

2024

ANNUAL REPORT

GRUPO
energisa12



Customer of Aldeia Santo André
Guajará Mirim . RO



Naviraí . MS



Cuiabá . MT

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Headquarters Energisa Minas Rio
Cataguases . MG

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Introduction

We conduct an annual review of our performance to assess outcomes, rejuvenate our strategic decisions, and create opportunities for our stakeholders to join us on our journey.

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About the report

Committed to transparency with its stakeholders, Grupo Energisa is proud to present its Annual Sustainability Report. Released annually, this document encompasses information for the period **from January 1 to December 31, 2024, detailing our strategic approach, key initiatives undertaken during this timeframe, and our performance concerning the most significant environmental, social, and governance issues, as outlined in our materiality matrix. GRI 2-3**

The report was developed in accordance with the **2021 edition of the Global Reporting Initiative (GRI) Guidelines**. The information refers to the companies of the Group — Energisa Distribuição (Energisa Acre, Energisa Minas Rio, Energisa Mato Grosso do Sul, Energisa Mato Grosso, Energisa Paraíba, Energisa Rondônia, Energisa Sergipe, Energisa Sul-Sudeste, Energisa Tocantins);

Energisa Transmissão e Geração Centralizada de Energia; Energisa Distribuição de Gás (Agric and ES Gás); (re) energisa, Central de Serviços – CSE, Multi Energisa e Voltz — and were submitted to **external assurance**, conducted by the independent company **SGS do Brasil**. The financial data presented does not adhere to the same disclosure frequency as the Company's quarterly financial report. The companies referenced in the sustainability report are likewise included in the financial report. **GRI 2-1, GRI 2-2, 2-5**

Inquiries, comments, or concerns about the information in the report can be directed to sustainability@energisa.com.br. GRI 2-3

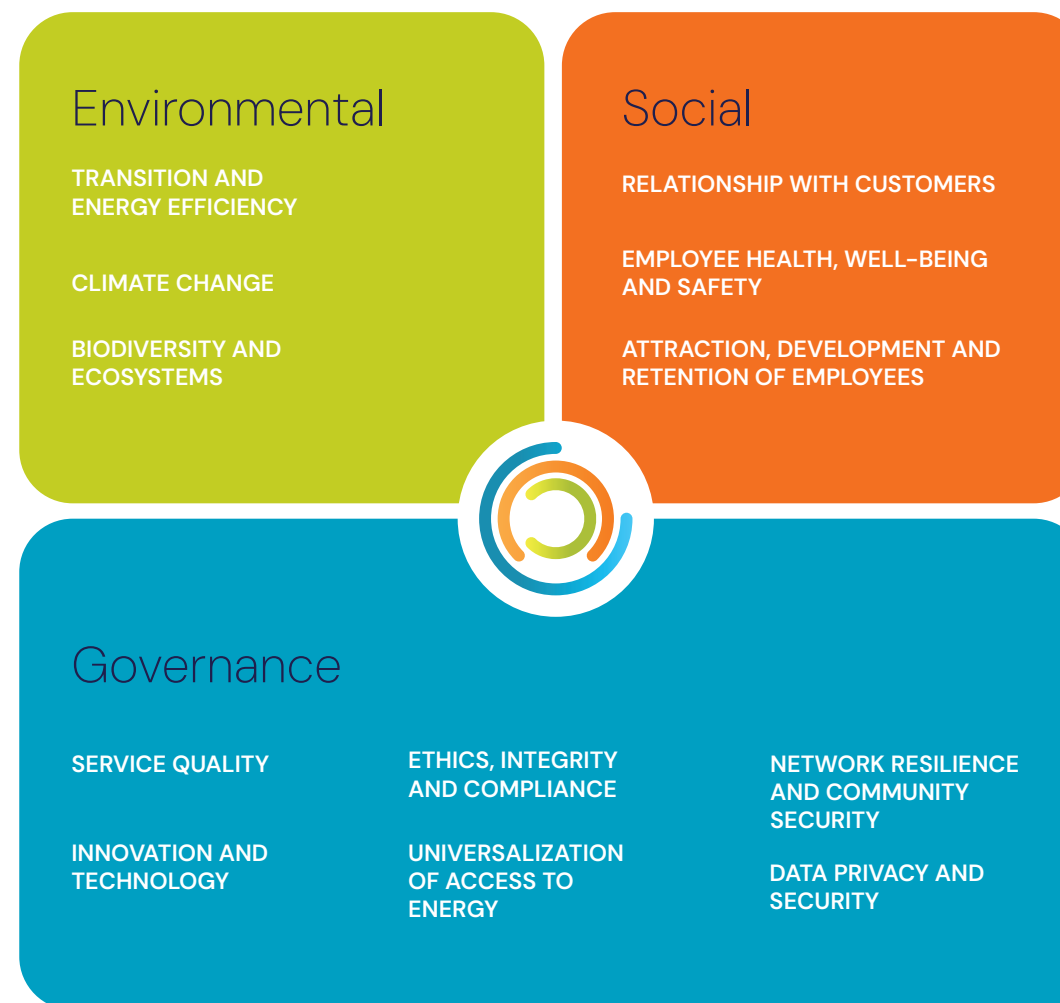
Materiality matrix

GRI 3-1

AIMING TO PRESENT RELEVANT CONTENT THAT ADDRESSES THE PRIMARY BUSINESS IMPACTS AND ALIGNS WITH THE EXPECTATIONS OF OUR CUSTOMERS AND STAKEHOLDERS, WE CRAFTED THE REPORT USING OUR MATERIALITY MATRIX AS A FOUNDATION.

Developed within the **double materiality** framework, the matrix integrates an analysis of the socio-environmental and financial impacts of the Group's operations—both upstream and downstream—as well as those impacts that could influence the business, considering the significance highlighted by each stakeholder. shareholders and investors, customers, employees, contractors, suppliers, local communities, government, regulators, non-governmental organizations, the press and labor unions.

In 2022, to identify material topics, we **conducted interviews with 488 individuals** from various stakeholder groups, both online and in person, resulting in the identification of 20 topics deemed crucial to the Company's operations. Socio-environmental issues were evaluated based on criteria of likelihood and severity, including intensity, extent, and reversibility. Financial issues were assessed using criteria of likelihood and magnitude. Additionally, topics most significant to the stakeholders consulted were examined through the lens of relevance. As a result, **12 material topics** were identified and subsequently approved by our Strategic Sustainability Committee.



Material topics

GRI 3-2

1/
TRANSITION
AND ENERGY
EFFICIENCY
GRI 3-3

Expansion of the renewable energy supply and development of solutions that facilitate customer decarbonization, along with enhancements in energy efficiency.

2/
SERVICE
QUALITY
GRI 3-3

Excellence in operational management and investments that guarantee efficiency and reliability in the provision of services.

3/
EMPLOYEE
HEALTH, WELL-
BEING AND
SAFETY
GRI 3-3, 403-1,
403-5, 403-9,
403-10

Emphasis on the health and well-being of employees and service providers through stringent safety protocols and the promotion of a healthy work environment.

4/
CLIMATE
CHANGE
GRI 3-3, 201-2,
302-1, 302-3,
302-4, 305-1,
305-2, 305-3,
305-4, 305-5

Dedication to reducing greenhouse gas (GHG) emissions, managing climate change-related risks, and providing solutions that facilitate decarbonization.

5/
INNOVATION AND
TECHNOLOGY
GRI 3-3, EU8

Investments in technologies that enhance operational efficiency, expand the supply of energy products and solutions, and reduce socio-environmental impacts.

6/
RELATIONSHIP
WITH CUSTOMERS
GRI 3-3

Commitment to the quality of services, to offering solutions that meet customer needs and to satisfying this audience.

7/
BIODIVERSITY
AND ECOSYSTEMS
GRI 3-3, 304-2,
304-3

Concentration on mitigating the impacts of our operational activities and enhancing benefits through initiatives aimed at protecting, restoring, and regenerating biodiversity.

8/
ETHICS,
INTEGRITY AND
COMPLIANCE
GRI 3-3, 205-1,
205-3

Commitment to transparency, compliance, and ethical conduct in business operations and relationships with stakeholders.

9/
UNIVERSALIZATION
OF ACCESS TO
ENERGY
GRI 3-3, EU23

Commitment to broadening access to reliable, renewable energy, with a particular focus on isolated communities.

10/
NETWORK
RESILIENCE AND
COMMUNITY
SECURITY
GRI 3-3, EU22

Investments in network infrastructure and capacity to respond to adverse events, particularly those stemming from climate change, alongside the establishment of partnerships and educational initiatives focused on community safety.

11/
ATTRACTION,
DEVELOPMENT
AND RETENTION OF
EMPLOYEES
GRI 3-3, 404-1,
404-2

Investments in training, attracting, and retaining human capital, encompassing development initiatives, performance evaluations, and climate assessments.

12/
DATA PRIVACY AND
SECURITY
GRI 3-3, 418-1

Secure management of data collection, retention, and usage of sensitive data in accordance with the General Data Protection Law (LGPD), alongside ongoing investments in cybersecurity.

Environmental Social Governance



Ricardo Botelho
CEO of Grupo Energisa

Message from management

GRI 2-22

SUSTAINABILITY: FOR 120 YEARS, OUR BRIDGE FROM THE PRESENT TO THE FUTURE

Our history has been marked by **innovation and sustainability since the beginning**. When we entered the energy market in 1905, Brazil was predominantly rural, and electricity was a disruptive technology accessible to only a limited number of people. Driven by an entrepreneurial spirit, **we were among the first electric utility companies operating outside the country's major urban centers**. In addition to generating hydroelectric energy, we expanded its distribution, thereby bringing electricity to more cities and a broader population.

The **foundations of our current commitments**—delivering optimal

energy solutions to customers, fostering energy transformation, and advancing economic development in the regions where we operate, all while respecting the environment and valuing life—have always been integral to our core values.

Since our foundation, we have been committed to development, education and professional training in the Cataguases and Leopoldina region. The Agricultural Technician Training School and the former Ginásio Leopoldinense (now Professor Botelho Reis State School) were created in 1906, anticipating the great boost that electricity would bring to the region's agricultural and industrial vocation. In

1908, with the advent of available energy, Companhia de Fiação e Tecelagem de Cataguases, established by the same founders, commenced operations. This development sparked a swift wave of industrialization and social mobility.

In these 120 years, **we connect with the challenges of each era and territory to stay relevant.** We expanded our operations to cover 97 percent of the country, fostering development and transforming our presence into a catalyst for opportunities.

Employment, income generation, professional development, appreciation of regional culture and heritage, ecosystem preservation, conscious consumption, energy solutions for decarbonization, ESG engagement of our suppliers, and quality of services: **our Materiality Matrix evolves in tandem with the changes defining each historical period**, ensuring our actions truly make an impact, as demonstrated by the evidence presented in this report.

Today, in the face of the climate emergency, we are intensifying our efforts to manage impacts on the economy,

environment and society. The **Energisa 5D – Diversification, Digitalization, Decarbonization, Democratization and Decentralization Strategy** – guides all our companies.

Despite Brazil possessing one of the cleanest energy matrices globally, **we must decelerate carbon emissions in support of global initiatives and commitments addressing the climate emergency.**

However, the situation indicates that **the substantial transition in the global energy system—from one reliant on fossil fuels to one dominated by renewable energy—will not unfold in a linear or progressive fashion.** It will be a multidimensional transition, manifesting differently across the globe, progressing at varying rates, and involving diverse combinations of fuels and technologies. Moreover, it **will not be merely an energy transition, but rather an energy addition.** This was evident in 2024, when global production of wind and solar energy reached record levels, as did the consumption of energy derived from oil and coal.

Decarbonizing the planet on a large scale is our biggest challenge today, as it depends on technological advances that are still being conceived, at the cost of high investments. On the other hand, it presents a **significant opportunity to illuminate the paths for energy transformation in Brazil, with energy solutions tailored to the needs and possibilities of each stakeholder, thereby managing a vortex of positive impact across multiple dimensions.**

That is what we are doing. **Electrification** remains the core focus until we have the technologies to scale renewable sources sufficiently to meet the growing energy demand. We are investing in strategic fuels to support this transition period. **Natural gas** fulfills this role, as it is less polluting than diesel, LPG, and coal (the three main fuels used by sectors with the highest CO₂ and particulate emissions). It also helps create the infrastructure necessary for distributing **low carbon gases**, such as biomethane, and potentially green hydrogen in the future.

This is the path we have chosen for a feasible and efficient energy transformation: **combining electrons,**

molecules, and bytes through a diversification strategy that remains focused on sustainability and energy security, while ensuring accessibility for all customers.

AN OVERVIEW OF HOW WE ENHANCE THE PRESENT AND THE FUTURE IN 2024

We had an intense year, marked by several extreme weather events that tested our response capacity. The **4.0 Contingency Plan**, based on climate forecasts, mitigated operational impacts and ensured the safety of customers and employees.

In **Power Distribution**, we serve more than 20 million people in 11 states and have invested BRL 5 billion in technology, efficiency and universalization, exceeding regulatory targets and achieving the highest sales growth in the last 12 years. I highlight the interconnection of Cruzeiro do Sul, the second largest city in Acre, to the National Interconnected System (SIN). With it, we decommissioned the largest remaining diesel oil thermal plant among our utilities.

In **Power Transmission**, we expanded access to the National Interconnected System (SIN), with emphasis on the anticipation of the operation of Energisa Amapá and the acquisition of another lot, which will transport energy from wind and solar plants in the Northeast of the country to the centers of greatest consumption.

In the **Gas Business**, we are advancing in the expansion of networks to accelerate decarbonization and strengthen competitiveness. In 2024, we structured the holding Energisa Distribuição de Gás, consolidating our operations in natural gas and biomethane. We expanded our operations with the acquisition of 51 percent of Norgás and record investments in ES Gás. In Espírito Santo, we strengthened the public-private partnership through the ES Mais Gás (ES More Gas) Program, run by the state government.

Biomethane is also among our priorities, with BRL 94.8 million invested in the last two years. We are nearing the completion of our first plant, Agric, which utilizes a groundbreaking model in Brazil that is 100 percent circular, dedicated to the production of biomethane and organic fertilizers.

In the **Sustainable Solutions** front, (re) energisa drives the energy transition of customers and the Group itself. We invested BRL 332.4 million in new distributed solar plants, achieving an installed capacity of 440.7 MWp, thereby enhancing the safety and efficiency of electrical systems.

These advances reflect our commitment to the three priority causes of our ESG commitment: **Climate Action, Energy Transformation and Social Mobility**. By 2026, we are exceeding targets like decarbonization, with 539,000 tons of CO₂ avoided annually by accelerating the largest thermal power plant decommissioning program in the Legal Amazon, which got underway in 2019. Universal access to energy for 55,000 families is expected to be achieved by 2025.

In terms of **Social Mobility**, we invested BRL 77.2 million in education, professionalization, entrepreneurship and culture. The employability of 70 percent of our programs' graduates has already been achieved. Investment in culture and memory preservation grew 30 percent compared to 2023, totaling BRL 8.5 million.

Another milestone in 2024 was the approval of Grupo Energisa's Decarbonization Plan, which enhances our emissions measurement and contributes to advancing calculations in the Brazilian energy sector.

It is with this empowering presence that we create value for society, care for future generations, and embrace our responsibility to lead the necessary transformations to anticipate and mitigate the effects of the climate emergency, while also contributing to the UN Sustainable Development Goals.

PERSPECTIVES FOR 2025

Here, we usually say that the future energizes us. Reflecting on the results achieved, **I am proud of the journey we have undertaken thus far and the future path we are charting**, where sustainability remains a guiding principle in how we think and act worldwide.

We want to build the next 120 years with the same consistency and boldness. Brazil has the potential to lead the global energy transformation, and

we have the knowledge and technology to make this happen. Therefore, we announced **investments of around BRL 6.2 billion in our businesses for 2025.**

Our courage is rooted not only in our principles but also in the certainty that if we have weathered numerous crises and disruptions over the past 12 decades, it is because we have had valuable partners by our side. **My heartfelt thanks go to each employee, customer, investor, supplier, business partner, and representatives of granting authorities, regulatory bodies, and public authorities, who have enabled us to reach this significant milestone.**

Ricardo Botelho
CEO of Grupo Energisa

2024 Highlights

Our business



Economic and financial performance

BRL 3.79 B net profit

BRL 7.63 B EBITDA

BRL 6.77 B investments

→ [Find out more in the financial statements](#)

**SUSTAINABILITY
REPORT
2024**

INTRODUCTION

GRUPO ENERGISA

COMMITMENT
TO CURRENT AND
FUTURE GENERATIONS

ENERGY THAT COMES
FROM PEOPLE

CLIMATE STRATEGY AND
ACTION

PROTAGONISM IN ENERGY
TRANSFORMATION

SOCIAL MOBILITY
AND IMPACT FOR
COMMUNITIES

OPERATING RESPONSIBLY

SUPPLEMENTARY GRI
INFORMATION

GRI CONTENT SUMMARY

**Manufactured
capital**



1,770,300
m³

volume of gas distributed
captive + free market

42,450,100
GWH

distributed to residential, industrial,
commercial, rural and other
segments (captive + free)

Human Capital



17,451
own employees

6,845
outsourced
workers

23%
of leadership
positions held by
women

800+
hours of training,
an average of 47.5
hours per employee

100%
of the staff
assessed for
performance

**Intellectual
Capital**



BRL 160
M

invested in Innovation Program

330
projects in
progress in 2024

2
registered patents

**Natural
Capital**



539,000
tCO₂e

avoided per year with the
decommissioning of thermal power
plants

327
ha
of preserved Atlantic Forest

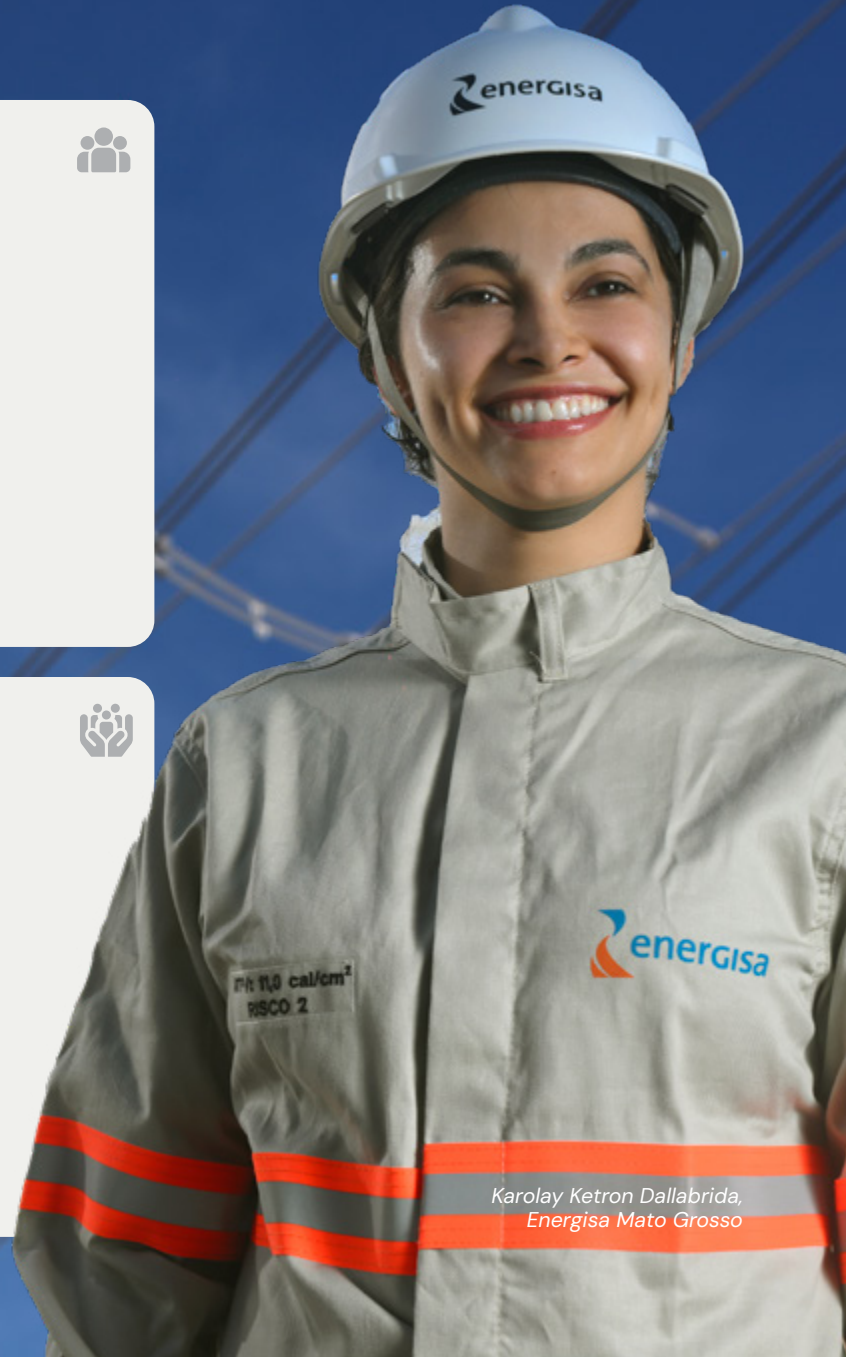
**Social and
Relationship
Capital**



BRL 77.2
M

invested in sociocultural
projects

1,381,297
people benefited



Karolay Ketron Dallabrida,
Energisa Mato Grosso

2024 Awards

Each recognition reaffirms that we are on the right path in our pursuit of excellence across all areas.

Innovation

Valor Inovação Award

1st Electric Sector 4Th general Ranking

Our commitment to innovation practices, the implementation of new technologies, and alignment with ESG (environmental, social, and governance) aspects have earned us the prestigious 1st place in the ranking of the most innovative companies in the Brazilian electricity sector. Additionally, we secured 4th place overall among the top 150 most innovative companies in Brazil, as recognized by the 2024 Valor Inovação Award, organized by the newspaper *Valor Econômico* and PwC's Strategy& consulting firm.



Camila Schoti, Gustavo Batoreu Valfre, Leandro Fernandes da Costa and Alexandre Augusto de Castro



100 Open Startups

1st Top 10 electrical and renewable energy 3rd general Ranking

We achieved third place in the overall Top 100 Open Startups ranking, and were the best positioned energy company. Meanwhile, Clarke Energy, a startup within the Group offering solutions for the free energy market, achieved first place in the Top 10 Electric Energy and Renewables category.



500 best companies in the world in sustainable growth

Our dedication to sustainability has earned us a position among the world's 500 best companies for sustainable growth, as recognized by *TIME* magazine's global ranking.

Operational Efficiency



2024 Abradee Award

Our distributors were prominently recognized in several categories at the Abradee Awards, one of the most prestigious benchmarks in the Brazilian electricity sector. In total, we secured 13 awards, including triple podium finishes in two categories: Economic–Financial Management and the North/ Central–West Region. The Sergipe, Mato Grosso, and Mato Grosso do Sul distributors distinguished themselves by winning three awards each.



Customer



Aneel Award Ombudsman

1st Energisa Acre
2nd Energisa Sergipe

Energisa Acre and Energisa Sergipe achieved first and second place, respectively, in the award organized by Aneel, which honors the ombudsman offices of energy distributors with the best customer service structures and the most effective performance in addressing customer complaints registered with Aneel.



Aberje Award

1st Regional stage

We secured first place in the Crisis Management category for the Minas–Midwest Region at the Aberje Brasil Award, organized by the Brazilian Association of Business Communication, an award that acknowledges the best practices in corporate communication with the case “Extreme climate events: Transforming the inevitable into a valuable communications and reputational asset,” which details how we have redefined our strategy for managing and communicating climate events.



Iasc (Aneel Consumer Satisfaction Index) Award

In the National category, Energisa Paraíba received the Brazil Award for Utilities with over 400,000 consumer units.

In the North Region, Energisa Tocantins was recognized as the best utility.



Reclame Aqui Award

Three of our distributors ranked among the top 5 for customer service and troubleshooting in the Service Utilities category of the award. Energisa Sergipe came in second place, Energisa Tocantins third and Energisa Paraíba in fourth.

People



GPTW

Several companies within the Group were acknowledged as among the best places to work, with Energisa Minas Rio securing 19th place in the ranking of the best companies to work for in Brazil. Six other Group companies stood out in their headquarters regions, as shown in the diagram below.



* Energisa Acre and Energisa Rondônia participated jointly in the North ranking. The average results obtained by the two companies in the survey were consolidated into a unified set of practices adopted by both.



Alcimar Rodrigues Galdino,
Energisa Acre

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GRI CONTENT SUMMARY



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1905/2025
Maurício Plant
Cataguases . MG

Grupo Energisa

Energisa is a company committed to future-oriented thinking since 1905, with innovation, entrepreneurship, and sustainability embedded in our core values. We have been creating stories and evolving relationships for 120 years.

- / 120 Years empowering the future
- / Performance and presence in the territory
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- / Stakeholder engagement



120 years
empowering the future
of people, the country and energy itself.



Companhia Força e Luz Cataguases Leopoldina

The future energizes us

Energisa is a company that has been looking after the future since 1905. On February 26th of that year, three visionary entrepreneurs from the cities of Cataguases and Leopoldina in Minas Gerais (MG) established **Companhia Força e Luz Leopoldina-Cataguazes**. This company, which served as both a generator and distributor of electrical energy, eventually became the foundation of Grupo Energisa.

In 1905, electrical energy was considered a disruptive technology. Today, however, it is a fundamental component that not only fuels the development of nations, industry, and technology itself but also transforms social and economic relations.

In 2025, we celebrate 120 years in the electric energy segment. This journey has enabled us to acquire a comprehensive understanding of the energy sector's operations across all regions of the country. As a result, we have attained a high level of operational excellence and customer satisfaction.

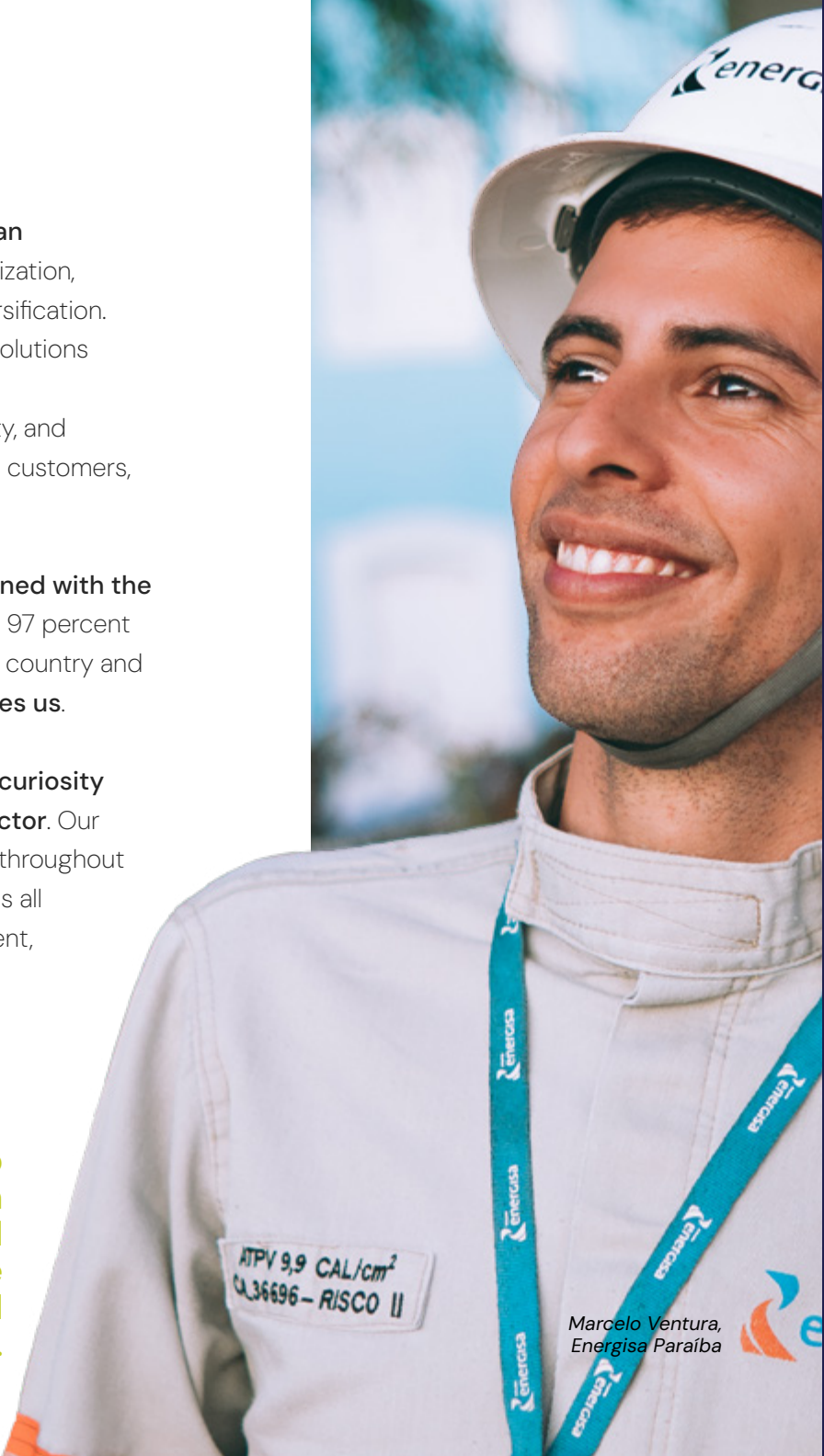
With this expertise and the boldness of being in constant transformation, we diversified our business, with an emphasis on **electrons, molecules and bytes**, and we are dedicated to offering the best energy solutions to our customers, **promoting energy transformation and economic development** in the regions where we operate.

Thus, **more than energy providers, we have become an integrated 5D energy ecosystem**, based on decarbonization, decentralization, digitalization, democratization and diversification. Our commitment to innovative and sustainable energy solutions spans across generation, transmission, distribution, and commercialization sectors. We prioritize efficiency, quality, and energy security to effectively meet the diverse needs of customers, regardless of their size or market segment.

We are a **Brazilian company, whose history is intertwined with the history of electricity in the country**. We are present in 97 percent of Brazilian territory to enhance the future of people, the country and energy itself. That is why we say that **the future Energizes us**.

For the next 120 years, **we remain driven by a restless curiosity and commitment to innovation within the energy sector**. Our goal is to illuminate the paths for energy transformation throughout the country by integrating disruptive technologies across all areas. This includes enhancing human capital management, revolutionizing tariff models, advancing research and development initiatives, and implementing management systems that have the potential to reshape the energy industry.

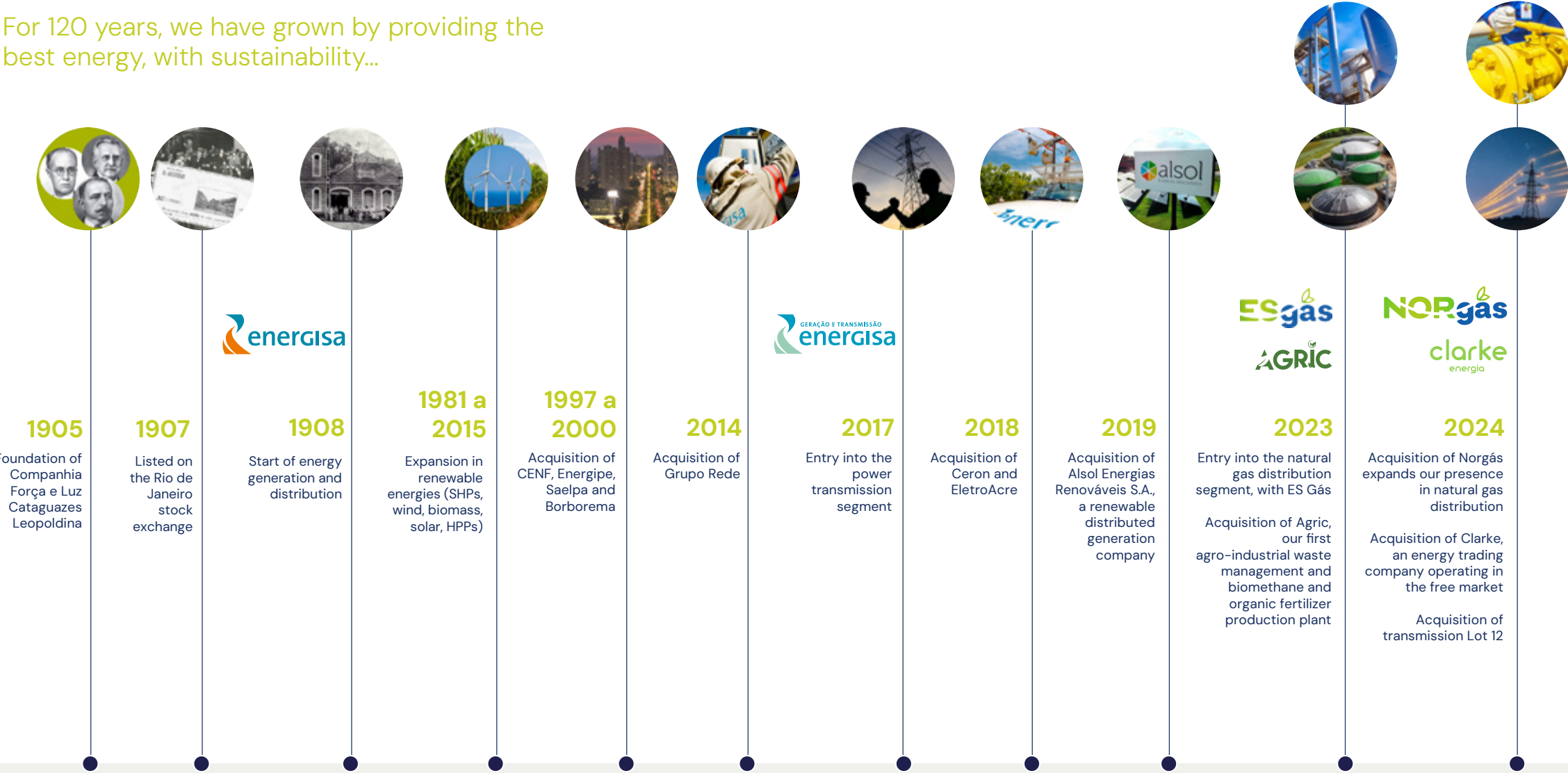
With innovation, entrepreneurship and anticipating each transformation that has occurred in more than a century, we are proud to say that we helped build the history of energy in Brazil.



Marcelo Ventura,
Energisa Paraíba

Our history

For 120 years, we have grown by providing the best energy, with sustainability...



... to move Brazil



Highlights 120 years /



operating in all energy segments



97% present in the national territory



40x the customer base last 28 years



102x EBITDA in dollars last 28 years



31.3% net profit per year 2014-2024



BRL 400+ million invested in innovation last 3 years

[→ Learn more about our 120 years of history](#)

Performance and presence in the territory

GRI 2-1

IN THIS 120-YEAR JOURNEY, WE HAVE BECOME ONE OF THE LARGEST GROUPS IN THE BRAZILIAN ENERGY SECTOR, WITH A PRESENCE IN 97 PERCENT OF THE NATIONAL TERRITORY AND SERVING MORE THAN 20 MILLION PEOPLE.

[→ Learn more about our initiatives in Universalizing access to energy.](#)

We present to the market a **comprehensive ecosystem of energy solutions**, encompassing every aspect from power generation to transmission and distribution. This includes advanced energy solutions such as hybrid microgrids designed specifically for remote regions. Our aim is to **cater to the diverse needs of all customer profiles across Brazil, including residential, commercial, industrial, and rural sectors.**

Dedicated to advancing the country's energy transition and ensuring energy security, while also diversifying energy sources, we have embarked on several initiatives since 2023. These include the **production of biomethane, biogas, and organic fertilizers. Additionally, we have expanded into the distribution of natural gas** through the acquisition of ES Gás and Agric. In 2024, we advanced our strategic goals by finalizing the acquisition of a 51 percent stake in Norgás. This move allows us to participate in piped gas distribution

across four states in the Northeast. With this, Grupo Energisa became an indirect shareholder of Cegás (CE), Copergás (PE), Algás (AL) and Potigás (RN), strengthening its operations in the region.

Also in 2024, we took over the **operation of Transmission Lot 12**, which we successfully secured at Auction 01/2024 organized by the National Electric Energy Agency (Aneel). The lot includes the LT 500 kV Teresina IV and LT 500 kV Boa Esperança facilities, situated in the states of Maranhão and Piauí. This strategic acquisition plays a crucial role in facilitating the flow of clean energy from the Northeast region to consumer hubs nationwide.

In 2024, 12,172 new customers in isolated areas gained access to energy, bringing the number of new connections to 47,276 since 2021, when we began this work. **Universalization is in line with our ESG commitment to driving energy transformation in Brazil.**



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We are the most complete **ecosystem of solutions** for the energy transformation demands in Brazil, today and in the future.





Distribution of electric energy



Our energy concessions ensure a reliable and cost-effective supply of electricity to the populations across 11 Brazilian states. We distribute electricity to 24 percent of the Brazilian territory and serve more than 20 million people.



Transmission
Centralized renewable energy generation



With 13 concessions spread across nine Brazilian states, our transmission lines are critical to the delivery of electricity. They play an indispensable role in maintaining the country's energy reliability and security while facilitating the distribution of renewable energy to consumers. This front also includes two centralized solar generation farms with 70 MWp of installed capacity.



Free energy market
Renewable distributed generation
Energy solutions



Our focus is on providing solutions for the unregulated market, concentrating on distributed generation from renewable sources, energy and gas/biomethane commercialization in the free market, and other value-added services.



Natural gas distribution



Regarded as a source that will aid the country's energy transition, natural gas is used for generating heat and electricity and as a raw material in industry, offering reduced emissions compared to other fossil sources. Through ES Gás and, from 2024, Norgás, we operate in the segment in five states, serving more than 312,000 customers.



Financial services



The first fintech in the utilities sector in Brazil, it promotes the digital and financial inclusion of our customers, in addition to expanding the solutions developed for the Group's ecosystem.



Multi Energisa

Energisa's Contact Center plays a vital role in maintaining and enhancing the customer experience.



CSE Energisa Service Center

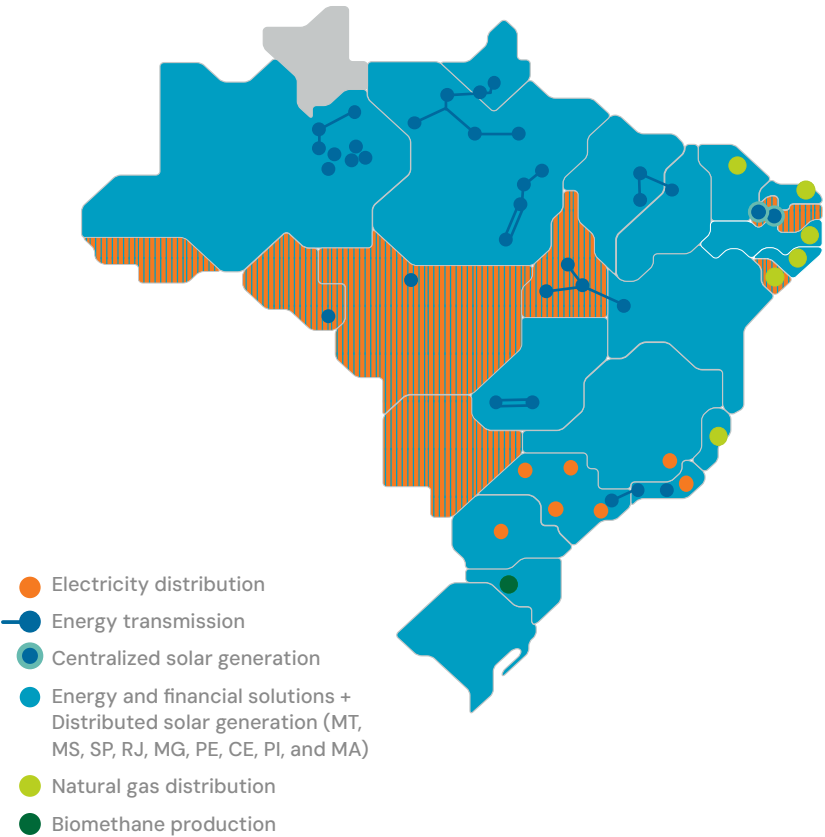
To ensure administrative efficiency and transparency, the CSE includes the transactional processes of operational areas such as Human Resources, Accounting, Finance, Supplies, Service Management, Billing, and Infrastructure, which covers facilities, fleets, and civil works.

¹Until October 2024, Agric was part of the (re)energisa structure. Considering the business synergies, it was integrated into the structure of the Holding Energisa Distribuição de Gás.

Energisa, committed to Brazil

GR12-1

Throughout our journey, we got to know different Brazils. With attentive eyes and ears, we approach diverse memories, accents and cultures. **We cultivate relationships and enrich each region**, acknowledging this diversity as our greatest strength.



presence in
97%
of the national
territory

939
municipalities
served

863 in
energy distribution
76 in natural gas

20+
million people
served
10% of the Brazilian
population

24,000
employees
including direct and
outsourced

The way of being Energisa

SET OF PRINCIPLES THAT GUIDE OUR ACTIONS.

Mission

Grupo Energisa exists to transform energy into comfort, development, and new possibilities, all while maintaining a commitment to sustainability. We offer innovative energy solutions to customers, add value for shareholders, and create opportunities for our employees.

Vision

To lead the energy transformation by connecting people and companies with the best energy solutions, thereby contributing to building a more sustainable world.



Inauguration of a Solar Power Plant in the Pacaás Novos Indigenous Land. RO

Values

Life First

The customer is everything to us

Commitment to sustainability

People are our energy

Courage to dare and innovate

Together we generate extraordinary results

Stakeholder engagement

GRI 2-29

Given our scope and the belief that continuous and responsive involvement aids in identifying business opportunities and challenges, we view our stakeholders as a crucial **link in the execution of our activities and the development of our sustainability strategy.**

→ [Learn more in Sustainability Commitments.](#)

To ensure assertiveness and relevance, Grupo Energisa's **sustainability strategy is grounded in the dialogue between our core principles and the material concerns of the stakeholders involved in our activities.** To achieve this, we maintain a continuous engagement process that involves collecting and

disseminating information to these audiences.

In this context, we implement a range of **engagement and communication strategies** aimed at our audiences. These strategies include a variety of service channels and programs, along with initiatives focused on specific business-related topics, such as addressing climate crises and ensuring societal safety concerning the electricity grid. The main actions are presented in the following table.

- Employees**
Meetings, *webinars*, training, corporate social network (Fala aí), the Pulses tool, "Giro da Semana," "Vem de Zap," "Bússola."
- Suppliers**
Supplier portal, Development Program – "Sinergisa" and Standard Contractor, *workshops*, contract manager, e-mail.
- Customers**
Service agencies, social networks (Instagram, Facebook, LinkedIn, X and YouTube), *call center*, WhatsApp Gisa, Energisa ON, reporting channel, Consumer Council and satisfaction surveys (Iasc).
- Society**
Hearings, interviews, meetings, e-mails, ombudsman, social networks.



- Press**
Press communications, social networks, blogs, website, WhatsApp, releases, interviews.
- Shareholders, investors and financial bodies**
Reports, reference form, questionnaires, reports, e-mails, IR website, Energisa Day.
- Regulatory bodies**
General Meetings, meetings, e-mails, conferences, events, forums.



Engagement and proactive communication in the face of climate crises

GRI 2-29

Extreme weather events have resulted in widespread impacts on the population and across all economic and governmental sectors. The Brazilian electricity distribution system is highly susceptible to damage and interruptions in supply caused by rain, lightning, storms and intense heat.

In this context, in addition to consistent investments in network resilience, we have the **Energisa 4.0 Contingency Plan**, which encompasses a broad set of prediction, management and review measures. One of the highlights is the stakeholders' engagement in a 360° Communication that involves:



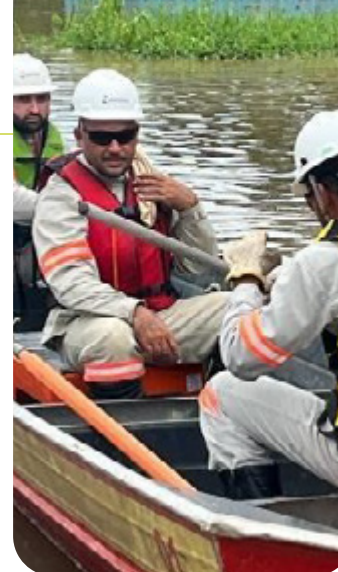
Diversified channels

In each region, the messages and channels used are different, respecting local characteristics. Social networks, sound trucks, WhatsApp, radio, educational campaigns and workshops have been essential in reaching different audiences in an agile and efficient manner.



Strategic partnerships

Joint work with authorities, bodies such as Civil Defense and Fire Department, in addition to keeping the press (national and regional) constantly informed with bulletins, press releases and real-time interviews.



Employee appreciation

Internal communication reinforces the leading role of teams, highlighting individual stories and engaging employees as an active part of the solution.

This proactive and transparent action led to the achievement of the **Aberje 2024 Award in the Organizational Crisis Management category for the Minas-Midwest region** and to recognition by bodies such as Aneel and Civil Defense, due to the mitigation of impacts on energy supply, the mobilization of various links and public utility actions.

→ [Learn more about our actions in Grid Adaptation, Contingency and Resilience.](#)



Espaço Energia . PB

Commitment to current and future generations

Over these 120 years, our search has always been for new solutions. Our boldness and technology enable us to minimize impacts and make increasingly sustainable choices.

- / Energisa 5D strategy
- / Commitments to sustainability
- / Innovation at the service of strategy
- / Quality of services and customer satisfaction



Naviraí solar plant. MS

Strategy Energisa 5D

OUR MISSION IS TO TURN ENERGY INTO COMFORT, DEVELOPMENT, AND NEW POSSIBILITIES THROUGH SUSTAINABILITY BY PROVIDING INNOVATIVE ENERGY SOLUTIONS.

To anchor this mission, we established the Energisa 5D Strategy, which comprises five fronts: digitalization, decarbonization, diversification, decentralization and democratization.

Aligned with the Group's values and vision, this strategy reflects our commitment to facing challenges and capturing opportunities related to energy transformation.

With it, we intend to ensure access to clean, quality and reliable energy for current and future generations, while mitigating impacts.

Decarbonization



Digitalization



Diversification



Decentralization



Democratization



Energy



Decarbonization

What it encompasses

Acting in energy transformation and mitigation of greenhouse gases through investments in energy sources with lower emissions and solutions that support decarbonization for our clients.

Our work

We invest in the **generation of energy from renewable sources** (biomethane, biogas, photovoltaic), in **sources that contribute to the country's energy transition**, such as natural gas, and in the **construction of grid infrastructure to transport this energy**. We also offer customers **energy solutions that contribute to decarbonization**, and we act in the **decommissioning of fuel oil and diesel thermal power plants** used in isolated systems to reduce own GHG emissions.



Digitalization

Innovation in digital processes and transformation.

Digitalization permeates everything from **customer service** through digital channels and the use of artificial intelligence to improve service delivery, to the adoption of smart sensors and automated systems for **the integration of distributed sources** and **digital transformation** in internal processes.



Diversification

Diversification of businesses, solutions, and energy sources to enhance safety, reliability, and flexibility for customers, businesses, and the Brazilian energy sector.

By diversifying our energy sources and business lines, we serve as an **ecosystem of services and solutions** that span everything from distribution and transmission operations to distributed and centralized generation solutions. We also offer financial services, along with natural gas distribution and the production of organic fertilizers, biogas, and biomethane.



Decentralization

Expansion of systems based on distributed energy resources (DER) or the decentralized production of renewable natural gas, situated within the boundaries of a distribution utility and typically supplied to consumers in the same region.

We develop **innovative solutions**, such as DER and behind the meter services, and we act in the **internalization of biomethane**, through production close to the consumer market.



Democratization

Facilitation of access to and fair distribution of electricity, expanding its reach to isolated regions. Promotion of moderation to increase energy use.

We strive to democratize and universalize access to energy by investing in **battery technologies and solar photovoltaic generation** for remote communities and isolated customers. Additionally, we focus on **affordable energy solutions**, such as solar subscriptions, which allow consumers to benefit from solar generation without requiring their own infrastructure.

The 5D strategy in our operating and management model

In 2024, we created the **Strategy and Capital Allocation Committee**, reporting to the Board of Directors, to discuss strategic planning and support investment decisions linked to our objectives.

In the same year, we conducted a **BRL 2.5-billion follow-on** aiming to improve our capital structure, investing in utilities and other businesses, and providing flexibility for mergers and acquisitions, such as the acquisition of a 51 percent stake in Norgás.

The Group's **Strategic Planning** actions involve the definition of strategic themes, mapping trends, designing scenarios with drivers of critical changes and uncertainties, identification of new technologies and business opportunities, as well as debates with senior leadership, the Board of Directors and market professionals.

The analysis results in a **Strategic map**, cascaded throughout the Group, with goals linked to strategic objectives and indicators that are monitored through the

Balanced Scorecard (BSC) management system. We also adopt various management tools, including Management by Guidelines (GPD), Daily Routine Management (GRD), ISO standards, and the Project Management Body of Knowledge (PMBOK—a guide to best project management practices). Additionally, we utilize the agile method, among other approaches.

The result of this strategy is an **operating model consolidated for over a century**, which demonstrates the ability of century-old companies, like ours, to anticipate market movements and evolve, combining experience and innovation. This performance is driven by a **robust operating model**, combined with a **structured governance** and **solid corporate control**. These factors set us apart, allowing us to anticipate trends, generate value for shareholders and maintain the Group's relevance to our customers over time.



Commitments to sustainability

GRI 2-23

Causes *Action for Climate*
Energy transformation
Social mobility

OUR BUSINESS STRATEGY AND 5D APPROACH—DIGITALIZATION, DECARBONIZATION, DIVERSIFICATION, DECENTRALIZATION, AND DEMOCRATIZATION—ALONG WITH THE TOPICS OF GREATEST IMPACT AND INFLUENCE FOR OUR BUSINESS, IDENTIFIED THROUGH THE MATERIALITY PROCESS, ARE INTEGRATED INTO OUR SUSTAINABILITY STRATEGY.

Designed in 2022, it reflects a **century-old trajectory built organically and structured around three causes:** Climate action, Energy transformation and Social mobility, which guide our initiatives to respect nature and people. The causes are broken down into five objectives and nine public commitments, through which we also actively contribute to achieving the United Nations Sustainable Development Goals (SDGs).

In line with our [Sustainability Policy](#), the management of the topic has a **People and Sustainability Committee**, composed of the chairperson and three other members of the Board of Directors of Grupo Energisa. The Committee

is responsible for evaluating and recommending practices in people management, governance, remuneration, organizational culture, sustainability and business development.

In addition, our executive board is supported by the **Strategic Sustainability Committee**, which assists in decision-making, in addition to approving and monitoring the implementation of projects to respond to global and business challenges. In each of our business units, there are **Sustainability Operational Committees** tasked with managing and overseeing projects specific to their areas of focus.

Sustainability strategy

Causes

Action for Climate



The escalating **severity of the climate crisis** underscores the critical need for collaboration among businesses, governments, and civil society to effectively mitigate its impacts. **Energy serves as a fundamental pillar of the economy**, powering businesses and supporting various sectors such as agriculture, industrial production, commerce, and services. However, its **impact on climate conditions** is significant. Although Brazil has one of the cleanest energy matrices in the world, it is necessary to advance in **reduction of carbon emissions**.

ESG Objectives

Impact Mitigation

To map and seek to reduce the impacts of our business with a systemic view of the production chain and a conscientious approach to energy, water, emissions and waste reduction.

Energy transformation



Transforming energy into development and well-being, with sustainability is the essence of our work. In response to today's challenges, we are embracing a leadership role in energy transformation, committing to decarbonizing our operations and assisting our customers in achieving similar goals. Furthermore, we reinforce our commitment to expanding access to lower carbon-intensive energy, energy security and innovation.

Energy transition

To enable the insertion of renewable sources in Brazil with sustainability, energy security and reliability in the mix.

Sustainable solutions

To help customers in the energy transition, through solutions aligned with the five Ds (digitalization, decarbonization, decentralization, diversification and democratization).

Social mobility



Our presence in each territory must be **catalyst for social, cultural and economic development**. The advent of energy catalyzes social and economic transformation, fostering new opportunities for employment, income generation, knowledge acquisition, and cultural development. Our job is to illuminate and **create new opportunities for development and appreciation of people**, through investments in education, professionalization, entrepreneurship, culture and innovation projects.

Equal opportunities

To promote greater equality of opportunities by democratizing knowledge in entrepreneurial education and encouraging income generation actions in our concessions.

Regional appreciation

To bring us closer to local society through cultural actions and the expression of regional values in the areas where the company operates.

Indices and Ratings ESG

Índice Carbono Eficiente **ICO2**

IDIVERSA B3



MSCI



Partners



Frameworks



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Operating Responsibly

Caring for people

→ [Learn more about our Sustainability Policy](#)

Evolution of commitments to sustainability in 2024

Environmental

Social

Governance

CAUSE	MATERIAL TOPIC	ESG OBJECTIVE	RELATED SDG	ESG COMMITMENTS	CUMULATIVE RESULT UNTIL 2023	RESULT CUMULATIVE UNTIL 2024
Energy transformation	Transition and energy efficiency	Energy transition: to enable the insertion of renewable sources in Brazil with sustainability, energy security and reliability in the mix	7	1 By 2026, bring clean and affordable electricity to approximately 55,000 consumer units in remote areas under Energisa's concession.	35,104 units	47,276 units
	Climate change			2 By 2026, promote the decommissioning of 171.7 MW through the deactivation of fuel oil and diesel thermoelectric plants, expanding energy exchange between regions and ensuring energy security.	138 MW	195 MW
	Service quality and safety			3 By 2026, reach 600 MW of installed power in renewable energy.	428 MW	517 MW
	Universalization of Access to Energy	Sustainable solutions: help customers in the energy transition, through solutions aligned with the five Ds	9	4 By 2026, offer products and solutions for the energy transition. Starting in 2026, help prevent customer emissions by at least 122,600 tCO ₂ e annually.	85.27 tCO ₂ e	105.54 tCO ₂ e
	Innovation and technology					

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CAUSE	MATERIAL TOPIC	ESG OBJECTIVE	RELATED SDG	ESG COMMITMENTS	CUMMULATIVE RESULT UNTIL 2023	CUMMULATIVE RESULT UNTIL 2024
Action for climate	Climate change	Decarbonization: mitigate the impacts of our business with systemic view of the production chain and a conscientious approach to energy, water, emissions and waste reduction.	12	5 By 2050, achieve carbon neutrality.	Under assessment	Under assessment
	Biodiversity and ecosystems		13			
	Innovation and technology					
Social mobility	Attraction, development and retention of employees	Equal opportunities: promote more equality of opportunities democratizing knowledge in entrepreneurial education and encouraging income generation actions at our concessions.	10	6 By 2026, be perceived as an inclusive company by our employees.	N/D	91 points
	Relationship with the community		8	7 By 2026, aim to enhance the employability of 70 percent of individuals who participate in continuing education programs within communities.	46%	56.38%
	Relationship with the community	Regional appreciation: come closer to society through cultural actions and the expression of regional values the areas where the company operates.	8	8 Promote cultural production and the preservation of heritage within our concessions, thereby driving the creative economy.	BRL 53.99 million invested in sociocultural projects; 426,000+ people benefited by sociocultural programs	BRL 77.2 million invested in sociocultural projects; 1.3+ million people benefited by sociocultural programs
				9 Mobilize projects and partnerships to contribute to the sustainable development of the country's most fragile biomes.		

SUSTAINABILITY REPORT 2024

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CLIMATE STRATEGY AND ACTION

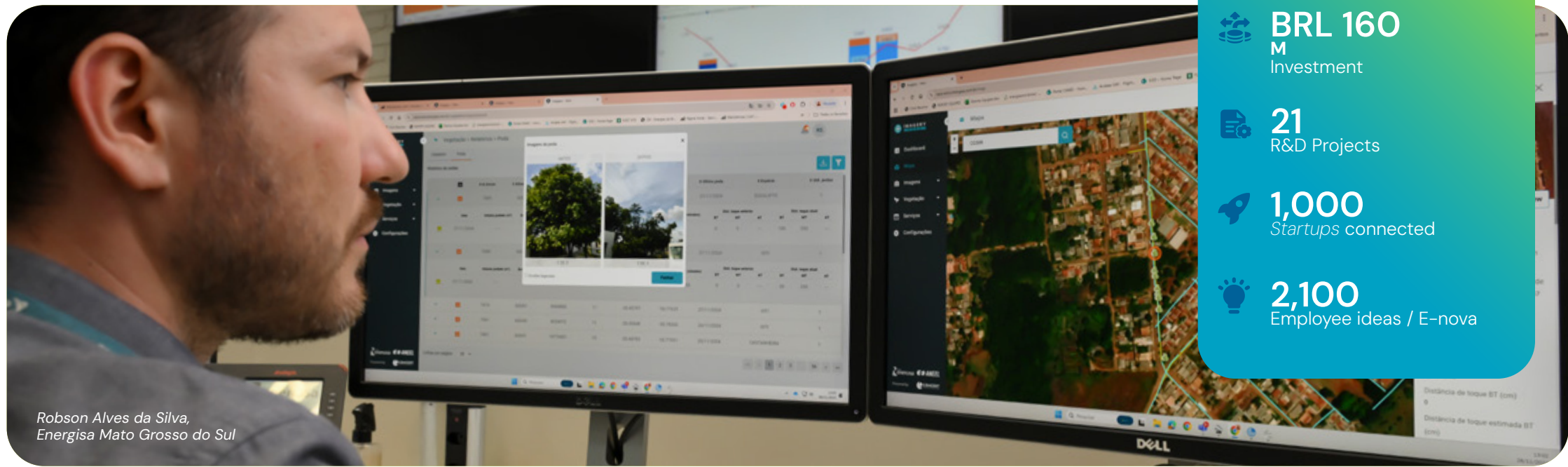
PROTAGONISM IN ENERGY TRANSFORMATION

SOCIAL MOBILITY AND IMPACT FOR COMMUNITIES

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GRI CONTENT SUMMARY



Robson Alves da Silva,
Energisa Mato Grosso do Sul



BRL 160

M
Investment



21

R&D Projects



1,000

Startups connected



2,100

Employee ideas / E-nova



Innovation at the service of strategy

GRI 3-3, EU8

WHETHER IT IS LEADING THE ENERGY TRANSFORMATION, PROVIDING SUSTAINABLE SOLUTIONS, MITIGATING IMPACTS, OR ENHANCING CUSTOMER SERVICE, INNOVATION IS AT THE CORE OF OUR PIONEERING JOURNEY IN THE ELECTRICITY SECTOR AND SERVES AS A KEY LEVER OF OUR STRATEGIC OBJECTIVES.

Energy transition is only feasible if based on research and studies that are at the forefront of knowledge. Therefore, innovation is the lever we use to accelerate the processes that allow us to deliver energy that is more suited to the needs of our customers and the planet.

Recognizing the significance of this topic, we have established an **Innovation Committee** responsible for making decisions regarding priority innovation initiatives. A specialized team manages the product portfolio, using regulated resources (such as Aneel R&D) and non-regulated resources (the company's own) to finance innovation.

Furthermore, the internal incentive for incremental innovation is guaranteed by the **E-nova** intrapreneurship program, focused on initiatives aligned with the Group's strategy. Since 2024, the E-Nova platform has been using Generative AI to assist more than **8,000 registered users** to build their projects. In 2024 alone, more than 2,000 innovative ideas were registered.

The area's structure also includes the **Innovation Management cell**, which oversees the regulatory and intellectual property aspects of products, as well as the **Innovation Flows Governance Cell**, which manages the prospecting and approval of project suggestions from employees.

We also conducted an **inventory of projects** to ensure better alignment with our strategic objectives and initiated the development of a **roadmap** for cognitive systems, aimed at integrating artificial intelligence modules across different areas of the company. Artificial intelligence has been deployed across multiple fronts, including efforts to combat fraud, identify the need for transformer replacements, enhance service channels, verify scores for Voltz, and predict maintenance needs on network lines.

To define our strategies and initiatives on the innovation front, we carry out extensive monitoring of national and global technological trends, as well as Aneel's strategic topics, which result in a **trend radar**, which defines the priority

areas and topics for the business. In 2024, we established **12 business verticals** structured into technical fronts, designed to optimize project execution and resource allocation. This approach aligns with our core values and trend radar.

For each project, **specific KPIs** are established, including metrics such as a positive impact on electrical system continuity indicators, reduction in process failures, enhancement of safety, improvement of the company's image, increased customer satisfaction, and the generation of new products and revenue streams. The results support executive decisions on subsequent steps, such as expanding measures and launching new products and solutions.

A highlight of the year was **Tech Week**, an event dedicated to presenting and discussing relevant and contemporary topics in innovation and technology within the electrical sector. This event featured the participation of market experts and Energisa professionals, fostering insightful dialogue and knowledge exchange. In total, **2,000 people attended** the lectures, which addressed a variety of topics including market opening, the future of distribution network operations, strategies for the gas sector, and the application of artificial intelligence in asset monitoring centers, among others.

Artificial intelligence has been deployed across multiple fronts, including efforts to combat fraud, identify the need for transformer replacements, enhance service channels, verify scores for Voltz, and predict maintenance needs on network lines.

Innovation fronts

Energisa Digital Labs

At our **center of excellence in artificial intelligence**, we develop innovative projects in collaboration with both national and international ecosystems. Our focus is on enhancing operational efficiency, improving the customer experience, and developing new products and services.



Open innovation

Aligned with our priorities and challenges, we actively seek innovative solutions to enhance our continuous development. We invite startups, universities, scientific and technological institutes, independent researchers, and other organizations to submit their innovative proposals.



R&D

Program regulated by Aneel for **driving innovation in the Brazilian electricity sector** through targeted efforts.



E-Nova

As one of the largest innovation incentive programs in the **Brazilian electricity sector**, this initiative offers a virtual interactive environment where employees can propose ideas and projects. These suggestions are evaluated, and those selected for implementation earn rewards for their proposers.



Innovation in figures

Innovation program



BRL 160
M
invested (2024)

- 39% directed to projects with an environmental bias: decarbonization, electric mobility and solar energy generation
- 61% allocated to optimizing network efficiency: improving resilience and reducing losses

330+
projects approved
(until 2024)

Startups and partnerships



BRL 6+
M
invested (2024)

43
projects
underway

Connection with
1,000+
startups and
research centers

Entrepreneurial culture



430+
employees
recognized for
successful projects
(until 2024)

2,100+
ideas of
employees
(2024)

BRL
329,000+
in rewards (2024)

Overview



1,500+
players evaluated (prospecting
and testing with institutions and
global startups) (until 2024)

Innovation Hub



Connection with
10
innovation hubs (2024)

In addition to contributing to **system reliability**, our investments in innovation **minimize environmental impacts** and **increase responsiveness** to electricity sector demands, improving energy system planning and management.

They are totally **aligned with the strategic objective of becoming a 5D company** and strengthen our positioning as a leader in innovation and promoter of a more sustainable and accessible energy future.



Prêmio **10** ANOS
VALOR
INOVAÇÃO
Brasil 2024

strategy&
Part of the PwC network

Grupo Energisa
Most innovative company
in the electricity sector

1st in the
Electric Sector

4th in the overall
Ranking

In 2024, we were recognized with 1st place in the ranking of the most innovative companies in the Brazilian electricity sector and 4th place overall among the 150 most innovative companies in Brazil in the 2024 Valor Inovação Award, promoted by the newspaper *Valor Econômico* and by PwC's Strategy& consultancy. The evaluation process considers the innovation practices the companies adopt, the integration of new technologies in business operations—such as artificial intelligence and machine learning—and the alignment with environmental, social, and governance (ESG) criteria.

→ [Learn more about our work on the innovation and technology front.](#)

Advanced Distribution Management System: efficiency, agility in service and increased system resilience in the face of the challenges of climate change.

With investments of the order of **BRL 125 million**, we will start implementing the **Advanced Distribution Management System (ADMS) project**. To address the challenges posed by the increasingly complex demands of operating bidirectional distribution networks, the system will **integrate the control and management of the electrical grid with the customer service center and the dispatching of field teams**. This comprehensive integration aims to provide millions of customers with faster service and an enhanced quality of energy supply.

As Brazil's first centralized and virtualized system, the ADMS enables **real-time data collection** from field devices, such as meters and transformers. This system facilitates the **detection and precise location of faults in the electrical grid**, providing accurate data to ensure that **corrective measures** are swiftly implemented. Consequently, it reduces response times and mitigates the risk of power supply interruptions.

Implementation was started at **Energisa Mato Grosso do Sul** and involved **training sessions for 79 professionals**, with a

workload of 312 hours. With the system fully implemented throughout the Company, until **2027**, it is expected there will be the **automatic recomposition** of the grids, which will bring additional gains in efficiency and reliability in the operation.



Helier Eurico Fioravante,
Energisa Mato Grosso do Sul





Smart Account: first company in the sector to implement the sandbox tariff, making consumption smarter and more efficient, reducing grid overload and promoting more sustainable energy use



To support the modernization of the Brazilian electricity sector, in 2024 we committed to becoming the first distributor in Brazil to implement the tariff sandbox project, an initiative, promoted, regulated, monitored, and approved by Aneel.

With the **Smart Account**, we will apply and test **two tariff models for low-voltage consumers in the commercial and residential classes:**

The **Best Time Tariff** is a pricing model where the cost of energy consumption on weekdays varies according to four distinct time bands: “Super Economy” (the cheapest); “Economy”; “Medium”; and “Peak Hour” (the most expensive). In the conventional model, the rate is the same, regardless of the time or day of the week. With this new model, the idea is to encourage consumers to shift consumption to times of lower electricity demand, optimizing distribution costs and reducing network overload during peak hours.

Quarterly Dynamic Tariff this model gives customers greater control over their spending with energy, since they will receive, in advance, the tariff amount for the following three months, calculated based on the average costs of the previous quarter. In the conventional model, the tariff is adjusted annually, considering the energy supply costs of the last 12 months, and customers may still face monthly increases due to yellow or red tariff flags. With the new model, the tariff will be adjusted quarterly, avoiding the impact of a cumulative annual adjustment.



In 2024, about **4,000 consumers of Energisa Sul-Sudeste (ESS)** became part of stage 1 of the project, scheduled for completion in November 2025. Expanding the scope of this innovation, in March of this year it will be extended to two other concessions: Energisa Tocantins (ETO) and Energisa Paraíba (EPB), reaching more than 20,000 consumer units.

Fueled by our pioneering spirit and a commitment to innovation, we have consistently carried this ethos throughout our history. As the first company to venture into this area of experimentation, we aim to **contribute to the development of new charging methodologies that, over the long term, will provide greater flexibility and tariff fairness to consumers.** This effort reinforces and reiterates our dedication to digital and energy transformation.



First digital mobile substation in Brazil



In 2024, **Energisa Rondônia**, in partnership with **WEG**, put into operation the **country's first digital mobile substation**.

With an investment of approximately **BRL 13.5 million**, the equipment has been engineered to swiftly restore power supply, enhance system availability, and facilitate scheduled maintenance.

The installation has a **capacity of 25 MVA**, sufficient to cover approximately **40,000 residences** and is capable of collecting, storing and processing data, enabling **the protection and remote monitoring of operations, in real time**, through our Integrated Operations Center.



Brazil's first virtual power plant

GRI EU23

With an investment worth **BRL 18 million**, we are developing a pioneering project in Brazil: a **Virtual Power Plant (VPP)**.

Being implemented in the cities of **Palmas, Miracema and Paraíso (Tocantins)**, the project has resources from the **Aneel Research, Development and Innovation Program**. Our work involves the **management and implementation of eight solar microgeneration systems integrated with lithium battery energy storage systems**, the same technology used in cell phone batteries.

The primary objective of the implementation is to establish a living laboratory aimed at **studying how distributed solar microgeneration and storage systems, installed within consumer units (also known as Distributed Energy Resources or DERs), can be operated in an integrated and controllable manner**. This study seeks to ensure that the intermittent energy flows from these DERs do not compromise the quality of the energy



supply for customers connected to distribution networks. The laboratory will play an important role in the search for **alternatives to guarantee energy security and enable the connection of new distributed generation systems to the networks**, a topic that has taken on alarming proportions with the explosion in the number of prosumers.

Utilizing energy storage solutions is a crucial component in supporting the energy transition within the country. This is particularly important given the role of intermittent energy sources like wind and solar, and the necessity to store this energy to reduce reliance on thermal dispatch.

In this sense, in addition to this project, we are attentive to opportunities related to the expansion of the use of batteries and storage solutions, in order to **contribute to the creation of distribution models of the future**.



Keyla Stefani de Oliveira Moreira,
Energisa Mato Grosso

Quality of services and customer satisfaction

GRI 3-3



Customer at service branch.
AC



133.5

M
services provided on all customer
relations channels



7

Service quality awards



Improvement in all
satisfaction indexes

ENSURING COMPLIANCE WITH CONTRACTUAL AND REGULATORY REQUIREMENTS, THE RELIABILITY OF SERVICES AND A POSITIVE PERCEPTION OF OUR PERFORMANCE IS NOT AN EASY TASK.

THEREFORE, WE CONTINUOUSLY INVEST IN OPERATIONAL EFFICIENCY, INFRASTRUCTURE, NETWORK RESILIENCE, IMPROVEMENTS IN CUSTOMER SERVICE AND MITIGATION OF SOCIAL AND ENVIRONMENTAL RISKS AND IMPACTS.

Ensuring service quality and our customers' satisfaction is a priority for us. Our initiatives encompass a broad range of activities, from **professional qualification to investments in technologies**, such as the ADMS management system. This system integrates the control and management of the electrical grid with the customer service center, enabling more agile and precise service delivery.

In the context of **grid reinforcements and improvements**, several measures are noteworthy: replacing degraded structures, implementing a maintenance plan based on condition and risk of failure, and monitoring and dispatching technical and commercial services via Integrated Operation Centers (COIs), among others. To mitigate losses in distribution, we conduct inspections, network shielding and centralized measurement systems.

Still on this front, we have **partnerships with public bodies to share telecommunications infrastructure**. This initiative allows us to increase voice and data connectivity for our teams and ensure distribution automation, with cost reductions. By 2025, 10 percent of the Group's transmission towers will be shared.

The **Investment Plan and annual and multi-year Maintenance Plan** are the benchmarks for the quality and safety improvement process, being developed jointly by the **asset management**, operational and budgetary areas.

Given the dynamism of the sector, we also adopted **predictive, preventive and proactive measures**, anticipating key perspectives for the coming years. Examples encompass conducting diagnostics and studies to bolster electrical networks within concession areas, regularly updating the Operational Contingency Plan (PCO) to address severe weather events, revising the Vegetation Management Plan, and formulating communication strategies with the community, public authorities, the press, and various other stakeholders.

We also collaborate with organizations, governments and NGOs to promote **systemic improvements in the sector**, and we conduct **independent audits** to ensure compliance and continuous improvement. In addition to them, **Aneel periodically audits** the distributors' data to support the tariff review process.

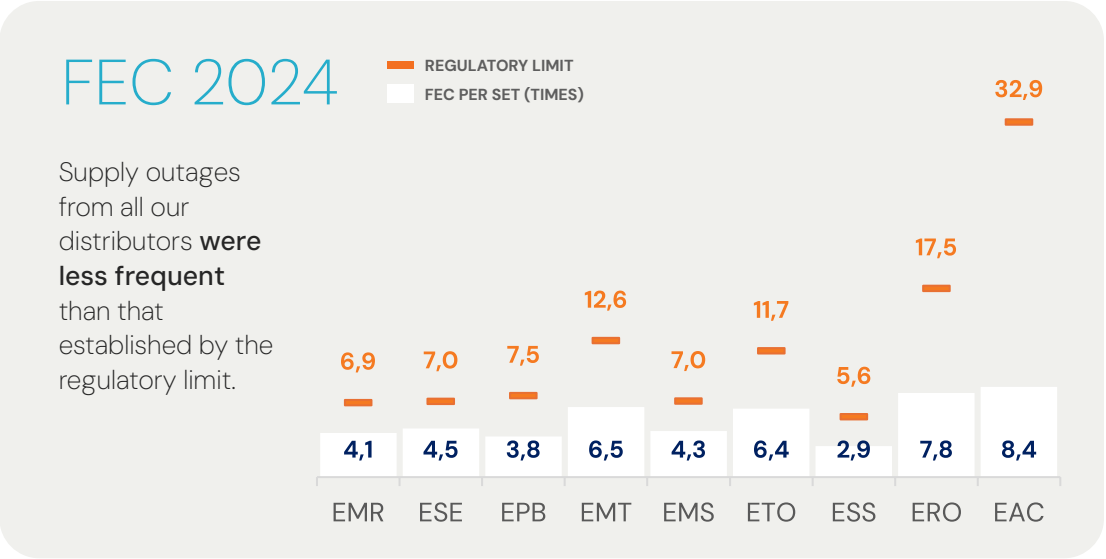
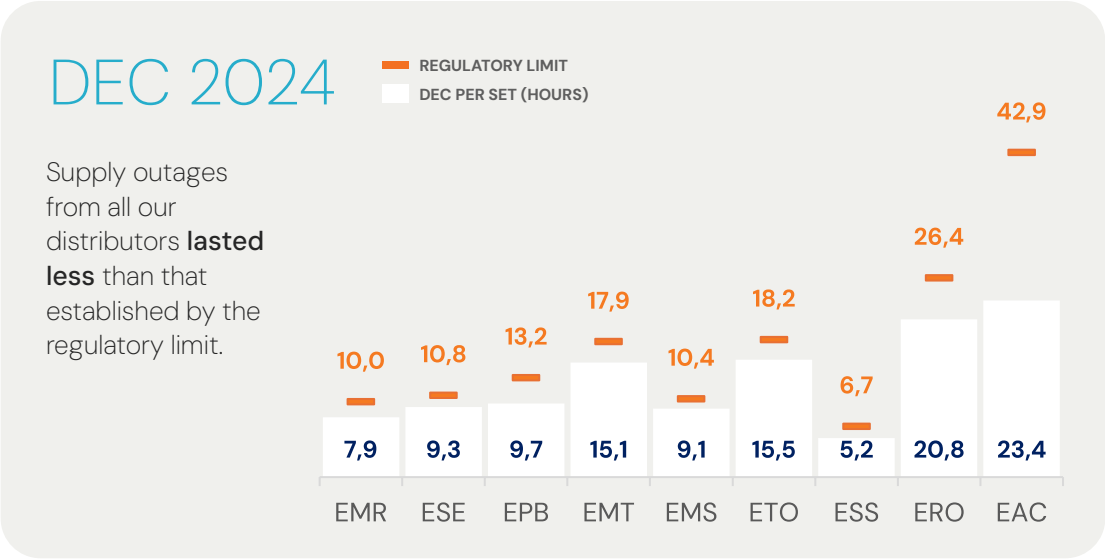
The **learnings in quality management are incorporated into Grupo Energisa's practices** through actions in the strategic, tactical, and operational plans.



Indicators for measuring the effectiveness of actions and the quality of services

INDICATORS	DEC Equivalent Duration of Continuity	FEC Equivalent Continuity Frequency	DIC Individual Duration of Continuity	FIC Individual Continuity Frequency	DMIC Duration of Longest Continuity Outage	DICRI Individual Duration of Continuity on Critical Day	REN 1000/202 indicators
OBJECTIVES	Gathering of data and computation of collective continuity indicators		Gathering of data and calculation of individual continuity indicators				Gathering of data and assessment of commercial service standards
TARGETS	Collective continuity indicators must comply with the regulatory limits set by ANEEL, as specified through sectoral resolution and tailored to each distributor.		The composition of individual indicators establishes performance in relation to regulatory targets				The targets for commercial service indicators must meet the regulatory target limits stipulated by Aneel, through the relevant sectoral resolution in each distributor

EU28, EU29 e SASB IF-EU-550A.2.



→ Data on the performance of indicators relating to the quality of services are included in the Attachments

The customer at the heart of it all

Our values place the customer at the heart of everything we do. Alongside continuously investing in service quality improvements, we strive to maintain close relationships by informing and listening to our stakeholders. To achieve this, **we have expanded and enhanced our relationship channels**, employing digital and automation solutions to ensure prompt resolutions from the very first contact. The creation of specific channels for critical issues, such as severe weather events, has also become key to serving our customers' needs.

The Energisa Way of Serving policies and guidelines embody our proactive way of communicating and managing expectations. We train customer service teams both culturally and technically to prioritize the customer, encourage them to share their impressions and demands, ensure rapid responses through all channels, and continually assess opportunities for process improvement.

We encourage the **sharing of best practices among distributors**, focusing on improving the quality of the Group's services as a whole. Indicators measuring customer satisfaction are consistently monitored, and their results are shared to enhance team performance.

Aligned with this commitment to continuous improvement, in 2024, the Customer Experience area developed a roadmap outlining **opportunities for enhancements in the customer journey**, which was translated into action plans across multiple areas. Among them is the **Sparta Program**, whose focus is to transform customer service operations through innovations in digitalization and automation aligned with the objectives of operational efficiency and service excellence. We anticipate implementing video service kiosks, delivering services across all channels, and utilizing artificial intelligence to understand customer intentions and enhance service targeting.

Another strategy involves segmenting channels based on the customer's needs, ensuring that they are directed to the most appropriate channel according to their specific demands.

Furthermore, to identify trends and deviations while ensuring the performance of service channels, we utilize dashboards. These tools enable the recognition of opportunities for improvement in the customer journeys during their interactions with Energisa. The actions encompass the following: providing error monitoring tools equipped with warnings; maintaining a 24/7 monitoring team to quickly identify and respond to incidents causing channel unavailability; conducting satisfaction surveys across all service channels; organizing periodic forums to develop and implement structured action plans for all areas based on insights from the Energisa Satisfaction Survey; utilizing monitoring tools to track indicators; and disseminating information and results to the teams.



Hellen Vitoria Silva dos Santos,
Energisa Mato Grosso do Sul

Evolution of indicators that measure customer satisfaction 2024

NPS service retail



+ 7 points
from 63 to 70

Relational NPS retail



+ 4 points
from 25 to 29

Complaints



- 7%
cumulative

FCR retail service
First contact resolution



+ 2 p.p
from 86% to 88%

Digital Share
Participation or use by customers on our digital channels



+ 2 p.p
from 90% to 92%

Recognition of our Way of Serving

Grupo Energisa's relentless pursuit of excellence in customer service has secured it a prominent position in the leading awards for electric power utilities in Brazil.

In the **Abradee Perceived Quality Satisfaction Index**, the distributors Energisa Paraíba, Energisa Sergipe, and Energisa Tocantins climbed higher in the rankings.

In the **2024 Aneel Consumer Satisfaction Award**, which recognizes companies with top rankings in the **Aneel Consumer Satisfaction Index** (Iasc), Energisa Paraíba received the **Brazil Award for Utilities with more than 400,000 consumer units**. In the North Region, Energisa Tocantins was recognized as the best utility.

In the **2024 Aneel Supply Continuity Ranking**, five of our distributors are ranked among the top 10 for achieving the lowest rates of supply interruption and restoration times.

2023

3rd place: Energisa Sul-Sudeste

5th place: Energisa Tocantins and Energisa Paraíba

8th place: Energisa Minas Rio

2024

2nd place: Energisa Paraíba and Energisa Rondônia

5th place: Energisa Sul-Sudeste

6th place: Energisa Tocantins

10th place: Energisa Mato Grosso

We have also been recognized with:

_Bronze in the **Latam Award 2024**

_Gold in the **2024 Cliente SA Award** in the category Leader in integration/technology project

_Gold in the **2024 XXIV ABT Award** in the Quality Management category

_Three distributors among the top 5: Energisa Sergipe (2nd place), Energisa Tocantins (3rd place) and Energisa Paraíba (4th place) in the **Reclame Aqui Award**, in the Service Utilities category.





Serginho Vilalba Vera, Karolay Ketron Dallabrida, Diogo Aparecido Mendes Ota,
Energis Mato Grosso



Allana Sabrina de Lima,
Energis Paraíba

Energy that comes from people

We are 24,000 people focused on overcoming all technical and technological obstacles to bring quality energy wherever customers need it. And sustainably.

- / Valuing of human capital
- / Life first
- / Health and well-being

Valorization of of human capital

People are our greatest energy. It is through our human capital that we have forged a 120-year story defined by a spirit of pioneering, innovation, and sustainability. And it is through our people that we continue to drive forward, accelerating energy transformation and connecting individuals and companies to optimal energy solutions.

In this context, the valorization of people—encompassing everything from talent attraction to the development and recognition of internal expertise—is a top priority for Grupo Energisa.

2024 Highlights

GRI 2-7, 2-8, 2-30



* → [Learn more about the composition of outsourced third parties in the Attachments](#)

Training, attraction and retention of talent

GRI 3-3

Training

Dedicated to people's development, we consistently invest in our employees' education to enhance their professional growth.

The training of our talents contributes not only to their professional advancement, but also enhances the company's capacity for innovation and competitiveness.

→ [Read more in People development, climate and engagement.](#)

On another level, investments in training contribute to strengthening our bond with communities. That is why we extend our efforts beyond our own walls, implementing initiatives that involve training talent in the communities where we operate. There are two fronts:

Training of electricians

Through our **School for Electricians and Energy Generation programs**, we train electricians who may potentially join our workforce. We offer exclusive classes for women to encourage their entry into the energy sector, reinforcing our commitment to representation.



Training for IT developers

Our **Rio Pomba Valley** program drives the development of people in the region of Cataguases (MG), where our headquarters are located. Furthermore, we have the **Tech PCD School**, dedicated to training future professionals in the technology field.





37,000+

young people enrolled in the selection processes for , trainee, internship and apprenticeship positions



940

young people joined the company



74%

of the opportunities were filled through internal use

78%

of leadership positions



88

score given to training by employees

Erik Passarinho Almeida
- sitting, Ludimila Silvana
Riatti Dias, Vinicius Jose
Ferreira da Silva,
Energisa Mato Grosso

Attraction

Besides our training initiatives, we **closely collaborate with educational institutions to attract talent through our entry programs.**

In 2024, **more than 37,000 people signed up** for the selection processes:

- **Trainee** 36% women, 50% Black or brown, 1% PwD
- **Internship** 51% women, 49% Black or brown, 2% PwD
- **Apprentice** 51% women, 55% Black or brown, 2% PwD

In 2024, **940 young people joined the company** through these programs, having the opportunity to connect the knowledge acquired in the university with the practice of the job market.

Retention

Through our **career opportunity** initiatives, we aim to develop, value, and retain our talents.

In 2024, **74 percent of the opportunities were filled through internal recruitment.** In leadership positions, this figure reached 78 percent. It is worth highlighting that we seek to promote the representation of diverse audiences in these actions.

→ [Read more in Diversity and Inclusion](#)

These actions directly reflect the quality of the organizational climate, as the surveys show. In 2024, **employees rated the training with a score of 88 and cited career opportunities as the primary reason for staying with the organization.**

This data is monitored regularly and guides our human capital strategies to ensure a healthy, opportunity-rich and inclusive work environment.

Training electricians increases employability in the communities where we operate

In 2024, we promoted training for electricians **to act in the distribution business**. There were over **18,000 applicants** from the regions where we operate, with special emphasis on **four affirmative action classes** aimed at increasing the entry of women into the sector.

The training is conducted by **Energisa instructors** to encompass the business's complexities, yet it relies on partnerships with renowned educational institutions like **CNI/Senai** for teacher training. These partnerships also help in monitoring results and facilitating continuous class improvement, aligning with business challenges.



Data driven increases efficiency in people management

In Mato Grosso and Rondônia, **the management of the entire attraction, training and retention process was improved by analytical processes** that include dashboards with data that supports decision making.

Leveraging technology, we mapped the interest of internal employees in mobility between cities, facilitated internal recruitment actions for meter readers interested in electrician training, broadened the reach of job vacancy announcements in the regions, and optimized the selection process for training classes. These efforts significantly reduced the selection time and attracted more qualified professionals.

Compensation and benefits

GRI 2-20

Providing competitive remuneration is also part of the strategies to attract, retain and recognize qualified and committed professionals. We have a **Remuneration Policy** aligned with market practices and the characteristics of each region where we operate. This policy is reassessed annually to remain competitive. Aiming to recognize the evaluated employees, **two merit cycles are held per year**.

On the **benefits** front, we offer childcare assistance, the Saúde Integral and Wellhub (formerly Gympass) programs, as well as medical and dental assistance, life insurance, private pensions, personal accident insurance, transportation assistance, educational training, food assistance and an employee assistance program.

→ [Find out more in the Attachments and in the GRI Summary](#)

Turnover

GRI 401-1

At Grupo Energisa, we value our talents and encourage internal growth, prioritizing the movement of employees to open positions. In 2024, this practice resulted in **73.9 percent of positions (excluding entry-level roles) being filled through internal recruitment**, underscoring our dedication to the professional development and well-being of our teams. This strategy strengthens the organizational culture, improves quality of life at work and contributes to a safe and inclusive environment.

As a result of these actions, combined with valorization and training initiatives, we were

able to maintain the **voluntary turnover rate stable at 5.98 percent** – even in the face of the national record number of requests for voluntary resignation. In technical positions, voluntary turnover decreased 5 percent.

When analyzing turnover, it is essential to consider that we operate in different regions of the country, some with full employment, which impacts our rates. Furthermore, the behavior of the labor market varies depending on the sectors in which we operate. While the distribution business experienced a turnover rate of 14.55 percent, fueled by a higher volume

of hirings (2,448 in 2024 compared to 1,373 in 2023), other segments—such as Multi Energisa (call center), (re)energisa, and Voltz (unregulated energy market)—operate within traditionally more dynamic industries, resulting in higher turnover rates.

In the consolidated figures, the Group's turnover was 17.90 percent, above the 13.97 percent of the previous year, reflecting the increase in hiring, which totaled 3,722 admissions in 2024. Out of this total, 703 were part of the outsourcing initiative aimed at enhancing service quality and efficiency, while 216 were directed towards the workforce training project

in regions experiencing a shortage of professionals, involving three months of onsite technical training.

Our commitment is to continue evolving in the construction of an inspiring and motivating work environment, which drives the growth of our professionals and the sustainability of the business.

→ [See the complete data in the Attachments](#)

Business	2022*				2023				2024			
	Hired	Terminated	Workforce	Turnover	Hired	Terminated	Workforce	Turnover	Hired	Terminated	Workforce	Turnover
Distribution	1,719	1,282	13,911	10.79%	1,373	1,133	12,748	9.83%	2,448	1,538	13,694	14.55%
Transmission	6	2	5	80.00%	7	9	40	20.00%	227	25	218	57.80%
Gas	–	–	–	–	5	6	25	22.00%	81	24	79	66.46%
Unregulated	1,502	785	2,808	40.72%	1,174	1,050	3,876	28.69%	966	957	3,511	27.39%

*Indicators restated **Regulated:** Distributors, transmitters and holding company **Unregulated:** (re)energisa and Voltz **Call Center:** Muti Energisa

Diversity and inclusion

Grupo Energisa values equality across various dimensions, including gender, race, origin, age, and abilities, recognizing and embracing the diversity that makes our organization truly pluralistic.

We act proactively to promote an increasingly diverse and inclusive environment, with respect as the basis.

Our strategy entails ongoing monitoring of demographic data, continuous enhancement of processes and practices to eliminate biases, ensuring accessible infrastructure, providing training and employability opportunities, and implementing development actions focused on employee growth.



More women in operations areas



Traditionally, vacancies in the operations areas of companies in the electricity sector are filled by men. For years, we have been committed to transforming this reality by promoting **gender equity**, actively attracting women to roles such as electricians and meter readers. Our goal is to increase this figure from 4 percent (2023) to 8 percent by 2027.

We ended 2024 with an **increased representation of women in our operational staff**, rising from 2.8 percent in 2023 to 4.7 percent. This represents more than 250 women joining the Company as electricians and meter readers in the last year alone. In the case of meter readers, over the course of two years, we doubled the percentage of women in this role, achieving 8.4 percent representation in hiring between 2023 and 2024.

The exclusive electrician training classes that we run at utilities in Mato Grosso,

Paraíba, Tocantins and Mato Grosso do Sul are strong catalysts for this movement. In 2024, they attracted 3,300 applicants and led to the hiring of more than 100 professionals.

In Sergipe, we have allocated 35 vacancies for female meter readers. Once women join the company, we implement **strategies designed to enhance representation throughout the hierarchical funnel, encompassing operational, technical, and leadership positions**. In 2024, approximately 60 women identified in the succession pipeline were developed through **training programs** and scholarship grants. They get 24 percent of the **scholarships** that we offer to technical, undergraduate and graduate courses. In the case of **Electrotechnical Technician courses and the undergraduate course in Electrical Engineering**, women make up 12.1 percent of the scholarship recipients.

We also monitor data through **climate surveys and active listening with the Company's women's groups** and engaged leaders, who contribute to the continuous improvement of inclusion and appreciation initiatives. The implementation of the **project to design exclusive uniforms for women in operational areas** is one of the outcomes of this active listening initiative and involved the engagement of our supply chain.

**4**
training classes for female electricians

**3,300**
applicants

**100**
trained

**100%**
more female readers in the last 2 years



Allana Emilia Oliveira,
Energisa Paraíba

Initiatives attract more PwDs to Energisa

In terms of affirmative openings, we also work on training and internalizing people with disabilities (PwDs).

For our **trainee program**, for example, we employ inclusive communication and visual identity, incorporating sign language interpretation to reach a broader and more diverse audience.

We also use **inclusive language in advertising our vacancies**, and we **prepare the recruitment and selection team** with guidance on identifying unconscious biases throughout the hiring process and during onboarding.

Throughout the year, we reinforced our internal channels with **knowledge pills** that raise awareness among our employees about concepts related to underrepresented groups in society.

Also in 2024, we launched a **web development training class** exclusively aimed at people with disabilities: **Tech PCD School**. With **24 openings**, the course attracted **178 applicants** from different regions of Brazil.

In a **partnership between Senai and Energisa Mato Grosso**, we also carried out a process of selecting and training people with disabilities to serve as **apprentices**. The young people were trained in administrative processes through a **900-hour course** mixing theory and practice. At the end of the process, **we absorbed 46 candidates**.

Tech PCD School

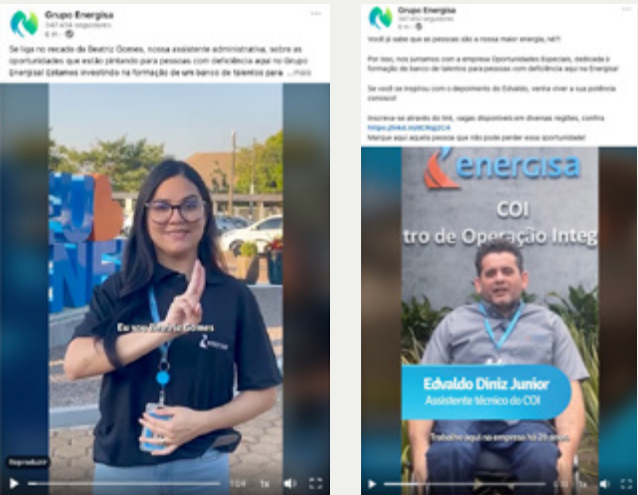
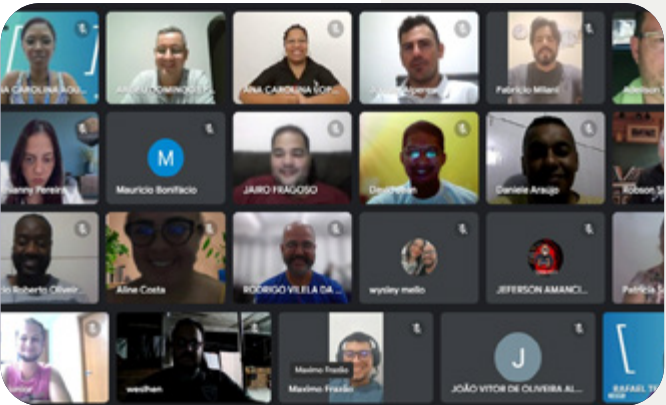
 **24**
openings

 **178**
applicants

PwD apprentices

 **900**
hours of theoretical and practical courses

 **46**
young people hired

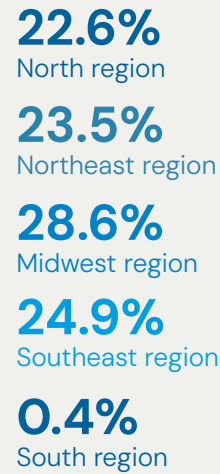


Diversity in our workforce

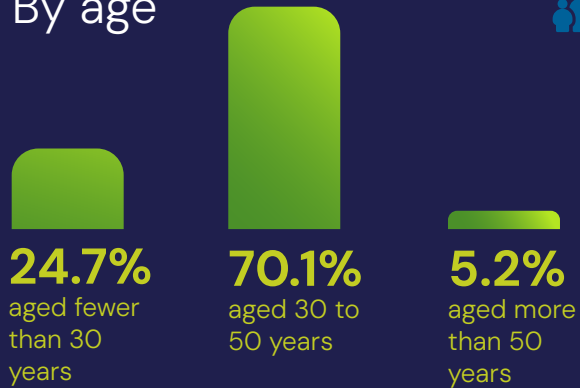
GRI 2-7



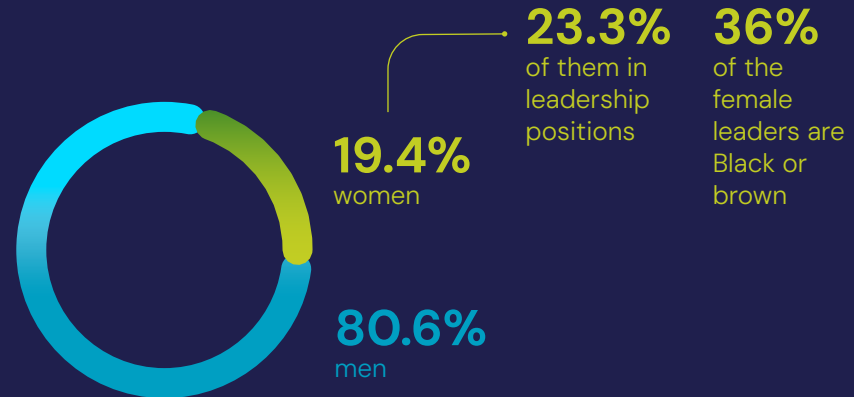
By location



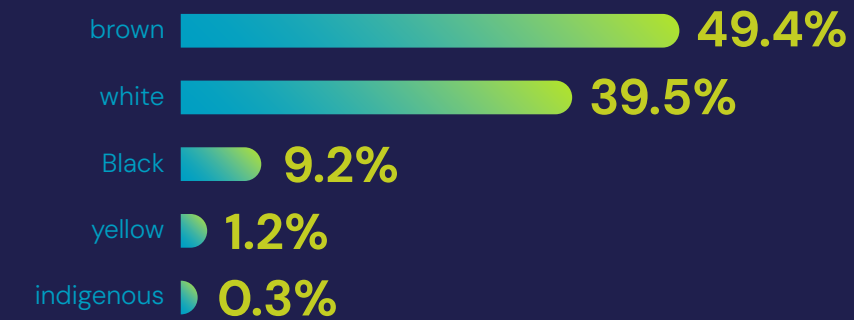
By age



By gender



By race*



* Employees who did not state or did not inform their race are not considered in this data (0.5%)

→ [See the complete data in Attachments.](#)

SUSTAINABILITY REPORT 2024

INTRODUCTION

GRUPO ENERGIS

COMMITMENT TO CURRENT AND FUTURE GENERATIONS

ENERGY THAT COMES FROM PEOPLE

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GRI CONTENT SUMMARY

People development, climate and engagement

Employee development

GRI 404-1, 404-2*

We consistently invest in our employees' development, promoting their professional growth and ensuring alignment with our strategic objectives. The Group's **learning ecosystem** encompasses **more than 2,200 pieces of content** available in **EducativaOn**, our distance learning platform. These include institutional training on the General Personal Data Protection Law (LGPD), Code of Ethics, Energisa's Way of Serving, as well as technical training for performing the role.

Furthermore, to make sure our employees stay current with the latest trends in technology, innovation, and supply chain knowledge, we have established partnerships with specialized platforms like **Alura** and **SupplyGo**.

In 2024, we accrued **over 800,000 hours of training**, averaging 47.5 hours of training per employee. The training reached **more than 218,000 participations**, with emphasis on free courses in management, programming, innovation, risk analysis and decision-making and negotiation. The normative training alone related to our value "life comes first" reached more than 84,000 participants.

As a long-term development initiative, we promoted the **Scholarship Program**, which had more than **a thousand registered employees and 410 selected**, 24 percent of whom are women and 5.4 percent are people with disabilities. Technical and undergraduate courses accounted for 80 percent of the scholarships awarded, in line with our strategies for the continuous preparation of our teams.

Development initiatives are monitored through climate surveys. We believe

that ensuring a healthy environment requires the involvement of all employees. Therefore, we launched the campaign **Your Opinion Guides Our Direction**, reaffirming that participation and engagement are crucial for the ongoing development of an excellent workplace.

The **surveys** attained **70 percent engagement**. The results are also considered for the evaluation of the Great Place to Work (GPTW) ranking. In 2024, six distributors and Multi Energisa held the top positions on the ranking.

UNITS	2024 RANKING
Energisa Acre	2nd North Region (large companies category)
Energisa Sul-Sudeste	4th São Paulo (large companies from the interior of São Paulo category)
Energisa Sergipe	1st (large companies category)
Energisa Mato Grosso do Sul	3rd Midwest Region (large companies category)
Energisa Rondônia	2nd North Region (large companies category)
Energisa Minas Rio	2nd Minas Gerais (large companies category) and 19th National (large companies category)
Multi Energisa	7th Ceará (medium-sized companies category)



* The Company does not have career transition assistance programs.

**→ [Find out more in the Attachments](#)



Our leaders are prepared to enhance the present, with an eye on the future

Given the complexity faced by leaders working on the front line, we conducted the **First Leader Program**, designed specifically for supervisors.

Face-to-face interactions and content sharing by internal facilitators encouraged practical examples, bringing participants' learning closer to their daily lives.

The program is made up of modules on leadership and culture, safe behavior, labor relations, communicative leader and results management.

In the **2024 Leadership Academy**, we strengthened the leadership pipeline in specific knowledge and

skills by level, considering a complex and dynamic business environment. We cover topics related to strategic thinking, leadership ambidexterity, situational leadership and feedback, negotiation, communication and ethics, data-driven decision-making, and cybersecurity.

We also perform in the **development of professionals for succession**, through acceleration programs that connect theory and business impact. On average, **each leader received an average of 20 hours of training**. The evaluation of the **Net Promoter Score (NPS)** placed the program within the zone of excellence regarding learning methods and business applicability.



92%
of the leaders
(1,174 professionals)
participated in at
least one training
course in 2024



Performance evaluation: enhancing careers

As part of our actions focused on human capital, **performance management and evaluation considers both competencies and alignment with our values and desired culture.** It covers 100 percent of our employees.

In the **annual career and development cycle**, we conduct competency assessments using both the 180° and 360° models, incorporating the **9Box methodology** to facilitate discussions on performance and potential. Our **calibration committees** facilitate cross-cutting discussions regarding the results and behaviors of the evaluated teams, as well as succession planning.

Employees then get **structured feedback with the leaders**, and the assessments are broken down in the **Individual Development Plan (IDP)**. During the year, of the general staff eligible for performance evaluation, 88.9 percent got feedback, and 68.1 percent had their IDPs structured.

To ensure continuous improvement, we listen to leadership through **surveys**. In 2024, 92 percent of leaders reinforced the relevance of the performance evaluation process in the employee journey. We also carry out **benchmark** studies and collect challenges with local teams to improve the process.

We also seek to **strengthen the feedback culture** through structured and accessible initiatives for different levels of leadership. Among these are situational Leadership training and feedback, and the course "The 10 Steps of Feedback," offered at the Leaders' Academy.





Life first

GRI 3-3, 403-1

PUTTING LIFE FIRST IS A NON-NEGOTIABLE VALUE FOR ENERGISA. IN THIS REGARD, WE DILIGENTLY FOLLOW ALL SAFETY PROTOCOLS AND EXERT EVERY EFFORT TO MAINTAIN A SECURE AND HEALTHY ENVIRONMENT FOR ALL.

We have implemented effective **health and safety management systems** that are aligned with international standards, enabling us to evaluate our processes and programs dedicated to ensuring the safety of both our in-house and outsourced employees. In addition, we have a **Health and Safety Policy** (SSO) whose guidelines direct our operations and are extensively promoted through training sessions, practical exercises, workshops, and communication campaigns.

Among the **training programs** offered, we include guidance sessions for new employees, training in handling chemical

products, fall prevention, fire fighting, first aid, machine and equipment safety, and electrical work.

GRI 403-1, 403-5

Managers are equipped to **identify and mitigate operational risks** and serve as internal multipliers to disseminate training procedures to operational teams. **Safety inspections** are conducted to monitor, identify, and address non-conformities during the execution of activities.

The **Evaluation of Service Provider Results** ensures the quality and safety of our partners.

Diogo Aparecido Mendes Ota, Energisa Mato Grosso

Vehicle fleet control via telemetry ensures compliance with traffic laws and internal rules. Driver behavior is continuously monitored, generating real-time warnings for violations, such as speeding above the average limit. In addition, we have programs like **Safety Champions** that recognize and reward the safe behavior of our employees.

Annually, based on the impacts of accidents and incidents identified in previous years, the **Security Plan** is updated to include initiatives ranging from leadership development to enhancing internal tools and processes in critical areas. We also have an **application for controlling safety inspections**, which allows for the creation of action plans tied to field-reported situations, and sends real-time email notifications about deviations that have been identified.

As a reinforcement of these initiatives, in 2022 we implemented **cameras for audit processes** to enhance the analysis of safe behavior and evaluate incidents in operations. The technology was implemented at Energisa Rondônia and Energisa Mato Grosso do Sul, significantly enhancing the effectiveness of incident

and accident investigation analyses, and contributing to a reduction in incident and accident rates.

The **Safe Operating Program** is another highlight. Targeting our own employees, outsourced personnel, and, since 2022, the communities around us, it identifies security risks in operations and potential improvements in prevention processes. The program also encompasses training on the golden rules of security and the dissemination of information, including community campaigns on the risks associated with networks (such as illegal connections and the use of kites), conducted in collaboration with non-governmental organizations and residents' associations.

Raising awareness among the population to adopt safe practices that reduce the risk of accidents also involves: **CIPA visits to schools** and the distribution of safety-related graphic materials; **communication about the topic in energy bills**; the promotion of **Daily Safety Dialogue** with the community; **creating graffiti on**

substation walls featuring safety images and messages; **partnerships with public bodies** for lectures and **distribution of announcements**, and field team **inspections**. We also developed the **Neighborhood Leader** pilot-project to encourage community leaders, when they identify an issue in their region, to contact Energisa.



Cataguases, MG



João Pessoa, PB

Risk mapping and management



Preliminary Risk Analysis (PRA)

Identification of behavioral deviations and of gaps in structural and process safety

Development of risk perception at the operational base

Accident investigation for continuous improvement of processes and procedures

Using telemetry for the safe driving of fleet vehicles

Consequence Management Policy (INO1)

OPERATING SAFELY

Leadership engagement



Development of grassroots leadership in safety skills and routines

Executive development on security as a strategic process



Training and management of outsourced workers

Review of training itineraries

Supplier approval

Creation of identification QR codes for field training

Issuance of digital certificates

Certificate assessment (R&S)

Continuous evaluation of service providers

Work-related Injuries

GRI 403-9

Continuous enhancement of our practices and safety management has led to the progressive improvement of our indicators. In 2024, we noted a significant drop in the number of workplace accidents involving employees, from 121 in 2023 to 104 in 2024, and no fatalities were recorded among its own employees.

Accidents with serious consequences, meanwhile, totaled one, two less than the previous year. The primary types of accidents include attacks by domestic dogs, tripping, slipping and falling, mishandling of tools, electrical incidents, falls from heights, encounters with wild animals, being run over, and collisions with objects, as well as various other incidents.

Despite the progress made, third-party security remains a significant challenge for the sector, necessitating continuous advancement in security management practices. Among outsourced third parties, 38 accidents were recorded, the same number as in 2023, and six fatalities.

In this context, and with a steadfast commitment to ensuring a **safe environment for all**, we are taking several key actions beyond the previously mentioned security measures. We are strengthening **safety inspections**,

identifying opportunities for **procedural improvements**, **addressing deviations with targeted actions**, conducting **intensive risk perception campaigns**, and staying dedicated to accident reduction through **proactive management** strategies.
→ [Learn more about our actions in Operating Safely.](#)

CLASS ¹	2022		2023		2024	
	EMPLOYEES	OUTSOURCED THIRD PARTIES	EMPLOYEES	OUTSOURCED THIRD PARTIES	EMPLOYEES	OUTSOURCED THIRD PARTIES
Number of hours worked	33,043,073	30,864,099	32,054,148	27,746,723	33,968,277	31,336,815
Base of the number of hours worked (200,000 or 1,000,000)	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Number of fatalities resulting from work-related injuries	4	3	3	1	0	6
Index of fatalities resulting from work-related injuries	0.12	0.10	0.09	0.04	0.00	0.19
Number of work-related injuries with serious consequences (except for fatalities) ²	1	3	3	2	1	1
Index of work-related injuries with serious consequences (except for fatalities) ²	0.03	0.10	0.09	0.07	0.03	0.03
Number of work-related injuries of mandatory reporting (including fatalities)	159	173	121	152	104	155
Index of work-related injuries of mandatory reporting (including fatalities)	4.81	5.61	3.77	5.48	3.06	4.95

¹ The work accident data for the years 2022 and 2023 underwent a review and adjustment in this reporting cycle. This revision was brought about by enhanced understanding of the indicators and the assessment criteria, as verified by the Safety department.

² Other injuries from which the worker will not be able to recover (e.g. amputation of a limb) or from which he or she is not expected to fully recover within six months due to his or her health condition.

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- GRI CONTENT SUMMARY



Safety culture

In 2024, alongside the regular management practices that are integral to daily operations, a project was developed called the **Security Roadmap Evolution**. This initiative encompasses several key areas, including training, processes, technology, and communication. As a component of the Security Roadmap Evolution project, nine Working Groups (WGs) were established. These groups are specifically dedicated to assessing and addressing the systemic causes of accidents that have occurred since 2022, involving our direct employees, service providers, and the community at large.

The **working groups involve various areas** of Energisa and focus on standardizing and improving training; revising and disseminating technical instructions and the tools of **Operating Safely**; conducting safety drills for all leaders; revising the accident investigation process, roles, and responsibilities to improve analyses and treatment with a relevant and effective action plan; and implementing actions to ensure community safety, including activities in schools and workshops with telecommunications companies on field safety.

The actions had an effect on the indicators and, in 2024, we had a **reduction in the Employee Safety Index (ISCP): there were 22 percent fewer accidents with time off compared to 2023**, in addition to **zero fatalities among own workers**: our best result in history.

Nonetheless, this is a never-ending job. Third-party fatalities highlight the importance of **intensifying the actions of the security plan, especially in front of the of Provider Contracts WG**, evolving security requirements in contracting, in routine processes, contract rules, among other fronts.

For the **communities**, given the increase in accidents and fatalities, especially in Rondônia, we carried out a **robust engagement plan for information dissemination** about safety when interacting with electricity.

[→ Learn more in the Stakeholder Engagement chapter](#)

Case



Health and well-being

GRI 3-3

TO PROMOTE OUR EMPLOYEES' HEALTH, WELL-BEING AND HAPPINESS, WE ADOPT AN APPROACH FOCUSED ON THE CONCEPT OF INTEGRATED HEALTH.

This vision covers everything from adherence to legal requirements and effective occupational health management, to providing assistance and additional benefits, along with programs focused on prevention and health promotion, **which are also available to the dependents of our employees.**

Among the initiatives aimed at quality of life and well-being is the **"Viva Energia" Program**, which includes actions aimed at preventing diseases, encouraging a healthy lifestyle and monitoring health conditions. The program is supported by multidisciplinary teams, made up of

occupational physicians, nutritionists, physical education professionals and other specialists.

Part of "Viva Energia," the **Comprehensive Health Program** gives employees confidential access to services provided by qualified professionals in the areas of social, psychological, nutritional, social security, financial and legal guidance (except labor). **There is no limit to the use of the services, which are available free of charge, 24 hours a day, 7 days a week.**



Palmas, TO



Priscylla de Lima Nóbrega,
Energis Paraíba

The Health and Well-being program also includes vaccination, workplace gymnastics and programs for chronically ill, inactive, on leave and pregnant women. In 2024, the **Chronics Program** alone monitored 1,115 cases, achieving a Net Promoter Score (NPS) of 90 percent.

All female employees and their dependents have access to the **Program for Pregnant Women**. This program aims to provide comprehensive support for the health of pregnant women and their babies. It offers essential guidance on prenatal care, as well as assistance during childbirth and postnatal care. By 2024, more than **300 families** were monitored. We also conduct **periodic meetings** with internal

health **committees and run awareness campaigns** that engage all hierarchical levels within the organization.

The effectiveness of actions aimed at promoting health is verified monthly through indicators such as NPS, absenteeism rates, adherence to participation in programs.

Regarding the risks of occupational diseases, we undertake comprehensive mapping through **Risk Management Programs** (PGR). Monitoring is conducted via the **Occupational Health Medical Control Program** (PCMSO), which is formulated annually by the coordinating physician of each company. This program is

essential for the early detection of diseases and for guiding health promotion and prevention initiatives. All data regarding the health of employees is consolidated from clinical and complementary examinations carried out, certificates and complaints presented, and the analysis of altered and normal results.

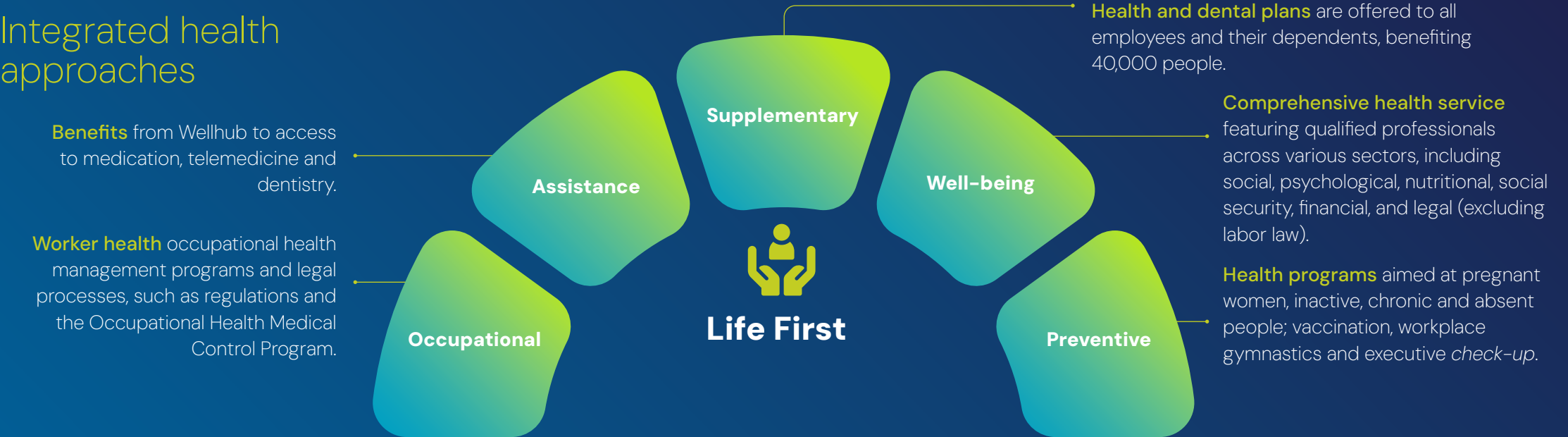
Occupational risk management is conducted in strict adherence to regulatory standards. This process involves identifying potential hazards, such as those associated with chemical, physical, ergonomic, vibration, and fall risks. It also includes assessing these risks and determining potential health damage or injuries. Furthermore, the process involves

implementing suitable preventive measures to minimize impacts on workers, ensuring a safer and healthier work environment.

As a result of our coordinated and intensive efforts in prevention and health care initiatives for our employees, **there were no reported cases of occupational diseases** within the Group in 2024. Additionally, we successfully met our **absenteeism target** of 1.34 percent **for the third consecutive year.** **GRI 403-10**

¹ An occupational disease is one that arises from the regular performance of a specific activity or profession. It is directly connected to the tasks undertaken by the worker in their particular job function. This type of disease is recognized by legislation and is usually included in official lists of occupational diseases.

Integrated health approaches



Viva Energy Clinic: care directly in the workplace



Pioneering
initiative in
the sector

Opened in 2024, it offers **immediate, efficient and easily accessible Primary Health Care (PHC), directly at the workplace**. A multidisciplinary team, consisting of two physicians, a nurse, and a nursing technician, is responsible for addressing acute health demands and managing patients with chronic diseases.

Various **services** are carried out at the clinic's facilities, such as measuring vital signs, anthropometric assessment, electrocardiogram, collecting laboratory tests, administering medication, applying dressings and removing stitches, all with the aim of ensuring a **efficient and continuous care coordination**.

Currently operating in the **Mato Grosso** unit, the clinic facilitates early diagnosis of complications and refers more serious cases to specialized care. It also provides continuous monitoring, which enables health professionals to adjust treatments based on test results and individual medical histories. This approach ensures a more personalized and effective level of care. During the year 2024, the clinic carried out **442 consultations**, reflecting the success and adherence to the service model.



CLÍNICA
Viva Energia
*Transformando vidas
através da saúde*





Technology promotes full health care

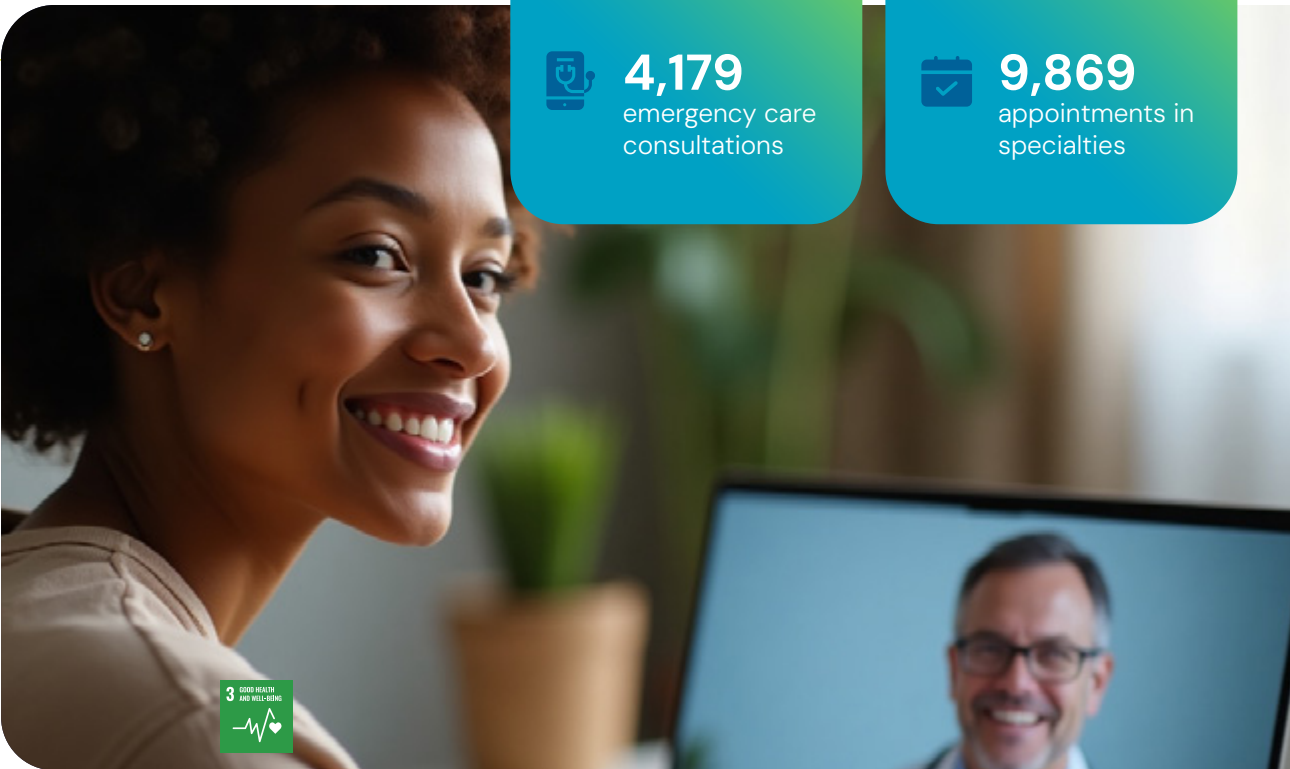


To facilitate access to the care network and ensure that all employees and their dependents have fast, quality health support, the Group provides the **telemedicine service at no additional cost** or even co-participation.

The service includes a **digital emergency service available 24 hours a day**, allowing employees and their dependents to have immediate access to medical consultations without having to leave home. An important convenience, especially in emergency situations or outside of regular business hours. Fast and efficient medical guidance, without the need for long waits or travel.

In addition to emergency care, beneficiaries can schedule **consultations in more than 15 medical specialties**, such as cardiology, dermatology, pediatrics and psychology, providing more complete and customized care.

In 2024, the service recorded **4,179 consultations** in digital emergency care and **9,869 appointments** in the most diverse specialties. These figures underscore the high demand and significance of the service for the well-being of employees and their dependents, emphasizing **telemedicine as an essential tool. It effectively integrates the care network's physicians** in a practical and efficient manner.



4,179
emergency care consultations



9,869
appointments in specialties

Support for mental health: 24 hours a day for everyone

In addition to actions aimed at health education and preventive measures, mental health has been a **constant priority in our initiatives**.

One of the most used services within the Comprehensive Health Program is **confidential, 24-hour mental health**

support, available seven days a week, for both employees and their families.

In 2024, the program facilitated **3,619 consultations**, underscoring the high level of engagement and trust that our employees have in initiatives designed to care for their overall health.



Parque dos Falcões . SE



Integrated Operation Center MG

Climate strategy and action

We embrace the role of making a significant difference by mitigating our impacts and adapting our actions with a comprehensive Decarbonization Plan. This plan focuses on reducing our activities' carbon footprint, conserving biodiversity, and preparing our networks to effectively meet present challenges and demands.

- / Decarbonization plan
- / Mitigation strategy
- / Biodiversity conservation
- / Grid adaptation, contingency and resilience



We are advancing in the implementation of innovative solutions to reduce emissions, strengthen operational resilience and ensure that our initiatives are auditable, measurable and aligned with international best practices.

The **management of Grupo Energisa's performance in relation to climate** is anchored in the pillars of mitigation and adaptation to climate change and is supported by robust governance processes.

Confronted with the challenges posed by the global scenario and the inherent opportunities of the energy transition, we are making significant progress in implementing **innovative solutions**. These efforts aim to reduce emissions, strengthen operational resilience, and ensure that our initiatives are auditable, measurable, and aligned with international best practices.

Mitigation

The **mitigation** pillar includes expanding the participation of renewable sources in the portfolio, digitalizing the network to reduce technical losses, adopting new technologies and continuously improving the greenhouse gas emissions inventory.

Furthermore, **strategic partnerships**, such as the collaboration with the Federal University of Rio de Janeiro (UFRJ) and WayCarbon, reinforce Energisa's commitment to building a decarbonization plan, guiding the electricity sector on the journey towards carbon neutrality.

Adaptation

In the **adaptation** pillar, we have improved our contingency mechanisms for rapid response to extreme weather events, investing in modernizing infrastructure, training operational teams and implementing technologies for predictive monitoring. The Contingency Plan, combined with the diversification of the energy matrix, strengthens the company's ability to mitigate impacts and guarantee security in the energy supply.

Transparency is a fundamental pillar of this strategy, ensuring that advances are clearly communicated to investors, customers and others stakeholders.

[→ Learn more about the financial implications, risks and opportunities arising from climate change in the Attachments](#)

Decarbonization plan

GRI 3-3

EXTREME WEATHER EVENTS ARE AMONG THE TOP GLOBAL RISKS, ACCORDING TO THE WORLD ECONOMIC FORUM (WEF). IN BRAZIL AND AROUND THE WORLD, IT IS ALREADY POSSIBLE TO OBSERVE ADVERSE IMPACTS OF CLIMATE CONDITIONS IN VARIOUS SECTORS AND ON SOCIETY IN GENERAL.

→ [See the risks and opportunities for Energisa in the Attachments](#)

In this context, companies, organizations, and various stakeholders have been actively seeking to adopt mitigation and adaptation measures in response to climate change.

At Grupo Energisa, **we are committed to mitigating business impacts, with a systemic view of the production chain, while at the same time having an adaptation strategy focused, in particular, on network resilience.**

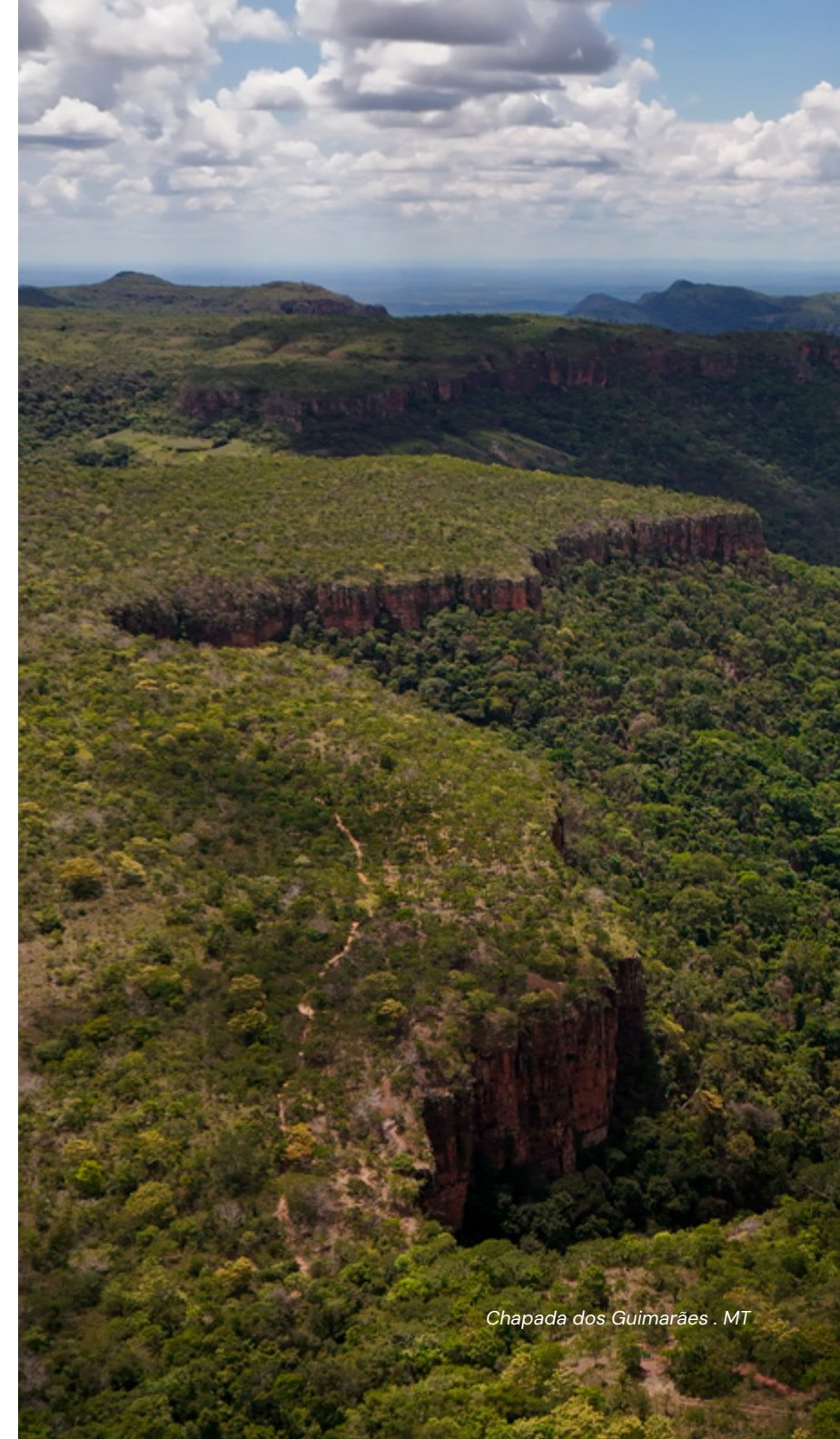
→ [See Network Adaptation, Contingency and Resilience.](#)

Our commitments extend beyond our own operations to include our customers, for whom we strive to provide energy solutions that facilitate the reduction of greenhouse gas (GHG) emissions.

Under the mitigation and decarbonization agenda, specifically, our **goal is to achieve emissions neutrality by 2050.**

To make a relevant contribution to facing a global challenge, in 2023 we will begin building a **Decarbonization Plan** which, in addition to being aligned with the most recent scientific evidence, takes into account the specificities of the Brazilian electricity sector. The Board of Directors approved the plan in November 2024.

Learn more about the context in which the plan was developed below.



Chapada dos Guimarães . MT

Construction of the Decarbonization Plan

GRI 2-29

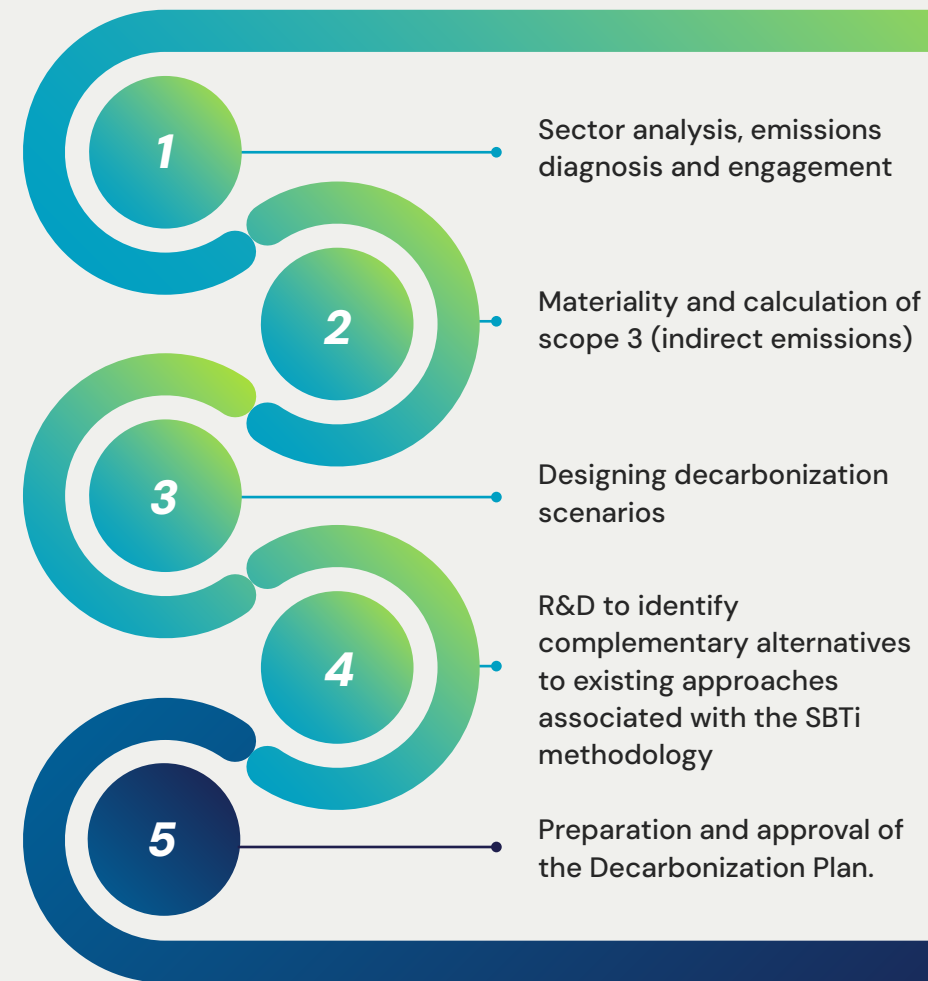
Grupo Energisa's Decarbonization Plan, a result of a research and development (R&D) project conducted in partnership with the **Federal University of Rio de Janeiro (UFRJ)** and **WayCarbon**, considers three significant **characteristics of the Brazilian energy sector** in the global context: a predominantly renewable and highly regulated energy matrix, where distributors have limited control over the origin of the purchased electricity; the strategic role of natural gas as a transition fuel capable of replacing more polluting alternatives; and the importance of fostering emerging technologies, such as biomethane and carbon capture and storage systems (CCS and CCUS).

Therefore, our Decarbonization Plan, in addition to reinforcing and practically directing our commitments, brings a **contribution to the national energy**

sector. In it, we address **expanding the methodological perspectives of the Science Based Targets Initiative (SBTi)**, proposing a reconciliation between the reliability and maturity of scientific standards already recognized internationally and local particularities with the aim of achieving even more robust, efficient and agile management of initiatives to reduce greenhouse gas emissions.

The Plan was approved in November 2024 by the Board of Directors of Grupo Energisa, reinforcing **our commitment to three key aspects**: reduction of manageable emissions; transparency and integrity in reporting indirect emissions, and responsibility to influence the value chain to lower its emissions.

Plan construction stages



Our decarbonization journey

We recognize that our journey toward achieving emissions neutrality should be directed by a blend of reduction and compensation strategies, with an unwavering priority on the integrity of the solutions we implement. **We are dedicated to supporting projects that maximize emissions reductions at their source. Simultaneously, we invest in highly credible offsetting**

solutions, intentionally avoiding practices that could undermine the transparency or effectiveness of global temperature targets.

We have a history of commitments and actions to mitigate and adapt to climate change (*see on Timeline*) and, from 2025, **we will detail and unfold the Decarbonization**

Plan for all of the Group's units and businesses, aligning efforts to ensure that our objectives are achieved. This movement aligns with the principle of sustainability that has been an integral part of our core values since the Group's foundation in 1905.

Timeline

Jul/2022

We have published nine public commitments related to sustainability, one of which focuses on achieving net-zero GHG emissions by 2050.

Apr/2023

We approved the development of the Decarbonization Plan and initiated research and development (R&D) efforts to assess the Science Based Targets initiative (SBTi) methodology as it applies to the electricity sector. Our goal is to propose any necessary adaptations to suit the Brazilian context.

Oct/2024

As part of our R&D project, after conducting a benchmarking analysis that highlighted the absence of sectoral standardization in creating GHG inventories for energy companies, we developed a scientific article. This article examines the challenges associated with applying the SBTi methodology to the Brazilian energy sector, with a particular focus on renewable generation and distribution companies. As a contribution, we proposed an alternative for defining decarbonization trajectories that are more suited to the national reality.
→ [See the scientific article](#)

Nov/2024

The Sustainability Committee, established by the Board of Directors, has approved the Group's Decarbonization Plan. This decision reflects our commitment to taking responsibility for emissions that fall within our control and influence.

2025

Positioning evolution and goal review

Disclosure of medium-term goals

Deployment of the Decarbonization Plan for business units

Actions to disseminate and engage parties on the issues the Plan addresses

The following chapters and the chapter "Protagonism in Energy Transformation" present our strategies, initiatives and management approaches for mitigating, adapting and capturing opportunities on the climate agenda.



Mitigation strategy

Greenhouse Gas Emissions (GEE) Inventory

To fulfill our decarbonization commitments and as a key component of our mitigation strategy, we quantify and track our impact through the greenhouse gas (GHG) emissions inventory.

Prepared in accordance with the guidelines of the Brazilian **GHG Protocol** Program, the inventory has been awarded the **Gold Seal** since 2022, as it is reviewed by an independent external body and accredited by the National Institute of Metrology, Quality and Technology (Inmetro).

The inventory is **published in the Public Emissions Registry**, platform developed by the Brazilian GHG Protocol Program. The **results are also reported to the Carbon Disclosure Project (CDP)**, an international initiative that assesses the companies' transparency and climate risk management. In 2024, our score improved from B- to B, highlighting the progress we have made in enhancing transparency in the management of this issue.

Methodological evolution sheds new light on our emissions

Grupo Energisa's 2024 Greenhouse Gas (GHG) emissions inventory reflects significant advances in data measurement and transparency, aligned with the corporate decarbonization strategy.

→ [Read more in the Decarbonization Plan](#)

With the preparation of the Decarbonization Plan, we adjusted our baseline and it was necessary to review the emissions of some existing categories, making their measurement more accurate. Therefore, the 2022 and 2023 emissions data are being restated in this report. Additionally, with the integration of the new natural gas business, a key element of the Group's energy transition strategy, we added a new emission category to our inventory. This inclusion ensures greater alignment with our operational reality and applicable methodological guidelines.

Main modifications:

- Fuel and energy related activities not included in Scopes 1 and 2 (Scope 3):** by including the capture of emissions associated with the life cycle of the distributed energy we sell, we improve the traceability of emissions throughout the value chain.
- Use of goods and services sold (Scope 3):** we include the sale of distributed natural gas, a segment in which we will start operating in November 2023. Therefore, in 2024, we will begin to include the emissions resulting from the use of gas by end customers in our inventory.

When we analyze only the Group's manageable emissions — that is, those related to scopes 1, 2 and 3, excluding category 11 (use of products sold) and category 3D (energy dispatched by the SIN) —, we observe real growth of 7.4 percent compared to 2023. This increase is related to the increased use of thermoelectric plants, motivated by the low water availability during the period, which put pressure on the emission factor of the National Interconnected System (SIN).



GRUPO ENERGISA'S EMISSIONS ^{(1) (2) (3) (4)} GRI 305-1, 305-2, 305-3			
	2022*	2023*	2024
Scope 1	263,472.71	514,020.16	524,180.91
Stationary combustion	6,379.64	1,045.20	245.55
Mobile combustion	23,607.11	22,726.83	24,112.54
Effluents	0.69	65.55	51.12
Fugitive	7,784.27	12,866.30	10,243.96
Change in soil use	225,701.00	477,316.28	489,527.74
Scope 2	166,585.86	159,084.23	250,437.40
Energy consumed	1,890.61	1,938.97	3,043.80
Energy losses	164,695.25	157,145.26	247,393.60
Scope 3	4,580,092.68	5,051,414.64	5,135,498.27
Goods and services purchased	309,121.15	315,118.37	317,026.72
Capital goods	49,652.47	16,738.22	53,117.01
Fuel- and energy-related activities not included in scopes 1 and 2	2,381,194.77	2,631,376.56	3,047,060.98
Upstream transportation and distribution	10,461.41	4,967.32	2,754.25
Downstream transportation and distribution	-	177.35	87.41
Waste generated in operations	517.31	29,541.77	25,162.47
Business travel	1,325.68	2,536.40	2,874.77
Employee commuting (home-work)	20,400.00	16,292.09	10,314.07
Processing of sold products	2,191.11	18,666.89	13,591.02
Use of goods and services	1,805,228.78	2,015,999.67	1,663,509.57
TOTAL	5,010,151.25	5,724,519.03	5,910,116.58
TOTAL MANAGEABLE**	1,024,801.70	1,238,934.80	1,329,638.18

1 Includes Kyoto GHG emissions in tCO₂e CO₂, CH₄, N₂O, SF₆, HFCs and PFCs.

2 The emission factors used are obtained by the Brazilian GHG Protocol Program.

3 The calculation was performed according to the methodology of the Brazilian GHG Protocol Program and consolidation through software

4 The detailed inventory will be made available on the public registry platform - RPE, according to the schedule defined by FGVces. <https://registropublicodeemissoes.fgv.br/>

* Data restated based on the scope 3 screening conducted as part of the Group's Decarbonization Plan.

** Total manageable: Emissions from Grupo Energisa's GHG inventory that are under our control and/or influence - Scope 1; Scope 2 and Scope 3 (excluding category 11 and category 3D - energy dispatched by the SIN)

[→ Learn more about energy consumption in the Attachments](#)

Mitigation initiatives





Before the preparation and approval of the Decarbonization Plan, we had already implemented several initiatives focused on reducing GHG emissions within our own operations.

Standing out among them are:

- **Own fleet management**, using telemetry tools that monitor consumption and performance, aiming at fuel savings and the consequent reduction in gasoline consumption of light utility vehicles and motorcycles. In 2024, we drove fleet modernization to prioritize ethanol whenever possible. Additionally, we invest in **process automation and digitalization**, including telemetry and customer communication. We also support projects aimed at the **restoration and recovery of degraded areas in vulnerable biomes**, employing various techniques.
- **Reverse logistics actions** for materials from the demobilization of network assets.

- **Transformer refurbishment**, helping to minimize greenhouse gas emissions associated with the manufacture of new transformers and enabling the regeneration of insulating oils, avoiding environmental impacts.
- **Adoption of smart line layouts** in order to avoid or minimize interference at operating sites, reducing vegetation removal as much as possible.
- **Decommissioning of thermal power plants located in our concession areas in the Legal Amazon**, the largest national project in this segment. Completed in 2024, two years ahead of schedule, it allowed for the **shutdown of 20 diesel and fuel oil-powered plants** which, together, totaled 195 MW of installed power. With the shutdown, **we avoided the emission of 539,000 tons of CO₂ per year**, surpassing the established target of 505,000 tons/year.
[→ Read more in Decommissioning of thermal power plants](#)

In 2025, we will continue with the actions outlined in the Decarbonization Plan, including:

-  **Replacing gasoline with ethanol in our own fleet**
-  **Acquisition of I-RECs**
to reduce emissions from technical losses
-  **Projects with the supply chain**
-  **Carbon credit generation and acquisition projects**



4,153
t
refurbished materials,
returning to the business
cycle



539,000
tCO₂e
avoided per year with the
decommissioning of thermal
power plants

Conservation of biodiversity /

GRI 3-3, 304-2

WE VIEW BIODIVERSITY CONSERVATION AS A CRUCIAL ASPECT IN THE FIGHT AGAINST CLIMATE CHANGE, RECOGNIZING THAT HEALTHY ECOSYSTEMS SIGNIFICANTLY CONTRIBUTE TO CLIMATE REGULATION THROUGH THEIR CAPACITY TO STORE CARBON.

Considering that we are present in the five Brazilian biomes — Amazon, Atlantic Forest, Cerrado, Caatinga and Pantanal —, we address initiatives aimed at monitoring, conservation, preservation and recovery of biodiversity.

The management of this theme is integral to the guidelines outlined in our Sustainability Policy. **It involves monitoring the impacts in the areas where we operate**, utilizing diagnostics, goals, and indicators that support conservation, preservation, and recovery efforts.

For the installation of generation, transmission and distribution assets, the areas are strategically analyzed, aiming for the least impact on biodiversity. In the transmission and distribution fronts, including gas, we conduct **preliminary studies of the best routes** to bypass protected areas and those with vegetation,

as well as adopting measures, such as raising towers, which allow the passage of cables without the need for cutting or removing trees. During project implementation, when vegetation removal is necessary, we engage in **planting species** native to the same biome as a compensatory measure.

Periodically, we prepare **planting monitoring reports** for compensatory measures. These reports are submitted to and filed with the licensing bodies.

In addition to planting species, we also address **actions to preserve fauna**, as is the case with tuiuiús (*Jabiru mycteria*), the bird that is the symbol of the Pantanal biome, the falcons of Sergipe and the Amazonian turtles.

[→ Learn more about protected or restored habitats in the Attachments](#)

Other initiatives

- **Fire fighting devices and brigade training** in the physical premises of our companies
- **Control and prevention of erosion processes** in the construction of substations, transmission lines and generation assets
- **Wildlife protection** with installation of heat shrinkable materials in substations
- **Protection of water resources**
- **Noise monitoring** programs
- Adoption of **preventive measures** based on environmental studies

Engagement of the community

Conservation and preservation practices directly involve **communities** in our concession areas from:

- Meetings and partnerships
- Prior approval of environmental control plans
- Participatory planning in infrastructure projects
- Transparent communication.

Evaluation of the course taken

The **effectiveness of the measure adopted** is measured via:

- Regular inspections and strict monitoring of permits
- Impact management using monitoring programs
- Internal and external audits
- Press releases on the progress of the Environmental Control Plan for each business



Corumbá . MS



Restoration of the Maurício Plant Private Natural Heritage Reserve (RPPN)



One of the 2024 highlights is the commencement of the restoration of Maurício Plant RPPN, **the Group's first hydroelectric plant, which was inaugurated in 1905.**

Situated between the borders of the municipalities of Leopoldina and Itamarati (MG), the reserve spans 327 hectares, roughly equivalent to 300 football fields. It will undergo a **revitalization, restoration, and conservation process to be transformed into a space dedicated to technical and historical knowledge, memory, and leisure.**

Ecological tourism activities, educational activities, conservation and preservation actions for the biodiversity of the Atlantic Forest biome and partnerships with universities and social organizations to strengthen the management of protected areas are planned.

GRI 304-3

Dialogue with the community began in 2024 through discussion groups, marking the first step towards their inclusion in the project. This initiative will be expanded and strengthened throughout 2025 and 2026, with the aim of promoting greater engagement and development of the surrounding community.

The **initial planting phase has already incorporated 2,422 seedlings across 3.84 hectares.** This effort is complemented by soil conservation practices, invasive species control, periodic maintenance, replanting, and top dressing to ensure the sustainable development of the local flora and to contribute to the balance of the ecosystem.



327
hectares



2,422
seedlings
already planted



Living Forest: projects selected for the restoration of the Xingu Basin

GRI 304-3



As part of our efforts to conserve, preserve, and restore biodiversity, we became members of the Floresta Viva Fund in 2023. The Floresta Viva Fund, established through a collaboration between BNDES, Grupo Energisa, and other companies, is channeling **BRL 20.3 million toward the environmental restoration of 700 hectares within the Amazon Rainforest**, spanning the states of Pará and Mato Grosso.

In 2024, following the publication of the notice, **four projects were selected. These initiatives focus on the ecological restoration of the Xingu River basin**, aiming to regenerate the Amazon ecosystem, bolster sustainable production chains, and foster the socioeconomic inclusion of local communities. Each of these projects was selected based on its significant environmental impact and their potential to generate income for the region. They span across the Lower, Middle, and Upper Xingu areas:



Credit: Rede de
Sementes do Xingu

On the trail of the Living Forest: socio- productive ecological restoration in the Xingu Basin

Initiated by the Xingu Seed Network Association (ARSX), this project focuses on **restoring 200 hectares of degraded land** by planting native species. It also includes support for **training groups of seed collectors** and aims to strengthen networks with local agents and strategic partners, ensuring a collaborative approach to ecological recovery and community engagement.

Sustainable Xingu: organic cocoa generating income and promoting the ecological restoration of the Middle Xingu

Proposed by the Central Cooperative for Organic Production in the Transamazon and Xingu (CEPOTX), it focuses on the production of organic cocoa, combining environmental restoration with income generation. The goal for this project is to **regenerate 150 hectares of degraded areas by implementing a sustainable production system, with a strong emphasis on encouraging the participation of women and young people.**

Always Alive, Always Green: ecological restoration and socio- productive inclusion in the Verde para Sempre Extractive Reserve

Developed by the International Institute of Education of Brazil (IEB), this project **proposes the restoration of 200 hectares within the Verde para Sempre Extractive Reserve (PA)**, recognized as one of the largest in Brazil. Additionally, it aims to promote the **empowerment and socio-productive inclusion of women** by establishing a seed collection and marketing network.

Resset Assurini

Proposed by the Guamá Foundation for Science, Technology, Innovation and Sustainable Development, this project focuses on the **recovery of 150 hectares of areas in Altamira (PA) that have been classified as priority** by the state government. This restoration effort is combined with the development of productive activities, such as the **creation of seedling nurseries and the collection of native seeds.**



Guaporé Turtles Project: preservation of Amazonian biodiversity

GRI 304-3



Given the **significant drop in the number of turtles born in Tabuleiro do Guaporé, Rondônia**, which saw a decrease from 1.4 million hatchlings in 2023 to just 349,000 in 2024, is a direct consequence of climate change. In response to this alarming decline, collaboration has become essential to **ensure that as many hatchlings as possible have a chance to survive**.

This is the purpose of the [Guaporé Turtles Project](#), an initiative involving the Quilombola and Ecological Community Association of the Guaporé Valley (Ecovale), the Brazilian Institute of the Environment and Renewable Natural Resources (Ibama) and Grupo Energisa, which

has supported the project for the fourth consecutive year.

Since only 1 percent of hatchlings are able to reach adulthood and reproduce, in 2024 a task force managed to **rescue more than 200,000 baby turtles** and release them safely into the Guaporé River.

Through this effort, we contribute to the species' **removal from the extinction list** and its reclassification into the vulnerability category. In addition to releasing the turtles, the project includes environmental awareness activities for local communities.

→ [More information on biodiversity can be found in the Attachments.](#)



Case

 **200,000+**

baby turtles rescued
and released safely



Sandstorm in the interior of São Paulo



Energisa Team. AC

Adaptation, contingency and network resilience

GRI 3-3

The imminence of extreme climate events and their impacts, particularly on energy security and supply, **necessitates urgent measures for the adaptation and resilience of networks**, alongside the **preparation of structures, systems, teams, and communities** to handle the most severe contingencies.

Since 2011, we have had an **Anticipation and Rapid Recovery Plan**, which includes preventive network maintenance measures, such as cleaning of strips, pruning of trees, and reinforcement of the system, as well as guidelines relating to the Operational Contingency Plan for situations involving

heavy rains, strong winds, and atmospheric discharges, in addition to seasonal events such as heat waves and fires.

Responding to the intensification of extreme weather events observed globally and in Brazil in 2024 – including increased average temperatures across all regions, extreme rainfall, droughts, and fires – we developed the **Energisa 4.0 Contingency Plan**. This plan is a more sophisticated and comprehensive version designed to address the climate challenges anticipated in the coming years.

[→ Learn more in the Attachments](#)



BRL 228,4

M
invested in network
resilience

Structure of the Energisa 4.0 Contingency Plan



Prediction

For prediction purposes, since 2015 we have had **NetClima**, the most complete proprietary climate monitoring tool in the sector in Brazil. This tool, supported by meteorological consultancy, produces **periodic reports**, bulletins, and meetings that prepare our teams to anticipate and manage event responses based on their characteristics and intensity.



Integrated Operations Center, Energisa Mato Grosso do Sul

Management

In terms of management, the Integrated Operations Centers (COIs) allow synergistic action between all of the Group's distributors to **reduce supply interruptions and ensure resumption in the shortest possible time, with maximum safety for our employees and customers.**

Critical contingency management involves the **coordinated action of all areas of the company**, under the leadership of the Operations and Communication areas.

Each distributor has a **Regional Technical Group**, led by the CEO and the technical director of the unit, involving all areas that can contribute to the management and mitigation of damage and risks from climate events. The Regional Technical Groups report to the Crisis Management Committee, led by the Vice President of Networks. This committee holds integrated responsibility involving the CEO, Group Vice Presidents, Legal, Human Resources, Communication, and Sustainability.

Upon identifying a possible event, we use the **impact ruler**, a tool we developed to define the event's criticality level based on a set of operational and reputational indicators. With the definition of criticality, each area that integrates the Operational Technical Groups triggers previously determined actions.

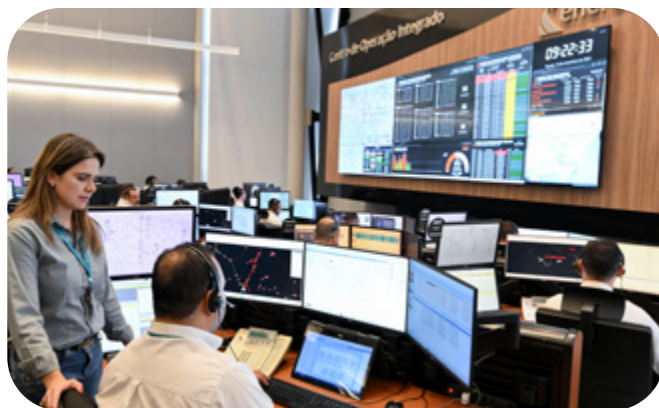
Furthermore, our **Communication team** assumes the role of directing the Company's positioning before, during and after contingency periods, establishing ourselves as a partner of our stakeholders, creating a **safe, proactive environment relative to the information necessary to mitigate impacts.**

The information is disseminated by contacting public agencies, using sound trucks in the streets, posting on external and internal social media, and issuing press releases, in order to spread information throughout the concession area. Furthermore, we **expanded our service structure for contingencies** by

reinforcing the 24-hour call center team, providing more timely communications and service via social media, offering 24-hour digital service via WhatsApp, and extending service hours at branches.

It is worth mentioning that we seek to promote a **integrated action with public links**, such as Civil Defense, the Fire Department and city halls to mitigate risks and damages. As an example of this work, the training provided in partnership with the Fire Department for our electricians who work in urban and rural areas is worthy of note.

Managing climate events involves both **investments in network resilience** to make the distribution system more robust (totaling BRL 228.4 million in 2024) and training for all unit teams through simulations of extreme situations, including fires, storms, and heat waves.



Revision

The last front consists of reviewing the strategies adopted and **continuous updating of the communication and contingency plan**. This effort to improve contingency management is built jointly by the teams at our companies.

Recognition of proactive communication in climate crises



In 2024, the collaborative efforts of the nine Grupo Energisa utilities **to improve communication regarding extreme weather events** led to recognition by the Aberje Award for the **best case in Organizational Crisis Management in the Minas Gerais-Midwest region**.

Promoted by the Brazilian Association of Business Communication (Aberje), a benchmark in the country's organizational communication sector, the award **recognizes best practices, strategies, and communication projects** carried out by companies, highlighting innovation, efficiency, and their impact on relationships with internal and external audiences.



Navirai . MS

GRUPO
energisa120

Protagonism in energy transformation

Energy changes, demands change, markets change.
And we changed along with it, innovating and diversifying
our business to meet each new demand.

- / Energy transformation
- / Universal access to energy
- / Decommissioning of thermal power plants
- / Diversification for the energy transition
- / Energy efficiency



Beneficiary of the Light for All Program. RO

Energy transformation

GRI 3-3

OUR VISION IS TO LEAD THE ENERGY TRANSFORMATION, CONNECTING PEOPLE AND COMPANIES TO THE BEST ENERGY SOLUTION, IN ORDER TO CONTRIBUTE TO SUSTAINABLE DEVELOPMENT.

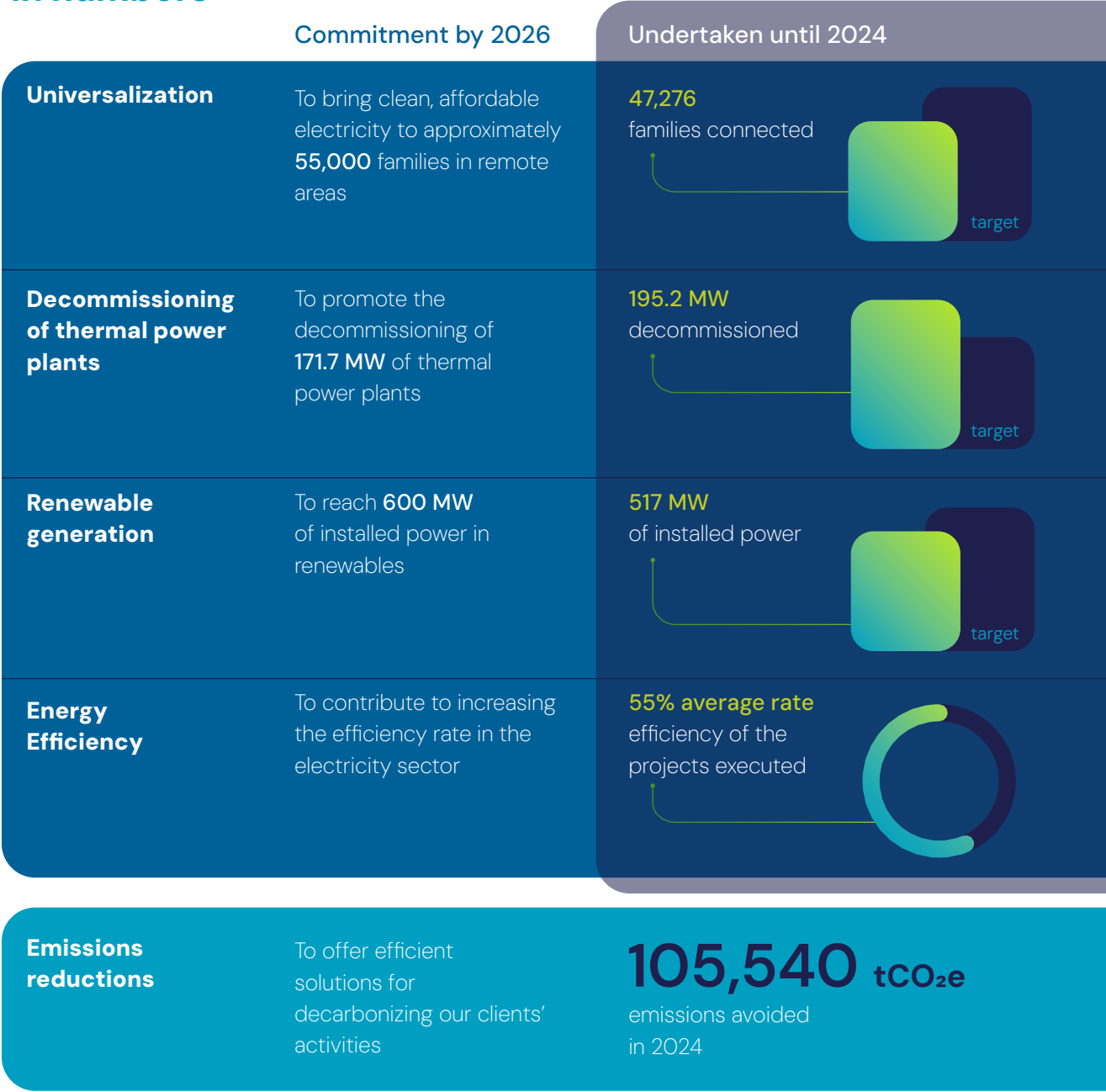
→ [Learn more about programs designed to enhance energy in the Attachments](#)

In this context, we are **publicly committed** to enabling the sustainable, secure, and reliable integration of renewable sources into Brazil's energy matrix, and providing energy transition products and solutions to drive our customers' decarbonization.

These commitments are driven not only by initiatives focused on **renewable energy generation**, the **decommissioning of thermal energy sources powered by fuel oil and diesel**, and energy efficiency, but also by **continued investments in our transmission and distribution infrastructure**. This infrastructure plays a fundamental role in the flow of energy from renewable sources and in **universalization** access to electricity, including in remote areas.

Our strategy, management approach and highlights on these fronts are described in the following chapters.

Energy transformation in numbers



Universal access to energy

GRI 3-3, EU23

The democratization and universalization of access to energy make up our strategic pillars.

In partnership with the Ministry of Mines and Energy and Aneel, our goal is to bring clean and affordable electricity to approximately 55,000 consumer units in remote areas under Energisa's concession by 2026.

However, making electricity grids reach many of these locations would not be viable, either for economic reasons or due to the environmental impact.

That is why we invest in solar photovoltaic generation and storage technologies that meet the supply needs of

remote communities and isolated customers. With them, we provide clean, quality energy, without relying on the noisy and expensive diesel generators commonly used.

When these communities are indigenous, care is intensified. Access is carefully negotiated with the leaders of each people, respecting local times and rites. To overcome the language barrier, we have developed a special communication plan, ensuring that the necessary information about the program reaches future customers.

In 2024, we invested a total of BRL 461.5 million in the universalization of access to energy, with BRL 35.3 million from own resources and BRL 426.2 million from tariff resources. In all,

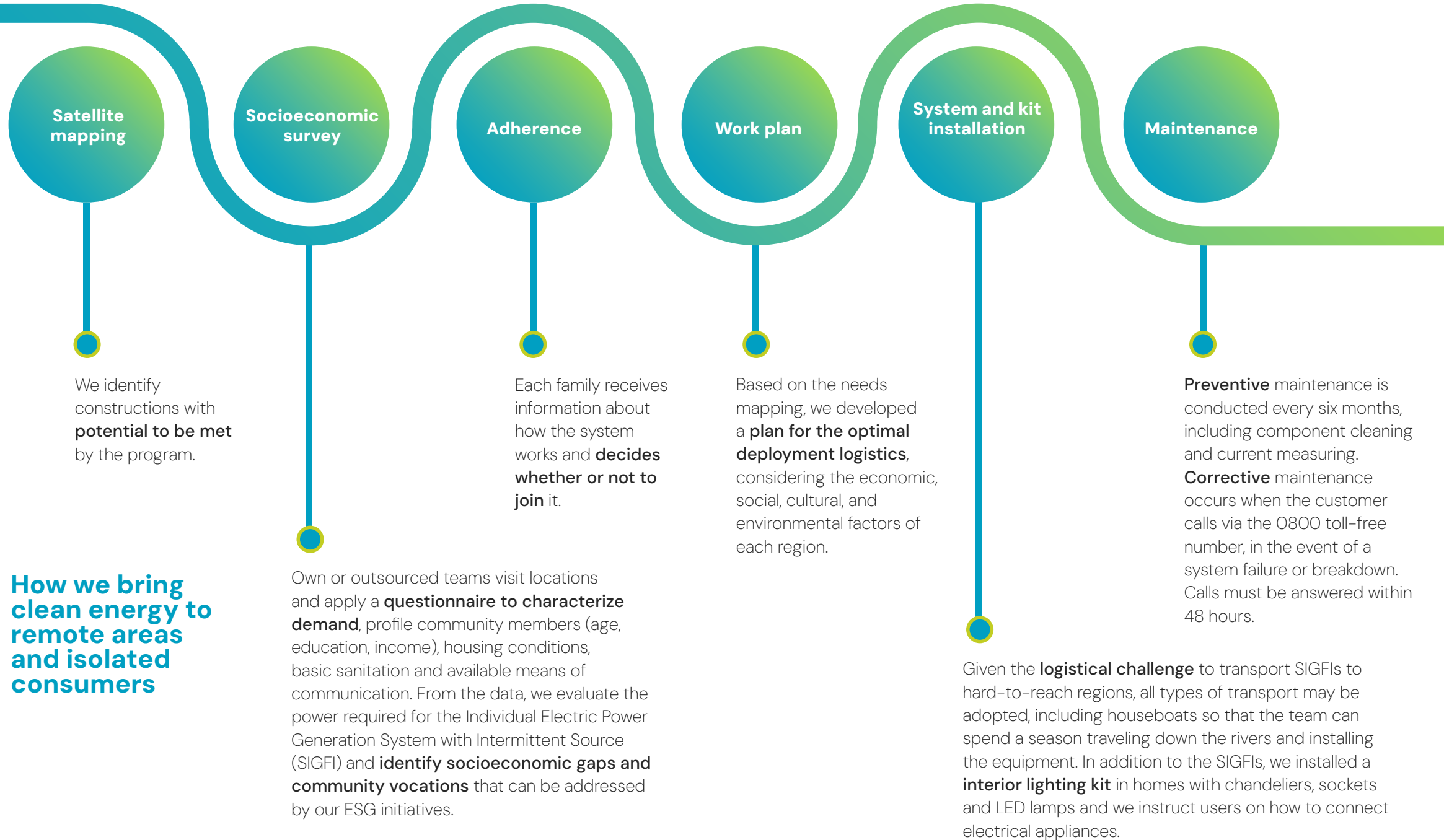
12,172 customers were connected in 2024 alone, and, since 2021, 47,276 new customers now have access to energy.

In the states of Acre, Rondônia, Mato Grosso, Mato Grosso do Sul and Tocantins, in addition to contributing to universal access to energy, we promote democratization actions, such

as the adoption of social tariff for indigenous villages and low-income populations, alongside energy efficiency initiatives, such as replacing household appliances and light bulbs with more modern, lower-consumption versions.

INVESTMENTS BRL million	2022	2023	2024
Own resources	132.1	28.3	35.3
Tariff resources (CDE)	101.7	226.7	426.2
	233.8	254.3	461.5
UNITS			
CONNECTED CUSTOMERS	11,135	8,484	12,172
			47,276 2021 to 2024

Aldeia Santo André . RO



How we bring clean energy to remote areas and isolated consumers



The Light for All Program advances in Rondônia, Acre, Mato Grosso and Tocantins

GRI EU23



Created in 2003, the Light for All program is a federal government initiative, in partnership with utilities such as Energisa, that aims to bring electricity to rural areas and isolated communities in Brazil. By **promoting access to an essential service that contributes to economic and social development**, the program continues to play an important role in improving the quality of life of Brazilians.

In **Rondônia**, in 2024 alone, **2,000 riverside and quilombola families**

were served by means of the generation and storage of solar energy, capable of using clean and renewable energy 24 hours a day.

The 20 families in the community of Ressaca – accessible only by boat from the Madeira River – have had their oil



lamps and polluting diesel-powered generators replaced by solar generation systems. The photovoltaic panels were placed on aluminum structures over 2.5 meters high, especially developed to protect the system from river floods.

This was also done in **Acre**, where more than **4,600 families** began to be served by photovoltaic systems and



2,200 through a conventional network, with an investment of BRL 388 million in 2024 alone.

In **Mato Grosso**, more than a **thousand families** from 19 municipalities were provided with the system that combines solar panels with batteries, including those in Primavera do Leste and Barra do Garças.



In **Tocantins**, the initiative benefited more than a **thousand families**.

10,000+
families served



Decommissioning of thermal power plants

TO MITIGATE IMPACTS RELATED TO CLIMATE CHANGE AND ACT PROACTIVELY IN THE ENERGY TRANSITION IN THE COUNTRY, THE DECOMMISSIONING OF THERMAL PLANTS IS PART OF OUR STRATEGIC PILLAR RELATED TO DECARBONIZATION.



BRL 1.2
billion
global investment
(Energisa + government)



539,000
tCO₂e
emissions avoided
per year (6.73% above
projected) equivalent to
planting 3.6
million trees/
year



195
MW
of decommissioned power
(14% above projected)



460,000
consumers benefited

Through the largest project to decommission thermal power plants powered by fuel oil or diesel in Brazil, **by 2026 we are committed to decommissioning 20 diesel fuel-fired plants in the Legal Amazon.** In 2024, bringing the commitment forward by two years, **we have completed the decommissioning of all planned plants.**

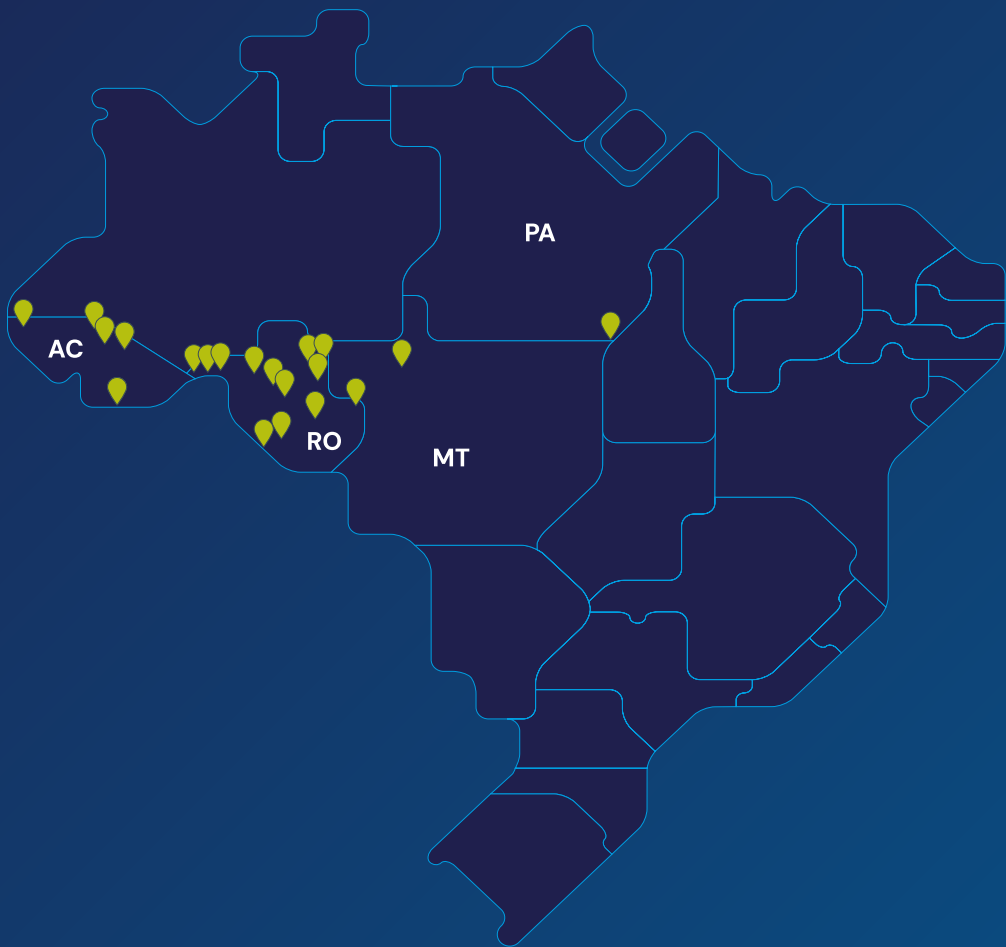
The milestone of completion was the decommissioning, in December 2024, of the Cruzeiro do Sul thermoelectric plant, in Acre, one of the largest in the North region. The process involved the construction of a transmission and distribution line connecting the municipality and the

region to the National Interconnected System (SIN), the construction of an environmentally compliant power substation, the energization of the substation, and the gradual connection of customers to it.

The decommissioning of the 20 plants, with the **demobilization of 195.1 MW** of installed power, will contribute to **avoid the emission of 539,000 tons of greenhouse gases per year**, equivalent to planting 3.6 million trees. About **460,000 consumers** were directly benefited by the decommissioning, as they now have a more stable supply through interconnection to the SIN.

Legal Amazon decarbonization program

100% complete



Thermoelectric plants decommissioned and power granted

Rondônia	Alvorada d'Oeste	6,740 kW
	São Francisco do Guaporé	8,100 kW
	Costa Marques	6,740 kW
	Vale do Anari	4,840 kW
	Machadinho D'Oeste	15,000 kW
	Cujubim	12,000 kW
	Buritis	18,000 kW
	Campo Novo de Rondônia	3,520 kW
	União dos Bandeirantes	6,720 kW
	Vista Alegre do Abunã	9,200 kW
Acre	Extrema	4,840 kW
	Nova Califórnia	4,840 kW
	Espigão d'Oeste	2,200 kW
	Manoel Urbano	2,220 kW
	Assis Brasil	2,200 kW
Mato Grosso	Feijó	4,840 kW
	Tarauacá	8,090 kW
	Cruzeiro do Sul	52,880 kW
Pará	Colniza	2,536 kW
	Santana do Araguaia	15,990 kW



Cuiabá . MT

Diversification for the energy transition

OUR STRATEGY TO ACCELERATE THE ENERGY TRANSFORMATION IN THE COUNTRY INVOLVES INVESTING IN THE GENERATION OF LOW-CARBON RENEWABLE ENERGY, DIVERSIFYING SOURCES, AND EXPANDING TRANSMISSION AND DISTRIBUTION NETWORKS TO TRANSPORT THIS ENERGY TO MILLIONS OF BRAZILIANS.

Our goal is to achieve, by 2026, **600 MW of installed power in renewable energy** and consolidate a **portfolio of energy solutions** so that our customers can follow an efficient and competitive decarbonization journey.

 **440.7**
MWp
installed capacity

 **15,000**
customers

Distributed generation

With (re)energisa, we work in the distributed generation of solar energy. In 2024, we reached **440.7 MWp of installed capacity** in 117 plants located in nine states.

The portfolio reached **15.000 customers** and will expand even further with the recent arrival of our solar distributed generation operations in the Northeast, including the states of Ceará and Pernambuco.

 **70**
MWp
generation

Centralized generation

On the centralized generation front, our two Small Hydroelectric Power Plants (PCHs) and two photovoltaic plants contribute to energy reliability, reduced electrical losses for customers, and avoided emissions. To the **Small Hydroelectric Power Plants**, installed in the states of Rio de Janeiro and Rondônia, have a total capacity of 5.6 MW and, in 2024, **generated 9,519 MWh**.

Meanwhile, the Rio do Peixe I and II **photovoltaic plants**, located in Paraíba, have the capacity to **70 MWp** and generated **155,095 MWh** in 2024 destined for the free energy market. The complex is also approved by the Global Carbon Council (GCC) for the commercialization of carbon credits.



Clarke: our customers with access to the first free energy market marketplace in Brazil

In 2024, we acquired **Clarke Energy** to drive our customers' decarbonization journey; it has operated since 2019 as the first marketplace for the free energy market in Brazil. **Clarke connects customers able to access the free market with traders and generators** through an independent and fully digital platform.

Aligning with our strategy of offering competitive and sustainable solutions, Clarke will help customers purchase energy at more competitive prices, as the platform competes with the prices charged by traders. The company already operates with **60 power suppliers, including Energisa itself**.



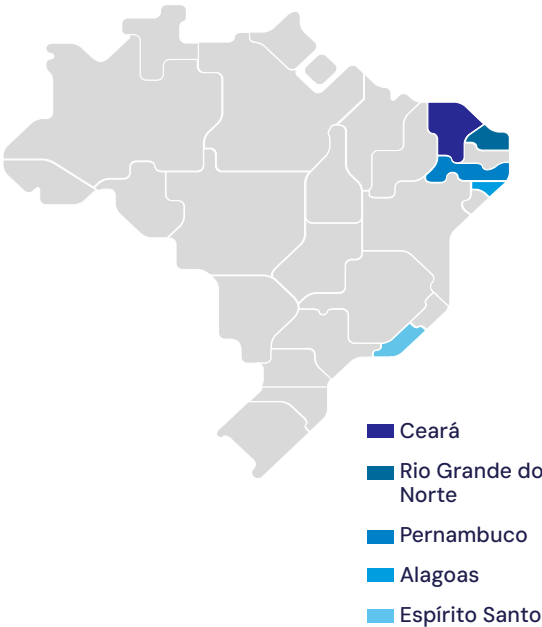
André Gustavo Contão de Oliveira,
EsGás

Record expansion in natural gas distribution

In line with our commitment to energy transformation, diversifying energy sources, and prioritizing lower environmental impact solutions, we also support economic sectors using highly polluting fuels (such as coal and diesel) in decarbonizing their activities.

In this context, we see natural gas as a strategic vector for the country's energy

transition, given that it is a **less polluting alternative compared to other fossil sources**. It allows for reducing the carbon footprint of industrial customers, fleets (especially heavy ones), and the energy matrix, taking advantage of its **abundant availability** and **lower cost** until other renewable sources, such as biomethane and green hydrogen, become scalable. Another notable factor of natural gas is **energy security**, as it allows for continuous supply without suffering from the intermittency that characterizes renewable wind and solar sources.



We operate in the segment with **ES Gás**, the utility responsible for distributing piped natural gas in Espírito Santo. Acquired in 2023, ES Gás received a **contribution worth BRL 93 million** in 2024, setting expansion records: **66.2 new kilometers of network** (totaling 591 km); **7,044 new customer connections** (totaling 84,790); **1,888,000 m³/day** of distributed gas; 14 municipalities served; and seven customers in the free market.

In 2024, to boost the development of a more robust energy infrastructure in the Northeast and contribute to the supply of industrial and commercial sectors, **we acquired 51 percent of Norgás**, a holding with stakes in piped gas distributors in four states in the region. With this, we became an indirect shareholder of **Cegás (CE), Copergás (PE), Algás (AL) and Potigás (RN)**.

Our aim is to use our 120 years of expertise in asset management to leverage efficiency gains in these operations and strengthen the use of natural gas in industry, commerce, homes, and heavy transport, replacing more polluting sources such as coal, LPG, diesel, and coke. Furthermore, **through the same pipeline structure we can now transport the fuel of the future: biomethane**, which is zero carbon, and also other low carbon alternatives such as green hydrogen.

Natural gas:
a bridge between more
polluting fossil fuels
and renewable energy
sources

- The calorific value of natural gas is significantly higher than that of coal and comparable to that of oil.
- As a cleaner fuel, burning natural gas emits 27 percent less CO₂ than oil and 44 percent less than coal, in addition to releasing almost no sulfur oxide or particles.
- Natural gas also plays a strategic role in ensuring energy security, serving as a backup source for intermittent renewable sources like solar and wind.
- Natural gas plants can be quickly switched on and off, offering flexibility to the power grid and supporting the integration of variable renewable sources. They can also be equipped with carbon capture and storage (CCS) technologies.



Natural gas plays an important role in decarbonizing industrial and heavy-duty transportation sectors that heavily rely on coal and oil, such as trucks and buses. It also helps pave the way for the use of more sustainable solutions like biomethane and low-carbon hydrogen.

Biomethane:
the fuel of the future
becomes part of our
portfolio



Low-carbon gases will play a fundamental role in the energy transition, serving as essential alternatives to reduce emissions and drive decarbonization.

Specifically, **biomethane** is a **renewable gas produced from organic and industrial waste**, such as animal waste, the organic fraction of urban waste, food remains, and organic waste from the food, ethanol, and sugar industries, among other sources. A **zero-carbon energy source that can be distributed through natural gas networks** and used in the generation of hydrogen, ammonia and methane. Additionally, it serves as fuel for heavy vehicles like trucks, reducing the logistics and transportation sectors' dependence on fossil fuels.

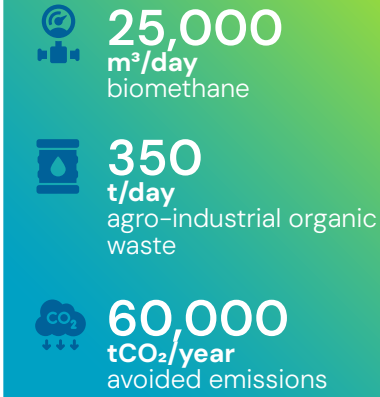
As an example of a **100 percent circular economy**, biomethane generation transforms waste that would otherwise be discarded into useful energy and valuable products, including nutrient-rich **organic fertilizers** that improve soil quality and increase crop productivity in agriculture.

Bio Soluções is our business front specialized in this market. One of the pioneers in Brazil, it operates in biomethane generation, organic waste management, and organic fertilizer production. The seed of Bio Soluções was the acquisition of Agric, in 2023, a company that operated in the production of fertilizers from composting.

With an investment of BRL 94.8 million over the last two years, the Agric factory was converted into Santa Catarina's first large-scale biomethane plant.

The unit, scheduled to go online in May, is expected to produce **25,000 cubic meters of biomethane daily** by processing **350 tons of industrial waste** provided by companies in the region. The operation will use advanced technologies, such as co-digestion, which allows the full use of waste from poultry and pig slaughter to generate renewable energy and fertilizers.

Additionally, the Campos Novos plant is expected to contribute to **decarbonization, preventing around 60,000 tons of CO₂ equivalent emissions annually** by redirecting waste for composting and replacing industrial LPG use with biomethane. The perspective is also to create **35 direct jobs in the municipality**.



Energy efficiency

PROMOTING ENERGY EFFICIENCY IS ALSO PART OF THE STRATEGY TO COMBAT CLIMATE CHANGE, SIMULTANEOUSLY POSITIONING US ON THE ENERGY TRANSFORMATION AGENDA.

One of the tools we use is the **annual public calls to select projects promoting the efficient use of electricity across all economic sectors.**

In 2024, we invested **BRL 70.8 million** in **156 projects** of Aneel's Energy Efficiency Program: 50 in the health sector; 31 in education; 15 in public buildings; 21 in public safety; 28 in public lighting; one pilot and one residential.

In addition, we have the **Our Energy** trucks, which circulate

through the concession areas of the nine distributors, bringing interactive experiences about energy efficiency and conscious energy consumption to the communities.

The actions implemented resulted in financial savings for the benefited customers, encouraged the use of renewable energy and contributed to the diversification of the energy matrix, in addition to reducing greenhouse gas emissions. In all, **285,000 customers** were benefited by the projects.

Energy Efficiency Program in figures 2024

BRL 70.8
M investment

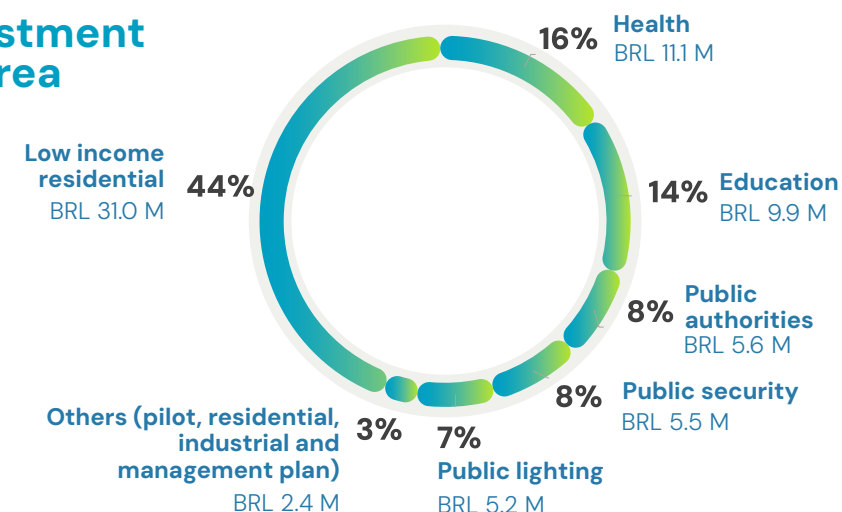
11
states

1,526
tCO₂ avoided per year / equivalent to 4,231 trees planted

55%
average energy saving efficiency rate

156 projects executed
58% of projects with photovoltaic generation system

Investment by area





Zupt:

conscientious citizens who are attentive to energy consumption

Energisa, through its Energy Efficiency Program, was the **first distributor in the country to implement the Zupt – The Energy of Life** project in its concession areas. This project is an educational methodology developed by the National Electric Energy Conservation Program (Procel), managed by the Brazilian Nuclear and Binational Energy Participation Company (ENBPar) in partnership with the Center for Culture, Information and Environment (Cima).

Zupt was created to **train citizens who are aware of and attentive to energy consumption**, focusing on students in early childhood education and the initial years of elementary school. The project trains public school educators to conduct physical and digital experiences that teach



about energy efficiency and planetary citizenship, in connection with the United Nations Sustainable Development Goals.

The **physical kit** includes giant puzzle games with magnifying glasses, magnetic colored blocks, interactive dice that tell stories, among other pieces. The **digital content** includes games, podcasts storytelling, explanatory and animated videos and a virtual laboratory for scientific experiments.

With investments **worth BRL 2.1 million** in 2024, we started implementation in four locations – Campo Grande (MS), João Pessoa (PB), Cataguases (MG) and Palmas (TO) –, training 90 teachers and delivering 46 physical kits to 39 public schools.



This program covered a very important and timely topic and also provided us with very rich online training, which allowed each teacher to access it at their best time."

Paula Virginia,
Teacher at EM Prof. Darcília Guimarães and
EM Pequeno Príncipe, Cataguases (MG)

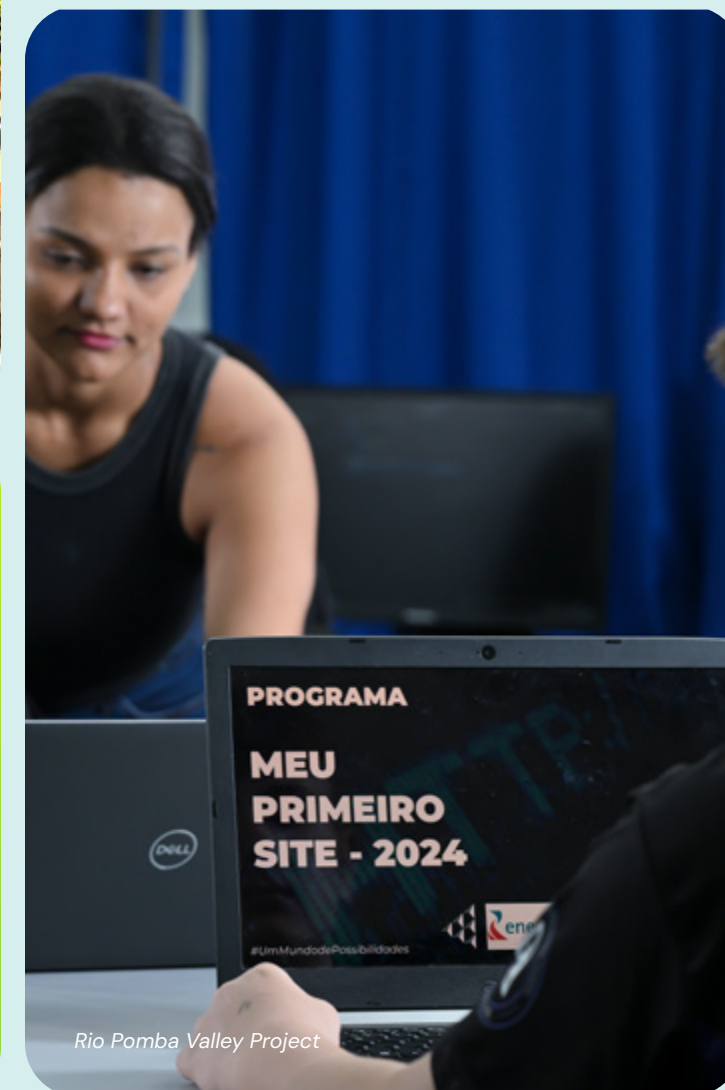


GRUPO
energisa120

Social mobility and impact for communities

When energy arrives, life transforms. Our work illuminates and creates new opportunities for the development and appreciation of our employees and communities through projects focusing on education, professionalization, entrepreneurship, culture, and innovation.

- / Social mobility strategy
- / Cultural energisa
- / Sustainable partnerships
- / Promotion of social organizations




Social mobility strategy

GRI 3-3



 **BRL 77.2**
M
total investment

 **BRL 8.5**
M
of own resources
+30% compared to 2023

 **1,381,297**
people benefited

Sociedade Filarmônica Nossa Senhora da Conceição . SE

GIVEN THE SCOPE OF OUR OPERATIONS, WE ARE AWARE OF OUR POTENTIAL TO PROMOTE SOCIAL, ECONOMIC, AND CULTURAL DEVELOPMENT IN THE TERRITORIES WHERE WE OPERATE.

The social mobility dimension, part of our sustainability strategy, focuses on **equal opportunities** and **regional appreciation**. To leverage these fronts, we operate through three pillars: Energisa Cultural, sustainable partnerships, and the management of social organizations. Additionally, our social investment approach includes actions to support sports through sponsorships for athlete training and support for high-performance athletes.

In 2024 alone, we invested **BRL 77.2 million** in projects to promote social mobility, **30 percent more** than in the previous year. Of this total, BRL 8.5 million came from own resources, BRL 32.9 million from incentivized resources and BRL 35.7 million from the sector fund.

INVESTMENTS BRL million	2022	2023	2024
Own ¹	5.6	7.4	8.5
Incentivized ²	17.7	22.7	32.9
Sector fund ³	31.0	23.7	35.7
TOTAL	51.4	53.9	77.2

¹ Resource from Grupo Energisa.
² Resource from a tax incentive law.
³ Resource obtained through the Energy Sector Fund, a financing tool for energy efficiency projects in low-income communities.

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- INTRODUCTION
- GRUPO ENERGISA
- COMMITMENT TO CURRENT AND FUTURE GENERATIONS
- ENERGY THAT COMES FROM PEOPLE
- CLIMATE STRATEGY AND ACTION
- PROTAGONISM IN ENERGY TRANSFORMATION
- SOCIAL MOBILITY AND IMPACT FOR COMMUNITIES**
- OPERATING RESPONSIBLY
- SUPPLEMENTARY GRI INFORMATION
- GRI CONTENT SUMMARY

Energisa Cultural

For us, regional appreciation involves **enhancing** the cultural identity of the regions, contributing to the socioeconomic development of the communities where we operate, expanding access to artistic expressions, and contributing to a more egalitarian society connected to its cultural roots.

This is the role of **Energisa Cultural Program**, which promotes projects and initiatives with funding from the Culture Incentive Laws and with the support of **Energisa Institute** – a non-profit organization, maintained by the Group.

In 2024, **69 sponsored projects** were executed through seven development mechanisms, promoting actions in **94 municipalities** across **11 Brazilian states**. These initiatives expanded access to culture, contributed to the preservation of regional memory, stimulated social

promotion and economic development, and generated income.

Additionally, the program achieved the milestone of **78 percent of the cultural producers involved coming from the territories where the projects were carried out**, which reinforces our commitment to boosting the creative economy and strengthening the regional values where we operate.

Also noteworthy are the **13 projects conducted partially or entirely within the cultural facilities of the Energisa Institute**, which contribute to strengthening memory and culture in our concession areas and promote interaction between local knowledge and new forms of artistic expression. In line with the commitment to democratize access to culture, all activities were free, benefiting entire communities.



Energisa Cultural 2024



BRL 27.3
M
invested in 47
projects



7
foment
mechanisms



11
states



98
municipalities



78%
of local cultural producers



908,651
people directly impacted¹

2,725,953
people indirectly impacted



6,955
direct temporary occupations

18,246
indirect temporary occupations²

1 The direct audience consists of individuals who participate in or consume the offered products, services, or activities, while the indirect audience is secondarily impacted through influence, information dissemination, or changes resulting from the direct audience. By internal convention, the calculation was established as three times the direct audience.

2 Direct temporary occupations are workers hired by the project to carry it out. Indirect temporary occupations include support activities or associated production chains.



Business School for artisans in the North Region



Created to train and empower female artisans from the North of Brazil, a territory rich in tradition and cultural expression, the program was developed in partnership with the experienced Asta Network and offered **entrepreneurial training to 120 artisans**.

Held in **Rondônia** and **Tocantins**, with **total workload of 130 hours and accessible language**, the training strengthened the entrepreneurial skills of the participants, promoting financial autonomy and increased income; valued culture, by encouraging the creation of unique cultural identities in artisanal productions, and fostered the creative economy, with the introduction of new formats and digital tools that modernized the artisanal sector.

The training had a low dropout rate (only 0.8 percent) thanks to a **monthly**

incentive grant received by the artisans during the five months of the project. A **trade show**, with an exhibition of works, was held at Energisa Rondônia to mark the closing of activities.



The Business School brought me not only learning, but also the confidence to always think about the prosperity of my business. Regarding the impact, many women in my community who noticed that I took the course also want this opportunity."

Juçara Rodrigues Pedrosa,
artisan

"Entrepreneurial training emerges as an effective strategy to empower these women, strengthening their financial autonomy and social recognition, while promoting sustainable development and the appreciation of local culture. By marketing their products, these women have the opportunity to share their stories, being valued for their artistic and cultural contributions."

Alice Freitas,
president of the Asta Network.



Abaré Traveling Theater Festival – EmCena Brazil

With the aim of democratizing **access to culture** and promote the **decentralization of art**, the Abaré Festival is organized in public squares in Brazil taking a **varied and free programming for all ages**.

In 2024, editions were held in the states of **Acre** and **São Paulo**, which reached an audience of **22,000 people**. The project included actions by the “Nossa Energia” (Our Energy) truck, which promotes experiences to raise awareness in communities about safe and efficient energy consumption.

→ [Learn more in Our Energy](#)



“

It has been 35 years since Rio Branco had received such a wonderful theater experience as I did today. It made me cry, and I had never cried in my life like I cried today. This is a beautiful, delightful and wonderful play. My heart was pounding in my chest. I hope you come back next year and are always here to comfort the hearts of those who are bitter.”
Enoque da Conceição,
 35 years old,
 resident of Rio Branco (AC)



Sponsorship for Sociedade Filarmônica Nossa Senhora da Conceição (SE)

We believe that music is an important representation of a region's culture. Aligning with our commitments to foster cultural expressions and regional appreciation, we sponsor the Nossa Senhora da Conceição Philharmonic Society, **founded in 1745 in the municipality of Itabaiana**, in the interior of Sergipe.

The institution offers **free musical training for young people from the city and surrounding areas**, in addition to adding **12 musical groups**, among them: the Children's, Youth and Symphonic bands; and the Experimental, Preparatory and Symphonic orchestras, the latter being the largest of them.

An example of cultural training in Brazil, the philharmonic has already reached a total of **600 students**. With the sponsorship of Energisa, around **1,700 people** were directly impacted by musical performances.



Thanks to Energisa's sponsorship, I was able to better maintain my instrument by acquiring new strings and parts. This allowed me to dedicate more time and effort to philharmonic activities, which greatly improved my playing ability!"
Yan Alves, 20 years old,
 benefited by the project since the age of 12

"Knowing that a large company provides various incentives for good artistic, social, and life experiences is a great incentive in itself. It is even more encouraging to understand that more people care about others and society. In addition to the fact that music has a great power to create social bonds, providing a musical life also, directly or indirectly, provides good social experiences."

Laedson Souza, 25 years old,
 benefited by the project since the age of 17



Sustainable partnerships

OUR APPROACH INVOLVES ENGAGING DIFFERENT AGENTS TO IMPLEMENT INITIATIVES THAT PROMOTE INCOME GENERATION, EDUCATION, ENTREPRENEURSHIP, AND EMPLOYABILITY, THEREBY CONTRIBUTING TO THE SOCIOECONOMIC DEVELOPMENT OF THE COMMUNITIES WHERE WE OPERATE.

SUSTAINABILITY REPORT 2024

INTRODUCTION

GRUPO ENERGISA

COMMITMENT
TO CURRENT AND
FUTURE GENERATIONS

ENERGY THAT COMES
FROM PEOPLE

CLIMATE STRATEGY AND
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PROTAGONISM IN ENERGY
TRANSFORMATION

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AND IMPACT FOR
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SUPPLEMENTARY GRI
INFORMATION

GRI CONTENT SUMMARY

Rio Pomba Valley: training, employability and strengthening of the technology hub



Training technology professionals in the Zona da Mata region of Minas Gerais and contributing to strengthening a creativity and technology development hub. This is the purpose of Rio Pomba Valley, a project designed by the Energisa Institute and sponsored by us.

In 2024, the initiative reached its third year. In addition to its human capital formation efforts, it has boosted connections and networking, **creating business, jobs, and opportunities** in the Zona da Mata region.

In the first year, 35 programmers were trained in separate back end and front end courses, with 360 class hours each.

In the second, the format was expanded to full stack, a 760-hour course focused on practical challenges and real-world applications.

The third cycle featured a **complete technical course in Systems Development, certified by the Ministry of Education (MEC)**. It involved 1,200 hours of in-person classes over a year and a half at Senai in Cataguases. At the end of the course, students are ready for the job market, including working at Energisa itself.

In total, 90 students were trained and now have opportunities as software programmers and developers.



Rio Pomba
Valley
2024



28
students trained



71%
employability
September to December/
2024



5
strategic partnerships

Rio Pomba
Valley
2022 –
2024



BRL 3.2
M
investment
48% own
42% partners



2,482
registered
candidates

Strategic partnerships strengthen the Rio Pomba Valley

The strengthening of the Rio Pomba Valley program is driven by **strategic partnerships with major technology companies**. The creation of the new complete technical course in Systems Development was financed by Funding Recreate, a partnership between the Energisa Institute, the Federation of Industries of the State of Minas Gerais (FIEMG), and Senai, which is responsible for pedagogical management.

In 2024, we signed collaboration agreements with **Amazon Web Services** (AWS) and **Populous**, a world leader in technologies such as Citrix and Nutanix, to expand training opportunities for students. AWS will offer Cloud Foundation training through AWS Academy, which will result in the Cloud Practitioner certification, a highly valued credential in the job market.

Last year, we celebrated a partnership with the elementary education **Sesi School** to sponsor 48 scholarships for children from Cataguases. With this, we will support the school, which offers robotics classes, in training students in technology.



My First Website sparks interest among public school students in the tech area

As part of the **Rio Pomba Valley program**, we also conduct the **My First Website program in partnership with Junior Achievement and the Doctum Education Network, sponsored by Energisa Minas Rio**. The program's motto is **to awaken the interest of young people from public schools in the technology area**. This is achieved through training in technology, innovation, creativity, and entrepreneurship, and by fostering the exchange of experiences between students and experienced professionals at Energisa.

The second edition of the Program was held in 2024 with 184 registered participants, 54 percent of whom were women. A total of **118 High School students** from **five public schools** in Cataguases (MG) were trained with the support of 43 Energisa volunteers who served as course instructors. Together, they developed 62 websites related to topics covered by the Sustainable Development Goals (SDGs).



Our Energy Truck



"Nossa Energia" (Our Energy) and "Espaço Energia" (Energy Spaces): education for energy efficiency with creativity



The **Our Energy** program focuses on **boosting energy security and efficiency, mitigating waste and contributing to savings on energy bills**. There are two fronts of action.

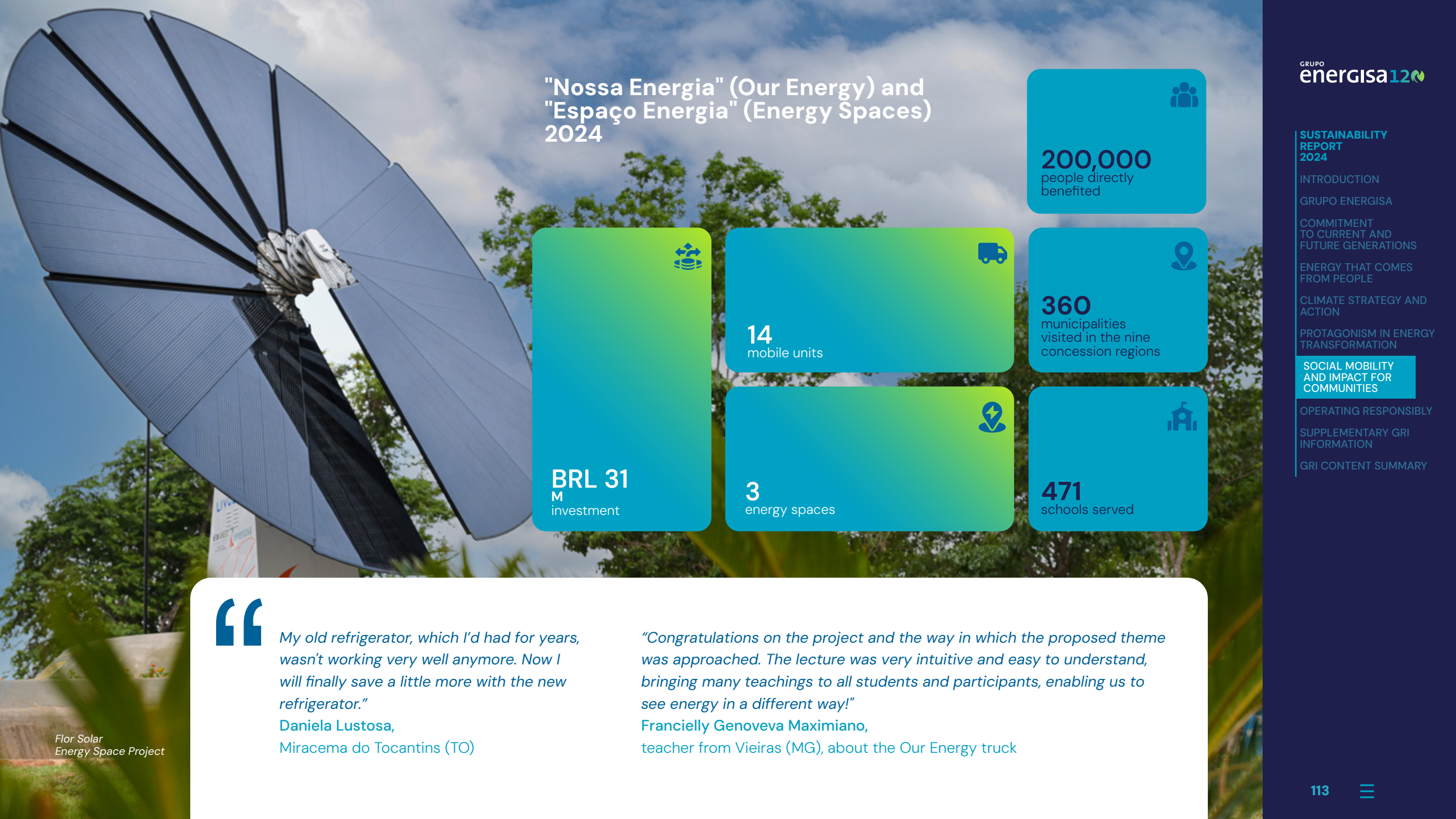
The first encompasses the **replacements of light bulbs, refrigerators and fans for low-income families** for models with lower energy consumption. In 2024, 313,000 light bulbs, 2,200 refrigerators and 60 fans were replaced with more efficient versions, covering **62,500 people**.

The second involves two main initiatives to **raise community awareness about safe and efficient energy consumption**: the Our Energy trucks and the Energy Spaces.

The 14 Our Energy trucks are mobile educational units equipped with interactive resources, providing fun and digital learning experiences for students and residents in all municipalities served by Energisa Distribuidora.

They also host movie sessions, theater and activities on sustainable energy use. The annual schedule is established in common agreement with municipal governments and education departments. By 2024, the trucks will reach about **89,000 people**: 62,700 students, 1,970 teachers and 237,900 community residents.

Meanwhile, the **Energy Spaces**, located in João Pessoa (PB), Aracajú (SE) and Campo Grande (MS), offer immersive educational experiences to raise awareness about sources of electricity, energy efficiency and sustainable development. At them, we host students from public and private elementary and high schools, residents of low-income communities, senior groups, and children and adolescents with disabilities. During the year, **BRL 4.7 million** were invested in the Energy Spaces, which welcomed **42,000 students, 2,300 teachers, and 11,000 members** of the non-student audience.



"Nossa Energia" (Our Energy) and "Espaço Energia" (Energy Spaces) 2024

BRL 31
M investment

14
mobile units

3
energy spaces

200,000
people directly benefited

360
municipalities visited in the nine concession regions

471
schools served

Flor Solar
Energy Space Project

“

My old refrigerator, which I'd had for years, wasn't working very well anymore. Now I will finally save a little more with the new refrigerator.”
Daniela Lustosa,
Miracema do Tocantins (TO)

“Congratulations on the project and the way in which the proposed theme was approached. The lecture was very intuitive and easy to understand, bringing many teachings to all students and participants, enabling us to see energy in a different way!”
Francielly Genoveva Maximiano,
teacher from Vieiras (MG), about the Our Energy truck



Student from Mato Grosso do Sul wins National Energy Efficiency Olympiad



In 2024, after learning about the National Energy Efficiency Olympiad (Onee) during a lecture organized by Energisa at the **Professora Iracema de Souza Mendonça Municipal School** (MS), student **Malu Araújo Azevedo** achieved a remarkable feat: **she surpassed more than 260,000 participants** from all over Brazil to win **first place in the competition's 2024 edition**.

One is a **initiative of the National Electric Energy Agency (Aneel)** to encourage conscientious consumption of electricity among 8th and 9th grade students in public and private schools. Organized by the Institute of

the Brazilian Association of Electric Energy Distributors (Abradee), the competition was supported by more than 40 energy distributors across the country, including Energisa Mato Grosso do Sul.

At 14 years of age, the 9th grade student represented Mato Grosso do Sul in the competition and stated that the material provided by Energisa was essential for her preparation.





“Bem da gente” (Our well-being): training opportunities for the generation of income in regularized communities



Selected from the Seed Capital Pitch of the “Bem da Gente” Project
Cuiabá. MT

Developed by us as a pioneering initiative, the “Bem da Gente” **Program fosters entrepreneurship and promotes social inclusion by identifying local vocations and supporting the development and strengthening of small businesses**, ultimately promoting income generation and autonomy.

In 2024, we join forces with **Municipal Land Regularization Program of the City of Cuiabá (MT)** to transform the reality of two communities historically marginalized from fundamental rights: Paraisópolis and Silvanópolis.

Experts from the Integrated Center for Studies and Programs for Sustainable Development (Cieds) and the Dom Cabral Foundation (FDC) provided **technical training courses and mentoring to transform ideas into viable ventures adapted to the reality of the families served**. Classes included operations

and business, financial and commercial planning, digital marketing, and brand building, among others. Furthermore, each entrepreneur developed their own **business plan**, and **support networks** were created to encourage the exchange of experiences and economic strengthening among them.

At the end of the project, **30 entrepreneurs will be selected** to receive seed capital, provided by “**Estímulo**” Fund, which will assist them in the progress of their business. They will have access to specialized support for 12 months after receiving the funds, ensuring technical and strategic support to consolidate their initiatives. In 2024, “Bem da Gente” had **70 applicants and 15 selected for seed capital**. The forecast is for new classes in the first semester of 2025.



“Estímulo” fund: support for small businesses and entrepreneurship



Since 2020, we have partnered with the “Estímulo” Fund, the largest impact fund in Brazil, and collaborate with dozens of other companies **to support small businesses, boost regional economies, and promote entrepreneurship.**

Launched during the most critical period of the pandemic, it has evolved in recent years from an emergency fund into a **driver of development through financial support, education, and connection for micro and small businesses across Brazil.**

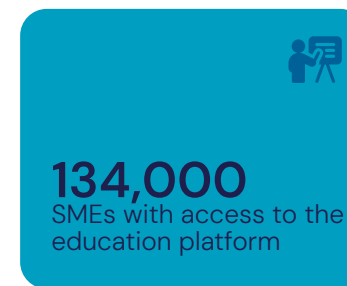
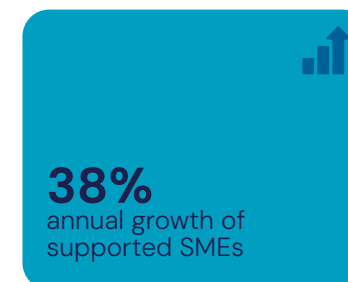
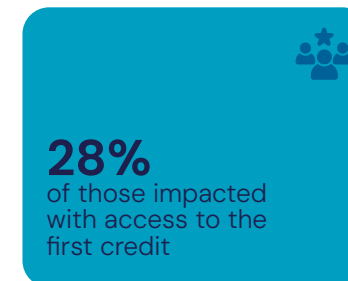
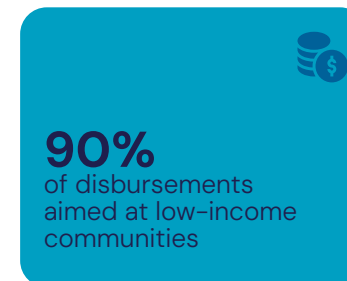
The fund serves any type of company and has **lower interest rates** (from 1.39 percent per

month), no collateral required, payment in up to 24 installments and a fully digitalized membership process.

In total, **BRL 268 million has been disbursed**, focusing not only on the financial sustainability of over **4,300 small businesses** but also on transforming the lives of more than **134,000 people directly or indirectly benefited.**

Energisa's support enabled the offer of **BRL 11.3 million in credits** at below-market interest rates for **173 companies** in our areas of activity.

“Estímulo” Fund in figures 2024





LavtVupt:

incentive from the “Estímulo” Fund fosters business growth

In 2016, **Andreia Campos**, from Cuiabá (MT) took a bold step by founding his first company, **SOS Rental**, after realizing the flaws in the service provided by real estate agencies while working as a receptionist. Determined to make a difference, she sold her car and invested everything in the business, which quickly prospered.

Identifying a new opportunity, she launched the **LavtVupt Laundry**, a self-service service laundromat, in Jardim das Américas, Cuiabá. However, with the arrival of her son, she had to slow down her business growth to balance work and family. Now, with **BRL 100,000 from the “Estímulo” Fund**, supported by Energisa, Andreia plans to acquire new equipment and expand her team from six to ten employees, which will allow her to keep up with the growth of her companies and be able to dedicate more time to her family.



“

In 2023, as a good entrepreneur, I realized that the self-service laundry market was on the rise. I decided to sell my car and invest in this promising venture. As the first year of a company is not easy at all, I sought the support of an investment fund to guarantee my financial stability without generating debts. Today, we are a benchmark in the self-service laundry segment. I am grateful for the opportunity that the fund and Energisa have provided by contributing to the growth of my business.”

Andreia Campos,
entrepreneur (MT)



Humberto Mauro Memorial. MG

Promotion of social organizations

OUR WORK TO PROMOTE SOCIAL MOBILITY ALSO INCLUDES SUPPORTING SOCIAL ORGANIZATIONS.

Through the **Ormeo Junqueira Botelho Foundation (FOJB)** we promote the preservation of the material and immaterial heritage of the Zona da Mata region of Minas Gerais, as well as diverse experiences in education, reflection and knowledge sharing.

FOJB maintains the following cultural facilities: **Energisa Museum** and the **Lya Muller Botelho Reading House**, which house permanent collections and temporary exhibitions, with mostly free programs. It also manages the **Mauritius Power Plant**, our first hydroelectric

power generation project, which began operating in 1908 and, in 2025, will house a museum-park dedicated to the memory of the Company and electricity in Brazil and to the preservation of the Atlantic Forest.

The **Energisa Institute**, meanwhile, manages its own cultural facilities with the purpose of encouraging and developing the artistic potential of the communities where we operate: **Humberto Mauro Cultural Center** and the **Ivan Muller**

Botelho Amphitheater, in Cataguases, the **Nova Friburgo Cultural Plant** (RJ) and the **Energisa Cultural Plant** (João Pessoa/PB). The free program includes activities from its own notice (Occupation Notice), partnerships with public institutions and support for projects promoted by Incentive Laws. In 2024, the events included creative fairs, concerts, performing arts presentations, visual arts exhibitions, cinema, and more.

Our social organizations in numbers 2024

Energisa Institute

135,000
people impacted

Humberto Mauro Cultural Center



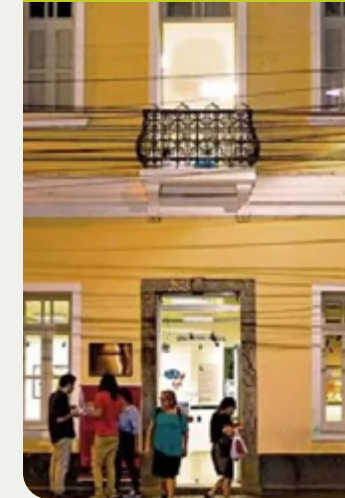
Ivan Muller Botelho Amphitheater



João Pessoa Cultural Plant PB



Nova Friburgo Cultural Plant RJ



Junqueira Botelho Foundation

14,000
people impacted

1,068
participants of guided tours



Energisa Museum



Lya Muller Botelho Reading House



Maurício Plant

782
multilingual cultural activities (free and accessible to the community)



"Natal na Usina" (Christmas at the Plant):

Intangible Cultural Heritage of Paraíba



Among the notable initiatives promoted by the Energisa Institute is **Christmas at the Plant**, which takes place at the **Energisa Cultural Plant**, in João Pessoa. In 2024, it was classified as **Intangible Cultural Heritage of Paraíba** by the Legislative Assembly of Paraíba and the State Governor.

The initiative reached its 10th edition in 2024 and has already directly benefited 150,000 people with free, 100 percent Paraíba-based programming. The program includes visual arts, concerts, a choir exhibition, performing arts and literature, as well as a Nativity scene competition.



SUSTAINABILITY REPORT 2024

INTRODUCTION

GRUPO ENERGISA

COMMITMENT
TO CURRENT AND
FUTURE GENERATIONS

ENERGY THAT COMES
FROM PEOPLE

CLIMATE STRATEGY AND
ACTION

PROTAGONISM IN ENERGY
TRANSFORMATION

**SOCIAL MOBILITY
AND IMPACT FOR
COMMUNITIES**

OPERATING RESPONSIBLY

SUPPLEMENTARY GRI
INFORMATION

GRI CONTENT SUMMARY



Integrated Operation Center, MG

GRUPO
energisa120

Operating responsibly

Energy is an essential asset to our lifestyle. That is why we work diligently to ensure its availability, uniting all areas of the Group for excellent performance, continuous improvement, and high-quality conduct and relationships.

- / Corporate governance
- / Ethics and integrity
- / Risk management
- / Supply chain responsibility



Energisa CSE Service Center. MG

Corporate governance

TRANSPARENCY, ETHICS, AND INTEGRITY ARE THE PREMISES THAT GUIDE OUR BUSINESS CONDUCT AND RELATIONSHIPS WITH OUR VARIOUS STAKEHOLDERS.

These and other premises are formalized in our **Articles of Association**, as well as in documents and policies, such as those on transactions with related parties and the appointment and remuneration of governance bodies, whose guidelines are aligned with the Securities and Exchange Commission (CVM) and the Brazilian Corporate Governance Code.

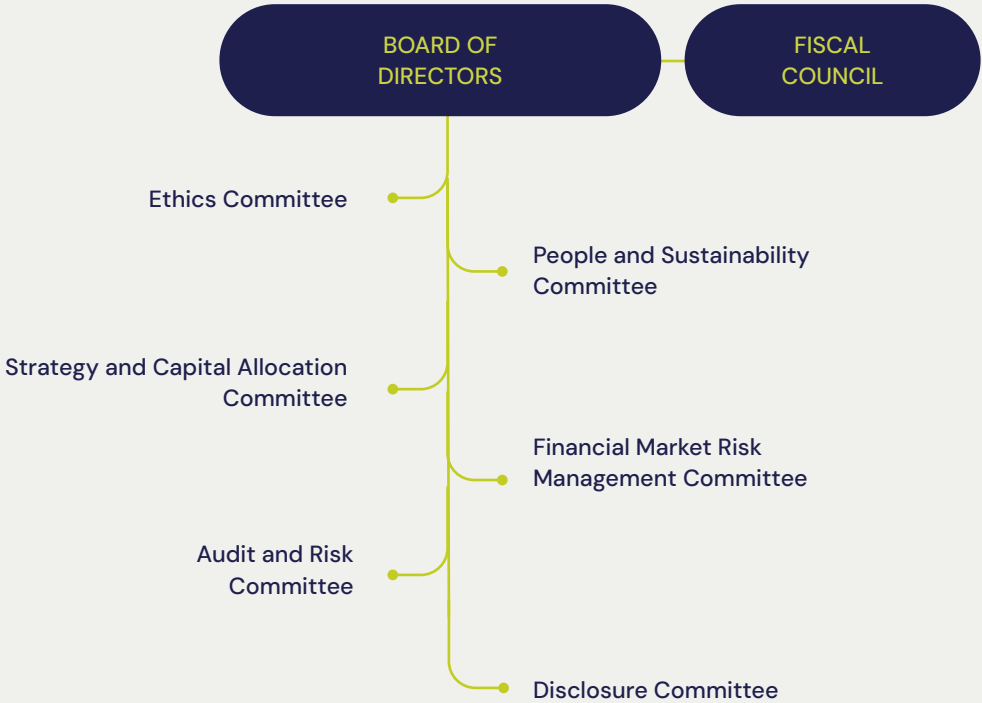
Publicly traded company since 1907, adhering to **Level 2 governance standards of Brasil, Bolsa, Balcão S.A. (B3)** since July 2016, Grupo Energisa has a **governance structure** formed

by the Board of Directors, Fiscal Council and Executive Board, supported by committees responsible for identifying and mitigating risks in their respective areas, as demonstrated below. All members of the governance bodies have proven experience in the Company's areas, in addition to a comprehensive vision of the business, including finance, market and operations.**GRI 2-1**

In addition to the **Index of Stocks with Differentiated Corporate Governance** (IGC) and the **Corporate Governance Index Trade** (IGCT), we make up the **Carbon Efficient Index** (ICO2) and the **Idiversa, of B3**, indicators of our real commitment to mitigating climate change and valuing diversity.

Governance structure

GRI 2-9



[→ Learn more about the governance bodies, their compositions and the frequency of committee meetings.](#)

Ownership Breakdown

The shareholding control of Grupo Energisa is exercised by **Gipar S.A.**, whose direct and indirect controller is the Botelho family. The shares are traded under the codes ENGI3 (ordinary shares), ENGI4 (preferred shares) and ENGI11 (Units, certificates composed of one ordinary share and four preferred shares).

Gipar	Squadra Investimentos	FIA Samambaia	BNDES	Goldman Sachs	Other minority ones
CV= 62.4% CT= 27.7%	CV= 5.0% CT= 9.7%	CV= 4.3% CT= 8.3%	CV= 3.3% CT= 6.4%	CV= 2.3% CT= 4.4%	CV= 22.7% CT= 43.5%



Distribution of electric energy

EMR ¹	ESE ¹	EPB ²	ERO ¹	EAC ¹
100%	100%	76.36%	100%	100%
ETO ²	ESS ²	EMS ²	EMT ²	
70.1%	90.8%	91.4%	81.7%	

Transmission²

EPA I ²	EPA II ²	EAM I ²	EAP ²	EGO ²	
100%	100%	100%	100%	100%	
ETT I ²	ETT II ²	EPT ²	Gemini ²	EAM II ²	EMA I ²
100%	100%	100%	100%	100%	100%

(re)energisa¹

Trade	Services	Distributed generation
ECOM ¹	ESOL ¹	Alsol ¹
100%	100%	89.7%

Holdings and others

Rede ²	EPM ¹	Denerge ¹	
91.5%	72.1%	99.9%	
EPNE ¹	Multi ²	Voltz ¹	Others
76.4%	91.5%	100%	

Natural gas distribution²

ES Gás ²	Norgás ²
100%	51%

CV – Voting Capital | **CT** – Total Capital
The holdings shown in the table are direct ⁽¹⁾ or indirect ⁽²⁾ of Energisa S.A.

FIA Samambaia – direct and indirect shareholding position through investment vehicles.

Other minority ones – shareholding position including treasury shares. Energisa Participações Minoritárias S.A. has a direct stake of 29.6 percent in Rede and 39.8 percent in EMT.

Energisa Participações Nordeste S.A. has a direct stake of 100 percent in EPB.

Holding company Gemini Energy S/A holds the controlling interest in the following transmission companies:

- 100% of the lines of Itacaiúnas Transmissora de Energia Ltda.;
- 100% of the lines of Taubaté Transmissora de Energia S.A.;
- 85.1% of the lines of Macapá Transmissora de Energia S.A., and
- 83.3% of the lines of Xingu Transmissora de Energia S.A.

Norgás holds a minority investment in the following gas distributors:

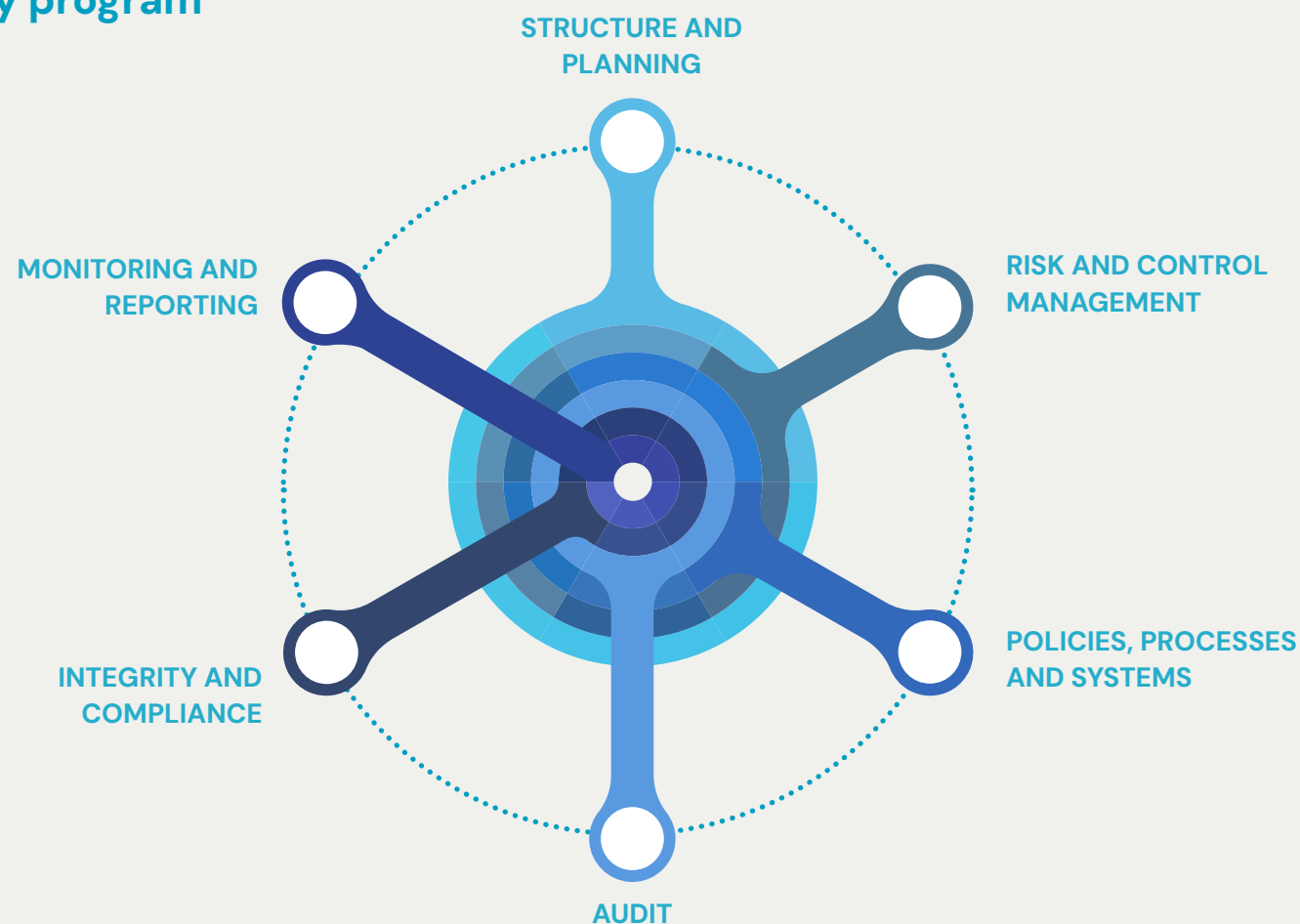
- 29.4% of Cegás;
- 29.4% of Algás;
- 41.5% of Copergás, and
- 83.0% of Potigas

Ethics and Integrity

GRI 3-3

IN OUR RELATIONSHIPS WITH OUR VARIOUS AUDIENCES AND IN CONDUCTING BUSINESS, WE ADOPT STRICT STANDARDS OF CONDUCT AND ETHICAL PRINCIPLES.

Integrity program



The practice of these patterns and principles is inspired by the **Code of Ethics and Conduct**. This code outlines guidelines and expected behaviors for the Group's relationships with all its stakeholders, covering topics such as respect for human rights, environmental concern, and interactions with customers, shareholders, employees, suppliers, society, and other audiences.

The Code's guidelines are also detailed in the **Integrity Program**, aligned with the premises expressed in the Federal Constitution and in infra-constitutional laws, especially the Anti-Corruption Law (Law 12,846/2013). Composed of six pillars, the program provides for actions to inhibit irregularities in relation to legislation and internal or external regulations, as well as guidelines for dealing with conduct that is contrary to established standards.

The principles are disseminated to our employees through **ethics and integrity training** during the admission process and, annually, through distance learning courses.

Raising awareness about ethics and integrity

Committed to raising employee awareness about ethics and integrity, we rely on the **Integrity Journey**, which comprises a series of actions, such as lectures, live corporate broadcasts and training.

In 2024, the most notable initiatives included the **celebration of Ethics Day** with online lectures that attracted an average of over 1,400 participants, the biweekly publication of **comics** illustrating unacceptable behaviors on topics such as psychological harassment, gifts and prizes, and discrimination, among others, and the introduction of new **educational videos** on our corporate education platforms.

We also trained more than **370 leaders** at the supervisory level through the “Ethics and Integrity” module in the “Líder de Primeira” (Top Leader) Program, strengthening the practical application of our values and principles in their conduct.



Marina Vidal Diogo, Energisa Paraíba



 **1,400**
participants in lectures

 **370**
supervisory level
leaders trained

Ethics committee and reporting management

GRI 2-16¹, 2-25

We have an **Ethics Committee**, composed of members of the Company's senior management appointed by the Board of Directors, to ensure the constant improvement of the Code of Ethics and Conduct, to promote compliance with it, and to disseminate an ethical culture.

In line with the best corporate governance practices, the body **acts independently and autonomously**, also in accordance with the Company's mission, vision and values, current legislation and the Group's policies.

It is also responsible for the implementation, dissemination, training, review, and updating of the **Business Ethics and Fraud Channel**, our reporting channel. This includes analyzing suggestions, complaints, and reports of violations related to the guidelines and

determining the adoption of disciplinary measures based on their severity.

The **Compliance area** monitors the implementation of measures decided by the Ethics Committee. Monthly measurement of process effectiveness informs the Risk area's recommendations and actions. These actions, covering internal processes, compliance, contracts, controls, people, and systems, are designed to **strengthen processes and mitigate associated risks**. These results are presented quarterly to the Audit and Risk Committee.

Regarding **reports¹**, in 2024, 523 cases related to ethics and integrity were recorded, with the following breakdown: 192 misconduct (36.71%); 82 psychological harassment (15.68%); 80 corruption (15.30%); 52 conflict of interest (9.94%);

38 functional fraud (7.27%); 31 theft (5.93%); 30 sexual harassment (5.74%); 10 consultations/suggestions (1.91%); 5 discrimination (0.96%); 3 others (0.57%).

During the period, 43.33 percent (13 of 30) of our operations were assessed for **risk of corruption**. We also registered 118 reports related to corruption and/or functional fraud. Of these, 10 were considered valid, 20 unfounded, 6 inconclusive, and 10 were closed, with 72 cases still under investigation. After deliberation, 15 employees were punished and/or dismissed. **GRI 205-1, 205-3**

A more integrated environment thanks to the continuous review of our behaviors and conduct.

¹ Critical issues involving reports of ethical deviations are promptly communicated to the Members of the Ethics Committee and Statutory and non-Statutory Directors related to the topic, with the subsequent sending of detailed reports after due investigation. Critical issues involving internal audit findings are communicated through audit reports that are sent to Statutory and Non-Statutory Directors related to the topic.

What happens with the reports?

GRI 2-16

Submission of complaints, queries and suggestions via the Channel's website or telephone



Receiving complaints through the "Contato Seguro" outsourced company, with monitoring by the Ethics Committee



Confidential and transparent handling and protection against retaliation



Analytical control of all cases by the Company's Compliance area



Review and determination of appropriate measures based on the Group's internal rules



Cases involving members of the Ethics Committee are handled directly by the Board of Directors



The Reporting Channel can be accessed via the website www.contatoseguro.com.br/energisa or by telephone, at 0800 800 1257. The channel operates 24/7.



Paulo Henrique Rodrigues de Barros,
Energisa Mato Grosso do Sul

Risk management



Integrated Operations Center,
Energisa Mato Grosso do Sul

COLLECTIVE AND CONTINUOUS EFFORT TO DISSEMINATE THE ETHICAL CULTURE AND BUILD AN ENVIRONMENT OF INTEGRITY.

Guided by the methodology of the Committee of Sponsoring Organizations of the Treadway Commission (COSO), our risk management encompasses **mapping potential adverse events, measuring and assessing vulnerabilities, and establishing policies and actions for risk treatment, monitoring, and control.**

Linked to the Board of Directors, our **Audit and Risk Committee** is responsible for coordinating the management of assets and is operated by the **Risk and Control Department**. Risks are divided between operational, financial and legal and regulatory compliance fronts and include economic, environmental and social aspects. As a publicly traded company, we also have a **specific Policy for Managing Risks Arising from the Financial Market.**

→ [Access the Policy for Managing Risks Arising from the Financial Market](#)

Data privacy and information security

GRI 3-3

Ensuring data protection and privacy and information security is a priority for the Company.

In addition to maintaining a **Policy for Data Privacy and Processing** aligned with the Brazilian General Personal Data Protection Law (LGPD) and a validated **security** framework aligned with the National Institute of Standards Technology (NIST CSF), we make timely investments in infrastructure, tools, and processes to ensure the protection of data and information for Energisa and our stakeholders.

This continuous evaluation process not only verifies the effectiveness of the measures but also provides the opportunity to adjust and improve strategies when necessary.

We provide constant guidance to areas and units on privacy processes, conduct **annual training and refresher courses** for all employees on the LGPD, and have a **gamified awareness program**. We also conduct **regular phishing attack simulations**, reinforcing the importance of daily safety practices, and we adopt solutions such as **automatic blocking of e-mails** containing data without prior authorization. In 2024, we continued **without substantiated complaints** concerning breaches of customer privacy and losses of customer data.

GRI 418-1

On the **cybersecurity** front, specifically, we have the Information Security Plan and the Information Security Master Plan (PDSI). The management of this topic is handled by the Legal department, which covers information security, compliance, and information technology fronts, as well as the Group's adaptation to the LGPD. This work is also supported by a Cyber Security Manager (CISO).

Our initiatives include conducting **recurring security testing of IT applications and infrastructure and automation**, improvement of access management to critical systems, implementation of technology and procedural controls, critical data restoration tests and compliance with sector regulations. Additionally, the constant review and improvement of our **disaster recovery capability** serves as an additional layer of protection, ensuring that we are prepared to respond effectively to unexpected incidents.

Measure breakdowns are reported to the executives by the CISO, and the information is validated by internal audits and external consultancies, as planned.

This continuous evaluation process not only verifies the effectiveness of the measures but also provides the opportunity to adjust and improve strategies when necessary.

Fraud prevention

In 2024, the utilities sector faced challenges with the **growth of fraud worldwide**, involving everything from counterfeit bills to phishing practices. Given this scenario, we created a **working group made up of different areas of the company**, such as regulatory, legal and communication, to align and create actions to combat fraud.

With the GT, **we strengthen business resilience** with the use of artificial intelligence and robotization, **we work on the legal front** to combat fraud, and we **dialogue with other companies operating in the industry**, who faced the same challenges, to exchange experiences.

[→ Access Our Policy on Data Privacy](#)

As a result, in 2024 we had a **61 percent drop in fraud volume** (from 2,037 to 795, according to complaints registered by the ombudsman) and we were granted the **2024 Security Leaders Award**, in the Cybersecurity category, for the development of the Program to Combat Fraud through Digital Channels.



795
complaints received
by the ombudsman



61%
fewer than 2023

Nelson Leal Pinto,
Energisa Service Center (CSE)

Responsibility in the supply chain

**OPERATING RESPONSIBLY ALSO INVOLVES
MITIGATING RISKS AND PROMOTING THE
BEST PRACTICES THROUGHOUT OUR
SUPPLY CHAIN.**

Codes, policies, contracts, audits, periodic assessments, performance monitoring, training and awards: we set a wide range of initiatives into motion to engage suppliers.

Supplier management is guided by documents such as the **Supplier Quality Management Manual**, which outlines requirements and rules for supplier approval and monitoring, as well as penalties for deviations; the **Code of Ethics and Conduct**, and the **Corporate Sustainability Policy**, which includes guidelines on ethics, integrity, and environmental, social, and governance aspects, among others.

Suppliers are evaluated through **on-site audits** during the approval process in relation to the production process, as well as for issues relating to labor, social

security, environmental, tax, financial and criminal matters. Furthermore, **contracts** with service and material/equipment suppliers contain clauses relating to labor and environmental obligations, as well as the fight against slave and child labor and racial, gender and LGBTQIA+ discrimination and others.

During the provision of services and the supply of materials and equipment, through the **Synergisa Program**, suppliers are monitored on the same aspects and on technical, administrative and security issues. **Periodic evaluations** are conducted for **service providers**

to measure the maturity level of their management across six themes. When necessary, improvement actions are addressed to help participating companies evolve their management practices. Performance indicators pertaining to **suppliers of materials and equipment** are subject to monitoring.

We **also monitor socio-environmental and governance aspects**, such as mechanisms for identifying and addressing impacts on greenhouse gas emissions, generating decent employment, risk management and internal controls, among others.

In addition, **audits** are carried out to monitor compliance with contracted obligations and requirements, in which the main suppliers are checked regarding quality and productivity management processes, in the labor, social security, financial, people management, health and safety, environmental, social and governance areas. Audits are undertaken every three years for material and equipment suppliers and, during this period, action plans for continuous improvement are undertaken through the Sinergisa Program, which may include mentoring with training with our team.

When **nonconformities** are identified, action plans are drawn up and, depending on severity, the supplier may be blocked and required to regularize the issue for resumption. In 2024, **234 action plans** were prepared alongside suppliers of materials and equipment, focusing on addressing nonconformities. Plan duration is 12 months and a new verification is made at the end of the cycle. In addition to monitoring, we conduct **awareness and engagement actions regarding best practices**.

To support suppliers in their performance in the Company's key indicators, we rely on the **Assisted Development Program (PDA)**, mentoring aimed at developing new partners or suppliers with long-term contracts and who have shown poor performance.

National recognition for best-performing suppliers is provided through the **Sinergisa Award** and the **Standard Contractor Project**. The Standard Contractor Project additionally aims to share best practices among contractors. The recognition ceremony for the best suppliers of 2024 will be held remotely in April 2025, with awards presented in the categories of materials and equipment, services, occupational safety, and standard contractor.

In 2025, we intend to work even more closely, sharing our manuals and best internal practices with suppliers, especially contractors.



Guarapari . ES



World Post Sustainability Journey: positive effect of sharing the best practices with our suppliers

GRI 2-29

The Sinergisa 2023 Award for Best Supplier of the Year, won by World Post in its category, reflects how our commitment to best practices influences our suppliers to evolve on their sustainability journeys.

As a result of audits, evaluations and recommendations made by the Sinergisa Program, in 2021 World Post began implementing the ISO 9001, ISO 14001, ISO 16001 and ISO 45001 certifications. In 2023, it secured three sustainability certificates: the Recycled Claim Standard (RCS); the Forest Stewardship Council (FSC) and the I-REC, which certifies energy from renewable sources.

→ [Documents, guidelines and policies on supplier management are available](#)



In 2024, the company expanded its positioning and deepened its commitment to the climate agenda by joining the United Nations **Global Compact**, rolling out Energisa's policies and requirements internally for its suppliers, strengthening its **circular economy**, and adhering to the **GHG Protocol** and **The Climate Pledge**.

These initiatives not only helped the company continue to be a partner of the Group, but also to be recognized in the market for its responsible actions.



Collaboration with Grupo Energisa was a key milestone in World Post's journey towards sustainability. After the audit of Grupo Energisa and the implementation of the Assisted Development Program through Sinergisa, we secured certifications that not only formalized and recognized work already underway internally but were also crucial for consolidating and expanding our management practices.

Furthermore, Grupo Energisa played an essential role in establishing clear guidelines for its suppliers. By implementing these ESG practices, World Post has not only strengthened its governance and sustainability but has also realized significant impacts on its products and operations.

Through the production of compostable, biodegradable, and oxo-biodegradable products and the Circular Economy Program, value has been generated for both our customers, by offering eco-efficient solutions, and for the environment, by directly impacting plastic use reduction and promoting more responsible practices in Brazil."
Victor Pereira,
World Post



Thiago Silva
Energisa Mato Grosso



Supplementary information GRI



Energisa Minas Rio

Energy that comes from people



Employees

GRI 2-7

EMPLOYEES BROKEN DOWN BY REGION AND GENDER

Region	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
North	3,595	472	4,067	3,403	445	3,848	3,473	463	3,936
Northeast	3,037	872	3,899	3,122	928	4,050	3,209	891	4,100
Midwest	3,824	693	4,517	3,799	704	4,503	4,172	823	4,995
Southeast	3,117	1,057	4,174	3,019	1,147	4,166	3,149	1,200	4,349
South	13	6	19	72	9	81	63	8	71
TOTAL	13,576	3,100	16,676	13,415	3,233	16,648	14,066	3,385	17,451

EMPLOYEES BY CONTRACT TYPE

	2022			2023			2024		
	Indefinite time	Determined time	Total	Indefinite time	Determined time	Total	Indefinite time	Determined time	Total
Gender									
Men	13,576	0	13,576	13,415	0	13,415	14,066	0	14,066
Women	3,100	0	3,100	3,233	0	3,233	3,385	0	3,385
TOTAL	16,676	0	16,676	16,648	0	16,648	17,451	0	17,451

	2022			2023			2024		
	Indefinite time	Determined time	Total	Indefinite time	Determined time	Total	Indefinite time	Determined time	Total
Region									
North	4,067	0	4,067	3,848	0	3,848	3,936	0	3,936
Northeast	3,899	0	3,899	4,050	0	4,050	4,100	0	4,100
Midwest	4,517	0	4,517	4,503	0	4,503	4,995	0	4,995
Southeast	4,174	0	4,174	4,166	0	4,166	4,349	0	4,349
South	19	0	19	81	0	81	71	0	71
TOTAL	16,676	0	16,676	16,648	0	16,648	17,451	0	17,451

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EMPLOYEES BY TYPE OF EMPLOYMENT

Gender	2022			2023			2024		
	Full time*	Part time	Total	Full time*	Part time	Total	Full time*	Part time	Total
Men	13,572	4	13,576	13,412	3	13,415	14,064	2	14,066
Women	3,063	37	3,100	3,222	11	3,233	3,378	7	3,385
TOTAL	16,635	41	16,676	16,634	14	16,648	17,442	9	17,451

Region	2022			2023			2024		
	Full time*	Part time	Total	Full time*	Part time	Total	Full time*	Part time	Total
North	4,066	1	4,067	3,848	0	3,848	3,936	0	3,936
Northeast	3,898	1	3,899	4,049	1	4,050	4,100	0	4,100
Midwest	4,517	0	4,517	4,503	0	4,503	4,995	0	4,995
Southeast	4,135	39	4,174	81	0	81	4,349	0	4,349
South	19	0	19	4,153	13	4,166	71	0	71
TOTAL	16,635	41	16,676	16,634	14	16,648	17,451	0	17,451

* The December 2024 workforce size was used to classify full-time work, including all employees except statutory employees, apprentices, and interns. In this classification, we consider employees with a workload of eight and six hours per day. Part-time workers were those who had a workload of four hours a day.

PERCENTAGE OF EMPLOYEES BY EMPLOYEE CATEGORY AND GENDER

Position	2023		2024	
	Men	Women	Men	Women
Vice Presidents/Directors	87.5%	12.5%	75.0%	25.0%
Managers	81.9%	18.1%	76.8%	23.2%
Coordinators	72.3%	27.7%	69.3%	30.7%
Supervisors	81.2%	18.8%	81.2%	18.8%
College graduates	57.4%	42.6%	57.3%	42.7%
Other administrative and technical positions	85.1%	14.9%	85.3%	14.7%
TOTAL	80.6%	19.4%	80.6%	19.4%

WORKERS WHO ARE NOT EMPLOYEES **GRI 2-8**

Employee category	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Apprentices	255	311	566	220	355	575	260	392	652
Interns	160	173	333	159	127	286	150	147	297
Trainees	-	-	-	-	-	-	1	1	2
Outsourced ¹	ND	ND	15,150	ND	ND	6,402	ND	ND	6,845
TOTAL	415	484	16,049	379	482	7,263	411	540	7,796

¹ Outsourced professionals perform a variety of activities, ranging from registration, chainsaw operation, pruning, planning and maintenance, to engineering, infrastructure, planning and maintenance activities, among others. We also have outsourced workers in activities related to network maintenance, such as electricians, construction managers, installers, and assemblers, among others, and professionals who perform various activities such as drivers and cooks.

Processes to determine remuneration

GRI 2-20

At Grupo Energisa, the Remuneration Policies are reviewed annually, with the support of independent external consultants, and are sent for deliberation by the People and Sustainability Committee. They are subsequently approved by the Board of Directors.

Stakeholders opinions are consulted and considered through different channels and methods: dialogue, rating agencies, the Shareholders' Meeting, meetings with investors and governance consultants.

New employee hires and employee turnover

GRI 401-1

TOTAL NUMBER OF EMPLOYEES HIRED, DISMISSED, AND TURNOVER RATE, BY AGE												
Age group	2022				2023				2024			
	Total em- ployees	Hirings	Dismiss- als	Turnover rate	Total em- ployees	Hirings	Dismiss- als	Turnover rate	Total em- ployees	Hirings	Dismiss- als	Turnover rate
Aged fewer than 30 years	4,342	1,529	627	24.83%	3,881	1,369	768	27.53%	4,308	1,825	822	30.72%
Aged 30 to 50 years	11,518	1,671	1,314	12.96%	11,736	1,163	1,232	10.2%	12,254	1,797	1,575	13.76%
Aged more than 50 years	816	91	128	13.42%	1,074	25	105	7.4%	940	100	147	13.14%
TOTAL	16,676	3,291	2,069	16.07%	16,689	2,557	2,105	13.97%	17,502	3,722	2,544	17.90%

TOTAL NUMBER OF EMPLOYEES HIRED, TERMINATED, AND TURNOVER RATE, BY GENDER												
Age group	2022				2023				2024			
	Total em- ployees	Hirings	Dismiss- als	Turnover rate	Total em- ployees	Hirings	Dismiss- als	Turnover rate	Total em- ployees	Hirings	Dismiss- als	Turnover rate
Men	13,576	2,532	1,553	15.04%	13,454	1,822	1,547	12.52%	14,066	2,837	1,868	13.24%
Women	3,100	759	516	20.56%	3,235	735	558	19.98%	3,385	886	695	20.51%
TOTAL	16,676	3,291	2,069	16.07%	16,689	2,557	2,105	13.97%	17,451	3,723	2,563	17.96%

*The workforce used for calculating turnover differs from the previously defined workforce, as it includes statutory employees.

TOTAL NUMBER OF EMPLOYEES HIRED, TERMINATED, AND TURNOVER RATE, BY REGION

Region	2022				2023				2024			
	Total em- ployees	Hirings	Dismiss- als	Turnover rate	Total em- ployees	Hirings	Dismiss- als	Turnover rate	Total em- ployees	Hirings	Dismiss- als	Turnover rate
North	4,067	991	397	17.06%	3,855	425	381	10.45%	3,952	822	485	16.54%
Northeast	3,899	559	420	12.55%	4,055	645	463	13.66%	4,114	636	574	14.71%
Midwest	4,517	775	691	16.23%	4,510	777	742	16.84%	5,005	1,504	942	24.44%
Southeast	4,174	958	559	18.17%	4,197	698	515	14.45%	4,360	750	528	14.66%
South	19	8	2	26.32%	81	12	4	9.88%	71	10	19	20.42%
TOTAL	16,676	3,291	2,069	16.07%	16,698	2,557	2,105	13.96%	17,502	3,722	2,544	17.90%

*The workforce used for calculating turnover differs from the previously defined workforce, as it includes statutory employees.

Training and education

AVERAGE HOURS OF TRAINING PER
YEAR PER EMPLOYEE **GRI 404-1**

Average number of employee training hours by gender*

Gender	2022	2023	2024
Men	47.24	69.44	70.16
Women	15.42	26.26	25.19

Average number of employee training hours by employee category*

Employee category	2022	2023	2024
Board of Directors	33.43	11.51	1.88
Management	12.02	17.51	12.60
Leadership/coordinators	–	21.76	19.76
Technicians/supervisors	–	42.72	39.97
Administrative	20.06	24.61	21.79
Operational	53.92	84.17	84.29

* The data provided considers all employees (including interns, apprentices, those on leave and dismissed) who underwent training between January and December 2024.

Operating responsibly



Compliance with laws and regulations

GRI 2-27

In 2024, the indicator related to regulatory fines during the year was mainly affected by the following factors:

- (i) application of Aneel normative resolution No. 846/2019, which has more severe penalty percentages compared to the previous resolution, impacting the worsening of infractions and higher fines;
- (ii) the sustained high Selic rate, which significantly adjusted the amounts of fines received;
- (iii) repercussions of the acquisition of the Gemini Group in relation to the penalties applied to companies acquired prior to the assumption of control by Grupo Energisa.

As an example, a single penalty inherited from Gemini impacted the indicator by around 40 percent. This is a fine for non-compliance with Auction Notice No. 04/2011-Aneel, in the amount of BRL 40,610,924.58, which was paid in 2024.

On the other hand, the Federal Government/Aneel's Desenrola Program was adopted, which facilitated the payment of regulatory fines at a discount and the early termination of the Group's administrative and judicial cases, leading to significant savings of around 60 percent of the original value of the penalties.

In December 2024, the total fines applied for non-compliance with laws and regulations added up to BRL 25 million.

Climate strategy and action



Financial implications and other risks and opportunities due to climate change

GRI 201-2

Our climate agenda management involves identifying risks and opportunities and implementing various practices focused on reducing environmental impacts and improving operational efficiency, as follows:

RISK/OPPORTUNITY	DESCRIPTION	IMPACTS	FINANCIAL IMPLICATIONS
Physical risks	Extreme weather events, excessive rain, drought, gales, floods and water shortages.	<ul style="list-style-type: none">• Damage to infrastructure: Destruction of power grids, substations and other assets, impacting energy supply capacity.• Economic losses: increased costs for repairs and maintenance, in addition to possible interruptions in the energy supply that generate financial losses.• Loss of human life: Extreme weather events can affect the safety of communities and workers.	<ul style="list-style-type: none">• Operational and infrastructure adaptation costs: investments needed to make infrastructure more resilient to extreme weather events, such as modernizing networks and reinforcing systems.• Costs with insurance: The need to take out insurance to protect the distributor's assets against damage caused by natural disasters, which can increase operating costs.

RISK/OPPORTUNITY	DESCRIPTION	IMPACTS	FINANCIAL IMPLICATIONS
Transition Risks	New regulatory and market requirements, especially with the introduction of policies such as the Carbon Market in Brazil, which impose the need to reduce greenhouse gas emissions.	<ul style="list-style-type: none">• Regulatory changes: the introduction of laws and regulations requiring the reduction of carbon emissions and the adoption of more sustainable practices may force the company to change its operation and strategy.	<ul style="list-style-type: none">• Investments in regulatory compliance: Costs associated with meeting new carbon emissions and sustainability standards, such as implementing cleaner, more efficient technologies.• Costs of carbon licenses and credits: The need to purchase carbon credits in the regulated market may increase operating costs, depending on the intensity of the distributor's emissions.
Opportunity of a physical nature	<ul style="list-style-type: none">• Decarbonization solutions for customers: Development of technologies and services that help customers reduce their CO₂ emissions, such as intelligent energy management systems, energy efficiency solutions and the use of cleaner fuels;• Renewable energy solutions for customers: To offer renewable energy generation packages, such as solar power, to both residential and commercial customers;• Scientific research and innovation for grid resilience and climate change adaptation: Invest in research and technological innovation to improve the resilience of electricity and gas grid infrastructures to extreme weather events.	<ul style="list-style-type: none">• Raising awareness and investing in sustainability: Greater focus on green investments, with stakeholders, governments and consumers more aware of the importance of the energy transition. Encouragement of public policies that favor sustainability in the energy sector.• Incentives for the energy transition: Expansion of tax incentive programs, subsidies and carbon credits that promote the adoption of sustainable solutions.• Encouragement for technological development and innovation: Promotion of the R&D area, with technological innovations in clean energy, smart grid systems, and low-carbon fuels.• Expansion of biomass agriculture and use of sustainable natural resources: Development of projects aimed at the production of biomass to generate energy, reducing dependence on fossil sources.• Raising awareness about renewable energy: Educational campaigns to increase public understanding regarding the benefits and potential of renewable energy and energy efficiency solutions.	<ul style="list-style-type: none">• Sale of carbon credits: Energisa can generate revenue by selling carbon credits, contributing to offsetting emissions and attracting investors interested in sustainable practices.• Competitive advantage: Companies that lead the transition to low-carbon solutions can stand out in the market, creating an image of innovation and environmental responsibility.• Revenue diversification: Expanding new services, such as renewable energy solutions, energy storage and consulting, can generate new sources of revenue, in addition to gas and conventional energy distribution.• Energy resilience: By investing in resilient infrastructure adapted to climate change, Energisa ensures the continuity of energy supply, even during extreme weather events.

RISK/OPPORTUNITY	DESCRIPTION	IMPACTS	FINANCIAL IMPLICATIONS
Transition opportunities	<ul style="list-style-type: none">• Zero carbon technologies: Invest in technologies that aim to completely eliminate carbon emissions, such as carbon capture and storage (CCS).• R&D for climate adaptation: Invest in research to create innovative solutions that enable the company and its customers to adapt to the effects of climate change, such as more resilient distribution networks and energy solutions for areas affected by climate disasters.• Development of clean technologies: Investing in alternatives to decarbonize sectors that are difficult to electrify, such as transport and industry.	<ul style="list-style-type: none">• Access to green financing: Greater access to green capital and financing from banks and funds focused on sustainability, given the company's alignment with global decarbonization agendas.• Creation of new markets and segments: Development of new zero-carbon markets, such as the hydrogen and biomethane markets, which can expand operations and generate new sources of revenue.• Transformation of the the energy industry: The transition to low-carbon technologies can redefine the energy sector, promoting a new business structure based on efficiency and sustainability.	<ul style="list-style-type: none">• Attraction of sustainable financing: Companies that invest in low-carbon technologies and innovation can have access to credit lines and subsidies from governments and investors committed to sustainability.• Profitability and the reduction of the costs of the operation: Low-carbon technologies, such as the use of renewable energy, can reduce dependence on fossil fuels and, therefore, reduce operating costs in the long term.• Expansion of strategic partnerships and collaborations: The energy transition can open doors for partnerships with startups, technology companies and governments to co-develop low-carbon solutions, expanding business opportunities.

[Information on climate strategy and measures adopted can be found in the chapter Climate strategy and action.](#)

Network Resilience and Community Security

GRI 3-3

Driven by our commitment to disseminating information about electrical grid risks and ensuring the safety of communities surrounding our operations, we conduct awareness campaigns with these communities.

Through Operar Seguro, we address a series of communications focused on community safety, zero accidents, awareness and actions regarding rain, and combating energy theft, among other topics.

For our employees, we utilized multiple channels, including over 70 posts on our internal social network and more than 70 messages via WhatsApp, complemented by e-mail and meetings, to provide instruction and encourage them to share guidance with their neighbors, colleagues, and family members.

Externally, over 3,000 articles were published in the press covering topics such as kite care and civil construction, dog attacks, actions regarding rain, and other safety-related subjects.

To enhance these actions in 2024, we will launch a broad, interactive guidance campaign in Rondônia featuring discussion groups and chats. The actions involved coordination and engagement with entities such as the fire department, the Regional Council of Engineering and Agronomy (Crea), the Federal Highway Police, the Association of Soybean and Corn Producers of the state of Rondônia (Aprosoja), the National Rural Learning Service (Senar), the Union of the Civil Construction Industry of the state Rondônia (Sinduscon), and community churches to jointly disseminate safety information.

Various formats were adopted, including videos via WhatsApp, radio broadcasting, leafleting, online training transmitted by our security professionals, data dissemination in courses and lectures promoted by the articulated links, and posts on social networks, among others.

The tips include safety guidelines for rural areas and for telephone and Internet workers; precautions in civil construction and procedures in the event of broken cables or fallen wires.

Energy consumption within the organization

GRI 302-1

CONSUMPTION OF FUELS DERIVED FROM NON-RENEWABLE SOURCES (GJ)			
Source	2022	2023	2024
Gasoline	94,148	104,774	65,040.97
Diesel and S10 Diesel	310,360	348,592	315,042.04
CNG	-	50	254.94
LPG	1,649	1,747	766.88
TOTAL	7,455,163	455,163	381,104.83

CONSUMPTION OF FUELS DERIVED FROM RENEWABLE SOURCES (GJ)			
Source	2022	2023	2024
Ethanol	10,270	17,621	20,214.30
TOTAL	10,270	17,621	20,214.30

ENERGY CONSUMED (PURCHASED) (GJ)			
Source	2022	2023	2024
Electricity	159,446	177,629.4	196,367.2
TOTAL	159,446	177,629.4	195,649.40

TOTAL ENERGY CONSUMED BY TYPE (GJ)			
Source	2022	2023	2024
Fuels from non-renewable sources	406,157	455,163	381,104.83
Fuels from renewable sources	10,270	17,621	20,214.30
Energy consumed	159,446	177,629	195,649.40
TOTAL ⁴	575,873	650,413	596,968.53

ENERGY INTENSITY ¹ GRI 302-3			
Source	2022 ²	2023 ²	2024
Specific metric (number of customers)	8,407,131 ³	8,586,934	8,787,447
Consumption within the organization (GJ)	572,675	650,413	596,968.53
Energy intensity (within the organization)	0.06	0.07	0.06

¹ The denominator adopted for calculating intensity was the number of customers.

² In 2021, only data from distributors was counted. In 2022, the consumption of transmission companies and (re) energisa were considered. In 2023, consumption data from Multi and ES Gás, acquired in the same year, were added.

³ Number of 2022 clients reviewed. GRI 2-4

⁴ Conversion factors used: 1 liter of diesel = 0.03550 GJ; 1 liter of ethanol = 0.02135 GJ; 1 liter of gasoline = 0.03224 GJ; 1 kwh = 0.0036 GJ. In 2024 there was a reduction of 53,444.47. GRI: 302-4

Habitats protected or restored

GRI 304-3

In 2024, the **(re)energisa** planted 330 seedlings of tree species in various areas in Presidente Bernardes, and 275 in Santo Anastácio, in the state of São Paulo.

In **Energisa Minas Rio** (EMR) added a protected and restored area of 0.029 km² involving the municipalities of Cataguases, Manhuaçu, Sericita, Santana de Cataguases and Leopoldina, in Minas Gerais, and the municipality of Nova Friburgo, in Rio de Janeiro. Upon handover to the owners, all areas contained 100 percent of the planted seedlings in full development conditions, consistent with local water regimes.

Energisa Tocantins (ETO), in turn, has several partnerships for the protection of habitats.

In terms of forest fire prevention, it collaborates with 31 state bodies and institutions within the Forest Fire Fighting and Burning Control Committee (Fire Committee).

At the forefront of combating the predatory harvesting of golden grass, it partners with the quilombola communities in the Jalapão region, where the species is most prevalent, through the Energy to Grow Project.

Partnering with local city governments, ETO distributes seedlings at internal employee events and external public events to raise awareness about forest restoration and encourage planting in rural and urban areas.

It also conducts various awareness and cleaning actions in areas around rivers, lakes, and beaches to protect biodiversity, including aquatic fauna.

In 2025, **Energisa Sergipe** (ESE) and the city of Gararu plan to create a 54-hectare conservation unit in Serra da Melancia, as part of the regularization of work on the distribution line connecting Itabaiana to the municipality of Simão Dias.

HABITATS PROTECTED OR RESTORED

Area name	<p>Energisa Sul–Sudeste: Fazenda São Bento; Fazenda Primavera.</p> <p>Energisa Mato Grosso do Sul: Cachoeira do Céu Permanent Preservation Area (APP); APP Córrego Segredo; APP Fazenda São Sebastião; Nathercia Pompeo dos Santos State School; Prof. Ada Teixeira dos Santos Pereira State School and Vereador Moacir Djalma Barros State School.</p> <p>Energisa Minas Rio: In Minas Gerais: Sítio Santa Carolina; Sítio Recanto; Fazenda Novo Paraizo; Sítio Córrego Arrozal; RPPN Irmã Sheila; in Rio de Janeiro: Lagoa Seca Condominium and banks of the Bengalas River, in the urban area, all in locations indicated by the City Hall.</p> <p>(re)energisa: UFV Pedrinópolis; UFV Haras Dona Flor (plant); UFV Haras Dona Flor (dam); UFV Campo Grande III; UFV Santa Barbara; UFV Uberaba; UFV Santa Rosa; UFV Presidente Bernardes and UFV Santo Anastácio.</p>
Size of protected or restored habitat areas (km²)	195,112.04 km²
Location of protected or restored habitat areas	<p>Energisa Sul–Sudeste: Bragança Paulista; Guaripocaba, and Piracaia.</p> <p>Energisa Mato Grosso do Sul: Campo Grande, Costa Rica, Dourados e Corumbá, all in the state of Mato Grosso do Sul; Energisa Minas Rio: Cataguases, Manhuaçu, Sericita, Santana de Cataguases, Leopoldina, all in the state of Minas Gerais, and Nova Friburgo, in the state of Rio de Janeiro.</p> <p>(re)energisa: Pedrinópolis (MG); Pará de Minas (MG); Campo Grande (MS); Casimiro de Abreu (RJ); Uberaba (MG); Uberlândia (MG); Presidente Bernardes (SP) and Santo Anastácio (SP).</p>
Have independent external experts verified the success of the restoration measures?	Restoration measures are verified by the competent environmental agencies, such as Ibama and state and municipal structures in each location.
Partnerships with third parties to protect or restore habitat areas other than those in which the organization has overseen and implemented restoration or protection measures	Grupo Energisa establishes partnerships with public and non-governmental entities to protect habitats, including actions to combat fires, protect vegetation and fauna, distribute seedlings, and clean up areas near rivers, lakes and beaches.

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Status of each area based on its condition at the end of the reporting period

Energisa Sul–Sudeste:
– Fazenda São Bento: planting completed in December 2024, with monitoring scheduled for completion in December 2027.
– Fazenda Primavera: planting completed in January 2024, with monitoring scheduled for completion in January 2027.

Energisa Mato Grosso do Sul: the areas are being monitored and it has been found that all the agronomic practices necessary for the proper development of the planted trees are being carried out satisfactorily, reestablishing the ecosystems that were degraded, damaged or destroyed.

Energisa Minas Rio: in Minas Gerais, with the exception of Sítio Recanto (where the commitment extends until December 25), the legal obligations have been met, and all areas have been delivered to the owners with seedlings suitable for survival, in accordance with the region's water regime. In Nova Friburgo, the Lagoa Seca Condominium planting was delivered, and the partnership with the city hall on the Arborizar Project remains in place.

(re)energisa: Monitoring is done quarterly. Planting completed in 2024.

Standards, methodologies and assumptions adopted

Forest replacement is a requirement of Ibama and established in the Forest Code. The process includes the Forest Replacement Program (PRF) during environmental licensing and, after the Operating License (LO), the Compensatory Planting Project. The Company also complies with Ordinance No. 60/2015 and Funai Normative Instruction No. 02/2015 for studies in indigenous areas, in addition to federal and state environmental laws.

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Protagonism in energy transformation

Programs, including those in partnership with government, to improve or maintain access to electricity and customer support services

GRI EU23

Aligning with our sustainability strategy, our financial strategy now incorporates sustainability goals important to our business, stakeholders, and the environment in which we operate.

Accordingly, we have a framework in place, prepared in line with the 2020 Sustainability-Linked Bond Principles (SLBP) from the International Capital Market Association (ICMA), offering guidelines that reinforce the best market practices to ensure transparency for the goals and indicators used in operations linked to ESG performance.

Two sustainable performance targets were selected based on the five ESG objectives defined by Energisa. The first of these is related to access to electricity from renewable sources in remote regions, and the second, to the growth of installed power in photovoltaic Distributed Generation (GD).

In 2022, Grupo Energisa carried out its first issuance of debentures linked to sustainability goals, raising BRL 750 million. Commitments to investors include expanding 371 MWp in renewable energy by 2024 and promoting access to clean electricity for 20,067 families in remote communities by 2026. In 2024, we exceeded the stipulated goals.

Expansion of access to electricity

Goal for 2024: 9,648 connections

Completed in 2024: 11,831 connections

Increase in installed generation capacity

Goal for 2024: 371 MWp

Completed in 2024: 440 MWp

Naviraí . MS

Commitment to current and future generations



FREQUENCY OF POWER INTERRUPTIONS AND AVERAGE DURATION OF POWER INTERRUPTIONS

(1) System Average Interruption Duration Index (SAIDI)

(2) System Average Interruption Frequency Index (SAIFI)

SASB IF-EU-550A.2

	Global SAIDI (hours)			Global SAIFI (hours)			SAIDI Limit	SAIFI Limit
	2024	2023	Var. %	2024	2023	Var. %		
Energisa Minas Rio	7.91	7.99	-1.0	4.08	4.10	-0.5	9.98	6.91
Energisa Sergipe	9.28	9.58	-3.1	4.50	4.70	-4.3	10.84	7.02
Energisa Paraíba	9.72	10.05	-3.3	3.76	3.80	-1.1	13.17	7.54
Energisa Mato Grosso	15.12	16.16	-6.4	6.48	6.83	-5.1	17.91	12.63
Energisa Mato Grosso do Sul	9.07	9.28	-2.3	4.26	4.00	+6.5	10.38	7.04
Energisa Tocantins	15.50	16.12	-3.8	6.35	5.73	+10.8	18.19	11.69
Energisa Sul Sudeste	5.15	5.30	-2.8	2.88	3.02	-4.6	6.73	5.59
Energisa Rondônia	20.83	21.25	-2.0	7.80	8.12	-3.9	26.36	17.47
Energisa Acre	23.35	23.67	-1.4	8.35	8.92	-6.4	42.90	32.86



Innovation center. PB



Cataguases . MG

GRI Content Summary

GRI Content Summary

Statement of Use

Grupo Energisa reported the information mentioned in this GRI content summary for the period from January 1, 2024, to December 31, 2024, based on the GRI Standards.

GRI 1 used

GRI 1 used GRI 1: Fundamentals 2021

GRI STANDARD / OTHER SOURCE

CONTENT

LOCATION

GENERAL DISCLOSURES

GRI 2: General Content 2021

2-1 Organizational details

[4](#), [20](#), [122](#), [363](#)

2-2 Entities included in the organization's sustainability reporting

[4](#)

2-3 Reporting period, frequency, and contact point

[4](#)

2-4 Restatements of information

In 2024, we finalized the acquisition of a 51 percent stake in Norgás, a holding company with investments in piped gas distribution across four Northeastern states. With this, Energisa became an indirect shareholder of Cegás (CE), Copergás (PE), Algás (AL) and Potigás (RN), strengthening its presence in the region.

2-5 External assurance

[4](#)

2-7 Employees

[48](#), [56](#), [135](#)

2-8 Workers who are not employees

[48](#), [139](#)

2-9 Governance structure and composition

[122](#)

2-14 Role of the highest governance body in sustainability reporting

The Sustainability Report is evaluated by the members that make up the People and Sustainability Committee. After deliberation, it is sent to and approved by the Board of Directors.

GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION
GRI 2: General Content 2021	2-16 Communication of critical concerns	126 , 127
	2-20 Process to determine remuneration	51 , 139
	2-22 Statement on sustainable development strategy	7
	2-23 Policy commitments	31
	2-25 Processes to remediate negative impacts	126
	2-27 Compliance with laws and regulations	143
	2-29 Approach to stakeholder engagement	25 , 26 , 72 , 133
	2-30 Collective bargaining agreements	48
GENERAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process of determining material topics	5
	3-2 List of material topics	6
TRANSITION AND ENERGY EFFICIENCY		
GRI 3: Material Topics 2021	3-3 Management of material topics	6 , 88 , 92 , 93 , 94 , 95 , 96 , 97 , 98 , 99 , 100
SERVICE QUALITY		
GRI 3: Material Topics 2021	3-3 Management of material topics	6 , 42 , 43 , 44
EMPLOYEE HEALTH, WELL-BEING AND SAFETY		
GRI 3: Material Topics 2021	3-3 Management of material topics	6 , 60 , 61 , 62 , 64 , 65 , 66 , 67 , 68

GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	6 , 60
	403-5 Worker training on occupational health and safety	6 , 60
	403-9 Work-related injuries	6 , 63
	403-10 Work-related ill health	6 , 66
CLIMATE CHANGE		
GRI 3: Material Topics 2021	3-3 Management of material topics	6 , 70 , 71 , 72 , 73 , 74 , 75 , 76 , 77
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	6 , 144
GRI 302: Energy 2016	302-1 Energy consumption within the organization	6 , 148
	302-3 Energy intensity	6 , 148
	302-4 Reductions in energy consumption	6 , 148
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	6 , 76
	305-2 Indirect (Scope 2) GHG emissions from energy acquisition	6 , 76
	305-3 Other indirect (Scope 3) GHG emissions	6 , 76
	GRI 305-4: GHG Emissions Intensity For the reporting period, Grupo Energisa calculated its emissions intensity as 0.03, using the Distributed Energy denominator, which is measured in terms of the Captive + Free Market (MWh). Calculation: (tCO ₂ e Scope 1, 2 and 3 manageable/MWh)	6
	305-5 Reduction of GHG emissions In 2024, Grupo Energisa did not reduce its greenhouse gas emissions. See more on page 75.	6

**SUSTAINABILITY
REPORT
2024**

INTRODUCTION

GRUPO ENERGISA

COMMITMENT
TO CURRENT AND
FUTURE GENERATIONS

ENERGY THAT COMES
FROM PEOPLE

CLIMATE STRATEGY AND
ACTION

PROTAGONISM IN ENERGY
TRANSFORMATION

SOCIAL MOBILITY
AND IMPACT FOR
COMMUNITIES

OPERATING RESPONSIBLY

SUPPLEMENTARY GRI
INFORMATION

GRI CONTENT SUMMARY

GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION
INNOVATION AND TECHNOLOGY		
GRI 3: Material Topics 2021	3-3 Management of material topics	6 , 35 , 36 , 37 , 38 , 39 , 40 , 41
Sectoral – EU8	EU8 Research and development activities and expenses	6 , 35 , 41
RELATIONSHIP WITH CUSTOMERS		
GRI 3: Material Topics 2021	3-3 Management of material topics	45 , 46
BIODIVERSITY AND ECOSYSTEMS		
GRI 3: Material Topics 2021	3-3 Management of material topics	6 , 78 , 79 , 80 , 81 , 82
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products, and services on biodiversity	6 , 78
	304-3 – Protected or restored habitats	6 , 80 , 81 , 82 , 149
ETHICS, INTEGRITY AND COMPLIANCE		
GRI 3: Material Topics 2021	3-3 Management of material topics	6 , 124 , 125
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	6 , 126 , 128
	205-3 Confirmed incidents of corruption and actions taken In 2024, there were no similar acts committed by partners, legal entities and, consequently, contracts that were terminated.	6 , 126
UNIVERSALIZATION OF ACCESS TO ENERGY		
GRI 3: Material Topics 2021	3-3 Management of material topics	6 , 89 , 90 , 91
Sectoral – EU23	EU23 Programs, including those in partnership with government, to improve or maintain access to electricity and customer support services	6 , 41 , 89 , 91 , 152

GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION
NETWORK RESILIENCE AND COMMUNITY SECURITY		
GRI 3: Material Topics 2021	3-3 Management of material topics	6 , 83 , 84 , 85 , 86 , 147
Sectoral – EU22	EU22 Number of physically or economically displaced people and compensation, broken down by type of project	6
ATTRACTION, DEVELOPMENT AND RETENTION OF EMPLOYEES		
GRI 3: Material Topics 2021	3-3 Management of material topics	6 , 49 , 50 , 51 , 53 , 54 , 55 , 57 , 58 , 59
	401-1 New employee hires and employee turnover	52
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	6 , 57 , 142
	404-2 Programs for improving employee skills and career transition assistance	6 , 57
DATA PRIVACY AND SECURITY		
GRI 3: Material Topics 2021	3-3 Management of material topics	129 , 130
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	6 , 129



ASSURANCE STATEMENT

STATEMENT BY SGS DO BRASIL LTDA. (SGS) REGARDING THE SUSTAINABILITY ACTIVITIES PROVIDED IN “ANNUAL REPORT 2024” FROM ENERGISA S.A.

NATURE AND SCOPE OF ASSURANCE

SGS was hired by ENERGISA S.A. to carry out an independent assurance of its 2024 Sustainability Report, which brings information related to the year 2024 and is **based on the international reporting guideline of the *Global Reporting Initiative* (GRI)**. The assurance scope, based on the methodology for sustainability report assurances of SGS, included the text and data related to the GRI Standards 2021 disclosures, the current version of the GRI.

The information provided in “ANNUAL REPORT 2024” and its presentation is a sole responsibility of ENERGISA S.A. management structure. The SGS is not involved in the preparation of any material, including the in the said report, such as risk analysis, materiality tests and other critical issues that may affect severally the ENERGISA S.A. business. We are liable for giving our opinion of the GRI disclosures and their texting, data, charts, and statement within the assurance scope in order to keep the ENERGISA S.A. stakeholders informed. The SGS Group has developed a set of assurance protocols for Sustainability Communication based on the best practices provided in GRI Sustainability Reporting Standards, in its most up-to-date version of 2021, and the assurance standard **International Standard on Assurance Engagements - ISAE3000**. Such protocols offer different assurance levels depending on context and capacity of organization.

This report was assured considering our protocols to assess the content authenticity and its alignment with the requirements of GRI Sustainability Reporting Standards 2021, Universal Standards (*GRI 1_ Foundation 2021, GRI 2_ General Disclosures 2021, GRI 3_ Material Topics 2021*) and the requirements of Topic Standards (GRI 200, GRI 300 and GRI 400) according to the material topics identified by ENERGISA S.A. through the process described in this report.

The assurance process comprised (i) interviews with strategic employees involved in the process of compilation and preparation of the report, where disclosures, data and processes related to sustainability management and the collection of GRI disclosures were reviewed, (ii) review of the documentation presented by ENERGISA S.A., including the Materiality Study conducted in 2022 and a comparison with the information provided by the company in the report and (iii) evaluation of versions of this report for alignment with GRI standards and (iv) analysis of engagement activities with defined parties (stakeholders) and assessment of the form of sustainability as defined materials were and inserted in the context of the organization and in the content of this sustainability report. The accounting information of ENERGISA S.A. contained and referenced in the “ANNUAL REPORT 2024” was not assessed as part of this assurance process, but in a separate audit process. The information related to the greenhouse gas inventory was verified and underwent a specific audit process by a verification body certified by INMETRO.

IMPARTIALITY AND COMPETENCE STATEMENT

The SGS Group is global lead in inspection, analysis and verifications services, operating in more than 140 countries and rendering services that includes management system certification, audits and trainings on quality, environmental, social and ethic segments, sustainability assurance reports and greenhouse gases verification. The SGS attests your independence against ENERGISA S.A. stating that is exempt from interest conflict with the organization, their subsidiary and stakeholders.

The assurance team was composed according to members' expertise, experience and competence for this activity, the team is composed of:

- An Audit Lead on Assurance of Sustainability Report, a Lead auditor on Socioenvironmental programs, Lead Auditor in Integrated Management Systems and Lead Assessor of Greenhouse Gases (GHG).



ASSURANCE STATEMENT

ASSURANCE OPINION

Regarding the verification carried out in the methodology, processes and data presented by ENERGISA S.A., we are confident that the information and data contained in the "ANNUAL REPORT 2024" are reliable and a balanced representation of the sustainability activities developed by ENERGISA S.A. in the year 2024. The SGS has the opinion that the report can be used by the company's stakeholders as part of its company evaluation processes.

In our opinion, based on what was verified and on the materials presented by ENERGISA S.A., the content of the report fully meets the requirements of the GRI Standards, which are: apply the reporting principles, report the disclosures in GRI 2: General Disclosures 2021, determine material topics, report the disclosures in GRI 3: Material Topics 2021, report disclosures from the GRI Topic Standards for each material topic, provide reasons for omission for disclosures and requirements that the organization cannot comply with, publish a GRI content index, provide a statement of use and after publication notify GRI.

RECOMMENDATIONS, FINDINGS AND CONCLUSIONS OF ASSURANCE

- The Report of ENERGISA S.A., "ANNUAL REPORT 2024" is aligned with GRI Standards 2021, and also with the requirements of the Topic-specific Standards (GRI 200, GRI 300 and GRI 400).
- ENERGISA S.A. presents its Report with 12 material themes: 1. Energy transition and efficiency; 2. Quality of service; 3. Health, well-being, and safety of employees; 4. Climate change; 5. Innovation and technology; 6. Biodiversity and ecosystems; 7. Ethics, integrity, and compliance; 8. Universal access to energy; 9. Support to network resilience and community safety; 10. Ethics and Integrity; 11. Attracting, developing, and retaining employees; and 12. Data privacy and security.

Finally, SGS believes in the importance of transparency and congratulates the company for the initiative of ensuring its report, as well as promoting sustainability in its actions and disseminating its code of conduct and compliance at all levels of the organization.

May 9th, 2025

Executed by and on behalf of SGS.

Gustavo Venda
Business Manager - Sustainability

Mariana de Oliveira Klein
Lead Auditor for Sustainability Report

Credits

The 2024 Annual Sustainability Report is an Energisa publication.

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