

## Rafael Soares Ribeiro de Castro

(Rio de Janeiro, Brazil, 1972)

### PROFESSIONAL AND BIOGRAPHIC PROFILE

**Position:** Alternate Member of the Neoenergia Board of Directors

**Date of last election:** August 22, 2025

### Positions and professional activities currently performed

Consultant and educator in the areas of sustainability, responsible investments, compliance and integrity.

### Personal profile and educational background

Married and father of two daughters, Rafael Castro holds a degree in Law from the Federal University of Rio de Janeiro.

He has a postgraduate degree in Sustainable Business from the University of Cambridge (England) and in Management Real estate from PUC-Rio. Master in Tourism Management from the University of Surrey (England).

He speaks Portuguese, English and Spanish.

### Experience in other sectors

During his 36-year career at Banco do Brasil, he was Executive Manager of Compliance and Internal Controls at PREVI (Brazil), the pension fund for Banco do Brasil employees. In addition, Rafael also served as strategic planning and sustainability manager and investment analyst in the capital markets and real estate investments areas at Previ. He was a member of the regional technical governance committee and coordinator of the national sustainability commission of ABRAPP, Brazilian Association of Pension Funds, member of the Technical Advisory Board of the Carbon Disclosure Project – South America, delegate member of the Board of Principles for Responsible Investment and member of the Audit Committee of HMOBI.

### Other information

Member of the ICSS certification and self-regulation boards of Abrapp.