

A woman with short dark hair and glasses, wearing a yellow ribbed sweater, is sitting at a desk and working on a laptop. The scene is dimly lit, with a warm yellow light source on the left and a greenish light on the right. A green rectangular frame with rounded corners is overlaid on the image, enclosing the woman and the text.

# Integrated Report 2024



Neoenergia

More for you



# Summary

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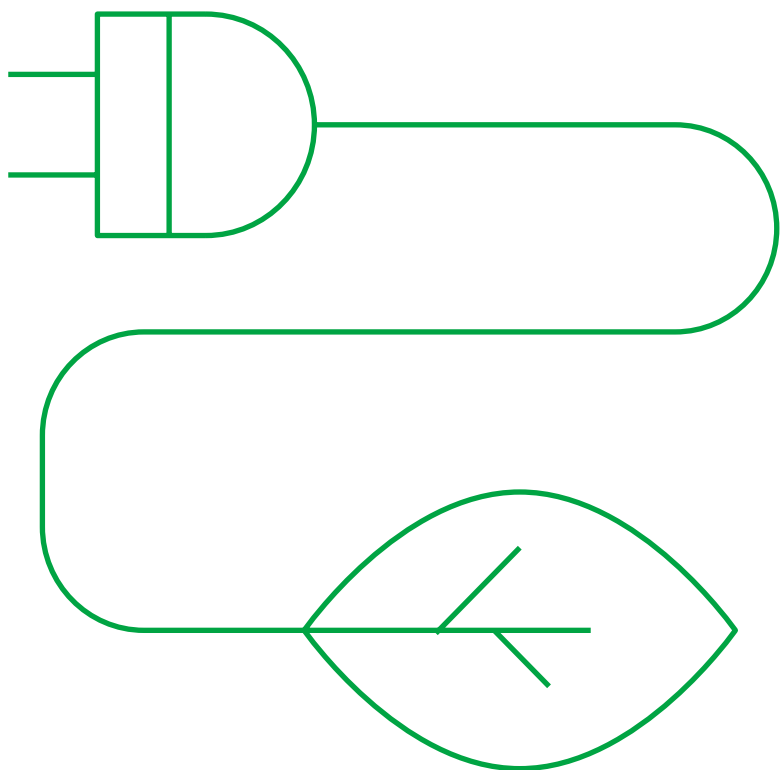
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# Letter from the President

GRI 2-22

We achieved significant milestones, overcame challenges and delivered strong results. As part of our strategy, we continued focused on our sustainable growth, investing about R\$ 9.8 billion, 10% higher than the the previous year. Our EBITDA remained in line with 2023, reaching R\$ 12.5 billion. We also are emphasizing our efficient expense management efforts, whichkept the variation in the operating costs below inflation, and the growth of the client list and new business ventures.

## In Distribution, we invested more than R\$ 5.5 billion,

aiming to provide better service to our 16.6 million customers and ensuring stronger network resilience. Furthermore we announced a broad and detailed Investment Plan through to 2027 for our distributors. It bolsters our commitment to our customers and to society in the regions where we operate.

It was a year of important progress in relation to the process for Renewal of Distribution Concessions. This included the approval in June, by the President of the Republic, of a Decree authorizing the early renewal and defining the main guidelines of the new concession period. In addition, we were benefited by the opening in October by Aneel of a Public Consultation on the draft contract.

Based on a robust strategy to increase the value of our assets, we concluded a Public Acquisition Offer (OPA) of Neoenergia Cosern 's shares on the Stock Exchange (B3) and now hold a 100% equity position in the Company. By optimizing our corporate structure and upping our investment in a prominent distributor in the market, which generates significant results for the group, we once again reaffirmed our commitment to creating shareholder value.

## In Transmission, we invested R\$ 4.1 billion

and delivered the Itabapoana, Estreito and Paraíso projects, in addition to important stretches of Lagoa dos Patos, Morro do Chapéu, Guanabara and Vale do Itajaí. We ended the year with R\$ 1 billion in Permitted Annual Revenue (RAP). As a result, we are moving towards the end of this investment cycle, in 2025, when we should reach about R\$ 1.9 billion in RAP. Also worth mentioning is the capital discipline we presented in the transmission auctions held in 2024.

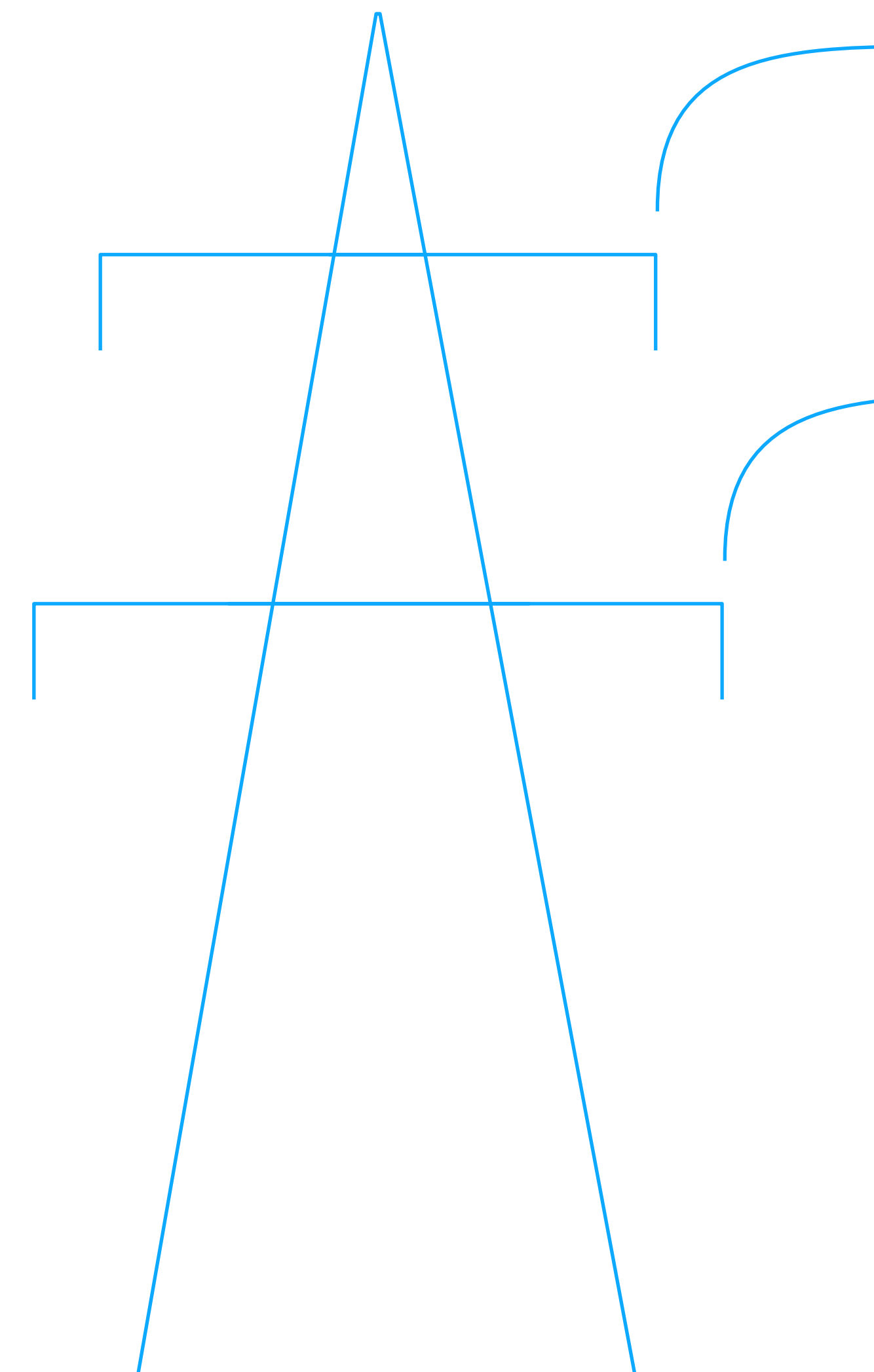
## In Renewables, we completed our first year counting on all assets in operation

after the end of the wind and solar energy investment cycle. Our availability rates were higher than planned. We are proud to have a matrix with almost 90% renewable generation, consisting of 5 hydroelectric plants totaling 2.2 GW, 44 wind farms with 1.6 GW and 2 solar farms totaling 149 MWp.

## In Liberalized, we brought forward by 21 months our contract from the Capacity

Reserve Auction for the Termopernambuco gas-fired thermal plant. In addition, as energy transition pioneers in the country, we signed new contracts for Industrial Green Solutions, aiding companies achieve their decarbonization goals. We also moved forward with Green Hydrogen projects : for example, the signing of an agreement via RDI Aneel for the installation of a special filling station in Brasília.

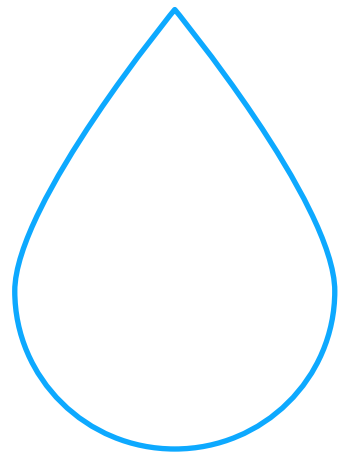
We remain committed to improving our management of environmental, social and governance issues, with continued focus on the 30 targets to met by 2030.



As a result, we continued to make progress and closed the year with 31.7% of leadership roles held by women and 10% of electrician positions

filled by women—a direct outcome of our pioneering Electrician School. It not only helps reduce gender inequality but also supports the training of qualified professionals for the sector.

The safety of our employees remains our number one priority. This is why we continue to invest in processes, inspections and audits: we have improved our accident frequency rates and remain steadfast in our commitment to Zero Accidents. Another initiative was the stepping up of our investments in raising public awareness about the safe and efficient use of energy. This occurs through the Safe Community Program, which reached 124 million people in 2024 via TV, radio, and digital media. In addition, we allocated energy efficiency resources to educational and cultural initiatives aimed at children and adolescents.



With the Neoenergia Institute playing an increasingly prominent role, we invested R\$ 24 million

in social initiatives aimed at the development and support of social impact projects and programs in Neoenergia's operating areas. That represents an increase of 25% compared to the previous year. Around 650,000 people were directly and indirectly impacted by the Institute's social initiatives in 2024, buttressing our commitment to society and to our sustainability goals.

I also would like to reiterate our commitment to governance principles. They are essential to the sustainability and long-term success of our organization. Our Compliance program was recognized as the best in Brazil's energy and infrastructure sector by the *Leaders League Compliance Awards*.

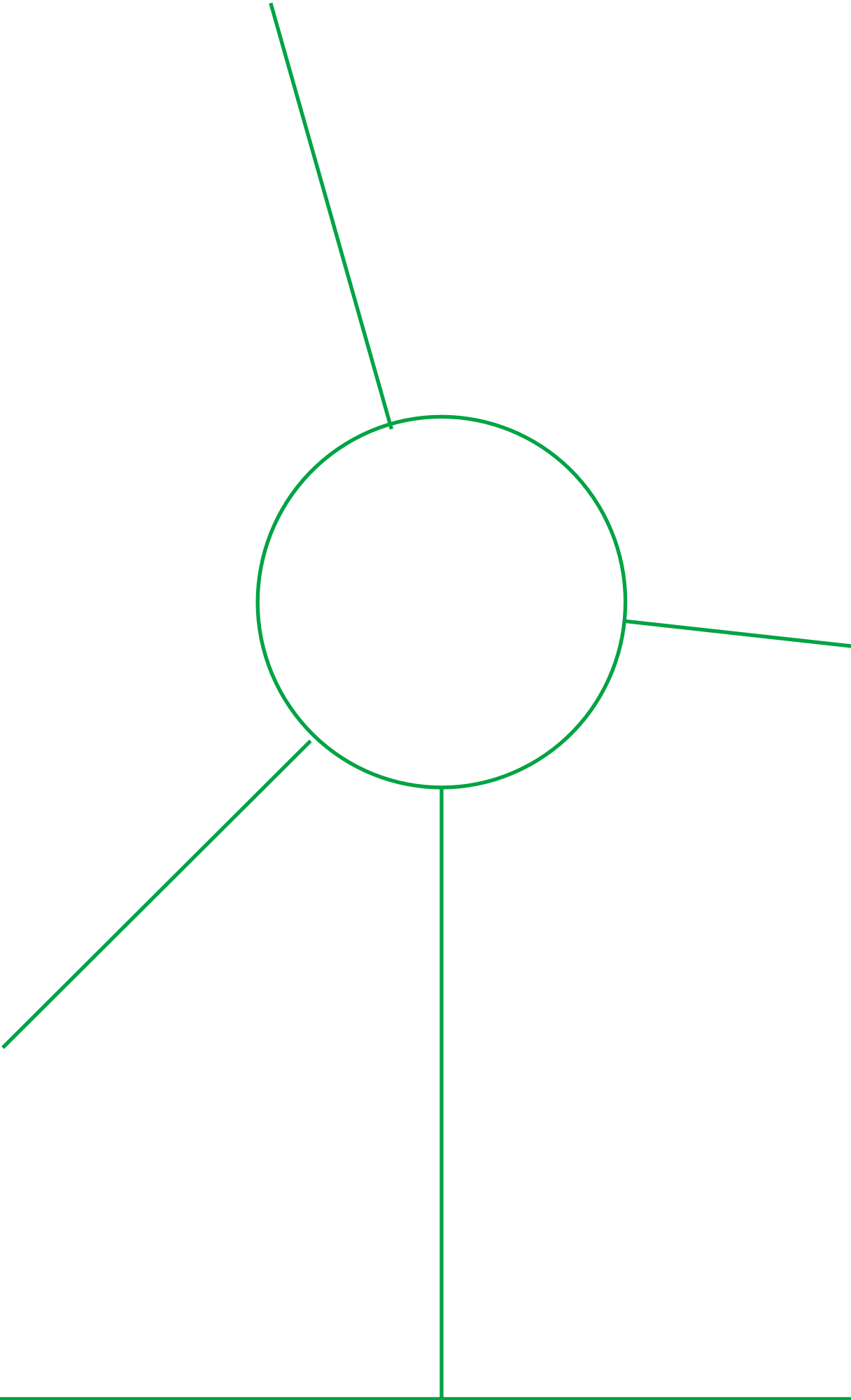
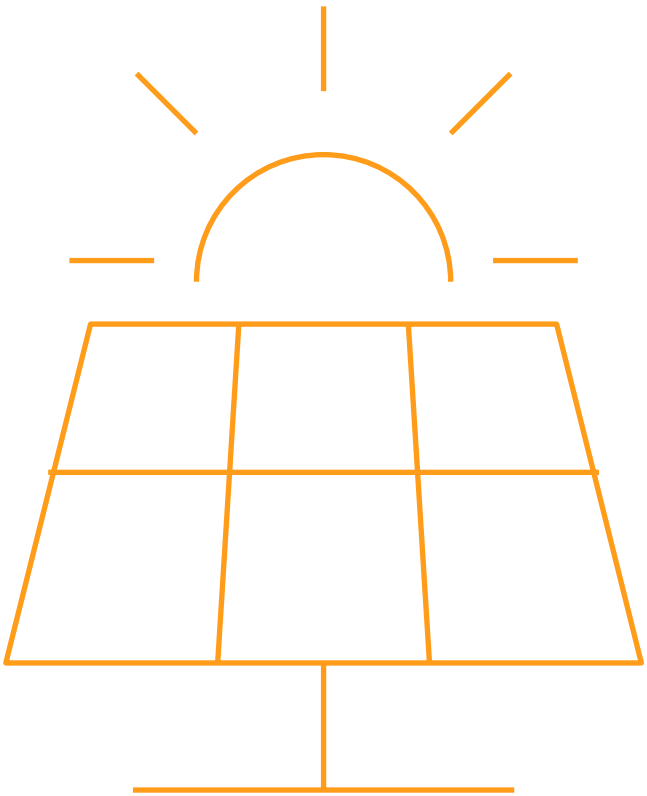
Our sustainable performance continues to secure our inclusion in key indexes, such as the B3's ISE and the IDiversa,

which helped us obtain R\$ 10.7 billion in green financing in 2024, 87% of the total disbursements. It also allows us to remain in compliance with the ten Global Compact principles that encompass the human rights, labor rights, the environment and anti-corruption ideals that guide our activities.

In addition to investing in safety and people, we recognize innovation as a key strategic driver of the company's sustainability. That's why we invested R \$ 256 million in Research, Development and Innovation (RDI) projects in 2024—60% more than the previous year. We are focused on decarbonizing generation, advancing smart grids, and supporting the electrification of the demand. In addition, R\$ 111.5 million was earmarked for fees and charges to the National Fund for Scientific and Technological Development (FNDCT), the Ministry of Mines and Energy (MME), and the Energy Development Account (CDE).

Finally, I would like to express my gratitude to all employees for their commitment and dedication throughout the year, and to our shareholders for their ongoing trust. I invite you to take a closer look at our 2024 actions and accomplishments—we hope these achievements reflect our enduring dedication to delivering outstanding results.

**Eduardo Capelastegui**  
President-and CEO of Neoenergia





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We are Neoenergia

Recife (PE), served by Neoenergia Pernambuco



# We are Neoenergia

GRI 2-1, 2-6

We are Neoenergia S.A., an energy solutions company operating in three business segments: Energy Networks (distribution and transmission of energy); Renewables (wind, hydraulic and solar generation) and Liberalized (energy trading, energy products and solutions, and thermal generation). We are present in 18 states and the Federal District, bringing energy solutions to about 37.1 million people. The Spanish Iberdrola group is our controlling shareholder, with 53.5% of the share capital.

Our five distributors serve 16.6 million consumer units in five states and the Federal District. We have 13 transmission companies in operation, with 3,287 kilometers of lines, and another 5 under construction, which will add another 5,320 kilometers to our overall Energy Network. Our installed generation capacity ended 2024 with 4,412 MW, of which 88% derive from renewable sources (hydro, wind and solar).

The Liberalized businesses include NC Energia, which supplies energy to clients in the free contracting market and provides customized energy management services ; Neoenergia Serviços, which offers energy products and solutions including engineering works, insurance, healthcare, education, and leisure services; as well as new ventures focused on decarbonizing the economy, such as Industrial Green Solutions and Green Hydrogen.

## DISTRIBUTION



### 5 Distributors

Customers: **16.6 million**

Population: **37.1 million**

Concession area:  
**999 municipalities,**  
**845 thousand km²**

## RENEWABLES



### Hydroelectric generation

5 plants in operation:  
**2,159 MW**

## LIBERALIZED



### Thermal generation

1 plant: **550 MW**

## TRANSMISSION



### 18 Transmitters

**13** in operation: **3,287 km** of lines and  
**15** substations

**5** under construction: **5,320 km**



### Wind power

44 parks in operation:  
**1,554 MW**



### Solar generation

2 parks in operation:  
**149 MWp**



### Sales

**5.5 TWh** of power supplied  
to end customers

**1.1 thousand** customers

### Services

**800 thousand** customers

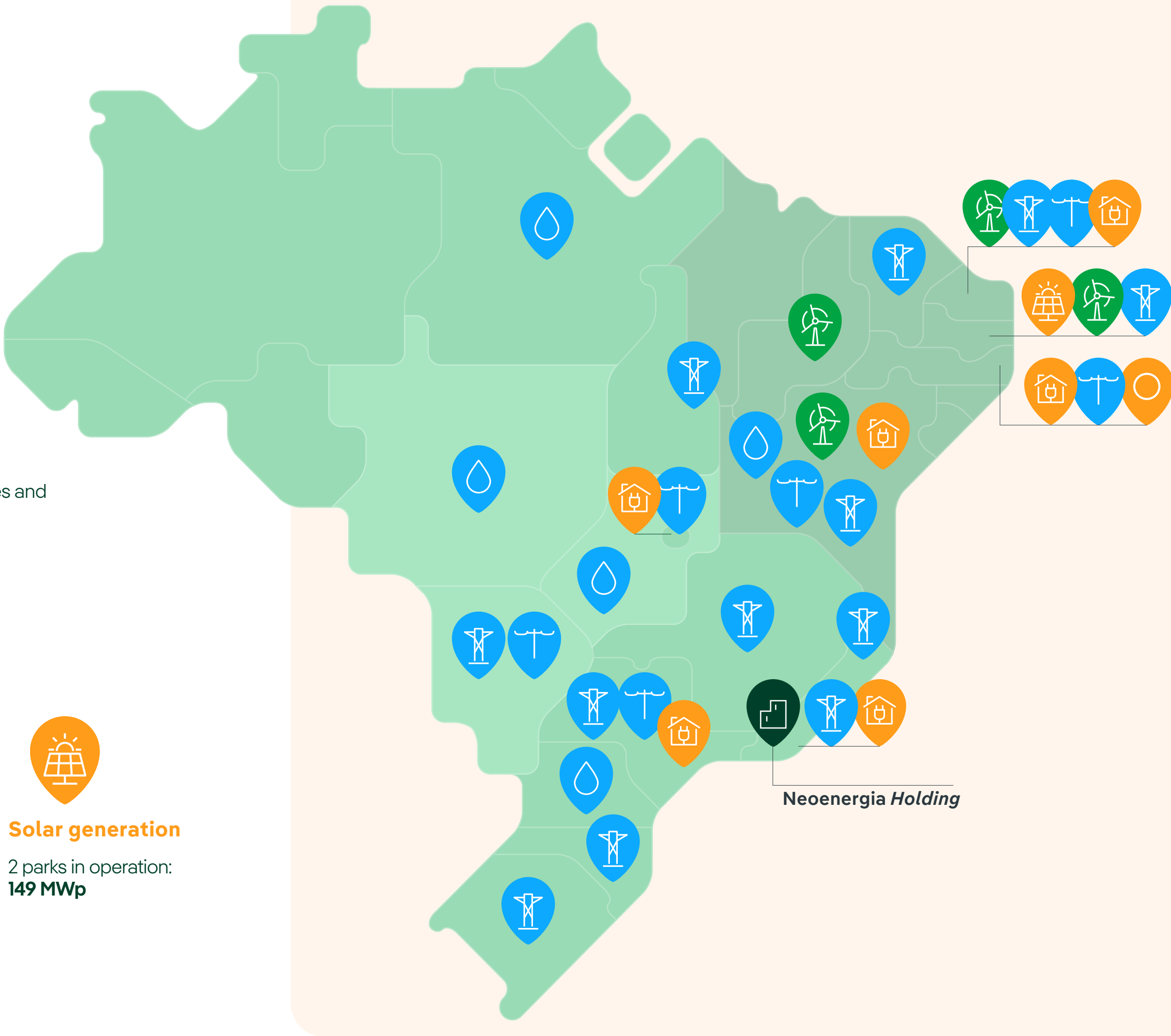
Smart solutions

Mass market insurance

### Green Industrial Solutions

Decarbonization projects

Green hydrogen



# Our capitals

Our capitals are **sources of value creation** and support the development of our activities through the proper management of these resources.

## The social dividend as an increase in the value of capital

Our strategy transforms these capitals in a way that creates value that is shared with all our stakeholders. The social dividend generated translates into an increase in the value of our capitals, and they, in turn, feed back into the value creation cycle. It is how we promote an effective interaction between the business operations and our capitals.

### KEY PERFORMANCE INDICATORS 2024



**Financial capital**

**R\$ 9.8 billion**  
in investments

**R\$ 12.5 billion**  
EBITDA



**Manufactured capital**

**849 km**  
of new transmission lines

**13,459 km** of new  
distribution and  
sub-transmission lines

**4.422 MW**  
of installed generation  
capacity



**Intellectual capital**

**R\$ 255.9 million**  
in RDI investments

**14** new patents filed



**Human capital**

**15,528**  
own employees

**26,414**  
outsourced employees

**97.1**  
training hours per employee



**Natural capital**

**88%** of installed  
energy capacity comes  
from renewable sources

**140 thousand** trees  
planted as part of the  
Tree Program



**Social and Relationship capital**

**R\$ 16.6 million**  
from distribution customers

**R\$ 31.4 million**  
of investments in communities

**649 thousand**  
people benefitted through  
Neoenergia Institute projects

**6,610** new power  
connections through the Light  
for All Program in Bahia

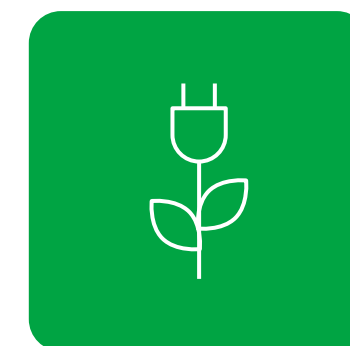
# Purpose and values

GRI 2-12, 2-23

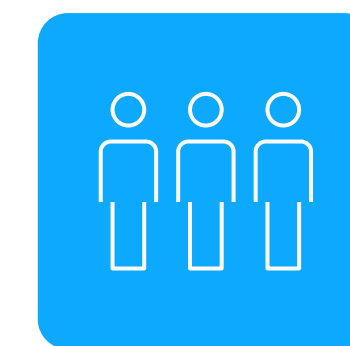
“Continue **building**,  
every day **and together**,  
a more **electric, healthy and**  
**accessible energy model.**”

Our Purpose reflects our commitment to sustainable development, strengthening the company’s relationship with people, society and all our stakeholders.

To achieve this Purpose, our corporate values involve three concepts:



Sustainable energy



Integrating force



Driving force



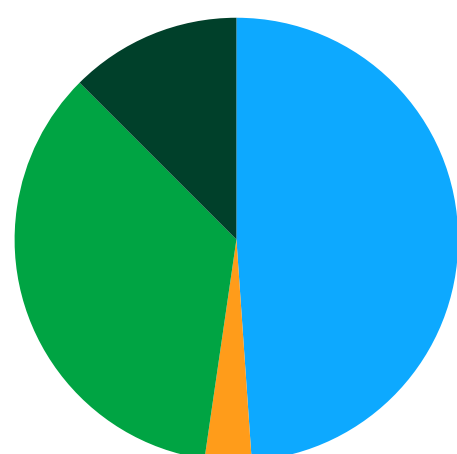
# Main activities GRI 2-6



## 1. Focus on clean energies

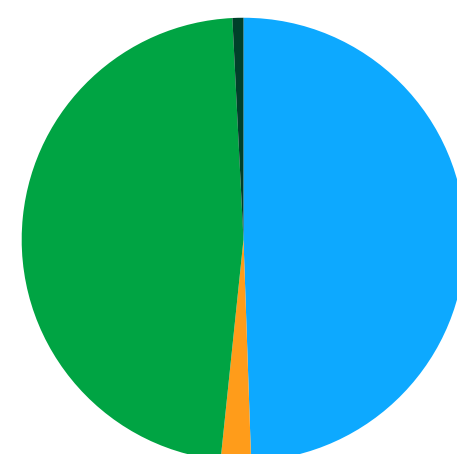
- Electricity generation from renewable sources (hydroelectric, wind and photovoltaic), as well as other energy sources, which in 2024 represented 88% of our installed capacity.
- New technologies such as green hydrogen (generated from clean energy source installations).
- Construction, operation and maintenance of our generation facilities.

**Installed generation capacity** GRI EU1



- 48.9% Hydroelectric
- 3.4% Solar and others
- 35.2% Wind
- 12.5% Thermoelectric (combined cycles)

**Energy generation by source** GRI EU2



- 49.5% Hydroelectric
- 2.2% Solar and others
- 47.6% Wind
- 0.8% Thermoelectric (combined cycles)



## 2. Bet on smart grids

- Electricity transmission and distribution.
- Construction, operation and maintenance of transmission lines, substations, operation centers and other infrastructure to deliver electricity from production hubs to end consumers and integrate distributed generation with the grid.

**80%**

Digitization of high and medium voltage networks of the distributors

### Overhead transmission lines

GRI EU4

**3,287 km** of transmission lines

**735,808 km** of distribution and transmission

### Underground lines

GRI EU4

**3,015 km** of transmission lines

**827** distribution substations

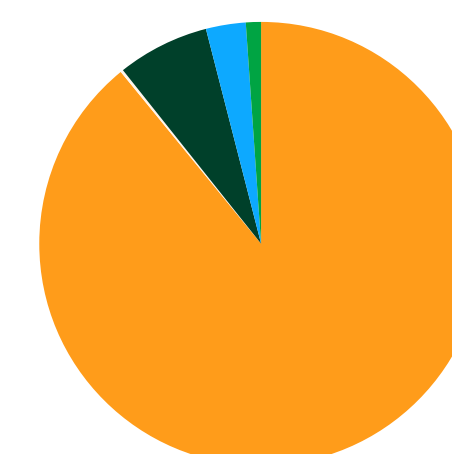
**811,196** distribution transformers



## 3. Solutions and services for our clients

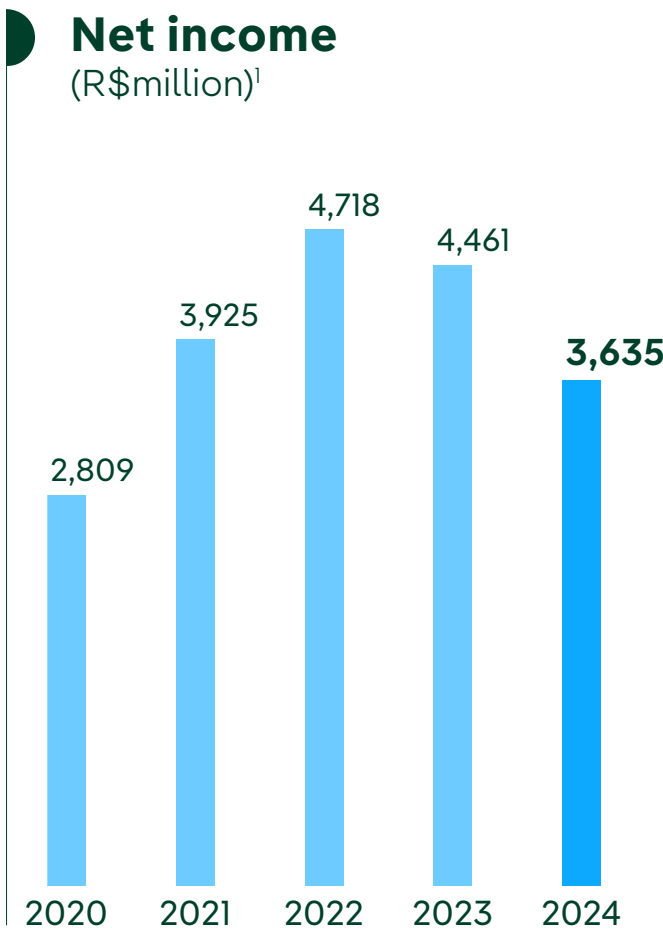
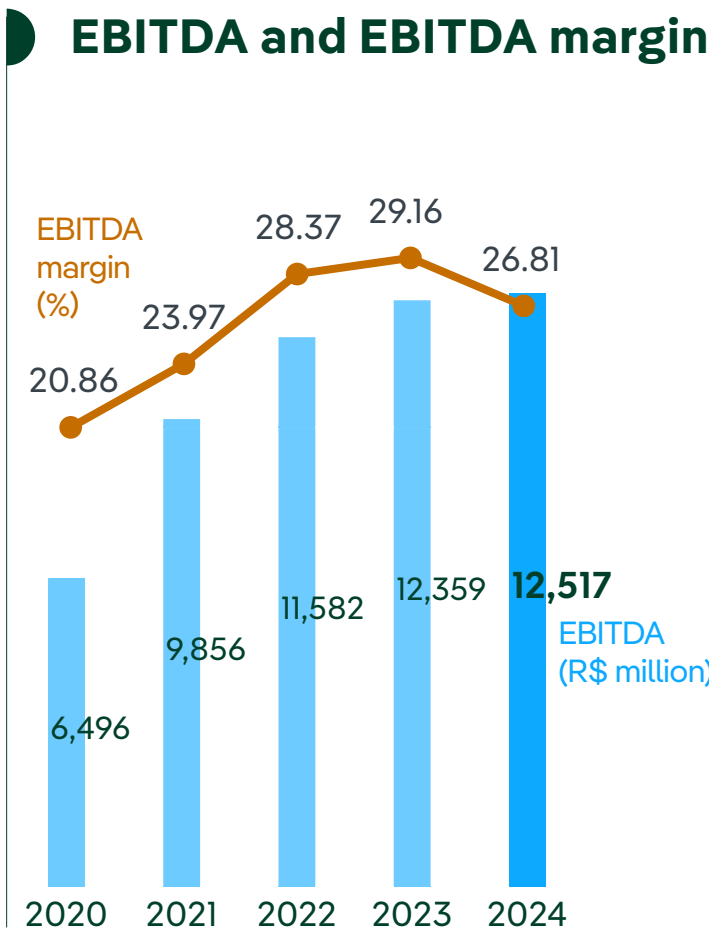
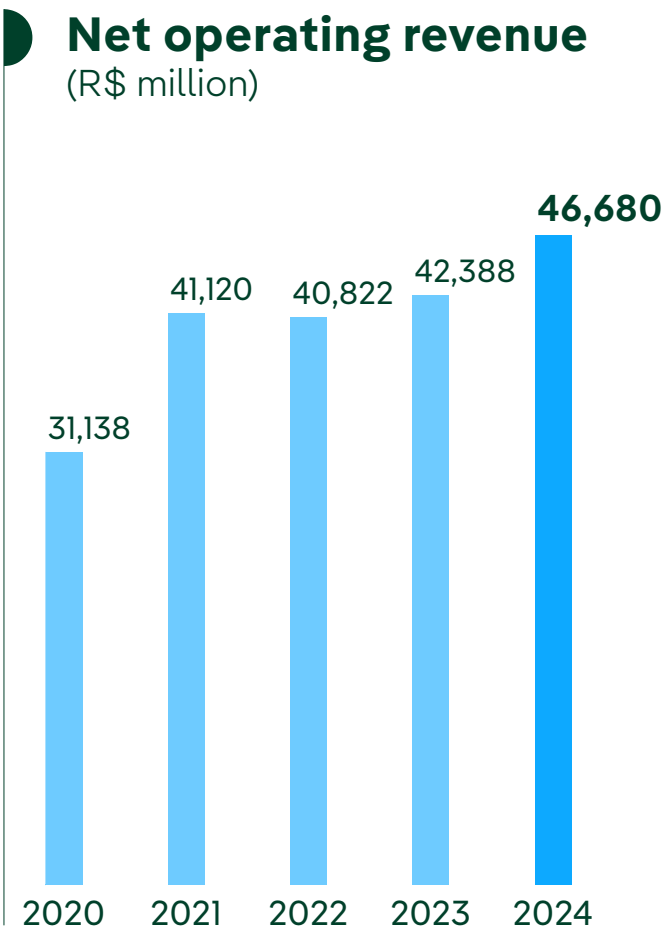
- Energy sales
- Energy products and services for customers, with intelligent and innovative (smart) solutions in the following areas:
  - Residential:** services such as energy storage, self-consumption, etc.
  - Industrial:** comprehensive management of facilities and energy supplies, such as green hydrogen, industrial heat, etc.
- Industrial green solutions, green fertilizer, business models in electric mobility, decarbonization applications.

**Customers by consumption class (thousand)** GRI EU3

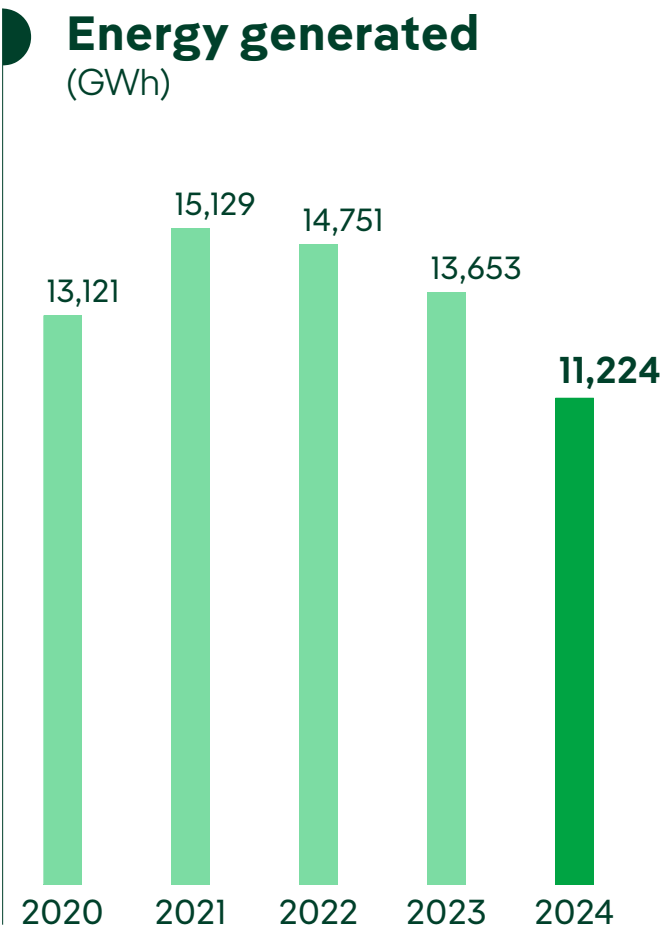
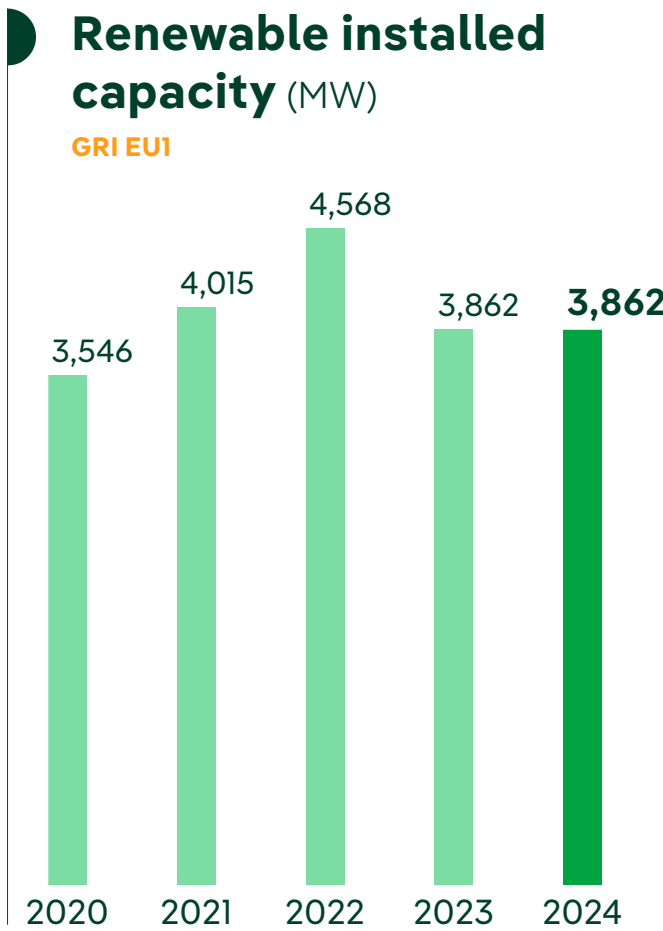
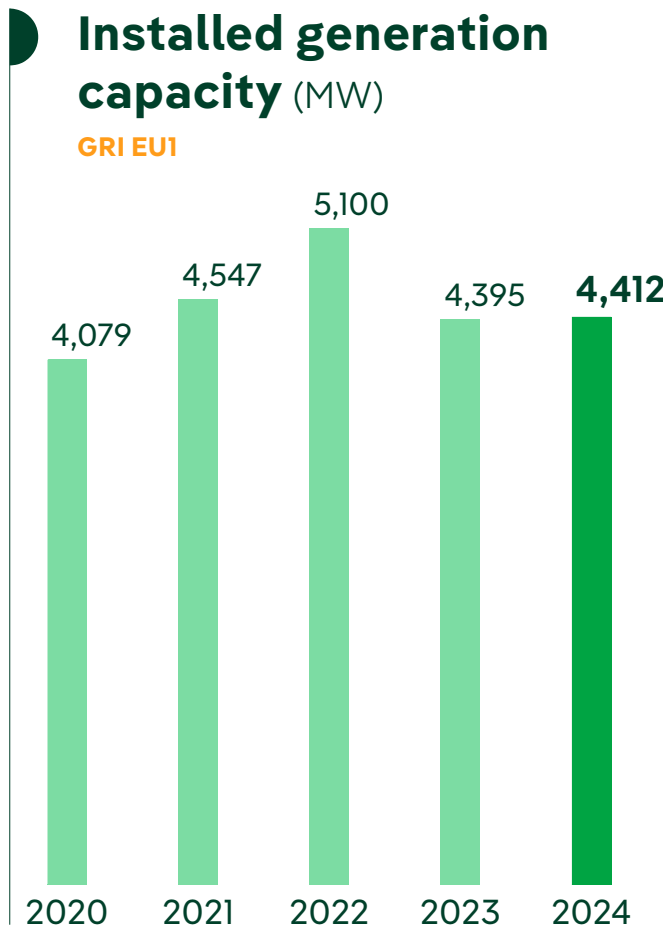
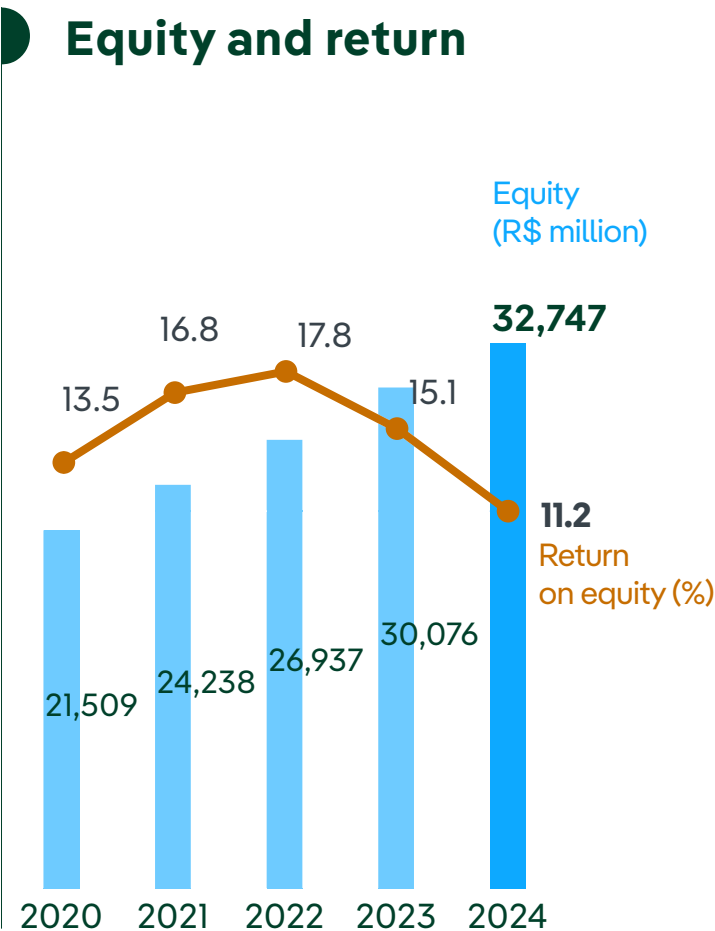
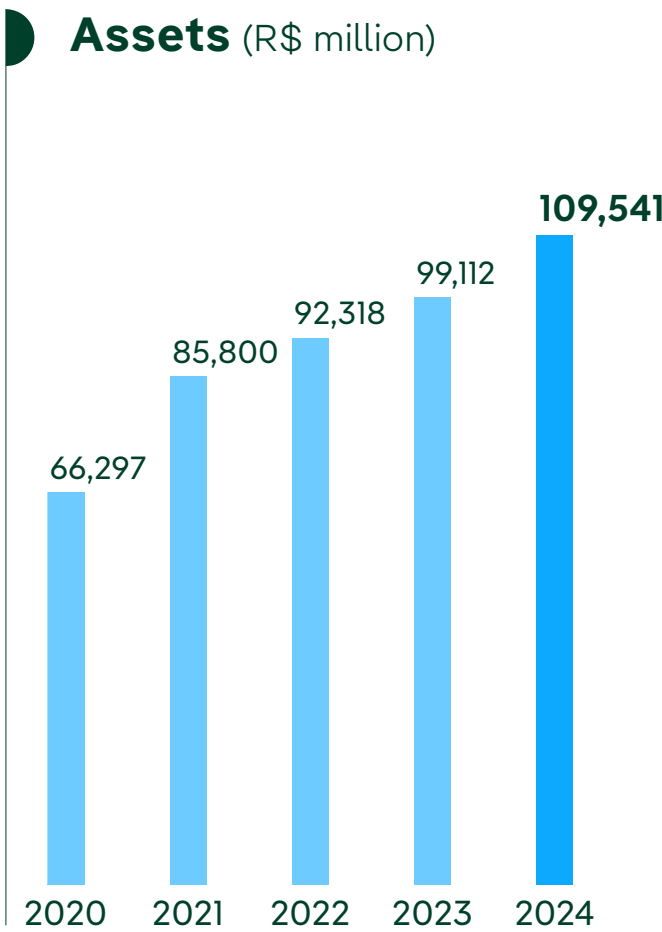
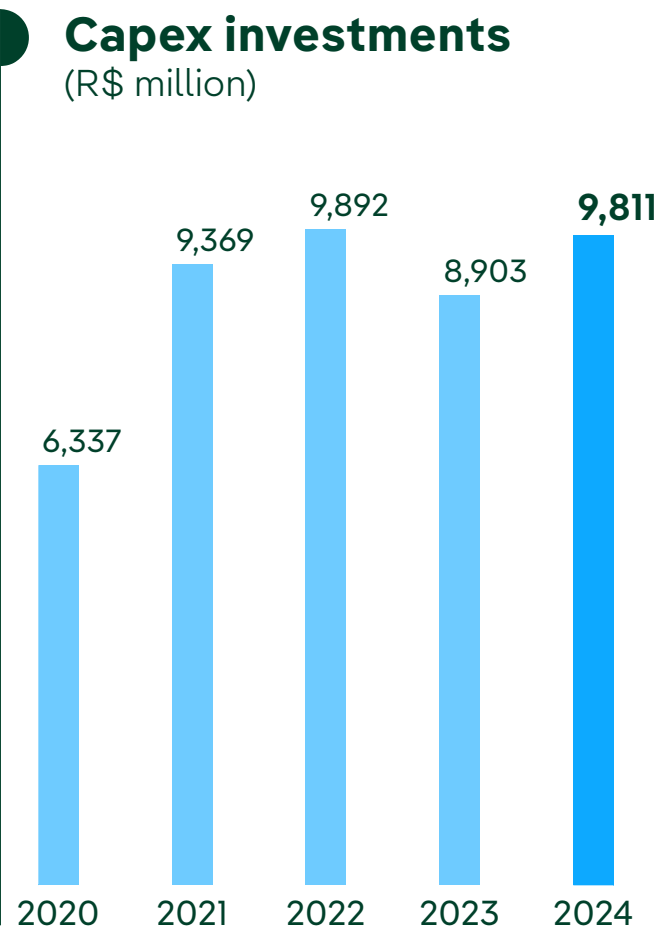


- 89.1% Residential (14.838)
- 0.2% Industrial (38)
- 6.7% Commercial (1.113)
- 2.9% Rural (479)
- 1.1% Other: public, institutional and own consumption (176)

# Evolution of the company

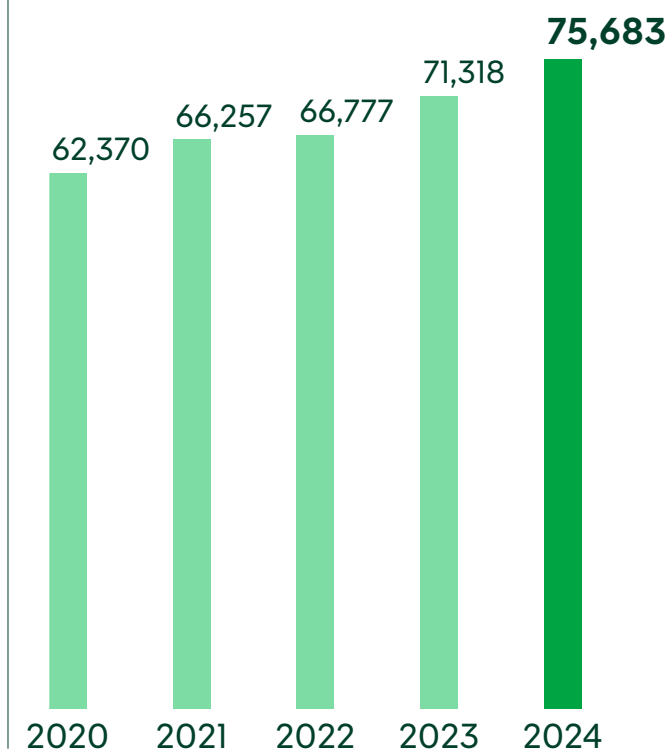


<sup>1</sup>Net income attributable to controlling shareholders.



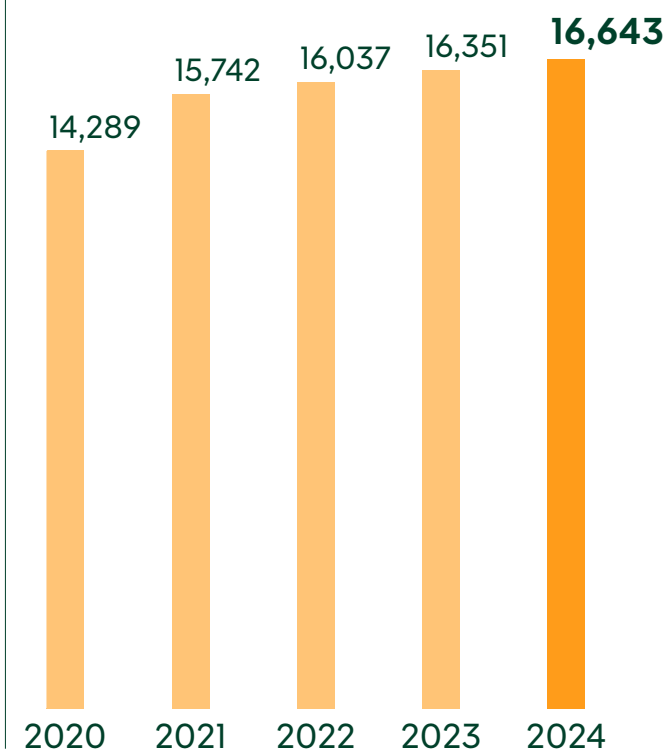


**Distributed energy**  
(GWh)<sup>1</sup>



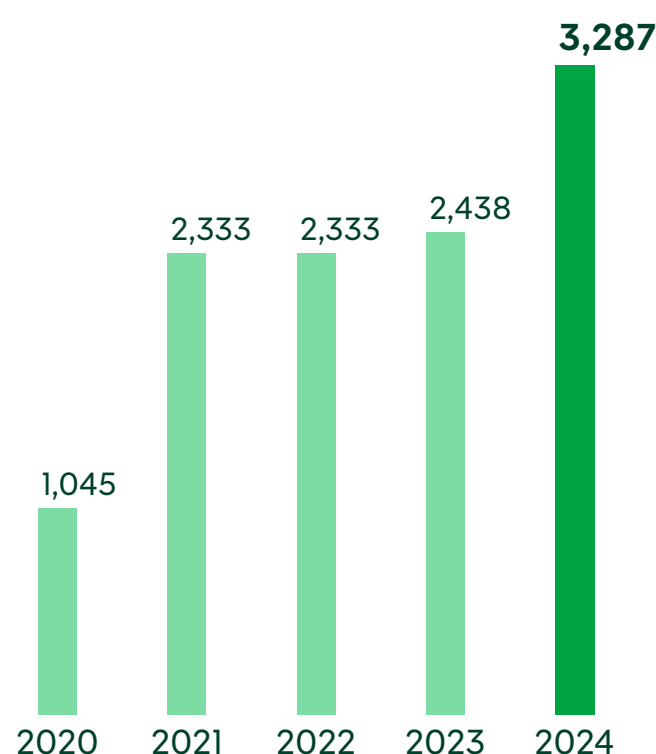
<sup>1</sup> In 2023 and 2024, considers SIN + Isolated System + distributed generation (DG) of the five distributors. In previous years, excludes DG.

**Number of consumers**  
(thousand)<sup>1</sup>

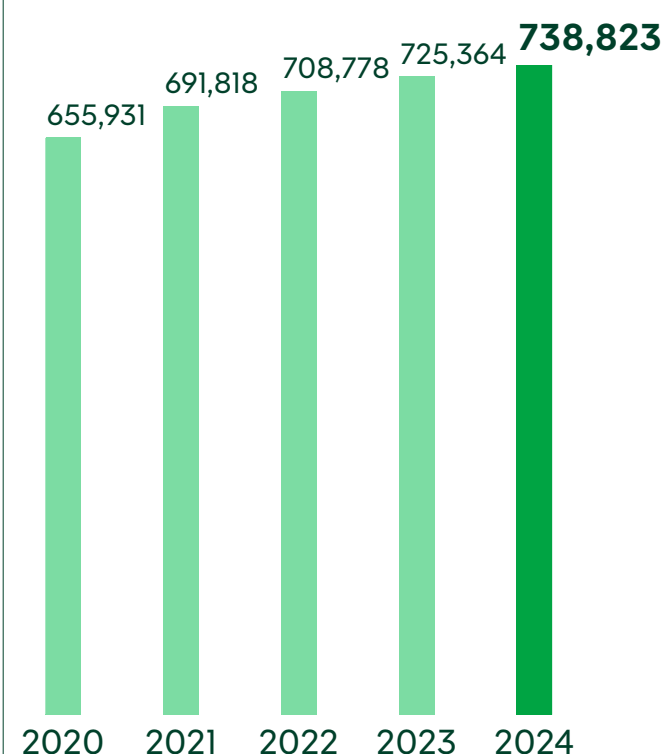


<sup>1</sup> Considers Neoenergia Brasília from March 2021.

**Transmission lines** (km)

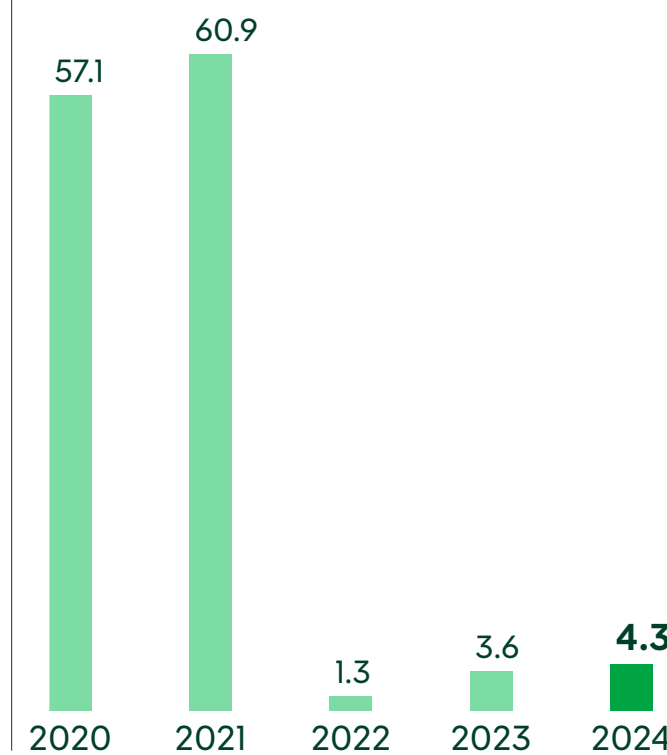


**Distribution line** (km)<sup>1</sup>



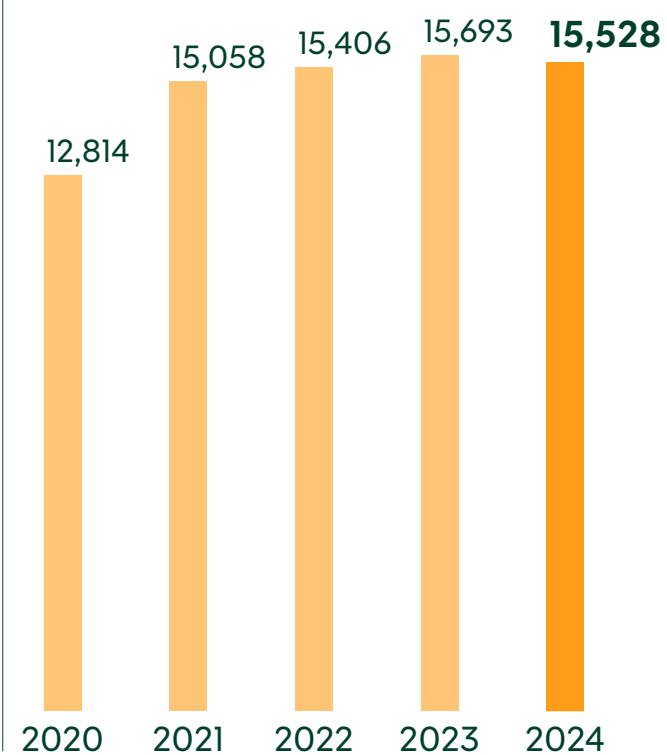
<sup>1</sup> Subtransmission and distribution lines

**Emissions intensity**  
(gCO<sub>2</sub>/kWh generated)<sup>1</sup>  
GRI 305-4



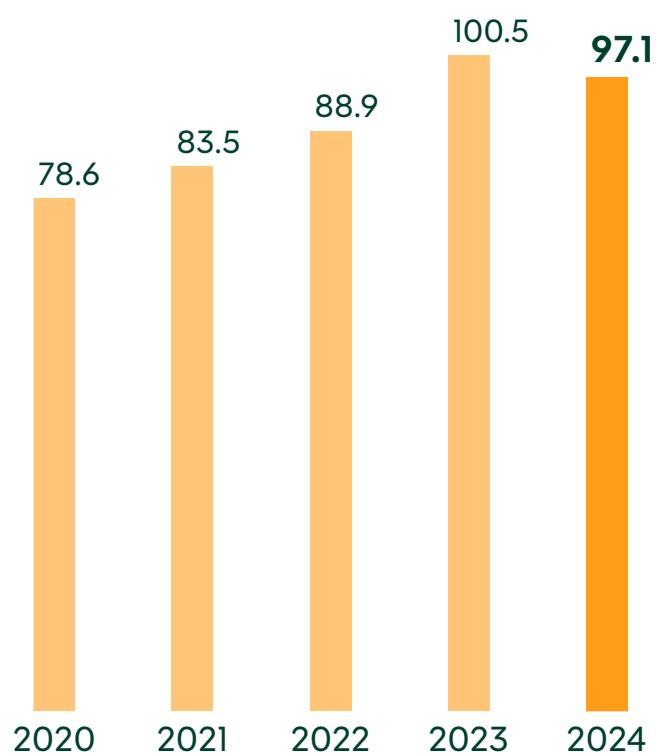
<sup>1</sup> The reduction in emissions compared to 2021 occurred because Termopernambuco did not generate energy in 2022 and generated for a few days in 2023 and 2024.

**Own employees<sup>1</sup>**

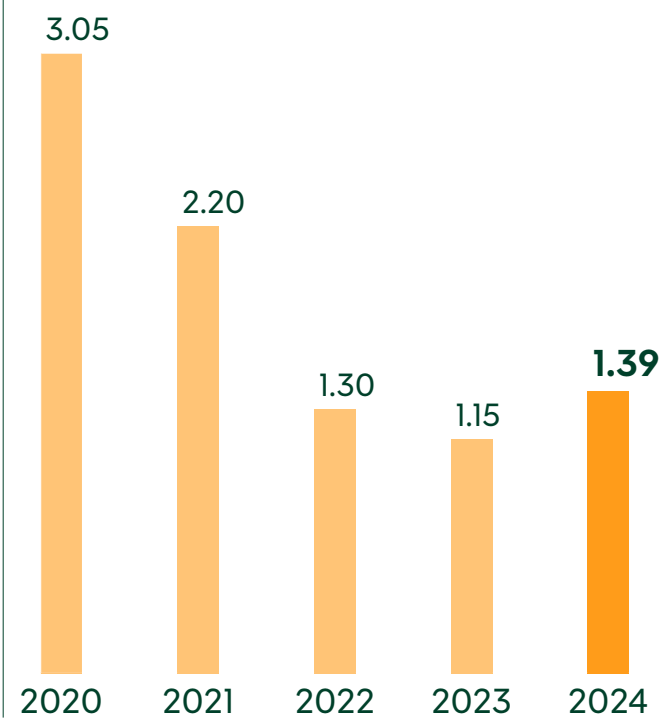


<sup>1</sup> Considers Neoenergia Brasília from March 2021.

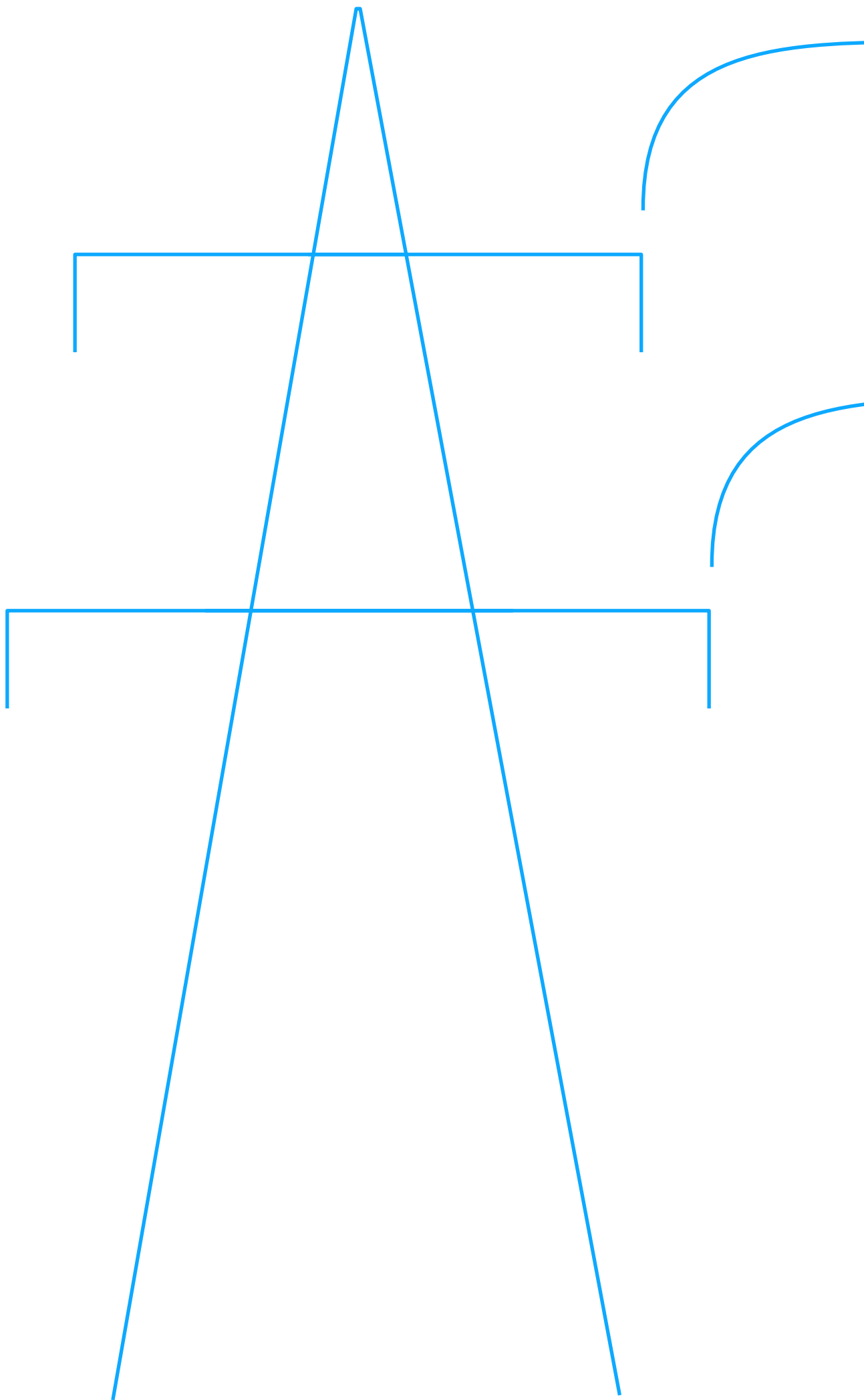
**Average training hours per employee**



**Accident frequency rate<sup>1</sup>**  
(Own employees)



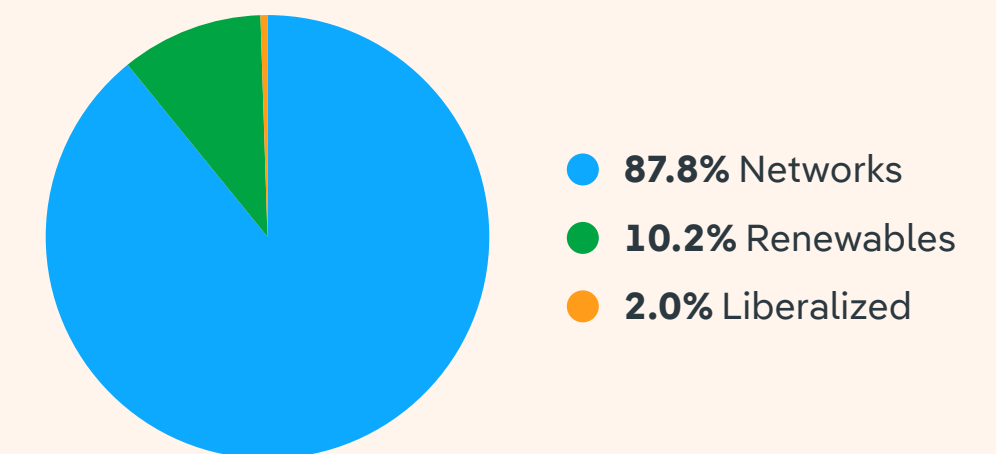
<sup>1</sup> The rate was updated in 2024 to the multiplier 1,000,000 instead of 200,000. Using the previous criterion, the data was 0.61 in 2020, 0.44 in 2021, 0.26 in 2022 and 0.23 in 2023. GRI 2-4



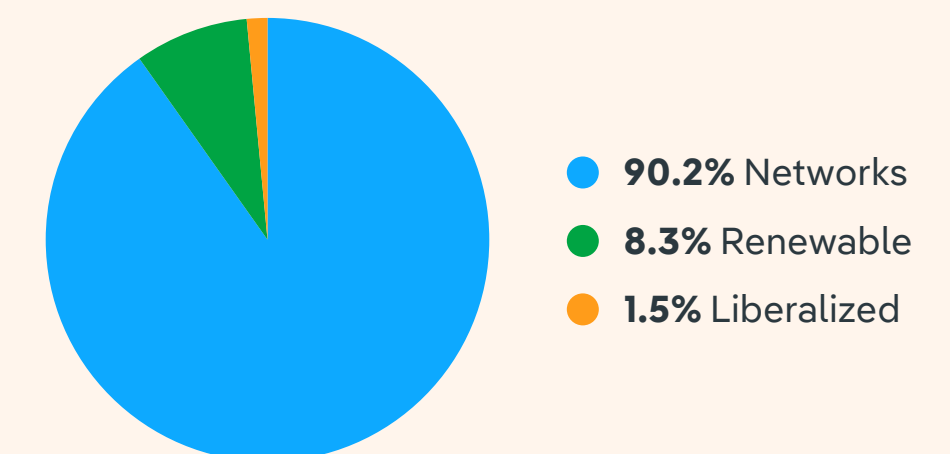
# Reference indicators GRI 2-1

Financial performance (R\$ million)	2020	2021	2022	2023	2024
Net operating revenue	31,989	41,120	40,822	42,388	46,680
Gross margin	10,226	14,146	16,201	15,742	17,618
Consolidated EBITDA	6,496	9,856	11,582	12,359	12,517
EBTIDA Networks	5,787	8,892	9,906	9,148	11,558
EBITDA Renewables	595	521	948	2,880	1,063
EBITDA Liberalized	347	665	1,011	609	187
Depreciation and amortization	1,473	1,984	2,243	2,560	2,816
Operational result	4,878	7,872	9,339	9,799	9,701
Financial results	1,030	2,283	3,800	4,843	4,992
Earnings before taxes on profit	3,848	5,589	5,539	4,956	4,709
Consolidated net income	2,905	4,066	4,787	4,527	3,682
Attributed to controlling shareholders	2,809	3,925	4,718	4,461	3,635
Attributed to minority shareholders	96	141	69	66	47
Total assets	66,297	85,800	92,318	99,112	109,541
Shareholders' equity	21,509	24,238	26,937	30,076	32,747
Capex Investments	6,337	9,369	9,892	8,903	9,811
Cash and cash equivalents	9,692	5,545	6,802	7,448	7,730
Net debt	18,527	30,749	36,471	39,146	43,220
Taxes paid	11,983	15,785	16,189	16,789	17,702
Value added to be distributed	24,275	28,192	33,320	33,126	35,216
Financial indexes	2020	2021	2022	2023	2024
EBITDA Margin (EBITDA/net revenue) (%)	20.3%	24.0%	28.4	29.2%	26.8%
Net margin (Net income/net revenue) (%)	9.1%	9.9%	11.7%	10.7%	7.9%
Return on equity (ROE) (%)	13.5%	16.8%	17.8%	15.1%	11.2%
Net financial debt/EBITDA (times)	2.85	3.12	3.15	3.17	3.45
Operating Cash Flow/Net Debt (%)	19.1%	0.6%	12.7%	4.2%	7.5%
Capital markets – B3	2020	2021	2022	2023	2024
Number of shares	1,213,797,248	1,213,797,248	1,213,797,248	1,213,797,248	1,213,797,248
Share value (R\$)	17.62	16.20	15.45	21.34	18.91
Market value (R\$ million)	21,387	19,664	18,753	25,902	22,953
Net income divided by the total number of shares (R\$)	2.39	3.35	3.89	3.68	2.99

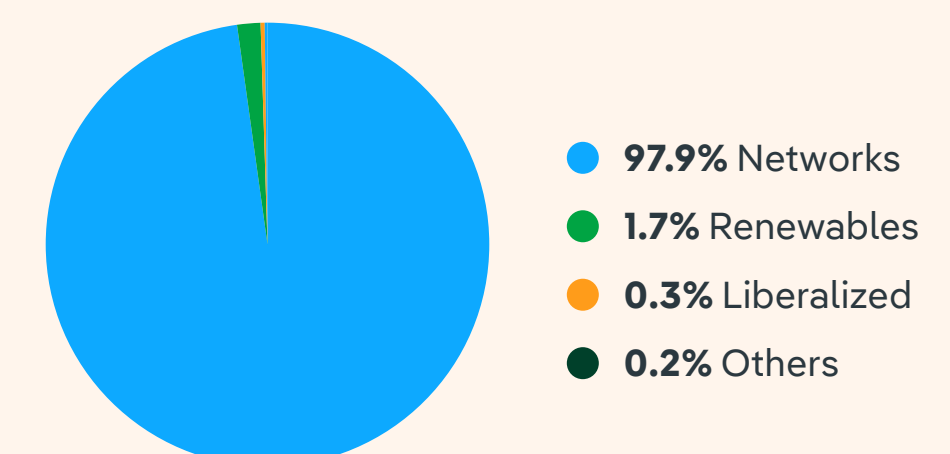
## Gross margin per business



## EBITDA per business



## Investment per business





### Operating performance

	2020	2021	2022	2023	2024
Installed power generation capacity (MW) <b>GRI EU1</b>	4,079	4,547	5,100	4,395	4,412
Total net energy production (GWh) <b>GRI EU2</b>	13,121	15,129	14,751	13,653	11,224
Distributed electric energy (GWh) <sup>1</sup> <b>GRI 2-6</b>	57,026	66,257	66,777	71,318	75,683
Transmission lines – 230 kV + 500 kV (km)	1,045	2,333	2,333	2,438	3,287
Distribution lines (< 69 kV) and sub-transmission lines (69 kV + 138 kV) – (km)	655,931	691,818	711,111	725,364	738,823

### Environmental performance

	2020	2021	2022	2023	2024
Installed renewable energy capacity (MW) <sup>2</sup>	3,546	4,015	4,568	3,862	3,862
Installed renewable energy capacity (%)	86.9%	88.3%	89.6%	87.9%	87.5%
Emission intensity (gCO <sub>2</sub> /kWh generated) <sup>3</sup> <b>GRI 305-4</b>	53	61	1.3	3.6	4.3
Fuel consumption (GJ)	18,294,705	23,987,769	1,141,835	1,639,978	1,666,894
Energy produced under certified environmental management systems	100%	100%	100%	100%	100%
Water consumption/energy generated (ML/GWh generated) <b>GRI 303-5</b>	0.4	0.01	0.01	0.01	0.02
Direct GHG emissions (Scope 1) (tCO <sub>2</sub> e) <sup>3</sup> <b>GRI 305-1</b>	750,128	985,834	84,570	104,025	108,284
Indirect GHG emissions (Scope 2) (tCO <sub>2</sub> e) <sup>3</sup> <b>GRI 305-2</b>	490,242	641,731	331,650	208,392	415,898
SO <sub>2</sub> emissions (t/GWh) <b>GRI 305-7</b>	0.0016	0.0031	0.0001	0	0
NOx emissions (t/GWh) <b>GRI 305-7</b>	0.0578	0.0607	0.000	0	0

### Social performance

	2020	2021	2022	2023	2024
Number of customers – distribution (no.)	14,289	15,742	16,037	16,351	16,643
Number of own personnel (no.)	12,814	15,058	15,406	15,693	15,528
Contracts of undefined type (%)	99.9%	99.9%	99.9%	100%	100%
Number of outsourced workers (no.)	24,743	27,993	31,855	29,787	26,414
Workers with collective agreements (%) <b>GRI 2-30</b>	99.9%	100%	100%	100%	100%
Employee turnover – Men (%)	6.8%	8.0%	8.0%	7.4%	8.1%
Employee turnover – Women (%)	7.9%	7.3%	8.3%	8.6%	10.6%
Inclusion – Men/Women (%)	82/18	82/18	81/19	81/19	79/21
Inclusion – Women in leadership positions (%)	27.6%	26.2%	28%	31.1%	31.7%
Employee accident rate <sup>4</sup>	3.05	2.20	1.30	1.15	1.39
Employee accident frequency index (IF)	0.38	0.38	0.19	0.32	0.51
Training hours (hours)	1,023,922	1,307,921	1,369,546	1,564,365	1,500,896
Training hours per employee (hours)	79.9	83.5	88.9	100.5	97.06
Investments in society (R\$ thousand)	74,723	19,361	26,451	27,476	31,396
Investment in rural electrification – Light for All Program, without federal government subsidy (R\$ thousand)	247.9	326.0	478.3	366.9	320.1
Rural electrification program – Light for All (no. of connections)	17,644	16,966	18,256	8,827	6,610
Investments in Research, Development and Innovation (RDI) (R\$ million)	145.4	174.0	164.3	160.3	255.9
Billed volume of equipment, materials, works and services (R\$ billion)	7,567	8,930	11,648	11,616	10,112
Purchases from local suppliers (%) <b>GRI 204-1</b>	99.5%	99.3%	99.6%	99.5%	99.5%

<sup>1</sup> Distributed energy in 2023 and 2024 considers the National Interconnected System (SIN) + Isolated System + distributed generation (DG). In the previous years, captive and free markets, without distributed generation.

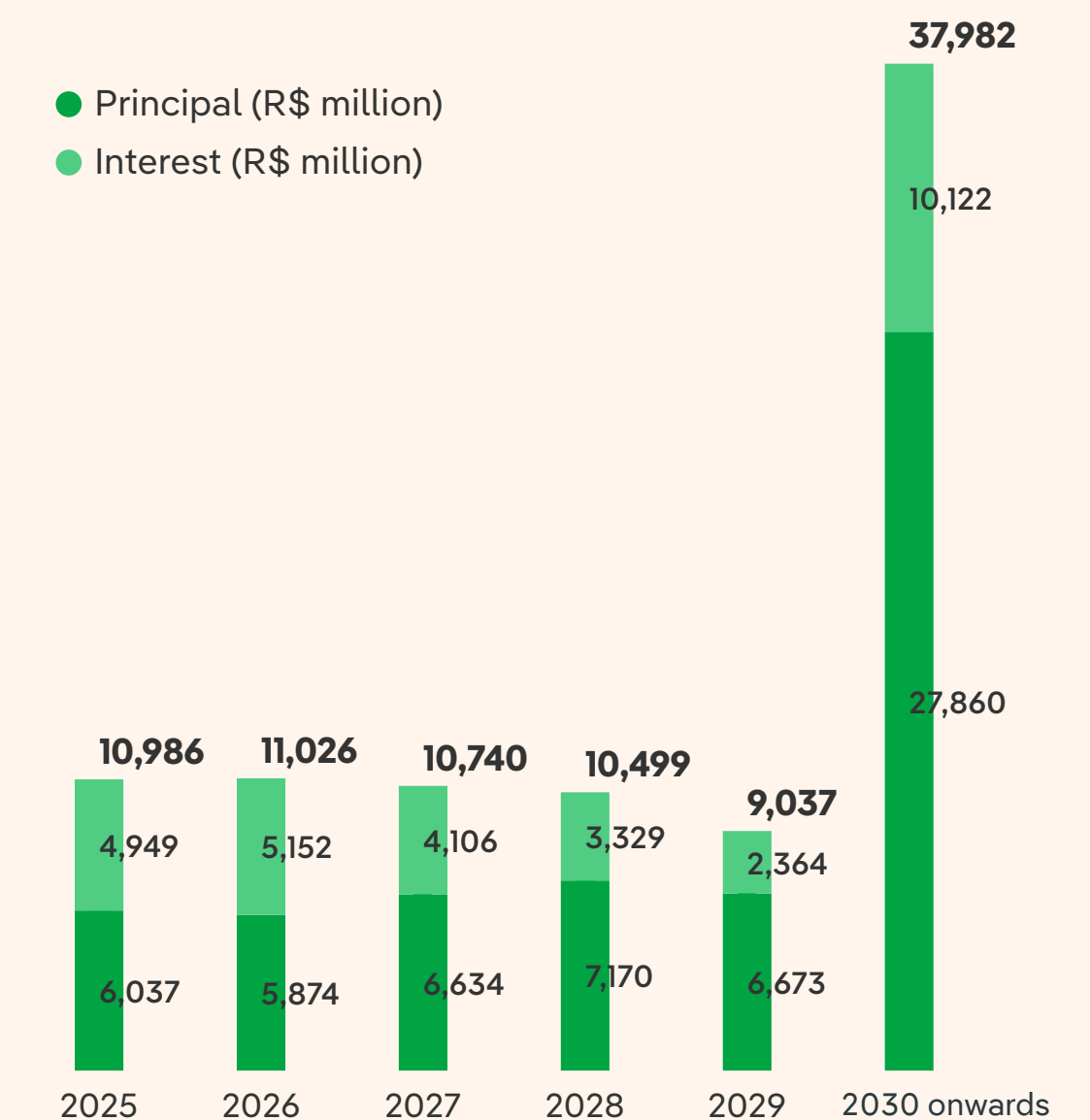
<sup>2</sup> Lower capacity reflects exchange of hydraulic assets with Eletrobras, which occurred in 2023.

<sup>3</sup> Data published according to the Greenhouse Gas (GEE) Inventory available on the website.

<sup>4</sup> Number of recordable workplace injuries (excluding first aid)/Number of hours worked X [1,000,000]. The rate was updated in 2024 to the multiplier 1,000,000 instead of 200,000, as in previous years. **GRI 2-4**

### Debt maturity schedule

- Principal (R\$ million)
- Interest (R\$ million)





# Compared results

Between 2020 and 2024, we increased our operating cash generation (EBITDA) by 92.7%, net income by 26.7% and our assets by 65.2%, a result that demonstrates the sustainable evolution of the business. The compound annual growth rate (CAGR1) reached 17.8% per year in EBITDA and asset evolution rose 13.4%.

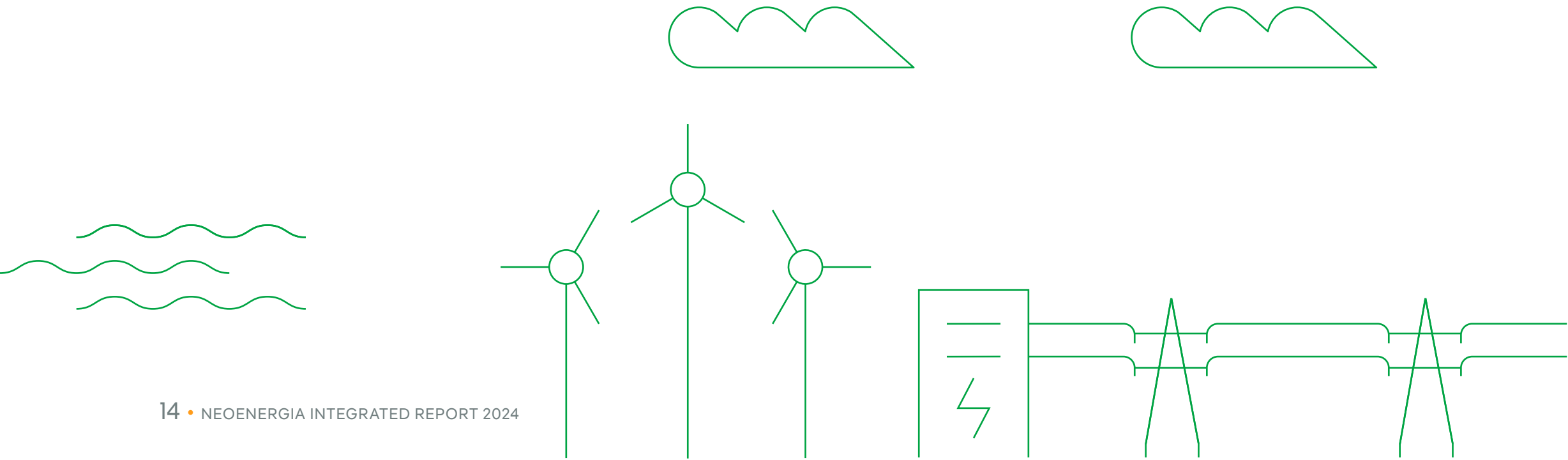
**ECONOMIC-FINANCIAL VARIABLES** GRI 2-1

	2020	2024	Variation	CAGR <sup>1</sup>
Assets (R\$ million)	66,297	109,541	65.2%	13.4%
Net revenue (R\$ million)	31,989	46,680	45.9%	9.9%
EBITDA (R\$ million)	6,496	12,517	92.7%	17.8%
Net profit (R\$ million)	2,905	3,682	26.7%	6.1%
Dividends and Interest on Equity (R\$/share) <sup>2</sup>	0.45	0.42	-6.5%	-1.7%
Net debt/EBITDA (times)	2.85	3.45	21.1%	4.9%
Added value distributed to shareholders (R\$ million)	2,905	3,682	26.7%	6.1%

<sup>1</sup> CAGR: *Compound Annual Growth Rate*.  
<sup>2</sup> Considers Interest on Own Equity (IOE) and minimum mandatory dividends.



Transmission towers in Bahia





# Acknowledgements



**ABRADEE AWARD**

Two of our distributors were recognized by the Brazilian Association of Electricity Distributors (Abradee). Neoenergia Cosern won the title of best distributor in the Northeast Region, third best in Brazil and second in Management Quality. It also received an honorable mention for the first placement in Health and Safety. Neoenergia Elektro ranked first in Quality Management and third in Innovation Management.



**GREAT PLACE TO WORK (GPTW)**

We entered the *ranking* of best companies in which to work in Brazil, in 17th position among the 175 listed companies. Neoenergia Elektro secured first place in São Paulo's interior region, Neoenergia Pernambuco ranked among the top five in the state, and Neoenergia Cosern was among the top three in Rio Grande do Norte.



**BEST IN MANAGEMENT**

For the second time, we were recognized by the National Quality Foundation (FNQ) for being a benchmark in business management. Neoenergia Cosern (RN) and Neoenergia Coelba (BA) won the gold category, Neoenergia Elektro (SP) took the silver, while Neoenergia Pernambuco (PE) and Neoenergia Brasília (DF) were bronze.



**MELHORES E MAIORES 2024**

Recognition from Exame magazine, a traditional award for economics and business in Brazil, ranking us as the largest company in the electricity sector and the 33rd among all companies evaluated.



**ECO AWARD**

Our School of Electricians placed first in the award granted by the American Chamber of Commerce for Brazil (Amcham), in the Processes category.



**BRAZIL INNOVATION VALUE AWARD**

We won third place in the electricity sector and 50th in the overall *ranking* of the award, published by the newspaper Valor Econômico, in partnership with Strategy&.



**100 OPEN CORPS**

We were recognized as one of the companies most engaged in open innovation practices in the electricity sector.



**LEADERS LEAGUE COMPLIANCE AWARDS**

Our Compliance program was recognized as the best in Brazil's energy and infrastructure sector by this award, which highlights programs that are key drivers of an organization's sustainable success.



**BEST PRACTICES AWARD FROM THE ELAS LIDERAM MOVEMENT**

Promoted by the UN Global Compact – Brazil Network, the award recognized the internal deployment of our program to protect, support and assist female employees who are victims of domestic violence. For his strong engagement with the cause, our president Eduardo Capelastegui received the CEO Elas Lideram 2030 award in the executive leadership category.



**SMART CUSTOMER**

Two *case histories* were awarded Gold ("IVR 2.0") and Silver ("Voice of the Client 360° – an integrated approach to improve the customer experience"). The award was for business practices that offer the best experiences for customers and employees.



**CLIENTE S.A AWARD**

We won Gold with the "Voice of the Customer 360° – an integrated approach to improve the customer experience" case history. This award is the leading recognition in customer management and experience in Brazil.



**ELECTRIC POWER SECTOR**

Our Research, Development and Innovation Program (RDI) was recognized in the Electric Sector National Circuit (Cinase). We won the top trophy with our Hermetically Sealed Underground Substation project. We also won awards in three other categories: Research and Development, with the Godel Multilink project; Renewable Energies, with Green Hydrogen; and Electrical Installations, with the Hermetic Underground Substation.



**ABERJE 2024 AWARD**

We received two awards—national and regional—in the Events Category for the inauguration of the Neoenergia Renewable Complex in Paraíba. The "Above All, Life" campaign also won in the Society Category, North/Northeast Region.

Presence on sustainability indexes and rankings

**ISEB3**

**CORPORATE SUSTAINABILITY INDEX (ISE)**

In 2024, we were included in the 19th edition of the B3 – Brasil, Bolsa, Balcão Corporate Sustainability Index (ISE) portfolio, which recognizes companies with leading environmental, social and governance practices. The 20th ISE B3 portfolio, which will be in effect throughout 2025, is set to be released in April 2025.

**IDIVERSA B3**

**IDIVERSA**

We were confirmed on the B3 diversity index. The assessment takes into account the participation of women, Black and Indigenous individuals in the company's workforce, as well as the presence of at least one person from underrepresented groups on the Board of Directors.



**FTSE4Good**

**FTSE4GOOD INDEX SERIES**

For the fifth consecutive year, we were included in one of the world's most prestigious sustainability indexes, the FTSE4Good Index Series, evaluated by the London-based Financial Times Stock Exchange (FTSE) Russell division.



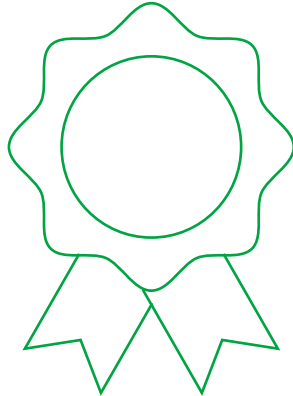
**THE SUSTAINABILITY YEARBOOK**

For the fifth consecutive year, we were included in the international *ranking* published by S&P Global, one of the most comprehensive analyses of sustainability performance. It appraised more than 9,400 companies based on environmental, social and governance criteria.



**CDP**

We received an A rating in the CDP Climate notebook for the year 2024, joining the select group of companies on the A *list*. In the Water Security notebook, we scored B. Our grades put us in a leading position compared to our peers.







2



# Business model and strategy



# Macroeconomic scenario

Robust economic growth was the hallmark of 2024, with Gross Domestic Product (GDP) growth estimated at 3.8%, according to a Central Bank report. There was growth in all sectors of the economy, except agriculture, which had been the fastest growing in 2023. Industry, services and household consumption (+ 5.2%) showed even better results during the year, surpassing the already high upticks recorded in 2023.

The unemployment rate was 6.6% in December 2024, the lowest since the beginning of the IBGE historical series in 2012, and average income grew by around 7.5% in the last quarter compared to the same period in 2023.

The main reflection of this growth was the increase in official inflation measured by the Broad National Consumer Price Index (IPCA), reaching 4.83%, above the limit of the established target (3% with a tolerance of 1.5 percentage points more or less, that is, up to 4.5%). In this scenario, the basic interest rate of the economy (Selic) was accelerated by the Monetary Policy Committee (Copom), ending the year at 12.25%

(11.75% in December 2023), contrasting with the global cycle of maintenance or reduction of interest rates.

The exchange rate increased by 27% against the US dollar over the year, the effect of a combination of factors: higher inflation and interest rates in the United States at the beginning of 2024; followed by higher interest rates in Brazil and pressure from the financial market to deepen the Brazilian government's fiscal adjustment.

Energy consumption **rose by 5.3%** in 2024 compared to the previous year, reaching 6.9% in the Northeast.





# Regulatory environment

In 2024, our five distributors underwent the annual tariff adjustment, which is detailed in our *Financial Statements*. In 2025, the Regulatory Remuneration Base of Neoenergia Pernambuco is expected to be revised; and in 2026, it will be Neoenergia Brasília's turn.

**Renewal of concessions** – The main regulatory topic discussed in 2024 was the renewal of distributor concessions that expire between 2025 and 2031, a topic opened for public consultation by the Ministry of Mines and Energy (MME) in June 2023. This period covers the renewal of four of our five distributors: Neoenergia Coelba, Neoenergia Pernambuco, Neoenergia Cosern and Neoenergia Elektro. On June 20, 2024, Decree 12.068/24 was published, establishing criteria for evaluating the extension of concessions and guidelines that must be included in the contractual amendment. And on October 16, 2024, Aneel opened Public Consultation No. 27/2024 regarding improvement of the draft of an amendment to the concession agreement. The deadline for submission of contributions was December 2, 2024; we are now awaiting the result of this consultation and the subsequent publication of the amendment by the Agency.

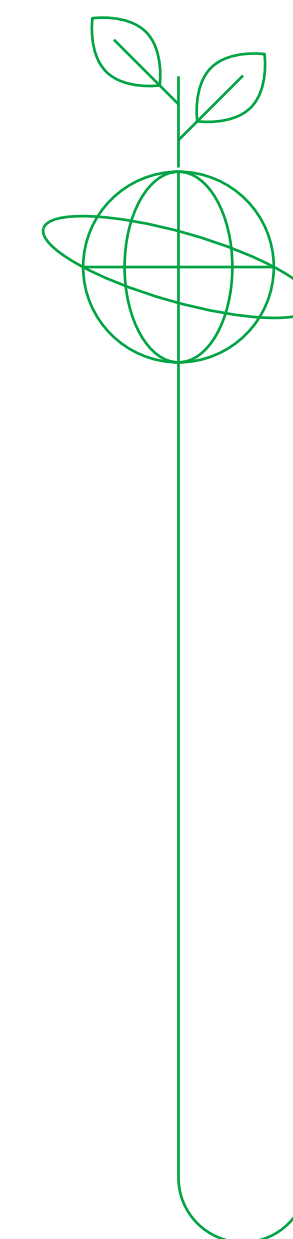
**Neoenergia Termopernambuco Contract Acceleration** – On September 25, Termopernambuco signed an addendum with the Electric Energy Trading Chamber (CCEE) to bring forward the start date of its Capacity Reserve Contract from July 1, 2026, to October 1, 2024. The contract derives from the 1st Capacity Reserve Auction in the form of power, held on 12/21/21, won by the thermal plant. The operation was authorized by Aneel in the context of government actions to reduce the impacts of the water crisis on the electricity system. To support the early start of the contract, we signed a gas purchase and sale agreement with Eneva, valid through June 30, 2026. Termopernambuco had been offline since May 2024 due to the expiration of its power sales and gas supply contracts.

**Expansion of the Itapebi Hydropower Plant** – In March 2024, we submitted a revised basic project for the expansion of the Itapebi Hydropower Plant to ANEEL for evaluation, aiming to participate in the 2025 Capacity Reserve Auction. This expansion considers the installation of two additional generating units of 15 MW each. In November 2024, ANEEL Dispatch No. 3.456/2024 approved the revised project and issued an Executive Summary Adequacy Certificate.

**Hydrogen Regulation** – In August 2024, Law No. 14.948/2024 (converted from Bill 2.308/2023) was enacted, establishing the legal framework for low-carbon hydrogen in Brazil. The law provides for tax incentives for up to five years for projects that are pre-approved and qualify under the Special Incentive Regime for Low-Carbon Hydrogen Production. Several articles of the law that proposed the granting of tax credits were vetoed on the grounds of legal uncertainty. These provisions have since been incorporated into Bill 3.027/2024 for further discussion. In September 2024, Bill 3027/2024 was approved and sent for presidential sanction, converted into Law no.14.990/2024. The Law establishes the granting of tax credits for the sale of Low Carbon Hydrogen and its derivatives.

**Regulation of the Brazilian Carbon Market** – On December 11, 2024, the President signed into a Law, No. 15.042, which establishes the Brazilian Greenhouse Gas Emissions Trading System (SBCE). The text defines rules for companies that emit greenhouse gases and establishes the creation of emission limits. The SBCE will issue rules for the purchase and sale of offsetting securities. As of now, there is no defined list of companies or sectors that will be subject

to regulation; this will be detailed during the Law's regulatory phase. However, primary agricultural production as well as the treatment and final disposal units of solid waste and liquid effluents (when proven to adopt systems and technologies to neutralize their emissions) shall not be subject to the SBCE.





# Our business model

Our strategy and business model are grounded in an understanding of the essential role the power sector must play in addressing climate change, driving the energy transition, and creating opportunities for economic, social, and environmental development. We believe that achieving a carbon-neutral economy by 2050 is not only technologically feasible but also economically necessary. In this process, we recognize that Brazil needs an energy transmission and distribution infrastructure that is efficient, smart, and flexible. And that is what we propose to offer.

This approach will enable the integration of new renewable generation capacity and the adoption of emerging distributed solutions and services. We see the decarbonization of the economy as a major opportunity to generate jobs and income, preserve the planet, and improve people’s health and quality of life by integrating renewable energy into production processes. This is so particularly in industries with low electricity consumption that are still primarily powered by fossil fuels.

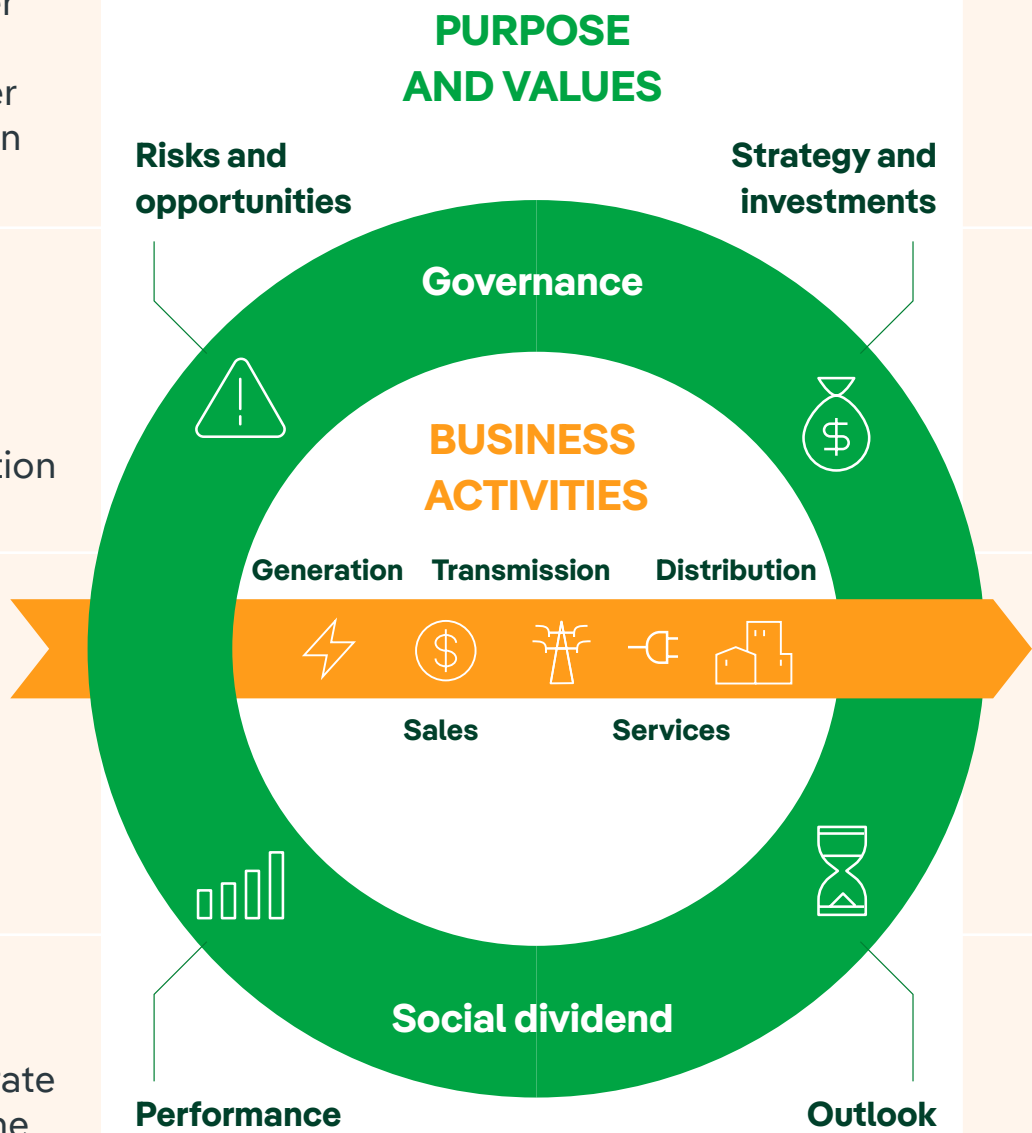
In this context, our business model allows:

- ▶ Meeting the expectations of our stakeholders;
- ▶ Investing in regulated and sustainable ventures that provide predictable financial flows;
- ▶ Driving growth in renewable areas, especially onshore wind, photovoltaic plants and green hydrogen production, to meet our decarbonization targets;
- ▶ Geographically expanding our presence in a number of states;
- ▶ Seeking a safe and growing dividend as the company's results improve;
- ▶ Maintaining a sound financial position to achieve our strategic objectives.

## Capturing value

- Financial capital**  
The financial resources we rely on — such as cash generation and funding raised in the capital markets
- Manufactured capital**  
Assets that are tangible or used to carry out our operations and deliver energy competitively in a safe and reliable environment, such as power plants, distribution and transmission networks, among others
- Intellectual capital**  
Intangible assets built on human knowledge and an open innovation model, including brands, patents, research, development and innovation
- Human capital**  
Our employees' knowledge, skills, experience, engagement and motivation
- Social and relationship capital**  
Ability to share, relate and collaborate with our stakeholders, promoting the development and well-being of the communities where we are present
- Natural capital**  
Sustainable use of natural resources potentially affected by our activities

## CREATING VALUE



## Distributing value

- Financial capital**  
Balanced growth, financial strength, sustainable dividend  
**EBITDA of R\$ 12.5 billion**
- Manufactured capital**  
Secure and competitive energy supply, with business focused on Grids and Renewables  
**Investment of R\$ 9,8 billion**
- Intellectual capital**  
Promotion of Research, Development and Innovation  
**Investment of R\$ 255.9 million in RDI**
- Human capital**  
Committed and skilled workforce, in a diverse, inclusive and balanced environment  
**About 42 thousand direct and indirect employees**
- Social and relationship capital**  
Strengthening trust and bonding with the communities  
**Added value of R\$ 35.2 billion**
- Natural capital**  
Fighting climate change and protecting biodiversity  
**Commitment to reduce by 84% the specific CO<sub>2</sub> emissions in 2030, compared to 2017, from 128 to 20 gCO<sub>2</sub>e/kWh generated**

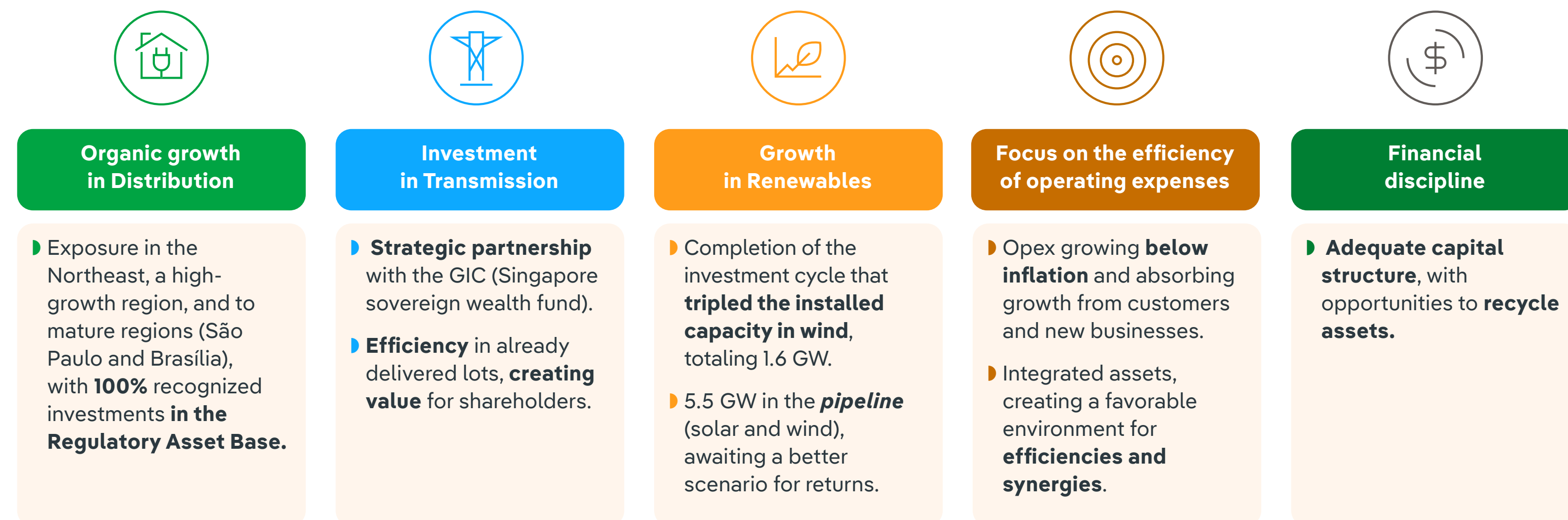
# Value creation

Our operations are guided by environmental, social and corporate governance principles, along with financial considerations, to ensure sustainable outcomes. We aim to grow profitably, both organically and by identifying new investment opportunities that ensure value creation for all.

We are committed to accelerating a just energy transition toward climate neutrality by delivering a clean, reliable, and smart energy model. We see the climate agenda as a social need and an opportunity to expand our portfolio, with innovation driving the development of new technologies for generation, automation and remote control of transmission and distribution networks.

This will also unlock new opportunities that we are already pursuing, such as green hydrogen production, energy storage, battery sales, expansion of unregulated services, distributed generation, and the growth of smart mobility. Our strategy of profitable growth and value creation is supported by five pillars:

## OUR 5 GROWTH PILLARS



We want to grow **profitably**,  
 identifying new **investment opportunities**  
 that ensure **value creation for everyone.**



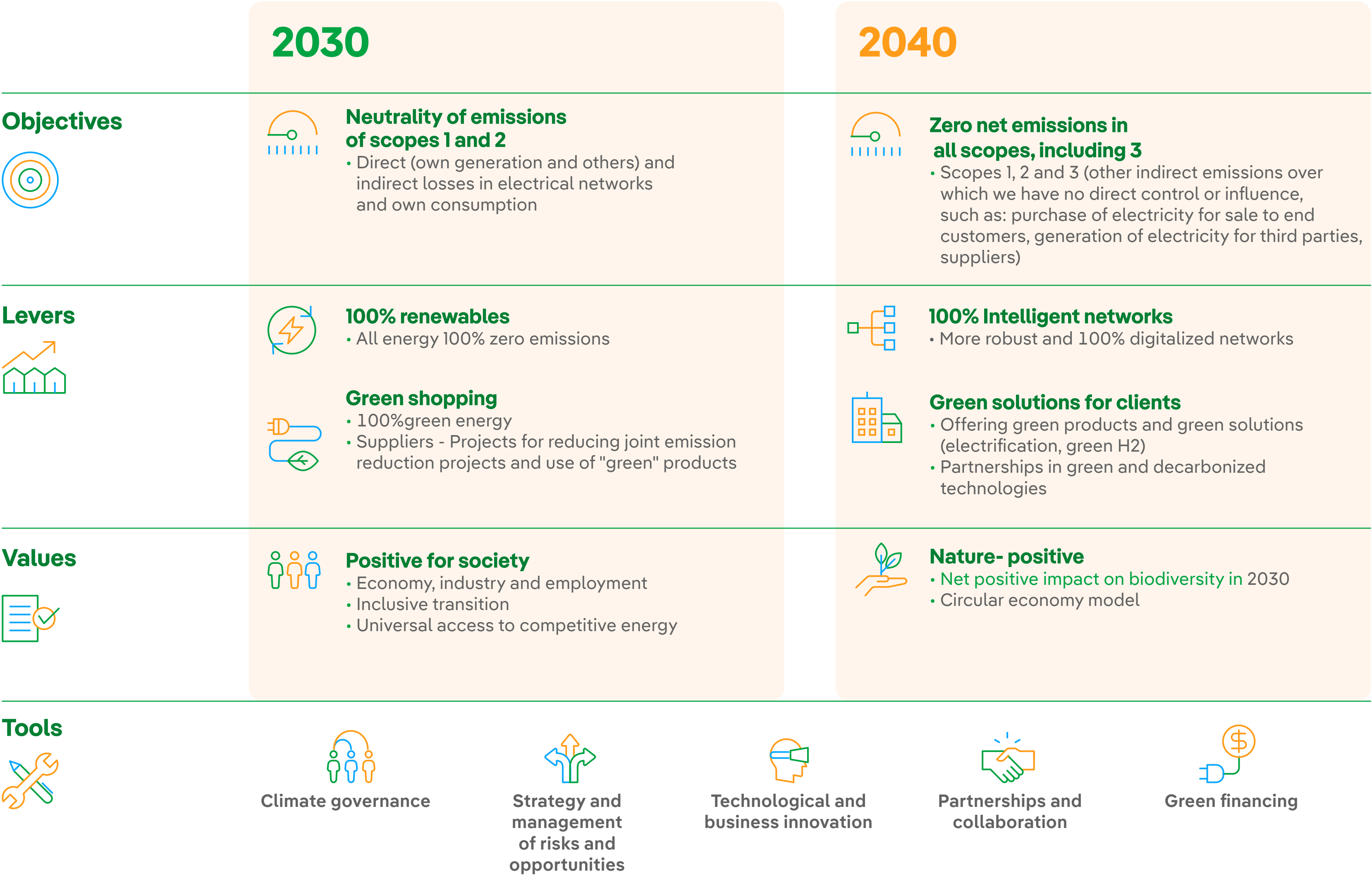
# Energy transition and Climate Action Plan

In executing our strategy, we seek to match our growth in renewables and networks to achieve carbon neutrality by 2050.

We follow the Climate Action Plan of our parent company, the Iberdrola Group, which aims to strengthen our resilience, reinforce our leadership in renewable energy and smart, efficient grids and deploy decarbonization solutions for customers. This policy sets the framework for the strategy and business model based on the Paris Agreement and the UN 2030 Agenda.

We also have a *Climate Action Policy* aligned with the recommendations of the *Task Force on Climate-related Financial Disclosure* (TCFD), a reference platform for climate reports. The TCFD was discontinued in 2024 and delegated monitoring of the guidelines to the *International Financial Reporting Standards Foundation* (IFRS Foundation).

## KEY ELEMENTS OF THE CLIMATE ACTION PLAN

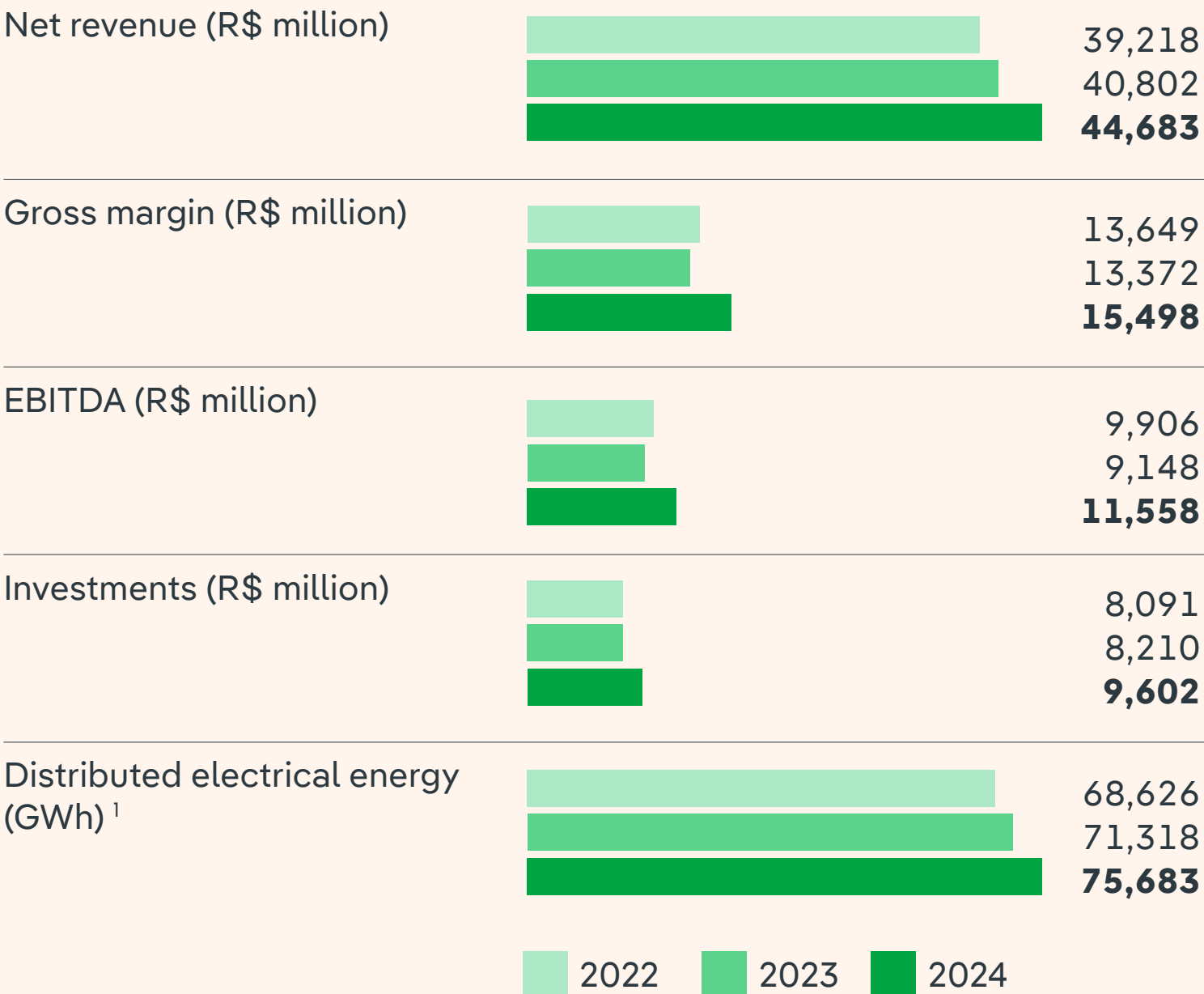


## Network Business GRI 2-6

We invest to improve the reliability, security and resilience of our transmission and distribution networks, thus achieving one of the main objectives of our activity: to offer customers excellent quality service. To this end, we work to maximize efficiency in processes through operational excellence and the digitalization of our assets. We

are moving towards a cleaner model thanks to the increasing deployment of smart grids, which provide information for more advanced, remote and secure management, favoring a more efficient integration of electricity (centralized and distributed).

### KEY NUMBERS



<sup>1</sup> In 2023 and 2024, considers the National Interconnected System (SIN) + Isolated System + distributed generation (DG) of the five distributors (captive and free market). In previous years, excludes distributed generation.

## Distribution

Our five electricity distributors ended 2024 with 16.6 million active clients and distributed 75,683 GWh of energy, volume 6.1% higher than the previous year. They operate in the states of Bahia, Pernambuco, Rio Grande do Norte, São Paulo, Mato Grosso do Sul and the Federal District.

The number of consumers who also produce energy grew 54.4% compared to 2023, reaching 1.1 million units with distributed generation systems (photovoltaic panels). This growth was driven by several economic and regulatory factors, especially Aneel's Normative Resolution No. 1.059 of 2023, which improves the rules for connection and billing of microgeneration and mini-generation plants distributed in electrical systems. These changes favored the increase in the number of installations, especially in the residential and commercial classes.

### DISTRIBUTOR PROFILES

Dealer	Concession area	Length (thousand km²)	No. of customers (million)	Distributed energy (GWh) <sup>1</sup>
Neoenergia Coelba	417 municipalities: 415 in Bahia (except Jandaíra and Rio Real), Delmiro Gouveia, in Alagoas, and Dianópolis, in Tocantins	567	6.7	24,641
Neoenergia Pernambuco	186 municipalities: 185 in Pernambuco, including Fernando de Noronha, and Pedras de Fogo, in Paraíba	98	4.1	16,202
Neoenergia Cosern	All 167 municipalities in Rio Grande do Norte	53	1.6	6,806
Neoenergia Elektro	228 municipalities: 223 in São Paulo and 5 in Mato Grosso do Sul	121	3.0	20,829
Neoenergia Brasília	Brasília – Federal District	6	1.2	7,204
Total		845	16.6	75,683

<sup>1</sup> Considers captive and free market and distributed generation (DG) customers.

Our five electricity - distributors ended 2024 with 16.6 million active clients and distributed 75,683 GWh in energy, an amount 6.1% higher than the previous year.



Transmission

At the end of 2024, 13 transmission assets were in operation, totaling 3,287 kilometers of lines and 15 substations. In the year, we completed the construction of new transmission lines and substations in the Paraíso, Itabapoana and Estreito projects.

Five other assets were under construction or development at the end of 2024: Guanabara – lot 2 (RJ), Vale do Itajaí – lot 1 (SC, PR), Lagoa dos Patos – lot 14 (RS, SC), Morro do Chapéu – lot 2 (BA, MG, ES), Alto Paranaíba (MG) – lot 2.

TRANSMISSION ASSETS

Transmitters	Location	Extension (km of circuits)	Substations (no.)	Start-up date
Afluyente T	BA	482.8	3	Dec/90
Narandiba <sup>1</sup>	BA/RN	-	3	Jun/11
Potiguar Sul	RN/PB	190.2	-	Nov/16
Dourados	MS	610	1	Aug/21
Atibaia	SP	-	1	Dec/19
Biguaçu	SC	-	1	Jul/20
Sobral	CE	-	1	Jan/20
Jalapão	BA/ TO/ PI/ MA	728.4	-	Jan/22
Santa Luzia	CE / PB	346.2	1	Nov/21
Rio Formoso	BA	202.2	2	Jan/23
Paraíso	MS	283.2	1	Jun/24
Itabapoana	RJ/MS/ES	444.8	-	Jun/24
Estreito	MG	-	1	Sep/24

<sup>1</sup> Narandiba is formed by 3 substations: SS Narandiba, SS Extremoz II and SS Brumado II.

Renewables Business

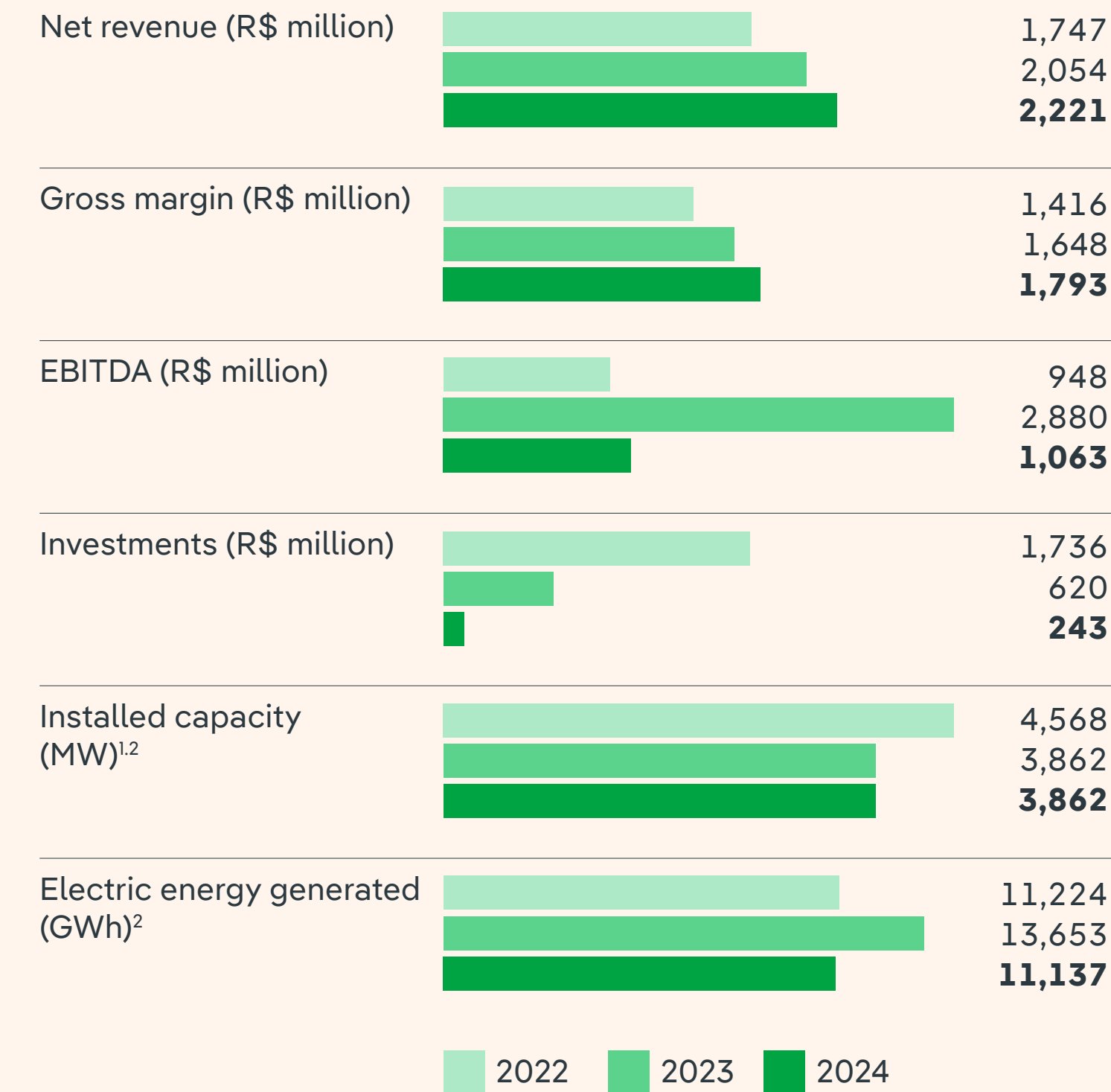
GRI 2-6

The Renewables Business encompasses 44 wind farms in operation, 5 hydroelectric plants (with direct and indirect participation) and 2 solar parks, which represented 3,862 MW of installed capacity and generated 11,137 GWh in 2024.

Significant climate change has affected our energy generation, both hydro, wind and solar. The HPP Dardanelos went almost three months without generating due to the extreme drought in the North Region. On the other hand, the Baixo Iguaçu, Corumbá III and Itapebi plants did not show significant variations compared to the same period in 2023.

Wind and solar power plants in the Northeast were impacted by excessive rainfall and the warming of the Atlantic Ocean, which interfered with trade winds and affected generation. In addition, solar plants faced difficulties in draining energy to the Southeast Region, where the highest consumption in the country is concentrated. This situation was aggravated by the solar and wind generation cuts implemented by the ONS to stabilize the National Integrated System (SIN).

KEY NUMBERS



<sup>1</sup> It does not consider the Tubarão Plant, owned by Neoenergia Pernambuco, which has 4.8 MW of installed capacity and serves the isolated energy system of the Fernando de Noronha Archipelago.

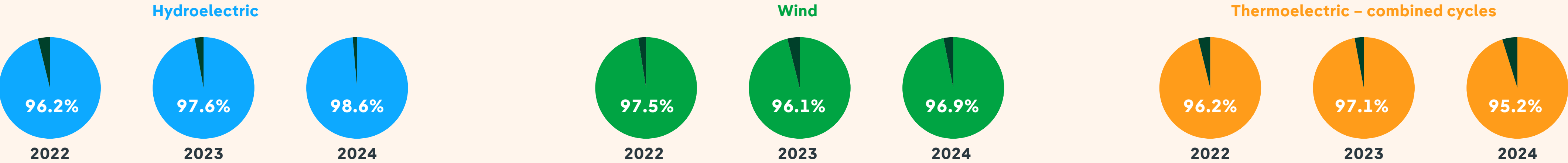
<sup>2</sup> Reduction reflects the exchange of assets with Eletrobras, which occurred in 2023, incorporating 100% of the HPP Dardanelos in exchange for participation in the Teles Pires and Baguari plants.

RENEWABLE ASSETS

	Location	Neoenergia stake (%) <sup>1</sup>	Installed capacity (MW)	Neoenergia capacity (MW) <sup>1</sup>
Hydroelectric plants				2,159.0
Itapebi	Rio Jequitinhonha (BA)	100	462	462
Corumbá III	Rio Corumbá (GO)	70	96.5	67.6
Águas da Pedra (HPP Dardanelos)	Rio Aripuanã (MT)	100	261.0	261
Belo Monte	Rio Xingu (PA)	10	11,233.1	1,123.3
Geração Céu Azul – Baixo Iguaçu	Rio Iguaçu (PR)	70	350.2	245.1
Wind complexes				1,554.0
Arizona 1	Rio do Fogo (RN)	100	28.0	28.0
Calango Complex	Bodó, Lagoa Nova, Santana dos Matos (RN)	100	234.0	234.0
Mel 2	Areia Branca (RN)	100	20.0	20.0
Caetité Complex	Caetité (BA)	100	90.0	90.0
Santa Luzia Complex	Santa Luzia, São José do Sabugi (PB)	100	253.8	253.8
Chafariz Complex	Santa Luzia, Areia de Baraunas, São Mamede, São José do Sabugi (PB)	100	311.8	311.8
Oitis Complex	Dom Inocêncio (PI), Casa Nova (BA)	100	566.5	566.5
Rio do Fogo	Rio do Fogo (RN)	100	49.6	49.6
Photovoltaic plants				149.0
Luzia 2 (MWp)	Santa Luzia (PB)	100	74.7	74.7
Luzia 3 (MWp)	Santa Luzia (PB)	100	74.7	74.7

<sup>1</sup> Direct and indirect stake.

AVERAGE GENERATION AVAILABILITY (%) GRI EU30





Liberalized Business

GRI 2-6

B2B Sales

We operate in the wholesale market and with end customers, managing energy for the free market and offering integrated solutions, including green energy certificates. With the liberalization process of the electricity sector, we expanded our customer base to more than 1,100, an increase of 29% compared to the previous year. We maintained our *Customer Satisfaction* Index at 93% and a *Net Promoter Score* (NPS) of 67%, both classified in the quality zone.

In addition to the energy sales, we focus on long-term contracts that guarantee fair prices and reinforce our role as an energy partner. We also offer services such as energy management and Renewable Energy Certification (I-REC), promoting sustainability with full traceability of supplied resources. Our portfolio includes consulting, project development, and the construction of high- and medium-voltage lines and substations, as well as the installation of billing metering systems for free market customers.

Green Hydrogen and Green Industrial Solutions

In 2024, we made progress on a project to build a plant dedicated to producing and supplying this renewable fuel, with a planned investment of R\$ 30 million under the ANEEL RDI program. We are still seeking approval for four new projects in the states of Bahia and Pernambuco.

We create customized solutions to electrify processes that use fossil fuels, aiming at greater sustainability and operating efficiencies. We signed new contracts in 2024 as we continue to drive the energy transition.

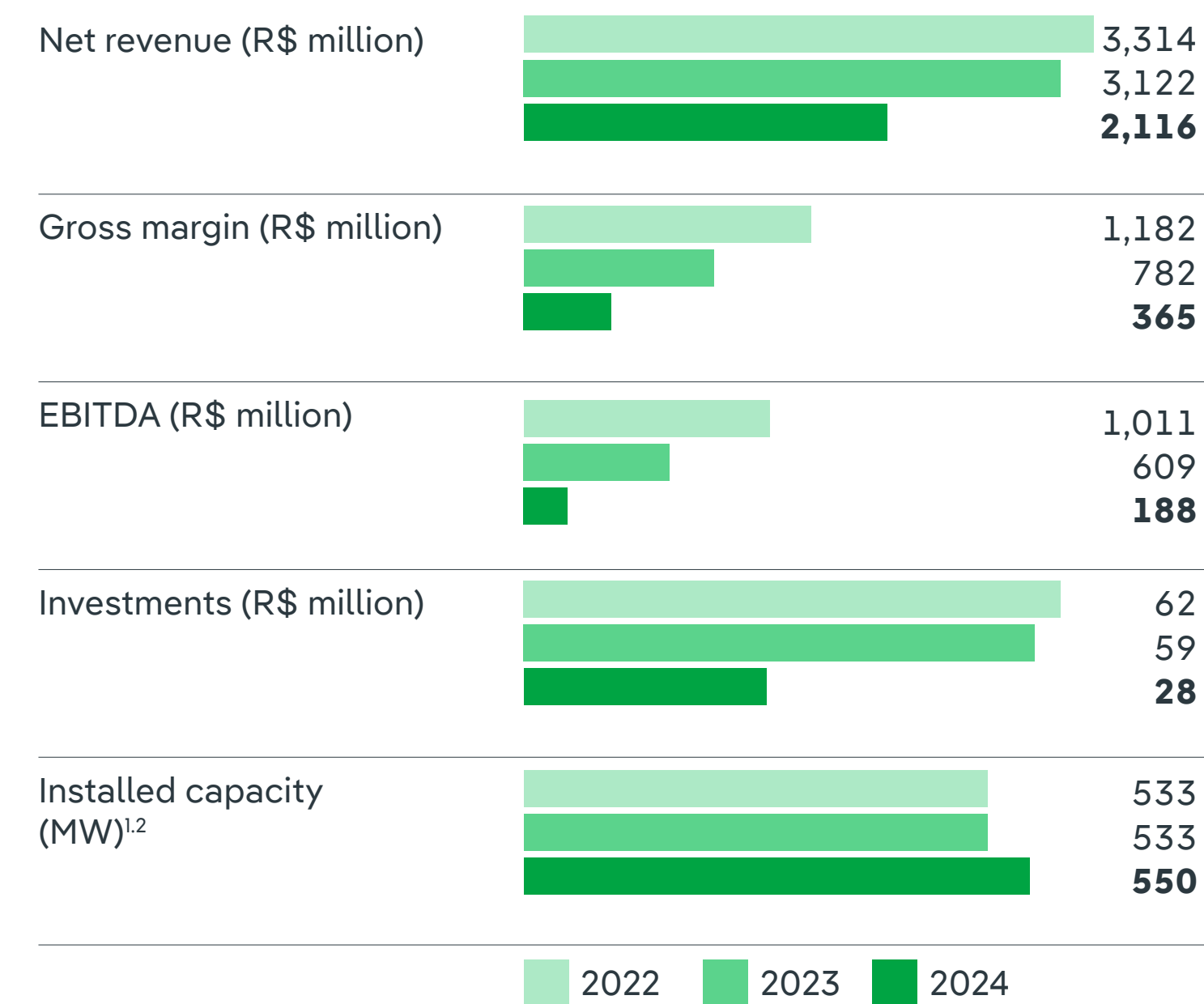
B2C Business

We expanded our products and services in the B2C marketplace, including varied insurance products and social assistance initiatives, reaching more than 800,000 clients, an increase of more than 17% over 2023. These services aim to include low-income populations, aligning with our sustainability goals.

Thermal generation

We manage thermal operations through Termopernambuco (combined gas and steam cycle), which has an installed capacity of 550 MW. The plant was authorized by Aneel to bring forward to October 2024 the contract resulting from the capacity auction that expired in 2021. Initially, operations were scheduled to begin in July 2026. In order to anticipate the contract, a gas purchase and sale contract valid until June 30, 2026 was signed with Eneva.

KEY NUMBERS



We develop customized solutions to electrify processes that use fossil fuels, aiming at greater sustainability and higher operating efficiencies

# Sustainability targets

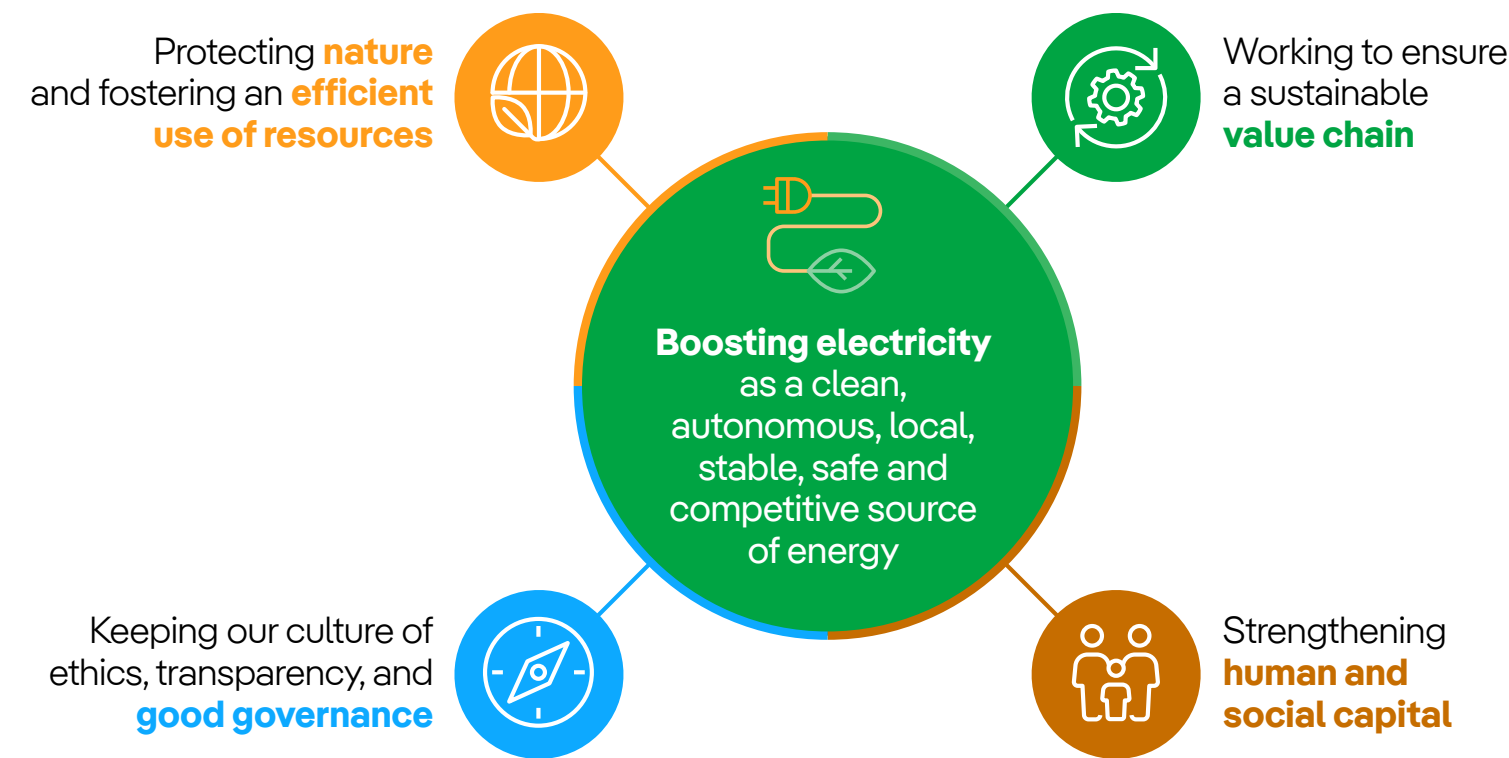
We set 30 sustainability targets for 2025 and 2030 that are aligned with our commitment to operational transparency. They were approved by our Board of Directors and are closely linked to the Group's ethical principles, core governance and sustainability standards and corporate policies. The commitment aligns with the ten principles of the UN Global Compact and the 2030 Agenda, contributing to the achievement of the Sustainable Development Goals (SDGs).

The targets bolster our strategy and our commitment to sustainable development, social dividends and the creation of shared value for all stakeholders,

principles that are reflected in our Purpose and Values, as well as in the Sustainability Policy and Stakeholder Engagement Policy.

They are organized into five pillars that combine environmental, social, governance and financial aspects, designed to align our actions with the same ethical and governance standards that guide the organization as a whole.

The following tables present the results achieved between 2021 and 2024, along with the targets set for 2025 and 2030.



## Boosting electricity as a clean. autonomous. local. stable. safe and competitive source of energy

	2021	2022	2023	2024	2025	2030	SDG
<b>Emissions<sup>1</sup></b>							
Emissions of gCO <sub>2</sub> /kWh in generation (scope 1)	61	1.3	3.6	4.3	36	20	7 13
<b>Network digitalization</b>							
% High-Voltage and Medium-Voltage networks digitized	72%	75%	77.5%	80%	83%	90%	1
<b>Fleet electrification<sup>2</sup></b>							
% of own light vehicles electrified in the Neoenergia fleet	5%	8%	9.7%	14%	13%	50%	7 9 13
<b>Sustainable light vehicle fleet<sup>3</sup></b>							
% of the total fleet of light vehicles (flex. hybrid or electric)	NA	NA	99.6%	99%	99%	100%	7 9 13
<b>Green financing framework</b>							
Annual review and update (if applicable)	✓	✓	✓	✓	✓	✓	5 6 7 13 16
<b>Sustainable financing<sup>4</sup></b>							
% of new financial contracts in the three-year period 2023/2025 and 2026/2030 with green classification (with European taxonomy)	NA	NA	49%	85%	>60%	>75%	5 6 7 13 16



## Protecting nature and fostering an efficient use of resources

	2021	2022	2023	2024	2025	2030	SDG
<b>Installed reuse water capacity<sup>5</sup></b>							
Millions of liters	NA	NA	7.3	8.3	7.5	10	6 14
<b>Biodiversity assessment</b>							
% assets with biodiversity assessment and positive impact plan	NA	NA	0%	0%	20%	100%	13 15



## Working to ensure a sustainable value chain

	2021	2022	2023	2024	2025	2030	SDG
<b>Purchases from local suppliers<sup>6</sup></b>							
% of invoiced volume of purchases with local suppliers	NA	NA	99.5%	99.5%	>90%	>90%	-
<b>Purchases from sustainable suppliers<sup>7</sup></b>							
% of relevant suppliers classified as sustainable	72%	75%	89.2%	90%	>80%	>85%	-
<b>Quality of supply</b>							
Equivalent Duration of Outages per consumer unit	NA	NA	9.68	9.18	9.29	8.44	1 7 9
<b>Digital clients</b>							
% digital transactions/ (Human transactions + Digital transactions)	NA	NA	94.1%	94.2%	95.1%	95.1%	9 13
<b>Inclusion for customer service</b>							
Number of solutions implemented	NA	NA	13	15	22	NA	10





Strengthening human and social capital

	2021	2022	2023	2024	2025	2030	SDG
<b>Women in relevant positions</b>							
% of women in Executive Board and Superintendency positions	23%	28%	31.1%	32.8%	31%	35%	10 5
<b>Women in leadership positions</b>							
% of women in leadership positions in the Board, Superintendency and Management positions	26%	29%	30.4%	31.7%	33%	40%	10 5
<b>Trained women electricians</b>							
% of women trained in electrician schools	15%	37%	40.3%	50.3%	30%	35%	10 5
<b>Women in electrician positions</b>							
% of women in electrician positions	4%	6%	8.4%	10.2%	9%	12%	10 5
<b>Racial diversity</b>							
% of black and brown persons in Board, Superintendency, Management and Supervision positions	Censo	30%	30%	29.9%	35%	40%	10
<b>Security (ISO 45001)<sup>8</sup></b>							
% of own workers assigned to ISO 45001 certified <i>sites</i>	38%	48%	50.8%	57.7%	50%	60%	3 8
<b>Safety<sup>9</sup></b>							
Number of occupational accidents with and without lost time (own team)	2.20	1.30	1.15	1.39	≤2.15	<1.95	3 8
<b>Education</b>							
Average training hours for employees and professionals in the communities where we operate	76	89	94	96	67	70	4 5 8
<b>Neoenergia Institute beneficiaries</b>							
Annual beneficiaries of the programs (thousand)	NA	NA	347.2	649	280	412	1 7 8
<b>Corporate volunteering</b>							
Number of volunteers (employees and companions)	2,000	3,511	3,767	4,208	3,700	4,700	1 7 9



Keeping our culture of ethics, transparency, and good governance

	2021	2022	2023	2024	2025	2030	SDG
<b>Variable compensation <sup>10</sup></b>							
% of variable compensation for long-term incentive linked to sustainability goals	30%	30%	30%	30%	30%	33%	5 13
<b>Corporate governance practices</b>							
Maintain best governance practices	✓	✓	✓	✓	✓	✓	5 16 17
<b>Independent external certification or validation of the Compliance system</b>							
Gain/maintain (annually)	NA	NA	✓	✓	✓	✓	16
<b>Human Rights Due Diligence Procedure</b>							
Continuous review	NA	NA	✓	✓	✓	✓	7 11 13
<b>Formal Stakeholder engagement process</b>							
Enhance stakeholder engagement through diverse mechanisms and channels	NA	NA	✓	✓	✓	✓	7 11 13
<b>Cybersecurity assessments<sup>11</sup></b>							
Number of annual assessments or external checks	NA	NA	374	522	316	316	8 9 17
<b>Cybersecurity training <sup>11</sup></b>							
Number of annual hours of cybersecurity and information protection training No. of annual hours	NA	NA	12,272	13,152	11,500	13,100	4 8 9

NA – Not applicable. Target created and approved by the Board of Directors in 2023.

<sup>1</sup> **Emissions:** The low intensity of emissions in 2024 was due to the Termopernambuco Plant, powered by natural gas, only being dispatched by the National System Operator (ONS) in the last quarter to meet the power needs of the National Interconnected System.

<sup>2</sup> **Fleet electrification :** In 2024, we met the 2025 target due to the renewal of executive vehicles, when we acquired vehicle models that meet the electrification goal. This was not possible earlier, since vehicles in this category only entered the Brazilian market in the second semester of the year.

<sup>3</sup> **Sustainable light vehicle fleet :** Although the commitment for 2025 already was reached in 2024, its challenge remains given the regular need for vehicle renewal. This goal remains challenging and under evaluation, since the metrics achieved are still subject to variation.

<sup>4</sup> **Sustaianble financing :** In full expansion in the energy sector, we stand out for the robust organic growth supported by a significant annual funding plan. We have been dedicated to transforming our debt into concrete benefits for the environment and society, reaching 2024 with 85% of our financing classified as green (environmental, social and governance). This pioneering approach reflects our commitment to sustainability and the fight to mitigate climate change. However, it is crucial to note that these contracts have varying maturities, and meeting the target in 2024 does not guarantee their fulfillment in subsequent years. This scenario presents an ongoing challenge to maintaining compliance with these obligations and securing sustainable financing year after year.

<sup>5</sup> **Water:** In 2024, we reached the installed capacity for reuse water collection and storage planned for 2025. However, the objective remains challenging and under evaluation, since the results are subject to variations.

<sup>6</sup> **Purchases from local suppliers:** We are committed to maintaining and expanding our local supply chain. However, even if it is circumstantially met, the goal remains challenging and under evaluation, given that certain products and services are not always available locally.

<sup>7</sup> **Purchases from sustainable suppliers:** In 2024, we reached the metrics established for 2025 and 2030. However, the objective remains challenging and under evaluation, since such results are subject to change whenever we sign new contracts.

<sup>8</sup> **Safety (ISO 45001):** In 2022, we had anticipated this certification for Neoenergia Brasília and O&M Transmissão. This led to early attainment of the proposed target for 2025. In 2025, this target will undergo a metrics review to ensure continued improvement in our performance and reinforce our commitment to occupational health and safety management practices.

<sup>9</sup> **Safety:** Number of recordable workplace injuries (excluding first aid)/Number of hours worked X [1,000,000]. The rate was updated in 2024 to the multiplier 1,000,000 instead of 200,000, as in previous years. The 2025 and 2030 targets were also adjusted by this multiplier. **GRI 2-4**

<sup>10</sup> **Variable compensation:** The long-term variable compensation model is established for a three-year cycle, with the current model in force through 2025. The weight of the sustainability goals for long-term variable compensation will be subject to analysis and definition in subsequent cycles.

<sup>11</sup> **Cybersecurity assessments and training :** In 2024, we conducted a one-off project, called Cyberboost, aimed at increasing the addition of cybersecurity controls and a greater number of assessments. Our efforts in strengthening cybersecurity processes led to exceeding the targets we had set.However, the targets remain challenging and their metrics will be reassessed to ensure the company 's greater safety and commitment to the topic.





## External initiatives GRI 2-23

We adhere to or support external initiatives aligned with sustainable development, such as:

**Global Pact** – We subscribe to the 10 UN Global Compact Principles on human rights and labor, environment and anti-corruption. The company's Regulatory, Institutional and Sustainability vice president, Solange Ribeiro, is vice chair of the Global Compact.

**Foward Faster Initiative** – We participate in the Global Compact's *Foward Faster* initiative, which aims to challenge companies to raise their levels of ambition in five topics: gender equality, climate action, living wage, water resilience and finance and investment.

**Race is a Priority** – In 2023, we started to participate in this Global Compact initiative, underpinning our commitment to racial equality. The goal is to increase the number of black people in leadership positions by more than 30% by 2025.

**WomenLead Movement** – The Global Compact initiative encourages companies to achieve 30% participation of women in leadership positions by 2025.

**WEPs** – Women's Empowerment Principles are promoted by UN Women and the Global Pact. By signing the declaration, we commit to seven premises that include corporate leadership training focused on gender equality, fair and non-discriminatory

treatment, and ensuring health, safety and well-being.

**Brazilian Business Council for Sustainable Development (CEBDS)** – We participate in Entrepreneurs for the Climate and the Brazilian Business Commitment for Biodiversity, both CEBDS commitments. Solange Ribeiro, vicepresident of the Neoenergia Group, participates as a member of the Board of Directors and the Group of CEOs.

**Energy Compact** – We participate in the United Nations initiative and make voluntary commitments, with specific goals and schedules to accelerate the universalization of access to clean and affordable energy for the Brazilian population.

**Brazilian Movement for Integrity and Transparency** – Initiative of the Ethos Institute that seeks to engage with practices that favor transparency and combat corruption.

**Comunitas** – Civil society organization that fosters and strengthens a collective pact between sectors for the sustainable development of the country.

**Brazilian Business Commitment to Biodiversity** – Emphasizes the importance of biodiversity and ecosystem services for the private sector in Brazil, committed to the nine targets for conservation and the sustainable use of natural resources.

**Brazilian Business Volunteering Council** – Acts as a plural, independent and non-partisan network to promote volunteering.

**Ethos Institute** – We are signatories of the Commitment of the Business Movement for Integrity and Transparency; we adhere to the anti-corruption manifesto of the Ethos Institute and are part of the Anti-Corruption Working Group.

**Gife** – The Neoenergia Institute has been associated since 2019 with the Group of Foundations and CompaniesInstitutes(Gife), which encourage private social investments, through technical qualification, networking, strengthening political institutions and support for the strategic performance of organizations.

**Brazilian Circular Economy Institute (Ibec)** – Aims to accelerate the circular economy in the country through structural changes, education and practical actions.



3

# Nature and efficient use of resources

HPP Corumbá



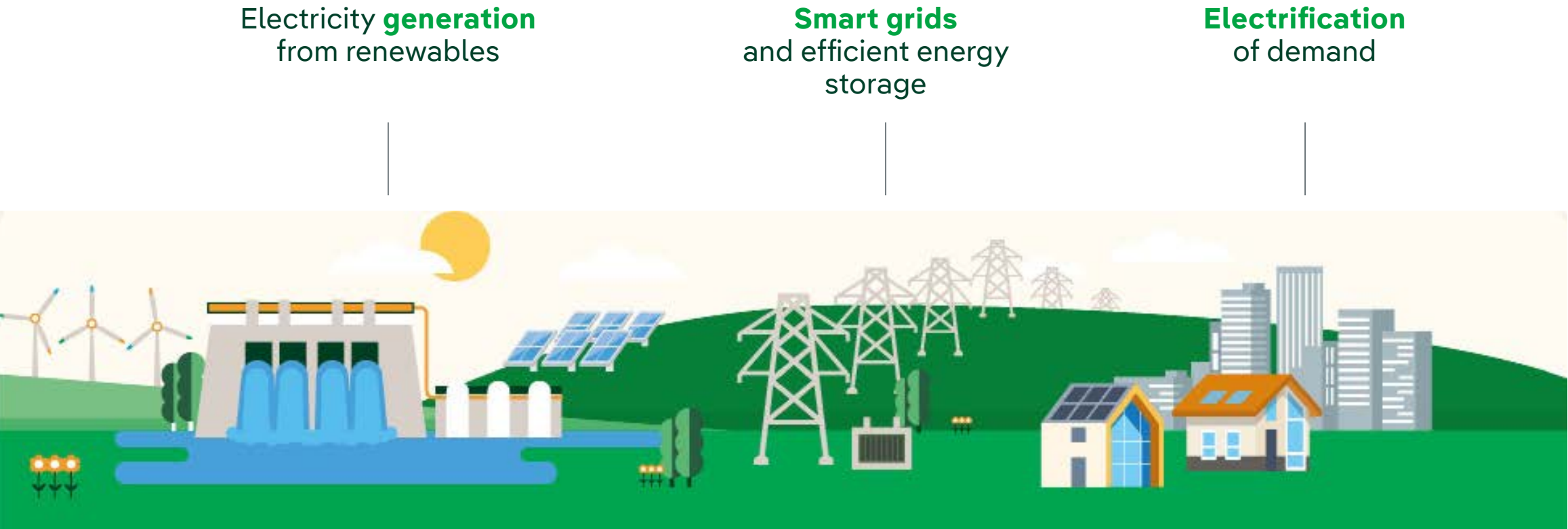


We seek to develop a business model that is in harmony with nature and human beings, committing ourselves to leading a sustainable energy matrix. We recognize that economic and social development must be linked to the responsible use of natural capital, ensuring the integrity of ecosystems and biological diversity.

For this, we prioritize three fronts of action to manage, reduce or eliminate our environmental impacts: reducing greenhouse gas ( GHG) emissions; ensuring the conservation, protection and promotion of biodiversity; and using natural resources in a sustainable and efficient manner.

We measure our environmental performance based on the *Corporate Environmental Footprint* (CAP), by which we assess the effects of our activities on the environment from a life cycle perspective. With the support of this tool, we identify, assess, and implement actions to eliminate or mitigate our impacts, guide decision-making by prioritizing the most relevant measures, and keep our stakeholders informed about the progress of our initiatives.

NEOENERGIA AND NATURE



Drivers of biodiversity losses – IPBES\*

- Land/water/ocean use changes
- Resource exploitation
- Climate Change
- Contamination
- Invasive and other species

- AVOID
- REDUCE
- MITIGATE
- COMPENSATE

Neoenergia Biodiversidade

Neoenergia Economia circular

Neoenergia Ação Climática

Actions

Biodiversity Plan

- Positive net impact on biodiversity in 2030
- No net deforestation by 2025

Circular Economy Plan

- Reduction of 50% in raw-materials
- Recycling of wind turbine blades and solar panels

Climate Action Plan

- Carbon neutral by 2030 (generation)
- Zero Emissions before 2040 (all activities)



Energy Efficiency Program – Neoenergia in Action

\*IPBES:The Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services



# Climate action

GRI 3-3\_305 – MATERIAL TOPIC: CLIMATE CHANGE

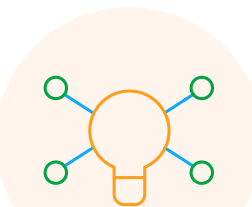
Our decarbonization strategy is supported by indicators related to climate change and the energy transition. We develop low-emission products, services and technologies that include analysis on: emissions intensity, energy use, energy mix and investments in Research, Development and Innovation. We have incorporated the fight against climate change into the definition of our strategy with the support of the Climate Action Policy, in line with the Paris Agreement and the UN 2030 Agenda. In 2024, we scored the highest on the CDP Climate (A) questionnaire, a standout among leading companies regarding environmental performance.

In 2024, we obtained the **highest score** in the CDP Climate questionnaire (A).

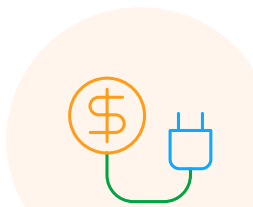
We are committed to reducing the intensity of emissions from power generation, from 61 grams of CO<sub>2</sub>e per kWh, registered in 2021, to 36 grams of CO<sub>2</sub>e per kWh by 2025 and 20 grams of CO<sub>2</sub>e per kWh by 2030. We also aim to achieve net-zero emissions before 2040. Between 2017 and 2024, the intensity of the emissions per kilowatt generated fell from 128 gCO<sub>2</sub>e/kWh to 4.3 gCO<sub>2</sub>e/kWh, mainly due to the effect of the small amount of generation from our natural gas-fired plant, Termopernambuco, between 2020 and 2024, because of greater stability in the country deriving from hydro and wind generation.

Other commitments we have made to reduce emissions include: digitalizing 83% of high and medium voltage networks by 2025 and 90% by 2030; and ensuring that 100% of the fleet uses sustainable (*flex-fuel*, hybrid and electric vehicles) by 2030.

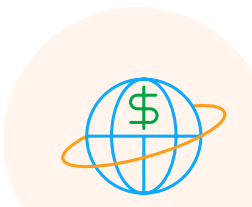
## OUR CONTRIBUTION TO THE FIGHT AGAINST CLIMATE CHANGE



**Developing** technological mitigation and adaptation solutions



**Prioritizing** investments in line with climate goals, the 2030 Agenda and the green recovery



**Promoting** the adoption of a global carbon price and the elimination of fossil subsidies



**Sharing** and exchanging best practices



**Driving** faster universal access to sustainable energy



**Fostering** a fair transition and the generation of stable and decent employment within the framework of the green economy



**Encouraging** more efficient use of energy and greater participation of renewable sources



**Collaborating** on projects, research and reports on energy and climate



**Driving** a more sustainable socio-economic model with the planet, more resilient and inclusive

Risks and opportunities

GRI 201-2

Our management of climate risks and opportunities, as well as decision-making and analysis processes, and the management and reporting of emissions indicators follow the dimensions of the TaskForce for Climate-related Financial Disclosures (TCFD). Discontinued in 2023, TCFD saw its recommendations incorporated by the International Financial Reporting Standards Foundation.

The company 's Investment Dossier, which supports the decision to continue the projects, incorporates the analysis of the risks of climate change from the formulation stages, minimizing economic losses in the execution of the projects. We are improving our analysis tools so that we can calculate and publish, by 2026, the financial implications of climate change, which we currently do not do.

CLIMATE CHANGE RISKS AND OPPORTUNITIES GRI 201-2 | PG 7

	RISKS	MANAGEMENT/MITIGATION	OPPORTUNITIES
<div>Market and credit</div> <div>\$</div>	<div>Evolution of electricity prices, fuel costs and emission rights, as well as commodities</div> <div>Demand variations</div> <div>Rising costs of insurance</div> <div>Impact of climate change on counterparties (banks, suppliers)</div>	<div>Nurturing PPAs</div> <div>Green financing</div> <div>Integration of generation and commercial activities</div> <div>Internal electricity price projections carried out by Neoenergia's specialist area , taking into consideration the national decarbonization plans</div> <div>Climate change risk analysis regarding new investments</div> <div>Electrification of the economy</div> <div>Third-party credit analysis</div> <div>Company's - negotiation capacity</div>	<div>Greater penetration of renewable energies and storage derived from the decarbonization of the economy</div> <div>Greater relevance of networks (more digitalizing, smart grids and system flexibility) in the electrification process derived from decarbonization</div> <div>Increased electrification of end uses, particularly for heating (storage, heat, etc.), as well as the development of electrification-based solutions for industrial demand. This includes green hydrogen in combination with renewable energy for non-electrifying energy uses</div> <div>Improved energy efficiency and associated consumer benefits and the relationship between them</div> <div>Advantages in raising financing in the face of increasing pressure from the financial sector and capital markets</div>
<div>Political and legal</div> <div></div>	<div>Regulatory and tax changes</div> <div>Growing reporting needs</div> <div>Third-party demands</div>	<div>Strong internal governance, in line with best practices</div> <div>Diversification</div> <div>Active participation in alliances and forums</div> <div>Accumulated experience in monitoring risks</div>	
<div>Technological</div> <div></div>	<div>Development of new, more efficient technologies</div> <div>Risks associated with non-mature technologies</div> <div>Acceleration of distributed generation</div> <div>Exposure to abandoned assets</div>	<div>Investment concentrated in mature renewable networks and technologies (hydro, wind and solar)</div> <div>Progressive development of new projects based on emerging technologies</div> <div>Electrification of the economy</div> <div>Human and technical capabilities</div> <div>New alliances with tech companies</div>	
<div>Reputational</div> <div></div>	<div>Stigmatization of the sector</div> <div>Changes in consumption habits</div> <div>Increased concern about negative feedback from stakeholders</div>	<div>The electric sector is necessary and key to the electrification of the economy</div> <div>Iberdrola's pioneering role in the fight against climate change</div> <div>Internal launch of initiatives focused on social and biodiversity aspects</div>	



## TCFD CORE ELEMENTS

### Governance

(CDP: items C1.1, C1.2, C1.3)

Our Board of Directors (BoD) considers climate change a priority element, integrating it into the decision-making process. The Superintendency of Innovation, Sustainability, Climate Change and Corporate Social Responsibility is responsible for actions to comply with the Climate Action Policy, raise awareness, foster adaptation and mitigate climate change. The Corporate Risk Superintendency is in charge of controlling and monitoring the strategic risks of activities and businesses, including climate issues. The Board is backed by a training and knowledge update program for its members, which includes combating climate change and decarbonization as topics. **GRI 2-17**

### Strategy

(CDP: items C2.1, C2.2, C2.3, C2.4, C3.1)

Our business strategy is directed at the electrification of the economy and the decarbonization of the electricity sector. To achieve this, we promote and deliver clean, safe, resilient, and reliable energy; invest in the expansion of wind and solar power plants; enable energy flows through transmission projects; and advance grid digitalization and smart solutions for our customers. Several research, development, and innovation (RDI) projects are focused on creating solutions, products and services that support these objectives.

### Risk management

(CDP: items C2.1, C2.2, C2.3)

Climate change is embedded in our corporate risk matrix, and the recommendations of the TCFD (now IFRS 2) serve as our primary framework for managing risks and opportunities, driving continuous improvement in our climate agenda. We map and monitor risks (physical and transitional) and climate opportunities. These findings guide our action plans for mitigation and adaptation and provide support for our overall strategy.

### Metrics and targets

(CDP: items C4.1, C4.2, C4.3, C5.1, C6.1, C6.2)

- Greenhouse gas inventory – Scopes 1, 2 and 3: creates the baseline for monitoring target achievement.
- Target to reduce the intensity of emissions from generation is part of our sustainability commitments towards climate neutrality.
- Internal Carbon Pricing Process (ICP): identifies decarbonization routes and abatement cost of initiatives.
- Development of the decarbonization strategy (Scopes 1, 2 and 3).
- Energy *Compact* commitment and adherence to the UN Global Compact's *Forward Faster* initiative aimed at accelerating private sector action.



Neoenergia  
in Rock in Rio

**Demand management** – We promote more conscious energia consumption and efficient energy consumption to reduce greenhouse gas emissions. Our main initiative is the Energy Efficiency Program (PEE), which covers several projects, especially aimed at low-income residential consumers. The program includes replacing incandescent bulbs with LEDs, educational campaigns, and improvements to electrical installations and photovoltaic panels in the public sector (see page 54 for more on this). Commercial and industrial clients also have access to initiatives to diagnose and implement measures that boost energy efficiencies, such as modernizing lighting and air-conditioning -systems. **GRI ex-EU6**

**Smart Grids** – Investments in automation and digitalization area priority, with the goal of reaching 90% in digital networks by 2030; at the end of 2024, we were at 80%. In cases of power outages, automated self-healing systems restore the supply within 60 seconds. We participated in the iNET30 Project, a global initiative by Iberdrola to transform our networks into more resilient digital operations by 2030. The project aims to optimize processes through automation and artificial intelligence, consolidating us as a leading distributor in the digitization of the energy sector, improving quality of service, customer satisfaction and operational efficiency.



GHG emissions

Our direct emissions, scope 1, were 108,284 tons of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e), 4.1% higher than the prior year, but 89% below that registered in 2021, which is our base-year established in the emission reduction targets. The low intensity of emissions recorded between 2022 and 2024 is due to the fact that our natural gas-fired thermoelectric plant was infrequently activated by the National System Operator (ONS) during the period.

In scope 2, indirect emissions come from energy consumption in buildings and during machine shutdowns in generation plants, as well as losses in distribution and transmission networks. In 2024, compared to 2023, the Brazilian electric matrix had a smaller share of renewable energy due to the greater activation of thermal generators, which reflects an increase in scope 2 emissions. The emission factors were 0.0385 tCO<sub>2</sub>/MWh in 2023 and 0.054 tCO<sub>2</sub>/MWh in 2024.

Other indirect emissions, over which we have no control (such as supply chain, air travel, displacement of employees from home to work, among others) totaled 2,023,488 tCO<sub>2</sub>, an increase of 20.6% over 2023. The highest volume (46.3%) is associated with energy purchased from third parties for sale to the end customer, which grew by 34.2% compared to the previous year. The value principally reflects the incorporation of the life cycle emission factor of the fuels consumed in the generation and energy transmitted, distributed and consumed by the Neoenergia group.



Robotic pruning arm

TOTAL GREENHOUSE GAS EMISSIONS (tCO<sub>2</sub>e)

GRI 305-1, 305-2, 305-3

	2022	2023	2024
Scope 1: Direct emissions (tCO <sub>2</sub> e) <sup>1</sup>	84,570	104,025	108,284
Scope 2: Indirect emissions (tCO <sub>2</sub> e) <sup>2</sup>	331,650	208,392	415,898
Scope 3: Other indirect emissions (tCO <sub>2</sub> e) <sup>3</sup>	1,372,262	1,678,035	2,023,488

<sup>1</sup> Review of the scope 1 data published in 2023 (104,024 tCO<sub>2</sub>e) to comply with audited GHG Inventory of 2023 published on our pwebsite. GRI 2-4

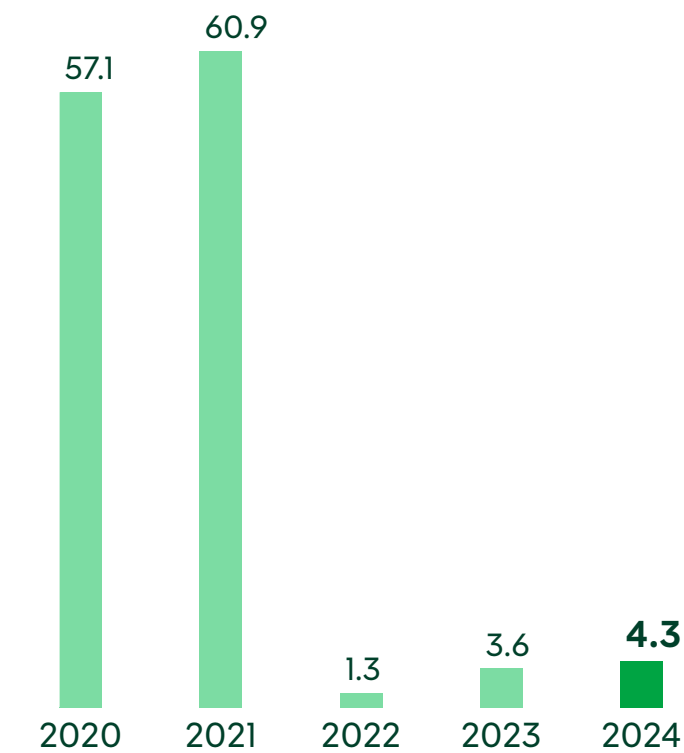
<sup>2</sup> There was a change in criteria in 2024, when we started to calculate the gross emissions of technical losses, while until 2023 we reported the net emissions of these losses. GRI 2-4

<sup>3</sup> There was a change in the criteria in 2024, dueto the incorporation of the life-cycle emission factor in the energy transmitted, distributed and consumed by the Neoenergia Group. GRI 2-4

**Intensity** – The intensity of GHG emissions is related to the use of natural gas by Termopernambuco and the emissions generated by the operations and maintenance of the plant 's machines, in addition to the diesel used byTPP Tubarão, in Fernando de Noronha. Between 2021 and 2024, the intensity of emissions fell from 61 gCO<sub>2</sub>/kWh to 4.3 gCO<sub>2</sub>/kWh, especially dueto our gas-fueled and steam plant that was infrequently used since 2022.

Emissions intensity (gCO<sub>2</sub>/kWh generated)<sup>1</sup>

GRI 305-4



<sup>1</sup> The reduction in emissions compared to 2021 occurred because Termopernambuco did not generate energy in 2022 and generated for a few days in 2023 and 2024.



# Energy consumption

GRI 3-3\_302 – MATERIAL TOPIC: CLIMATE CHANGE

We optimize the use of energy throughout our value chain (production, transportation, distribution, sales and end use), contemplating energy efficiency in a threefold perspective:

- Introduce the most advanced technologies, equipment and digitalization;
- Promote continuous improvement of energy efficiency (offices and buildings, mobility, etc.);
- Inform, promote and provide customers with solutions that promote the reduction of the environmental impact of their energy consumption habits.

### Internal energy consumption

It includes consumption in all our facilities, buildings and offices, totaling 1,367,410 GJ in 2004, close to the previous year. The largest volumes are represented by the natural gas used in the generation of energy by Termopernambuco, by the diesel that fuels the Tubarão Plant, in Fernando de Noronha, in transformers of the substations and in vehicles of the maintenance fleet, especially distribution and transmission.

### Energy losses

We seek to reduce technical and non-technical losses (resulting from energy theft) in transmission and distribution networks through inspections at supply points, replacement of meters with more modern equipment, regularization of clandestine connections and actions with police support. This culminated in the arrest of energy thieves, among other measures. This is important both for the economic impact of these losses as well as for the contribution that the technical loss represents in greenhouse gas emissions.

In 2024, there was an increase in losses compared to 2023, due to intense heat waves in the concessionaire areas and market growth, resulting in higher loads and volume of losses.

To combat recurring theft of copper cables, we are replacing this material with aluminum, which is less attractive to middlemen who buy the stolen product. Although there is a slight reduction in conductivity and it is necessary to carry out more frequent washing of the physical network installed along the coast, this measure has been effective in eliminating thefts that affect the power supply.

### INTERNAL ENERGY CONSUMPTION (GJ)

GRI 302-1 | PG7, PG8

	2022	2023	2024
Energy consumption by fuel type			
Natural gas	140,130	751,679	705,764
Diesel	851,454	747,472	805,376
Gasoline	20,409	18,244	17,364
Ethanol	129,812	122,583	138,390
Total fuels	1,141,835	1,639,978	1,666,894
Purchased energy			
Machinery shutdown	48,821	60,934	50,721
Buildings	67,163	77,535	104,300
Non-renewable energy sold	53,078	454,596	454,505
Total internal energy consumption	1,204,741	1,323,851	1,367,410

### GREEN PRODUCTS AND SERVICES ENERGY SAVINGS

GRI 302-5 | PG8, PG9

	2022		2023		2024	
	GJ	MWh	GJ	MWh	GJ	MWh
Solar photovoltaic power (GD)	26,430	7,342	131,206	36,446	40,698	11,305
Other savings and efficiency actions	539,745	149,929	264,906	73,585	310,555	86,265
Green energy supplied	115,521,243	32,089,234	115,266,091	32,018,359	120,866,941	33,574,150
Total	116,087,418	32,246,505	115,662,202	32,128,389	121,218,194	33,671,720

### AVERAGE THERMOELECTRIC GENERATION INSTALLATION EFFICIENCY (%)

GRI EU11

	2022	2023	2024
Combined cycles	42.1%	51.2%	51.6%

### TECHNICAL LOSSES IN TRANSMISSION AND DISTRIBUTION NETWORKS (%)

GRI EU12

	2022	2023	2024
Transmission	1.71	1.74	1.58
Distribution	8.51	8.54	8.80

# Circular economy

GRI 3-3 – MATERIAL TOPIC: CIRCULAR ECONOMY

Our *Sustainable Management Policy* requires us to increase the circularity of our operations and our suppliers, promoting the sustainable use of natural resources. This includes life-cycle analyses, ecological design of the infrastructure, application of the waste hierarchy and optimization in the management of recycled materials. We follow three pillars of the circular economy:

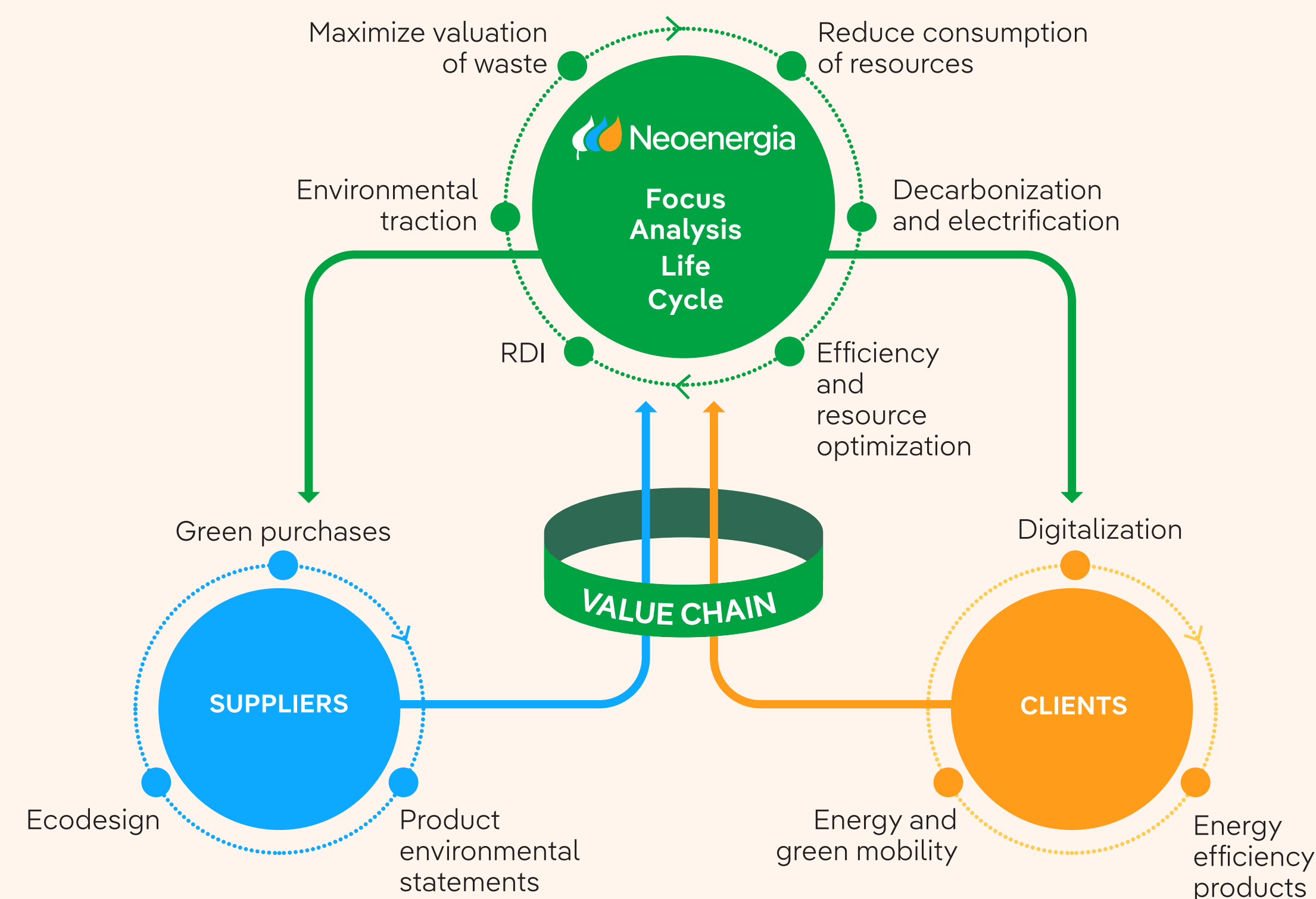
- Use of renewable resources to generate energy.
- Improved efficiency in processes and services, including extending useful life and reuse.
- Maximization of waste utilization.

In this process, we operate on three fronts:

- **Internally** – Improve processes to achieve greater efficiency in the use of resources and support innovation to offer products with a lower environmental footprint.
- **Suppliers** – Ensure products with more secondary-raw materials, lower energy consumption and better reuse and recycling rates.
- **Customers** – Offer better products and drive the energy transition based on lower consumption of resources.

The main materials we consume are fuels, especially in thermal plants, such as natural gas in Termopernambuco and diesel by the TPP Tubarão, which totaled in 2024, respectively, 17,932,861 Nm<sup>3</sup> and 9,239 m<sup>3</sup>. **GRI 301-1**

## OUR CIRCULAR ECONOMY MODEL





Waste management

The Solid Waste Management Plans applied by Neoenergia's companies are aligned with the *Environmental and Sustainable Management Policies*, as well as the laws and regulations currently in force. The impacts generated by waste can cause environmental pollution. Most of our waste is composed of electrical scrap that is collected by specialized companies to be reused in other setores.

The main impacts of the waste we generate are related to the risks of soil and water contamination. In the electricity sector, the waste that deserves special attention is the insulating oil used by equipment, especially transformers and substations. Pruning waste, if disposed of improperly, can also become a contaminant. Another impact is the routing of waste to landfills, structures that degrade the landscape, the soil and the water bodies. These factors may also represent an environmental non-compliance, translated into fines.

GRI 306-1

We seek to ensure an adequate disposal of solid waste during all operational phases, guided by the following premises:

- ▶ Minimize generation from the beginning.
- ▶ Maximize reuse, recycling and recovery.
- ▶ Promote waste minimization campaigns.
- ▶ Adopt specific treatments for dangerous waste. GRI 306-2

In 2024, we generated a total of 49 thousand tons of waste (92% non-hazardous). We forwarded 98.5% of the solid waste generated for reuse or recycling, totaling 39,097 tons (37,858 non-hazardous and 1,239 tons hazardous), avoiding damage to the environment.

TOTAL WASTE BY TYPE (T)

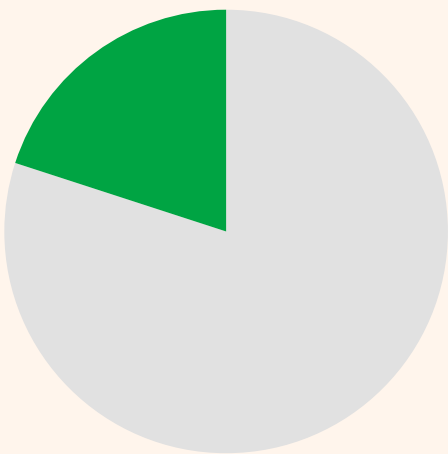
GRI 306-3 | PG8

	2022		2023		2024	
	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous
Electronic electrical waste	53	598	87	479	18	174
Construction waste <sup>1</sup>	14,896	161	25,174	0	27,247	3,109
Urban solid waste <sup>1</sup>	8,076	9	8,265	5	12,688	5
Waste from thermal processes <sup>2</sup>	46	7	53	0	112	0
Liquid oils and fuels	0	1,344	0	1,368	0	673
Batteries	0	0	0	2	0	1
Remaining waste	6,648	102	4,656	125	5,494	185
Total waste	29,719	2,221	38,234	1,979	45,559	4,146

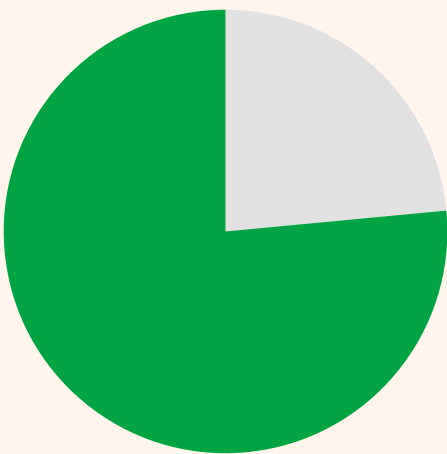
<sup>1</sup> Waste is generated on demand, according to the needs of the operating area, and the type and volume may vary per year.  
<sup>2</sup> The increase in this waste is dueto the greater treatment of the operational waste from wind parks and thermoelectric plants.

Disposal of non-eliminated waste

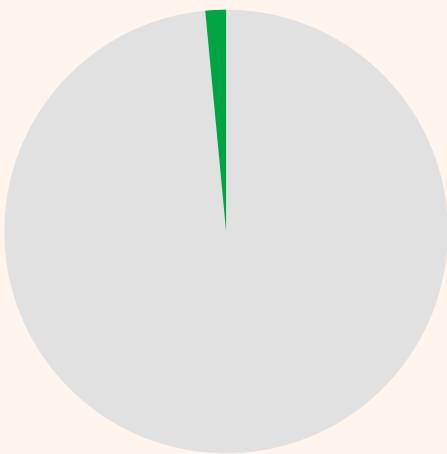
GRI 306-4 | PG8



22.0%  
Reuse



76.5%  
Recycling



1.5%  
Other valuation operations<sup>1</sup>

<sup>1</sup> Scrap from electric and electronic equipment sold for reuse by third-parties.

Water use

GRI 3-3\_301, 303 – MATERIAL TOPIC: WATER  
GRI 303-1, 303-2

Water is essential mainly for the generation of hydroelectric energy, where it is converted into electricity and returned to the environment. In combined cycle thermoelectric generation (gas and steam), the water is used in the generation and cooling processes. The water used in hydro generation (“turbinated water”) is not considered as consumption and, thus, is separately analyzed. All our hydroelectric plants operate as run-of-river, with no variation in the volume of the reservoirs.

Water abstraction for the production of thermoelectric energy occurs in an area classified as low-medium risk- by the Aqueduct Water Risk Atlas. Of the total water collected, 99.46% comes from the sea (free of water stress) and is used in each plant's cooling process. The remainder is destined for auxiliary services for central generation and consumption in the offices.

The water discarded from the thermoelectric plant returns to the marine environment after preliminary physio-chemical treatment, and is released according to parameters that do not affect the environment. We perform primary treatment of all volumes of water discarded by Termopernambuco.

GRI 303-4

According to Aqueduct, some wind energy developments are located in areas classified as high risk for water stress. However, the volume of water consumed in administrative activities in 2024 represented only 0.5% of our total consumption.

Recognizing our dependence on this resource and the risks associated with its scarcity, we have taken a number of actions to ensure its responsible use:

- Continuously improve facility processes to reduce reduzir consumption and impacts.
- Implement rainwater reuse systems, preferably in units located in areas with water stress.
- Use sanitary ware and metals along withflow reducers.
- Implement and monitor legally required ecological flows for the hydroelectric power plant reservoirs.
- Conduct awareness campaigns for the employees about the efficient and responsible use of water in the offices.

In addition to generation activities, we use water for human consumption

and other administrative operations. Committed the responsible consumption, we established targets to increase the installed water reuse capacity: 7.5 million liters per year by 2025 and 10 million by 2030, considering the distributors administrate units.

We closed 2024 with an installed reuse water capacity of 7.9 million liters per year.

WATER COLLECTION AND CONSUMPTION, DISPOSAL OF LIQUID EFFLUENTS <sup>1</sup>  
GRI 303-3, 303-4, 303-5 | PG7, PG8

Water source abstraction (ML)	2022	2023	2024
Surface water (river, lake, reservoir, wetland)	0	0	0
Freshwater	0	0	0
Other water	0	0	0
Seawater	39,820	46,351	43,891
Freshwater	0	0	0
Other water	39,820	46,351	43,891
Underground water	0	0	0
Freshwater	0	0	0
Other water	0	0	0
Water from third parties	139	190	240
Freshwater	139	190	240
Other water	0	0	0
Total water capture (ML)	39,959	46,541	44,131
Freshwater	139	190	240
Other water	39,820	46,351	43,891
Total water disposal	39,820	46,351	43,891
Freshwater	0	0	0
Other water (sea)	39,820	46,351	43,891
Total water consumption (ML)	139	190	240
Total Consumption/Capture (%)	0	0	0

<sup>1</sup>Water abstraction and the consumption of water in areas of water stress are insignificant.



# Biodiversity

GRI 3-3 – MATERIAL TOPIC: BIODIVERSITY AND ECOSYSTEMS

Since 2022, we have been working on the 2030 Biodiversity Plan, which seeks to achieve a net positive impact on biodiversity by that year. The plan includes mechanisms to support transformations needed to halt and revert the biodiversity loss, setting intermediate targets to assure the achievement of this goal. **GRI 2-25**

We introduced a *Biodiversity Policy* that incorporates the protection of biodiversity into our strategy and defines four priority lines of action:

- Conservation hierarchy;
- Equitable compensation for the impacts – that is, with the same type of habitats and species affected;
- Nature-based solutions;
- Supply chain engagement.

We follow recognized standards such as the *Science Based Targets for Nature Initiative* (SBTNi), with its Framework for Action (AR3T), which guides the steps: Avoid, Reduce, Restore and Regenerate. We are also guided by the four LEAP (Find, Evaluate, Estimate, Prepare) pillars of the *Task Force on Nature-related Financial Disclosures* (TNFD).

PILLARS OF THE 2030 BIODIVERSITY PLAN

MEASURE	ACT	TRANSFORM AND LEAD
<ul style="list-style-type: none"><li>► Biodiversity accounting metric for ecosystems and species</li><li>► Assessment of priority facilities in 2025 and all installations in 2030</li></ul>	<ul style="list-style-type: none"><li>► Ensure the application of the conservation hierarchy</li><li>► From 2025, all new projects and 20% of the installations in operation must have a neutral/positive biodiversity impact /plan in place</li><li>► Implementation of nature-based solutions : Trees program, biodiversity projects</li></ul>	<ul style="list-style-type: none"><li>► Collaborate on the biodiversity agenda through organizations representing the private sector and the scientific community</li><li>► Create shared value: Promoting ecosystem services, research, development and innovation, supply chain and social awareness</li></ul>

Several of the areas where we operate serve as habitats for a variety of native flora and fauna, including species that are under some form of protection. There are also facilities located in protected areas or regions of high biodiversity value where no alternative siting is possible, such as transmission lines, but whose projects have been authorized by environmental authorities. In these cases, we adopt preventive and mitigating measures to avoid significant impacts on protected habitats and species.

We monitor the local fauna consulting data available on the list of the International Union for the Conservation of Nature (IUCN) and that of the list issued by the Environmental Ministry. In addition, we maintain ongoing monitoring and research programs to better understand the behavioral patterns.

We also mapped the interactions with the environment related to the projects' (impacts, dependencies and risks), defining specific actions during the implementation and operation to mitigate possible adverse effects. All these actions are aligned with environmental licensing agencies, as well as initiatives to restore and offset the identified residual impacts.

Since 2022, we have been working on the **2030 Biodiversity Plan**, which seeks to achieve a **net positive impact** on **biodiversity** by that year.





HPP Dardanelos

Protection and restoration

GRI 304-3, EU13 | PG8

Our hydroelectric plants each have a Degraded Areas Recovery Program in place. In 2024, 144 hectares were reforested with 82,454 seedlings. The Baixo Iguaçu Hydroelectric Power Plant is creating a biodiversity corridor along the reservoir, connecting it to the Iguaçu National Park.

Our distributors adopt measures to protect wild species in harmony with the power grid. In 2024, more than 23,000 devices were installed, including protective covers on electrical equipment to prevent accidental contact and biological deterrents to discourage

nesting by the Rufous hornero (João-de-barro) bird species. In response to extreme weather events, we have partnered to replace unsuitable trees with appropriate species and are developing an artificial intelligence tool to catalog trees and their interactions with the power grid.

We monitor the species affected by our activities using Environmental Impact Studies (EIAs) and other specific reports. In the city of Galinhos (RN), we installed flags to minimize impacts on migratory birds. In wind farms, we evaluated potential collisions between birds/bats

and wind turbines; in hydroelectric plants, we monitored ichthyofauna and terrestrial fauna.

These initiatives are aligned with the UN Decade of Ecosystem Restoration (2021-2030) aimed at conserving biodiversity and mitigating climate change. More information can be found in the [Biodiversity Report](#).





4

## Human and social capital

Mirelle Leite, Neoenergia athlete ambassador





Committed to creating value for all our stakeholders, we collaborate in the development of the communities where we operate through various initiatives, always respecting human rights and promoting good relations with employees and the entire value chain.

Our goal is to generate and maintain quality jobs, based on equal opportunities, non-discrimination, internal talent development and care for people's health and safety. We also seek to continuously improve the offer of products and services to customers, offering digital solutions that meet their real needs and provide greater autonomy.

We incorporate social factors into our sustainability targets, making it possible to measure the impact and sustainability of our businesses. Of the 30 targets set, 19 are focused on social aspects. Details about these targets and our performance in recent years can be found on pages 26 and 27.

# Commitment to human rights

GRI 3-3 – MATERIAL TOPIC: CORPORATE CULTURE

Our commitment to human rights is reflected in our Code of Ethics and the *Human Rights Respect Policy*, which promotes Due Diligence as a way to prevent negative impacts. We complement this policy with guidelines on Equity and Inclusion, Personal Data Protection and Purchasing, aligning our practices with the Global Compact). Therefore, we are committed to

- ▶ Prohibit child and forced labor.
- ▶ Respect freedom of association and collective bargaining.
- ▶ Guarantee the right to free movement within the country.
- ▶ Fight discrimination of any origin.
- ▶ Defend the rights of ethnic minorities, indigenous peoples and traditional communities.
- ▶ Consider the environmental needs of the communities where we operate.
- ▶ Recognize access to energy as a human right.

We have developed specific plans and procedures to ensure that the principles of non-discrimination and equal opportunities are met, with coverage of the most relevant challenges. The incidents classified as discrimination include cases of harassment.

If after due investigation of the complaints we identify they have standing, they are evaluated and the People and Organization area applies the appropriate disciplinary measures.

Our goal is to create and maintain **quality jobs**, grounded in **equal** opportunities, non-discrimination, internal talent **development**, and care for people’s **health and safety**.

REPORTING INCIDENTS OF DISCRIMINATION (NO.)

GRI 406-1

	2022	2023	2024
Complaints received regarding discrimination indicators	12	87	97
Complaints received regarding discrimination indicators <sup>1</sup>	12	47	72
Closed discrimination incidents	7	41	74
Incidents with corrective measures applied	4	2	0
Incidents with corrective measures in progress	5	0	0

<sup>1</sup> The higher number of complaints was due to constant training and awareness-raising related to human rights, harassment and equal opportunities and inclusion issues. This enhances employee perception regarding the issues. In addition, we also ensured training related to the reporting channel itself, encouraging its use.

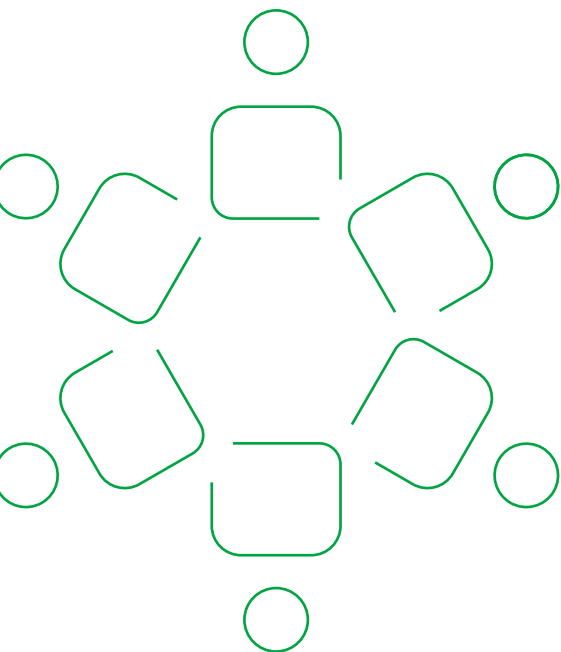


### Human Rights Due Diligence

Continuous improvement of our Human Rights Due Diligence (HRDD) System is a strategic goal approved by the Board of Directors. In 2024, we developed projects to improve our internal practices, identify gaps and propose improvements.

We created a Social Working Group (Social WG) to promote the exchange of experiences between employees regarding human rights. We run Human Rights Forums involving about 200 employees and supply chain representatives.

We actively participate in the Human Rights Electric Sector Working Group within the UN Global Compact’s Brazil Network, contributing to the advancement of best practices across the industry. Annually, we map potential risks related to human rights in operations and suppliers.



### Original and traditional communities

GRI 203-1

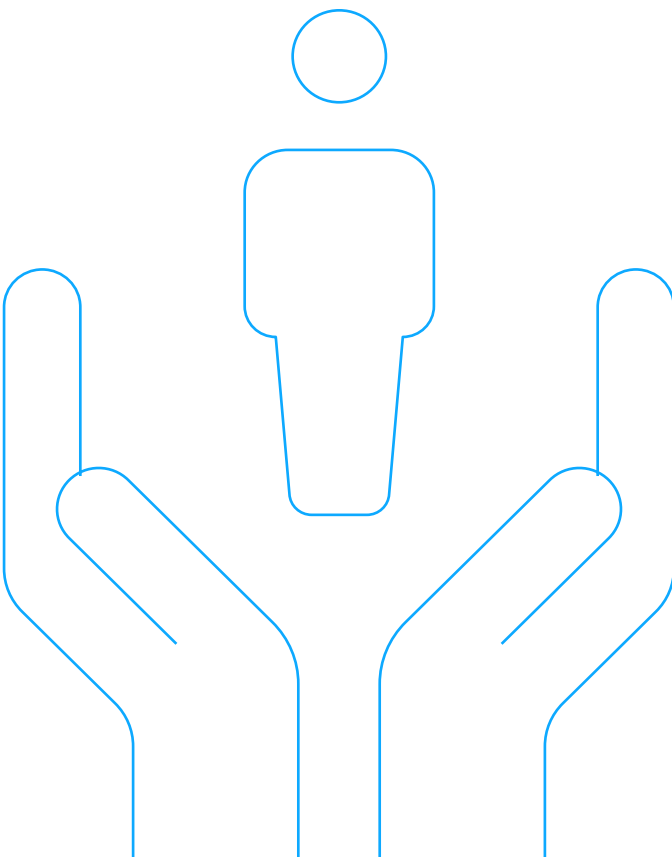
We respect ethnic minorities and the internationally recognized rights of indigenous and traditional peoples. These consider the diverse cultural identities, traditions and environmental riches that guarantee the well-being of the populations as well as their physical and cultural continuity. We maintain open lines of communication with these communities and their representatives, with the involvement of the government, to share information about the projects in a transparent and responsible manner.

In Remnant Quilombo Communities in Paraíba, Rio Grande do Norte, Piauí and Rio de Janeiro, we developed a Basic Quilombola Environmental Plan with workshops on solid waste and healthy eating, water distribution, irrigation kits and courses for young people, arts and culture initiatives and support for community tourism, among other topics.

In indigenous communities of São Paulo and Rio Grande do Sul, our actions included the preparation of an Environmental Plan with an Indigenous Component. In Bahia, Neoenergia Coelba connected 1,749 indigenous people to the electricity grid and continuously monitors demands for new connections.

### Human rights training

We provide annual updates to our Board of Directors on Human Rights training through podcasts focused on Due Diligence and Sustainability. New employees receive an introduction to relevant topics during their onboarding. We organized Human Rights Forums with key employees involved in renewable ventures in the Northeast to discuss enhancements in human rights management and community engagement. In 2024, we dedicated 310,320 hours to employee training on human rights.



### Grievance mechanisms

GRI 2-26

We have a *Complaint Channel* for grievances related to compliance and human rights issues. In addition, to address the concerns of communities impacted by our projects, we maintain dedicated communication channels via telephone, WhatsApp and *email*. Distributors, for example, also have channels regulated by Aneel to receive community feedback.

We are developing a dedicated channel to address community feedback regarding the impacts of our distribution

companies. Special attention is given to Indigenous and traditional communities. This initiative is part of the commitment undertaken through financing from the *International Finance Corporation* (IFC) for Neoenergia Elektro and Neoenergia Coelba.

We have not identified any risks in our operations or among our suppliers regarding the lack of freedom of association for labor unions, child labor, forced labor, or conditions akin to slavery. **GRI 407-1, 408-1, 409-1 16.2**

#### PRIVATE SECURITY PERSONNEL TRAINED IN HUMAN RIGHTS

GRI 410-1 | PG1

	2022	2023	2024
<b>Employees</b>			
Total number	35	36	36
Trained in human rights (no.)	34	36	35
Trained in human rights (%)	97.1%	100.0%	97.2%
<b>Outsourced workers</b>			
Total number	605	502	495
Trained in human rights (no.)	605	502	495
Trained in human rights (%)	100.0%	100.0%	100.0%



# Our stakeholders

GRI 2-29

We believe it is impossible to promote social interest and develop a responsible and sustainable business model without the strong involvement of stakeholders, as their decisions and opinions influence our business while they are also impacted by our activities.

In alignment with our parent company, Iberdrola, we revised the segmentation of the eight stakeholder groups we had maintained up to that point at the beginning of 2024. The objective was to update some names, simplify the stakeholder map, and enrich the segmentation based on the current needs of our departments and business areas. As a result of this process, the categories were reduced from eight to six.

This review culminated in the update of our *Stakeholder Engagement Policy* in February. It was an initiative that deepens our business philosophy and establishes guiding principles and objectives for our engagement with stakeholders.

Good practices are recognized and shared at the Iberdrola Stakeholders' Hub annual meeting. In 2024, we highlighted as a best practice the development of the Social Working Group. It promotes discussions to improve processes related to best practices that support Human Rights Due Diligence and that strengthen engagement with our stakeholders. That includes, in particular, building strong bonds of trust and strengthening community relations and ties with local institutions in the areas neighboring our locations.

The decisions and opinions of stakeholder groups influence our business, while at the same time they are impacted by our activities.

## MOST RELEVANT TOPICS PER STAKEHOLDERS



**Neoenergia's people**

- Strategy and investments
- Occupational health and safety
- Attract, develop and retain talent
- Volunteering
- Ethics, integrity and transparency



**Customers**

- Customer experience
- Complaints, grievances and incidents



**Environment**

- Environmental, social, and governance performance
- Climate change and decarbonization
- Audits and inspections at the facilities
- Biodiversity
- Actions related to the Sustainable Development Goals



**Shareholders and financial community<sup>1</sup>**

- Economic-financial performance
- Shares and dividends
- Power
- Climate change
- Health and safety



**Supply chain**

- Supply chain sustainability
- Hiring of suppliers
- Strategy and investments
- Purchasing, contract and payment terms
- Economic-financial performance



**Communities**

**Regulatory bodies**

- Regulation of energy markets
- Regulation of remuneration for regulated companies

**Public administration**

- Actions related to culture and sports
- Actions related to education
- Support for vulnerable groups
- Addressing strategic issues and public policies that impact our business

**Media**

- Quality of supply
- Electricity tariff and billing
- Public safety in local communities
- Economic-financial performance
- Shares and dividends

**Social representatives**

- Actions pertaining to culture and sports
- Support for vulnerable groups
- Neoenergia's role in local community development
- Innovation projects
- Regulation of the remuneration of regulated companies

<sup>1</sup> Topics from this group were raised during the materiality consultation. The other groups were consulted through the stakeholder group model



# Our people

GRI 3-3 – MATERIAL TOPIC: WORKING CONDITIONS

We adopt as a fundamental principle in people management and labor relations the respect for human and labor rights. Our actions are guided by equal opportunities and non-discrimination, aligning the interests of employees with the company's strategic objectives.

We offer competitive compensation and an environment that favors the reconciliation between personal and professional life. Also included are benefits for the physical, mental and emotional well-being of our employees, promoting their growth.

Our inclusion in the 2024 *Great Place to Work ranking* of the best companies to work for in Brazil reflects our employees' approval of our practices. We occupy the 17th position among the 175 companies evaluated. Another recognition, we received was Top Employer 2024 for initiatives relative to the personal and professional development of our employees. Additionally, Edge Certified Organizations recognized us for our commitment to inclusion and equitable compensation.

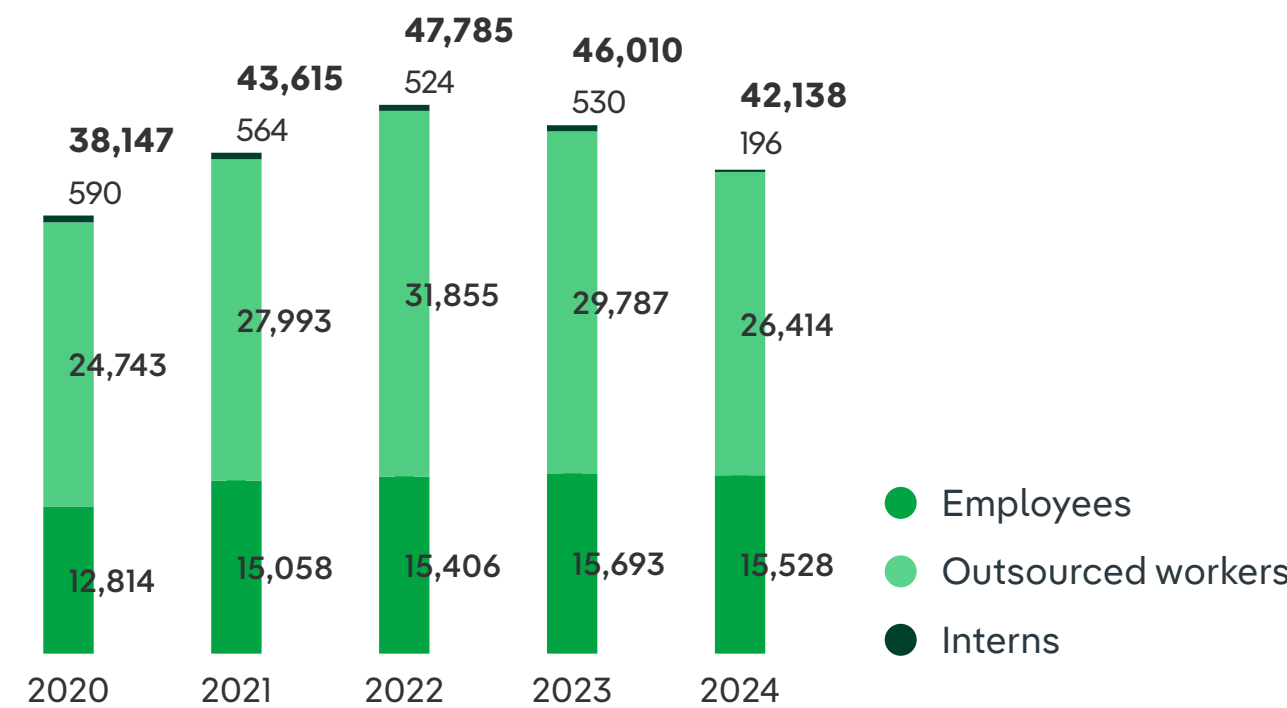
A further indicator of our progress in relationships with the workforce came from the Conta pra Gente\_Dia a Dia (Tell Us About Your Day-to-Day) survey, conducted

at the end of the year, which revealed 90% engagement.

At the end of 2024, 42,138 people worked in our companies, including our own employees (15,528), third-party contractors (26,414), and interns (196). Third-party contractors work in field services, especially within the distribution companies, performing activities related to construction, maintenance, and operation, as well as security services. **GRI 2-7, 2-8**

## Number of employees

GRI 2-7, 2-8



## EMPLOYEES BY TYPE OF EMPLOYMENT, CONTRACT AND GENDER (No.)

GRI 2-7

	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<strong>Employment type</strong>									
Full time	12,053	2,777	14,830	12,147	2,991	15,138	11,619	3,128	14,747
Part time	396	180	576	342	213	555	612	169	781
<strong>Contract type</strong>									
Indefinite	12,447	2,957	15,404	12,489	3,204	15,693	12,231	3,297	15,528
Temporary	2	0	2	0	0	0	0	0	0
Total	12,449	2,957	15,406	12,489	3,204	15,693	12,231	3,297	15,528



EMPLOYEE TURNOVER (INDIVIDUALS WHO LEFT THE COMPANY), BY AGE GROUP AND GENDER<sup>1</sup>

GRI 401-1 | PG 6

	Men			Women		
	2022	2023	2024	2022	2023	2024
Up to 30 years (No.)	279	192	224	70	81	123
Between 31 and 50 years (No.)	586	623	654	147	172	195
Over 50 years old (No.)	131	115	109	28	21	30
<b>Total (No.)</b>	<b>996</b>	<b>930</b>	<b>987</b>	<b>245</b>	<b>274</b>	<b>348</b>
Up to 30 years (%)	9.5%	7.0%	9.2%	7.3%	8.1%	12.9%
Between 31 and 50 years (%)	6.7%	6.9%	7.2%	7.9%	8.4%	8.9%
Over 50 years old (%)	17.4%	15.6%	14.6%	21.2%	14.1%	20.8%
<b>Total (%)</b>	<b>8.0%</b>	<b>7.4%</b>	<b>8.1%</b>	<b>8.3%</b>	<b>8.6%</b>	<b>10.6%</b>

<sup>1</sup> Percentage of the total number of employees in each age group.

EMPLOYEES WITH THE POSSIBILITY OF RETIREMENT BY PROFESSIONAL CATEGORY

GRI EU15 | PG 6

	Over the next 5 years (%)			Over the next 10 years (%)		
	2022	2023	2024	2022	2023	2024
Total by category (no.)	197	218	171	541	531	499
Direct leadership	24	25	19	48	51	45
Intermediate controls and qualified technicians	70	81	62	176	179	159
Professionals and support teams	103	112	90	317	301	295
Total by category (%)	1.3%	1.4%	1.1%	3.5%	3.4%	3.2%
Direct leadership	5.9%	5.9%	4.6%	11.8%	12.0%	10.9%
Intermediate controls and qualified technicians	2.0%	2.3%	1.8%	5.1%	5.1%	4.6%
Professionals and support teams	0.9%	1.0%	0.8%	2.8%	2.6%	2.5%

EMPLOYEES BY REGION (No.)

GRI 2-7

	2022	2023	2024
Northeast	9,983	9,844	9,802
Southeast	4,468	4,787	4,792
Center-West	938	1,044	918
North	0	0	0
South	17	18	16
<b>Total</b>	<b>15,406</b>	<b>15,693</b>	<b>15,528</b>

RATIO BETWEEN THE LOWEST WAGE AND THE LOCAL MINIMUM WAGE (%)

GRI 202-1 | PG 6

	2022	2023	2024
Entry level salary compared to the local minimum wage – Men	1.24	1.22	1.19
Entry level salary compared to the local minimum wage – Women	1.24	1.22	1.19

CONTRACTED LABORERS WORKING HOURS

GRI EU17

Area of expertise	2022	2023	2024
Construction (construction of the power grid, power plants, modernization of facilities)	NA	NA	21,537,677
Operations (commercial operations and meter reading, reconnection, disconnection, losses, <i>call center</i> , customer service center) and maintenance (network maintenance, tree pruning, deforestation, security, transportation, general services)	NA	NA	39,820,671
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>61,358,348</b>

NA: Not available

Professional development

GRI 3.3 – MATERIAL TOPIC: WORKING CONDITIONS  
GRI ex-EU14, GRI 404-2 | PG6

Our premise is to offer career opportunities by developing talent internally and seeking the best professionals in the market. In 2024, 21% of vacancies were filled by internal employees, with more than 56% in leadership positions (manager, superintendent and director or equivalent).

We maintain several programs to enhance the qualifications of our professionals., We train them properly for their roles and encourage their professional development. We adopted the 70/20/10 Learning Model (70% experience; 20% relationships; 10% education), recognizing that people learn in different ways. We share internal knowledge and foster continuous learning and cultural exchange to increase operational efficiency through the effective use of intellectual capital. This work is supported by our Knowledge Management Policy.

In 2024, we continued to invest in professional development programs, focusing on a customer-centric culture and preparation for market liberalization. We implemented Our Neoenergia Way (Nosso Jeito Neoenergia), an innovative training approach represented by a Talk Show. These programs aim to improve both the technical and behavioral skills of employeesby furthering their personal and professional growth.

We continued the Strategic Capabilities Journey that began in 2022. In it, we addressed topics such as project management, customer experience, and innovative ways of working. During the year, we conducted 1,500,896 hours of training, an average of 97.06 hours per employee.

The emphasis was on leadership training. This is when our Leader Academy (Academia Lidera) guides and aligns leaders with our strategy and culture. We offered 59 classes, with more than 900 participants. The main focus was on addressing customer issues, personnel management and equal opportunities and inclusion.

TRAINING HOURS BY PROFESSIONAL CATEGORY AND GENDER  
GRI 404-1 | PG6

	Men			Women		
	2022	2023	2024	2022	2023	2024
Direct leadership (hours) <sup>1</sup>	22,874	18,010	16,292	9,753	7,954	7,894
Intermediate controls and qualified technicians (hours) <sup>1</sup>	122,780	138,684	147,338	81,898	88,805	99,119
Professionals and support teams (hours) <sup>1</sup>	979,462	1,101,645	980,339	152,779	209,266	249,915
<b>Total training hours</b>	<b>1,125,116</b>	<b>1,258,339</b>	<b>1,143,968</b>	<b>244,430</b>	<b>306,026</b>	<b>356,928</b>
Direct leadership (average hours)	79.1	62.1	56.6	88.7	64.5	60.1
Intermediate controls and qualified technicians (average hours)	63.2	68.2	72.8	59.6	61.0	68.2
Professionals and support teams (average hours)	96.8	108.6	98.3	114.0	137.5	156.3
<b>Average training hours per employee<sup>2</sup></b>	<b>91.1</b>	<b>100.9</b>	<b>93.1</b>	<b>86.6</b>	<b>98.7</b>	<b>112.1</b>

<sup>1</sup> Direct leadership: directors, superintendents and managers; Qualified intermediate and technical controls: managers, specialists and analysts; professionals and support staff: administrative, technical and operational personnel.  
<sup>2</sup> The average calculation considers our employees in 2024, including those who received training and left the company during the year.

In 2024, 21% of vacancies were filled by internal employees, with more than 56% in leadership positions (manager, superintendent, director or equivalent).



Equal opportunities and inclusion

GRI 3.3 – MATERIAL TOPIC:WORKING CONDITIONS

By promoting equal oportunities and inclusion, we contribute to retaining the best talent and developing an innovative culture. This enables us to establish more creative and productive teams that can help build a more just society.

Our guiding mechanisms are the *Equity and Inclusion Policy*; the *Policy for Nominating Directors*; and the Diversity and Inclusion Forum, which was initiated in 2024 to develop ways to improve the equal oportunities and inclusion, in our workforce. Participants act as ambassadors for the topic. We formed four affinity groups (race, women, LGBTQIA+, and people with disabilities) to discuss these topics and contribute to the development of initiatives. These groups bring together employees from all around Brazil.

Considering equity and inclusion as strategic priorities, we set goals linked to the variable compensation of our executives.We seek to increase access of women to suitable jobs and leadership positions among graduates from electrician schools. We also set goals to include black people (black and brown) in leadership positions.

- At the end of 2024, our teams were comprised of 21% women. In junior management positions, i.e., the first

level of management, 36.6% are women; 32.8% in senior leadership roles ( just two levels below the CEO); and 33.0% in upper-level executive management.

- Our leadership includes 29.9% black and brown employees.
- Our Electrician School trained 519 professionals in 2024; of the 268 we hired, 54.5% were women. At the end of the year, 17.2% of the electricians were female. We offer the courses free of charge and have trained more than 6,000 people since the School was established in 2018.

In 2024, we joined the Ministry of Women 's Pro-Gender and Race Equity Program, which continues for two years and aims to transform organizational culture with the adoption of agreed-upon actions.

We have also been engaged in combating violence against women since 2023, providing specialized support to female employees affected by adverse situations. In2024, in recognition of this initiative, we received the Good Practices Award from the Women Lead (Elas Lideram) 2030 Movement, a program run by the UN's Global Compact-Brazil Network.

Initiatives

The highlights in 2024 were:

Empowering (**Potentialize**) – A new project designed to enhance internal development and focused on racial equity was launched by Neoenergia Coelba with initial approval of 15 candidates, including nine women.

**Professional Qualification for People with Disabilities** – In September, we completed our first free course offered in partnership with Senai; 46 students graduated, and we hired 16.

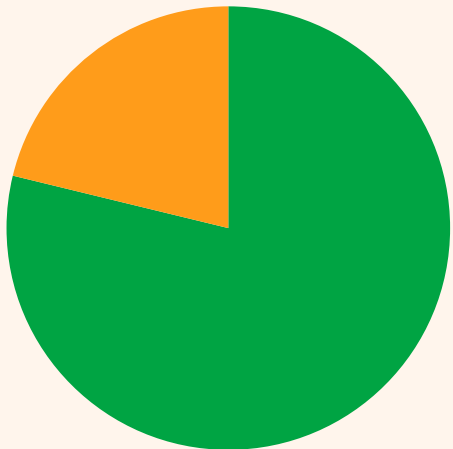
Blossom (**Aflorar**) – This Neoenergia Pernambuco system for young people with Down Syndrome helped in the professional inclusion of these individuals in the job market.

**Sign Language ( Libras) Course** – Available on the corporate portal for all employees in order to improve inclusive communications.

**Events** – We promote meetings that address various topics related to social inclusion. More than 6,000 people participated during the year.

Employees by gender

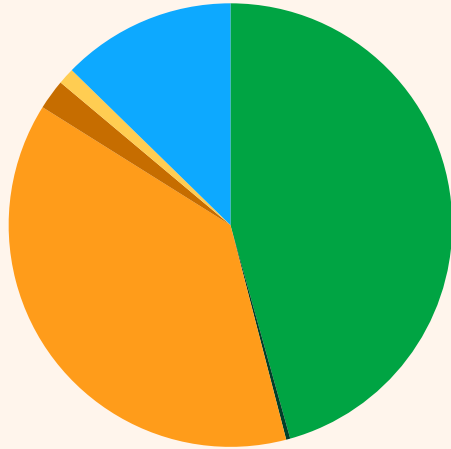
GRI 405-1 | PG 6



- 78.8% Men
- 21.2% Women

Employees by race

GRI 405-1 | PG 6



- 45.7% Brown
- 0.3% Indigenous
- 38.0% White
- 2.2% No information
- 1.2% Yellow
- 12.7% Black

EMPLOYEES BY GENDER AND AGE GROUP

GRI 405-1 | PG 6

	Men			Women		
	2022	2023	2024	2022	2023	2024
Up to 30 years (No.)	2,923	2,744	2,440	961	997	950
Between 31 and 50 years old (No.)	8,775	9,008	9,042	1,864	2,058	2,203
Over 50 years old (No.)	751	737	749	132	149	144
<b>Total (No.)</b>	<b>12,449</b>	<b>12,489</b>	<b>12,231</b>	<b>2,957</b>	<b>3,204</b>	<b>3,297</b>
Up to 30 years of age (%)	19.0%	17.5%	15.7%	6.2%	6.4%	6.1%
Between 31 and 50 years old (%)	57.0%	57.4%	58.2%	12.1%	13.1%	14.2%
Over 50 years old (%)	4.9%	4.7%	4.8%	0.9%	0.9%	0.9%
<b>Total (%)</b>	<b>80.8%</b>	<b>79.6%</b>	<b>78.8%</b>	<b>19.2%</b>	<b>20.4%</b>	<b>21.2%</b>

Health and safety

GRI 3.3 – MATERIAL TOPIC: WORKING CONDITIONS

In 2024, we intensified our health and safety initiatives, which are guided by the Zero Accident Plan. We conducted 49,426 field inspections, both virtual and in-person, representing a 1% increase compared to the previous year. We also conducted 360 field audits, a 32% increase over the previous year. During these activities, our safety technicians monitored the operations of employees and service providers, emphasizing preventive practices and identifying opportunities for improvement. We consider the role of leadership in ensuring team safety in the field, the contribution of Internal Accident Prevention Commissions (CIPAs), the outcomes of inspections and cross-audits, as well as accident data.

We have structured our Management System in accordance with ISO 45001:2018, covering all workers — permanent or temporary — as well as visitors. All employees are covered by this system in their respective locations. By the end of 2024, 57.7% of our employees were working in ISO 45001-certified facilities; our goal is to reach 60% by 2030. [GRI 403-1, 403-8](#)

We evaluate contract workers' documentation and require employee training in relation to the work they will perform and in accordance with the contents and methods defined by Regulatory Standards. [GRI 403-7, Ex-EU16](#)

Risk identification and assessment

We use tools such as Preliminary Risk Analysis (PRA) and Hazard Identification and Risk Assessment (IPAR) to identify occupational risks and implement effective measures to mitigate them. Our control hierarchy prioritizes the elimination of potential hazards before adopting other strategies. Employees have the autonomy to interrupt any activity they consider unsafe, and we have established procedures for communication and detailed investigation of incidents that have occurred. [GRI 403-2](#)

Risk analyses involve the active participation of employees as well as the communication of incidents and observations related to safety. Everyone has representation in the CIPAs and actively participates in the Local Safety Committees. [GRI 403-4](#)

Regular training covers critical topics such as working at heights and defensive driving; in 2024 alone, approximately 794,000 hours were dedicated to training initiatives, between own employees (14,990 participants, representing 96.5% of the workforce) and outsourced workers (12,615 equivalent to 47.7%). [GRI 403-5, EU18](#)

Health promotion [GRI 403-3, 403-6](#)

We offer medical assistance to our employees in order to promote their health. Through our Quality of Life Program, we offer services and programs such as awareness campaigns on healthy lifestyle habits (smoking, eating, etc.), benefits for access to sports facilities or activities, and disease prevention campaigns (mental health, cancer, cardiovascular diseases, vaccination campaigns, etc.).

In line with this, we will implement the ISO 45003 standard focused on psychosocial management in the work environment by the end of this process, expected to be completed in 2026.

Accident rate

Our injury rate was 1.39 in 2023, compared to 1.15 in the previous year, due to the higher number of accidents with major consequences (in which serious injuries occurred – three compared to one in the previous year). We have invested in technology, such as monitoring cameras in operational areas, and we increased the number of inspections and audits.

We recorded 112 accidents involving direct employees in 2024, compared to 116 the previous year, and 311 involving third-party contractors, representing a 5% increase compared to 2023. There were four fatalities, involving both direct employees and contract workers: one direct employee at Neoenergia Brasília, one contract worker at Neoenergia Coelba, and two contract employees in the Transmission segment.

EMPLOYEE ACCIDENT RATES  
[GRI 403-9](#)

	2022	2023	2024
<b>Mortality rate<sup>1</sup></b>	<b>0.00</b>	<b>0.01</b>	<b>0.03</b>
Men	0.00	0.01	0.03
Women	0.00	0.00	0.00
<b>Accident rate at work with serious consequences<sup>2</sup></b>	<b>0.00</b>	<b>0.01</b>	<b>0.08</b>
Men	0.00	0.01	0.10
Women	0.00	0.00	0.00
<b>Occupational accident rate<sup>3</sup></b>	<b>1.30</b>	<b>1.15</b>	<b>1.39</b>
Men	1.45	1.20	1.51
Women	0.60	1.10	0.90

<sup>1</sup> Mortality rate = Rate of deaths resulting from work-related injuries / Number of hours worked X [1,000,000].  
<sup>2</sup> Serious consequence occupational accident rate (not including fatalities) = Number of serious consequence work-related injuries (not including fatalities) / Number of hours worked X [1,000,000].  
<sup>3</sup> Workplace Recordable Injury Rate = Number of recordable workplace injuries (excluding first aid cases) / Total hours worked X [1,000,000]. The rate calculation has been updated to use a multiplier of 1,000,000, replacing the 200,000 multiplier used in prior years. Under the previous criteria, the rates were 0.26 in 2022 and 0.23 in 2023; for men, 0.29 and 0.24; and for women, 0.12 and 0.22, respectively. [GRI 2-4](#)



# Products and services for our customers

GRI 3-3 – MATERIAL TOPIC: EFFICIENCY AND RELIABILITY

We seek to develop relationships that puts our customers at the center of our actions. In 2024, we established a department focused on Customer Experience, centralizing processes and establishing a comprehensive vision. During the year, we strengthened the Our Neoenergia Way (Nosso Jeito) program

that aims to standardize and unify the customer experience across all operations. We launched an innovative training approach, in a *talk show* format. This involved good-humored interviews with guests who shared valuable insights to improve our customer service at all points of contact.

## CUSTOMER EXPERIENCE – OUR NEOENERGIA WAY (NOSSO JEITO)





Digitization

Digitization has been instrumental in enhancing the customer experience by personalizing the relationship and streamlining processes. This includes new payment options and interactions that do not require interfacing with humans. At the end of 2024, 94.2% of our services were performed via digital channels. Currently, 16.8% of invoices are sent digitally (by email, SMS or WhatsApp).

We made significant progress on several fronts during the year in this journey, which began in 2020 with Digital Connection (Conexão Digital) — a Research, Development and Innovation (PDI Aneel) project focused on innovative solutions and digital inclusion. And once a month, in our stores, and with accredited partners, and at the *call center*, we dedicate a day to share information with customers about our digital channels.

And while digital channels continue growing quickly, we've modernized our brick-and-mortar stores to offer comfort to customers who prefer in-person services. So far, we have redesigned 39 stores, increasing their accessibility.

In 2024, the main digitization milestones were:

- ▶ New Unified Virtual Agency – Brings more services, new features, speed, ease, practicality and simplicity to the customers of our five distributors.
- ▶ Updated Apps – Neoenergia Coelba, Cosern and Pernambuco apps have been unified with new features that facilitate a variety of customer services.
- ▶ WhatsApp – We introduced new functions, such as changing account ownership via human interaction.
- ▶ Integrated CRM – The Salesforce solution integrates platforms, ensuring full visibility of customer-related activities.
- ▶ Digital Invoicing – We offer invoices via *email*, SMS or WhatsApp for convenience and security.
- ▶ Communication and personalizing – We are personalizing our communications to ensure clarity in the information conveyed. We automatically sent more than 310 million *emails*, 7.8 million WhatsApp messages, and 128 million SMSs to customers during the year.
- ▶ Data & Analytics and Automations – More products have been developed and improved with artificial intelligence or analytical techniques, freeing employees and reducing work hours to enable employees to focus on on promoting services to improve customer experiences.

Efficient *Call Center*

We implemented a new model in the *Call Center* based on cloud technology to increase service speed and boost security. We worked with three separate companies to ensure operational continuity while fostering healthy competition between them, aiming to enhance the quality of the services rendered. Four of our five distributors were among Brazil 's Top 5 in the Service Level Index (INS). The five companies were among the Top 6 in the Abandonment Index (IAB), two indices of efficiency in Call Center service.

At the end of 2024, 94.2% of our services functioned via digital channels.

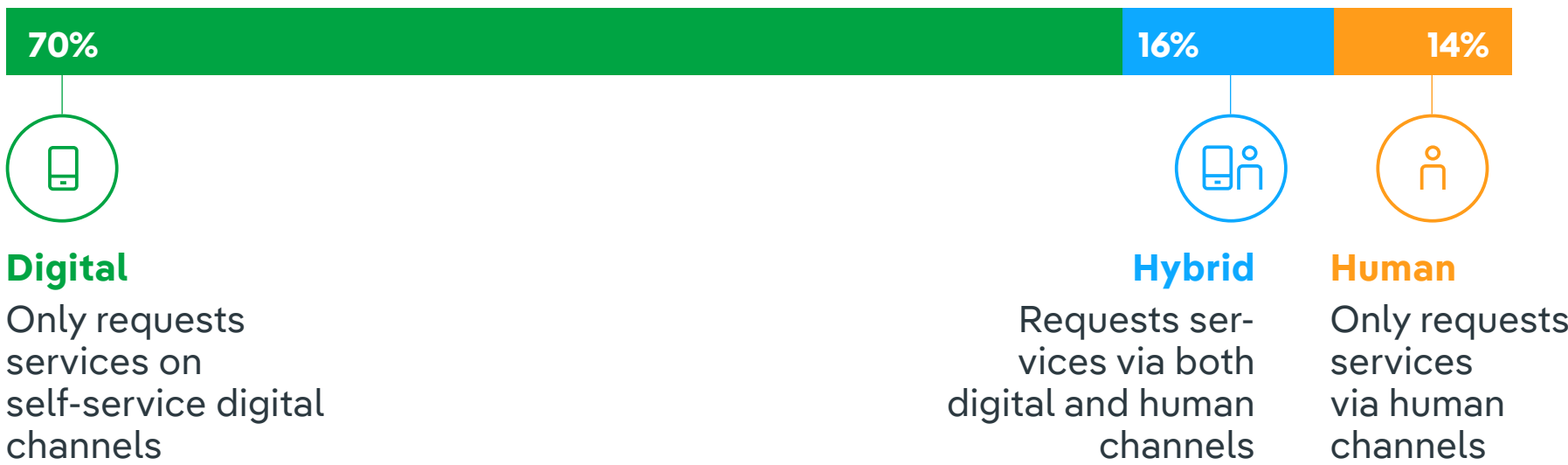
SUSPENSION OF ENERGY FOR RESIDENTIAL CUSTOMERS DUE TO NON-PAYMENT (NO.)

GRI EU27

	2022	2023	2024
Suspension period			
Less than 48 hours	975,361	901,102	997,149
Between 48 hours and 1 week	141,847	133,830	192,707
Between 1 week and 1 month	201,814	197,979	205,640
Between 1 month and 1 year	172,546	169,038	148,091
More than 1 year	44	66	34
Total	1,491,612	1,402,015	1,543,621
Reconnection period after paying overdue bills			
Less than 24 hours after payment	1,290,892	1,209,947	1,418,934
Between 24 hours and one week after payment	183,871	210,316	199,442
More than one week after payment <sup>1</sup>	77,568	72,749	460
Total	1,552,331	1,493,012	1,618,836

<sup>1</sup>The reduction was achieved thanks to the significant improvement in the efficiency of compliance with the reconnection orders.

CLIENT PROFILES





Customer satisfaction

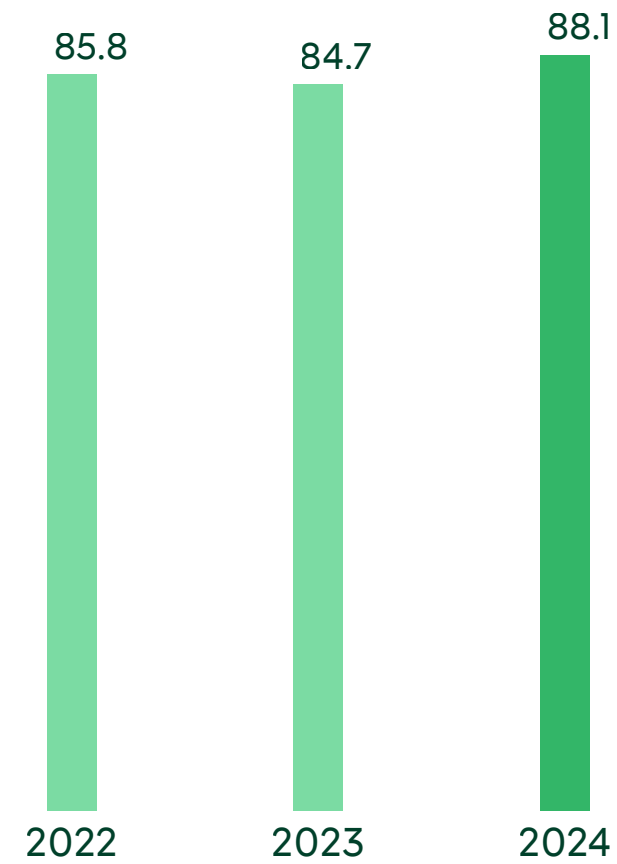
GRI 2-29

In Abradee's Perceived Quality Satisfaction Index (ISQP ), our Neoenergia business group obtained a 69.9 result. This was a 1.7% reduction compared to the previous year, but we remained above the national average, which decreased by 3.6%. In the Aneel Consumer Satisfaction Index (IASC ) compared with 2023, all our distributors scored higher than in the previous year. The group reached a score of 60.0, a 1.3 percentage point improvement over the previous year. We also continuously assess satisfaction after service contacts: approximately 88% of respondents expressed satisfaction with our service in 2024

We achieved an Equivalent Frequency of Complaint (FER) of 4.34 per 1,000 customers, well below the Aneel 8.0 target and 21% lower than the rate recorded in 2023. We believe that the result reflects Our Way (Nosso Jeito), the Move Forward (Avança ) Program created to boost business performance, and the new complaints governance model implemented during the year.



Customer service satisfaction survey (%)



ABRADEE PERCEIVED QUALITY SATISFACTION INDEX (ISQP) - %

	2022	2023	2024
Neoenergia – business group	69.6	71.6	69.9
Neoenergia Coelba	64.5	67.7	64.3
Neoenergia Pernambuco	74.4	73.9	72.8
Neoenergia Elektro	72.6	77.7	76.0
Neoenergia Cosern	75.9	77.4	77.0
Neoenergia Brasília	66.2	62.0	66.9

ANEEL CUSTOMER SATISFACTION INDEX (IASC) - %

	2022	2023	2024
Neoenergia – business group	58.7	60.0	NA
Neoenergia Coelba	55.7	57.3	NA
Neoenergia Pernambuco	60.4	61.9	NA
Neoenergia Elektro	61.6	62.8	NA
Neoenergia Cosern	63.6	63.9	NA
Neoenergia Brasília	55.0	56.2	NA

NA: Not available. The 2024 IASC Survey was not released prior to the publication of this report.



Service quality

Despite the weather-related challenges faced throughout the year in different regions, we were able to keep quality indicators below the limits Aneel established for the System Average Interruption Duration Index (SAIDI) – or Equivalent Duration of Interruption per Consumer (DEC), in Brazil; and the

System Average Interruption Frequency Index (SAIFI) – or Equivalent Frequency of Interruption per Consumer (FEC), in Brazil. The results reflected the rapid digitization of our electrical networks, which allowed us to restore the electricity supply within 60 seconds in the event of incidents.

SYSTEM AVERAGE INTERRUPTION FREQUENCY INDEX (SAIFI) – TIMES  
GRI EU28

	2022	2023	2024	Regulatory Limit 2024
Neoenergia Coelba	4.99	4.97	4.09	6.78
Neoenergia Pernambuco	4.77	5.08	4.55	7.12
Neoenergia Cosern	3.05	3.23	2.96	6.48
Neoenergia Elektro	3.84	3.73	3.49	5.68
Neoenergia Brasília	5.72	4.74	3.80	4.93

SYSTEM AVERAGE INTERRUPTION DURATION INDEX (SAIDI)– HOURS  
GRI EU29

	2022	2023	2024	Regulatory Limit 2024
Neoenergia Coelba	11.41	10.69	10.24	12.63
Neoenergia Pernambuco	11.75	11.30	10.97	12.06
Neoenergia Cosern	7.94	7.63	8.30	10.27
Neoenergia Elektro	6.97	7.32	6.45	7.73
Neoenergia Brasília	6.65	7.01	5.04	6.88

Customer and community health and safety

GRI 3-3 – MATERIAL TOPIC: LOCAL COMMUNITIES | EFFICIENCY AND RELIABILITY  
GRI 416-1

Customer safety remains a priority in our operations and has been part of the annual variable compensation goals of all executives since 2020. We understand that it is everyone's mission to maintain a high level of security in energy distribution networks, as well as to adopt mitigation actions.

The number of community accidents decreased by 6% compared to 2023. The primary cause of occurrences involved civil construction activities, which represented 36% of the total, composing the group of passive causes, which result from the population's negligence. The active causes for which the distributors are responsible (such as wire/cable energized on the ground and energized/ poles ) represented 24% of the accidents. In 2024, we recorded a total of 34 fatalities involving the population, despite our efforts to prevent them.

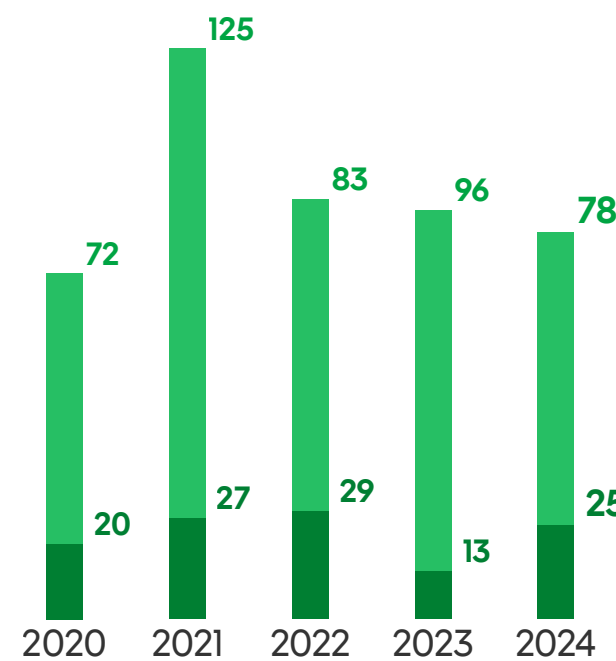
ACCIDENTS INVOLVING THE POPULATION (NO.)

GRI EU25

	2022	2023	2024
Persons injured	81	88	69
Fatalities	31	21	34
Legal cases (resolved and pending) related to incidents or accidents (No.)	80	73	73

Accidents with the population

Active causes Passive causes



Education regarding safe energy use

ex-EU24

We maintain the Safe Community Program, with regular education initiatives and information campaigns regarding safe practices involving electricity. The program includes lectures, visits to schools and construction materials stores, and volunteering activities, as well as the development and distribution of educational materials. With the Lives Saved (Vidas Salvas) program, we address unsafe attitudes that can lead to accidents. In 2024, the program accounted for 532,935 lives saved.



# Support for local communities

GRI 3-3 – MATERIAL TOPIC: LOCAL COMMUNITIES

## Energy access

GRI ex-EU23

We are committed to promoting universal access to energy, in accord with our *General Sustainable Development Policy*. Key actions include:

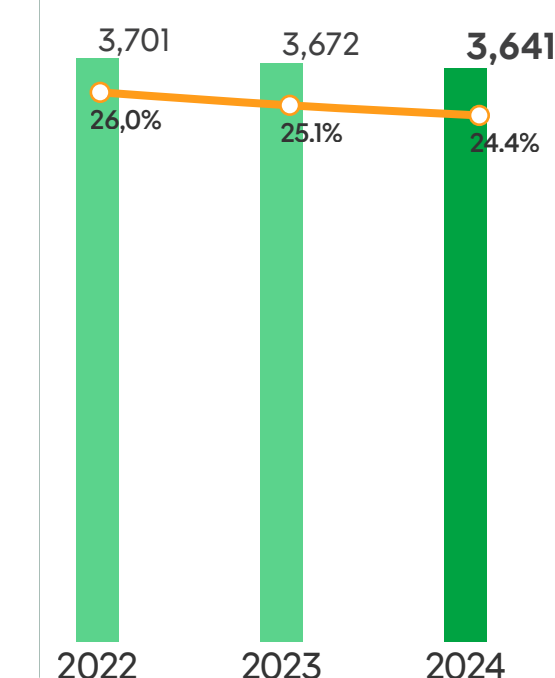
### Light for All (Luz para Todos) Program

– Expansion of access to electricity in rural areas, conducted in the state of Bahia in partnership with the federal government. In 2024, we made 6,610 new connections, totaling 719,738 during the last 20 years. The next stage calls for 29,500 new connections between 2024 and 2026. In the regions where our distributors operate, we estimated that about 114,000 people do not have access to electricity, which corresponds to 0.3% of the population. **GRI EU26**

**Vulnerable customers** – Extension of collection deadlines, payment flexibility and the Social Electricity Tariff, benefiting 3.6 million low-income consumer units (24.4% of residential customers). The discount varies between 10% and 65%, depending on each family's monthly utilization, up to the limit of 220 kWh, reaching up to 100% for low-income indigenous and quilombola families. During the year, we conducted

an active search for the inclusion of consumers in the Social Tariff, with 747,759 additions. Currently, in our five distributors' concession areas, we have 12,650 indigenous customers and 46,466 registered quilombola customers with the right to have access to the benefit.

### Customers with social tariff – low income (thousand)



## Energy efficiency

GRI ex-EU7

We invested R\$152.1 million in the Energy Efficiency Program (0.28% of ROL), which benefitted 220,000 consumer units and generated an estimated 71 GWh/annually in energy savings. The program promotes the responsible, efficient and safe consumption of electricity in our distributors' operations areas. Educational initiatives complement the efforts with training of teachers and students in the topics of combating energy waste and energy efficiency.

**Residential segment** – The Energy with Citizenship and Solidarity Energy (Energia com Cidadania e Energia Solidária) programs manage projects to replace inefficient equipment, to encourage recycling, to install solar panels, and to operate the Conscious Consumption Platform. In 2024, we replaced 770,000 inefficient bulbs with LEDs, replaced 859 old refrigerators, and installed solar PV systems for low-income customers. In another initiative, the Vale Luz Program offers discounts on energy bills in exchange for recyclable waste. In 2024, 15,400 customers participated; they exchanged 2,500 tons of waste, and were granted

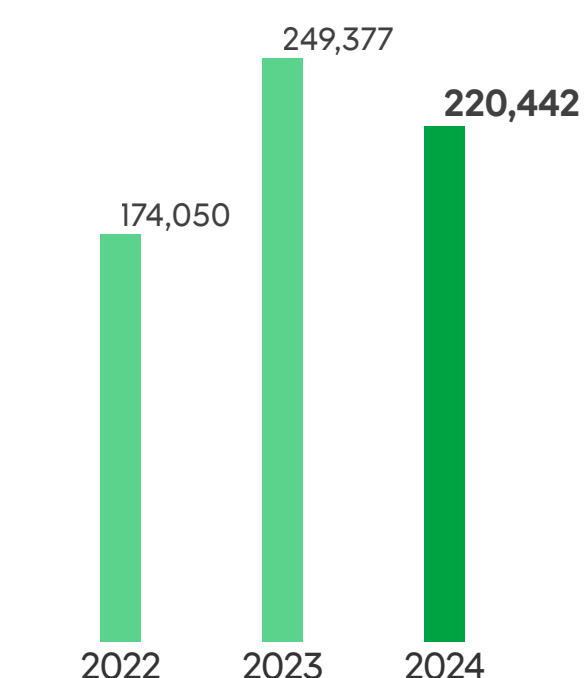
R\$ 1.4 million in discounts off their electricity bills.

**Public buildings, commerce and industry** – We invested R\$ 45.6 million to improve lighting systems and install solar photovoltaic systems, which benefitted 1,700 consumer units. Highlighted projects include installations at the Federal Police and at the Federal Supreme Court, as well as an agreement with the Defense Ministry for the construction of ten solar power plants.

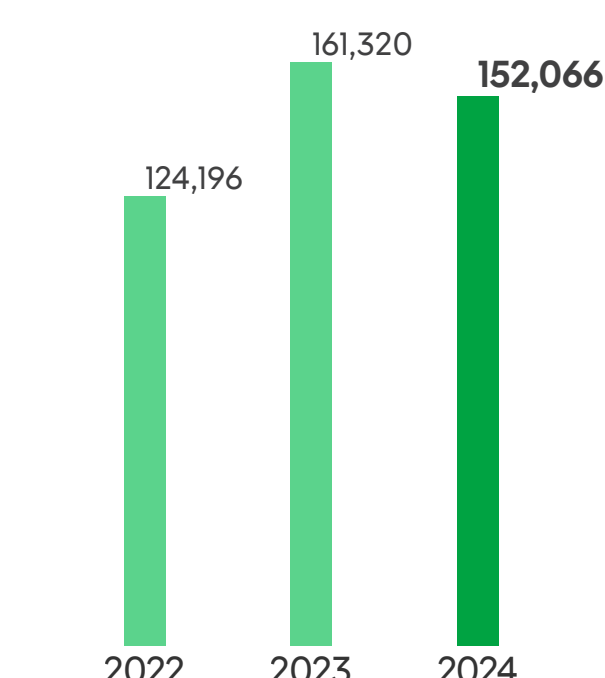


**Educational initiatives** – We trained more than 11,000 teachers and 240,000 students on the efficient and safe use of electricity, with programs such as Energy Classes, and the I'm Connected to Energy (Tô Ligado na Energia) Festival, and the National Energy Efficiency Olympiad.

### Units benefitted (Number)



### Investments in energy efficiency (R\$ thousand)





## Initiatives in communities

GRI 2-25, 203-1, 413-1

Our operations are responsible for both positive and negative impacts on the communities in the regions in which we operate. The energy services we provide stimulate economic and social development. They provide security and generate jobs and income. Moreover, the services support education, health and quality of life for communities as a result of the municipal, state and federal taxes we pay. Negative impacts include land use and occupation, interference with historical, cultural and archaeological heritage, pressure on land tenure, risks to biodiversity and overload on infrastructure and public services.

We manage these impacts with the support of programs developed during the construction and operation phases of the projects. This includes actions such as social communication, environmental education for the community and construction workers; negotiation and compensation for establishing the right-of-way where the transmission or sub-transmission line will be installed; prioritizing the hiring of workers and suppliers from communities near the assets; as well as initiatives to support forest restoration in the Permanent Preservation Areas (APPs) of the HPP reservoirs.

Our major 2024 initiatives were:

### Communication and Environmental Education

– Programs such as the Luzia Solar Photovoltaic Plant Ecological Trail attracted more than a thousand visitors from 20 educational institutions and environmental education programs in the wind and solar parks. This included training for community-based tourism, promotion of agroecology and support for local festivals. At the hydroelectric plants and transmission facilities, these programs promote best practices in environmental conservation and preservation, along with social communication initiatives at the distribution and transmission companies.

### Territorial Development

—The highlights were the Health, Education and Income (SER) and Energize programs, both of which had impacts on the Human Development Index (HDI) pillars of Northeastern municipalities. Completed in October, the SER has indirectly impacted 2,355 people since it was created in 2020, with 269 families directly benefiting from gaining access to water. Meanwhile, Energize (Energizar) is a partnership with the Change the World (Muda Mundo) Network. Its highlight was the training of 648 people in health (physical and social-emotional), education (literacy and preparation for the Enem college entrance examination), and entrepreneurship courses.



Energy Efficiency Program – Neoenergia in Action



Impact assessments

GRI 203-1, 413-1

Depending on the type of project and the region, we conduct an environmental impact study, which may be supplemented or updated through a Participatory Socioenvironmental Assessment. These assessments consider potential impacts on human rights, health and safety, as well as on the environment (emissions, noise, waste, fires, biodiversity loss, and soil impacts).

The socioeconomic assessment covers demographic aspects, historical and cultural heritage, increased demand for jobs in certain sectors, and effects on basic infrastructure. The areas directly affected by the project are indemnified in the case of transmission lines; for wind farms, there is a monthly lease payment. Local communities are informed about the restrictions related to the use of the areas adjacent to the wind turbines and to the transmission lines right-of-way zones. When indigenous communities are present in the impacted areas, we conduct specific studies to assess the social effects on these populations.

We also promote indirect impacts. An example is investments we make in various types of infrastructure that do not belong to the company or serve a commercial purpose, but rather are made to meet the needs of the social environment, solving problems that exist in local communities.

When planning new ventures, we conduct public hearings involving all stakeholders. During construction, communities receive information on operational safety as well as direct channels for contacting our teams. In the implementation of electric grids, we seek routes that minimize population and environmental disruptions. Advance studies for high-voltage transmission and distribution lines seek to avoid displacement of people and to avoid causing major economic impacts. All economic damages are indemnified based on the table of values prepared by the enterprise. In 2024, no populations were displaced as a result of our projects **GRI ex-EU19, EX-EU20, EU22**

Contributions to society

GRI 203-1, 413-1

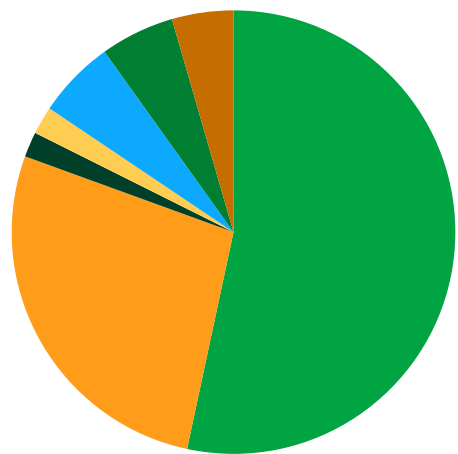
We invested R\$ 31.4 million in social programs and projects in the communities in which we operate, in order to reinforce our contribution to the UN Sustainable Development Goals, as well as to maintain a commitment to our purpose and values. The investments included funds from the Neoenergia Institute and complemented the socio-environmental and territorial development programs we conducted with non-mandatory resources, as well as environmental licensing programs. Via their light bills, we encouraged our distributors' customers to donate to nonprofit institutions. In 2024, we raised about R\$ 41 million for 18 institutions.

**Volunteering** – In 2024, we achieved relevant milestones in volunteering initiatives, reflecting our ongoing commitment to social responsibility. During the year, the program registered 4,208 participations, exceeding the projections mapped in our sustainability goal for volunteering, which foresees 3,700 participations in 2025 and 4,700 in 2030. The highlight was Iberdrola Volunteer Week a global initiative, which totaled approximately 3,500 hours of volunteering that directly and indirectly benefitted approximately 9,600 people.



Contributions to communities

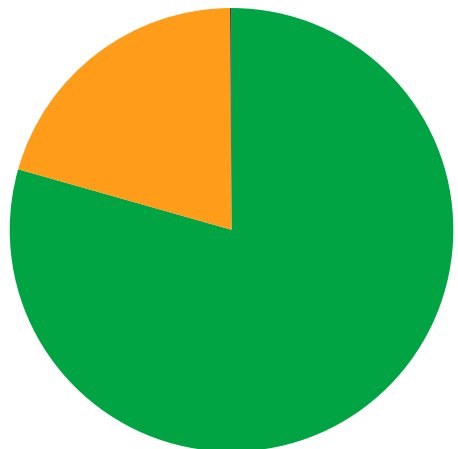
By area



- 54.2% Art and Culture
- 26.7% Education
- 1.8% Socio-economic development
- 2.0% Supporting active citizenship
- 5.6% Environment
- 5.3% Institutional support
- 4.4% Humanitarian aid

Contributions to communities

By category



- 79.4% One-time contributions
- 20.5% Social investment
- 0.1% Initiative aligned to the business



Neoenergia Institute

GRI 203-1, 413-1

As part of our Private Social Investment, the Neoenergia Institute promotes actions to transform people and the planet in the regions where we operate. By means of our own programs and support for initiatives with tax incentive laws, we contribute to sustainable development in Brazil, addressing economic, social and environmental challenges. Our focus is to positively impact society and create a sustainability legacy aligned with the UN Sustainable Development Goals.

We work on reducing inequalities and improving the quality of life in vulnerable communities, as well as combating climate change and conserving biodiversity through five pillars: Education and Research, Biodiversity and Climate Change, Art and Culture, Social Action, and Institutional Collaboration. With its own governance and guidelines published on our *website*, our activities follow the 2022-2025 Master Plan.

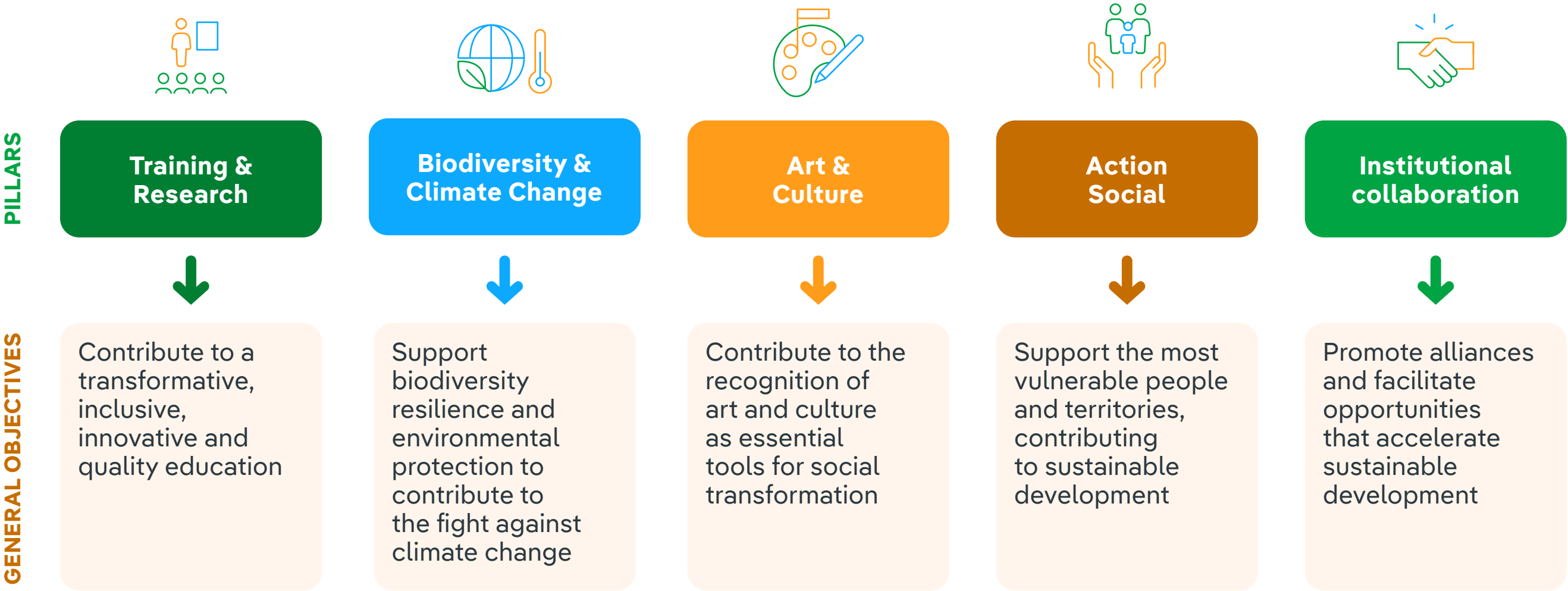
In 2024, we invested R\$ 23.9 million, including our own resources and those from federal and state incentive laws. The funds went to projects operating 69 programs that benefited almost 650,000 people. We highlight "Playing Together," an initiative aimed at women's sports.

The Institute 's projects address five themes that are the pillars of its Master Plan.

**Training and research** – The main initiative is the Ideas and Educational Practices Hub project, which aims to consolidate a network for disseminating innovative ideas and practices in education through support for school administrators and ongoing training for teachers and directors. In 2024, it directly benefited 660 people and offered 613 hours of training.

**Biodiversity and Climate Change** – We launched the Baixadas Observatory, comprised of young people from the low-income periphery, which aims to combat the impact of climate change in areas at sea level or along the banks of rivers and other bodies of water. We maintained Flyways, which is focused on protecting migratory birds and waders in the Potiguar Basin (state of Rio Grande do Norte ), and during the year we held the Limícolas Poultry Festival with 600 participants. The Coralizar project, focused on the restoration, maintenance and adaptation of coral reefs. It managed 220 colonies over the year, but only 35 of them survived due to the coral bleaching phenomenon.

MASTER PLAN PILLARS



**Art and Culture** – This area embraces several programs, such as Cultural Illumination (Iluminação Cultural), which supported the Nossa Senhora da Conceição Convent in Itanhaém (state of São Paulo ); the Rouanet Special (which selected five projects in the interior of the state of Bahia); the Hip Hop Museum (a support initiative for the sector affected by floods in the state of Rio Grande do Sul), the Inspire Award (Prêmio Inspirar) in its fourth edition received 146 applications and recognized 16 women leading initiatives in their communities; the Cultural and Artistic Workshops (which offered training in

the creative economy to 371 people); and Transforming Energy into Culture (which selected 35 out of 356 projects submitted and invested R\$ 7.5 million to support initiatives that promote local culture), among others.

**Social Action** – The main projects supported were Territorial Networks for Infancy (Redes de Territórios pela Infância), which focused on strengthening civil society organizations and public institutions. This directly benefited 6,249 young people in Caruaru (state of Pernambuco); and Playing Together (Jogando Juntas),

which selected 13 projects aimed at empowering women through sports.

**Institutional Collaboration** – The Social Acceleration "Impactô" Program aims to strengthen NGOs and social enterprises so they can evolve and improve their management processes, offering higher-quality activities to a greater number of beneficiaries. In 2024, 18 initiatives were selected, benefiting 4,824 people. The organizations recorded a 31% improvement in their governance, while the entrepreneurs achieved a 57% increase in knowledge gained through the acceleration program.



A landscape photograph of a green hillside. In the foreground, a large wind turbine stands on the left. To its right, a series of high-voltage power lines stretch across the middle ground, supported by tall metal pylons. The background shows rolling hills under a sky with soft, orange and blue hues, suggesting a sunset or sunrise. The entire image is framed by a green border with rounded corners.

5

Ethics, transparency,  
and good governance



Our governance reflects our commitment to sustainability, ethics and transparency. The composition and structure of the governance bodies follow international best practices, ensuring regulatory compliance, robustness, coordination and admission of responsibilities at all levels.

We are a publicly traded private company that operates as a holding company, with interests in other companies in the group. Our shares are traded on Brazil's B3 stock market and Madrid's Latibex stock exchange. The Spanish Iberdrola group is our controlling shareholder, with 53.5% of the share capital.

Our corporate and governance structure operates through a decentralized model. The holding company is responsible for corporate strategy and supervision, while each subsidiary has its own management under its respective governance bodies. Our practices aim to ensure the rights of stakeholders

according to the guidelines of the Brazilian Corporate Governance Institute (IBGC). We promote synergies among the subsidiaries and the holding company to standardize processes and achieve economies of scale.

Governance structure

GRI 2-9

**Board of Directors** – Independent and diverse, it is responsible for defining the company's strategic direction; it is composed of 23 members (chairman, members and alternates) with terms of office until August 2025. The Board has five advisory committees, all of which are comprised of independent members: Audit, Compensation and Succession, Financial, Related Stakeholders and Sustainability. The Chairman of the Board of Directors does not exercise an executive function in the company. GRI 2-11

BOARD OF DIRECTORS BY GENDER END AGE GROUP

GRI 405-1, 2-9 | PG 6

		2022		2023		2024	
		No.	%	No.	%	No.	%
By gender	Men	22	86.3	18	78.3	17	74
	Women	3	13.6	5	21.7	6	26
By age group	From 31 to 50 years old	5	22.7	6	26.1	6	26.1
	Over 51 years old	17	77.3	17	73.9	17	73.9

Note: For the calculation, we considered the total number of members, including the chairman, members and alternates.

**Fiscal Council** – Permanent body comprised of ten members responsible for the annual financial evaluation (without executive authority).

**Executive Board**– Composed of ten members appointed by the Board of Directors to implement the strategic plan.

**Selection of Board members** – We have a *Director Nomination Policy*. There is an initial analysis of the needs of these bodies so that the composition reflects knowledge, experiences, origins, nationalities, age and genders. GRI 2-10

**Board members** knowledge – Executive Board members receive training on relevant issues related to the group, and to our business and the environment in which we operate. The directors and members of the five committees are evaluated annually in a process supported by an external consultancy (PwC in 2024). GRI 2-17, 2-18

**Impact Management** – The Board of Directors oversees the management of our economic, social and environmental impacts, including risks and opportunities, and compliance with international principles, codes and standards. To help conduct their work, the Board and committees are supported by periodic internal reports and independent advisors. The Sustainability Committee monitors our performance in aspects of sustainability, reputation and

corporate integrity, corporate governance and compliance. The CEO presents to the Board topics that may cause or represent impacts. In 2024, these issues were discussed in eight meetings of the advisory committees, addressing sustainability goals, COP 29 and COP 30, financial and non-financial information reports, control and risk management of the company, the compliance risk map, and participation in indexes and awards. GRI 2-12, 2-13, 2-16

**Conflicts of interest** – Our *Policy for Transactions with Related Parties* defines rules to ensure that conflict of interest situations do not occur. The Related Party Committee evaluates transactions, verifying advantages for the company, possible conflicts of interest, and market conditions. We maintain a specific Handbook that guides users through potential conflicts. When hiring or promoting, leaders are required to declare these conflicts. GRI 2-15

**Compensation policies** – We have a *Management Compensation Policy*, and the Compensation and Succession Committee supports the Board with proposals that include a long-term incentive plan. The Directors ' Annual Compensation Report for the2024 financial year will be submitted to the Meeting scheduled to be held on April, 172025. In 2024, the ratio of the total annual compensation of the company's highest-paid individual was 29 times the

average employee compensation. The ratio between the percentage increase was 1.23%. GRI 2-19, 2-20, 2-21

The résumés of the directors and officers, as well as the details of the committees, are available on our *Investor Relations website*.

Policies and commitments

GRI 2-23, 2-24

We adopt corporate policies guided by our *Governance and Sustainability System* that reflect our commitment to sustainable innovation, and they are supported by three main pillars:

- Environmental performance and combating climate change through *Environmental* and *Climate Action* policies, as a response to environmental challenges;
- The social commitment, which is manifested in the *Social Commitment Policies*, expresses our support of human rights, the relationship with our interest groups, respect for equal opportunities and inclusion, inclusion and a sense of belonging; and
- The Corporate Governance and *Compliance Policies and standards, which orient the strategy and general commitments in these aspects.*



# Risk and control management

GRI 2-12, 2-24, 2-25

Our Board of Directors actively participates in strategic risk management. Annually, we review and approve the risk tolerance in accordance with the multi-year business plan's objectives and the budgets of the units. The main risks are monitored through established indicators and reported quarterly to the Executive Board and the Audit Committee. The analysis of sustainability risks is integrated with corporate policies and Risk Maps.

The Risk Management Superintendency is responsible for identifying, evaluating, monitoring and proposing mitigating strategies. It uses the *General Bases for Corporate Risk Management* as the main guideline. The process is supported by internal committees that include business areas to assess relevant updates on managed risks. Our approach is based on prevention, independence and commitment to corporate objectives, aligned with best market practices according to COSO ERM and ISO 31000.

We adopted a model based on the concept of the Three Lines of Defense:

- **First Line:** Operational areas are responsible for the direct management of processes.
- **Second Line:** Risk Management, Internal Controls and Compliance areas supervise the policies applied.
- **Third Line:** The Internal Audit area makes independent evaluations by issuing reports and recommendations.

Our main risk factors are detailed in the *Annual Sustainability Report* and the *Reference Form*.

Emergencies and contingency plans – All companies have Emergency Action Plans (EAPs) to deal with incidents related to work safety or the environment. We conduct regular drills to prepare teams to respond to specific emergencies. In case of power line contingencies, we adopt strict procedures coordinated by the Integrated Operational Center (IOC) to ensure rapid restoration of energy supply. Hydroelectric plants have installed sirens and are connected with municipal emergency response plans; we also communicate with local communities to help prepare measures to deal with potential incidents. **GRI ex-EU21, 2-25**



## Cybersecurity and information privacy

GRI 3-3 – MATERIAL TOPIC: CYBERSECURITY AND INFORMATION PRIVACY

Our technology infrastructures protect data from external threats through a global policy based on the Global Cybersecurity Framework. We implement rigorous protocols to ensure cyber resiliency across all operations.

We conduct simulated exercises on a regular basis to prepare our teams for potential cyber incidents. In July 2024, we faced a “cyber blackout” due to external technical problems; our team demonstrated rapid recovery capability during this crisis.

We guarantee privacy in the processing of personal data as our responsibility based on the *Personal Data Protection Policy*, adapted to the General Data Protection Law (LGPD). We maintained transparent channels for data subjects to exercise their rights regarding their personal data without recording any significant incidents in 2024. **GRI 418-1**



# Ethics and integrity

GRI 3-3\_205 – MATERIAL TOPIC: CORPORATE CULTURE  
GRI 2-26 | PG 10

Ethics guide our business model and relationships with customers, shareholders, employees, suppliers, service providers, the market and public entities. We operate in compliance with Brazilian legislation, industry best practices, our Code of Ethics, and internal standards. Our commitment to integrity in anti-corruption processes is evidenced by the early recertification in ISO 37001 at the holding company, NC Energia and Termopernambuco.

We have an integrity program aligned with the Brazilian anti-corruption law and applicable to all our companies. The Disciplinary Measures Committee analyzes inappropriate conduct identified during investigations conducted by the Compliance Superintendency. Human Resources applies the necessary disciplinary measures. With budgetary autonomy and operational independence, this superintendency reports monthly to the Compliance Unit – a collegiate body that reports to the Sustainability Committee that advises the Board of Directors.

We reiterate our commitment against any form of corruption, fraud, bribery, improper favoritism, influence peddling,

extortion and bribery, which is reinforced by our *Anti-Corruption and Fraud Policy*. All our suppliers must comply with these guidelines and are added into the Dow Jones Risk & Compliance tool, with daily monitoring of compliance aspects.

We pledge to compete honestly without using misleading advertising or defamation as set forth in the Code. We have not recorded monopolistic practices or related open cases in recent years.

GRI 206-1

We prohibit all our companies from engaging in lobbying activities. Similarly, we do not make, either directly or indirectly, any contributions or donations—even in the form of loans or advances—to politicians, candidates, or politically-exposed persons, including relatives. We also do not make contributions or donations to political parties, party coalitions, or labor unions. [GRI 415-1 | PG 10](#)

**Code of Ethics** – Our *Code of Ethics* establishes principles that require ethical behavior among managers, employees, third-party contractors and suppliers. It is applicable to all companies under our control. To reinforce its application, we offer annual training to leaders on topics such

as the Compliance System and the Anti-Corruption and Fraud Policy. The training sessions are available on the intranet on an educational platform that is accessible to all employees. In 2024, we informed 100% of them about this topic, and 24% received training. We send the Code to all suppliers registered on our purchasing platform; and in 2024, 22% of them received training in anti-corruption policies. [GRI 205-2 | PG 10](#)

**Grievance Channel** – In October 2024, we migrated our Channel to the Iberdrola Group 's global system, ensuring greater cybersecurity while maintaining independent management by the Compliance Superintendency. This channel is available to all employees as well as to the general public. Over the course of the year, the number of complaints received decreased by 26.3% compared to 2023. However, we did observe an increase in reports related to moral harassment due to the heightened focus on our zero-tolerance policy against discrimination. Since its inception in 2015, there have never been any reports related to public corruption or money laundering through this channel. [GRI 205-3 | PG 10](#)

Throughout the year, the number of complaints received decrease by 26.3% compared to 2023.

**SOCIOECONOMIC NON-COMPLIANCE** [GRI 2-27](#)

	2022	2023	2024
Monetary value of fines paid during the year for fines levied in previous years (R\$)	0	0	0
Monetary value of fines paid during the year for fines levied during the year (R\$)	0	0	0
Non-monetary sanctions (No.)	1	0	0



ENVIRONMENTAL FINES AND SANCTIONS

GRI 2-27

	2022	2023	2024
Total number of significant cases of non-compliance with laws and regulations for which fines were imposed during the year	26	59	32
Number of fines for non-compliance with laws and regulations that occurred and were paid in the year	0	1	0
Number of fines for non-compliance with laws and regulations that occurred in previous years and were paid in the year	0	3	2
Monetary value of fines for non-compliance with laws and regulations that occurred in the year and were paid (R\$ thousand)	0	6	0
Monetary value of fines for non-compliance with laws and regulations that occurred in previous years and were paid in the year (R\$ thousand)	0	153	141
Total amount of fines paid during the year (R\$ thousand)	0	159	141
Number of non-monetary, administrative or judicial sanctions for non-compliance with environmental laws or regulations	11	6	1
Cases involving arbitration mechanisms and similar processes (No.)	0	0	0

The significant cases of non-compliance with laws and regulations that resulted in fines during the year were mainly due to vegetation interference, improper waste disposal in public areas, or the lack of permits or electricity supply in environmentally restricted areas.



Sustainable value chain

GRI 3-3\_204 – MATERIALTOPIC : SUPPLIER RELATIONS MANAGEMENT

Our procurement processes follow corporate policies and the Code of Ethics. The purchases are divided into two groups: materials and services, through the Purchasing Department (99.4% of the total), and fuels, by the Generation area. In 2024, we had 5,119 active suppliers, with expenditures totaling R\$ 10.11 billion. Of this total, 99.5% referred to national expenses, reflecting our strategy of developing and prioritizing suppliers operating within the country. **GRI 2-6, 204-1**

To increase security in purchases, we have implemented a tool that assesses

suppliers ' cyber risks. Our internal and external audits of the purchasing process ensure compliance in matters of working hours, time cards, timely payment of wages, and in the verification of indications of irregularities received in the ethics channel and other reporting channels. In 2024, 26 suppliers of technical and commercial services were audited.

To foster more sustainable management across our supply chain, we encourage our suppliers to improve their social, environmental and ethical results. Our goal is to have at least 85%

of important suppliers in compliance with our sustainability policies and standards by 2030. We reached 89% in 2023 and continued to maintain the high standard in 2024, with 90% of suppliers contracted based on environmental and social criteria, as established in contractual clauses. **GRI 308-1, 414-1**

We participated in the project “Anchoring Sustainable Value Chains,” which supported small suppliers in the transition to sustainable economies. We incorporated social clauses into contracts

without recording significant incidents related to human rights or negative impacts.

We conduct annual audits focused on environmental risks of suppliers classified by their potential impact on nature. In October 2024, we promoted the Business (Negócios) Expo to share innovations and recognize the best local partners with the Supplier Award.



# Innovation

GRI 3-3 – MATERIAL THEME: CORPORATE CULTURE  
GRI ex-EU8

Innovation is the central strategy to ensure our sustainability, efficiency and competitiveness. We view innovation as a decentralized and open process. It involves all our businesses and activities, driven by the equal opportunities and inclusion of our employees and our ability to simultaneously develop two operational efficiency capabilities: day-to-day deliveries plus innovation focused on the future while boosting competitiveness.

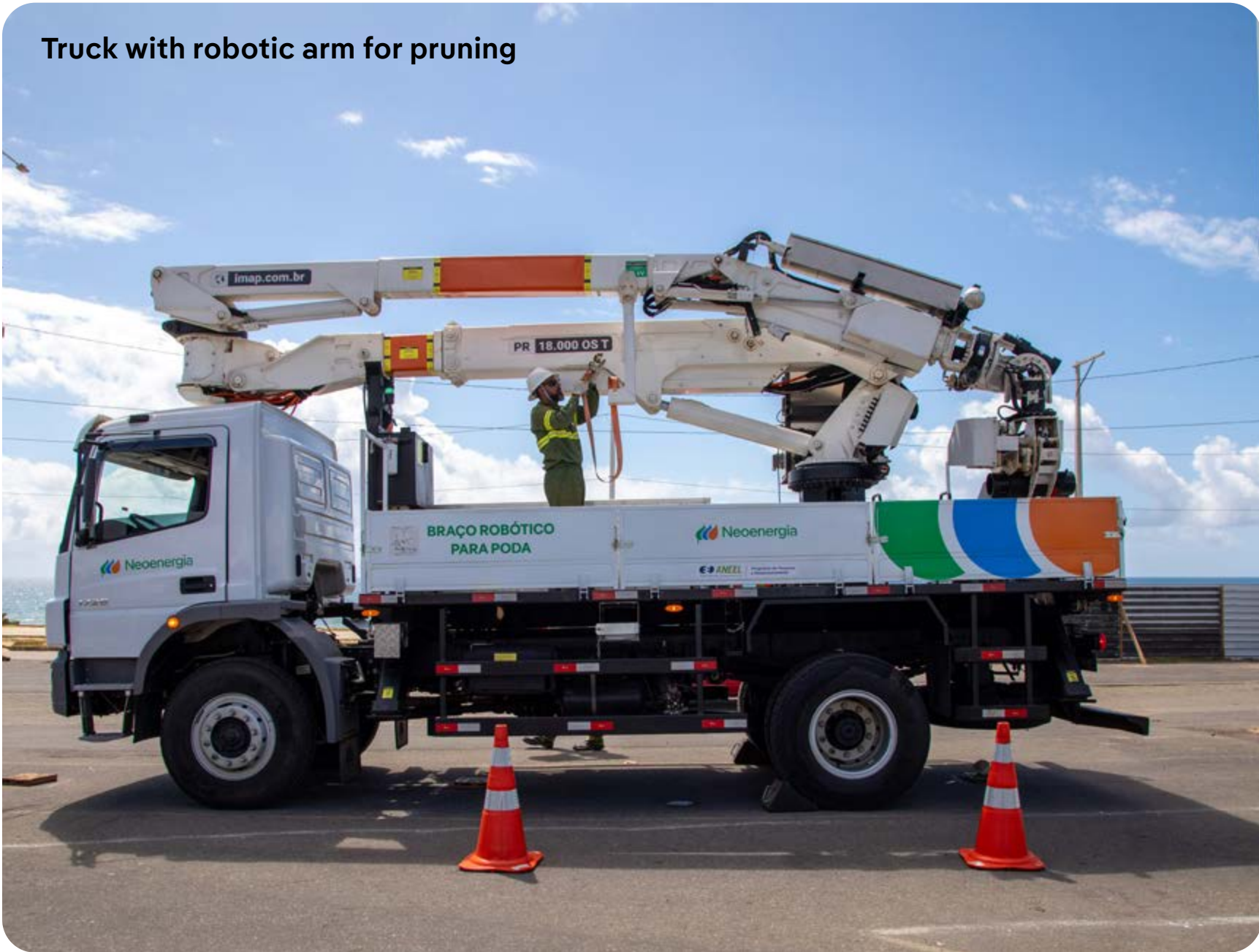
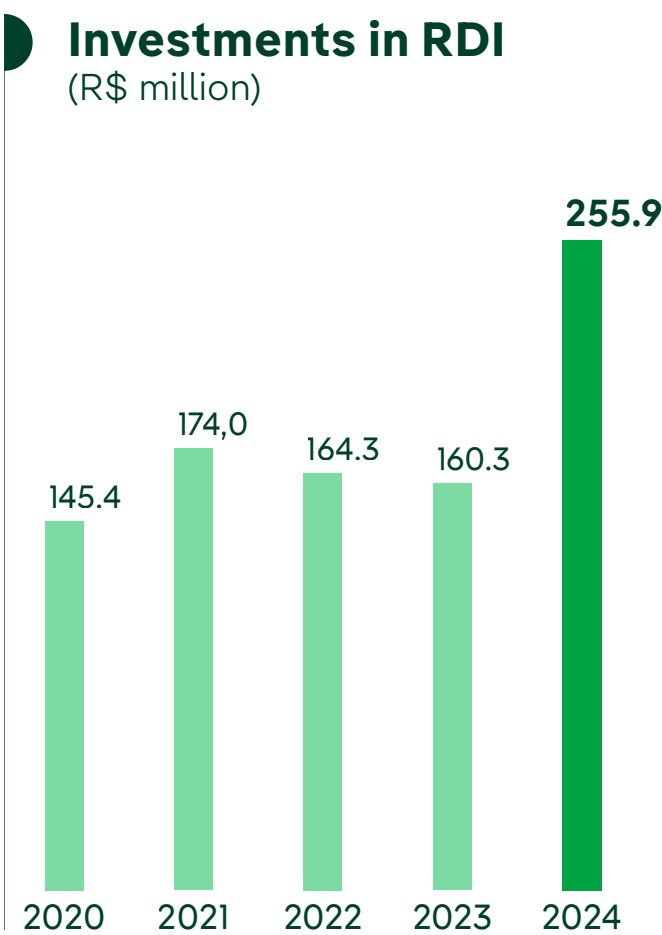
Our efforts are structured in five key areas:

- 1. Sustainable disruptive technologies.
- 2. New personalized products and services.
- 3. Digitization and automation with the Internet of Things (IoT) and Artificial Intelligence (AI), among others.
- 4. Partnerships with startups for new business models.
- 5. Culture of innovation and talent as a basis for transformation.

In 2024, we invested R\$ 255.9 million in Research, Development and Innovation (RDI), a 63% increase over the previous year. We also allocated R\$ 111.5 million in taxes and fees to the National Scientific and Technological Development Fund (FNDCT), the Mines and Energy Ministry (MME), and the Energy Development Account (CDE).

Highlights in 2024 were the Interoperability Laboratory, which was inaugurated in partnership with Lactec; the Neoenergia Future Talents (Talentos do Futuro ) Program, which involved 40 universities in search of solutions to electricity sector challenges; initiatives at the *Rock in Rio music show*, when we launched Decarbonize (DecarbonizaAê), which sought innovative solutions to reduce CO<sub>2</sub> emissions at the festival; as well as projects for renewable energy, digitalization of smart grids and electric mobility.

Important projects under development include LiDAR, a floating wind measurement system for offshore generation in Rio de Janeiro, population control of golden mussels (mexilhões-dourados) in hydroelectric plants, and sustainable solutions for the coexistence of electrical networks with endangered species.



Innovation is the central strategy to ensure our sustainability, efficiency and competitiveness



# Fiscal responsibility

GRI 3-3 – MATERIAL TOPIC: CORPORATE CULTURE  
GRI 207-1, 207-2, 207-3

Our *Corporate Tax Policy* ensures compliance with tax rules and the adoption of good tax practices. It is applicable to all our companies and integrated with our Governance and Compliance Policies. The Board of Directors is responsible for the development, review and approval of the tax strategy, especially in operations with important tax consequences.

Inspired by our purpose, values and Code of Ethics, this policy reflects our commitment to ethics, good governance and transparency. Annually, we publish a Tax Transparency Report that details relevant information about our tax contributions in Brazil.

Our basic principles include:

- Payment of taxes due based on reasonable interpretations.
- Prevention and reduction of significant tax risks.
- Strengthening our relationships with tax authorities based on respect and collaboration.

► Recognition of taxes as an essential contribution to society.

Compliance with these principles is promoted by the Boards of Directors and the Executive Boards of the companies we control. Supervision is administered at three levels: the Tax Superintendency (together with Compliance), the Audit Committee and the Board of Directors, which annually monitor adherence to the Corporate Tax Policy.

We seek to prevent significant tax risks through objective classification of transactions. We do not have companies in tax havens, in line with the Base Erosion Profit Shifting Plan (BEPS) of the Organization for Economic Cooperation and Development (OECD), to which our controlling shareholder, Iberdrola, is a signatory.

Our effective rate is lower than the nominal rate due to the use of the presumed profit regime, payment of interest on equity, and the Northeastern Development Superintendency's (Sudene) tax incentives.



► **TAX CONTRIBUTION (R\$ MILLION)**  
GRI 207-4

	2022	2023	2024
Contractor payment contributions	11,359	12,396	12,877
Corporation business tax	536	769	737
Others	440	502	546
<b>Total</b>	<b>12,335</b>	<b>13,667</b>	<b>14,160</b>



6

# Finances

Rio do Fogo Park



# Economic-financial performance

GRI 3-3 – MATERIAL TOPIC: CORPORATE CULTURE

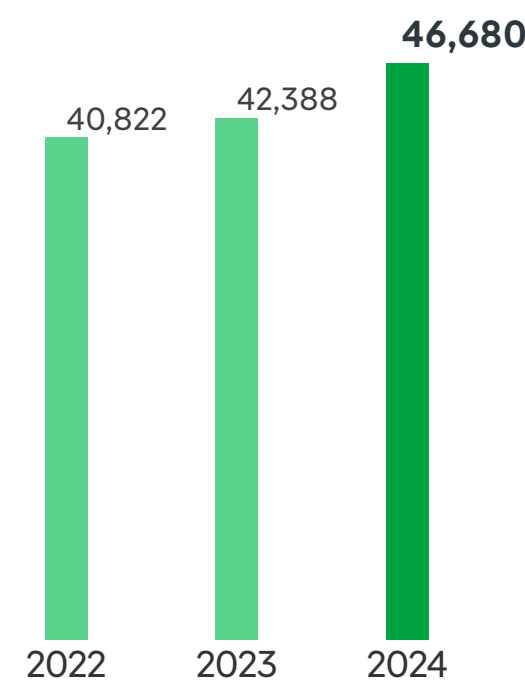
Our consolidated net operating revenue <sup>1</sup> totaled R\$46,680 million in 2024, a 10% change over the previous year. Gross margin was R\$ 17,618 million (12% variation over 2023). The main positive impacts resulted from tariff revisions and adjustments, an increased customer base and energy volumes at distributors, in addition to better results in Renewables. The negative impacts compared to the previous year resulted from a lower margin in the Transmission business, due to non-recurring adjustments via IFRS 15, lower New Replacement Value (VNR), and an even lower margin in Termopernambuco.

EBITDA <sup>1</sup> was R\$ 12,517 million (1.28% vs. 2023). Net profit <sup>1</sup> totaled R\$ 3,635 million, a -18% variation compared with the previous year. Excluding non-recurring events, such as the non-Cash effect of Corporate Operations, corporate reorganization and a one-time increase in the Sudene benefit, the profit would have been R\$ 4,310 million, in line with 2023.

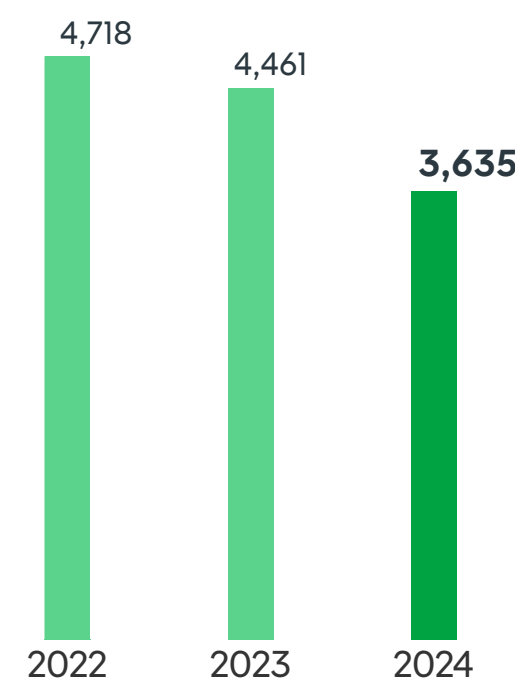
<sup>1</sup> Data per the Management Report.

Our consolidated net operating revenue totaled  
**R\$ 46,680 million** in 2024, a **10%** change over the previous year.

Net operating revenue (R\$ million)

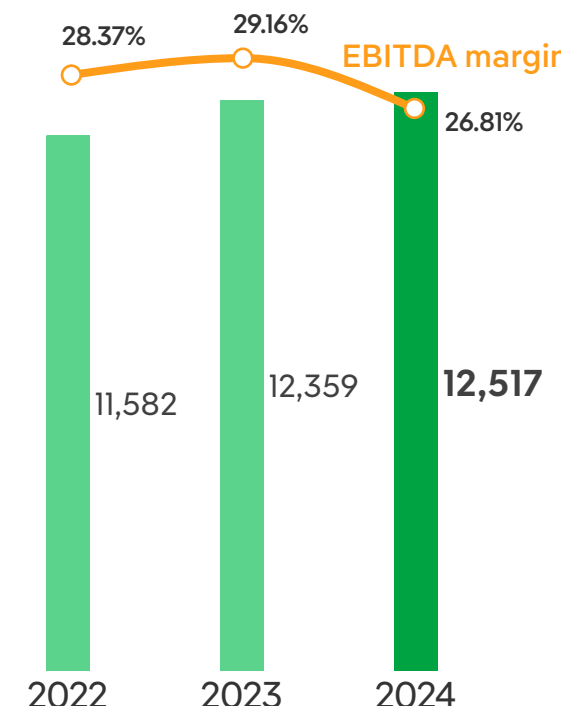


Net income (R\$ million)<sup>1</sup>



<sup>1</sup> Net income attributable to controlling shareholders.

EBITDA and EBITDA margin (R\$ million)



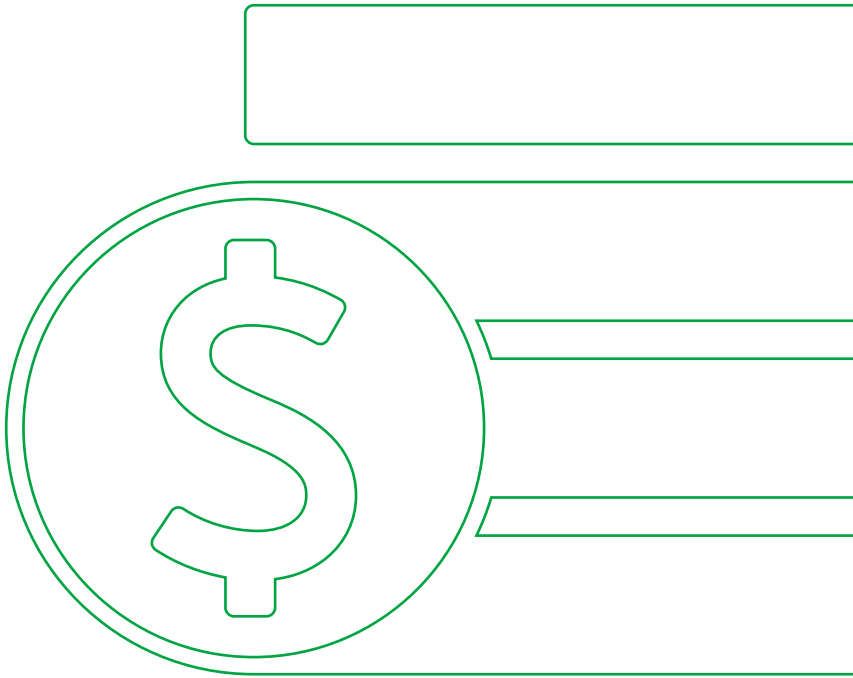
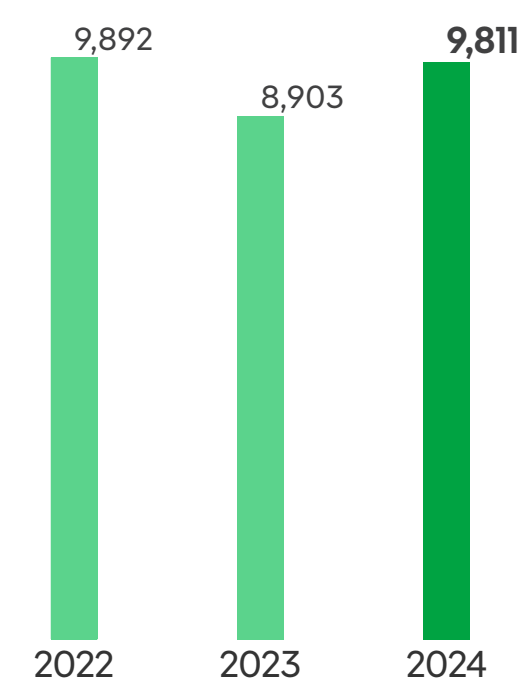
## Investments

We invested R\$ 9.8 billion in Capex in 2024, 10% more than in the previous year. The largest amount (R\$ 9.6 billion) was allocated to the Networks business, of which R\$ 5.5 billion went to the Distribution segment (56.95% of the total) for expansion, improvement, digitization and efficiency projects. For Transmission, we allocated R\$ 4.1 billion to projects on the lots acquired in auctions between 2018 and 2021.

In Renewables, R\$ 165 million were primarily invested in maintenance.

Liberalized funding (R\$ 28 million) was concentrated in Termopernambuco for maintenance activities.

Investments (R\$ million)



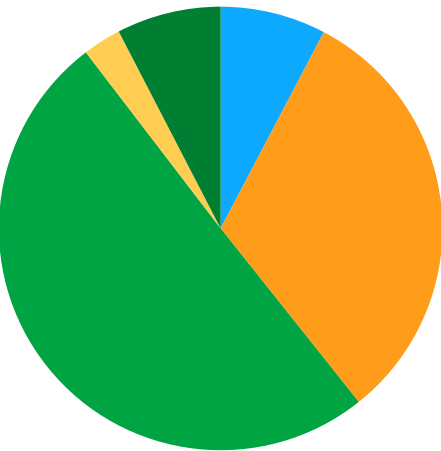


Added Value

GRI 201-1

We generated R\$ 35.2 billion in added value. The largest portion, 50.3%, was related to taxes, fees and contributions paid to governments (federal, state and municipal). These included taxes on profits (income tax and social contribution), intra-sector obligations, ICMS, PIS and Cofins, and INSS on the payroll, among others.

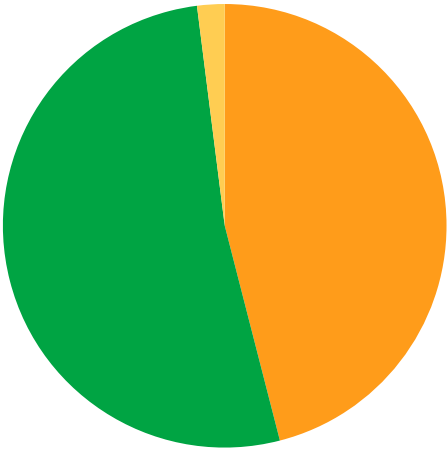
Value added distribution



- 7.7% Employees
- 31.6% Capital providers
- 50.3% Government
- 2.8% Shareholders
- 7.6% Retained earnings and reserves

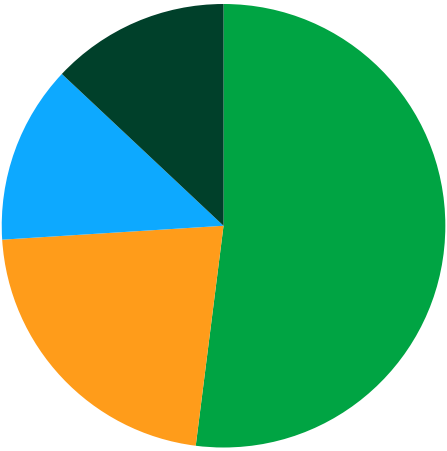


Debt by indexer



- 46% CDI and Selic
- 52% IPCA
- 2% TJLP

Debt by type of financing



- 52% Domestic capital market
- 22% National development banks
- 13% International commercial banks
- 13% International development banks

ECONOMIC VALUE GENERATED, DISTRIBUTED AND RETAINED (R\$ MILLION)

GRI 201-1

	2022	2023	2024
Revenues (sales and other income) <sup>1</sup>	67,251	68,890	73,439
Operating costs <sup>1</sup>	33,931	35,764	38,223
Employee compensation (without including company social security costs)	1,797	1,889	2,716
Payments to capital suppliers <sup>1</sup>	11,800	11,180	12,104
Payments to Public Authorities	16,189	16,789	17,702
Community benefit investments (according to model B4SI) <sup>2</sup> – R\$ thousands	26,451	27,476	31,396
Retained economic value	3,534	3,268	2,694

<sup>1</sup> 2023 data reclassified. GRI 2-4

<sup>2</sup> B4SI Model: *Business for Societal Impact*, which establishes an approach to measuring and benchmarking the social impact.

Debt

Our consolidated net debt, including cash, cash equivalents and bonds and securities reached R\$ 43.2 billion, a 10.4% increase compared to 2023. This primarily was the result of the Capex expenditures for Network projects. The average debt maturity was 6.3 years in December 2024 (it was 5.19 years in December 2023). The leverage was 3.45 times EBITDA (compared to 3.17 times at the end of the previous year).

The 2024 economic and financial results are detailed in the 2024 Financial Statements, which are accessible in our [Results Center](#).

Capital markets

Our market value (NEOE3) on the B3 (Brasil, Bolsa, Balcão) exchange was R\$ 22.9 billion on December 30, 2024, with shares quoted at R\$ 18.91. Compared to 2023, there was a devaluation of 6.98%. Since the June 2019 IPO, our shares have appreciated by 20.83%.



# Sustainable finance

GRI 3-3\_201— MATERIAL TOPIC: CORPORATE CULTURE

We are one of the leading business groups in Brazil in green financing, using instruments related to our environmental, social and governance performance. We are committed to increasing the share of this type of financing in new contracts with financial institutions and to periodically reviewing our *Green Finance Framework*, based on the *Green Bond Principles* (GBP) of the *International Capital Market Association* (ICMA). The framework covers resource use, asset valuation, resource management, and ongoing reporting on environmental and social impacts.

Our three goals are:

1. Align our financial strategy with our values and objectives.
2. Minimize the cost of debt.
3. Diversify funding sources, integrating sustainability as a means and an end at the same time.

We started our green financing operations in 2019, with the issuance of R\$ 1.295 billion in debentures for sustainable projects. In 2024, we increased our green debts to approximately R\$ 25 billion, highlighting record contracts of R\$ 11.4 billion for the expansion of Networks and Renewables.

We also contracted a R\$ 1.6 billion certified sustainable revolving credit line.

This funding is targeted to support environmentally sustainable projects, including renewable energy and the digitalization of electricity grids. We work with various financial institutions that offer sustainability-linked loans.



Transmission tower



7

# About this Report

Salvador (state of Bahia), capital served by Neoenergia Coelba



Since 2004, we have reported annually on our performance in environmental, social, economic and governance aspects. In 2010, we adopted the Global Reporting Initiative (GRI) standards, and, beginning in 2020, we incorporated the International Framework for Integrated Reporting in accordance with Technical Guidance CPC 09, of the Brazilian Accounting Pronouncements Committee – Comitê de Pronunciamentos Contábeis (CPC) – in Portuguese –, as well as the recommendations of the Dow Jones Sustainability Index (DJSI).

We also followed the guidelines of the Task Force on Climate-Related Financial Disclosure (TCFD), which were combined into the new standards of the International Sustainability Standards Board (ISSB), IFRS S2, for climate-related financial information. **GRI 2-3**

The report also reflects our commitments to the Global Compact. The financial data are based on the Neoenergia S.A. Management Report, while the non-financial information follows international methodologies. **GRI 2-14**

The operations covered include five distributors, five hydroelectric plants, and 44 wind farms, among other controlled companies. We have not consolidated socio-environmental indicators of entities that still are under construction. In 2024,

three new transmission companies came online, adding to our infrastructure. We also conducted a Public Offering of Shares that raised our stake in Neoenergia Cosern to 100%. **GRI 2-2, 2-6**

Questions about this report or suggestions can be sent to *email* sustentabilidadeneoenergia@neoenergia.com **GRI 2-3**

## Materiality **GRI 3-1**

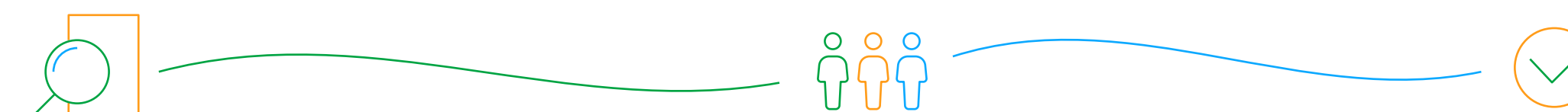
The materiality assessment for this report considers positive and negative impacts in both financial and non-financial dimensions. Online consultations involved 420 representatives of key stakeholders on relevant sustainability-related topics.

In prioritizing the content covered in the report, we considered both the internal view of executives and the external outlook of stakeholders. Ten material topics were defined after evaluation by the Executive Board and approval by the relevant Committees.

The impacts of each material topic are presented throughout this report and detailed on pages 149 to 151 of our *Annual Sustainability Report*. **GRI 3-3**

## MATERIALITY PROCESS

Identification of material topics related to impacts (negative and positive), risks and opportunities



### Identification of Impacts related to Neoenergia's business activity:

1. Completion of a questionnaire by the business areas based on the European Sustainability Reporting Standards (ESRS) indicators
2. Interviews with business leaders
3. Identification of impacts on the topics
4. Classification of impacts:  
Score of impacts:  
Severity X Probability
5. Identification of risks by country and business



### Consultation with Stakeholders

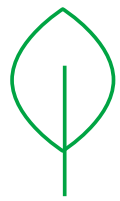
- Inclusion of subjects covered by SASB metrics (topics with financial materiality for the electricity sector, such as cybersecurity and network resilience);
- Definition of external audience to be consulted, based on the Interest Group Management platform;
- Sending an online questionnaire to internal and external audiences: 420 participants;
- Analysis of responses, cross-referencing, and finalization of the list of material topics.

### Validation

- Comparison of material topics with Iberdrola's headquarters;
- Cross-referencing of material topics with GRI, SASB, sustainability targets and Global Compact principles;
- Materiality Proposal for approval by the Executive Board;
- Publication of materiality and indicators in the 2024 Annual Report and approval by the Executive Board, Sustainability Committee, Audit Committee and the Board of Directors.



MATERIAL TOPICS GRI 3-2



Environmental topics

Climate change

- Climate change adaptation
- Climate change mitigation
- Risks and opportunities
- Greenhouse Gas Emissions (GHG)
- Power

Water

- Intake, consumption and reuse

Biodiversity and ecosystems

- Direct impacts affecting biodiversity loss
- Risks and opportunities

Sustainable economy

- Materials
- Waste

Social topics

Working conditions

- Employment
- Equal opportunities and inclusion
- Health and safety
- Training and education

Local communities

- Access to energy
- Vulnerable customers
- Energy efficiency

Efficiency and reliability

- Network resilience
- Customer satisfaction
- Safe and efficient energy use
- Quality

Governance topics

Corporate culture

- Risk management
- Ethics and integrity
- Innovation
- Financial and economic performance
- Sustainable finance
- Tax transparency.

Supplier relationship management

- Human rights
- Responsibility in the supply chain
- Purchasing practices

Cybersecurity and information privacy



# GRI Content Index

Statement of use	Neoenergia reported being in accordance with the GRI Standards for the period from January 1 to December 31, 2024.
GRI 1 used	GRI 1 – Fundamentals 2021
Applicable sectoral standards	<i>Electric Utilities</i> (EU) G4

GRI Standard	Contents	Page	Omissions	Sectorial GRI	Global Compact
General disclosures					
GRI 2: General disclosures 2021	2-1 Organization details	6, 14, 81	-	-	-
	2-2 Entities included in the organization's sustainability reporting	70	-	-	-
	2-3 Reporting period, frequency and contact point	70	-	-	-
	2-4 Restatements of information	11,13, 27 34, 49, 67	-	-	-
	2-5 External assurance	80	-	-	-
Energy sector	EU1 Installed capacity (MW), broken down by primary energy source and by regulatory system	10, 13	-	EU1	-
	EU2 Net energy production, broken down by primary energy source and by regulatory system	10, 13	-	EU2	-
	EU3 Number of residential, industrial, institutional and commercial consumer units	9	-	EU3	-
	EU4 Length of overhead and underground transmission and distribution lines, broken down by voltage level and regulatory framework	9	-	EU4	-
	EU5 Allocation of CO <sub>2</sub> equivalent emissions allowances, broken down by carbon credit market structure	They were not traded	-	EU5	-
GRI 2: General disclosures 2021	2-6 Activities, value chain and other business relationships	6.9, 13, 22. 23, 25, 62, 70	-	-	-
	2-7 Employees	45, 46	-	-	-
	2-8 Workers who are not employees	45	-	-	-
	2-9 Governance structure and composition	59	-	-	-
	2-10 Nomination and selection of the highest governance body	59	-	-	-
	2-11 Chair of the highest governance body	59	-	-	-
	2-12 Role of the highest governance body in overseeing the management of impacts	8, 59, 60	-	-	-
	2-13 Delegation of responsibility for managing impacts	59	-	-	-
	2-14 Role of the highest governance body in sustainability reporting	70	-	-	-



GRI Standard	Contents	Page	Omissions	Sectorial GRI	Global Compact
GRI 2: General disclosures 2021	2-15 Conflicts of interest	59	-	-	-
	2-16 Communication of critical concerns	59	-	-	-
	2-17 Collective knowledge of the highest governance body	59	-	-	-
	2-18 Evaluation of the performance of the highest governance body	59	-	-	-
	2-19 Remuneration policies	59	-	-	-
	2-20 Process to determine remuneration	59	-	-	-
	2-21 Annual total compensation ratio	59	-	-	-
	2-22 Statement on sustainable development strategy	3	-	-	-
	2-23 Policy commitments	8, 28, 59	-	-	10
	2-24 Embedding policy commitments	59, 60	-	-	-
	2-25 Processes to remediate negative impacts	39, 55, 60	-	-	-
	2-26 Mechanisms for seeking advice and raising concerns	61	-	-	-
	2-27 Compliance with laws and regulations	61, 62	-	-	-
	2-28 Membership associations	Annual Sustainability Report			
Material topics	2-29 Approach to stakeholder engagement	44	-	-	-
	2-30 Collective bargaining agreements	13	-	-	3
GRI 3 – Material topics 2021	3-1 Process to determine material topics	70	-	-	-
	3-2 List of material topics	71	-	-	-
Economic performance – Material topics: Climate change   Corporate culture					
GRI 3: Material Topics 2021	3-3 Management of material topics	31, 66	-	-	-
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	67	-	-	-
	201-2 Financial implications and other risks and opportunities due to climate change	32	Item a.v: Information unavailable. We have not calculated the financial cost.	-	7



GRI Standard	Contents	Page	Omissions	Sectorial GRI	Global Compact
Market presence - Material topic: Working conditions					
GRI 3: Material Topics 2021	3-3 Management of material topics	45			
GRI 202: Market presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	46	Part of Item a: Information unavailable: We have 67 important operating units and do not present the data per operating unit.	6	
Indirect economic impacts – Material topic: Local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	54	-	-	-
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	43, 55, 56, 57	-	-	-
Procurement practices – Material topic: Supplier relations management					
GRI 3: Material Topics 2021	3-3 Management of material topics	62	-	-	-
GRI 204: Purchasing practices 2016	204-1 Proportion of spending on local suppliers	62	Part of Item a: Information unavailable.: We have 67 important operating units and do not present the data per operating unit.	-	-
Anti-corruption – Material topic: Corporate culture					
GRI 3: Material Topics 2021	3-3 Management of material topics	61	-	-	-
GRI 205: Anti-corruption 2016	205-2 Communication and training on anti-corruption policies and procedures	61	-	-	10
	205-3 Confirmed incidents of corruption and actions taken	61	-	-	10
Anti-competitive behavior – Material topic: Corporate culture					
GRI 3: Material Topics 2021	3-3 Management of material topics	61	-	-	-
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	61	-	-	-
Tax – Material topic: Corporate culture					
GRI 3: Material Topics 2021	3-3 Management of material topics	64	-	-	-



GRI Standard	Contents	Page	Omissions	Sectorial GRI	Global Compact
<b>GRI 207: Taxes 2016</b>	207-1 Approach to tax	64	-	-	-
	207-2 Tax governance, control, and risk management	64	-	-	-
	207-3 Stakeholder engagement and management of concerns related to tax	64	-	-	-
	207-4 Country-by-country reporting	64	-	-	-
<b>Energy sector: Availability and reliability – Material topic: Efficiency and reliability</b>					
<b>Form of management</b>	EX-EU 6 Management to ensure availability and reliability of short- and long-term electricity supply	33	-	ex-EU6	-
<b>Availability and reliability</b>	EU10 Planned capacity (MW) compared to long-term electricity demand projection, broken down by energy source and regulatory system	The electrical system's productive capacity planning is centralized in the federal government. We choose our investments according to business planning	-	EU10	-
<b>Energy sector: Demand management – Material topic: Efficiency and reliability</b>					
<b>Form of management</b>	EX-EU7 Programs for demand-side management, including residential, industrial and commercial programs	54	-	ex-EU7	-
<b>Energy sector: Research and development – Material topic: Corporate culture</b>					
<b>Form of management</b>	EX-EU8 Research and development costs and activities targeted at promoting sustainable development and ensuring a steady supply of electricity	63	-	ex-EU8	-
<b>Energy sector: Decommissioning nuclear power plants</b>					
<b>Form of management</b>	EX-EU9 Provision for decommissioning nuclear power units	Not applicable. Neoenergia does not generate nuclear energy	-	ex-EU9	-
<b>Energy sector: System efficiency – Material topics: Climate change   Efficiency and reliability</b>					
<b>System efficiency</b>	EU11 Average thermoelectric power plant generation efficiency, by energy source and by regulatory system	35	-	EU11	-
	EU12 Percentage of transmission and distribution losses relative to total energy.	35	-	EU12	-
<b>Materials – Material topic: Circular economy</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	36	-	-	-
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	36	-	-	-
<b>Energy – Material topic: Climate change</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	35	-	-	-
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	35	-	-	7, 8
	302-5 Reductions in energy requirements of products and services	35	-	-	8, 9



GRI Standard	Contents	Page	Omissions	Sectorial GRI	Global Compact
Water and effluents - Material topic: Water					
GRI 3: Material Topics 2021	3-3 Management of material topics	38	-	-	-
	303-1 Interactions with water as a shared resource	38	-	-	-
	303-2 Management of water discharge-related impacts	38	-	-	-
GRI 303: Water and effluents 2018	303-3 Water withdrawal	38	-	-	-
	303-4 Water discharge	38	-	-	-
	303-5 Water consumption	38	-	-	-
Biodiversity – Material topic: Biodiversity and ecosystems					
GRI 3: Material Topics 2021	3-3 Management of material topics	39	-	-	-
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	40	-	-	8
Energy sector	EU13 Biodiversity of substitute habitats compared to biodiversity in affected areas	40	-	EU13	8
Emissions – Material topic: Climate change					
GRI 3: Material Topics 2021	3-3 Management of material topics	31	-	-	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	13, 34	-	-	7, 8
	305-2 Energy indirect (Scope 2) GHG emissions	13, 34	-	-	7, 8
	305-3 Other indirect (Scope 3) GHG emissions	34	-	-	7, 8
	305-4 GHG emissions intensity	11, 13, 34	-	-	7, 8
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	13	-	-	7, 8
Waste – Material topic: Circular economy					
GRI 3: Material Topics 2021	3-3 Management of material topics	36	-	-	-
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	37	-		-
	306-2 Management of significant waste-related impacts	37	-	-	-
	306-3 Waste generated	37	-	-	8
	306-4 Waste diverted from disposal	37	-	-	8
Supplier Environmental Assessment – Material topic: Supplier relationship management					
GRI 3: Material Topics 2021	3-3 Management of material topics	62	-	-	-
GRI 308: 2016 Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	62	-	-	8



GRI Standard	Contents	Page	Omissions	Sectorial GRI	Global Compact
<b>Employment - Material topic: Working conditions</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	45			
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	46	-	-	6
<b>Energy sector</b>	EX-EU14 Programs and processes that ensure the availability of skilled labor	47	-	ex-EU14	-
	EU15 Percentage of employees entitled to retirement in the next 5 and 10 years, broken down by job category and by region	46	-	EU15	-
	EU17 Days worked by outsourced workers and subcontractors involved in construction, operation and maintenance activities	46	-	EU17	-
<b>Occupational health and safety – Material topic: Working conditions</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	49	-	-	-
<b>GRI 403: Occupational health and safety 2018</b>	403-1 Occupational health and safety management system	49	-	-	-
	403-2 Hazard identification, risk assessment, and incident investigation	49	-	-	-
	403-3 Occupational health services	49	-	-	-
	403-4 Worker participation, consultation, and communication on occupational health and safety	49	-	-	-
	403-5 Worker training on occupational health and safety	49	-	-	-
	403-6 Promotion of worker health	49	-	-	-
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	49	-	-	-
	403-8 Workers covered by an occupational health and safety management system	49	-	-	-
	403-9 Work-related injuries	49	-	-	-
<b>Energy sector</b>	EX-EU16 Policies and requirements related to the health and safety of employees, as well as outsourced and subcontracted workers	49	-	ex-EU16	-
	EU18 Percentage of outsourced and subcontracted workers undergoing appropriate health and safety training	49	-	EU18	-
<b>Training and education – Material topic: Working conditions</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	47	-	-	-
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	47	-	-	6
<b>Diversity and equal opportunities – Material topic: Working conditions</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	48	-	-	
<b>GRI 405: Diversity and Equal opportunities 2016</b>	405-1 Diversity of governance bodies and employees	48, 59	-	-	6
<b>Non-discrimination – Material topic: Working conditions   Corporate culture</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	42, 48	-	-	-
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	48	-	-	6



GRI Standard	Contents	Page	Omissions	Sectorial GRI	Global Compact
Freedom of association and collective bargaining - Material topics: Corporate culture   Supplier relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	42, 62	-	-	-
GRI 407: Freedom of association and collective bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	43	-	-	3
Child labor – Material topics: Corporate culture   Supplier relationship management					
GRI 3: Material Topics 2021	3-3 Management of material topics	42, 62	-	-	-
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	43	-	-	5
Forced or compulsory labor – Material topics: Corporate culture   Supplier relationship management					
GRI 3: Material Topics 2021	3-3 Management of material topics	42, 62	-	-	-
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	43	-	-	4
Security practices - Material topic: Corporate culture					
GRI 3: Material Topics 2021	3-3 Management of material topics	42	-	-	-
GRI 410: Security practices 2016	410-1 Security personnel trained in human rights policies or procedures	43	-	-	1
Rights of indigenous peoples - Material topic: Local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	54	-	-	-
GRI 411: Rights of indigenous peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	There was no mention of lawsuits involving violation of the rights of indigenous communities. Thus, we reviewed the information published in reports from previous years.	-	-	1
Local communities – Material topic: Local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	54	-	-	-
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	55	-	-	1
Energy sector: Local communities	EX-EU19 Stakeholder participation in decision-making processes related to energy planning for infrastructure development.	56	-	ex-EU19	-
	EX-EU20 Approach to managing involuntary displacement impacts	56	-	ex-EU20	-
	EU22 Number of people physically or economically displaced and compensation paid, broken down by project type	56	-	EU22	-



GRI Standard	Contents	Page	Omissions	Sectorial GRI	Global Compact
<b>Energy sector – Emergency and disaster prevention and preparedness – Material topic: Efficiency and reliability</b>					
<b>Energy sector:</b>	EX-EU21 Contingency planning measures, management plan and disaster/emergency training programs, as well as recovery/restoration plans.	60	-	ex-EU21	
<b>Social assessment of suppliers – Material topic: Supplier relationship management</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	62	-	-	-
<b>GRI 414: Social Assessment of Suppliers 2016</b>	414-1 New suppliers that were screened using social criteria	62	-	-	2
<b>Public policies – Material theme: Corporate culture</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	61	-	-	-
<b>GRI 415: Public policies 2016</b>	415-1 Political contributions	61	-	-	10
<b>Consumer health and safety – Material topics: Local communities   Efficiency and reliability</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	53	-	-	-
<b>GRI 416: Consumer health and safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	53	-	-	-
<b>Energy sector</b>	EU25 Number of service users with injuries and fatalities involving company assets, including legal judgments, settlements and pending legal cases relative to medical problems	53	-	EU25	-
<b>Customer privacy – Material topic: Cybersecurity and privacy</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	60	-	-	-
<b>GRI 418: Customer privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	60	-	-	-
<b>Energy sector: Access – Material topics: Local communities   Efficiency and reliability</b>					
<b>Energy sector: Access</b>	EX-EU23 Programs, including those carried out in partnership with the government, aimed at improving or maintaining access to electricity and customer assistance services	54	-	ex-EU23	-
	EX-EU24 Practices for dealing with barriers related to language, culture, low education and special needs that stand in the way of access to electricity and consumer assistance service, as well as their safe use	53	-	ex-EU24	-
	EU26 Percentage of the population not served in areas with regulated distribution or service	54	-	EU26	-
	EU27 Number of residential disconnections due to non-payment, detailed by length of disconnection and regulatory system	51	-	EU27	-
	EU28 Power supply interruption frequency	53	-	EU28	-
	EU29 Average duration of power supply interruptions (hours)	53	-	EU29	-
	EU30 Average power plant availability factor, detailed by energy source and regulatory system	24	-	EU30	-



# Limited Assurance Report

GRI 2-5



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(Convenience Translation into English from the Original Previously Issued in Portuguese)

INDEPENDENT AUDITOR'S LIMITED ASSURANCE REPORT  
ON THE NON-FINANCIAL INFORMATION INCLUDED IN THE  
INTEGRATED REPORT FOR THE YEAR-ENDED DECEMBER 31, 2024

To the Shareholders, Board of Directors and Management of  
Neoenergia S.A.

Introduction

We have been engaged by Neoenergia S.A. ("Neoenergia" or "Company") to present our limited assurance report on the non-financial information included in the Company's Integrated Report, for the year ended December 31, 2024 ("2024 Integrated Report").

Our limited assurance scope does not extend to information on previous years or any other information disclosed alongside Integrated Report 2024, including any imagery, audio files or video files.

Responsibilities of the Company's Management

Neoenergia's Management is responsible for:

- Selecting and establishing adequate criteria for the elaboration of the information included in the 2024 Integrated Report.
- Preparing the information in conformity with the criteria and guidelines of Global Reporting Initiative - GRI, as well as technical guidance CPC 09 - Integrated Report (OCPC 09), as mentioned in Resolution CVM No. 14, December 9, 2020.
- Designing, implementing and maintaining internal control on relevant information for the preparation of information included in the 2024 Integrated Report, which are free from material misstatement, whether due to fraud or error.

Independent auditor's responsibility

Our responsibility is to express a conclusion on the non-financial information included in the 2024 Integrated Report, based on our limited assurance engagement conducted in accordance with Technical Communication CTO No. 07 - 2022, issued by the Brazilian Federal Accounting Council (CFC), and based on Brazilian standard NBC TO 3000 - "Trabalhos de Asseguração Diferente de Auditoria e Revisão", also issued by the CFC, which is equivalent to international standard ISAE 3000 - "Assurance Engagements Other than Audits or Reviews of Historical Financial Information", issued by International Auditing and Assurance Standards Board - IAASB. These standard require the auditor to fulfill ethical and independence requirements, and all responsibilities related to them, including applying Brazilian Standard of Quality Control (NBC PA 01) and, thus, maintaining a wide quality control system, including documented policies and procedures on the fulfillment of ethical requirements, professional standards and applicable legal and regulatory requirements.



In addition, the aforementioned standards required the work to be planned and performed with the goal to obtain limited assurance that non-financial information included on the 2024 Integrated Report, taken as a whole, are free from material misstatements.

A limited assurance engagement performed in accordance with Brazilian standard NBC TO 3000 (ISAE 3000) consists primarily of inquiring Neoenergia's Management and other Company personnel who are involved in preparing the information, as well as applying analytical procedures to obtain evidence that allow us to conclude, as limited assurance, on the information taken as a whole. A limited assurance engagement also requires additional procedures, when the independent auditor is made aware of matters that may lead them to believe that the information disclosed in the 2024 Integrated Report, taken as a whole, might present material misstatements.

The procedures selected are based on our comprehension of aspects related to the compilation, materiality and presentation of the information included in the 2024 Integrated Report, other engagement circumstances and our consideration on areas and on procedures associated to material information disclosed in the 2024 Integrated Report, in which material misstatements may exist. The procedures included, but were not limited to:

- a) Planning the work, considering relevance, volume of quantitative and qualitative information and operating system and of internal control which serve as a basis for elaboration of the information included in the 2024 Integrated Report.
- b) Understanding the calculation methodology and the procedures to compile indicators through inquiring managers responsible for preparing the information.
- c) Applying analytical procedures on quantitative information and inquiring on qualitative information and their correlation to indicators disclosed in the 2024 Integrated Report.
- d) For cases in which non-financial data is related to financial indicators, the confrontation of these indicators with the financial statements and/or accounting records.

The limited assurance engagement also comprised the fulfillment to guidelines and structure criteria for the elaboration of GRI and technical guidance OCPC 09, applicable to the elaboration of the information included in the 2024 Integrated Report.

We believe that the evidence obtained in our work is sufficient and appropriate to substantiate our limited conclusion.

Scope and limitations

The procedures performed in limited assurance engagement may vary in terms of nature and timing, and are of a smaller scope than a reasonable assurance work. Consequently, the level of assurance obtained in a limited assurance work is substantially lower than the one which would be obtained if we had performed a reasonable assurance work. Has we performed a reasonable assurance work, we could have identified other matters and eventual misstatements that may be present in the information included in the 2024 Integrated Report. Thus, we do not express an opinion on that information.

Non-financial data is subject to more inherent limitations than financial data, due to the nature and diversity of the methodology used to determine, calculate or estimate this data. Qualitative interpretations of materiality, relevancy and precision of this data are subject to individual assumptions and judgements. In addition, we do not perform any work in data reported for the previous periods, nor in relation to future projections and goals.



The preparation and presentation of sustainability indicators fulfilled the GRI criteria and technical guidance OCPC 09, and, therefore, do not aim to ensure the fulfillment of laws and social, economic, environmental and engineering regulations. However, said standards provide for the presentation and disclosure of eventual non-compliance of such regulations when any penalties or significant fines occur. Our assurance report must be read and understood within that context, inherent to the selected criteria (GRI and technical guidance OCPC 09).

Conclusion

Based on the procedures performed, described in this report, and the evidence obtained, nothing has come to our attention that leads us to believe that non-financial information included in the Integrated Report for the year-ended December 31, 2024 has not been prepared, in all material aspects, in conformity with the criteria and GRI guidelines and technical guidance OCPC 09.

Other matter

Convenience translation

The accompanying individual and consolidated interim financial information have been translated into English for the convenience of readers outside Brazil.

Rio de Janeiro, June 10, 2025

  
DELOITTE TOUCHE TOHMATSU  
Auditores Independentes Ltda.

  
Carlos Eduardo Zanotta Calçada  
Accountant

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