact*
	Innovation and technology	• Loss of efficiency in services provided to society.	• Human development. • Economic and social benefits. • Expansion of access to renewable electric energy. • Accessibility and reliability of the supply of electricity.	• Loss of efficiency / failure to reach expected performance. • Deterioration in the competitivity of the Company.	• Increase of operational efficiency/ mitigation of operational risks. • Expansion of business opportunities/ competitivity.	• Projects under construction. • Operation. • Market.	Severe
	Cybersecurity	• Violation of people's fundamental rights and freedoms. • Loss of reliability and security of the services provided to society.	• Justice and effective institutions. • Personal data protection.	• Loss of reputation/ credibility. • Litigation / penalties. • Social rejection of the brand (corporate). • Conflicts with stakeholders.	• Increase of operational efficiency/ mitigation of operational risks. • Mitigation of risks to people and operations.	• Regulatory. • Cybernetic security. • Ethics and Compliance.	Severe
	Resilience to physical risks and the risks of transition to a low carbon economy	• Worsening of climate change and the difficulty of adaptation/ confronting its effects. • Greater exposure to the risk of incidents involving energy generation and transmission structures. • Damage to people's physical, mental/ emotional integrity.	• Supply of renewable electric energy. • Economic and social benefits. • Human development. • Climate resilience of businesses and communities (adaptation to climate change).	• Physical damage to operations. • Loss of efficiency/ failure to reach the expected performance. • Deterioration of the Company's competitivity. • Litigation/ penalties.	• Increase in local reputation. • Increase in corporate reputation. • Mitigation of risks to people and operations. • Expansion of business opportunities/ competitivity.	• Ethics and compliance. • Projects under construction. • Operation. • Operationalization of the strategy. • Security. • Climate change.	Severe
	Customer experience	• Loss of efficiency and competitivity of the services provided to society.	• Supply of renewable electric energy. • Accessibility and reliability of the offer of electric energy. • Economic and social benefits.	• Deterioration in the Company's competitivity. • Loss of efficiency / failure to achieve the expected performance. • Loss of reputation/ credibility.	• Increase in corporate reputation. • Expansion of business opportunities/ competitivity.	• Ethics and compliance. • Projects under construction. • Operation. • Operationalization.	Severe

* As per Risk Groups in the Company's Risks Matrix, updated in 2024.

** As per the classification used in the Company's Risk Matrix (2024), considering the greatest expected impact of the possible materialization of the risk related to the material topic.

Comparative Chart - Materiality 2023 x 2024

Theme 2023	Theme 2024	Observations
1. Occupational Health and Safety	1. Occupational health, safety and wellbeing	Nomenclature adjustment, considering double materiality exercise outputs.
2. Governance and integrity	2. Ethics and integrity	Covers aspects of Compliance, Human Rights, Governmental Relations and Advocacy as well as Corporate Governance.
3. Economic and operational performance	-	Theme considered as basic by the Company, supporting the remainder. Worthy of note that part of the economic and operational performance is included in the themes “Customer experience” and “Renewable, accessible and reliable energy”.
4. Climate action	3. Climate change	Nomenclature adjustment based on the results of stakeholder engagement to emphasize the adaptation and mitigation agenda.
5. Water	4. Water	-
6. Biodiversity 7. Solid waste	5. Nature	Nomenclature adjustment, considering double materiality outputs and structuring by the Company of the “Journey for Nature”. Waste theme included (circular economy).
8. Promotion of Human Rights	6. Human Rights	-
9. Promotion of sustainability in the value chain	7. Sustainability in the value chain	Nomenclature adjustment, considering double materiality exercise outputs.
10. Renewable, accessible and reliable energy	8. Renewable, accessible and reliable energy	-
11. Management of risks and opportunities	-	Theme understood as basic by the Company, transversal to the other material themes.
12. Promotion of Diversity, Equity and Inclusion 13. Employment Development	9. Development of people, diversity, equity and inclusion	Nomenclature adjustment, considering double materiality exercise outputs.
14. Support for sustainable development of the communities	10. Communities and local development	Nomenclature adjustment, considering double materiality exercise outputs.
15. Innovation	11. Innovation and technology	Nomenclature adjustment, considering double materiality exercise outputs.
16. Cybersecurity	12. Cybersecurity	-
-	13. Resilience to physical risks and transition to a low carbon economy	Theme included based on assessment of risks, results of engagement and double materiality exercise outputs.
-	14. Customer experience	Theme included based on assessment of risks, results of engagement and double materiality exercise outputs.

GRI CONTENT INDEX

Statement of use

ENGIE Brasil Energia has reported **in accordance** with the GRI Standards for the period of January 1 to December 31, 2024.

GRI Standard	Description	Page	Explanation	SDG and Goals of 2030's Agenda
The organization and its reporting practices				
GRI 2: General Disclosures 2021	2-1 Organizational details	8; 18; 110		
GRI 2: General Disclosures 2021	2-2 Entities included in the organization's sustainability reporting	110		
GRI 2: General Disclosures 2021	2-3 Reporting period, frequency and contact point	110		
GRI 2: General Disclosures 2021	2-4 Restatements of information	8; 13; 17; 18; 28		
GRI 2: General Disclosures 2021	2-5 External assurance	128		
Activities and workers				
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	8; 13; 14; 15; 16; 17; 18; 19		
GRI 2: General Disclosures 2021	2-7 Employees	48; 132	There are no part-time workers	
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	48		
Governance				
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	27; 28; 30; 32; 71; 131	In addition to the information available in this Report, see the Company's Reference Form, items 7.1, 7.2, 7.3 and 7.4: **https://www.engie.com.br/wp-content/uploads/2025/02/FRE-EBE-2025.02.27-V8-compactado.pdf**	
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	28		
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	28		
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	28; 42; 48; 54; 64		
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	11; 35; 37; 42; 48; 64		
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	110		

GRI Standard	Description	Page	Explanation	SDG and Goals of 2030's Agenda
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	28; 38		
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	54; 71		
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	https://www.engie.com.br/wp-content/uploads/2025/02/FRE-EBE-2025.02.27-V8-compactado.pdf	In addition to the information available in this Report, see the Company's Reference Form, item 7.3.	
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	29; 32		
GRI 2: General Disclosures 2021	2-19 Remuneration policies	29; 32; 33		
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	29; 33		
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	131		
Strategy, policies and practices				
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	3		
GRI 2: General Disclosures 2021	2-23 Policy commitments	9; 27; 28; 34; 35; 38; 42; 54; 65; 79; 82		
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	27; 35; 42; 54		
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	37; 38; 42; 76; 91		
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	38; 42		
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	64		16 Goal(s) of 2030's Agenda: 16.6
GRI 2: General Disclosures 2021	2-28 Membership associations	69; 149		17 Goal(s) of 2030's Agenda: 17.16
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	39; 67; 90; 95; 110		11; 17 Goal(s) of 2030's Agenda: 11.a; 17.16

GRI Standard	Description	Page	Explanation	SDG and Goals of 2030's Agenda
GRI 2: General Disclosures 2021	2-30 Collective bargaining agreements	48		8 Goal(s) of 2030's Agenda: 8.8
Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	11; 110; 111; 112		
GRI 3: Material Topics 2021	3-2 List of material topics	11; 112		
GRI 3: Material Topics 2021	3-3 Management of material topics	35; 37; 38; 50; 51; 53; 64; 65; 66; 67; 68; 69; 70; 71; 75; 76; 78; 79; 82; 84; 89; 90; 91;		
Economic Performance				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	105		
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	44	Additional information is available in the Climate and Nature Notebook.	13 Goal(s) of 2030's Agenda: 13.1; 13.2; 13.3
GRI 201: Economic Performance 2016	201-4 - Financial assistance received from government	-	a) i - Exploration Profit ENGIE Brasil Energia - SUDAM - R$ 2.6 million. Companhia Energética Estreito - SUDENE - R$ 77.5 million. a) i - Desenvolve Bahia – R$ 44.3 million. a) iii - Lei do Bem base year 2024 - R$ 6.5 million. b) The Company only operates in Brazil. c) The government does not participate in the shareholding structure.	16 Goal(s) of 2030's Agenda: 16.6

GRI Standard	Description	Page	Explanation	SDG and Goals of 2030's Agenda
Local Suppliers 2016				
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	81; 147		8 Goal(s) of 2030's Agenda: 8.3
Anti-corruption				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	37	Non-compliance, internally or in collusion externally involving Code of Ethical Conduct principles and values: corruption,fraudulent use of the Company's properties, interference in competitive processes; disrespect for human rights, including workplace conditions and relationships. Noncompliance with the norms and regulations applicable to the Company's activities.	16 Goal(s) of 2030's Agenda: 16.5
GRI 205: Anti-corruption 2016	205-2 Communication and training in anti-corruption policies and procedures	37		16 Goal(s) of 2030's Agenda: 16.5
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	38		16 Goal(s) of 2030's Agenda: 16.5
Energy				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	72; 137		7 Goal(s) of 2030's Agenda: 7.3
GRI 302: Energy 2016	302-3 Energy intensity	72		7 Goal(s) of 2030's Agenda: 7.3
Water and Effluents				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	68		6; 12 Goal(s) of 2030's Agenda: 6.4; 6.5; 12.2
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	68		6 Goal(s) of 2030's Agenda: 6.3
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	68; 138		6; 12 Goal(s) of 2030's Agenda: 6.4; 6.5; 12.2

GRI Standard	Description	Page	Explanation	SDG and Goals of 2030's Agenda
GRI 303: Water and Effluents 2018	303-4 Water discharge	68; 138		6 Goal(s) of 2030's Agenda: 6.3
GRI 303: Water and Effluents 2018	303-5 Water consumption	68; 138		6; 12 Goal(s) of 2030's Agenda: 6.4; 6.5; 12.2
Biodiversity				
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	139		15 Goal(s) of 2030's Agenda: 15.2; 15.5
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	66		15 Goal(s) of 2030's Agenda: 15.2; 15.5)
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	67		15 Goal(s) of 2030's Agenda: 15.2; 15.5
GRI 304: Biodiversity 2016	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	139		15 Goal(s) of 2030's Agenda: 15.2; 15.5
Emissions				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	72; 73		13 Goal(s) of 2030's Agenda: 13.2; 13.3
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	72; 73		13 Goal(s) of 2030's Agenda: 13.2; 13.3
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	72; 73		13 Goal(s) of 2030's Agenda: 13.2; 13.3
GRI 305: Emissions 2016	305-4 GHG emissions intensity	74		13 Goal(s) of 2030's Agenda: 13.2; 13.3
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)	146		13 Goal(s) of 2030's Agenda: 13.2; 13.3
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	146		13 Goal(s) of 2030's Agenda: 13.2; 13.3
Waste				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	75		12 Goal(s) of 2030's Agenda: 12.4; 12.5
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	75; 76		12 Goal(s) of 2030's Agenda: 12.4; 12.5
GRI 306: Waste 2020	306-3 Waste generated	75; 145		12 Goal(s) of 2030's Agenda:: 12.4; 12.5

GRI Standard	Description	Page	Explanation	SDG and Goals of 2030's Agenda
GRI 306: Waste 2020	306-4 Waste diverted from disposal	145		12 Goal(s) of 2030's Agenda: 12.4; 12.5
GRI 306: Waste 2020	306-5 Waste directed to disposal	145		12 Goal(s) of 2030's Agenda: 12.4; 12.5
Supplier Environmental Assessment				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	81		8; 12 Goal(s) of 2030's Agenda: 8.7; 12.6; 12.7
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	81		8; 12 Goal(s) of 2030's Agenda: 8.7; 12.6; 12.7
Employment				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	49; 132		8; 10 Goal(s) of 2030's Agenda: 8.5; 10.2
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	50		8 Goal(s) of 2030's Agenda: 8.5; 8.8
GRI 401: Employment 2016	401-3 Parental leave	134		8 Goal(s) of 2030's Agenda: 8.5; 8.8)
Occupational Health and Safety				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	50		8 Goal(s) of 2030's Agenda: 8.5; 8.8
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	50; 51		8 Goal(s) of 2030's Agenda: 8.5; 8.8
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	52; 53		8 Goal(s) of 2030's Agenda: 8.5; 8.8
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	51		8 Goal(s) of 2030's Agenda: 8.5; 8.8
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	52; 53		3; 8 Goal(s) of 2030's Agenda: 3.6; 8.5; 8.8
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	53		8 Goal(s) of 2030's Agenda: 8.5; 8.8
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	50; 53		8 Goal(s) of 2030's Agenda: 8.5; 8.8
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	50		8 Goal(s) of 2030's Agenda: 8.5; 8.8

GRI Standard	Description	Page	Explanation	SDG and Goals of 2030's Agenda
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	51; 134		3; 8 Goal(s) of 2030's Agenda: 3.6; 8.5; 8.8
GRI 403: Occupational Health and Safety 2018	403-10 Work-related ill health	51		3; 8 Goal(s) of 2030's Agenda: 3.6; 8.5; 8.8
Training and Education				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	59		4; 8 Goal(s) of 2030's Agenda: 4.3; 8.5; 8.6)
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	59		4; 8 Goal(s) of 2030's Agenda: 4.3; 8.5; 8.6)
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	60		4; 8 Goal(s) of 2030's Agenda: 4.3; 8.5; 8.6
Diversity and Equal Opportunity				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	55; 57; 58; 131; 136		5; 8; 10 Goal(s) of 2030's Agenda: 5.1; 5.5; 8.5; 10.3
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	57		5; 8; 10 Goal(s) of 2030's Agenda: 5.1; 5.5; 8.5; 10.4
Non-discrimination				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	38		5; 16 Goal(s) of 2030's Agenda: 5.1; 16.6
Local Communities				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	83; 84; 85; 86; 87; 89		4; 8; 10; 11; 12; 17 Goal(s) of 2030's Agenda: 4.7; 8.3; 10.2; 11.3; 11.A; 12.8; 17.17)
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	111		16 Goal(s) of 2030's Agenda: 16.6
Supplier Social Assessment				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	81		8; 12 Goal(s) of 2030's Agenda: 8.7; 12.6; 12.7

GRI Standard	Description	Page	Explanation	SDG and Goals of 2030's Agenda
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	81		8; 12 Goal(s) of 2030's Agenda: 8.7; 12.6; 12.7)
Public policy				
GRI 415: Public Policy 2016	415-1 - Political contributions	39		16 Goal(s) of 2030's Agenda: 16.6
Customer Privacy				
"GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data			
Indicadores Setoriais				
GRI G4: Electric sector 2014	G4-EU1 Installed capacity, broken down by primary energy source and regulatory regime	78		
GRI G4: Electric sector 2014	G4-EU2 Energy input into the grid, broken down by primary energy source and regulatory regime – net energy production	17		
GRI G4: Electric sector 2014	G4-EU3 - Number of residential, industrial institutional and commercial consumer units	21; 22; 23; 24; 25		
GRI G4: Electric sector 2014	G4-EU4 - Length of transmission lines by regulatory regim	100		
GRI G4: Electric sector 2014	G4-EU8 Innovation			
GRI G4: Electric sector 2014	G4-EU30 Average plant uptime factor by energy source			

SASB Contet Index

Theme	Description	Page
Greenhouse Gas Emissions & Energy Resource Planning	IF-EU-110a.1 (1) Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulations, and (3) emissions-reporting regulations	72; 73
Greenhouse Gas Emissions & Energy Resource Planning	IF-EU-110a.2. Greenhouse gas (GHG) emissions associated with power deliveries	
Greenhouse Gas Emissions & Energy Resource Planning	IF-EU-110a.3. Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	70
Air Quality	IF-EU-120a.1 Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) particulate matter (PM10), (4) lead (Pb), and (5) mercury (Hg); percentage of each in or near areas of dense population	146
Water Management	IF-EU-140a.1. (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	68
Water Management	IF-EU-140a.2 Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	64
Water Management	"IF-EU-140a.3 Description of water management risks and discussion of strategies and practices to mitigate those risks"	69
Coal Ash Management	IF-EU-150a.1. Amount of coal combustion residuals (CCR) generated, percentage recycled	-
Coal Ash Management	IF-EU-150a.2 Total number of coal combustion residual (CCR) impoundments, broken down by hazard potential classification and structural integrity assessment	-
Energy Affordability	IF-EU-240a.1 Average retail electric rate for (1) residential, (2) commercial, and (3) industrial customers	103
Energy Affordability	IF-EU-240a.3 Number of residential customer electric disconnections for non-payment, percentage reconnected within 30 days	-
Energy Affordability	IF-EU-240a.4 Discussion of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory	-
Workforce Health & Safety	IF-EU-320a.1 (1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	134
End-Use Efficiency & Demand	IF-EU-420a.2 Percentage of electric load served by smart grid technology	-

SASB Contet Index

Theme	Description	Page
End-Use Efficiency & Demand	IF-EU-420a.3 Customer electricity savings from efficiency measures, by market	-
Nuclear Safety & Emergency Management	IF-EU-540a.1 Total number of nuclear power units, broken down by U.S. Nuclear Regulatory Commission (NRC) Action Matrix Column	-
Nuclear Safety & Emergency Management	IF-UE-540a.2 Description of efforts to manage nuclear safety and emergency preparedness	-
Grid Resiliency	IF-EU-550a.1 Number of incidents of non-compliance with physical and/or cybersecurity standards or regulations	39
Grid Resiliency	IF-EU-550a.2 (1) System Average Interruption Duration Index (SAIDI), (2) System Average Interruption Frequency Index (SAIFI), and (3) Customer Average Interruption Duration Index (CAIDI), inclusive of major event days	
Activity Metric	IF-EU-000.A Number of: (1) residential, (2) commercial, and (3) industrial customers served	78
Activity Metric	IF-EU-000.B Total electricity delivered to: (1) residential, (2) commercial, (3) industrial, (4) all other retail customers, and (5) wholesale customers	-
Activity Metric	IF-EU-000.C Length of transmission and distribution lines	17
Activity Metric	IF-EU-000.D Total electricity generated, percentage by major energy source, percentage in regulated markets	101
Activity Metric	IF-EU-000.E Total wholesale electricity purchased	-

INDEPENDENT ASSURANCE STATEMENT – BUREAU VERITAS

INTRODUCTION

Bureau Veritas Certification Brasil (Bureau Veritas) was hired by **ENGIE BRASIL ENERGIA (ENGIE)** to conduct an independent assurance of ENGIE's Sustainability Report in Brazil (hereinafter referred to as the Report).

The information published in the report is the sole responsibility of ENGIE's management. Our responsibility is defined according to the scope below.

SCOPE OF WORK

The scope of this verification covered the Global Reporting Initiative's™ standards and Principles[1] for Sustainability Reporting and refers to accountability for the period from January 1, 2024 to December 31, 2024.

RESPONSIBILITIES OF ENGIE AND BUREAU VERITAS

The preparation, presentation and content of the Report are the sole responsibility of ENGIE management. Bureau Veritas is responsible for providing an independent opinion to the Stakeholders, in accordance with the scope of work set out in this statement.

METHODOLOGY

The assurance included the following activities:

1. Interviews with those responsible for the material topics and the content of the Report;
2. Remote verification of corporate and operational processes (verification of GRI material indicators and information sampling);
3. Analysis of documentary evidence provided by ENGIE for the period covered by the Report (2024);
4. Analysis of stakeholder engagement activities developed by ENGIE;
5. Assessment of the system used to determine the material aspects included in the Report, considering the context of sustainability and comprehensiveness of the information published.

The verification level adopted was Limited, in accordance with the requirements of the ISAE 3000[2] standard, incorporated into Bureau Veritas' internal verification protocols.

LIMITATIONS AND EXCLUSIONS

It was excluded any assessment of information related to:

- Activities not included in the reported period;
- Positioning statements (expressions of opinion, belief, objectives or future intentions) by ENGIE;
- Accuracy of economic and financial data contained in this Report, extracted from financial statements, verified by independent auditors;
- Inventory of Greenhouse Gas (GHG) emissions, including energy data (verified in a separate process by another Bureau Veritas team);
- Data and information from affiliated companies or outsourced collaborators, over which ENGIE has no operational control.

The following limitations were applied to this verification:

- The principles of Accuracy and Reliability of data were verified on a sample basis, exclusively in light of the information and data related to the material topics presented in the Report;
- The economic information presented in the Report was specifically verified against the GRI Balance and Completeness principles.

OPINION ON THE REPORT AND THE ASSURANCE PROCESS

- In 2024, the Company continued the double materiality exercises, initiated in the previous year, expanding the analysis of risks, opportunities, non-financial impacts and potential financial effects related to ESG themes, defined through a stakeholder engagement process;
- In our understanding, ENGIE's Sustainability Report presents the impacts of the company's activities in a balanced way;
- ENGIE demonstrated an appropriate data collection and compilation method in relation to the GRI Reliability Principle;
- The inconsistencies found in the Report were adjusted during the process and were satisfactorily corrected.

1. Accuracy, Balance, Clarity, Comparability, Completeness, Context of Sustainability, Timeliness and Verifiability.
2.International Standard on Assurance Engagements 3000 – Assurance Engagements other than Audits or Reviews of Historical Financial Information.

INDEPENDENT ASSURANCE STATEMENT – BUREAU VERITAS

CONCLUSION

As a result of our verification process, nothing has come to our attention that would indicate that:

- The information provided in the Report is not balanced, consistent and reliable;
- ENGIE has not established appropriate systems for collecting, compiling and analyzing quantitative and qualitative data used in the Report;
- The Report does not adhere to the Principles for defining content and quality of the GRI Standard for sustainability reports.

DECLARATION OF INDEPENDENCE AND IMPARTIALITY

Bureau Veritas Certification is an independent professional services company specializing in Quality, Health, Safety, Social and Environmental management with over 195 years of experience in independent assessment services.

Bureau Veritas has implemented and applies a Code of Ethics for all its businesses to ensure that its employees maintain the highest standards in their daily activities. We are particularly attentive to preventing conflicts of interest.

The verification team has no other relationship to ENGIE, other than the independent verification of the Sustainability Report. We understand that there is no conflict between other services performed by Bureau Veritas and this verification carried out by our team.

The team that conducted this verification for ENGIE has extensive knowledge in verifying information and systems involving environmental, social, health, safety and ethics issues, which, combined with experience in these areas, allows us a clear understanding of the presentation and verification of good corporate responsibility practices.

CONTACT

https://www.bureauveritas.com.br/pt-br/fale-com-gente

São Paulo, April 2025.





Camila Pavão Chabar
Executive Sustainability Manager
Bureau Veritas Certification – Brasil

Nádia Lúcia Zuca Simões
Lead Auditor Assurance Sustainability Reports (ASR)
Bureau Veritas Certification – Brasil



9

SUPPLEMENTARY FOLDER

Governance

GRI 2-9; 2-21; 405-1

Executives in governance bodies by gender

	Men	Women	Total
Board of Directors	7 (78%)	2 (22%)	9
Executive Board (Statutory and functional)	7 (78%)	2 (22%)	9

Board Members by Age Group

Age	Men	Women
29 or younger	0	0
Between 30 - 50	0	1
Over 50	7	1

Members of the Executive and Functional Board by age group

Region	Men	Women
29 or younger	0	0
Between 30 - 50	4	1
Over 50	3	1

Board members by race

Race	Board Member
White	9
Black	0
Brown	0
Yellow	0
Indigenous	0

Officers' equity stakes in the Company's controlling group*

Officer	Basic salary share multiple*
Eduardo Antonio Gori Sattamini	0.000
Eduardo Takamori Guiyotoku	0.000
Gabriel Mann dos Santos	0.000
Guilherme Slovinski Ferrari	0.000
José Luiz Jansson Laydner	0.031
Luciana Moura Nabarrete	0.000
Marcos Keller Amboni	0.000
Paulo Henrique Muller	0.000
Average – All Officers	0.004
Average ex- the CEO	0.004

*Calculations: the Company's share price at year-end times the number of shares held by the Officer in the same period, divided by their latest basic salary. Stock price in 12/31/2024= R$ 35.50.

Proportion of total annual remuneration*

Proportion of total annual remuneration	2022	2023	2024
Ratio of the highest salary paid by the company and the average salary of all other employees (excluding the highest paid)	16.9 X	20.3 X	20.6 X
Ratio of the highest salary paid by the Company and the median salary of all other employees (excluding the highest paid)	23.1 X	28.2 X	27.7 X
The ratio of the percentage increase in the total annual compensation of the highest paid individual in the organization to the average percentage increase in the total annual compensation of all employees (excluding the highest paid)	-0.14	1.77	0.77

* Calculation formula: Annual remuneration for the highest paid individual / total remuneration (average or median) of all employees, except the highest paid.

Employee profile

GRI 2-7

Permanent employees by gender and region

Region	Men	Women	Proportion
South	515	287	70%
Southeast	83	14	8%
Central-West	24	6	3%
North	17	4	2%
Northeast	145	48	17%
Total	**784**	**359**	

Temporary employees by gender and region

Region	Men	Women	Proportion
South	7	11	60%
Southeast	2	3	17%
Central-West	0	0	0%
North	0	0	0%
Northeast	4	3	23%
Total	**13**	**17**	

Hiring and terminations

GRI 401-1

Hiring by gender and age group

Age	Men	Women	Total
29 or younger	37	32	69
Between 30 - 50	57	46	103
Over 50	1	3	4
Total	**95**	**81**	**176**

Hiring by gender and region

Region	Men	Women	Total
South	44	58	102
Northeast	44	19	63
Southeast	6	2	8
North	1	2	3
Central-West	0	0	0

Hiring by job class and gender

Job class	Men	Women	Total
Officers (statutory and functional)	0	0	0
Managers	0	3	3
Analysts, engineers, and specialists	44	45	89
Operators and technicians	51	33	84

Hire rate by gender*

Men	Women	Total
12.2%	25.1%	16.0%

* Calculation formula: number of employees hired in each classification / total number of employees in each classification at the end of the previous year.

Hire rate by age group*

29 or younger	Between 30 - 50	Over 50
41.6%	12.4%	4.0%

* Calculation formula: number of employees hired in each classification / total number of employees in each classification at the end of the previous year.

Terminations by gender and age group

Age	Men	Women	Total
29 or younger	10	6	16
Between 30 - 50	36	16	52
Over 50	28	4	32
Total	**74**	**26**	**100**

Terminations by gender and region

Region	Men	Women	Total
South	53	19	72
Northeast	14	6	20
Southeast	5	1	6
Central-West	1	0	1
North	1	0	1
Total	**74**	**26**	**100**

Terminations by job class and gender

Job class	Men	Women	Total
Officers (statutory and functional)	0	0	0
Managers	6	0	6
Analysts, engineers, and specialists	45	13	58
Operators and technicians	23	13	36
Total	**74**	**26**	**100**

Turnover rate by gender **

Men	Women	Total
9.5%	8.0%	9.1%

**Calculation formula: dismissed from each gender / total number of employees from each classification at the end of the previous year.

Turnover rate by age group**

29 or younger	Between 30 -50	Over 50
9.6%	6.2%	32.0%

**Calculation formula: dismissed from each age group / total number of employees from each classification at the end of the previous year.

Voluntary turnover rate by gender**

Men	Women	Total
6.1%	4.3%	5.5%

**Calculation formula: dismissed from each age group / total number of employees from each classification at the end of the previous year.

Voluntary turnover rate by age group**

29 or younger	Entre 30 - 50 anos	Over 50
5.4%	2.8%	28.0%

**Calculation formula: dismissed from each age group / total number of employees from each classification at the end of the previous year.

Voluntary turnover rate by gender (without Voluntary Dismissal Program - VDP)**

Men	Women	Total
3.0%	3.4%	3.1%

**Calculation formula: dismissed from each age group / total number of employees from each classification at the end of the previous year.

Average length of employment contract by age group and gender (in years)

Age	Men	Women
29 or younger	2.4	2.2
Between 30 - 50	8.8	6.3
Over 50	18.8	16.0

Maternity/paternity leave GRI 401-3

	2022		2023		2024	
Indicator	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**
Total employees entitled to maternity/paternity leave.	45	9	35	7	34	17
Total employees taking maternity/paternity leave.	45	9	35	7	34	17
Total employees returning to work, during the reporting period, after the end of the maternity/paternity leave.	44	7	35	7	33*	15**
Total employees returning to work after a maternity/paternity leave and who were still employed 12 months after their return.	42	6	30	5	33	5
Return rate (employees who returned to work after leave / employees who were expected to return to work after leave).	100%	100%	100%	100%	100%	100%
Retention rate (employees who remain with the Company 12 months after returning to work from leave / employees who returned from leave in previous reporting periods).	87.9%	92.3%	95.4%	85.7%	94.3%	71.4%

* At the end of 2024, 01 employee remained on paternity leave.

** At the end of 2024, 02 employee remained on maternity leave.

Health and safety GRI 403-9; SASB IF-EU-320a.1

Security Management Visits (SMV)

Indicator	2022	2023	2024
Security Management Visits (SMV)	1,001	1,023	1,511
Records of Risk Situations and Near Miss Accidents (GSR system)	2,497	4,297	13,392
High Potential Event Records (HIPOs)	54	5*	16

* The variation in the HIPO result between 2023 and 2022 is related, especially, to the review of the internal process, which redefined the classification of occurrences falling under this nomenclature.

Complementary Occupational Safety Indicators

Indicator	2022	2023	2024
Total recordable incident rate (TRIR)	1.40	0.94	0.36
Fatality rate	0.00	0.02	0
Near miss frequency rate (NMFR)	1.30	1.61	1.64

* Formula: (statistical count × 200,000) / hours worked.

Professional development GRI 404-1; 412-2

Average hours of Board of Directors training

Year	Men	Women	Total
2022	0.1	1.4	0.4
2023	4.0	0.0	3.4
2024	8.7	16.0	10.3

Average hours of training, by gender

Year	Men	Women	Total
2022	65.1	37.7	57.8
2023	85.9	40.0	72.4
2024	70.7	45.6	62.7

Average hours of training, by age group

Age	Hours
29 or younger	49.1
Between 30 - 50	66.1
Over 50	55.8
Total	**62.7**

Average hours of training by job class

Job class	Men	Women	Total
Officers (statutory and functional)	92.4	132.7	101.3
Managers	100.0	109.6	102.4
Analysts, engineers, and specialists	62.9	43.4	55.7
Operators and technicians	77.9	40.5	68.8

Human Rights training

Training	2022	2023	2024
Number of hours	1,591	1,542	2,738
Percentage of employees trained	78.8%	58.2%	99.0%

Performance appraisals GRI 404-3

Percentage of performance appraisals by job class and gender

Job class	Men	Women	Total
Officers (Statutory and functional)	100%	100%	100%
Managers	100%	93%	98%
Analysts, engineers, and specialists	96%	96%	96%
Operators and technicians	94%	89%	93%

Diversity

GRI 405-1

Employees by age group and gender

Age	Men	Women
29 or younger	97	85
Between 30 - 50	624	279
Over 50	76	12

People with disabilities or special needs

Year	Men	Women
2022	28	26
2023	28	26
2024	34	26

Employees by functional category and gender

Job function	Men	Women	Total
Officers (statutory and functional)	7	2	9
Managers	42	14	56
Analysts, engineers, and specialists	448	264	712
Operators and technicians	300	96	396

Employees by functional category and race

Job function	White	Black	Brown	Yellow	Indigenous	Total
Officers (statutory and functional)	8	0	0	1	0	9
Managers	48	1	7	0	0	56
Analysts, engineers, and specialists	601	23	79	9	0	712
Operators and technicians	240	23	132	0	1	396
Total	**897**	**47**	**218**	**10**	**1**	**1,173**

Gender indicators

	2022		2023		2024	
Indicador	Men	Women	Men	Women	Men	Women
% of each gender in the workforce	73.3%	26.7%	70.6%	29.4%	67.9%	32.1%
% of each gender in leading positions	76.8%	23.2%	72.4%	27.6%	68.6%	31.4%
% of each gender in senior management (at least 2 levels away from the CEO)	76.2%	23.8%	74.4%	25.6%	70.5%	29.5%
% of women in junior management positions	89.3%	10.7%	82.9%	17.1%	79.7%	20.3%
% of women in management positions that generate revenue	85.7%	14.3%	79.6%	20.4%	75.7%	24.3%

Energy

GRI 302-1; G4 EU11

Direct energy consuption (in GJ)

Origin	Source	2022	2023	2024	Change 2024/2023
Non-renewable	Heavy oil	37,335	18,008	4,949	-72.5%
	Coal	10,338,656	1,906,824	0	-
	Total (GJ)	**10,375,991**	**1,924,832**	**4,949**	**-99.7%**
	Total (MWh)	**2,882,220**	**534,676**	**1,375**	**-99.7%**
Renewable	Wood biomass	1,942,884	433,535	0	-
	Sugarcane biomass	8,300,304	8,757,451	8,802,227	0.5%
	Total (GJ)	**10,243,188**	**9,190,986**	**8,802,227**	**-4.2%**
	Total (MWh)	**2,845,330**	**2,553,052**	**2,445,063**	**-4.2%**
Electricity	Grid electricity consumption (GJ)	107,472	72,857	64,084	-12.0%
	Grid electricity consumption (MWh)	29,853	20,238	17,801	-12.0%

Water

GRI 303-3; 303-4; 303-5

Total water withdrawal volume by source (in megaliters)

	2022	2023	2024	Change 2024/2023
Surface water (includes wetlands, rivers, lakes and rainwater)	4,180.3	1,805.5	1,343.1	-26%
Ground water	14.1	17.8	17.6	-1%
Third party water (public supply or other water utilities)	1,813.9	1,865.8	1,877.3	1%
Water stress area (third party water)*	0.1	0.2	0.0	-
Total	**6,008.3**	**3,689.1**	**3,238.0**	**-12%**

*After the 2023 review of the Aqueduct Water Risk Atlas, the Company does not have an asset classified as High or Very High, therefore, this year, there is no consumption in an area of water stress.

Water discharge / disposal (in megaliters)

	2022	2023	2024	Change 2024/2023
Surface water (includes wetlands, rivers and lakes)	120.8	52.4	4.9	-90.7%
Third-party water	1,500.1	1,643.6	1,561.6	-5.0%
Total	**1,620.9**	**1,696.0**	**1,566.5**	**-7.6%**

Thermal water disposal (in megaliters)

Year	Volume	Planned / Not planned
2022	34.3	Planned
2023	34.3	Planned
2024	46.7	Planned

Water used in thermal power plants (in megaliters)

Procedure	2022	2023	2024	Change 2024/2023
Processing	2,950.5	2,512.3	2,361.7	-6.0%
Cooling	3,029.4	1,147.8	837.9	-27.0%
Total	**5,979.9**	**3,660.1**	**3,199.6**	**-12.6%**
Consumption	4,364.2	1,969.0	1,638.0	-16.8%

Water consumption (in megaliters)

2022	2023	2024	Change 2024/2023
4,387.6	1,992.6	1,671.0	-16.1%

Biodiversity GRI 304-1; 304-4

Owned, leased or managed operational units within or adjacent to environmental protection areas and areas of high biodiversity value

Asset	Total concession area (ha)	Protected Areas (PA)	PA area (ha)	Class	Jurisdiction	Biome	State	Region
Conjunto Eólico Campo Largo Campo Largo Wind Complex	18,425.0	Área De Proteção Ambiental Do Boqueirão Da Onça	346,908	Environmental Protection Area	federal	Caatinga	BA	Northeast
		Área De Proteção Ambiental Grutas Dos Brejões / Veredas Do Romão Gramacho	11,900	Environmental Protection Area	state	Caatinga	BA	Northeast
		Parque Nacional Do Boqueirão Da Onça	505,694	Park	federal	Caatinga	BA	Northeast
Trairi Wind Complex	1303.0	Área De Proteção Ambiental Das Dunas Da Lagoinha	1,321	Environmental Protection Area	state	Caatinga	CE	Northeast
		Área De Proteção Ambiental Do Estuário Do Rio Mundaú	1,559	Environmental Protection Area	state	Caatinga	CE	Northeast
		Área De Proteção Ambiental Das Dunas Do Litoral Oeste	9,015	Environmental Protection Area	state	Caatinga	CE	Northeast
		Área De Proteção Ambiental Do Lagamar Do Cauipe	1,884	Environmental Protection Area	state	Caatinga	CE	Northeast
		Estação Ecológica Do Pecém	974	Ecological Station	state	Caatinga	CE	Northeast
Umburanas Wind Complex	5,481.0	Área De Proteção Ambiental Do Boqueirão Da Onça	505,694	Environmental Protection Area	federal	Caatinga	BA	Northeast
		Área De Proteção Ambiental Grutas Dos Brejões / Veredas Do Romão Gramacho	11,900	Environmental Protection Area	state	Caatinga	BA	Northeast
Floresta Photovoltaic Complex	393.0	Área de Proteção Ambiental Dunas Do Rosado	16,594	Environmental Protection Area	state	Caatinga	RN	Northeast
Paracatu Photovoltaic Complex	842.1	Parque Estadual De Paracatu	6,400	Park	state	Cerrado	MG	Southeast
Sol do Futuro Photovoltaic Complex	254.0	Reserva Extrativista Do Batoque	602	Extractive Reserve	federal	Caatinga	CE	Northeast
		Área De Proteção Ambiental Do Rio Pacoti	2,915	Environmental Protection Area	state	Caatinga	CE	Northeast
		Parque Natural Municipal Das Dunas Da Sabiaguaba	468	Park	state	Caatinga	CE	Northeast
		Área De Relevante Interesse Ecológico Do Sítio Curió	57	Area of Relevant Ecological Interest	state	Caatinga	CE	Northeast
		Reserva Particular Do Patrimonio Natural Aquiraz RIVIERA	41	Private Natural Heritage Reserve	state	Caatinga	CE	Northeast

Owned, leased or managed operational units within or adjacent to environmental protection areas and areas of high biodiversity value

Asset	Total concession area (ha)	Protected Areas (PA)	PA area (ha)	Class	Jurisdiction	Biome	State	Region
José Gelásio Small Hydropower Plant	47.7	Parque Estadual Dom Osório Stoffel	13,068	Park	state	Cerrado	MT	Center-West
Rondonópolis Small Hydropower Plant	205.2	Parque Estadual Dom Osório Stoffel	13,068	Park	state	Cerrado	MT	Center-West
		Área De Proteção Ambiental Do Passaúna	19,158	Environmental Protection Area	state	Mata Atlântica	PR	Southeast
		Área De Proteção Ambiental Do Rio Verde	18,247	Environmental Protection Area	state	Mata Atlântica	PR	Southeast
		Área De Proteção Ambiental Estadual Da Escarpa Devoniana	505,002	Environmental Protection Area	state	Mata Atlântica	PR	Southeast
		Área De Proteção Ambiental Estadual Da Serra Da Esperança	252,680	Environmental Protection Area	state	Mata Atlântica	PR	Southeast
		Área De Relevante Interesse Ecológico Da Serra Do Tigre	255	Area of Relevant Ecological Interest	state	Mata Atlântica	PR	Southeast
		Estação Ecológica Fernandes Pinheiro	1,231	Ecological Station	state	Mata Atlântica	PR	Southeast
		Estação Ecológica Municipal Severino Ravanello	308	Ecological Station	municipal	Mata Atlântica	PR	Southeast
Gralha Azul Transmission System	90,890.0	Floresta Nacional De Irati	3,802	Forest	federal	Mata Atlântica	PR	Southeast
		Parque Ambiental Natural Municipal Marcelina Ravanello	260	Park	municipal	Mata Atlântica	PR	Southeast
		Parque Estadual Do Caxambu	1,040	Park	state	Mata Atlântica	PR	Southeast
		Parque Nacional Dos Campos Gerais	21,300	Park	federal	Mata Atlântica	PR	Southeast
		Refúgio Da Vida Silvestre Do Pinhão	197	Wildlife refuge	state	Mata Atlântica	PR	Southeast
		Reserva Biológica Das Araucárias	149	Biological Reserve	federal	Mata Atlântica	PR	Southeast
		Reserva Biológica Municipal Das Aves	201	Biological Reserve	municipal	Mata Atlântica	PR	Southeast
			6	Private Natural Heritage Reserve	federal	Mata Atlântica	PR	Southeast

Owned, leased or managed operational units within or adjacent to environmental protection areas and areas of high biodiversity value

Asset	Total concession area (ha)	Protected Areas (PA)	PA area (ha)	Class	Jurisdiction	Biome	State	Region
Tubarão Wind Power Plant	17.0	Área De Proteção Ambiental Da Baleia Franca	154,867	Environmental Protection Area	federal	Mata Atlântica	SC	South
Assú Photovoltaiv Power Plant	171.0	Floresta Nacional De Açu	225	Forest	federal	Caatinga	RN	Northeast
Cidade Azul Photovoltaic Power Plant	15.0	Área De Proteção Ambiental Da Baleia Franca	154,867	Environmental Protection Area	federal	Mata Atlântica	SC	South
Cana Brava Hydropower Plant	16,859.9	Área De Proteção Ambiental Lago De São Salvador Do Tocantins, Paranã e Palmeirópolis	14,587	Environmental Protection Area	state	Cerrado	GO	Center-West
		Área De Proteção Ambiental Minaçu	2,420	Environmental Protection Area	municipal	Cerrado	GO	Center-West
		Área De Proteção Ambiental Pouso Alto	77,275	Environmental Protection Area	state	Cerrado	GO	Center-West
		Reserva Particular Do Patrimônio Natural Reserva Natural Do Tombador	142	Private Natural Heritage Reserve	federal	Cerrado	GO	Center-West
Estreito Hydropower Plant	55,946.2	Monumento Natural Das Árvores Fossilizadas Do Estado Do Tocantins	18,019	Natural monument	state	Cerrado	MA/TO	North/ Northeast
		Parque Nacional Da Chapada Das Mesas	16,599	Park	federal	Cerrado	MA/TO	North/ Northeast
Itá Hydropower Plant	18,992.5	Parque Estadual Fritz Plaumann	733	Park	state	Mata Atlântica	SC/RS	South
		Reserva Particular Do Patrimônio Natural Estadual Valdir Baldin	7	Private Natural Heritage Reserve	state	Mata Atlântica	SC/RS	South
		Parque Natural Municipal do Apertado	24	Park	municipal	Mata Atlântica	SC/RS	South
		Parque Natural Municipal Mata Rio Uruguai Teixeira Soares	430	Park	municipal	Mata Atlântica	SC/RS	South
Jaguara Hydropower Plant	3,469.2	Parque Estadual Das Furnas Do Bom Jesus	2,063	Park	state	Cerrado	SP/MG	Southeast
Miranda Hydropower Plant	5,392.0	Parque Estadual Do Pau Furado	2,182	Park	state	Cerrado	MG	Southeast
		Reserva Particular De Patrimônio Natural Do Jacob	358	Private Natural Heritage Reserve	state	Cerrado	MG	Southeast
			42	Private Natural Heritage Reserve	state	Cerrado	MG	Southeast

Owned, leased or managed operational units within or adjacent to environmental protection areas and areas of high biodiversity value

Asset	Total concession area (ha)	Protected Areas (PA)	PA area (ha)	Class	Jurisdiction	Biome	State	Region
Machadinho Hydropower Plant	17,733.8	Parque Estadual De Espigão Alto	1,444	Park	state	Mata Atlântica	SC/RS	South
		Parque Estadual Rio Canoas	571	Park	state	Mata Atlântica	SC/RS	South
		Parque Natural Municipal Mata Rio Uruguai Teixeira Soares	430	Park	Municipal	Mata Atlântica	SC/RS	South
Passo Fundo Hydropower Plant	15,932.3	Parque Estadual Do Papagaio-Charão	1,023	Park	state	Pampa	RS	South
		Parque Natural Municipal de Sagrisa	402	Park	municipal	Pampa	RS	South
São Salvador Hydropower Plant	17,223.4	Área De Proteção Ambiental Lago De Peixe/Angical	7,629	Environmental Protection Area	state	Cerrado	TO	North
		Área De Proteção Ambiental Lago De São Salvador Do Tocantins, Paranã e Palmeirópolis	14,587	Environmental Protection Area	state	Cerrado	TO	North
Ferrari Thermoelectric Power Plant	3.7	Parque Estadual De Porto Ferreira	681	Park	state	Cerrado	SP	Southeast
		Rppn Sitio Kon Tiki	12	Private Natural Heritage Reserve	state	Cerrado	SP	Southeast

* Some protected areas are described more than once because they appear in the 15km buffer of plants that belong to the same region.

Species included in the IUCN Red List and national conservation lists with habitats in areas affected by the organization's operations

Operational Unit	Red List Class (IUCN)				
	Critically endangered (CR)	Endangered (EN)	Vulnerable (VU)	Near Threatened (NT)	Low Concern (LC)
Campo Largo Wind Complex	0	2	0	2	611
Santo Agostinho Wind Complex	0	0	0	3	15
Trairi Wind Complex	0	0	0	0	174
Umburanas Wind Complex	0	0	0	0	56
Floresta Photovoltaic Complex	0	0	0	0	0
Juazeiro Photovoltaic Complex	0	1	0	2	280
Lar do Sol Photovoltaic Complex	0	0	1	4	62
Paracatu Photovoltaic Complex	0	0	0	0	96
São Pedro Photovoltaic Complex	3	1	0	1	143
Sol do Futuro Photovoltaic Complex	0	0	0	3	90
Sertão Solar Photovoltaic Complex	0	4	0	4	494
José Gelázio SHP	0	0	1	0	9
Rondonópolis SHP	0	0	0	0	8
Gavião Real Transmission System	0	1	0	0	136
Gralha Azul Transmission System	1	6	61	12	1,684
Novo Estado Transmission System	0	12	7	4	1,003
Tubarão Wind Complex	0	1	3	1	64

Species included in the IUCN Red List and national conservation lists with habitats in areas affected by the organization's operations

Operational Unit	Red List Class (IUCN)				
	Critically endangered (CR)	Endangered (EN)	Vulnerable (VU)	Near Threatened (NT)	Low Concern (LC)
Cana Brava Hydropower Plant	0	4	24	13	1,649
Estreito Hydropower Plant	0	1	17	7	1,763
Itá Hydropower Plant	0	9	2	3	795
Jaguara Hydropower Plant	0	4	0	5	317
Machadinho Hydropower Plant	0	15	1	0	720
Miranda Hydropower Plant	0	3	3	3	364
Passo Fundo Hydropower Plant	0	0	0	1	62
Ponte de Pedra Hydropower Plant	0	0	3	1	59
Salto Osório Hydropower Plant	0	0	0	2	303
Salto Santiago Hydropower Plant	0	0	2	1	142
São Salvador Hydropower Plant	0	2	11	20	1,417
Assú V Photovoltaic Plant	0	4	0	3	49
Cidade Azul Photovoltaic Plant	0	1	3	1	64
Ferrari Thermoelectric Power Plant	0	3	0	1	372
Ibitiúva Thermoelectric Power Plant	0	0	0	0	18

* Considers the buffer established by the IUCN, of 15 kilometers, as a criterion.

Waste

GRI 306-3; 306-4; 306-5

SASB IF-EU-150a.1.; IF-EU-150a.2

Hazardous Waste (in tons)

	2022	2023	2024	Change 2024/2023
Reuse	0.8	0.0	0.0	-
Recycling	41.6	122.4	80.6	-34.2%
Co-processsing	49.0	126.0	79.7	-36.7%
Incineration (mass burning)	0.8	1.5	0.8	-46.7%
Landfill	464.3	23.7	34.5	45.6%
Total	**556.5**	**273.6**	**195.6**	**-28.5%**

Non-hazardous waste (in tons)

Disposal	2022	2023	2024	Change 2024/2023
Reuse	13,654.8	2,859.7	29.2	-99.0%
Recycling	92,112.9	17,227.7	5,337.3	-69.0%
Composting	93,681.6	95,405.3	90,845.5	-4.8%
Recovery of degraded areas	726,885.5	58,197.6	0.0	-100.0%
Co-processsing	89.8	41.8	16.9	-59.5%
Use as fuel (wood)	0.0	15.5	8.6	-44.6%
Landfill	113.8	150.6	121.8	-19.1%
Total	**926,538.4**	**173,898.2**	**96,359.3**	**-44.6%**

Waste avoided (in tons)

2024	25.0

Ash volume*(in tons)

Description	2022	2023	2024
Total ash waste recycled/ re-used	921,708	172,451	90,811
Data coverage (as % of the denominator)	100%	100%	100%

*The Company has not generated gypsum waste since May 2023, the date of the sale of the Pampa Sul Thermoelectric Plant.

Coal burning waste generation*(in tons)

Year	Amount (tons)	Change	% Recycled
2021	2,431,529.75	-	100%
2022	816,904.9	-66.4%	100%
2023	68,142.3	-91.7%	100%
2024	0.0	0.0	0%

*With the sale of Pampa South Thermoelectric Plant in 2023, there is no more generation of coal waste.

Other emissions

GRI 305-6; 305-7; SASB IF-EU-120a.1

Intensity of NO_X, SO_X and other atmospheric emissions (Kg/MWh)*

	2022	2023	2024	Change 2024/2023
NO_X	0.09	0.06	0.04	-39.0%
SO_X	0.05	0.01	0.00	-100.0%
Particulate Matter (PM)	0.07	0.04	0.03	-25.2%

*The Company's assets do not emit mercury.

Intensity of NO_X, SO_X and other atmospheric emissions (tCO_2e)

	2022	2023	2024	Change 2024/2023
NO_X	3,023.80	2,709.79	1,967.20	-27.4%
SO_X	1,617.70	244.79	0.00	-100.0%
Particulate Matter (PM)	2,322.70	1,769.02	1,607.30	-9.1%

*The Company's assets do not emit mercury.

Emission of ozone-depleting substances (ODS) – Operational Control (in tCO_2e)

	2022	2023	2024	Change 2024/2023
HCFC (R-22)	112.0	46.4	58.4	25.9%
HCFC-141b	0.0	0.0	0.0	-

Emission of ozone-depleting substances (ODS) – Corporate stake (in tCO_2e)

	2022	2023	2024	Change 2024/2023
HCFC (R-22)	112.0	46.4	72.1	55.4%
HCFC-141b	0.0	0.0	0.0	-

Gas leakage rate – TAG (Transportadora de gás)	2022	2023	2024	What is included
Vented	0.051%	0.065%	0.096%	• Depressurization and purging: volume and density of natural gas; • Pigging: volume of natural gas, density and number of pig passages in each chamber; • Sealing: number of operation hours, density and average volume of natural gas sent to the vent-stack.
Fugitive	0.0003%	0.0003%	0.0021%	• The estimate of CH4 emissions is made based on factors that consider operating hours and the quantity of line and equipment components. Based on the methane emissions and content in the natural gas, the total amount of natural gas emitted into the atmosphere was calculated. • Extraordinary losses of natural gas in events such as attempted illegal diversion.
Pneumatic	0.0180%	0.0300%	0.0320%	• Starter motor: number of starts for each engine and average flow of natural gas used per start. From the product of these two variables, the total volume of natural gas directed to the vent-stack was obtained.
Unburnt	-	-	-	Not measured.
Total TAG (100%)	**0.0693%**	**0.0953%**	**0.1301%**	
ENGIE Brasil Energia stake in TAG (32.5% in 2023 and 17.5% in 2024)	**0.0225%**	**0.0310%**	**0.0228%**	

% Leakage Formula = Quantity Lost / Quantity Injected into System.

Supplyers

GRI 204-1

Payments to suppliers in 2024 by origin

Origin	Amount (R$ million)	Proportion
Domestic	R$ 6,585.6	90.7%
International (imports)	R$ 675.3	9.3%

Amount spend with suppliers in 2024, by state

State	Amount (R$ million)	Proportion
SP	3,962.41	54.6%
MG	644.77	8.9%
RN	517.56	7.1%
CE	417.84	5.8%
SC	271.38	3.7%
BA	260.53	3.6%
PR	128.58	1.8%
ES	114.01	1.6%
RJ	86.26	1.2%
RS	67.35	0.9%
SE	31.25	0.4%
GO	21.72	0.3%
PA	15.99	0.2%
DF	14.76	0.2%
PB	7.59	0.1%
MT	6.63	0.1%
PE	5.82	0.1%
MS	3.42	0.0%
TO	3.26	0.0%
MA	1.98	0.0%
AM	0.99	0.0%
PI	0.65	0.0%
AL	0.48	0.0%
RR	0.31	0.0%
RO	0.02	0.0%
AP	0.01	0.0%
Total	**6,585.57**	**100%**

Supplier Screeening[15]

Indicators	2023	2024
a. Total number of Tier-1 suppliers	3,993	3,848
b. Total number of significant suppliers in Tier-1	90	76
c. % of total spend on significant suppliers in Tier-1	52.1%	87.2%
d. Total number of significant suppliers in non Tier-1	51	32
e. Total number of significant suppliers (Tier-1 and non Tier-1)	141	108

KPIs for Supplier Assessment[15]

	2024
1.1 Total number of suppliers assessed via desk assessments/on-site assessments	65
1.2 % of unique significant suppliers assessed	60.2%
1.3 Number of suppliers assessed with substantial actual/potential negative impacts	40*
1.4 % of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	75.0%
1.5 Number of suppliers with substantial actual/potential negative impacts that were terminated	0

[15] Suppliers considered significant are those in the "TOP 50 spend" group (the 50 companies which received the greatest volume of payments in the period), togerther with those that underwent the Due Diligence Level assessment and those selected for the Journey for the Climate - representing 80% of the Company's Scope 3 GHG emissions.

*In 2024, there was a methodological evolution in the evaluation processes, which began to consider, in addition to the questionnaire, the performance evaluation and the Climate Journey Program. This is why a higher percentage of significant suppliers evaluated was observed.

Supplier coverage and progress with corrective action plans

	2024	Target for 2024
2.1 Total number of suppliers supported in corrective action plan implementation	8	40
2.2 % of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	20.0%	

Supplier coverage and progress in training programs

	2024	Target for 2024
3.1 Total number of suppliers in capacity building programs	37	108
3.2 % of unique significant suppliers in capacity building programs	34.3%	

Membership associations

GRI 2-28

Global Compact (UNO)
Action Declaration on Climate Policy Engagement
Conselho Empresarial Brasileiro para o Desenvolvimento Sustentável (CEBDS)
Movimento Coalizão Brasil Clima, Florestas e Agricultura (Coalizão Brasil)
Associação Brasileira do Hidrogênio (ABH2) SIM
Associação Brasileira da Indústria de Hidrogênio Verde (ABIHV)
Associação Brasileira das Empresas Geradoras de Energia Elétrica (ABRAGE) SIM
Administração dos Portos (diversos municípios)
Agência Nacional de Energia Elétrica (ANEEL)
Associação Brasileira da Infraestrutura e Indústrias de Base (ABDIB) SIM
Associação Brasileira das Empresas de Transmissão de Energia Elétrica (ABRATE) SIM
Associação Brasileira de Energia Eólica (ABEEólica) SIM
Associação Brasileira dos Comercializadores de Energia (ABRACEEL) SIM
Associação Brasileira das Empresas Geradoras de Energia Elétrica (ABRASCA)
Associação Brasileira dos Produtores Independentes de Energia Elétrica (APINE) SIM
Associação Nacional de Pesquisa e Desenvolvimento das Empresas Inovadoras (ANPEI)
Associação dos Produtores de Energia de Santa Catarina (APESC)
Câmara de Comercialização de Energia Elétrica (CCEE)
Centro de Pesquisas de Energia Elétrica (CEPEL)
Comissão das Empresas Energéticas para Gestão de Viagens (COEGV)
Comitê da Bacia do Rio Canoas
Confederação Nacional das Indústrias - Conselho de Meio Ambiente (CNI)
Conselho de Desenvolvimento do Território Cantiquiriçuçu (CONDETEC)
Conselho Estadual de Recursos Hídricos de Santa Catarina (CERH-SC)
Conselho Estadual de Recursos Hídricos do Paraná (CERH-PR)
Conselho Nacional de Recursos Hídricos (CNRH)
Electric Power Research Institute - EPRI/EUA (Instituto de Pesquisa de Energia Elétrica)/Transferência de Tecnologia (EPRI/EUA)
Empresa de Pesquisa Energética (EPE)
Federação das Indústrias do Estado de Santa Catarina (FIESC)
Fundação Comitê de Gestão Empresarial (FUNCOGE)
Instituto ACENDE Brasil (ACENDE Brasil) SIM
Instituto Brasileiro de Governança Corporativa (IBGC)
Instituto Brasileiro de Petróleo e Gás (IBP)
International Electric Community (IEC)
Sindicato da Indústria de Energias Renováveis do Rio Grande do Sul (Sindienergia) SIM
Operador Nacional do Sistema Elétrico (ONS) SIM

Amounts spent on representation associations (R$)

Entity	2021	2022	2023	2024
APINE	244,763	251,369	263,736	235,938
ACENDE BRASIL	234,720	245,665	267,962	277,200
ABRAGE	264,948	232,448	196,121	606,673
ABRATE	167,014	109,905	198,919	166,977
ABEEÓLICA	137,236	174,912	149,502	140,612
IHA	140,023	0	0	0
ABRACEEL	75,353	83,730	77,836	88,452
ABDIB	38,400	46,417	0	49,680
CEPEL	0	0	2,632	0
ABH2	0	0	35,000	65,000
Total (R$)	**1,302,457**	**1,144,464**	**1,234,908**	**1,630,532**

Summary for TCFD e TNFD contents

Topic	TCFD Recommendation	Page on Climate and Nature Notebook	TNFD Recommendation	Page on Climate and Nature Notebook
GOVERNANCE	A. Describe the board's oversight of climate-related risks and opportunities. related to climate change.	8	A. Describe the board's oversight of nature-related dependencies, impacts, risks and opportunities.	8
	B. Describe management's role in assessing and managing climate-related risks and opportunities related to climate change.	8	B. Describe management's role in assessing and managing nature-related dependencies, impacts, risks and opportunities.	7 and 8
	-		C. Describe the organisation's human rights policies and engagement activities, and oversight by the board and management, with respect to Indigenous Peoples, Local Communities, affected and other stakeholders, in the organisation's assessment of, and response to, nature-related dependencies, impacts, risks and opportunities.	7
ESTRATEGY	A. Describe the risks and opportunities related to climate change that the organization has Identified in the short, medium and long term.	31 to 34	A. Describe the nature-related dependencies, impacts, risks and opportunities the organisation has identified over the short, medium and long term.	29 to 34
	B. Describe the impacts of climate change related risks and opportunities on business, strategy, and financial planning.	31 to 34 63 to 70	B. Describe the effect nature-related dependencies, impacts, risks and opportunities have had on the organisation's business model, value chain, strategy and financial planning, as well as any transition plans or analysis in place.	35 to 38
	C. Describe the resilience of the organization's strategy, taking into consideration diferente climate-related scenarios, including a 2°C or lower scenario.	63 to 69	C. Describe the resilience of the organisation's strategy to nature-related risks and opportunities, taking into consideration different scenarios.	24 and 25
	-		D. Disclose the locations of assets and/or activities in the organisation's direct operations and, where possible, upstream and downstream value chain(s) that meet the criteria for priority locations.	36
RISK MANAGEMENT	A. Describe the organization's processes for identifying and assessing climate-related risks.	30 to 36	A. Describe the organisation's processes for identifying, assessing and prioritising nature-related dependencies, impacts, risks and opportunities in (i) its direct operations (ii) its upstream and downstream value chain(s).	29 to 34
	B. Describe the organization's processes for managing climate-related risks.	29 to 41	B. Describe the organisation's processes for managing nature-related dependencies, impacts, risks and opportunities.	29 to 41
	C. Describe how the processes used by the organization to identify, assess, and manage risks related to climate change are integrated into the organization's overall risk management.	30 to 32	C. Describe how processes for identifying, assessing, prioritising and monitoring nature-related risks are integrated into and inform the organisation's overall risk management processes.	30 to 32
METRICS AND TARGETS	A. Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process.	43 to 44	A. Disclose the metrics used by the organisation to assess and manage material nature-related risks and opportunities in line with its strategy and risk management process.	43, 44 and 71
	B. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	GHG Emissions Inventory	B. Disclose the metrics used by the organisation to assess and manage dependencies and impacts on nature.	29 to 41
	C. Describe the targets used by the organization to manage the risks and opportunities related to climate change and the performance against targets.	43 to 44	C. Describe the targets and goals used by the organisation to manage nature-related dependencies, impacts, risks and opportunities and its performance against these.	45 and 46



GENERAL INFORMATION AND CREDITS

Company Address

Rua Paschoal Apóstolo Pítsica, 5.064 | CEP 88025-255
Florianópolis (SC) Tel.: +55 (48) 3221-7000

Communication channels (questions, doubts, clarification, complaints)

Shareholders or market analysts

Investors Relations:
ri.brenergia@engie.com
Tel.: +55 (48) 3221-7904

Environmental, health and safety, or corporate social responsibility agenda

Sustainability Committee:
comitedesustentabilidade.brenergia@engie.com

Ethics, governance, integrity and human rights agenda

Ethics Committee:
comitedeetica.brenergia@engie.com

Suppliers

https://www.engie.com.br/en/suppliers/suppliers-generation-transmission/

Whistleblower channel for reports/ complaints of any kind

www.canalintegro.com.br/engiebrasil
or 0800 580 2586 (confidentiality assured)

Supporting materials

2024 Management Report and Financial Statements
2024 Emissions Inventory
Corporate Policies
Climate and Nature Notebook

Follow us

Linkedin

Instagram

Twitter

Facebook

Youtube

Sustainability report 2024

General coordination

Investors Relations

Graphic Design and Layout

L7 Design

GRI consulting, preparation and text editing

We Sustentabilidade

Translation

Tristar Traduções Ltda

Image credits

Acervo ENGIE, Jady Marques, Clecio Silva, João Wendel.

www.engie.com.br