



Sustainability Report

20
23



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Presentation

Message from the CEO

GRI 2-22

The onset of a new phase of growth and consolidation. This is how 2023 will be marked in Rio Energy's history. This Sustainability Report will present not only a summary of our key achievements and accomplishments, but also insights gained from our integration into the Equinor Group, one of the world's largest energy companies.

The merger was formalized in November 2023, resulting in the addition of technical expertise, knowledge, partnership and collaboration. The Company's management and employees were retained, as were some of the assets.

The portfolio selected by Equinor includes the Serra da Babilônia Wind Complex, in Bahia's inland, with a production capacity of 200 MW, as well as a portfolio of 600 MW photovoltaic solar projects in the pre-construction phase. It also covers nearly 1,200 MW in onshore solar and wind energy projects, currently in the development phase.

One of the pillars of the transaction was the alignment of values, particularly with regard to sustainable development, the environment, human rights and ethics, compliance and corporate governance, whose initiatives and processes are outlined herein. It also represented recognition of the agility and tireless efforts of Rio Energy's professionals to ensure excellent deliveries.

Throughout this report, we will present the advances in our management system, with a focus on stricter compliance rules in suppliers' selection. We also revised our Code of Conduct and made changes to the Whistleblowing Channel, seeking to align some routines with Equinor's guidelines.

Aiming at always promote best practices, we have updated our strategic guidelines on sustainability. The objective of the proposed changes is to consolidate the topic in the Company's management, with a particular focus on environmental preservation, local community engagement, social accountability, biodiversity and climate change, among others.



Occupational safety is another extremely important issue for Rio Energy. We are committed to ensuring efficiency at all stages of operations, attentive to not only the inherent risks of the activity, but also adopting strict planning controls and field inspections. Among the new features is the adoption of a set of essential security rules, dubbed the '10 Golden Commitments'.

As far as people management is concerned, we saw favorable results in retaining and winning new talent, with significant growth in our employee base in 2023. We continue to invest heavily in training our teams, including specific training for leaders.

On another front, we promoted our first diversity and inclusion census, as part of our desire to be a Company that is increasingly plural and connected to society. The survey was voluntary and adhered by 82%.

We also maintain a commitment to the well-being of our employees, facilitating regular participation in sports, healthy eating habits, and attention to mental health, among other fundamental day-to-day issues.

From a business perspective, our objective is to build a resilient company that is prepared for the current economic and market scenario, which poses significant challenges in our sector.

Our objective is to leverage the expertise, technical skills, and experience of our teams to identify optimal areas with favorable resource conditions and the most efficient electrical connections for energy flow, while minimizing socioenvironmental impact. The Company is also monitoring potential strategic partnerships and acquisitions.

Our new shareholder has provided us with the resources to pursue a promising future, in which we will be able to compete more effectively and go after ambitious medium- and long-term goals.

Roberto Colindres,
CEO and Sustainability Officer



About the report

GRI 2-3

The Sustainability Report 2023 was drawn up based on the standards of the Global Reporting Initiative (GRI) and covers the period from January 1 to December 31, 2023.

The scope of information refers to all operations connected with Rio Energy Participações S.A. in Brazil. The structure of this report follows the Company's strategic sustainability guidelines and its materiality matrix was approved by the Board of Executive Officers.



Questions, criticisms or suggestions can be directed to the e-mail address:

gestaodesustentabilidade@rioenergy.com.br



Materiality

GRI 3-1, 3-2

The material topics guiding Rio Energy's sustainability and corporate governance practices were identified based on a structured approach.

The starting point for gathering the potentially material and relevant effects and risks for the Company included three aspects: Environmental, Social and Governance. The methodology adopted was the dual materiality, which was applied to identify the most pertinent issues for stakeholders and the financial and socioenvironmental impacts for the Company.

The scope of consultations to envisage all aspects of the materiality analysis comprised the Company leaders, internal and external experts, employees, suppliers, communities surrounding the projects, NGOs, the third sector and supervisory and regulatory bodies.

On the basis of this work, we have drawn up a list of material topics composing this report. The aim was to ensure alignment with the expectations and needs of our stakeholders as well as Rio Energy's sustainability guidelines and commitments.

In addition, the items surveyed are in line with ESG best practices and the United Nations Organization (UN) Sustainable Development Goals (SDGs).



Rio Energy material topics:

Biodiversity & ecosystems

Protection, conservation, restoration and regeneration of biodiversity and ecosystems.

Community Relations & social development

Reinforce communication channels, manage the impact on neighboring communities and traditional populations, and implement educational, developmental and income generation initiatives for these groups.

Health, well-being and safety

Ensure the security and integrity of employees by managing a safe and healthy workplace, and ensuring the mental and physical health of employees and their families.

Ethics, Integrity & anti-corruption

Ensure that accounting practices are transparent and comply with standards, laws and anti-corruption measures, combating anti-competitive behavior and bribery, ensuring an ethical business culture throughout the Company and in its external relations.

Climate change

Management of greenhouse gas emissions from direct and indirect operations. Risk management associated with the climate change materialization.



Service quality and security

Management and investment to ensure the safe implementation, operation and maintenance of wind and solar farms, as well as the efficiency and predictability of transmission, preventing technical losses of energy produced, including unauthorized connections.

Employee attraction, development and retention

Career plans, recognition, remuneration, benefits, employee engagement and training strategies.

Supply chain management

Requirement, control and monitoring of the suppliers' quality standards, including socioenvironmental criteria when contracting inputs and services.

Cibersecurity

Securely manage the collection, storage, and use of sensitive and confidential data, ensuring cybersecurity and privacy in the use of information in compliance with the General Data Protection Law (LGPD).

Profile





Who we are

GRI 2-1, 2-6

Created in 2012, Rio Energy operates in Brazil's onshore renewable energy segment, committed to a more sustainable future for all.

We work in the development, implementation and operation of renewable energy projects. We are also committed to bringing high standards of quality and socioenvironmental responsibility to the communities around our projects.

In 2023, we were acquired by Norway's Equinor, one of the world's largest energy companies. So today we are part of a group that is committed to the transformation of natural resources into energy for people and progress for society as a whole.

It is a responsibility that requires dedication and transparency, which we endeavor to provide with enthusiasm for our work, creating value for all those with whom we interact.

We only operate nationwide, with projects in operation or under development in the Northeast, involving 1,463.81 MW. Our headquarters are based in the city of Rio de Janeiro (RJ).

We have been a member of the United Nations (UN) Global Compact since 2020, reinforcing our commitment to always abide by the best business practices.

In 2023, the Company recorded total trading of 869,868 MWh. Net sales reached R\$265 million and revenues totaled approximately R\$247 million.

PURPOSE

Energy for a cleaner future

Our energy involves not only the clean energy we produce, but also the willingness and commitment of our workforce.

The future represents the positive legacy we plan for future generations, through our work and innovation. We are committed to making a tangible contribution to a truly sustainable world.

The cleaner future we are building encompasses the benefits of renewable sources for the planet, reducing carbon emissions, as well as our commitment to business ethics and transparency.

VALUES

Our way of being is built on the following principles:



Relentless in delivering excellence

We are passionate about our work and strive to do our best.



Partnership inside and out

We foster valuable connections with all stakeholders.



We conduct our operations with social, economic and environment responsibility

We always aim for a sustainable future.



Energy to innovate and go further

Our mindset is focused on building the future we want.

Our projects

DEVELOPMENT

Paraipaba Wind Complex Ceará
CAPACITY: 189 MW

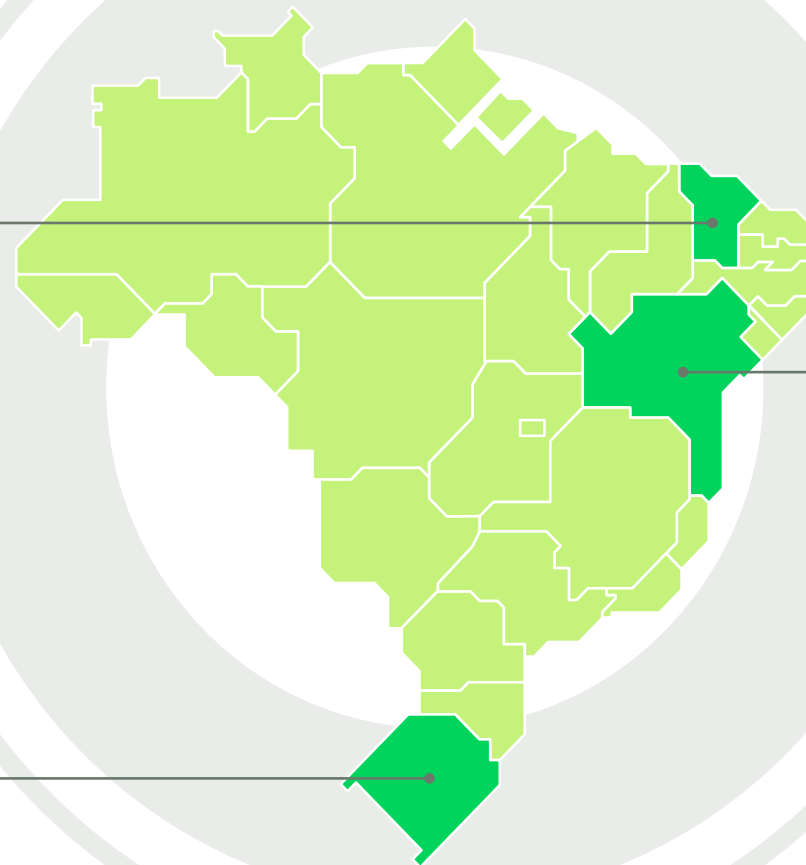
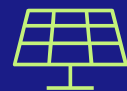


Fênix Wind Complex Ceará
CAPACITY: 439.9 MW



Pinheiro Machado Wind Complex
Rio Grande do Sul
CAPACITY: 401.5 MW

Caetité Solar Complex Bahia
CAPACITY: 75.8 MWP



OPERATION

Serra da Babilônia Wind Complex
Bahia
CAPACITY: 223.25 MW



PRE-IMPLEMENTATION

Urca Solar Complex (1 and 2)
Bahia
CAPACITY: 396 MWP



Serra da Babilônia Solar Complex
Bahia
CAPACITY: 139.86 MWP



Our history

TIMELINE

2012**Rio Energy
Foundation****2013 - 2014**Energy trading from two
261.4 MW wind complexes**2015**54W wind complex started operating and
energy trading of 223.25 MW Serra
da Babilônia Wind Complex.**2016**207 MW Wind Complex
started operating**2018**Serra da Babilônia Wind
Complex started operating**2019**Energy trading from 193.2
MW new Wind Complex**2021**153 MW new Wind
Complex started operating**2023****Acquisition
by Equinor**

Business model

We always have been focused on wind and solar energy projects. Following the acquisition by Equinor, Rio Energy has enhanced its operational capabilities and is poised for a new phase of long-term sustainable growth.

Our model encompasses the development, implementation and operation of electricity generation complexes associated with renewable sources, with mainly organic growth (greenfield projects), but also envisaging the possibility of operational M&As, when appropriate. Additionally, we engage in origination work, which involves analyzing the core issues present in projects developed by other companies. This allows us to identify potential opportunities for Rio Energy.

When we joined the Equinor group, we drew up a new strategic plan. The guidelines include, in general terms, sustainable growth, the search for synergies between wind and solar generation, an increase in hybrid projects and progress in new technologies, always prioritizing ethics and safety.

From this standpoint, we are currently in the pre-implementation phase of a solar project in conjunction with the Serra da Babilônia Wind Complex, in Bahia's inland. This will be our inaugural venture into hybrid energy production, leveraging the complementarity inherent in the region with intense night winds and greater daytime irradiation.

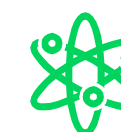
The objective of this initiative is to achieve a more stable combined generation curve, optimizing the use of our current electricity infrastructure to enhance our competitiveness.

The pursuit of innovation and a keen eye for new trends are also part of our growth plan. In 2024, we implemented a controller developed by our own team at our Serra da Babilônia (SdB) plant. This initiative was driven by a key challenge currently facing the renewable energy sector: curtailment. This is a request made by the Brazilian National Electricity System Operator (ONS) to reduce generation in order to maintain system stability. Following an analysis of the SdB operation during

curtailment, we identified potential for efficiency improvement and developed a control rationale to optimize the distribution of generation cuts among the substation's central controllers (PPCs), thereby maximizing energy production. With this, for the first time, our projects will operate using a controller created within Rio Energy.

On another front, we are moving towards one of the new developments in the sector in Brazil, energy storage. This technology is of particular significance in the renewables sector, where the generation intensity is inherently variable and dependent on natural factors, such as wind and solar irradiance.

Such fluctuations in generation can cause imbalances between supply and demand on the electricity grid. The use of batteries and other forms of storage allows the energy that the system cannot absorb to be stored for use at times when the plant is not generating as much as it could.



Our model encompasses the development, implementation and operation of electricity generation complexes associated with renewable sources.

Our competitive advantages



EXPERTISE IN RENEWABLE ENERGY

We have solid experience in the sector and a track record of developing, building and operating renewable energy projects to high quality standards.



SPECIALIZED TEAM

Our team comprises highly qualified professionals with extensive experience in renewable energy projects, including hydro, wind and solar.



ESG BEST PRACTICES

As a member of the UN Global Compact, we are committed to sustainable development and the fundamental values linked to human rights, labor relations, the environment and the fight against corruption. In addition, we voluntarily follow the performance standards of the International Finance Corporation (IFC), among other international standards.

2023 Highlights

99.5%

Serra da Babilônia Wind Complex availability (maximum generation value) achieved



Zero fatal accidents
or lost time

R\$ 224.9 thousand

Total invested in social and environmental volunteer projects



Budget implemented
on schedule

Launch of the Adopt an SDG Program

In-house engagement initiative





Governance & Operational Management

Governance structure

GRI 2-9, 2-12, 2-13, 2-24

Our corporate governance structure is designed to ensure compliance with the Company's processes and policies, with the objective of conducting business in an ethical, responsible and efficient manner.

Management is conducted by the Board of Directors and the Executive Board, in accordance with legal principles and the Company's bylaws.

At present, the highest governance body is liable for approving strategic guidelines and delegates the management of the organization's impacts to professionals who develop and implement sustainability strategies, assess and monitor sustainability performance, devise initiatives, publish reports and analyze risks and opportunities. However, we have adopted an Authorization Matrix and a Continuous Monitoring Calendar.

Board of Directors

Currently, Rio Energy's Board of Directors is composed of eight members, who meet at least every quarter, and extraordinary calls may occur.

The main responsibilities of the Board include the general guidance and strategic direction of the Company and its subsidiaries businesses, the appointment and dismissal of the Executive Board and their remuneration, the approval of the Company's accounts and the nomination of an independent auditor, among others.

Board of Executive Officers

Our officers act independently within their areas of approval and responsibility. The Board of Executive Officers is liable for preparing and reviewing the Company's annual strategic plan, setting goals and coordinating the division of responsibilities between areas.

It is also responsible for approving corporate policies, strategic documents, the risk matrix and the composition of the Management Committees, among other matters.

Management Committees

These groups are advisory in nature and decisions are taken by a majority of the committee members present at the meetings. We currently have operating areas: Construction, Governance, Investment, Operation and Maintenance (O&M), Budget and Human Resources.

Diversity in governance bodies in 2023

GRI 405-1

Board of Directors	Men	Women	Total
No. of governance bodies members	5	3	8
Percentage of members of governance bodies by gender	57.14	42.86	100

Integrated management GRI 3-2

Our Management System is composed of strategic, tactical and operational documents, which reflect our in-house processes. Its structure has undergone a recent review, incorporating mandatory requirements from Equinor's processes. Our documents are also being revised to reflect these changes.

The result of these efforts is a greater level of control, with the incorporation of specific guidelines, making Rio Energy's processes even more robust.

**More process
control, security
and data integrity.**

At early 2024, we implemented a new ERP system, the SAP Business One system, which has helped the Company in general procurement, finance, tax and accounting processes, with greater control over processes, security and data integrity.

ECONOMIC VALUES IN 2023 GRI 201-1

In 2023, Rio Energy, including the Serra da Babilônia I Wind Complex and some projects under development, was sold by Equinor. The transaction did not cover three operational projects (Caetité, Itarema and SdB III), which resulted in a decrease in the Rio Energy Group's revenues.



Cibersecurity

GRI 3-3 - Service quality and security, 418-1, GRI 3-3 - Cibersecurity

Our Information Security Policy formalizes our commitment to safeguarding and protecting data held by the Company and its subsidiaries or affiliates.

This document brings together management practices based on the guidelines set out in the General Data Protection Law (LGPD) and Aneel Normative Resolution No. 964/2021, which deals with the power plants' connection to the National Interconnected System (SIN), and other applicable rules.



Overall, we seek to preserve data based on the following principles:

- **Authenticity:** ensure that information is reliable and correct, preventing unauthorized or improper changes
- **Confidentiality:** ensure that access to information, when really necessary, is granted only to authorized persons
- **Availability:** provide access to information, for duly authorized persons, whenever necessary
- **Integrity:** ensure that information is accurate and complete, as well as its processing

In addition, we abide by the Equinor Group's Corporate Security Policy, whose ambition is to ensure zero damage caused by data security incidents. In this regard, we have aligned our requirements and guidelines with best practices and international standards.

Our cybersecurity actions include training for all Rio Energy teams, regular invasion and vulnerability tests, including phishing and physical and virtual intrusion, as well as periodic risk analysis.

It is important to note that the implementation of information security guidelines in day-to-day operations is a collective responsibility, regardless of their position or role. In addition to respect, we foment the constant dissemination of these guidelines.

In 2023, the Company did not receive any complaints regarding breaches of customer privacy and loss of customer data.





Supplier management

GRI 2-6, 2-29, GRI 3-3 – Supply chain management

The Procurement area ensures that the Company has access to the necessary resources, materials and services to enable it to operate efficiently and safely. The area's duties include seeking to improve quality, cut costs and foster innovation, sustainability and transparency, among others.

In the first half of 2024, we conducted a significant restructuring of this area aiming at enhancing support for the other teams, enabling them to dedicate more attention to their core activities and thereby optimizing team results.

To meet demands more efficiently, the Procurement area has adopted a segmented service model, according to the requester's area of activity. In addition, a 'cell' was also created focused on monitoring performance in the area, mapping process improvements and handling data used in SAP, such as supplier and item registrations.

In partnership with the Compliance area, a process was created to conduct due diligence of all suppliers to be hired, prior to signing contract and ensure adherence to the Company's Code of Ethics.

The area's duties include seeking to improve quality, reduce costs and foster innovation, sustainability and transparency, among others.



MOTIVATING LOCAL WORKFORCE

The centralized renewable energy industry is typically located in more remote regions, some of which are inhospitable, so that we prioritize workforce training and local supplier development.

Traditionally, the projects involve small towns, far from the big cities, which requires concern about logistics and carbon emissions, for example. This makes it essential to seek out and support regional suppliers.

We currently advise our project partners to aim for a ratio of at least 70% local labor, at least in some stages. In solar farms, this objective becomes more attainable, as it demands a reduced level of specialization in activities.

Following the significant advance of the wind energy sector, which has driven the growth of wind turbine and blade companies in recent years, particularly in the northeast of the country, the solar energy segment is now attracting attention and is set to become a new driver of regional development.

SUPPLIER DISTRIBUTION GRI 2-6

We currently have 1,640 registered suppliers, including services, materials and inputs. Of these, 220 (13.4%) have active contracts and 430 (26.2%) have active orders. Of the total contracted, 41.4% are short-term agreements (up to one year), 44% medium-term (one to five years) and 14.6% long-term (more than five years).

Most of our suppliers are located in the Southeast (65.93%) and Northeast (23.38%), but we also have contracts in the South (5.98%), Midwest (3.42%) and North (1.28%).

In 2023, the amount paid to suppliers, considering all Rio Energy Group companies, totaled just over R\$341 million. This amount also includes payments to banks (loans, debentures, bank guarantees and commissions), TUST (Tariff for the Use of the Transmission System), energy purchases, corporate/cash cards and the Urca Phase 1 acquisition premium.



1,640
suppliers registered,
including services,
materials and inputs

220 13.4%
have active contracts

430 41.4%
register active orders



Ethics & Integrity

Compliance standards and policies

GRI 3-3 – Service quality and security, GRI 3-3 Ethics, Integrity & anti-corruption, 205-1

2023 was a very special year for Rio Energy. Following the arrival of our new controlling shareholder, we adopted the Equinor Group Compliance program, further enhancing the Company's best practices.

The adaptations covered, for example, the process of due diligence of counterparties and suppliers and the guidelines dealing with gifts and hospitality. In accordance with our company policy, the giving or receiving of gifts is now prohibited, except for promotional items of minimal value. The objective is two fold: firstly, to prevent improper conduct, and secondly, to evidence the Company's ethical standards to external audiences.

To disseminate the news and consolidate the importance of the topic in Rio Energy's culture, we invested in communication actions and launched 'Compliance Indica', an initiative that combines content from books, articles and podcasts etc, stimulating thoughts among our employees.

In light of recent developments, the sharing of responsibilities has become a crucial aspect of managing ethics and compliance within the Company. This also extends to the engagement of leaders, who serve as a role model for others to emulate.

Equinor Group guidelines have further bolstered the Company's good practices.

CODE OF CONDUCT GRI 205-1

The recently revised Code of Conduct provides guidance on ethical business practices and combines the commitments and requirements that are mandatory for all those who work on behalf of Rio Energy and represent the Equinor Group. We recognize that ethical conduct is a fundamental aspect of business practice, and a key driver of our ability to build value. This approach ensures that we do not take any shortcuts. In all our activities, we act in accordance with the applicable laws, acting with social and environmental responsibility, respecting for human rights and observing the highest standards of corporate governance.

The Code addresses a number of key principles, including honesty, teamwork, courage and enthusiasm. The guidelines address key areas, such as respect for individuals, a zero-tolerance approach to discrimination, acts of corruption or undue advantage; the importance of fostering trust and transparency in business relationships; effective community development and environmental stewardship. Any incidents of unethical conduct must be recorded and reported in accordance with our governance documents. Cases can be investigated by Corporate Audit or by other internal or external experts. Corrective measures may include termination of the employment contract and reporting to the competent authorities.

WHISTLEBLOWING CHANNEL

GRI 2-25, 2-29, 205-1

In line with our ethical commitment and abiding by high standards of business conduct, we foster any suspected violations of the law or Company policies to be reported to our Whistleblowing Channel.

The tool is available 24 hours a day, every day of the week, for employees, service providers who interact with us and all other Rio Energy's stakeholders.

The information is managed independently by a specialized company, ensuring anonymity, confidentiality and appropriate treatment of situations.

Since the end of 2023, our Channel has been connected to Equinor's Ethics Hotline, hosted by EthicsPoint, an external provider.

The platform allows you to report online or by telephone - 0800-891-4099, for calls from Brazil.

On completing the registration, the whistleblower receives a unique code and password, which can be used to follow up the case or supplement the information.

It is worth noting that whistleblowers are protected by the Company's Non-Retaliation Policy, which is outlined in our Code of Conduct. Therefore, despite anonymity, we ensure that there will be no tolerance of any reprisals against anyone who has raised an ethical or legal issue in good faith, including witnesses, or any other individuals who contribute to an investigation.

Check out the examples of situations that should be reported:

- **False financial reports**
- **Harassment or discrimination**
- **Conflict of interests**
- **Infringements to the antitrust laws**
- **Violations of environmental regulations**
- **Kickbacks**
- **Safety threats**
- **Breach of confidentiality**
- **Fraudulent accounting**
- **Insider information**
- **Inappropriate bonuses or gifts**

It can be accessed on the Rio Energy website

<https://www.rioenergy.com.br/compliance/>

or directly at

<https://equinor.integrityline.com/?lang=en>



COMBATING FRAUDS AND CORRUPTION GRI 205-1

To combat the risks of fraud, bribery or acts of corruption, we rely on a solid process for auditing and monitoring counterparties, especially suppliers.

One of the highlights is the involvement of corporate IDD (Integrity Due Diligence) of Equinor in Norway when we identified a high exposure of compliance in a particular contract. Consequently, this supplier is subject to two levels of verification in practice, with additional protection provided by compliance clauses in our contracts.

Furthermore, we have adopted a protocol for interactions with public bodies. All such events must be formally documented, detailing the rationale, progress, and outcomes of the meetings. This is a message that we consistently reiterate in our internal communications.

Furthermore, we have a bespoke process in place for the analysis and registration of requests for donations and sponsorships. Our policies are designed with the objective of preventing any further exposure.

In 2023, there were no operations subject to risk assessments related to corruption.

COMPLIANCE TRAINING

The highlight in our training program for the area is 'Compliance Week', which is traditionally held in December. This week is dedicated to promoting events and carrying out special activities with the teams.

In 2023, all employees underwent mandatory training on our Code of Conduct, which comprised entire Company. We also took the opportunity of the Anti-Corruption Law's ten-year milestone (12.846/2013) and brought in a representative from Transparency International to talk about it. The lecture covered a survey conducted by this organization on the advances and challenges of the issue in Brazil, resulting in posts published on our internal channels.

We also promote anti-corruption training for certain suppliers, selected based on a risk analysis. The activity was structured online involving the managers and main counterparties.

CONFLICTS OF INTERESTS GRI 2-15

This matter is covered in our Code of Conduct, which recommends that individuals avoid any situation that may give rise to a conflict of interest, whether actual, potential or alleged. The Code states that employees must not act in any transaction, acquisition, contract or other matter related to the Equinor Group in which they or a related party have a financial interest.

A related party means a partner, relative or any other person with whom the employee has a close relationship. Similarly, any circumstances that erode the employee's confidence and ability to act in the Company's best interests must be addressed.

To prevent and mitigate such issues, our processes include filling out a form in the Obrasoft system for employees and including questions in the smartsheet internal form to request suppliers' IDD. In addition, all conflicts of interest are disclosed to stakeholders.





Sustainability and Social Commitment

New strategic guidelines

GRI 2-25, 2-29, 308-1

Towards the end of 2023, we initiated a significant process to reinforce our strategic sustainability guidelines. Despite our significant involvement in this field, we have opted to enhance our policies and standards in line with our commitment to continuously evolve towards the highest standards of practice and control.

The objective was to reinforce the integration of sustainable values into the Company's management, not only by meeting the requirements but by taking a more comprehensive approach to environmental, social responsibility, human rights, biodiversity and climate change issues.

This move composed the 2024 planning process and has been evolving throughout the year, in line with current standards and guidelines for companies in the Equinor group.

See below our commitments to managing the issue, split into four main groups:



SUSTAINABILITY

1

Our objective is to build this issue into our governance, impact management, risk and company performance, ensuring it is considered at every stage of the decision-making, in line with international best practices. This guideline ensures compliance with legal requirements and environmental license obligations, guided by IFC's principles and performance standards.



CLIMATE

2

We conduct an annual inventory of greenhouse gas (GHG) emissions in scopes 1, 2 and 3. This initiative is paramount to guide more efficient GHG reduction strategies, helping to combat the urgent threats to the planet posed by climate change. Our strategy is to provide renewable energy while also considering social and environmental factors, with particular focus on biodiversity and the need for a fair, inclusive and seamless transition.





NATURE

3

We seek to reduce the pressure on biodiversity and ecosystems in the areas of influence of Rio Energy's projects. These efforts exceed legal requirements, adopting a range of preservation measures that positively impact critical habitat areas, promote responsible use of scarce resources, and foment circularity actions, among other benefits.



SOCIAL ASPECTS

4

We always assess risks relating to social and human rights aspects as a matter of course, with a view to preventing, mitigating or remedying any negative impacts on people. Furthermore, we ensure that residents of communities affected by Rio Energy's activities will have accessible channels to register their concerns and complaints. To this end, we rely on an Grievance's Office specially dedicated to encouraging, receiving, analyzing and dealing with these complaints - and we also have a focal point on the website always in contact with the communities. On another front, we make social investments and seek to hire local labor, services and materials.

The same precautions are formalized in our **Manual of Social and Environmental Guidelines for Suppliers**. The objective is to align and standardize the activities of Rio Energy's contractors in accordance with legal requirements and internal environmental and social responsibility procedures, especially along with the communities surrounding our projects.

This is a long 90-page document, valid for all contractors and subcontractors. It details the studies, procedures and monitoring required, including a matrix of responsibilities, as well as sanctions and penalties, if necessary.

Our suppliers must, for instance, prepare a Preliminary Impact Analysis (API) for each service carried out in the various phases of the project, as provided for in the Basic Environmental Program. Subsequently, this service provider must widely disseminate the API among its employees and make it available at the service fronts to ensure that the teams are aware of the guidelines.

ADOPT AN SDG PROGRAM

In mid-2023, amidst the celebrations for Environment Day, we launched the Adopt an SDG Program. The Sustainability area has identified four topics that are most closely aligned with Rio Energy's operations, aiming at fostering collaboration between teams and enhancing the Company's overall contribution through employee training.

The SDGs selected were: 06 - Drinking Water and Sanitation, 08 - Decent Work and Economic Growth, 12 - Responsible Consumption and Production and 15 - Life on Land.

The working groups (WGs) had the challenge of detailing the subject, presenting activities already carried out by Rio Energy and suggesting actions to increase the contribution to the chosen SDG.

Following the presentation of the various works and an evaluation process, SDG 12 was announced as the winning WG, which visited Fazenda dos Cordeiros, in the municipality of Silva Jardim (RJ), which has four pillars of sustainable development: EcoRural Tourism, Conservation, Education and the Environment, and Production and Agroecology.

Our employees were briefed on the project and gained insight into some social and environmental practices, including the production and planting of native seedlings, the creation of Private Natural Heritage Reserves (RPPN), and fauna conservation projects, for instance.

Human rights

GRI 408-1, 409-1

Our business is conducted in accordance with the Guiding Principles on Business and Human Rights and in line with the ten universal principles of the Global Compact, as set forth by the United Nations (UN).

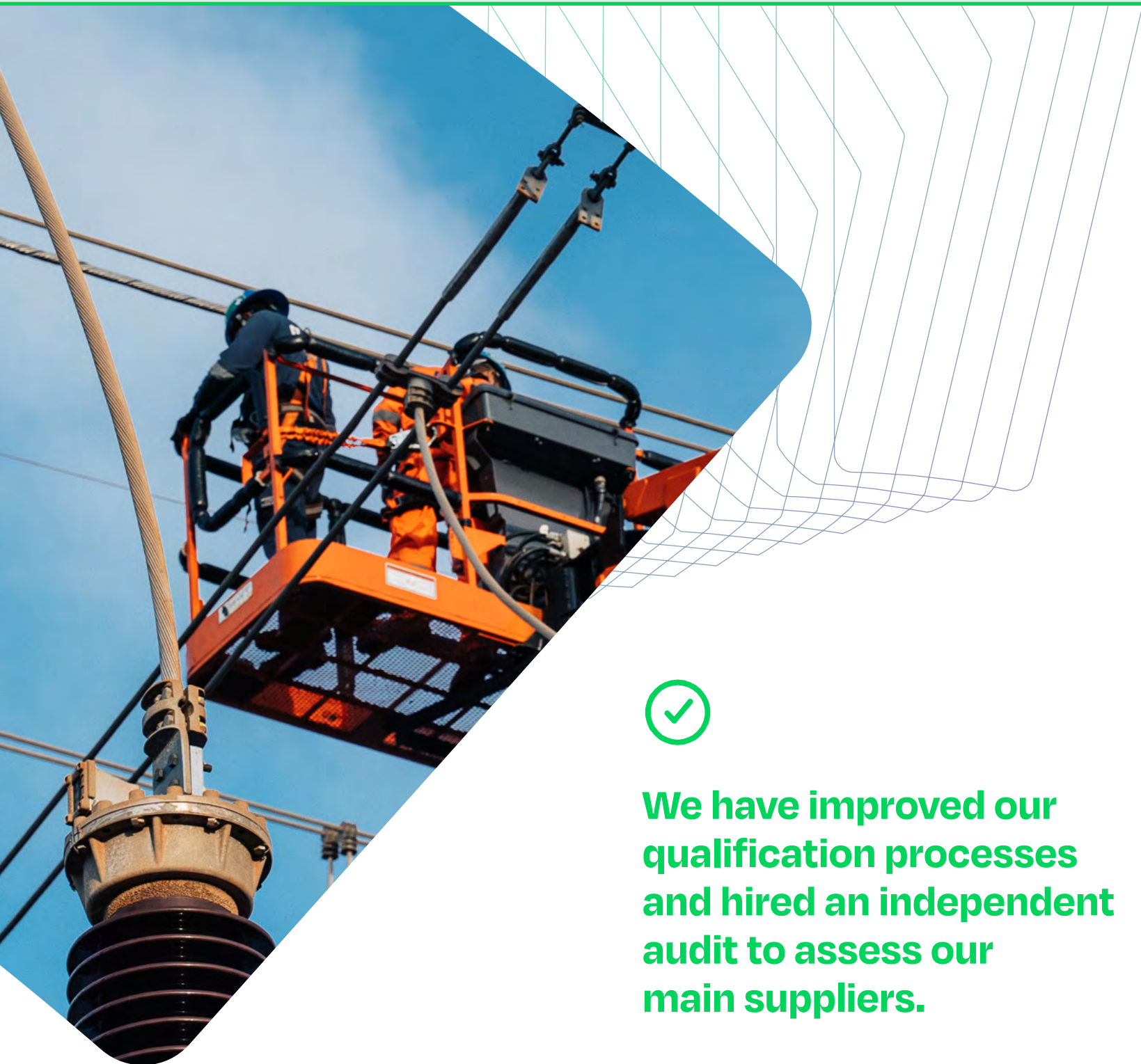
Our Human Rights Policy formalizes our commitment to respecting internationally recognized items, including those defined in the International Bill of Human Rights and the Declaration of the International Labor Organization (ILO).

In practice, this means ensuring that our employees are provided with safe and healthy working conditions, as well as treating all individuals employed by or affected by our operations fairly and without discrimination.

This primarily encompasses the communities impacted by our operations, upholding their rights to property, livelihoods, land use and natural resources, as well as ensuring their safety, health, water and sanitation.

This issue is of particular concern due to the potential for adverse impacts on vulnerable groups, including women, children, migrant workers and indigenous peoples.





We have improved our qualification processes and hired an independent audit to assess our main suppliers.

SPECIAL ATTENTION TO SUPPLIERS

GRI 408-1, 409-1, 414-1, 414-2

We combat all forms of human trafficking, compulsory labor or the use of child labor in our value chain. This effort extends to counterparties, especially suppliers and business partners. When we joined the Equinor group, we began to adopt compliance processes for the protection of human rights from the selection of suppliers to the execution and closing of services.

One of the key areas of focus is the sourcing of solar panels, in light of concerns raised by the United Nations (UN) about potential instances of compulsory labor in some production regions.

To tackle such challenge, we have enhanced our qualification processes and hired an independent audit to assess our main suppliers. In the case of solar modules, the work involves a comprehensive analysis of the documentation and on-site visits to plants to ensure both quality and ESG compliance.

In Brazil, we also have this kind of concern about labor in the construction industry. Thus, we conduct an analysis of the lodgings infrastructure, the quality of the food, and other work-related issues, such as the total number of hours worked, adequate rest areas, and the freedom to make demands, among other factors.

This caution begins even before the contract is signed, through questionnaires and robust contractual clauses. Subsequently, we continued to check human rights aspects during the construction phase through audits.

The utmost care for health and safety is a hallmark of our corporate culture and we demand the same attitude from our business partners.

Communities and local development

GRI 3-3 - Communities relationship and social development, 2-25, 2-29, 203-1, 413-1

We have considerable expertise in sustainable development and social investment initiatives, the guidelines of which were based on the Social Investment Plan, which was created with a specific focus on this topic. Our objective is to develop a positive agenda promoting dialogue with a range of public, private and civil agents, facilitating actions and partnerships that serve the communities' interests.

In order to achieve this, we adopt a clear and transparent stance in relation to the commitments we make. This encourages social dialogue to ensure the legitimacy of our projects and respect for cultural differences. In general terms, this work is guided by two lines of action: impact management and corporate social investment.

Our business objectives include building shared value and contributing to sustainable development through investments, empowering populations and enhancing public policies, with the aim of leaving a positive legacy.

It is crucial to demonstrate responsible care in order to gain and maintain the Company's social license in the territories. This work is based on transparency, mutual trust, active listening to communities in decision-making and respect for local culture and characteristics.

These efforts are reflected in the training and use of local labor in the construction and maintenance of our farms.

We devote special attention to training and guidance on the subject of communities and human rights, through workshops, lectures and the dissemination of information materials - covering both Rio Energy professionals and service providers.

In this regard, we conduct regular audits of contractors to check compliance with legal requirements, standards and in-house documents.



GRIEVANCE MECHANISM GRI 2-25, 2-29, 413-1

One of our social actions is the implementation and maintenance of Grievance mechanism in the communities, at all stages of the projects. This allows society to contact us to register requests, doubts, accolades, complaints or reports.

This communication tool is available for use in all of our projects, regardless of their stage of development. It provides guidance on how to adopt a preventative approach to potential conflicts.

The initiative plays a pivotal role in identifying emerging issues, facilitating corrective actions and the management of socioenvironmental risks and impacts, as well as in identifying opportunities for action in social projects.

Our guidelines set out a formal process for the receipt, evaluation and response to queries, as well as the documentation and archiving of complaints. Our principles provide for respectful treatment of all stakeholders, without discrimination of any kind.



**TOTAL NO. OF
COMPLAINTS IN 2023:**

1

SOCIAL PROJECTS IN SERRA DA BABILÔNIA

GRI 2-25, 2-29, 203-1, 413-1

Over the course of our 12-year history, we take great pride in our social contributions to the Serra da Babilônia Wind Complex, located in the municipalities of Ouro-lândia, Várzea Nova and Morro do Chapéu (BA).

To date, nearly R\$6 million has been invested in social programs that have been either completed or are currently in progress, benefiting communities around the farm. The initiatives cover water supply, sanitation, road system, health, leisure, education, waste management, family farming and agro-ecology projects.

Check out the characteristics and updates of some of the social projects developed in the area of influence of the Serra da Babilônia Complex:

GRI 2-25, 2-29, 203-1, 413-1



SÃO BENTO'S DAIRY (LATICÍNIO SÃO BENTO)

One of the highlights of our list of initiatives is Laticínio São Bento - COOPSB (Cooperativa Mista Agropecuária São Bento), located in Ouro-lândia (BA), which has made a significant contribution to the community's development by supporting family farming and uplifting the dairy production chain, generating jobs and income.

The project began with the renovation of a shed built more than 30 years ago by the state government. Rio Energy also donated equipment, provided training to operate the dairy and technical training for local producers, as well as support to regularize the cooperative.

In addition to implementing the dairy industry, investments were made in rural technical assistance, which was split into three lines of action: Integration of Pasture and Forest and 'MAIS Cordeiro' and 'MAIS Leite' projects, brought together local producers.

In spite of its name, Laticínio São Bento is a mixed cooperative and can offer other types of products and services in addition to milk. Thus, we expect that this will prove beneficial to sheep, goat, fruit and vegetable producers in the future.

INDUSTRIAL KITCHEN IN TABUA

The Industrial Kitchen and Support for Family Farming project in Povoado da Tabua aims at generating job and income opportunities for the local population, improving the quality of life and contributing to the community's development, which is located in the municipality of Várzea Nova (BA).

This initiative resulted in the establishment of a fully equipped community kitchen, a restaurant and a vegetable garden. Furthermore, the initiative included local labor training about culinary techniques and professional patisserie, rural entrepreneurship and business associations.

Rio Energy helped renovate the kitchen and donated equipment, utensils and funds to buy supplies. In December 2022, a group of 18 women started producing and selling savory snacks, cakes, pastries, acarajés and complete meals, serving the community itself and local businesses, under the brand 'Delícias da Tabua'.

In November 2023, adjustments were completed to the outside of the kitchen, with the installation of toilets and a dressing room. The next steps include providing support and monitoring to facilitate continued advances, with the goal of increasing the workers' income.

'RECICLA OUROLÂNDIA' PROJECT

Inaugurated in December 2018, the project foresees managing solid waste in Ourolândia by providing support to the municipality's Association of Waste Pickers and Artisans, composed of individuals who were previously employed at the municipal landfill.

A total of 300 hours of training was provided, covering basic skills, specific skills and management/cooperativism. Rio Energy donated items and supplies to implement and operate this project, including a press, conveyor belt, electronic scales, trolleys, and personal protective equipment (PPE), among other items.

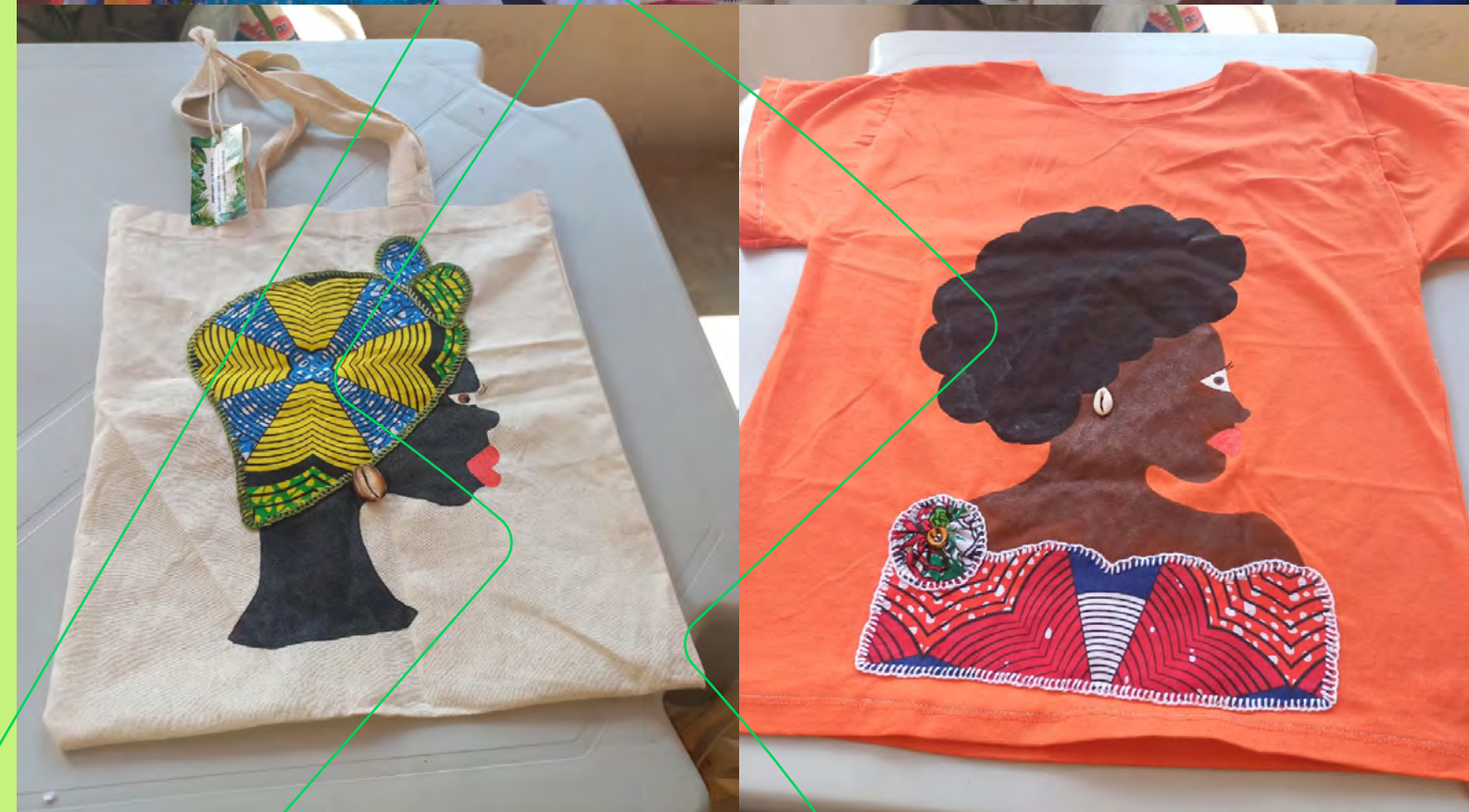
In addition to socioproductive inclusion, the initiative has demonstrably enhanced the quality of life of people living in vulnerable conditions, with a notable increase in income for waste pickers.

Recicla Ourolândia plays an important role in raising awareness among the population, encouraging the separation of materials for selective collection and highlighting the benefits to the environment, by reducing pollution and preserving natural resources.

AFRO HANDICRAFTS - GRUTA DOS BREJÕES

The Afro Handicrafts project commenced in 2022 and engages the services of seamstresses from the Quilombola community in the village of Gruta dos Brejões, where one of the Latin America's largest caves is located, in Morro do Chapéu, northern part of the Chapada da Diamantina.

The course, subsidized by Rio Energy, provided all the necessary materials and reference teachers for the application of the African painting technique. The initiative has provided the women involved with a vision of entrepreneurship, improving family income and reinforcing local association. The craftswomen use their art to convey the unique identity of the place, its cultural beliefs and religious practices, adding cultural value to the community.





Environment

Biodiversity & ecosystems

GRI 3-3 – Biodiversity & ecosystems, 2-25, 2-29

One of our commitments is to treat environmental issues as a priority and responsibly, by adopting the best available practices in Brazil and abroad, particularly meeting the performance standards set out by the International Finance Corporation (IFC).

For each project, we have developed an Environmental and Social Management System (SGAS), which aims to guide the treatment of these topics at all stages of the projects, fulfilling one of the IFC's requirements.

We treat environmental aspects as a priority and responsibly, following the best national and international practices.

This control and monitoring combines various tools, including indicators. As part of our culture, performance initiatives usually go beyond the legal obligations and items provided for in environmental licensing.

At the analysis stage, for instance, if it is not clear whether or not the project will occupy a 'critical habitat', our processes include hiring a specialized consultancy to prepare a Rapid Biodiversity Assessment (ARB) and solve this doubt.

In general terms, critical habitats are those with a high biodiversity value and significant importance for endangered, endemic, migratory or congregating species. It also covers highly threatened or unique ecosystems, as well as regions associated with key evolutionary processes.

If the project occupies a critical habitat, a Biodiversity Action Plan (BAP) is drawn up, also conducted by a specialized consultancy, to ensure best practices in this regard.





It is also important to pay particular attention to the issue of suppressing native vegetation, which can be a sensitive topic in the context of centralized solar energy projects. For this reason, one of our guidelines is to prioritize these projects in areas whose original characteristics have already been altered. Our challenge is to identify regions with favorable resources where relevant intervention on the environment is not required.

In instances where this course of action is required, we are firmly committed to replenishing the forest at least equivalent to the area that was cut down. As previously stated, this concern is a guideline that is independent of the requirements set forth by regulatory bodies.

In line with this objective, we are developing a set of goals that will guide us towards a commitment to zero deforestation in the future.



One of our Challenges is the identification of regions with favorable resources where relevant intervention on the environment is not required.

CARING FOR NATIVE VEGETATION

GRI 2-25, 2-29

One of our main initiatives around the Serra da Babilônia Wind Complex is the São Bento Seedling Nursery, which is part of our Flora Conservation and Forest Replenishment Program. The work begins with the selection of areas, the identification of matrices and the collection of seeds. Furthermore, we engage local labor in planting, seedling production and monitoring activities.

In the seven years since its inception, the São Bento project has already enabled the development and improvement of production and management techniques for +80 species native to the Caatinga. These techniques include seed dormancy breaking, sowing methods, plant protection and production management. Also noteworthy is the production of endangered and endemic species, such as crown-of-thorns (*Melocactus*

glaucescens), umbuzeiro (*Spondias tuberosa*) and imburana-de-cheiro (*Amburana cearensis*).

The activities of the Forest Replenishment Program are evaluated according to ecological, functional and social criteria, and directly resulted in nearly 300 hectares being recovered, distributed among 17 areas in the region surrounding the project.

Furthermore, the nursery has been utilized as a platform for knowledge dissemination and income generation by employing local labor and carrying out environmental education initiatives. This has facilitated the exchange of experiences between students, educators and residents of neighboring communities. Its construction was fomented by Rio Energy, in partnership with the company IPF Soluções Florestais.

VOLUNTEERING FOR AFFORESTATION

GRI 2-25, 2-29

In addition to fixed projects, we frequently foster and organize volunteer activities with the objective of engaging and raising awareness among local populations about environmental and conservation issues.

In early 2024, we promoted an afforestation initiative in the Mulungu and Gruta dos Brejões quilombola communities, located in Morro do Chapéu (BA), with the participation of Rio Energy employees. The aim was to highlight the importance of the Caatinga's biodiversity, with a focus on the mulungu, the tree species that inspired the community's name.

Actions included the planting of seedlings, a lecture on quilombola rights and storytelling about the history of the town.



WATER WITHDRAWAL, CONSUMPTION AND DISCHARGE

GRI 303-1, 303-3, 303-4, 303-5

All water used in our corporate office is sourced from the public water supply and treated by public sewage treatment plants.

In the case of wind or solar projects under construction, we typically utilize underground raw water withdrawal for our activities. It is a legal requirement that all points are covered by a permit issued by the appropriate authority.

At the Serra da Babilônia Wind Complex, the only one currently operating, drinking water is sourced from mineral water bottled in 20-liter gallons. The raw water used in the activities of the power substation, offices and living areas comes from a deep well within the project area. At Rio Energy, we are committed to promoting sustainable practices in our projects. We are taking measures to ensure that the raw water supplied to construction sites, concrete plants and dikes for washing concrete trucks can be reused to humidify roads and accesses, thus reducing the emission of particulate matter.

The raw water collected in Serra da Babilônia is used for earthmoving, concrete preparation, washing common areas and irrigating areas under reforestation. Some of it is discarded, as follows: washing water from common areas and bathrooms is usually directed to septic tanks; water from concrete production is reused for wetting and particulate matter emission control; and sanitary effluents are directed for treatment in specialized units.

↑ 20 thousand LITERS

New cisterns have doubled drinking water storage at the Serra da Babilônia Wind Complex

The Company has not detected in water discharge any substance causing irreversible damage to the water body, the ecosystem or human health. Nor were there any cases of non-compliance with the quality limits during this reporting period.

In wind or solar projects under construction, it is our practice to use underground raw water withdrawal.

With regard to environmental impact, this is not the case at the corporate office. In the event that water resources with such risks are identified, we conduct monthly monitoring. This process includes a visual assessment to verify the absence of silting processes, the presence of oil and grease and other contaminants. Quality analyses are also carried out to verify the parameters established by current laws.

The Company's projects located in water-stressed and water-use conflict areas are in the commercial operation or pre-implementation phase. These are the cases of the Serra da Babilônia Wind Complex, the Urca and Serra da Babilônia solar projects, located in the São Francisco river basin, and Caetité, in the Contas river basin.



ENVIRONMENTAL IMPACTS GRI 304-2

The environmental impact assessment of activities conducted in 2023 in the Urca Solar Complex Phase 1 and Serra da Babilônia Solar Complex projects under development indicates that, despite some direct and indirect impacts on biodiversity and pollution, these have been limited in scope and have not resulted in any severe or irreversible consequences.

The occasional vegetation suppression, necessary for geotechnical studies, resulted in some displacement of fauna and removal of flora, but without significant changes. No degradation of ecosystems, loss of biodiversity, deforestation or changes in groundwater levels were registered.

No significant impacts were verified in terms of water, air or soil pollution. No noise pollution was monitored, but during the vegetation suppression activities to open accesses for geotechnical studies in the development phase of the Serra da Babilônia Solar Complex, we saw an increase in noise emissions due to the use of chainsaws and tractors to remove native vegetation. Overall, the impacts were well managed and kept at low levels, evidencing a commitment to minimizing environmental damage.



Climate change

GRI 3-3 Climate change

This is a key issue for Rio Energy. As a Company dedicated exclusively to renewable energy projects, our operations make a relevant contribution to the decarbonization of the Brazilian electricity matrix. In doing so, we are helping to reduce greenhouse gas emissions, which are the main cause of climate change on the planet today.



Our commitment to reducing greenhouse gas emissions is reflected in our mission to produce energy for a cleaner future.

However, we recognize that our activities can have an impact on biodiversity, mainly due to the vegetation suppression required to build wind and solar farms (scope 1 emissions). As a result, as mentioned above, we have strict controls and processes in place to ensure minimum deforestation and forest replenishment equal to or greater than the area required for the project.

We are also constantly seeking to identify and apply new technologies, especially those linked to solar and wind energy storage.

For the first time, we intend to implement a specific plan to mitigate greenhouse gas emissions, recognizing that the construction and operation of our farms, particularly the transport of people, materials and equipment, have an impact on the environment.

This is in line with our shareholder Equinor's ambition to be a leading company in the energy transition and committed to long-term value creation, with a set target of zero

net carbon emissions by 2050. As one of the Group's renewable energy companies, Rio Energy is proud to contribute to this goal.

It is worth noting that we have been monitoring our scope 1, 2 and 3 emissions since 2018 through a GHG inventory that follows the guidelines of the Brazilian GHG Protocol Program. The survey takes into account the results of all operating plants and our headquarters in Rio de Janeiro.

At the same time, we are taking preventive measures and monitoring emissions of pollutants from the black smoke emitted by diesel-fueled vehicles, machinery and equipment. For this monitoring, we use the Ringelmann scale and, in the event of results above the regulated standards, the operations identified are suspended.

In consolidated 2023, our average emissions factor was 0.00028 tons of CO₂ per MWh generated. Taking into account the total energy generated by our farms, 860,575 MWh, we avoided emissions equivalent to 292,595.5 tCO₂.

Direct emissions of greenhouse gas (tCO₂ equivalent) in 2023 GRI 305-1

Corporate		Operational Wind Farm		Construction and Implementation Activities		Total
Category	Total emissions (tCO ₂ e)	Biogenic emissions	Total emissions (tCO ₂ e)	Biogenic emissions	Total emissions (tCO ₂ e)	
Stationary combustion	0	0	0.58	0	0	0.58
Mobile combustion	0	0	30.26	0	0	30.26
Fugitive emissions	0	0	0.02	0	0	0.02
Industrial activities	0	0	0	0	0	0
Agricultural activities	0	0	0	0	0	0
Change in the use of soil	0	0	0	0	0	0
Waste and effluents	0	0	1.04	0	0	1.04
Total	0	0	31.9	0	0	31.9

Gases included in the calculation: Carbon dioxide (CO₂)/ Methane (CH₄) /Nitrous oxide (N2O). Methodology: GHG Protocol The operational control was the consolidation approach for calculating the emissions.

Indirect emissions of greenhouse gas (tCO₂ equivalent) in 2023 GRI 305-2

Gases	Corporate	Operational Wind Farm	Construction and Implementation Activities	Total
Carbon dioxide (CO ₂) - [tCO ₂ eq]	7.48	0.83	0	8.31
Total	7.48	0.83	0	8.31

The operational control was the consolidation approach for calculating the emissions. The standards, methodologies and/or calculation tools adopted follow the GHG Protocol. No other assumptions are considered.

Total other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent in 2023 GRI 305-3

Category	Corporate		Operational Wind Farm		Construction and Implementation Activities		Total
	Total emissions (tCO ₂ e)	Biogenic emissions	Total emissions (tCO ₂ e)	Biogenic emissions	Total emissions (tCO ₂ e)	Biogenic emissions	
Goods and services acquired	0.37	0	45.83	0	0	0	46.2
Capital goods	0	0	0	0	0	0	0
Fuel and energy-related activities	0	0	0	0	0	0	0
Transportation and distribution upstream	0	0	5.03	0	0	0	5.03
Waste generated in operations	21.84	0	1.57	0	0	0	23.41
Business travels	128.13	0	0	0	0	0	128.13
Employee transportation	0	0	0	0	0	0	0
Leased assets upstream	0	0	0	0	0	0	0
Other categories upstream	0	0	0	0	0	0	0
Transportation and distribution downstream	0	0	0	0	0	0	0
Processing of products sold	0	0	0	0	0	0	0
Use of products sold	0	0	0	0	0	0	0
Treatment of products sold at the end of their useful life	0	0	0	0	0	0	0
Leased assets downstream	0	0	0	0	0	0	0
Franchises	0	0	0	0	0	0	0
Investments	0	0	0	0	0	0	0
Total	150.34	0	52.46	0	0	0	202.8

Gases included in the calculation: Carbon dioxide (CO₂)/ Methane (CH₄)/ Nitrous oxide (N₂O). Methodology: GHG Protocol The operational control was the consolidation approach for calculating the emissions.

GHG emissions intensity (Scopes 1 and 2) in 2023 GRI 305-4

Calculating emissions intensity	0
Metric (denominator) defined for the calculation	Energy production (MWh)
The numerical value of the metric described above	860,575
Total emissions in the scope(s) considered above	243.02
The gases included in the emissions intensity calculation	Carbon dioxide (CO ₂) Methane (CH ₄) Nitrous oxide (N ₂ O)

The three gases reported were the only ones emitted in 2023. We monitored others, but there were no records during the period in question.

Energy consumption within the organization in 2023 GRI 302-1

	Corporate	Operational Wind Farm	Construction and Implementation Activities	
Fossil fuels	Quantity of energy (gigajoule)	Quantity of energy (gigajoule)	Quantity of energy (gigajoule)	Total
Diesel	3.83	316.21	0	320.04
Gasoline	0	163.36	0	163.36
Ethanol	0	0.42	0	0.42
Total	3.83	479.99	0	483.82
Non-renewable fuels consumed	3.83	479.99	0	483.82
Renewable fuels consumed	0	0.09	0	0.09
Electricity, heating, cooling, and steam acquired for consumption	709.5	83.16	0	792.66
Sale of surplus electricity, heating, cooling or self-generated steam	0	0	0	0
Total	713.33	563.24	0	1276.57

The methodology and conversion factors adopted followed the 2023 National Energy Balance (BEN).

Energy consumption by source in 2023 GRI 302-1

	Corporate		Operational	Wind Farm	Construction and Implementation Activities		Total
Electricity	197.1 kWh	709.5 gigajoule	23,100.5 kWh	83.16 gigajoule	0	0	23,297.6 kWh 792.66 gigajoule
Heating	0	0	0	0	0	0	
Cooling	0	0	0	0	0	0	
Steam	0	0	0	0	0	0	
Total	197.084 kWh	709.5 gigajoule	23,100.5 kWh	83.16 gigajoule	0	0	23,297.6 kWh 792.66 gigajoule

Energy consumption outside the organization in 2023 GRI 302-2

Fuels	Quantity consumed	Quantity calculated	Quantity in kg	Energy in gigajoule
Gasoline (liters)	2,970.38	2,168.38	1,608.94	70.01
Ethanol (in gasoline)	802		634.38	17.92
Diesel (liters)	19,387.36	17,448.62	14,656.84	619.37
Biodiesel (in diesel)		1,938.74	1,706.09	64.24
LPG (in kilos)	0			0
Fuel oil (liters)	0		0	0
Aviation kerosene (liters)	0		0	0
Aviation gasoline (liters)	0		0	0
Firewood for boilers (in tons)	0			0
Biodiesel B100 (liters)	0		0	0
Ethanol (liters)	0		0	0
Electricity (kWh)	0			0
Total				771.54

The methodology and conversion factors followed the multiplication of the amount of fuel by its respective ‘Lower Calorific Value’, which was based on the 2023 National Energy Balance (BEN) report. Regarding corporate, the information is not available: ‘We do not control energy consumption in the chain related to the activities carried out at the Rio de Janeiro corporate office’.

Energy intensity rate for the organization in 2023 GRI 302-3

Energy consumed within the organization	
Energy intensity rate	0.01
The energy consumed within the organization (GJ)	6,420.25
The metric (denominator) defined for the calculation	product units
The numerical value of the metric described above	860,575
The types of energy included	fuel and electricity
Energy consumed outside the organization	
Energy intensity rate	0
The total energy consumed outside the organization (GJ)	897.17
The metric (denominator) defined for the calculation	product units
The numerical value of the metric described above	860,575
The types of energy included	fuel

Data considered in the Company's energy sum in 2023: electricity (RJ) in kWh, diesel in generators (RJ) in liters, electricity (SdB 1) in kWh, gasoline in vehicles (SdB 1) in liters, diesel in vehicles (SdB 1) in liters, diesel in generators (SdB 1) in liters, diesel in third-party vehicles (SdB 1) in liters and gasoline in third-party vehicles (SdB 1) in liters.

WASTE MANAGEMENT

GRI 306-1, 306-2, 306-3, 306-4, 306-5

When our projects finish the development phase and begin the construction phase, we monthly monitor solid waste generated, which is segregated by class and packaged at dedicated centers for final disposal by registered service providers.

All documentation from suppliers involved in the chain is evaluated beforehand. In addition, we carry out regular inspections at contractors' premises to ensure compliance with all legal requirements regarding waste management.

To make our teams aware of the importance of this issue and to contribute to local development, we have installed compost bins to treat organic waste in our operational farms and encourage the use of the processed material to grow vegetables.

In addition, some recyclable waste not reused on construction sites, such as wood, paper and plastic, is usually directed to recycling cooperatives.

Organic waste generated in the offices is directed to composting. This process is carried out in partnership with the company Ciclo Orgânico, which ensures the environmentally appropriate disposal of waste, reducing the volume of waste going to landfills and CO₂eq emissions.

It is our policy to encourage our teams to reduce waste generation as much as possible. Whenever feasible, we direct leftover material for recycling or donation.





Waste generated in 2023 GRI 306-3

	Corporate	Operational Wind Farm	Construction and Implementation Activities	
Non-hazardous waste	Weight (ton)	Weight (ton)	Weight (ton)	Total
Organic waste	0.47	0	0	0.47
Non-recyclable or organic waste	12.67	0.7	0	13.37
Recyclable waste	2.51	0	0	2.51
Total	15.65	0.7	0	16.35
Hazardous waste	Weight directed to disposal (tons)	Weight directed to disposal (tons)	Weight directed to disposal (tons)	
Waste from wind turbine maintenance	0	0.3	0	
Total	0	0.3	0	

Waste diverted from disposal in 2023 GRI 306-4

	Corporate	Operational Wind Farm	Construction and Implementation Activities	
Non-hazardous waste	Weight diverted from disposal (ton)	Weight diverted from disposal (ton)	Weight diverted from disposal (ton)	Total
Organic waste directed to composting	0.46	0	0	0.46
Waste directed to recycling	2.5	0	0	2.5
Total	2.96	0	0	2.96

Materials used in 2023 GRI 301-1

	Corporate	Operational Wind Farm	Construction and Implementation Activities	
	Weight (ton)	Weight (ton)	Weight (ton)	Total
Subtotal non-renewable material	0.31	0	0	0.31
Subtotal renewable materials	0.52	0	0	0.52
Total	0.83	0	0	0.83

Recycled materials in 2023 GRI 301-2

	Corporate	Operational Wind Farm	Construction and Implementation Activities	
	Weight (ton)	Weight (ton)	Weight (ton)	Total
Total raw materials or recycled materials used	0.06	0.22	0	0.28
Total raw materials or materials used	0.77	0	0	0.77
Percentage of raw materials or recycled materials used	7.79	0	0	7.79

The background of the banner is a photograph of three workers in safety gear on a tall metal tower against a blue sky with clouds. Yellow flowers are in the foreground. A large green abstract shape is on the left side of the banner.

Occupational Health and Safety

Quality and operational safety

GRI 403-2, 403-3, GRI 3-3 - Health, well-being and safety

Given the nature of our business, our primary occupational health and safety concerns arise at various stages of project implementation. As a result, each year we have specific issues that require special attention, in addition to routine controls and processes.

Regardless of the scenario or phase of the project, our objective is to provide the optimal work environment, offering our employees and contractors the necessary equipment and training. This is fundamental to our business strategy.

As our operations are structured in a modular way, we are continuously seeking new technologies that can enhance safety features. As an illustration, in 2023 we started using a robot for the in-house inspection of wind turbine blades. Previously, this task was completed by a person who had to access a confined space. This required gas monitoring, access control, and a rescue plan to ensure the professional's safety in the event of an incident.

The use of the robot has enabled us to eliminate these protocols and obtain photographic records of the boundary areas inside the blades, which was previously unfeasible.

In 2024, we will begin construction of our inaugural solar projects in the second half of the year, in conjunction with the Serra da Babilônia Wind Complex. This marks the outset of a phase of care that is primarily collective in nature. It involves a significant number of professionals working concurrently, as well as the utilization of machinery.

An analysis of risk factors is required to facilitate simultaneous work at this solar complex, which is to be hybrid. During daytime, solar and wind energy will be generated together, while at night, only wind energy will be generated, as this is the strongest time for wind in this region.

Given our operational wind complex and forthcoming solar farm, we are also assessing access quality and characteristics issues, considering the movement of people in that region.

As a target for 2024, we intend to advance in safety inspections, carrying out at least two per month for each Rio Energy executive board. The idea is that members of these departments take the time to look for any risk situations or unsafe conditions in the environment. The aim is to further disseminate the safety culture in the Company, decentralizing responsibilities and adopting key performance indicators (KPIs).



By implementing new technologies, Rio Energy evidences its commitment to innovation and safety in its operations.

Work-related injuries in 2023 GRI 403-9

Class	employees	non-employee workers (contractors)
Number of hours worked	29,291	9,765
Basis of no. of hours worked (200,000 or 1,000,000)	1,000,000	1,000,000
No. of fatalities resulting from work-related injuries	0	0
Index of fatalities resulting from work-related injuries	0	0
No. of work-related injuries with serious consequence (except for fatalities)	0	0
Index of work-related injuries with serious outcome (except for fatalities)	0	0
No. of work-related injuries of mandatory communication; (include fatalities)	0	0
Index of work-related injuries of mandatory communication (include fatalities)	0	0

HEALTH SERVICES GRI 403-3, 403-6

To protect workers' health and prevent accidents, Rio Energy provides its employees with occupational health services. The services offered and accessed by workers include occupational medical examinations, occupational risk assessments, occupational safety training, accident prevention programs, monitoring workers' health, investigating accidents and incidents, ergonomics education, health and well-being campaigns, health and safety audits, drawing up legal documentation and PPE management.

Services include complementary healthcare plans, on-site clinics or health centers, psychological assistance, access to health resources online and health education. Rio Energy also implements programs for the prevention and control of smoking, weight control and nutrition, vaccination campaigns, sexual health awareness campaigns, cancer prevention campaigns and the control of alcohol and drug consumption. Health promotion services are also available to employees' families.

Information about these services are available via in-house communication, workshops and training, awareness campaigns, printed material, corporate email, links/intranet channels, and online apps and platforms.



Our initiatives include clinics or health centers in the workplace, as well as psychological assistance.

RISK ASSESSMENT

GRI 403-2, 403-7

Rio Energy adopts various processes to identify hazards and assess risks, applying a hierarchy of controls to ensure safe operation, besides promoting training and qualifications for the employees involved.



The assessment processes are conducted with different frequencies, as follows:

ROUTINE ACTIVITIES:

- Security inspections
- Ergonomic risk assessment
- Analysis of accidents and incidents
- Chemical risk assessment
- Physical risk assessment
- Projects and changes assessment
- Risk analysis of specific tasks
- Emergency drills
- Construction projects risk assessment
- Cases of non-compliance risk assessment
- Monitoring chemical exposure
- Noise and vibration assessment
- Special projects risk analysis
- Routine inspections

NON-ROUTINE ACTIVITIES:

- Impact assessment of organizational changes

To prevent and mitigate the main hazards and risks identified in the activities carried out by workers in operations or business partnerships over which the Company has no control, it has implemented the following measures:

- Control of hazardous substances
- Personal protective equipment (PPEs)
- Collective protective equipment (CPEs)
- Training and education
- Safety signs
- Occupational safety programs
- Risk analysis
- Preventive maintenance
- Emergency and evacuation
- Compliance monitoring
- Occupational health - offer programs to monitor workers' health and identify work-related health problems at an early stage.
- Communication and worker involvement

RULES AND TRAINING GRI 403-5, 403-7

The Company offers health and safety training and education to its workers, under any regime and type of contract:



- Onboarding or orientation for new employees
- Fall prevention
- Fire-fighting
- Handling of chemical products
- Ergonomics
- First aid
- Use of PPEs
- Risk communication
- Prevention of occupational diseases
- Machinery and equipment safety
- Working in confined spaces
- Work at height
- Working with electricity
- Operation of machinery and equipment
- Handling of cargo
- Operating industrial vehicles
- Fire prevention in specific workplaces
- Emergencies

At the end of 2023, we approved new occupational health and safety requirements and guidelines, valid for all of the Company's areas and business units.

Take a look at this set of rules, which we call the **'10 Golden Commitments'**.

10 Gold Commitments

GRI 2-25

1 ELECTRICITY SAFETY

It addresses potential risks associated with shocks and fires, including the identification of areas with electrical exposure, the use of appropriate protective equipment, and the implementation of safe maintenance procedures.

2 SAFE WORK AT HEIGHT

As it involves significant risks, it requires special precautions. This includes the use of fall protective equipment, adequate training and the identification of measures to minimize the hazards associated with the activity.

3 SAFE HANDLING OF CARGO

It involves the planning and proper use of equipment and techniques to avoid accidents during the transportation, lifting and handling of materials. Employees are instructed never to stand under a suspended load or between lifting equipment.

4 SAFE TRAFFIC

It covers principles of defensive driving, vehicle and road maintenance, including clear signage.

5 SAFE MACHINERY AND EQUIPMENT

We do not accept improvisations, nor any damaged vehicles or equipment that could compromise the safety of operations. The precautions range from contracting to inspecting the receipt of items.

6 RISK PREVENTION

It forms the basis of a safe environment. It covers the identification and ongoing assessment of potential risks, as well as the implementation of preventive measures to mitigate them.

7 SAFETY LEADERSHIP

The foundation of our approach is the principle of setting an example and encouraging the adoption of correct procedures to promote a culture of safety. Team leaders must also be open to feedback and continued improvement.

8 COMMUNICATE AND INVESTIGATE ACCIDENTS

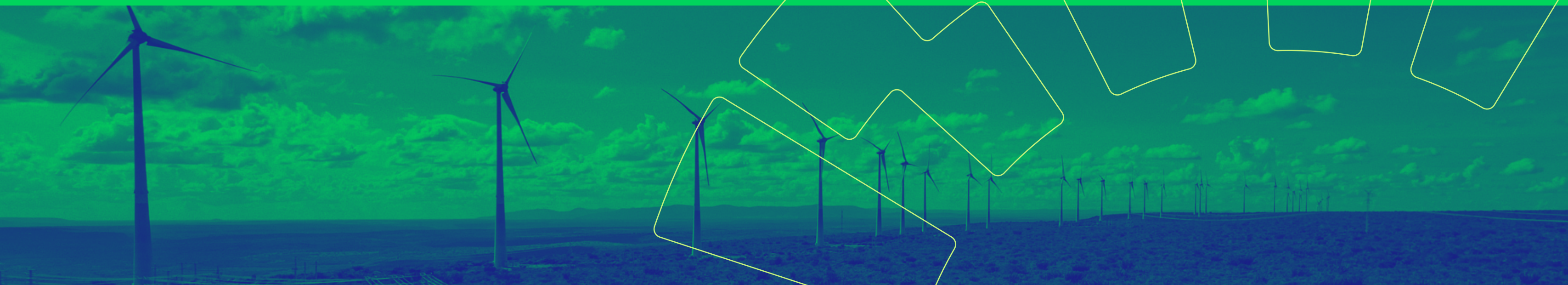
It is crucial to encourage the reporting of deviations and incidents. This allows problems to be identified quickly, making it possible to investigate the causes and implement corrective actions.

9 INTERNAL AND EXTERNAL REQUIREMENTS

We ensure compliance with laws in our business. We ensure that the organization's reputation and image are free from sanctions and fines.

10 QUALIFICATION, COMPETENCE AND AUTHORIZATION

It aims to ensure that only qualified and authorized people carry out activities in the Company. This involves regular controls and training on each function. If you don't have authorization, don't operate, don't touch, don't enter and don't modify.





We organized an event at the Serra da Babilônia Wind Complex to introduce and train our employees on the '10 Golden Commitments' in safety.

The activity served as a valuable addition to the training already provided by the local brigades, which included simulated emergencies involving snake bites, accidents involving electricity, falls from heights, etc..

We test these scenarios once a month so that everyone is prepared. This routine also helps to disseminate our Emergency Plan, getting everyone to discuss the issue of safety.

It is of the utmost importance to undergo defensive driving training in this region, due to the lengthy journey between the city and the farm, which takes at least an hour. This preparation involves an on-site instructor conducting practical exercises, in contrast to the teams in the offices who undergo virtual training.

We also rely on a Training Center for specific security activities. Our electricians are qualified to perform from basic maintenance procedures, such as ladder safety checks to advanced rescue operations.

During implementation of the project, contractors provide resources to help fight forest fires. These include water tankers and dampers, as well as the hiring of external resources in regions with a high incidence of forest fires.

It is also worth noting the importance of relationships with the local communities, which is a key aspect of our safety guidelines for farms visitors. In this regard, we would like to reiterate the importance of adhering to speed limits, both within small towns and on access roads, as the surrounding area may include livestock.

Furthermore, we built a dedicated access point to accommodate the high volume of vehicles, trucks, and trailers, thus preventing traffic within the neighboring community. This also applies to the solar project that will be built on the same site.

HEALTH & SAFETY MANUAL FOR SUPPLIERS

In 2023, we began a review of our qualification parameters and consolidated a new Health and Safety Manual for Suppliers. The document includes a prior survey of the potential hazards and risks associated with the planned activities, relating them with the legal requirements and controls to be adopted to avoid damages and accidents.

Furthermore, it involves the full range of service provision, from the procedure for work permits to the provision of personal protective equipment (PPE) and appropriate clothing for the specific activities involved.

In the case of contracts for activities in solar farms, we have specific guidelines, such as the control of atmospheric discharges. In addition, we promote periodic and extraordinary inspections and audits on projects to ensure compliance with all standards.

The document provides, among other aspects, for a prior survey of the hazards and risks in the activities to be carried out.





People management

Development & diversity

GRI 2-29, 404-2, 2-7, 2-8, GRI 3-3 - Employee attraction, development and retention

Among great expectations and changes, in 2023 we saw a significant increase in our workforce, of 13.4% compared to the previous year. One of the highlights of this process was that we filled most of the vacancies through the Company's internal selection process, without the assistance of external consultancies.

We have successfully attracted and retained talent by offering a healthy, safe, and light workplace, with positive relationships and a collaborative spirit. In general, our objective is to maintain a horizontal approach, which allows all employees to have a voice within the Company.

Another highlight is the constant investment in training our employees. We have development plans for the different senior positions. For example, we recently worked with our leaders to prepare them for the issues of innovation and the challenges posed by different generations of professionals.

We also focus on the technical skills of leaders, including feedback, assertive communication, time management, etc.

In another area of focus, we prioritize our trainees, who undergo a two-year training program to fully develop their individual skills in alignment with our corporate culture.



Employees by region and gender

	Men	Women	Total
Northeast	19	6	25
Southeast	63	59	122
Total	82	65	147

Employees by type of employment agreement and gender

	Undetermined duration	Determined duration	Total
Men	72	10	82
Women	55	10	65
Total	127	20	147

Employees by type of employment agreement and region

	Undetermined duration	Determined duration	Total
Northeast	25	0	25
Southeast	102	20	122
Total	127	20	147

Employees by type of employment and gender

	Full-time	Part-time	Total
Men	72	10	82
Women	55	10	65
Total	127	20	147

Employees by type of employment and region

	Full-time	Part time	Total
Northeast	25	0	25
Southeast	102	20	122
Total	127	20	147

Employees without workload guaranteed by gender

Men	7
Women	2
Total	9

Employees without workload guaranteed by region

Northeast	9
Southeast	0
Total	9

In the first year, the young talents participate in six in-house training sessions to gain comprehensive knowledge of the Company's operations and three external activities with a consultancy firm that covers technical skills (Excel, Power BI and PowerPoint courses).

In the second year, activities are conducted in alignment with the Company's purpose and values. This stage comprises a discussion with an executive and another with a former trainee, during which both individuals share their experiences and career paths at Rio Energy with the objective of inspiring the new professionals.

Aware of the forthcoming challenges, which will require growth and consolidation, we plan to enhance our communication tools. It is essential that relevant information is communicated clearly, efficiently and effectively, particularly between leaders, involving all the Company's levels.



BALANCE BETWEEN MEN AND WOMEN

GRI 405-1

Maintaining a significant percentage of women in our workforce is one of the Company's goals. By mid-2023, this share prevailed, accounting for 52% of all employees at the Rio de Janeiro’s headquarters.

One of the strategies to enhance women’s representation in our operations is to explore training opportunities for local communities nearby our projects, so that they can participate in the selection process for roles our farms under construction or already operational.



One of the projects under review is the training of the female workforce to ensure a level playing field in the selection process.

Workers by employee category and gender GRI 405-1

	Men	Women	Total
Board of Executive Officers			
No.	6	0	6
Percentage	100	0	100
Management			
No.	12	10	22
Percentage	54.54	45.56	100
Coordination/ Specialist			
No.	11	10	21
Percentage	52.38	47.62	100
Administrative			
No.	27	37	64
Percentage	42.19	57.81	100
Operational administrative			
No.	15	6	21
Percentage	71.43	28.57	100
Operational			
No.	11	2	13
Percentage	84.62	15.38	100
Total			
No.	82	65	147
Percentage	55.78	44.22	100

Workers by employee category and age group in 2023 GRI 405-1

	Number	Percentage
Board of Executive Officers		
Under 30 years old	0	0
30-50 years old	3	50
Over 50 years old	3	50
Total	6	100
Management		
Under 30 years old	0	0
30-50 years old	17	89.47
Over 50 years old	2	10.52
Total	19	100
Coordination/ Specialist		
Under 30 years old	0	0
30-50 years old	20	100
Over 50 years old	0	0
Total	20	100

Administrative

Under 30 years old	36	52.94
30-50 years old	31	45.58
Over 50 years old	1	1.47
Total	64	100

Operational administrative

Under 30 years old	7	33.33
30-50 years old	14	66.67
Over 50 years old	0	0
Total	21	100

Operational

Under 30 years old	4	30.77
30-50 years old	9	69.23
Over 50 years old	0	0
Total	13	100

Total

Under 30 years old	47	31.97
Between 30 and 50 years old	94	63.94
Over 50 years old	6	4.08
Total	147	100

Parental leave in 2023 GRI 401-3

Total number of employees eligible to maternity/paternity leave

Men	82
Women	65

Total employees who took parental leave during current year

Men	0
Women	1

Total employees who returned to work, during the reporting period, after the end of parental leave

Men	0
Women	2

Total employees who returned to work after parental leave and remained employed 12 months after returning to work

Men	0
Women	1

Rate of return

Men	0
Women	100

Rate of retention

Men	0
Women	100



DIVERSITY & INCLUSION CENSUS

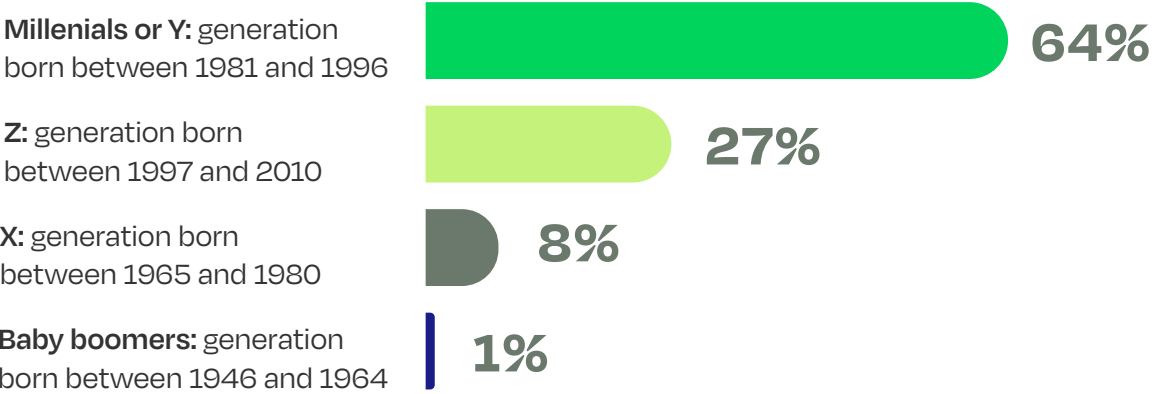
As part of our efforts to make progress on diversity and inclusion at Rio Energy, we conducted our first census focused on this issue in 2023. The survey was considered a success, with 82% voluntary participation.

The results prompted, as a first initiative, awareness-raising meetings with leaders. In these initiatives, we strive to educate individuals about diverse cultures, identities and viewpoints, aiming at fostering a collective understanding of the value of a diverse team.

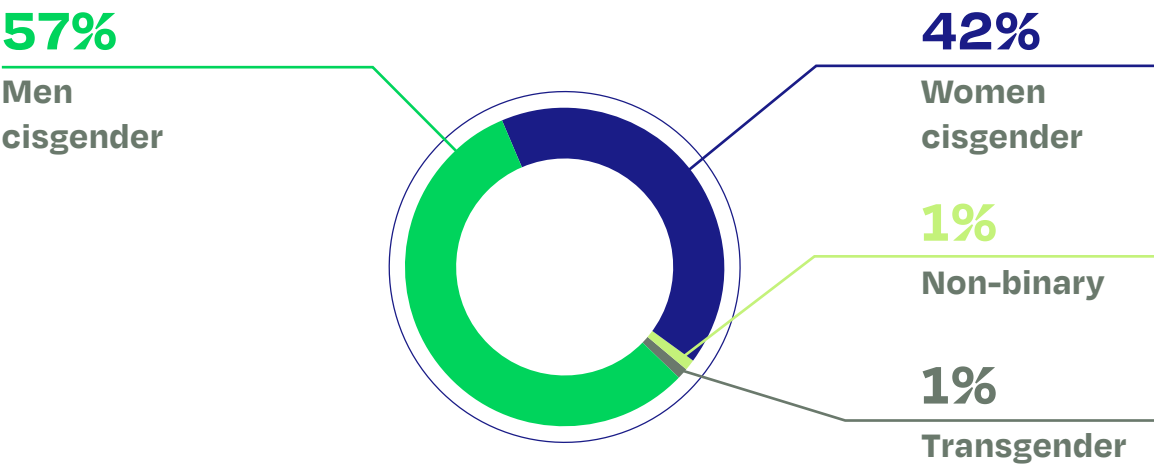
In 2024, our objective is to develop new actions related to this issue, which is included in our human resources management plan and in the Code of Conduct’s guidelines.

Check out the survey's highlights:

GENERATIONS



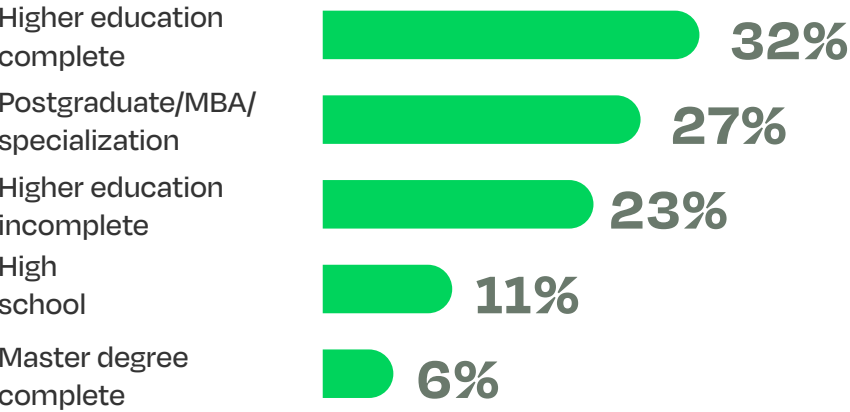
GENDER



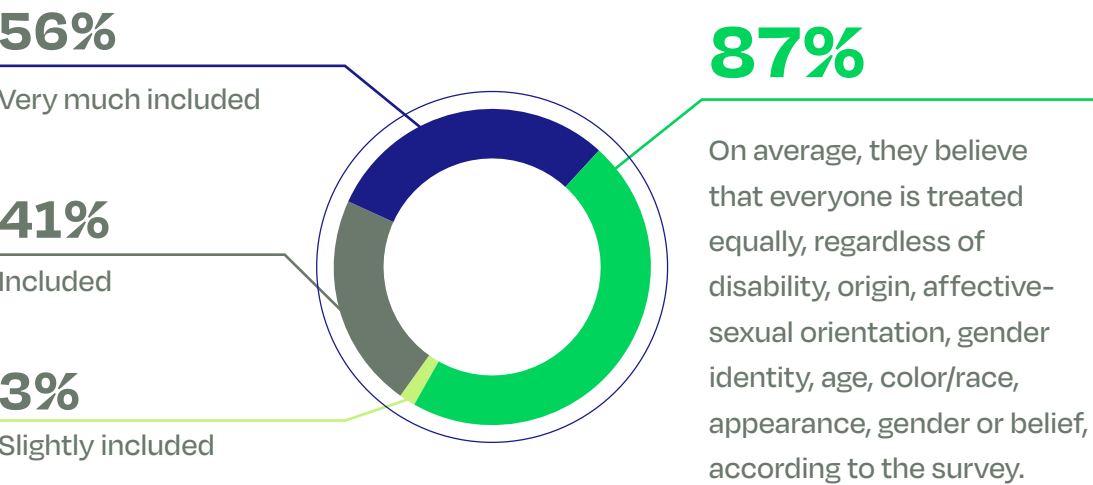
RACE/ETHNICITY



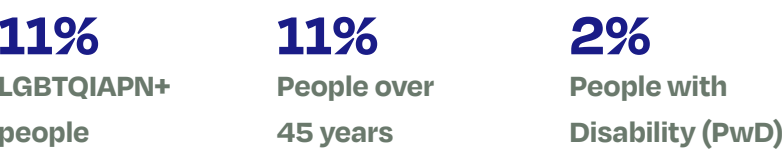
EDUCATION



HOW INCLUDED DOES THE MEMBER OF OUR TEAM FEEL IN THEIR DAY-TO-DAY WORK?



OTHER DIVERSITY INDICATORS



New hires and employee turnover GRI 401-1

	2022	2023				
Age group	Turnover rate	Total employees	Hires	Rate of new employee hires	Layoffs	Turnover rate
Under 30 years old		47	15	31.91	3	19.14
30-50 years old		93	16	17.2	8	12.9
Over 50 years old		7	2	28.57	1	21.4
Total		147	33	22.44	12	15.3

		2023			
Gender	Total employees	Hires	Rate of new employee hires	Layoffs	Turnover rate
Men	82	19	23.17	9	17.07
Women	65	14	21.53	3	13.07
Total	147	33	22.44	12	15.3

2023					
Region	Total employees	Hires	Rate of new employee hires	Layoffs	Turnover rate
Northeast	25	1	4	5	12
Southeast	122	32	26.22	7	15.98
Total	147	33	22.44	12	15.3

Average hours of training per year, by employee in 2023 GRI 404-1

Gender	Total headcount	Hours of training	Average hours of training
Men	82	34,008	414.73
Women	65	2,506	38.55
Total	147	36,514	248.39

Employee category	Total headcount	Hours of training	Average hours of training
Board of Executive Officers	6	74	12.33
Management	19	1,990	104.73
Coordination/ Specialist	20	10,600	530
Administrative	68	22,015	323.75
Operational administrative	21	1,571	74.81
Operational	13	264	20.31
Total	147	36,514	248.39

Percentage of employees receiving regular performance and career development reviews in 2023 GRI 404-3

	Men	Women	Not declared	Other	Total
Board of Executive Officers					
Total headcount	6	0	0	0	6
Number of employees assessed	6	0	0	0	6
Percentage	100				100
Management					
Total headcount	11	8	0	0	19
Number of employees assessed	11	8	0	0	19
Percentage	100	100			100
Technician/supervisor					
Total headcount	36	18	0	0	54
Number of employees assessed	36	18	0	0	54
Percentage	100	100			100
Administrative					
Total headcount	31	37	0	0	68
Number of employees assessed	31	37	0	0	68
Percentage	100	100			100
Total					
Total headcount	84	63	0	0	147
Number of employees assessed	84	63	0	0	147
Percentage	100	100			100

SALARIES AND BENEFITS GRI 2-19, 2-20

We carry out an annual study on positions, salaries and benefits. Our objective is to maintain a close watch on market movements to ensure that we remain fair and competitive.

In general, Rio Energy's employees receive a basic salary, statutory bonuses where applicable, and variable remuneration.

Although we do not have a pre-designed career plan in place, we do have a practice of holding individual conversations with employees to gain insight into their experience within the Company, monitoring issues, such as job satisfaction, remuneration, structure, management, team, etc. The outcome of this initiative is greater acceptance of the professionals and a more assertive stance on the areas that require improvement.

Every six months, we provide managers with an assessment of the most recent merit or promotion for each individual within their area of responsibility. This enables us to monitor progress within the Company.



We foster respect and partnership among our employees, encouraging freedom of opinion.

We also rely on actions to recognize and compensate our employees. One of them, entitled 'Nominate a Talent', aims to foment suggestions of good professionals who could join our team.

We foster respect and partnership among our employees, encouraging freedom of opinion. One of the milestones in this achievement is the 'Café Conecta' event, which involves one of our officers and takes place six months after the employee joins the Company. It is a space open to questions and doubts about the Company, seeking to gather different perceptions and identify points for improvement.



Health & well-being

GRI 401-2, 403-6

At Rio Energy, we recognize the importance of cultivating a light and healthy environment as a competitive advantage in our industry. Our actions in this regard include social activities both inside and outside the Company. In-house, we have decompression areas, with television and video games and a masseur, who is available twice a week.

On another front, we encourage and subsidize sports practices, the benefits of which involve not only health but also social interaction between our teams. The subsidy is a monthly reimbursement that can be used for any sporting discipline, including family members (spouse, children, and stepchildren).

We also encourage participation in the ‘Circuito das Estações’ races in Rio de Janeiro, paying for the employee's participation.

We are also committed to promoting mental health and good nutrition. We currently offer employees up to five free consultations online with psychologists and two nutritionist consultations

per month on a specialized platform - which also offers unlimited access to content on meditation, mindfulness and sleep, among others.

In addition to these services, the Company offers routine health and safety campaigns, which typically involve the participation of a specialist.

PRIVATE PENSION AND PROFIT SHARING PROGRAM (PPR) GRI 201-3, 401-2

We offer a voluntary private pension plan to all our employees, except trainees, young apprentices and temporary workers. The contribution is made by payroll deduction, according to the percentage chosen. Rio Energy's share corresponds to 110% of the amount contributed by the employee.

Annually, in collaboration with the labor union representing our employees, we implement a profit-sharing plan (PPR), which outlines the distribution of a portion of the annual profit, contingent upon the achievement of specific targets.

Check our complete list of benefits and facilities:

- Healthcare and dental plan, without discount or co-payment, extended to family members (spouse and dependents)
- Meal and transportation voucher
- Six-month maternity leave
- 30-day paternity leave
- English allowance, via monthly reimbursement
- Sports allowance, via monthly reimbursement
- Funding for psychological and nutritional support
- Private pension plan
- Life insurance
- Funding policy for courses and specializations, such as an MBA or postgraduate course



GRI Content Index

GRI CONTENT INDEX

Use statement

Rio Energy reported that is compliant with GRI standards for the period between January 1, and December 31, 2023

GRI 1 adopted

GRI 1: General Disclosures 2021

GRI STANDARD/ ANOTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF GRI SECTOR STANDARD	SUSTAINABLE DEVELOPMENT GOALS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
General disclosures							
GRI 2: General Disclosures 2021	2-1 Name of the organization	The organization's legal name is Rio Energy Participações S.A., the holding company of several companies composing the Rio Energy Group. The Company is a closely-held, for-profit corporation operating only in Brazil (https://www.rioenergy.com.br/).					
	2-2 Entities included in the organization’s sustainability reporting	The subsidiaries included in this report and in the financial report are Rio Energy Participações; Rio Energy Comercializadora de Energia; Copacabana Geração de Energia e Participações; Paraipaba Geração de Energia; Rio Energy Desenvolvimento de Renováveis; São Conrado Geração de Energia e Participações; Urca Geração de Energia e Participações; Eólica Serra da Babilônia (II, VI and VII to XII); Eólica Paraipaba (I to IV); Solar Luzeiro (I to VI); and Solar São Conrado (I to VII). The report includes information from sole shareholder Hórus Investimentos S.A., an investee of Equinor Renewables Brazil BV. Information on material topics is treated in the same way for all Rio Energy Group companies.					
	2-3 Reporting period, frequency and contact point	6					
	2-4 Restatements of information	None restatements of information					
	2-5 External assurance	None external assurance					
	2-6 Activities, value chain and other business relations	9, 19, 20					

GRI STANDARD/ ANOTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF GRI SECTOR STANDARD	SUSTAINABLE DEVELOPMENT GOALS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
	2-7 Employees	We ended 2023 with a total of 152 employees, an increase of 13.4% compared to the same period last year (134). Considering employees with an indefinite contract, 77 men and 55 women were registered at Rio Energy, 25 in the Northeast and 107 in the Southeast. In the case of fixed-term employees, ten men and ten women were registered, all from the Southeast. Taking into account full-time employees, 77 men and 55 women were registered, 107 in the Southeast and 25 in the Northeast. Considering part-time employees, we counted ten men and ten women, all in the Southeast. In the case of employees without guaranteed working hours, seven men and two women were registered, all from the Northeast.					8, 10
	2-8 Non-employee workers	We ended 2023 with a total of 19 trainees and one young apprentice.					8
	2-9 Governance structure and composition	16					5, 16
	2-10 Nomination and selection for the highest governance body	The process of nominating and selecting board members for the highest governance body and its committees is conducted by Equinor according to internal procedures.					5, 16
	2-11 Chair of the highest governance body	The chairman of the highest governance body does not hold an executive position in the organization itself.					16
	2-12 Roles of the highest governance body in overseeing the management of impacts	16					16
	2-13 Delegation of responsibility for managing impacts	16					

GRI STANDARD/ ANOTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF GRI SECTOR STANDARD	SUSTAINABLE DEVELOPMENT GOALS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
	2-14 Role of the highest governance body in sustainability reporting	The highest governance body is not responsible for analyzing and approving the information contained in the organization's reports, as the roles of the Board of Directors were still being defined at the time this report was closed. As a result, there was no provision for the Board of Directors to review or approve either the Materiality Matrix or the Sustainability Report, which were analyzed and approved by Rio Energy's Board of Executive Officers.					
	2-15 Conflicts of interest	24					16
	2-16 Communication of critical concerns	Critical concerns are notified to the highest governance body through formal executive board meetings, regular updates from senior management, financial performance presentations, strategic analyses and business plans, risk and compliance reports, and crisis and emergency communications.					
	2-17 Collective knowledge of the highest governance body	The Company is constantly developing the members of the Executive Board and the Board of Directors to improve the skills and experience of the highest governance body in sustainable development.					
	2-18 Performance review of the highest governance body	The organization does not evaluate the highest governance body in relation to its performance in overseeing impacts on the economy, the environment and people, as it is a privately-held corporation with a single owner and is not obliged to have a Board of Directors and External Governance Structure. For this reason, there is no defined system for the Board's evaluation so far.					
	2-19 Remuneration policies	64					
	2-20 Process to determine remuneration	64					
	2-21 Annual total remuneration ratio	Confidential information because it is strategic for the Company.					
	2-22 Declaration on sustainable development strategy	4					

GRI STANDARD/ ANOTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF GRI SECTOR STANDARD	SUSTAINABLE DEVELOPMENT GOALS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
	2-23 Policy commitments	The organization adopts various policies and documents outlining commitments to responsible business conduct, including ethical practices, legal compliance and respect for human rights. Among these documents are the Code of Ethical Conduct, Guidelines on Gifts and Hospitality, and Human Rights Policies, which also cover procedures for investigating misconduct and export controls. Although these documents are not publicly available due to confidentiality restrictions, the organization ensures that all its commitments are communicated internally and aligned with international guidelines, such as the UN Guiding Principles on Business and Human Rights, ILO standards, the UN Global Compact and the Sustainable Development Goals.					16
	2-24 Embedding policy commitments	16					
	2-25 Processes to remediate negative impacts	23, 26, 30, 31, 34, 35, 36, 50					
	2-26 Advice mechanisms and presentation of concerns	Methods such as e-learning platforms; training and capacity building, manuals and documentation, external consultants hires, as well as specific whistleblowing mechanisms are available.					16
	2-27 Compliance with laws and regulations	No significant cases were registered of non-compliance resulting in the imposition of fines or non-monetary sanctions relating to laws and regulations.					
	2-28 Membership associations	Rio Energy is a member of the UN Global Compact and ABEEólica - the Brazilian Wind Energy Association.					
	2-29 Approach to stakeholder engagement	19, 23, 26, 30, 31, 34, 35, 36, 55					
	2-30 Collective bargaining agreements	In 2023, all 152 employees were covered by collective bargaining agreements.					8

GRI STANDARD/ ANOTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF GRI SECTOR STANDARD	SUSTAINABLE DEVELOPMENT GOALS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
Material topics							
GRI 3: Material topics 2021	3-1 Process to determine material topics	7					
	3-2 List of material topics	7, 17					
Health, well-being and safety							
GRI 3: Material topics 2021	3-3 Management of material topics	46					
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	The Company relies on an occupational health and safety management system that complies with the following legal requirements: ILO conventions, civil and criminal codes, licensing and authorization requirements, supervision and inspection, labor laws, collective agreements, sector regulations, requirements of the Labor Public Prosecutor Office and civil and criminal liability requirements. The system is based on the Ministry of Labor's regulatory standards (NRs) for risk management. All workers, activities and workplaces are covered by this management system.					8
	403-2 Hazard identification, risk assessment and incident investigation	46, 48					8
	403-3 Occupational health services	46, 47					8
	403-4 Worker participation, consultation, and communication on occupational health and safety	Employees are involved in the process of developing, implementing and evaluating the occupational health and safety management system. Participation is direct or indirect, through representatives. Workers are consulted at the stages of risk assessment, application of the control hierarchy, incident investigation and audits. Relevant information about health and safety are available via in-house communication, workshops and training, awareness campaigns, printed material, corporate email, links and intranet channels, besides online apps and platforms.					8, 16

GRI STANDARD/ ANOTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF GRI SECTOR STANDARD	SUSTAINABLE DEVELOPMENT GOALS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
	403-5 Worker training on occupational health and safety	49					9
	403-6 Promotion of worker health	47, 65					3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	48, 49					8
	403-8 Workers covered by an occupational health and safety management system	All of Rio Energy's employees are covered by the management system. The standards adopted include NR-10 and NR-12, as well as others, such as NR-35, NR-33, NR-11, NR-18 and applicable laws. Methodologies include inspections and assessments, accident and incident reports, occupational health data, and training and awareness data. See also response to indicator 403-1.					8
	403-9 Work-related injuries	47					3, 8, 16
	403-10 Work-related ill health	No fatalities were registered resulting from work-related ill health, also no cases of work-related ill-health of mandatory communication during the reporting period. Among the measures taken to eliminate or reduce hazards and risks are administrative controls, the use of personal protective equipment (PPE), monitoring exposure to risks, carrying out regular inspections, promoting education and training, involving workers in safety issues and complying with current laws and regulations.					3, 8, 16

GRI STANDARD/ ANOTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF GRI SECTOR STANDARD	SUSTAINABLE DEVELOPMENT GOALS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
Relationship with communities & social development							
GRI 3: Material topics 2021	3-3 Management of material topics	30					
GRI 203: Indirect economic impacts 2016	203-2 Significant indirect economic impacts	The Company maps the indirect economic impacts generated by its activities, and among the positive ones, the most relevant are the development of local suppliers, the creation of indirect jobs, tourism and the attractiveness of the region, and investments in education. Among the negative aspects, the economic reliance of local communities and municipalities on Rio Energy's operations can be considered to have a reasonable impact.					1, 3, 8
GRI 408: Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	The Company neither has nor has had any operations to pose a risk of child labor. The same applies for young employees exposed to hazardous work.					5, 8, 16
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	The Company neither has nor has had any operations that pose a risk of child or compulsory labor. The same applies for suppliers. To find out what measures have been taken to reduce this risk, see indicator 408-1.					5, 8
GRI 411: Rights of indigenous peoples 2016	411-1 Cases of violation to indigenous people’s rights	None cases of violation to indigenous people’s rights were registered.					2
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	30, 31					
	413-2 Operations with significant actual and potential negative impacts on local communities	The Company does not have operations causing significant negative impacts on local communities.					1, 2

GRI STANDARD/ ANOTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF GRI SECTOR STANDARD	SUSTAINABLE DEVELOPMENT GOALS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
Biodiversity & ecosystems							
GRI 3: Material topics 2021	3-3 Management of material topics	34					
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Our Urca Solar Complex (currently in the pre-implementation phase) covers around 3 km² and is located in an area of high biodiversity value, but outside the environmental protection area. The project falls within the Bom Jesus da Lapa Priority Area for Caatinga Biodiversity in Bahia, according to data from the Ministry of the Environment and Climate Change (2023). The site is classified as being of very high importance for biodiversity and for prioritizing the implementation of conservation actions.					6, 14, 15
	304-2 Significant impacts of activities, products and services on biodiversity	37					6, 14, 15
	304-3 Habitats protected or restored	In 2023, the Company had a total of 11 habitat areas protected or restored, totaling 2.6 km². The areas are located in Ourolândia and Várzea Nova.					6, 14, 15
	304-4 Species included in IUCN red list and Brazilian national list of conservation with habitats in areas affected by the organization’s operations.	In 2023, no critically endangered species were identified in the areas affected by the Company’s operations. The mapping revealed four cases of endangered species, three vulnerable species, one near threatened species and 54 species of low concern.					14, 15
Ethics, Integrity & anti-corruption							
GRI 3: Material topics 2021	3-3 Management of material topics	22					
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed			Confidentiality	Strategic data for the company		8, 9
	201-4 Financial support received from the government	The Company received no government support in the period covered by this report.					

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			OMITTED REQUIREMENTS	REASON	EXPLANATION		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	22					16
	205-2 Communication and training about anti-corruption policies and procedures	The Company communicates and offers training on anti-corruption policies and procedures. Throughout 2023, this process covered 100% of governance members, employees and business partners. These communications do not apply to any other persons, groups or entities.					16
	205-3 Confirmed incidents of corruption and actions taken	No cases of corruption were registered involving the organization and/or its employees in 2023.					16
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, antitrust and monopoly practices	In the period covered by this report, the organization has no pending or closed legal actions for anti-competitive behavior, antitrust and monopoly practices.					16
GRI 415: Public Policies 2016	415-1 Political contributions	Rio Energy does not make political donations, in accordance with item 5.4 of its Code of Conduct and Law No. 13.165/2015.					16
Climate change							
GRI 3: Material topics 2021	3-3 Management of material topics	38					
GRI 201: Economic performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	The use of renewable energy with low carbon emissions is the method adopted to manage the organization's risks and opportunities, since at the Serra da Babilônia Wind Complex (in operation) part of the energy used comes from the farm itself. This management is supported by an external consultancy, insurance and a contingency reserve. Generally speaking, the main risks involve extreme weather events and water shortage, while the opportunities include renewable energies and carbon markets, as well as environmental awareness and education.					13
GRI 302: Energy 2016	302-1 Energy consumption within the organization	41, 42					7, 8, 12, 13
	302-2 Energy consumption outside of the organization	42					7, 8, 12, 13

GRI STANDARD/ ANOTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF GRI SECTOR STANDARD	SUSTAINABLE DEVELOPMENT GOALS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
	302-3 Energy intensity	42					7, 8, 12, 13
	302-4 Reduction of energy consumption	In 2023, no activities were carried out at the corporate office to reduce energy consumption. In the projects under development (Urca Solar Complex - Phase 1, Caetité Solar and Serra da Babilônia Solar Complexes), as the number of activities developed was very low, this control was not conducted. It is worth noting that during the construction phase, strategies are usually adopted to reduce energy consumption in projects, such as: making better use of sunlight for natural lighting of administrative facilities on construction sites, installing notices in all rooms, so that electrical and electronic devices are switched off when there are no people using the room, etc.					7, 8, 12, 13
	302-5 Reductions in energy requirements for products and services	The organization does not monitor and has no targets for reducing energy consumption. We are currently working on an emissions mitigation plan that could result in specific targets for the next report.					7, 8, 12, 13
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	36					6, 12
	303-2 Management of water discharge-related impacts	At our corporate office in Rio, effluent is discharged through the city's collective sewage treatment system and we do not monitor effluent parameters before disposal. In operating farms or construction and implementation activities, the minimum standards for water discharge are determined by identifying the applicable laws and regulations and are observed even in areas without disposal requirements. It is important to note that the project does not discharge the effluent, as it is treated using a septic tank and infiltration trench. To this end, observing the parameters of NBR 7229 - Design, construction and operation of septic tank systems, in which the effluent is monitored every six months by evaluating the inflow and outflow, checking the treatment effectiveness parameters set out by CONAMA Resolutions 357 and 430.					6

GRI STANDARD/ ANOTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF GRI SECTOR STANDARD	SUSTAINABLE DEVELOPMENT GOALS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
	303-3 Water withdrawal	36					6
	303-4 Water discharge	36					6
	303-5 Water consumption	36					6
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	39					3, 12, 13, 14, 15
	305-2 Indirect (Scope 2) GHG emissions deriving from energy acquisition	39					3, 12, 13, 14, 15
	305-3 Other indirect (Scope 3) GHG emissions	40					3, 12, 13, 14, 15
	305-4 Greenhouse gas (GHG) emissions intensity	41					13, 14, 15
	305-5 Reduction of GHG emissions	The consolidation approach used to calculate emissions was operational control, based on the GHG Protocol methodology. We are currently working on an emissions mitigation plan that could result in specific targets for the next report.					13, 14, 15
	305-6 Emissions of ozone-depleting substances (ODS)	No ozone-depleting substances were emitted during the reporting period. Substance considered in the calculation: hydrochlorofluorocarbon (HCFC-22).					3, 12
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	We do not conduct this monitoring either at the corporate site or at the Serra da Babilônia Wind Complex, the only one in operation in 2023. In the construction and implementation activities, the emission of particulate matter was considered to be zero.					3, 12, 14, 15

GRI STANDARD/ ANOTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF GRI SECTOR STANDARD	SUSTAINABLE DEVELOPMENT GOALS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
Service quality and security							
GRI 3: Material topics 2021	3-3 Management of material topics	18, 22					
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	31					5, 9, 11
Employee attraction, development and retention							
GRI 3: Material topics 2021	3-3 Management of material topics	55					
GRI 201: Economic performance 2016	201-3 Benefit plan obligations and other retirement plans	65					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	61					4, 5, 8, 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	65					3, 5, 8
	401-3 Parental leave	59					5, 8
GRI 402: Labor relations 2016	402-1 Minimum deadline for notice on operational changes.	The Company does not have an established minimum deadline for notifying its employees of significant operational changes. Changes are informed whenever they are approved by the Board of Executive Officers. Individual conversations are constantly held to understand the vision of the employee, representatives and authorities, in order to understand the scenario and act correctly in decision-making. The Company has collective bargaining agreements in place, but they do not stipulate a minimum period for changes to be communicated.					8

GRI STANDARD/ ANOTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF GRI SECTOR STANDARD	SUSTAINABLE DEVELOPMENT GOALS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
GRI 404: Training and education 2016	404-1 Average hours of training per year, per employee	62					4, 5, 8, 10
	404-2 Programs for upgrading employee skills and transition assistance programs	55					8
	404-3 Percentage of employees receiving regular performance and career development reviews	100% of employees received regular performance and career development reviews during the reporting period.					5, 8, 10
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	16, 57, 58 With regard to the percentage of employees from minority and/ or vulnerable groups by employee category, the information is not available, since the Diversity and Inclusion census did not involve the participation of all employees and therefore cannot represent the Company's real and complete scenario.					5, 8
	405-2 Ratio of basic salary and remuneration of women to men	Confidential information because it is strategic for the Company.					5, 8, 10
GRI 406: Non- discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No cases of discrimination were registered during the reporting period.					5, 8
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	The Company has no operations that risk violating the right to freedom of association or collective bargaining.					8

GRI STANDARD/ ANOTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF GRI SECTOR STANDARD	SUSTAINABLE DEVELOPMENT GOALS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
Supply chain management							
GRI 3: Material topics 2021	3-3 Management of material topics	19					
GRI 301: Materials 2016	301-1 Materials used by weight or volume	In 2023, we had a total of 0.83 tons of materials used in our corporate office, most of which (0.52 tons) corresponded to renewable items. The data is estimated by monitoring waste disposal. In the case of wind farms in operation, as the volume of activities developed was very low, we did not conduct this control. During this reporting period, we did not buy any natural products for our activities.					8, 12
	301-2 Recycled input materials used	In 2023, we recorded a total of 7.79 tons of raw materials or recycled materials used in our corporate office. The data is estimated by monitoring waste disposal. In the case of wind farms in operation, as the volume of activities developed was very low, we did not conduct this control.					8, 12
	301-3 Reclaimed products and their packaging materials	We do not monitor the use of reused materials in the corporate office. In wind farms, no products were reused in the projects under development in 2023.		Information not available.	In our corporate office, we do not monitor the use of reused materials, but if we do, the amount is minimal. No products were reused in the projects under development in 2023. It is worth mentioning that when these projects end development and begin the construction phase, materials are reused whenever possible on site, in an attempt to reduce the need for final disposal. The packaging that is usually reused in the project is wood, which is used to make crates and concrete forms.		8, 12

GRI STANDARD/ ANOTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF GRI SECTOR STANDARD	SUSTAINABLE DEVELOPMENT GOALS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	43					3, 6, 11, 12
	306-2 Management of significant waste-related impacts	43					3, 6, 8, 11, 12
	306-3 Waste generated	43, 44					3, 6, 11, 12
	306-4 Waste diverted from disposal	43, 44					3, 11, 12
	306-5 Waste directed to disposal	43					3, 6, 11, 12, 15
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	26					
	308-2 Negative social impacts in the supply chain and actions taken	In 2023, four suppliers were assessed in relation to negative environmental impacts, and no occurrences were found. Rio Energy carries out annual environmental audits on its suppliers to verify compliance with environmental standards and regulations. In addition, all new suppliers undergo assessments to ensure that they meet the established environmental requirements. There is also continuous monitoring of suppliers' environmental indicators to assess their environmental performance over time.					

GRI STANDARD/ ANOTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF GRI SECTOR STANDARD	SUSTAINABLE DEVELOPMENT GOALS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	29 The Company uses social criteria to select new suppliers, but no new suppliers with potential social risk were hired in 2023.					
	414-2 Negative social impacts in the supply chain and actions taken	29 In 2023, no new suppliers with potential social risk were hired.					
Cibersecurity							
GRI 3: Material topics 2021	3-3 Management of material topics	18					
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and loss of customer data	18					16

Credits

GENERAL COORDINATION

Sustainability Director
and Sustainability Management

CONTENT COORDINATION

Sustainability Management

**GRAPHIC DESIGN COORDINATION
AND LAYOUT**

Corporate Director

**CONSULTING, EDITING, GRAPHIC DESIGN
AND LAYOUT**

Grupo Report

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