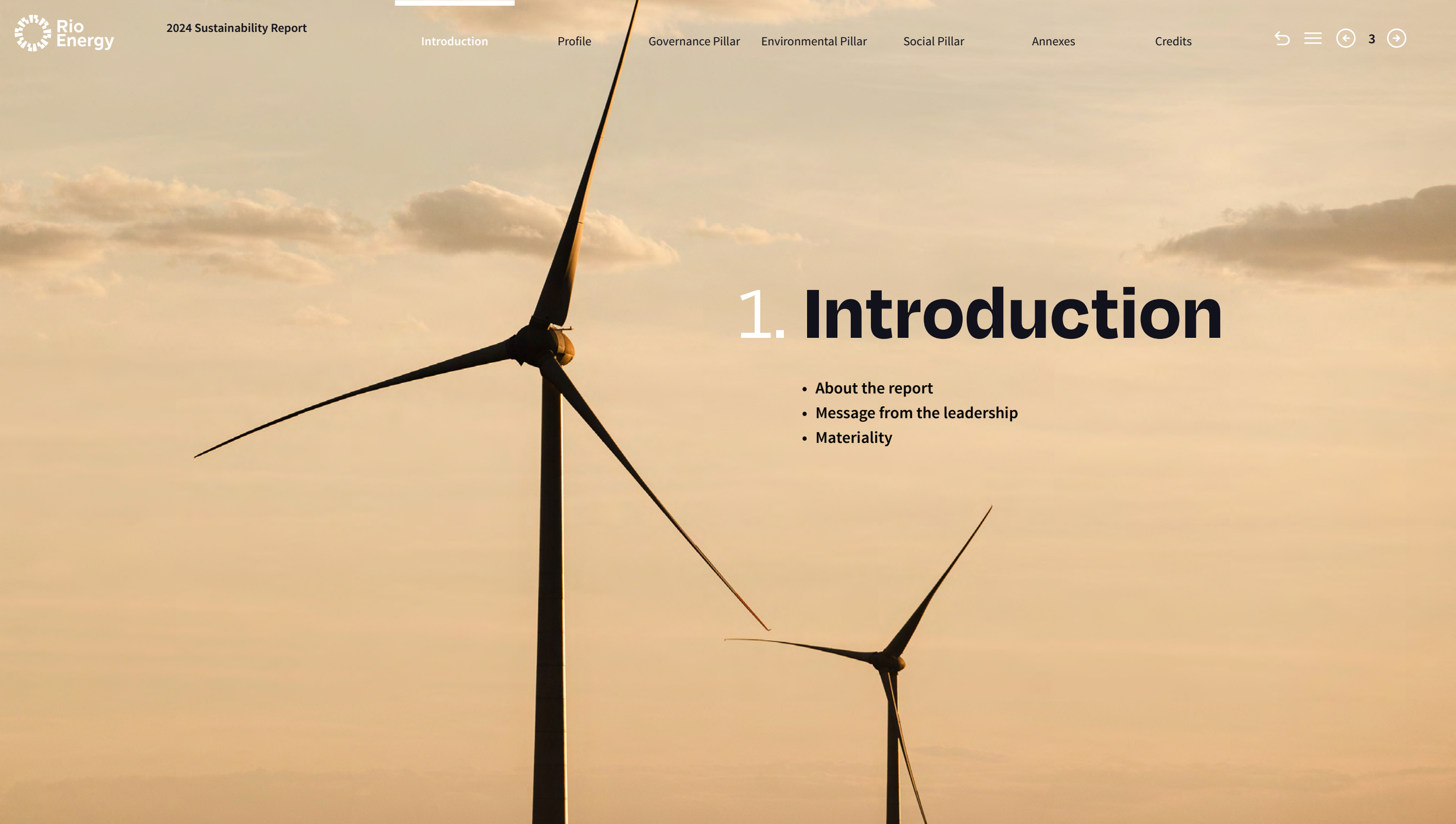
2024 Sustainability Report

Rio Energy

An Equinor company

Contents



1. Introduction

- About the report
- Message from the leadership
- Materiality

About the report

GRI 2-3

The 2024 Sustainability Report reaffirms the integration of sustainability into the company's strategy, aligning its initiatives with the best practices in the industry and with the United Nations (UN) 2030 Agenda, based on the material topics prioritized for its actions in the environmental, social and governance (ESG) pillars. The content follows the guidelines of the Global Reporting Initiative (GRI) and covers the period from January 1 to December 31, 2024.

Continuing its annual cycle, this publication consolidates information on the environmental, social, economic and governance aspects that guide the company’s operations, encompassing all assets under its operational management.

The content presented includes all Rio Energy Participações S.A. operations in Brazil. The structure of the report is aligned with the company's strategic sustainability guidelines and is based on its materiality matrix, as approved by the Executive Leadership Team.

If you have any questions, criticisms or suggestions, please e-mail us at
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Message from the leadership GRI 2-22

Our energy is growing hand in hand with the development of renewable energies in Brazil. All business decisions are made with consideration of environmental, social, and governance (ESG) factors. In 2024, we further strengthened our ESG practices, benefiting from the exchange with Equinor, a shareholder deeply engaged and committed to sustainability. A cycle that marks the beginning of our shared journey, with the development of our first project under its management.

We ended the year with a lot of synergy and cooperation, strengthening Rio Energy and, thus, fostering the energy transition in Brazil. All of this achieved with quality, safety for people, adherence to schedule, and the expansion of our project portfolio.

Since the beginning of the year, the company has been focused on structuring a new project at the Serra da Babilônia Solar Complex, located in Morro do Chapéu (BA), with construction scheduled to begin in the second half of the year.

Unprecedented project

At the Serra da Babilônia Solar Complex, our first photovoltaic energy project, we successfully incorporated efficiency and technological innovation into our operations. Worthy of note, for example, is the relationship with the communities surrounding this project. More than that, we gained valuable learning, developed new methodologies, and enhanced the monitoring and critical analysis of performance indicators (KPIs).

It was an especially challenging year due to the increase in production curtailment by the National Electricity System Operator (ONS). We have been seeking government recognition of our right to compensation for curtailed energy, which affects the returns on our projects.

At the same time, we contribute to the country's sustainable development by supporting its decarbonization. In our operations and construction, we continue to improve internal processes, as well as greater adherence to best practices or more restrictive standards related to human rights, biodiversity, valuing local communities and combating climate change, with substantial results.

Another example of our progress on the ESG agenda in 2024 was the incorporation of gender equality into the construction phase of the Serra da Babilônia Solar Complex, as part of our social commitment to train and make the best use of the local workforce. Proof of this is that around half of the professionals hired for the project under implementation are residents of the surrounding communities, and we have achieved 15 percent female participation on the construction fronts.

The health and safety of our people also stand out as a priority. During the period, we reinforced our culture of prevention and the continuous improvement of internal initiatives and programs, reflecting a commitment fully aligned with Equinor's ambition of achieving zero harm from safety incidents. The results confirm that we are on the right path: we recorded no fatal or lost-time accidents, and all safety requirements were met, along with other key performance indicators.

Another demonstration that our commitment to providing an increasingly safe and healthy environment goes beyond words is the perception of our internal audience: in a Climate Survey, 97 percent of employees recognized Rio Energy's dedication to safety and health.

Looking ahead, we remain committed to continuous excellence in occupational health and safety (OHS), compliance, environmental and social responsibility, as well as to the development and well-being of our people, strengthening our internal culture and fostering the ongoing growth of our team.

I would like to take this opportunity to thank our team for their unwavering dedication. I am proud of the team's work and confident that we are on the right path to innovate with our energy toward a cleaner future.

Roberto Colindres
CEO

Materiality matrix updated with new topics and focus adjustments

Materiality

GRI 3-3 | 3-2

Through our materiality matrix, we map the topics that create the most significant positive or negative impacts and identify those with the greatest potential to influence our operations and generate value for our stakeholders. We made changes to this process in fiscal year 2024. Terminologies, for example, have evolved: Ethical Conduct has been renamed to "Ethics, Integrity and Anti-Corruption," Occupational Health and Safety to "Health, Well-being and Safety," Biodiversity and Habitat to "Biodiversity and Ecosystems," Greenhouse Gas Emissions and Climate Change is now reported as "Climate Change," and Human Rights and Local Communities has been updated to "Community Relations and Social Development." The Economic Aspects topic is no longer considered material.

Four new topics were also included: Supply chain management, Cybersecurity, Service quality and Employee attraction, development and retention.

The methodology used to create it was double materiality, identifying the impacts of the company's activity based on consultations and interviews with the company's senior leadership, internal and external experts, employees, suppliers, communities surrounding the projects, NGOs, the third sector and supervisory and regulatory bodies.

Based on this combination, we defined the material topics of this report, aligning them with stakeholder expectations and Rio Energy’s sustainability commitments. The topics are also aligned with best practices in ESG and with the United Nations (UN) Sustainable Development Goals (SDGs).

Rio Energy's material topics

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

Community relations and social development
Strengthening dialogue channels, managing impacts on surrounding communities and traditional peoples, and promoting education, development, and income generation initiatives for these groups.

Health, well-being and safety
Ensuring the safety and integrity of workers and a safe and healthy working environment, with a focus on the mental and physical health of employees and their families.

Ethics, integrity and anti-corruption
Accounting transparency; compliance with regulations, laws, and anti-corruption practices; prevention of anti-competitive behavior and bribery, and the promotion of an ethical business culture throughout the company and its external relationships.

Climate change
Management of greenhouse gas emissions from from direct and indirect operations. Management of the risks associated to the materialization of climate change.

Service quality
Management and investments aimed at ensuring safety in the implementation, operation, and maintenance of wind and solar farms, as well as promoting efficiency and predictability in transmission, preventing technical losses of generated energy and unauthorized connections.

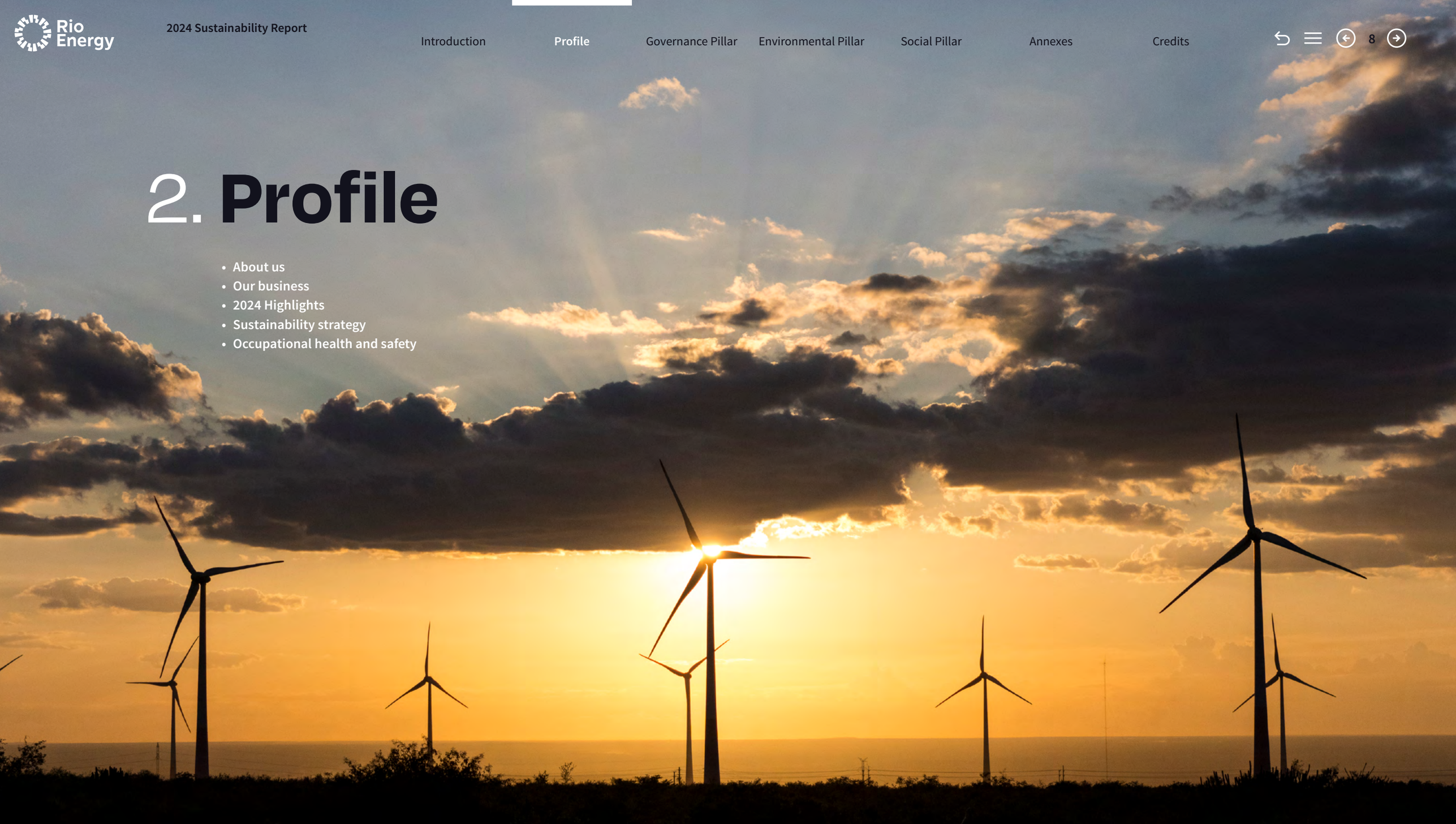
Employee attraction, development and retention
Career plans, recognition, remuneration, benefits, employee engagement and training strategies.

Supply chain management
Requirement, control, and monitoring of supplier quality standards, including socio-environmental criteria in the procurement of inputs and services.

Cybersecurity
Secure management of the gathering, retention and use of sensitive and confidential data, ensuring cybersecurity and privacy in the use of information, in compliance with the General Personal Data Protection Law (LGPD).

2. Profile

- About us
- Our business
- 2024 Highlights
- Sustainability strategy
- Occupational health and safety



About us

GRI 2-1, 2-6

Since 2012, we have been dedicated to developing, building, and operating renewable onshore energy projects in Brazil, contributing to the country's energy transition and a more sustainable future for all.

We are part of the Equinor group, one of the largest global energy companies, dedicated to the transformation of natural resources and development for society.

With administrative headquarters in Rio de Janeiro (RJ), we operate exclusively in Brazil, with ongoing projects in the Northeast region.

We uphold high standards of quality, safety, and social and environmental responsibility across all stages of our operations. We combine the energy of our 140 employees with the expertise of the Equinor Group to build the sustainable future we believe in. More than that, we create social and economic value for local communities and partners.

For the past five years, we have been a participant in the United Nations (UN) Global Compact, reinforcing our commitment to responsible business practices.
We are also one of the first Brazilian companies to issue Green Bonds.

We currently have the Serra da Babilônia Wind Complex in operation, with an installed capacity of 223.25 MW. In 2024, we entered the solar energy sector with the start of construction of the Serra da Babilônia Solar Complex, located in the municipality of Morro do Chapéu (BA).

We uphold high standards of quality, safety, and social and environmental responsibility across all stages of our operations.

Purpose

Energy for a cleaner future

Values

- **Relentlessly delivering excellence**
  We are passionate about what we do and give it our best.

- **Partnership within and outside the organization**
  We build and establish valuable connections with everyone sharing our journey.

- **We do it with social, economic and environmental responsibility**
  Our constant aim is for a sustainable future.

- **Energy to innovate and go beyond**
  Our mindset is to build the future we want.

Our business

GRI 3-3 - Service quality and safety

Our commitment to energy evolution and sustainability is well known and recognized by the Brazilian market. But we do not intend to stop there. We launched major projects in 2024.

The Serra da Babilônia Wind Complex (BA), which strengthens the strategic role of wind energy in Brazil's energy mix and generates significant socioeconomic benefits for local communities, has entered a new phase: hybridization.

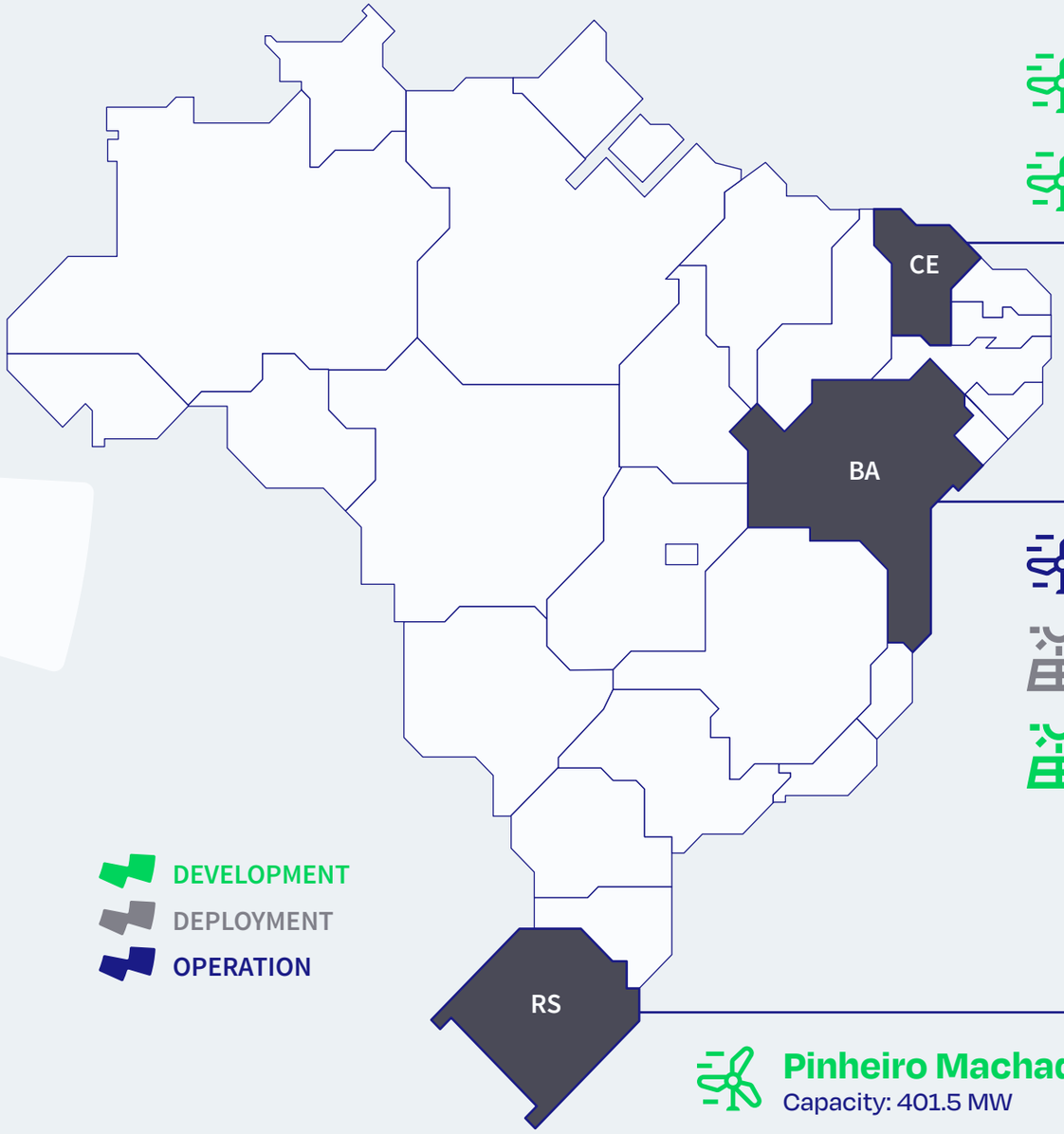
The implementation of the Serra da Babilônia Solar Complex makes this transformation a reality. Thus, we are incorporating photovoltaic technology into our portfolio through this first hybrid initiative. The project—the first under Equinor's management—optimizes the use of the 73.75 km transmission line and substation of the Serra da Babilônia Wind Complex.

On the road to expansion in our portfolio of organic projects, with a focus on the long term, we have also invested in another greenfield development (yet to be built). The Urca Solar Complex, comprising two solar parks—Urca I and Urca II—is located in the municipality of Bom Jesus da Lapa (BA), approximately 796 km in a straight line from Salvador (BA).

We are also exploring new business opportunities, including energy storage and commercialization. In the first case, we closely followed the progress of regulations for batteries and storage, as well as the Capacity Reserve Auction (LRCap). To this end, a pilot project is being developed that will enable data to be collected and experience to be gathered with this technology. In energy trading, we strengthened the Portfolio Management area to enhance our ability to seize market opportunities.

The Serra da Babilônia Solar Complex is already in the testing phase and is scheduled to begin commercial operation in the second half of 2025

Our projects



Paraipaba Wind Complex
Capacity: 189 MW

Fênix Wind Complex
Capacity: 439.9 MW

Serra da Babilônia Wind Complex
Capacity: 223.25 MW

Serra da Babilônia Solar Complex
Capacity: 139.6 MWp

Urca I and II Solar Complex
Capacity: 434.6 MWp

Pinheiro Machado Wind Complex
Capacity: 401.5 MW

2024 Highlights

Integration with Equinor

The process was completed with multiple gains in efficiency and knowledge sharing.

Compliance

Adaptation of policies and practices to the company's new shareholder.

Budget

In line with the forecast.

Biodiversity

During the implementation of the Serra da Babilônia Solar Complex, effective measures were taken to mitigate impacts on native flora and fauna. One such actions was the acquisition of an itinerant Wild Animal Screening Center (CETAS), which continuously monitored all the work fronts. This mobile structure has enabled faster care for rescued animals, significantly reducing response times and facilitating the safe return of treated individuals to their natural habitat.

Serra da Babilônia Solar Complex

Implementation according to plan and consolidation of a transparent and healthy relationship with the local community.

Human rights

We reaffirmed our commitment to fundamental human rights by implementing a dedicated policy and structured supplier assessment procedures.

Safety

Zero fatal or lost-time accidents.

Internal strengthening

The company restructured the Implementation Department as well as the Procurement and IT areas.

Attracting and retaining talent

Structuring of the New Individual Development Plan.

Sustainability strategy

To ensure our goal of transforming the future with innovative and sustainable solutions, we have embedded the ESG agenda into everything we do. We formalized this by introducing the strategic objective of "Socio-environmental Leadership," which transversally influences all of the company's strategic pillars. Our indicators guide every decision-making process and continue to gain increasing relevance.

We have a specific Strategic Guideline to embed the issue into practice. Through this document, we ensure the integration of sustainable values into our strategy and management, as well as compliance with environmental, social responsibility, human rights, biodiversity, and climate change requirements.

This guideline, which determines our commitment to sustainability, encompasses four topics:

1.

Sustainability management: We integrate sustainability into governance, risk management, and performance, in line with international best practices and legal requirements, including more stringent standards such as the Environmental and Social Performance Standards established by the International Finance Corporation (IFC).

2.

Management of climate aspects: We make an annual inventory of our GHG emissions (scopes 1, 2 and 3) to guide strategies to reduce these gases and promote a fair and sustainable energy transition that also focuses on biodiversity.

3.

Management of nature-related aspects: We go beyond legal requirements to protect ecosystems and minimize impacts on biodiversity, adopting conservation measures, the responsible use of scarce resources, circularity practices, and other initiatives.

4.

Management of social aspects: We assess human rights risks involving our stakeholders with the purpose of identifying potential and actual adverse impacts and ensure appropriate remediation in such cases. In addition, we maintain accessible channels for affected people and communities to raise their concerns and complaints, among other practices.

Occupational health and safety

GRI 403-2, 403-5, 403-6, 403-7, 403-9

Year after year, we raise the bar in accident prevention and health promotion for our people

Throughout the cycle of our projects—whether under construction or in operation—care for the health and safety of our people is paramount and non-negotiable. New risks are constantly identified and assessed and, once they have been mapped, we work on mitigating them.

For example, for the Serra da Babilônia Solar Complex, we carried out extensive preparatory work. This process included alignment with the contracted suppliers, adaptations and adjustments to achieve the highest level of safety.

And because it is a hybrid complex—combining a wind farm with a solar farm—we assessed the operational risks, access and movement of people in the area. Throughout the construction work, we sought to intensify safety inspections, encouraging leaders to identify risk conditions and strengthen the safety culture based on performance indicators (KPIs). These inspections involve practices such as safety walks (walks that help identify potential hazards that could compromise the health of professionals), safety cards (cards that facilitate the communication of risks and safety measures between employees, managers and other team members) and checklists (an essential tool that ensures that safety regulations are complied with and that protective measures are effective).

Throughout 2024, we also strengthened the culture of prevention and the continuous improvement of practices and other processes in this area. This is a commitment fully in line with Equinor's ambition to achieve zero harm from safety incidents.

Health and safety first

For this reason, the Occupational Health and Safety (OHS) area holds a prominent position in the company. We work with well-defined guidelines, training and safety culture to promote an increasingly safe, healthy and productive environment for all employees and third parties.

This work is based on an integrated and preventive approach, with a focus on risk management, active leadership and safety culture. The identification, assessment and ongoing mitigation of risks follow the ALARP (As Low As Reasonably Practicable) and PEAR (Protecting Environmental Areas and Resources) principles, ensuring that the risks are known to everyone.

Leadership in safety is shared among all employees, who must set an example, follow procedures and encourage improvements. In addition, incident reporting is essential for investigating the causes and taking corrective action, while qualification and authorization ensure that only trained professionals conduct critical activities.

We follow international technical standards and best practices, invest significantly in training and awareness on topics such as the use of personal protective equipment (PPE), firefighting, ergonomics, and first aid, and incorporate safety considerations from the project design phase through operation. In addition, we work to identify and assess workplace risks, leading to new training programs, updates to contingency plans, improvements to processes and policies, and investments in technology.

We also provide secure communication channels, such as suggestion boxes, online platforms and safety meetings, ensuring anonymity and non-retaliation, as provided for in the Code of Ethics. Employees also have the right to remove themselves from risky situations, backed up by routines, checklists and inspections. Incident investigations follow a structured process that includes recording, classification, and a thorough analysis of each event.

In addition, technical and operational barriers, an emergency medical care structure and periodic audits are implemented to monitor performance in OHS, including among suppliers. This work is integrated into the Rio Energy Management System, underpinning safety in all our activities.

During the period covered by this report, Rio Energy recorded no accidents at work involving fatalities, seriousness or mandatory reporting, whether among employees or third parties, but it did record four first aid cases. Employees worked 293,471 hours and third parties 691,509 hours, based on a calculation of 1 million hours. Risks that caused accidents were previously mapped and classified. To mitigate them, we have adopted risk assessments, training, preventive maintenance and safety policies, based on regulatory standards (NR).

Health services GRI 403-3

At Rio Energy, health really matters. We offer occupational health services aimed at promoting a safe and healthy environment for employees and third parties. Activities include accident and disease prevention, wellness campaigns and the promotion of healthy habits, vaccinations and mental health. Some also include the professionals' families.

Our team also provides occupational medical examinations, risk assessments, training, certificate management, ergonomics, audits and PPE management. The information is disseminated through internal channels, ensuring broad access and awareness.

The employees' health information is ensured confidentiality through privacy policies, informed consent, restricted access and security measures, in accordance with the law.

Health initiatives include prevention, well-being and psychological support

2024 Highlights–OHS

87
risks assessed
for projects under implementation and development

946
checklists
use of the proactive safety inspection tool by any employee at any Rio Energy site, even without identifying a risk. This is a way of keeping an eye on the environment and turning the whole team into security agents

341
safety walks
walkthrough with a focus on attentive security, even without performing the checklist on the platform

263
safety cards
which can be initiated by any employee who identifies any irregularity or security risk at any Rio Energy site.

100%
safety requirements met,
totaling 1,033

A few events held in 2024 that reinforced the safety culture at Rio Energy

- **Training for volunteer firefighters:** promoted by the OHS team at one of the best specialized centers in the capital of Rio de Janeiro. Participants underwent intensive training to act in emergency situations, such as fires and resuscitation procedures, both in the office and on the company's premises.

SOS

- Workshop **on first aid:** between July and August, the OHS team held a workshop focusing on practical training for employees. The content included the use of equipment such as the Automatic External Defibrillator (AED), maneuvers to clearing a choke, treatment of burns and accidents involving venomous animals.

3. Governance Pillar

- Governance structure
- Integrated management
- Cybersecurity
- Supplier management
- Compliance, ethics and integrity

Corporate governance

Rio Energy's governance is made up of a system that guides our actions based on the company's Mission, Vision and Values. The aim is to strengthen the confidence of shareholders and other stakeholders, reduce risks, make the decision-making process clearer and more efficient and ensure a solid, ethical and sustainable business environment, as well as strengthening employee confidence in senior management.

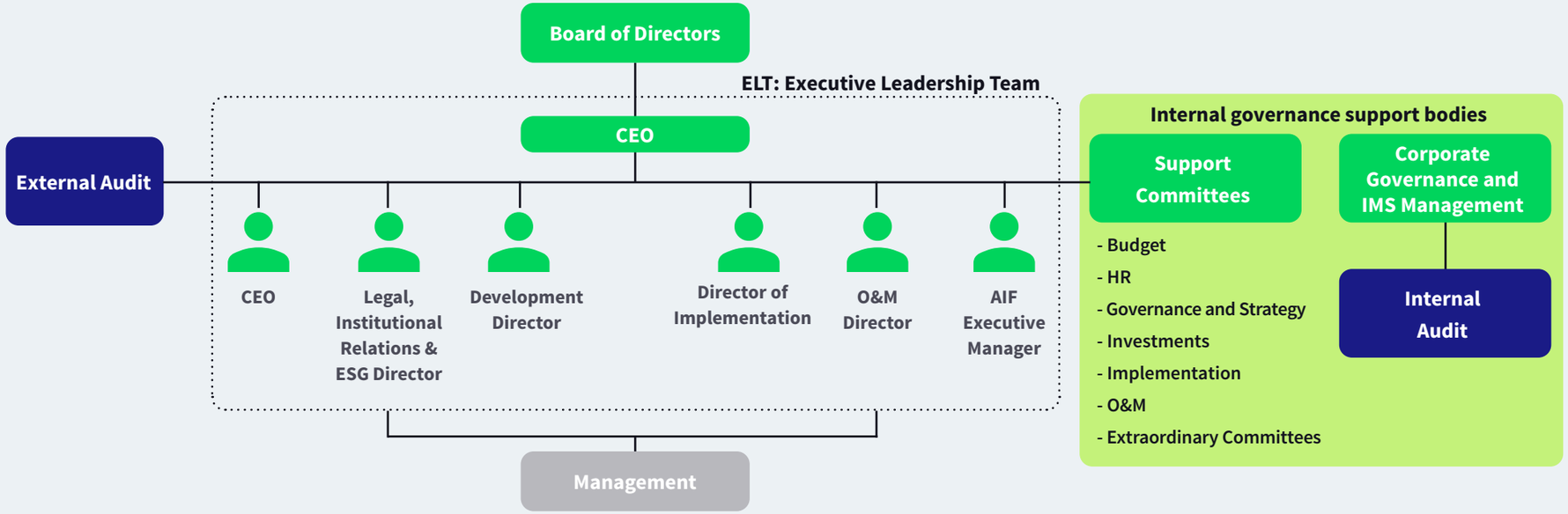
Our governance structure is based on the four fundamental principles of the best corporate governance practices determined by the Code of Best Corporate Governance Practices of the Brazilian Institute of Corporate Governance (IBGC)—transparency, fairness, accountability and corporate responsibility)—which, on a day-to-day basis, translate into:

- **Culture based on solid values -** the Rio Energy way of being;
- **High ethical standards and integrity** in business;
- **Clear division of roles and responsibilities;**
- **Equal treatment;**
- **Sharing up-to-date, reliable and relevant** information.

Governance structure

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

This is made up of three main bodies: Board of Directors, Executive Leadership Team (ELT) and Support Committees, with the support of the Governance Area and the work of Internal and External Audits.



Board of Directors: This is Rio Energy's highest governance body, responsible for defining strategic guidelines, approving the business plan and annual budget, deciding on relevant operations and electing the Executive Leadership Team, as well as monitoring the company's executive management. It comprises members appointed by the sole shareholder Equinor and holds ordinary quarterly meetings, with the possibility of extraordinary meetings whenever necessary.

Executive Leadership Team: This is the body responsible for the company's executive management. It acts independently within the limits of its powers of approval and is responsible for the day-to-day management of the company. Among other duties, it approves Rio Energy's recommendations that will support the decisions of the Board of Directors and the sole shareholder Equinor, as well as executing the strategic decisions that will impact the entire company. To put this into context, (i) the Executive Board is Rio Energy's group of directors, who are appointed by the Board of Directors, including the CEO; (ii) the CEO, appointed by the Board of Directors, leads the ELT and reports directly to the Chairman of the Board, and is responsible for translating the strategic guidelines into tactical plans; (iii) The members of the ELT, in turn, implement these strategies in their areas, approve contracts and have specific financial allocations; (iv) The ELT is made up of the directors and managers appointed by the CEO, meets periodically and has the support of Support Committees to improve the decision-making process.

Support Committees: These are working groups made up of ELT subdivisions and Rio Energy employees who are specialists in the subject matter of each committee. These structures are designed to support the CEO's decision-making as the company's leader and representative before the Board of Directors, and their meetings are held as needed, depending on the demand for information, discussion, or approval of specific topics. The CEO sits on all the Support Committees and has the final say on decisions. They include permanent committees (such as Budget, HR, Governance & Strategy, Investments, Implementation and O&M) and extraordinary ones (Privacy, Crisis and Compliance), which meet only in response to specific events. An important highlight: 2024 was a year marked by the consolidation of these committees, which provide advisory support to the CEO in making strategic decisions.

Governance Area: This area structures the decision-making process, clearly defining when, how, and by whom decisions are made, and ensures that the results are communicated transparently and efficiently. It is the guardian of the governance practices and principles adopted by Rio Energy, ensuring that meetings are conducted in an effective, organized manner and in line with the rules of procedure, as well as recording decisions and updating and making documents available. It uses the Decisions tool to help manage meetings.

Audit: We are audited externally by EY, ensuring the reliability of our financial statements with accounting standards and market regulations, and internally by the Integrated Management System area, ensuring internal process and control compliance and effectiveness.

Strengthening governance

After the acquisition of Rio Energy by Equinor, governance became even more important and was formally recognized as one of the company's strategic pillars. In 2024, this pillar was significantly strengthened with the maturing of the corporate governance structure. Among the advances, highlights include the enhancement of the authorization matrix and internal allocations, the creation of a thematic calendar for Board of Directors meetings, the publication of Rio Energy's governance structure document, and the ongoing discussions to develop the internal regulations of the governance bodies.

Processes involving robust approval bodies, such as Stage Gates and Major Contracts, were also reviewed, along with the consolidation of the roles and operations of the Support Committees, with greater emphasis on communication and documentation of the decisions made among them.

Worthy of note is that, in the area of Governance, the Integrated Management System (IMS) and Internal Audit go hand in hand and act in an aligned manner so that business operations are conducted safely and in compliance with legislation, market standards and internal rules. The documents that make up the IMS clearly define responsibilities and limits of authority within the organizational and governance structure.

Conflicts of interest GRI 2-15

We have adopted several measures to prevent and mitigate conflicts of interest. These include well-structured policies and procedures, ongoing training programs and the work of the Compliance area. We also value transparency in decision-making, ensured by clear and accessible records. To address sensitive situations, we periodically review internal guidelines and reinforce the culture of compliance and organizational integrity. As part of the preventive measures, we also applied specific questions on the internal form for requesting IDDs from suppliers.

Responsible corporate commitment GRI 2-24

We formalize our commitments in documents such as the Human Rights Policy, the Human Rights Management Plan, the Strategic Sustainability Guideline and the Code of Conduct, in addition to The Equinor Book, the main document of our sole shareholder Equinor.

We also use several internal documents from our IMS, as well as a careful selection of partners, audits, training and more.

During 2024, the company held a range of training in compliance, covering topics such as anti-corruption, ethical conduct, competition, sanctions and interaction with public authorities, as well as specific training for leaders and suppliers. In the field of sustainability, a training session on human rights was held with the participation of Equinor, strengthening the culture of respect and social responsibility.

Risk management

At Rio Energy, risk management follows the Enterprise Risk Management approach, with responsibilities distributed in a three-line model, managerial attributions and oversight by the Board, which also makes critical decisions regarding risks.

Strategy House 2030

At the heart of everything we do is the way we see the world and how we respond to its greatest challenges. To support what lies ahead for Rio Energy, we built the Strategy House, a visual representation of our strategy up to 2030 that serves as the basis for drawing up our 2024-2026 business plan. It is important to emphasize that all of this is based on excellence, partnership, innovation and responsibility, conducted by a committed team and socio-environmental leadership.

Learn about the four strategic pillars:

1. Portfolio growth

- To significantly contribute to Equinor's ambition of responsible and Net Zero growth, focusing on profitability, safety, quality and integrity.
- To focus on Solar and Wind, with the possibility of batteries and hybridization projects.
- Growth driven by organic projects, opportunistically complemented by the acquisition of operational projects.
- To leverage competitive advantages such as expertise in project financing, appetite for projects with uncontracted energy, as well as the shareholder's financial capacity and flexibility.

2. Excellence in project execution

- Ability to build multiple projects simultaneously.
- Delivering on time, on budget, with quality, safety and sustainability.
- Ability to establish and maintain "social license" with local communities.

3. Excellence in asset management

- Long-term operator mindset, integration with project execution with a focus on quality.
- Excellence in operations, using technology to optimize operations, leading to increased generation and profitability.

4. Active management of energy sales

- To implement a market-oriented strategy, considering a long-term vision and the ability to manage risks, increasing revenues and reducing portfolio risks through active negotiation strategies.

Integrated management

To boost our business even more, we do not neglect the gears that drive Rio Energy. For this reason, our Management System supports all of the company's areas, meeting all organizational requirements. Its strength lies in the synergy among the areas, reflected in the corporate policies and the commitment made by the top leadership to governance and operational excellence.

The purpose of this System's Strategic Guideline is to ensure governance, internal controls, compliance with legal and corporate requirements, continuous improvement of the process and effective risk management.

It applies to all members of the corporate and operational structure of Rio Energy and the group's companies.

Main functions of the Management System:

- To incorporate Rio Energy's values into the organization's strategy and the day-to-day running of the organization;
- To promote safety, reliability and efficiency in the company's activities;
- To define clear responsibilities, ensuring well-founded decisions, effective execution and constant learning.

Integration successfully completed

In 2024, we completed the integration of the Management System with the requirements of the Equinor Management System. This process involved the implementation of more than 190 action plans, with all of the targets achieved and full compliance with the new requirements.

The integration has brought significant advances, filling gaps in areas such as change management and deviation handling, as well as reinforcing the importance of aspects that required greater attention in the previous system. By 2025, we intend to audit the integrated system, ensuring that everything that has been implemented is actually in operation, ensuring continuous compliance with the requirements and the effectiveness of the system.

Another important highlight was the implementation of SAP Business One (SAP B1) as our new integrated management system (ERP), replacing the previous MXM/SARP system. The change increases security, reduces manual processes and internalizes previously outsourced routines, such as invoice entry. With the new platform, authorizations and automations are now made directly in the system, which reinforces compliance and reduces exposure to risks.

Throughout 2024, we also dedicated ourselves to adjusting and reviewing processes, increasing efficiency and establishing more secure and integrated workflows within SAP. The current system serves as the core of Rio Energy’s administrative operations, reducing dependence on third parties and strengthening internal process control. One example was a report developed in SAP to facilitate order and contract management, providing data such as the number of orders, contracts, balances, due dates and measurements taken, covering all the companies in the group.

Cybersecurity

GRI 3-3 - Cybersecurity

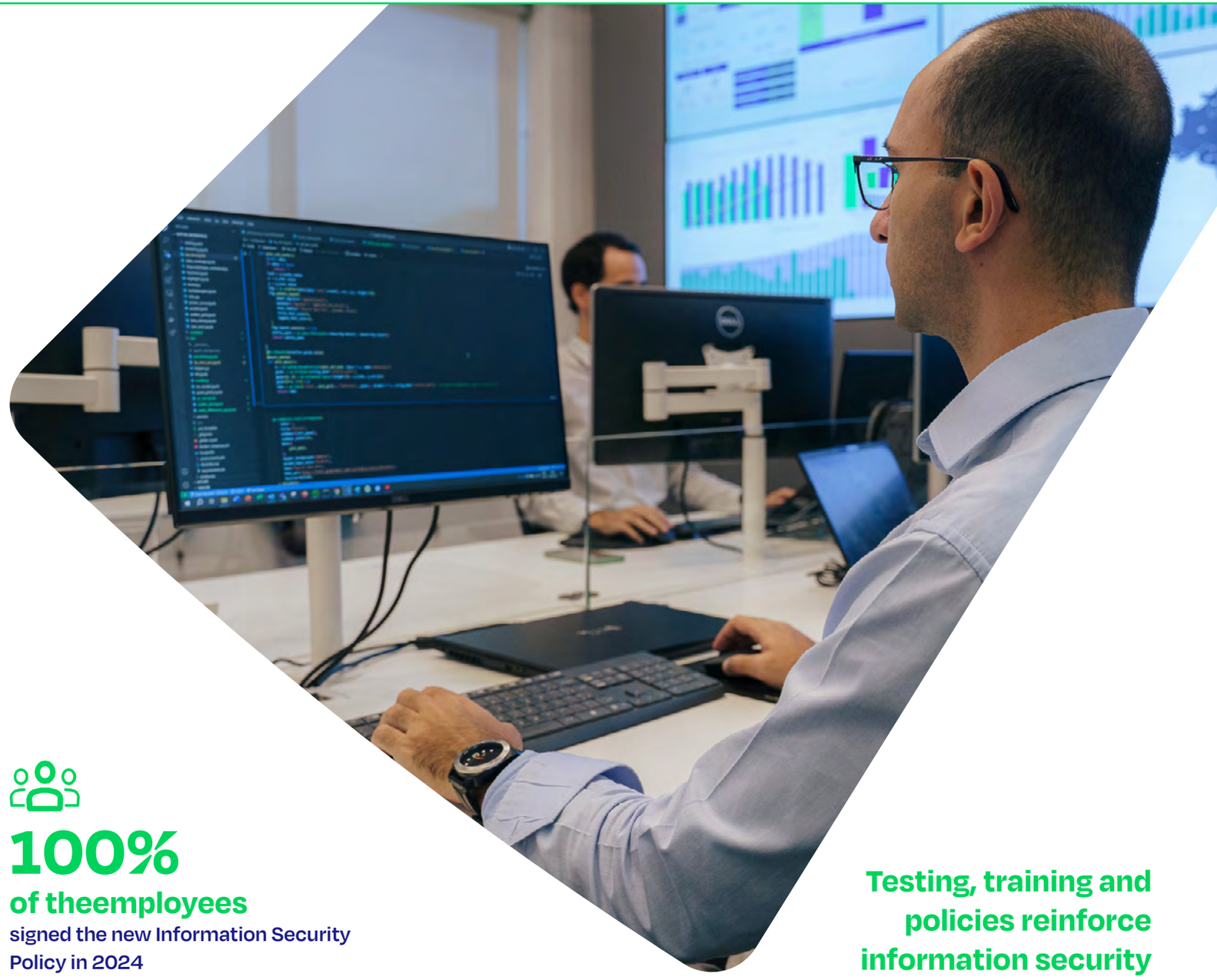
Another crucial issue for the future of business and one that Equinor pays close attention to, cybersecurity was reinforced at Rio Energy in 2024. Proof of this is that we invested in the creation of an Information Technology department during the year. In the past, cybersecurity had been dealt with in a decentralized manner: the Facilities area monitored machinery and equipment; the LGPD was managed by the Governance area, and other operational matters were addressed by the Operations and Maintenance (O&M) department.

In this new structure, several procedures and actions remain fully active. This is the case of the training program (which is part of the data privacy program), of communication campaigns on cybersecurity, of the annual invasion test of corporate and operational environments, which generates an action plan for weaknesses, and of periodic risk analyses.

During this reporting period, we also published a new Information Security Policy, a document that all employees signed individually, ensuring that they were aware of the issue. The Code of Ethics and Conduct also addresses the issue of cybersecurity.

A collective responsibility

At Rio Energy, Information Security practices are a responsibility shared by all employees and outsourced service providers. The company promotes the continuous dissemination of these guidelines in everyday corporate life. They aim to safeguard the organization's information, ensuring the authenticity, confidentiality, availability, integrity and responsibility of information and technological resources. In addition, they act preventively on the possible causes of incidents and the legal responsibility of the institution and its employees, clients and partners.



100%

of theemployees

signed the new Information Security Policy in 2024

Testing, training and policies reinforce information security

Supplier Management

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

Our mission to transform the future of energy in Brazil also demands the best resources and suppliers. That is why, in 2024, we created the Rio Energy Supplies area, which went to the field to serve the entire company, replacing the old decentralized model.

Service centralization is already showing results: we have seen financial gains, negotiation gains, technical optimizations and greater control over suppliers and contracts.

Throughout the year, for example, there were important advances in contract standardization, risk and guarantee management, and supplier evaluation, with a broadening of the base and a more proactive approach by the team, open to innovation and new strategic partners.

Due diligence

To ensure compliance with the company's Code of Ethics, all suppliers undergo a due diligence process in partnership with the Compliance area before contracts are signed. To this end, Equinor's Integrity Due Diligence (IDD) is used, with different levels of verification, especially in cases of greater risk.

Guidelines and standards

- Hiring must follow the standards set out in the Equinor Book, including legal requirements, ethics, health, safety, environment (HSE), and social responsibility.
- There is strict control over exposure to operational and financial risks, with prior assessment of the creditworthiness and technical capacity of contractors.

Supplier management at Rio Energy has ensured safe, efficient and sustainable operations, with quality, innovation, transparency and cost reduction

Socio-environmental criteria, human rights and local development

From project development to commercial operation, we are aware of the importance of valuing local suppliers and labor. We have been working hard to develop them, mainly because of the specificities of the renewable energy industry. This is because we often work in remote areas, which demands significant logistical planning and effort. We encourage the hiring of local labor, especially in the most isolated regions, reaching up to 70 percent local employees. **Read more on page 58.**

We also apply environmental, social, governance, and human rights criteria from the supplier qualification stage through the procurement process, contract execution, and performance of contracted services. In addition, our solar panel suppliers undergo more rigorous qualification processes and independent audits. **See more on pages 80 and 81.**

Specific contractual clauses and audits are applied to prevent forced labor, child labor or human trafficking. We have internal audits on projects such as the Serra da Babilônia Solar Complex, covering areas such as human rights, the environment, social issues, quality and safety. In addition, environmental audits and continuous monitoring ensure compliance with environmental standards and indicators.

We also have a Social and Environmental Guidelines Manual for Suppliers, with legal and internal requirements, as well as a matrix of responsibilities and possible sanctions.

Supplier compliance

Rio Energy has been intensifying the control and evaluation of suppliers in order to identify and correct deviations in due diligence processes, guarantee the effectiveness of the Compliance Program and greater control and transparency.

Sanctions analysis was a major change that materialized in 2024. In other words, all payments made by the company now go through sanctions checks, a practice that has been institutionalized within the Compliance Program. The process has been delegated to the finance team and ensures that no sanctioned party receives payments, in accordance with the company's guidelines.

Contractual clauses of compliance:

- All contracts include specific compliance clauses, adapted according to the level of risk exposure of each business relationship.
- The procurement process, both with delegated and direct purchasing, already includes due diligence.

794
counterparties assessed
regarding compliance requirements

883
sanction analyses

Compliance, ethics and integrity: a year of learning and strengthening

GRI 3-3 - Ethics, integrity and anti-corruption, 205-1

An essential attribute for the trust of our stakeholders and the credibility of Rio Energy in the Brazilian market, compliance deserves special mention. The year 2024 was marked by the institutional strengthening of this area in the company, and significant progress was made. We have taken new steps in our relationship with our parent company and have evolved in adapting our policies and practices to the new corporate reality. Although we already had a robust integrity program in place for the previous reality, the entry of Equinor—whose main shareholder is the government of Norway—brought a higher level of demand, scrutiny and focus on corporate integrity.

Throughout the year, we fully adopted Equinor's integrity program and its Code of Conduct, replacing our internal rules with the new guidelines, accompanied by training for the entire team. This process represented a profound change in the way the area operates, increasing its visibility and strategic importance within the company, bringing very positive gains.

In addition, a key highlight was the establishment of a constructive dialogue with Equinor's compliance team, which enabled the exchange of perspectives and the proposal of adjustments to the rules to better align them with Rio Energy's context and operational specificities—quite distinct from Equinor's reality.

Acting fairly and transparently

Various training sessions were held, some aimed at specific audiences, while others at the entire company. Training sessions on sanctions and competition rules, for instance, achieved completion rates of 100 percent and 89.19 percent, respectively. The FR-19 document, considered fundamental for disseminating the compliance guidelines, also had 100 percent adherence.

The Code of Conduct, which requires formal acceptance by employees, had 97 percent renewed online acceptance. In December, we conducted a new compliance training, closing the year by reinforcing our ethical commitment and institutional integrity.

Also in December, we provided new training on the Code of Conduct, featuring the company's stance on conflicts of interest, internal fraud, and on the use of company assets.

Rio Energy also published a new procedure for interacting with public bodies. It shared the form for employees who have contact with authorities, signed by everyone. In addition, the team received training on the subject during Compliance Week.

Outsourced professionals who interact with public authorities are also covered by specific company guidelines. Finally, the company maintains an ongoing communication program that uses internal channels to share informative e-mails, recommendations on films that address integrity topics, and other awareness-raising initiatives.

Reporting Channel

GRI 2-25

To promote ethics and compliance, allowing employees, service providers and other stakeholders to report suspected violations of the law or internal policies, Rio Energy has a Reporting Channel.

The Reporting Channel is managed by Equinor and operated independently by a specialized company, ensuring anonymity, confidentiality and proper handling of complaints. After entering a complaint, the complainant receives a unique code and password to follow up on or supplement the report. Worthy of note is that the company has adopted a Non-Retaliation Policy, ensuring that no person who reports an irregularity in good faith—including witnesses—will suffer any kind of retaliation.

Types of conduct that must be reported include financial fraud, harassment or discrimination, conflicts of interest, corruption, environmental violations, breaches of confidentiality, and insider trading, among others.

During the reporting period, 12 investigations were conducted in response to complaints received through the channel or submitted in person. It must be clarified that, in accordance with the Compliance Program's investigation policies, some complaints may have been investigated by the team responsible at Equinor and not forwarded to Rio Energy's Compliance team.

Contacts

Available
24/7

Telephone
0800-891-4099,
with calls from Brazil

Rio Energy **Website**
www.rioenergy.com.br/compliance/

Equinor Platform (EthicsPoint)
https://equinor.integrityline.com/?lang=pt

2024 Compliance Week

In December, we held our Compliance Week, featuring both face-to-face and online training sessions for all employees. Highlights include mandatory training, such as for FR-19—Legal and Compliance and the renewal of the Code of Conduct Training, both of which fundamental for aligning the company's practices with its organizational guidelines. The actions were reinforced with specific publications between November and December, inserting these contents into the compliance agenda.

During the face-to-face event, the Compliance team held discussions on critical topics such as anti-corruption, fraud prevention and guidance on internal procedures. A relevant point was the inclusion of topics such as diversity, discrimination and equity, highlighting that these issues are also part of Rio Energy's culture of compliance, as set out in its Code of Conduct.

Combating harassment

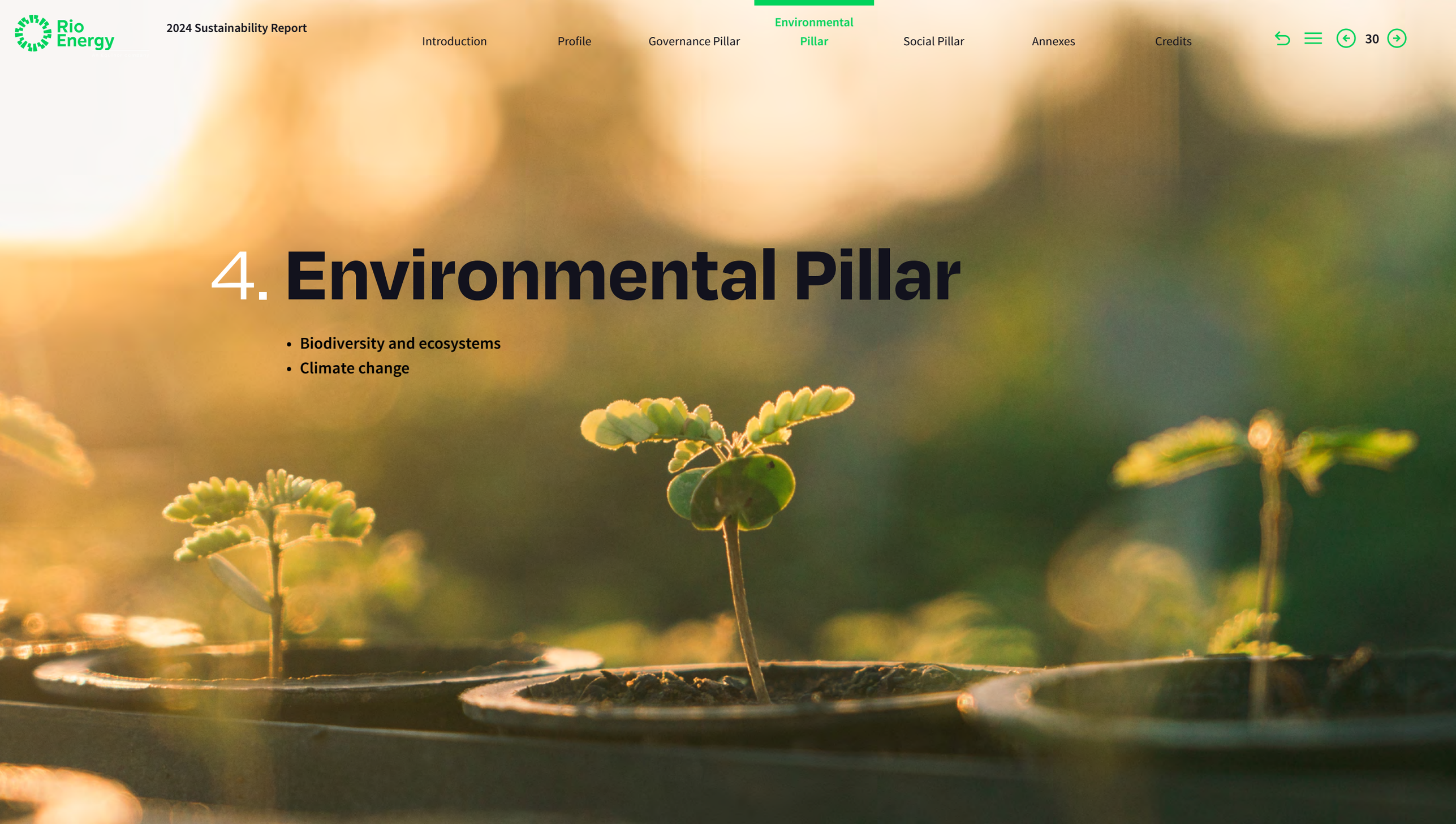
Taking another step in our initiatives to maintain a positive working environment, in May we launched an internal campaign to combat harassment. With the motto "Share with us, rely on us", employees recorded video messages repeating the slogan, which were broadcast on internal channels.

The action also included a pledge panel, where people could sign up to the campaign, as well as the distribution of symbolic buttons during the period. The communication used real stories of harassment experienced by employees, collected anonymously and transformed into impactful videos with the use of artificial intelligence, simulating first-person accounts. At the end of each video, it was revealed that the incident had actually happened to a colleague within the company. The videos were posted on Workplace, reinforcing engagement.

Communication was bolstered by periodic publications, e-mails and messages via the corporate WhatsApp, promoting awareness, empathy and information on combating harassment. The campaign was one of the highlights of the year in the company's integrity and organizational culture agenda.

4. Environmental Pillar

- Biodiversity and ecosystems
- Climate change



Biodiversity and ecosystems

GRI 3-3 - Biodiversity and ecosystems

Our commitment to a sustainable future is permanent, structured and strategic. On this path, we handle environmental issues as a priority and responsibly. We adopt globally recognized practices, such as those that meet the performance standards established by the International Finance Corporation (IFC).

The projects rely on an Environmental and Social Management System (SGAS), which guides the treatment of issues at all stages of the projects, thus meeting one of the IFC's requirements.

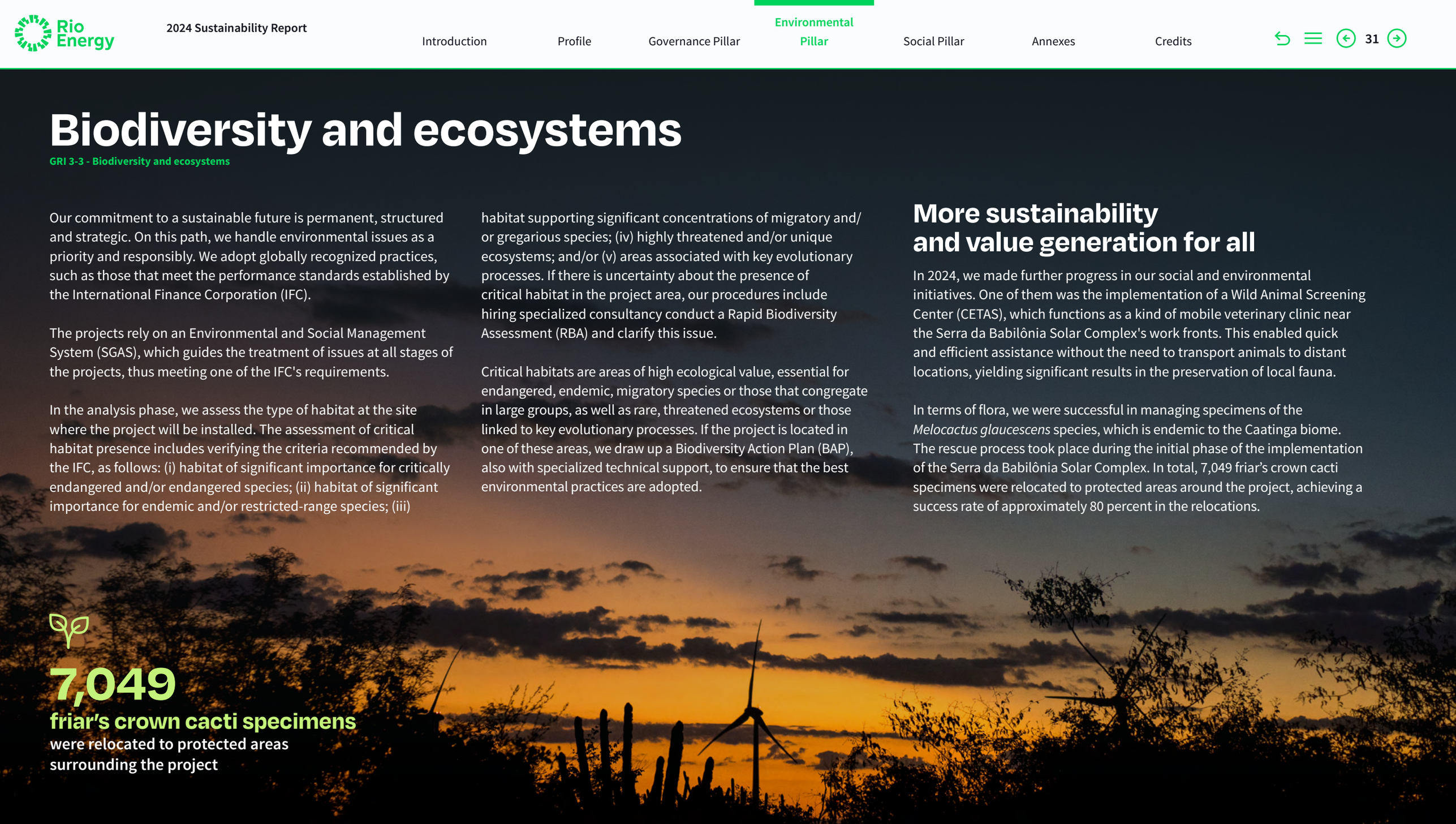
In the analysis phase, we assess the type of habitat at the site where the project will be installed. The assessment of critical habitat presence includes verifying the criteria recommended by the IFC, as follows: (i) habitat of significant importance for critically endangered and/or endangered species; (ii) habitat of significant importance for endemic and/or restricted-range species; (iii) habitat supporting significant concentrations of migratory and/or gregarious species; (iv) highly threatened and/or unique ecosystems; and/or (v) areas associated with key evolutionary processes. If there is uncertainty about the presence of critical habitat in the project area, our procedures include hiring specialized consultancy conduct a Rapid Biodiversity Assessment (RBA) and clarify this issue.

Critical habitats are areas of high ecological value, essential for endangered, endemic, migratory species or those that congregate in large groups, as well as rare, threatened ecosystems or those linked to key evolutionary processes. If the project is located in one of these areas, we draw up a Biodiversity Action Plan (BAP), also with specialized technical support, to ensure that the best environmental practices are adopted.

More sustainability and value generation for all

In 2024, we made further progress in our social and environmental initiatives. One of them was the implementation of a Wild Animal Screening Center (CETAS), which functions as a kind of mobile veterinary clinic near the Serra da Babilônia Solar Complex's work fronts. This enabled quick and efficient assistance without the need to transport animals to distant locations, yielding significant results in the preservation of local fauna.

In terms of flora, we were successful in managing specimens of the *Melocactus glaucescens* species, which is endemic to the Caatinga biome. The rescue process took place during the initial phase of the implementation of the Serra da Babilônia Solar Complex. In total, 7,049 friar's crown cacti specimens were relocated to protected areas around the project, achieving a success rate of approximately 80 percent in the relocations.



7,049
friar's crown cacti specimens
were relocated to protected areas surrounding the project

Forest restoration and biodiversity conservation

In the 2024 cycle, we also invested resources, time, and energy to advance actions related to biodiversity and complete the forest restoration of the Serra da Babilônia Wind Complex. This work was supported by our São Bento Seedling Nursery, operated by Rio Energy together with a partner company and members of the local community, where the seedlings used for the planting planned in the Flora Conservation and Forest Replacement Program are produced.

The work begins with selecting the areas, identifying the parent species and collecting seeds. This is followed by planting, seedling production and monitoring, with local labor being valued at all stages. The techniques used include seed dormancy breaking, sowing methods, phytosanitary care, and productive management.

Noteworthy is the technical knowledge applied to the production of endemic and endangered species, such as the friar's crown (*Melocactus glaucescens*), the Brazil plum tree (*Spondias tuberosa*) and the Brazilian oak (*Amburana cearensis*). The actions of the Forest Replacement Program, based on ecological, functional and social criteria, have already resulted in the recovery of around 300 hectares, spread over 17 areas surrounding the project.

300
hectares recovered

Solid waste management GRI 306-1

Solid waste management at the Serra da Babilônia Solar Complex has stood out for its effectiveness and socio-environmental commitment. Currently, 80 percent of the recyclable waste generated during the construction phase is being sent to the Recicla Ourolândia cooperative, an initiative supported by the Social Investment Plan. The remaining 20 percent is sent to the surrounding communities, promoting productive inclusion and strengthening the local economy. This partnership has promoted not only sustainability, but also social impact—cooperative members, who previously received around BRL 400 a month, now have an average income of BRL 1,500. The project has contributed to improving waste management in the municipality and neighboring regions, generating income and promoting social inclusion.

Environmental impacts GRI 304-2

At the Serra da Babilônia Solar Complex, we identified adverse impacts on biodiversity during the implementation phase. Among the main effects are the loss of habitat due to the suppression of native Caatinga vegetation, wildlife strikes on internal and external roads/accesses and the air pollution generated by diesel-fired equipment. To mitigate the impact of vegetation suppression, a forest inventory was drawn up prior to the start of the suppression, identifying the species that should be relocated and/or considered in the Caatinga restoration programs, so as to make sure that they would not be impacted by the reduction in habitat.

No significant impacts on biodiversity were found at the Serra da Babilônia Wind Complex. Activities take place exclusively in the operational phase, with no need for vegetation suppression, and monitoring programs—including carcasses—have not indicated any negative effects on birds or bats. This is in line with the stabilization of the structures and the adoption of strict environmental management protocols.

An unprecedented work, full of lessons

The Serra da Babilônia Solar Complex is a milestone for Rio Energy as it is our first solar plant, representing a great learning experience and challenge for a team that is still young and which had been focused on wind energy until then. From the beginning, the project required joint work between the Implementation and Environment areas, especially in terms of vegetation suppression and the rescue of fauna and flora, which was conducted in a planned and careful manner.

What was done?

We have developed a specific methodology, with the creation and monitoring of environmental KPIs, aimed not only at control, but also at the continuous improvement of processes. When it comes to vegetation suppression activities, we have adopted a step-by-step approach, with the delimitation of areas and strategies to reduce the environmental impact and allow the natural removal of fauna.

Ultimately, despite the technical challenges and the novelty of solar technology, the project delivered positive results that far exceeded expectations. We can say that this work has prepared us for even bigger ventures, with more experience and maturity.

Habitats protected or restored in the period GRI 304-3

Identification	Condition	Recovery period	Total area (ha)
Area 1 (Dudu)	Restored/Monitoring	2018	19.2
Area 2 (Poço Verde II)	Restored/Monitoring	2019	1.6
Area 3 (Toca dos Ossos)	Restored/Monitoring	2019	20.3
Area 4 (Adailton)	Restored/Monitoring	2020	1
Area 5 (Múcio)	Restored/Monitoring	2020	0.38
Area 6 (Nito)	Restored/Monitoring	2020	0.35
Area 7 (Rute)	Restored/Monitoring	2020	34
Area 8 (Vicente)	Restored/Monitoring	2020	0.25
Area 9 (Reveste Bege)	Restored/Monitoring	2020	2.6
Area 10 (Paulo Roberto)	Restored/Monitoring	2021	29.1
Area 11 (Ivete)	Restored/Monitoring	2021	1.5
Area 12 (Toca da Boa Vista)	Maintenance/Monitoring	2022	107.3
Area 13 (Roberval 2)	Maintenance/Monitoring	2023	45
Area 14 (Absolon)	Maintenance/Monitoring	2024	6.8
Area 15 (Raimundinho)	Maintenance/Monitoring	2024	1.6
Total recovered			**298.18**

Rio Energy's first solar plant has brought lessons and strengthened our experience in new projects

Climate change

GRI 3-3 - Climate change

We are paying close attention to this issue, analyzing the climate risks to which we are exposed by assessing the impacts of our activities on the environment.

Every year, we draw up our greenhouse gas (GHG) emissions inventory, including scopes 1, 2 and 3 of the projects under implementation and operation and the corporate office located in Rio de Janeiro. GHG inventories are prepared in accordance with the GHG Protocol.

In 2024, we defined the structure of the emissions reduction plan, with the aim of implementing concrete initiatives throughout 2025.

We seek to implement measures to reduce our GHG emissions, including looking for areas that have already been anthropized for the development of our projects and, when we cannot find them, we reduce the vegetation suppression area to what is strictly necessary for project implementation and operation. We have also adopted measures to recycle waste and reuse water.

Finally, climate management is made formal in the company's sustainability guidelines, which provide for the annual quantification of emissions and the implementation of measures to reduce them in scopes 1 and 2, reinforcing the commitment to environmental responsibility and climate education.

Emission categories

Scope 1
Direct emissions that the company controls, such as combustion of fuels in its vehicles or facilities.

Scope 2
Indirect GHG emissions from the generation of electricity, steam electricity, steam, heating or cooling purchased or consumed by the company.

Scope 3
All indirect emissions (not included in scope 2) that occur in the company's value chain, including both upstream and downstream emissions. Examples: emissions resulting from the company's activities, such as those of its suppliers, customers, transportation and distribution, business travel, etc.

Climate risk management

GRI 201-2

We have identified events such as floods, storms, forest fires and water shortages as physical risks associated with climate change, with the potential to compromise the integrity of assets, affect the operation of parks and generate economic losses. We also recognize opportunities related to the advancement of renewable energies, reinforcing our performance in the clean energy sector. Management measures include the use of low-emission energy, the acquisition of renewable certificates, training actions and awareness-raising initiatives.

Direct (Scope 1) GHG emissions in tCO_2eq[1] GRI 305-1

	2023							2024[2]						
	Corporate		Wind farm in operation		Construction and implementation		Subtotal	Corporate		SDB Wind[3]		SDB Solar[3]		Subtotal
Category	Total emissions	Biogenic emissions	Total emissions	Biogenic emissions	Total emissions	Biogenic emissions		Total emissions	Biogenic emissions	Total emissions	Biogenic emissions	Total emissions	Biogenic emissions	
Stationary combustion	-	-	0.58	-	-	-	0.58	-	-	1.96	0.27	-	-	2.23
Mobile combustion	-		30.26	-	-	-	30.26	-	-	83.27	4.45	907.76	123.54	1,119.02
Fugitive emissions	-	-	0.02	-	-	-	0.02	0.06	-	0.36	-	0.01	-	0.43
Change of land use	-	-		-	-	-		-	-	-	-	23,077.29	-	23,077.29
Waste and effluents	-	-	1.04	-	-	-	1.04	-	-	1.05	-	-	-	1.05
TOTAL	**-**	**-**	**31.9**	**-**	**-**	**-**	**31.9**	**0.06**	**-**	**86.64**	**4.72**	**23,985.06**	**123.54**	**24,200.02**

1. For the consolidated calculation of greenhouse gas emissions, Rio Energy included carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) and sulfur hexafluoride (SF_6) in its analysis. The base year selected was 2023, defined as the year preceding the reporting year and used for comparison purposes, since no emissions reduction target was established. In the base year, total Scope 1 emissions amounted to 31.9 tons of CO_2e, a low figure given that only the operating wind farm was included in the inventory. The GHG Protocol tool was used as a reference for emission factors and global warming potentials (GWP), following the consolidation approach based on operational control.

2. The Corporate and SDB Solar units began to be monitored in 2024.

3. To better represent Rio Energy, the item relating to the wind farm in operation was replaced by SDB Wind, and the item Construction and implementation activity was replaced by SDB Solar.

Energy indirect (Scope 2) GHG emissions in tCO_2eq[1] GRI 305-2

2023				2024			
Corporate	Wind farm in operation	Construction and implementation activities	Subtotal	Corporate	SDB Wind[2]	SDB Solar[2]	Subtotal
7.48	0.83	-	8.31	11.21	2.23	-	13.44

1. For the consolidated calculation of greenhouse gas emissions, Rio Energy included carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) and sulfur hexafluoride (SF_6) in its analysis. The base year selected was 2023, defined as the year preceding the reporting year and used for comparison purposes, since no emissions reduction target was established. In the base year, total Scope 2 emissions amounted to 8.31 tons of CO_2e, a low figure given that only the operating wind farm was included in the inventory. The GHG Protocol tool was used as a reference for emission factors and global warming potentials (GWP), following the consolidation approach based on operational control.

2. To better represent Rio Energy, the item relating to the wind farm in operation was replaced by SDB Wind, and the item Construction and implementation activity was replaced by SDB Solar.

Other indirect (Scope 3) GHG emissions in tCO_2eq[1] GRI 305-3

Category	2023							2024[2]						
	Corporate		Wind farm in operation		Construction and implementation		Subtotal	Corporate		SDB Wind[3]		SDB Solar[3]		Subtotal
	Total emissions	Biogenic emissions	Total emissions	Biogenic emissions	Total emissions	Biogenic emissions		Total emissions	Biogenic emissions	Total emissions	Biogenic emissions	Total emissions	Biogenic emissions	
Goods and services purchased	0.37	-	45.83	-	-	-	46.2	-	-	45.39	6.54	54.01	13.44	119.38
Capital goods	-	-	-	-	-	-	-	-	-	-	-	19,537.14	-	19,537.14
Upstream transportation and distribution	-	-	5.03	-	-	-	5.03	-	-	21.15	5.11	6.54	0.98	33.78
Waste generated in operations	21.84	-	1.57	-	-	-	23.41	22.46	2.32	7.54	0.91	6.11	0.65	39.99
Business travel	128.13	-	-	-	-	-	128.13	193.72	-	5.51	1.33	11.52	2.79	214.87
Employee transportation	-	-	-	-	-	-	-	0.83	-	-	-	-	-	0.83
TOTAL	**150.34**	**-**	**52.46**	**-**	**-**	**-**	**202.8**	**217.01**	**2.32**	**79.59**	**13.89**	**19,615.32**	**17.86**	**19,945.99**

1. For the consolidated calculation of greenhouse gas emissions, Rio Energy included carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) and sulfur hexafluoride (SF_6) in its analysis. The base year selected was 2023, defined as the year preceding the reporting year and used for comparison purposes, since no emissions reduction target was established. In the base year, total Scope 3 emissions amounted to 202.8 tons of CO_2e, a low figure given that only the operating wind farm was included in the inventory. The GHG Protocol tool was used as a reference for emission factors and global warming potentials (GWP), following the consolidation approach based on operational control.

2. The SDB Solar plant started being monitored in 2024.

3. To better represent Rio Energy, the item relating to the wind farm in operation was replaced by SDB Wind, and the item Construction and implementation activity was replaced by SDB Solar.

GHG emissions intensity, in tCO_2eq[1] GRI 305-4

2023	2024[2]
0.00028	0.032

1 For the consolidated calculation of greenhouse gas emission intensity, Rio Energy included carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs) and perfluorocarbons (PFCs) in its analysis. Scopes 1 and 2 were considered for the intensity calculations and the energy production metric (MWh). 2. The change in the data presentation structure in this cycle was made to clearly and concisely align with GRI guidelines.

In 2023, Rio Energy did not have any assets in their implementation phase, i.e. there were no construction activities, such as vegetation suppression, acquisition of capital goods, transportation of inputs, stationary combustion, etc. In 2024, we began implementing our first solar project, in Serra da Babilônia (BA), and one of the first activities was the suppression of 199 hectares of Caatinga vegetation, which was the company's main source of emissions for the year.

Reduction of GHG emissions, in tCO_2eq[1] GRI 305-5

	SCOPE 1	SCOPE 2	SCOPE 3
Emissions in the base year	31.9	8.31	202.8
Emissions in the year of this report	24,200.02	13.44	19,945.99
Difference in emissions compared to the base year	-24,168.12	-5.13	-19,743.19

1 For the consolidated calculation of greenhouse gas emission reductions, Rio Energy included carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) and sulfur hexafluoride (SF_6) in its analysis. The base year selected was 2023, defined as the year preceding the reporting year and used for comparison purposes, since no emissions reduction target was established. The GHG Protocol tool was used as a reference for emission factors and global warming potentials (GWP), following the consolidation approach based on operational control.

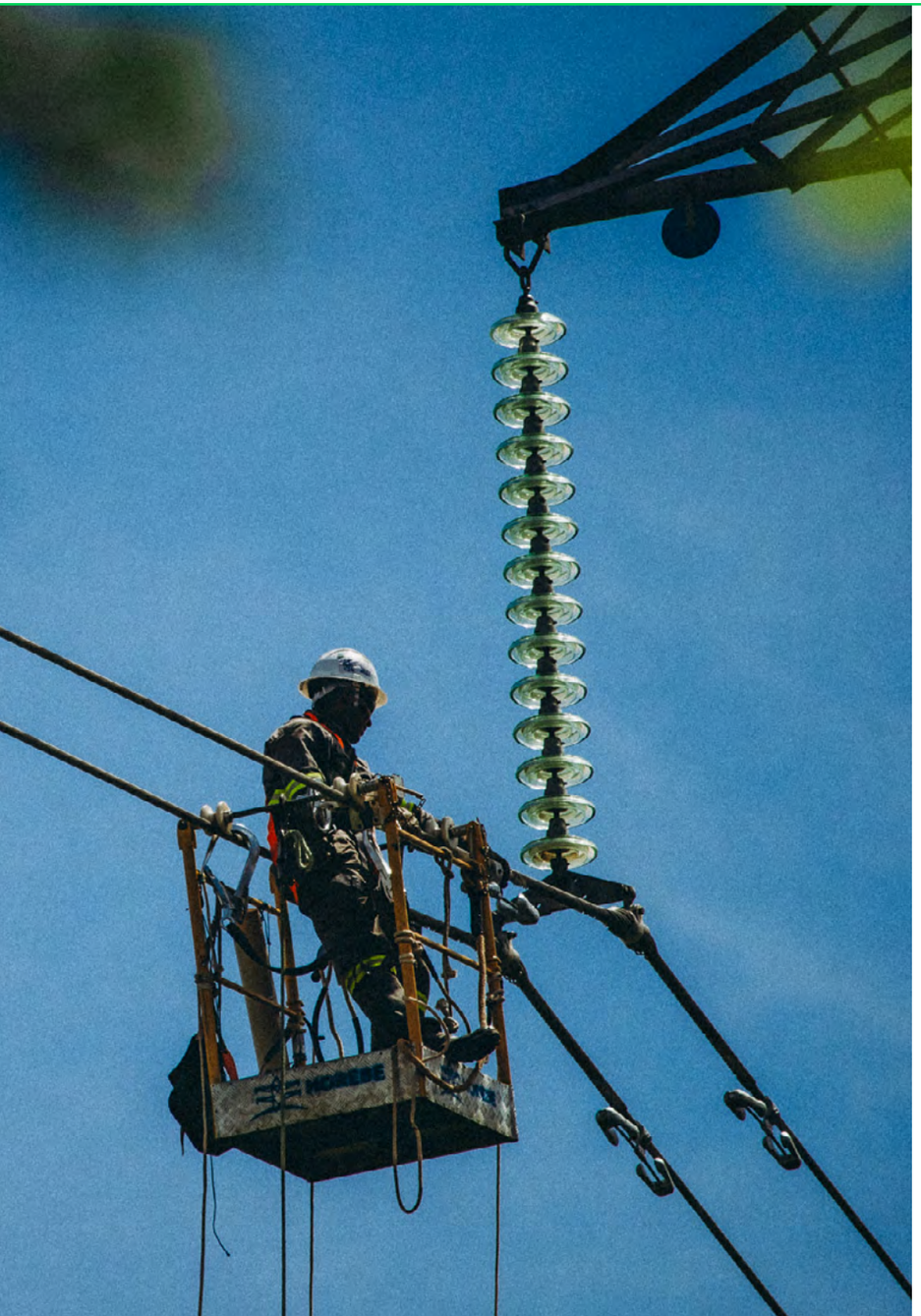
Energy consumption

We work on several fronts to optimize energy generation and consumption, as well as to reduce its environmental impact. We do this through comprehensive management, which combines efficiency, technological innovation and environmental responsibility, with a focus on continuous improvement and long-term sustainability.

Regarding production and optimization, the highlight was the implementation of our own solutions, such as an internal controller at the Serra da Babilônia Wind Complex, which increases efficiency during generation cuts requested by the ONS. The company is also investing in hybrid projects, combining wind and solar energy to achieve a more stable generation curve, making better use of existing infrastructure.

Operational efficiency is promoted through strategic operation and maintenance (O&M) guidelines, which aim to ensure asset reliability and availability. Software and technological tools are used to monitor performance and maximize results, including in logistics.

In addition, Rio Energy monitors energy consumption (including fossil and renewable sources) and calculates greenhouse gas (GHG) emission intensity per MWh produced.



Energy management combines efficiency, technology and sustainability

Total fuel consumption within the organization from non-renewable sources GRI 302-1

Types of non-renewable sources	Amount of energy (GJ)							
	2023				2024			
	Corporate	Wind farm in operation	Construction and implementation activities	Subtotal	Corporate	Wind SDB[1]	Solar SDB[1]	Subtotal
Gasoline	0	163.36	0	163.36	-	523.59	923.33	1,446.92
Diesel	3.83	316.36	0	320.19	-	15.34	12,955.28	12,970.62
LPG	0	0	0	0	-	2.09	-	2.09
TOTAL	**3.83**	**479.5**	**0**	**483.55**	**-**	**541.02**	**13,878.61**	**14,419.630**

1 To better represent Rio Energy, the item referring to the operating wind farm was replaced with Wind SDB, and the item Construction and implementation activities was replaced with Solar SDB.

Total fuel consumption within the organization from renewable sources GRI 302-1

Types of renewable source	Amount of energy (GJ)							
	2023				2024			
	Corporate	Wind farm in operation	Construction and implementation activities	Subtotal	Corporate	Wind SDB[1]	Solar SDB[1]	Subtotal
Ethanol	0	0.42	0	0.42	-	133.99	247.58	381.57
Biodiesel	0	0	0	0	-	1.86	1,571.54	1,573.40
TOTAL	**0**	**0.42**	**0**	**0.42**	**-**	**135.85**	**1,819.12**	**1,954.97**

1 To better represent Rio Energy, the item referring to the operating wind farm was replaced with Wind SDB, and the item Construction and implementation activities was replaced with Solar SDB.

Energy consumption within the organization, by source GRI 302-1

Source types	Amount of energy (GJ)							
	2023				2024			
	Corporate	Wind farm in operation	Construction and implementation activities	Subtotal	Corporate	Wind SDB[1]	Solar SDB[1]	Subtotal
Electricity	709.50	83.16	0	792.66	741.35	145.44	-	886.79
TOTAL	**709.50**	**83.16**	**0**	**792.6**	**741.35**	**145.44**	**-**	**886.79**

1. To better represent Rio Energy, the item referring to the operating wind farm was replaced with Wind SDB, and the item Construction and implementation activities was replaced with Solar SDB.

Energy consumption within the organization GRI 302-1

	2023				2024			
Corporate	Wind farm in operation	Construction and implementation activities	Subtotal	Corporate	Wind SDB[1]	Solar SDB[1]	Subtotal
713.33	563.57	0	1,276.90	**741.35**	686.46	14,126.19	**15,554**

1 To better represent Rio Energy, the item referring to the operating wind farm was replaced with Wind SDB, and the item Construction and implementation activities was replaced with Solar SDB.

Energy consumption outside of the organization GRI 302-2

	Amount of energy (GJ)							
	2023				2024			
	Corporate	Wind farm in operation	Construction and implementation activities	Subtotal	Corporate	Wind SDB[1]	Solar SDB[1]	Subtotal
TOTAL	**-**	**-**	**771.54**	**771.54**	**-**	**1,059.83**	**-**	**-**

1 To better represent Rio Energy, the item referring to the operating wind farm was replaced with Wind SDB, and the item Construction and implementation activities was replaced by Solar SDB.

Energy intensity ratio for the organization[1,2] GRI 302-3

	2023	2024
Energy intensity rate within the organization	0.01	0.02
Energy intensity rate outside the organization	0	0.01

1 Rio Energy's energy intensity metric is defined as the ratio of total energy consumption to energy generated during the period, expressed in megajoules per megawatt-hour (MJ/MWh). The calculation includes the electricity consumed in the operating units and offices, as well as the fuel used by generators and vehicles in the company's fleet. Renewable energy is included in the calculation. 2. The change in the data presentation structure in this cycle was made to clearly and concisely align with GRI guidelines.

Cisterns double drinking water storage in operation

Water management GRI 303-1, 303-2

We have adopted careful water resource management, especially because our projects—such as the Serra da Babilônia Wind Complex and the Urca and Serra da Babilônia solar plants—are located in regions of water stress and conflict over the use of water, such as the São Francisco river basin.

Water management varies from place to place:

Corporate office: Use of public water supply, with disposal in public sewage treatment plants.

Projects under construction: Underground withdrawal of raw water, always with an official water use permit, and adoption of reuse practices, such as humidification of roads to control dust using water from reuse.

Serra da Babilônia (in operation): Use of bottled spring water for human consumption and deep well water for other activities. Investments in cisterns have doubled drinking water storage capacity.

The water collected is used in activities such as earthmoving, concrete preparation, washing common areas and irrigating areas undergoing environmental recovery. Part of the water is reused, while the rest goes through proper treatment, with systems such as septic tanks and specialized units.

We monitor water quality frequently, and such monitoring did not identified any harmful substances or non-conformities in 2024. Monthly monitoring is conducted in the areas with the highest water risk, and analyses are made pursuant to the current legislation.

Our Strategic Sustainability Guideline determines the prevention of irreversible damage to freshwater resources, reinforcing our commitment to environmental conservation. We also act responsibly even in areas without specific legal requirements, promoting the proper treatment of effluents and carrying out biannual monitoring of the flow and quality of the discharge.

Total water withdrawal from all areas (megaliters)[1] GRI 303-3

	2024		
Source	Wind SDB[2]	Solar SDB[2]	Subtotal
	Fresh water[3]	Fresh water[3]	
Groundwater	0.03	2,687	2,687.03
Third-party water	0.48	-	0.58
TOTAL	**0.51**	**2,687**	**2,687.61**

1 The Corporate area uses water coming from a municipal utility and does not account for the amount of water withdrawal. 2. To better represent Rio Energy, the item referring to the operating wind farm was replaced with Wind SDB, and the item Construction and implementation activities was replaced by Solar SDB. 3. Total dissolved solids ≤1,000 mg/L.

Total water withdrawal from all areas with water stress (megaliters)[1] GRI 303-3

	2024	
Source	Wind SDB	
	Fresh water[1]	
Third-party water	-	0.48
TOTAL	**-**	**0.48**

1 Total dissolved solids ≤1,000 mg/L.

Total water consumption from all areas (megaliters)[1] GRI 303-5

	2024		
	Wind SDB[2]	Solar SDB[2]	Subtotal
All areas	Areas with water stress	All areas	
0.03	**0.48**	**2,687**	**2,687.61**

1. The Corporate area does not account for water consumption. 2 To better represent Rio Energy, the item referring to the operating wind farm was replaced with Wind SDB, and the item Construction and implementation activities was replaced by Solar SDB.

Waste management

GRI 306-306 | 3-2

We are committed to the long-term success of our ventures and a secure future for all. That is why waste management is another key issue in our business. We value reducing, reusing and recycling materials to the maximum possible extent.

This process takes place through structured practices that are differentiated according to the unit. In the office, initiatives such as selective collection, composting and partnerships with recyclers are implemented. In operations, waste is sorted by type, employees are engaged through awareness initiatives, and more sustainable materials are adopted. This identification is done from input acquisition to production and disposal, with an emphasis on hazardous waste such as grease and its containers.

Third-party management is controlled through contractual clauses, audits and standards. The wind farm does not outsource this activity. The company also uses tools to monitor and track waste, from generation to final disposal, ensuring legal compliance and continuous improvement.

In the period covered by this report, we found no relevant impacts in the Rio de Janeiro office due to the administrative nature of the unit.

Reduction, reuse and recycling guide our waste management

Hazardous waste generated [1] (in tons) GRI 306-3

Types of hazardous waste	2023				2024			
	Corporate	Wind farm in operation	Construction and implementation activities	Subtotal	Corporate	Wind SDB[2]	Solar SDB[2]	Subtotal
Waste from maintenance of wind turbines	-	0.3	-	0.3	-	-	-	-
Oils, greases and packaging	-	-	-	-	-	2.8	-	2.8
Soil contaminated by oil and grease	-	-	-	-		-	0.3	0.3
TOTAL	**-**	**0.3**	**-**	**0.3**	**-**	**2.8**	**0.3**	**3.1**

1. Except effluents.

2 To better represent Rio Energy, the item referring to the operating wind farm was replaced with Wind SDB, and the item Construction and implementation activities was replaced with Solar SDB.

-

Non-hazardous waste generated[1] (in tons) GRI 306-3

Types of non-hazardous waste	2023				2024			
	Corporate	Wind farm in operation	Construction and implementation activities	Subtotal	Corporate	Wind SDB[2]	Solar SDB[2]	Subtotal
Non-recyclable and recyclable	-	-	-	-	2.91	-	80	82.91
Organic waste	0.47	-	-	0.47	-	-	-	-
Non-recyclable or organic waste	12.67	0.7	-	13.37	-	-	-	-
Recycled waste	2.51		-	2.51	-	8.26	-	8.26
TOTAL	**15.65**	**0.7**	**-**	**16.35**	**2.91**	**8.26**	**80**	**91.17**

1. Except effluents.

2 To better represent Rio Energy, the item referring to the operating wind farm was replaced with Wind SDB, and the item Construction and implementation activities was replaced with Solar SDB.

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Total weight of waste diverted from disposal GRI 306-4

Types of hazardous waste	2024			
	Corporate	Wind SDB[2]	Solar SDB[2]	Subtotal
Soil contaminated with lubricating oil	-	-	0.3	0.3
Waste is related to the maintenance of wind turbines, most of which comprising of tow.	-	2.8	-	2.8
TOTAL	**-**	**2.8**	**0.3**	**3.1**

1. Except effluents.

2 To better represent Rio Energy, the item referring to the operating wind farm was replaced with Wind SDB, and the item Construction and implementation activities was replaced with Solar SDB.

-

Total weight of non-hazardous waste diverted from disposal[1] (in tons) GRI 306-4

Types of non-hazardous waste	2023				2024			
	Corporate	Wind farm in operation	Construction and implementation activities	Subtotal	Corporate	Wind SDB[1]	Solar SDB[1]	Subtotal
Organic waste destined to composting	0.47	-	-	0.47	-	-	-	-
Waste destined to recycling	2.51	-	-	2.51	-	-	-	-
Ordinary waste, wood, plastic, paper/cardboard, civil construction waste and organic waste	-	-	-	-	-	-	45.4	45.4
TOTAL	**2.97**	**-**	**-**	**2.97**	**-**	**-**	**45.4**	**45.4**

1 Except effluents.

2 To better represent Rio Energy, the item referring to the operating wind farm was replaced with Wind SDB, and the item Construction and implementation activities was replaced with Solar SDB.

Total weight of non-hazardous waste diverted from disposal, by recovery operation[1] (in tons) GRI 306-4

	2024						
	Corporate		Wind SDB[2]		Solar SDB[2]		
Type of recovery	Within the organization	Outside the organization	Within the organization	Outside the organization	Within the organization	Outside the organization	Subtotal
Preparation for reuse	-	-	-	-	28.9	0.5	29.4
Recycling	0.02	-	-	-	- -	-	0.02
Composting	2.54	-	-	-	-	-	2.54
Non-recyclable	0.36	-	-	-	-	-	0.36
TOTAL	**2.92**	**-**			**28.9**	**0.5**	**32.32**

1. Except effluents.
2 To better represent Rio Energy, the item referring to the operating wind farm was replaced with Wind SDB, and the item Construction and implementation activities was replaced with Solar SDB.

Non-hazardous waste destined for final disposal[1] (in tons) GRI 306-5

Types of non-hazardous waste	2024			
	Corporate	Wind SDB[2]	Solar SDB[2]	Subtotal
Recyclable waste	0.02	0.97	-	0.99
Non-hazardous waste	0.36	7.82	-	8.18
Organic waste	2.54	-	-	2.54
Recyclables and non-recyclables	-	-	5.3	5.3
TOTAL	**2.92**	**8.79**	**5.3**	**17.01**

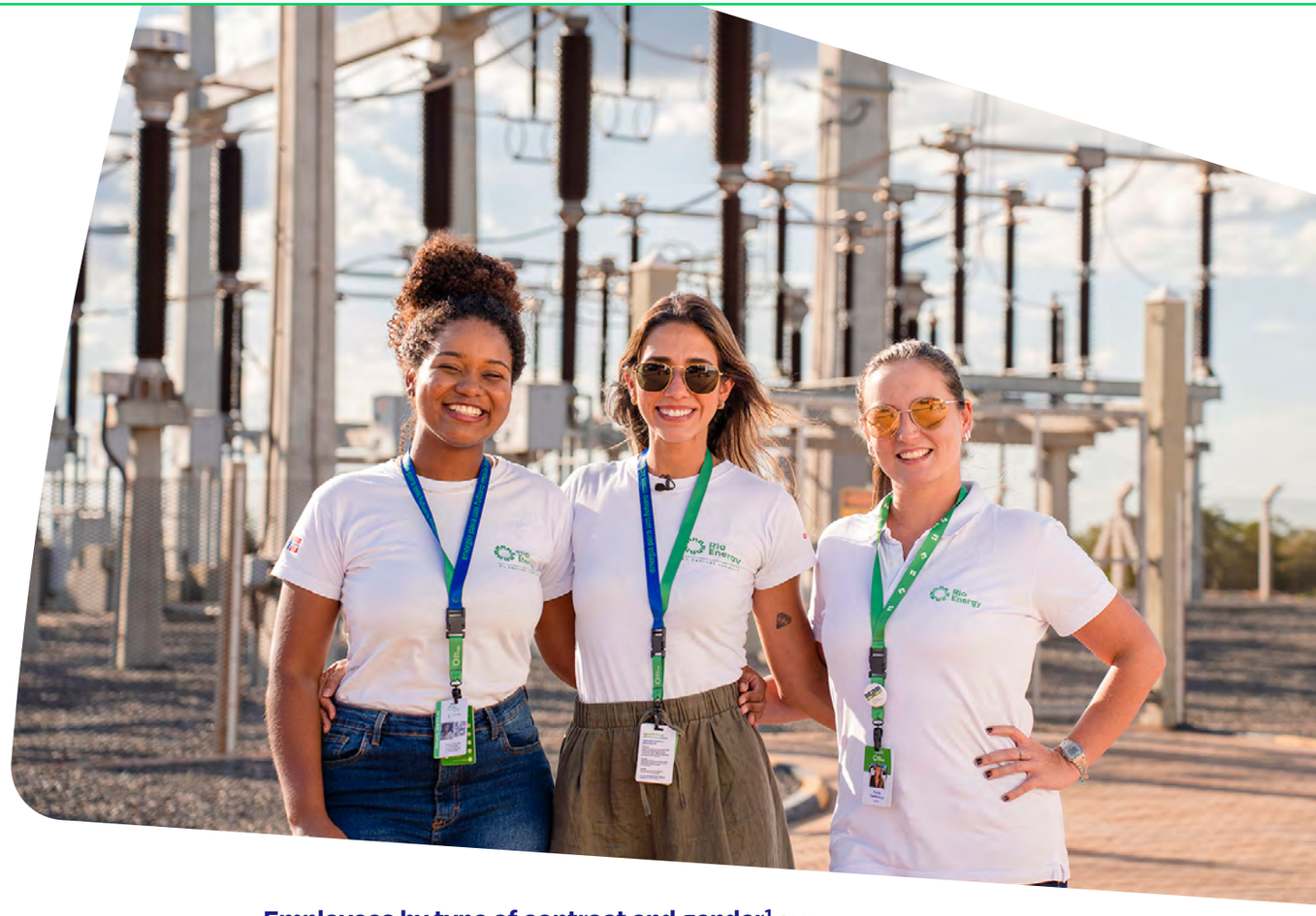
1. Except effluents.
2 To better represent Rio Energy, the item referring to the operating wind farm was replaced with Wind SDB, and the item Construction and implementation activities was replaced with Solar SDB.

4. Social Pillar

- Development and diversity
- Health and well-being
- Human rights
- Communities and local development
- Volunteering

Development and diversity

GRI 3-3 – Attracting, developing and retaining employees, 201-3



Rio Energy believes that the work environment should be healthy, motivating, inspiring, safe and inclusive. To this end, it constantly invests in the development, training and maximization of its employees' potential. In 2024, one of the main highlights was the structuring of the new Individual Development Plan (IDP), which came into force in 2025. The PDI will become part of the post-performance evaluation flow, with the aim of aligning the development of professionals to the strategic goals of the organization.

It was also a period marked by the integration with Equinor, consolidating the team for the expansion plans until 2030, and the creation of new areas and departments. One example of this is the Implementation Department, which was structured by hiring more people for the office and field team and creating methodologies to support the development of the business outlined for the future.

In 2025, the company is further strengthening the role of leadership, encouraging leaders to be the main channels of communication with their teams and expanding support for strategic HR issues such as engagement and internal communication.

The company continues to promote internal recruitment, encouraging employees to participate in internal selection processes on an equal footing with other candidates.

Rio Energy also offers several benefits, including a private pension plan for all employees, except trainees, young apprentices and temporary workers, as a way of supplementing retirement or guaranteeing protection in unforeseen situations. Every year, it negotiates a Profit Sharing Plan (PSP) with the union, linked to the achievement of clear and objective targets.

Employees by region and gender[1] GRI 2-7

	2023			2024		
	Men	**Women**	**TOTAL**	**Men**	**Women**	**TOTAL**
Northeast	19	6	25	18	7	25
Southeast	68	59	127	60	55	115
TOTAL	**87**	**65**	**152**	**78**	**62**	**140**

1 Data as of the end of the reporting period.

Employees by type of contract and gender[1] GRI 2-7

	2023			2024		
	Undetermined term	**Determined term**	**TOTAL**	**Undetermined term**	**Determined term**	**TOTAL**
Men	77	10	87	78	0	78
Women	55	10	65	62	0	62
TOTAL	**132**	**20**	**152**	**140**	**0**	**140**

1 Data as of the end of the reporting period.

The new IDP connects development to the company's strategic goals

Employees by type of contract and region[1] GRI 2-7

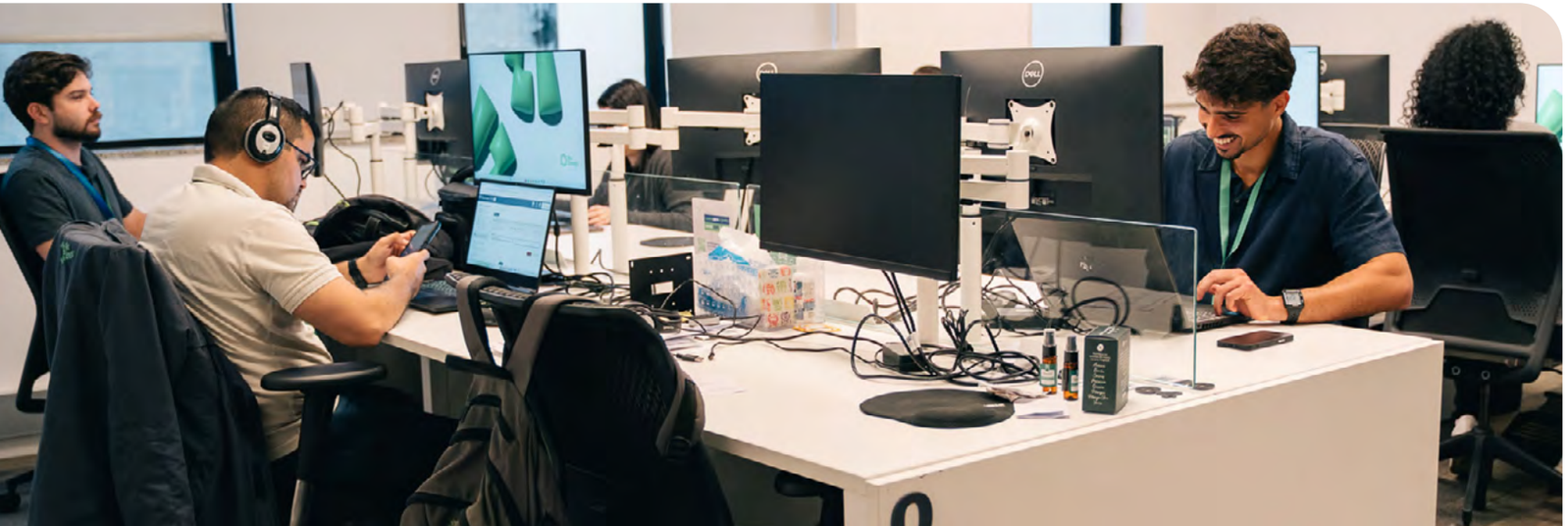
	2023			2024		
	Undetermined term	Determined term	TOTAL	Undetermined term	Determined term	TOTAL
Northeast	25	0	25	25	0	25
Southeast	107	20	127	115	0	115
TOTAL	**132**	**20**	**152**	**140**	**0**	**140**

1 Data as of the end of the reporting period.

Employees by type of employment and gender[1] GRI 2-7

	2023			2024		
	Full-time	Part-time	TOTAL	Full-time	Part-time	TOTAL
Men	77	10	87	78	0	78
Women	55	10	65	62	0	62
TOTAL	**132**	**20**	**152**	**140**	**0**	**140**

1 Data as of the end of the reporting period.



Employees by type of employment and region[1] GRI 2-7

	2023			2024		
Region	Full-time	Part-time	TOTAL	Full-time	Part-time	TOTAL
Northeast	25	0	25	25	0	25
Southeast	107	20	127	115	0	115
TOTAL	**132**	**20**	**152**	**140**	**0**	**140**

1 Data as of the end of the reporting period.

Employees without guaranteed working hours, by gender[1] GRI 2-7

Gender	2023	2024
Men	7	24
Women	2	17
TOTAL	**9**	**41**

1 Data as of the end of the reporting period.

Employees without guaranteed working hours, by region[1] GRI 2-7

Region	2023	2024
Northeast	9	4
Southeast	0	37
TOTAL	**9**	**41**

1 Data as of the end of the reporting period.

Workers[1] GRI 2-8

Types of worker		2023	2024
Employment relationship	Type of work done	Number of workers	Number of workers
Trainee	Administrative work	19	17
Young apprentice	Administrative work	1	2
TOTAL		**20**	**19**

1 Data as of the end of the reporting period.

Parental leave GRI 401-3

		2023	2024
Total number of employees that were entitled to parental leave	Men	82	72
	Women	65	68
Total number of employees that took parental leave	Men	0	0
	Women	1	0
Total number of employees that returned to work in the reporting period after parental leave ended	Men	0	2
	Women	2	4
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	Men	0	2
	Women	1	4
Rate of return	Men	0	100
	Women	100	100
Retention rate	Men	0	100
	Women	100	100

Remuneration policies

GRI 2-19, GRI 2-20

The company conducts an annual study of positions, salaries and benefits to keep in line with the market, ensuring fair and competitive practices. Its employees have a basic salary, statutory bonuses (where applicable) and variable remuneration. Although there is no formal career plan, the company regularly holds individual meetings to understand each professional's current situation and level of satisfaction, fostering a supportive environment and implementing targeted improvements. In addition, managers receive a half-yearly report with the merit and promotion history of their teams to monitor employee progress.

Programs for upgrading employee skills and transition assistance programs in 2024

GRI 404-2

The continuous development of people is another priority at Rio Energy. We prioritize a strategic and integrated approach aimed at technical and behavioral improvement, strengthening leadership, team engagement and promoting a culture of learning and collaboration.

The company also offers a distance learning platform (DL) with content aimed at the teams' routines, facilitating access and encouraging continuous learning.

Mandatory training aligns teams with company guidelines

- **Connection: in February, managers and directors had three days of intensive activities focused on:** Interpersonal relationships, effective communication and collective engagement. Team building activities, lectures, moments of planning and relaxation.
- **Communication and trust:** In May, training was offered focusing on active listening, non-violent communication and trust. Through activities and case analysis, the leaders applied the concepts to management practices, promoting collaboration and efficiency in the workplace.
- **Rio Energy Way of Developing:** In August, HR promoted internal team building actions with the OHS and O&M areas, seeking to strengthen teamwork, improve internal communication, build a more cohesive and productive environment.
- **Training Week:** In November, we created a calendar of training sessions on topics such as career protagonism and storytelling. They took place in classes divided by audience to optimize the learning experience. In addition to the content, the meetings fostered exchanges between teams, promoting self-knowledge and identifying points for improvement in future individual training sessions.
- **Mandatory Training–Strategic Guidelines:** The following topics were part of the 180-day plan: FR19 - **Compliance**, Management System Strategic Guidelines, Information Technology (IT), Occupational Health and Safety (OHS) and Risks.
- **Leadership in Focus:** The first training session for influential directors and managers was held to promote integrated leadership, valuing the diversity of profiles and areas.

New employee hires and employee turnover in the reporting period, by age group GRI 401-1

	2023				2024			
Age group	**Hires**	**Rate of new hires**	**Dismissals**	**Turnover**	**Hires**	**Rate of new hires**	**Dismissals**	**Turnover**
Under 30 years old	15	31.91	3	19.14	7	24.14	3	17.24
30-50 years old	16	17.2	8	12.9	19	17.92	12	14.62
Over 50 years old	2	28.57	1	21.4	0	0	3	30
TOTAL	**33**	**22.44**	**12**	**15.3**	**26**	**18.57**	**18**	**15.71**

New employee hires and employee turnover in the reporting period, by gender GRI 401-1

	2023				2024			
Gender	**Hires**	**Rate of new hires**	**Dismissals**	**Turnover**	**Hires**	**Rate of new hires**	**Dismissals**	**Turnover**
Men	19	23.17	9	17.07	15	19.23	11	16.67
Women	14	21.53	3	13.07	11	17.74	7	14.52
TOTAL	**33**	**22.44**	**12**	**15.3**	**26**	**18.57**	**18**	**15.71**

New employee hires and employee turnover in the reporting period, by region GRI 401-1

	2023				2024			
Region	**Hires**	**Rate of new hires**	**Dismissals**	**Turnover**	**Hires**	**Rate of new hires**	**Dismissals**	**Turnover**
Northeast	1	4	5	12	7	28	7	28
Southeast	32	26.22	7	15.98	19	16.52	11	13.04
TOTAL	**33**	**22.44**	**12**	**15.3**	**26**	**18.57**	**18**	**15.710**

Women had a higher average level of training: 63.87 hours in 2024

Average hours of training per year, by gender GRI 404-1

Gender	**2023**	**2024**
Men	414.73	22.15
Women	38.55	63.87
TOTAL	**248.39**	**40.63**

Average hours of training, by employee category GRI 404-1

Employee category	**2023**	**2024**
Board of Directors	12.33	86.83
Management	104.73	104.63
Coordination/Specialist	530	22.84
Administrative	323.75	25.02
Administrative operations	74.81	45.39
Operational	20.31	17
TOTAL	**248.39**	**40.63**

Diversity and inclusion

Rio Energy values diversity, driving innovation in the renewable energy sector. In 2024, the company established a working group composed of employees from minority groups, dedicated exclusively to addressing these issues. This is a space with genuine representation and an active voice. The group was intentionally formed without the participation of top management to ensure psychological safety, allowing its members to feel comfortable expressing opinions, sharing ideas, and driving change. As a result, HR has worked in partnership with this group, listening to their contributions and directing the diversity strategy based on principles of respect and transparency. In addition, for the first time, diversity was included in the Compliance Week program, reinforcing that this is a collective responsibility. The company recognizes its importance, aligning itself with the guidelines of its Code of Conduct, which expressly addresses the issue.

Percentage of individuals within the organization's governance bodies, by gender

GRI 405-1

Gender	2023	2024
Man	57.14%	100%
Woman	42.86%	0%

Percentage of individuals within the organization's governance bodies, by age group GRI 405-1

Age group	2023	2024
Under 30 years old	0%	0%
30-50 years old	50%	66.67%
Over 50 years old	50%	33.33%

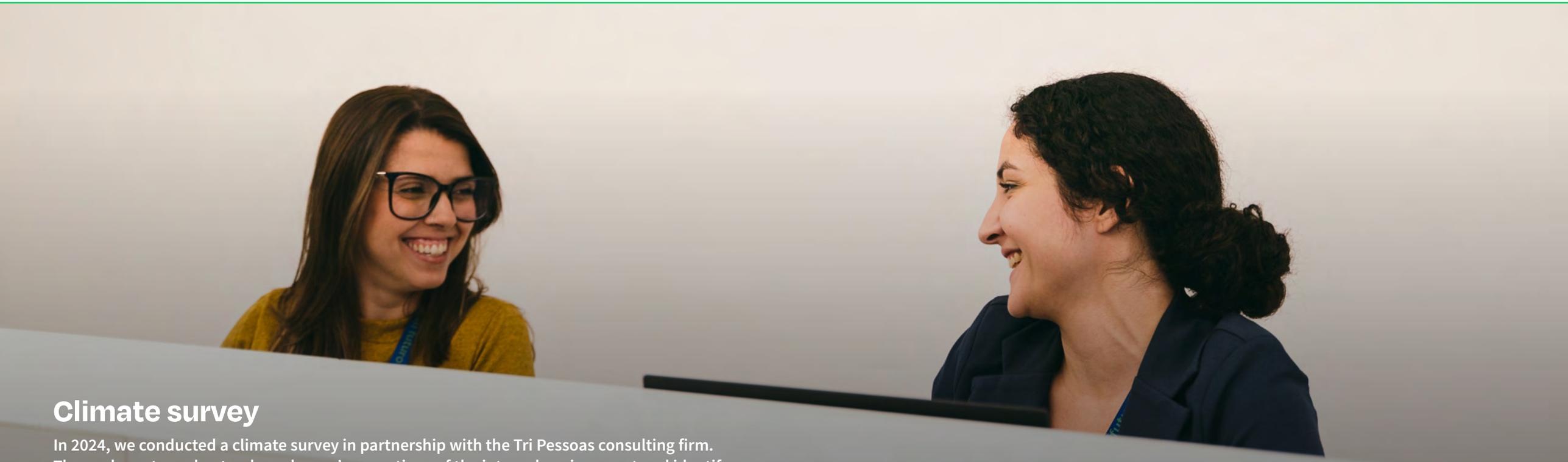
Percentage of employees per employee category and gender GRI 405-1

	2023		2024	
Employee category	Men	Women	Men	Women
Board of Directors	100%	0%	100%	0%
Management	54.54%	45.56%	63.16%	36.84%
Coordination/Specialist	52.38%	47.62%	48%	52%
Administrative	42.19%	57.81%	39.62%	60.38%
Administrative operations	71.43%	28.57%	69.57%	30.43%
Operational	84.62%	15.38%	78.57%	21.43%
TOTAL	**55.78%**	**44.22%**	**55.71%**	**44.29%**

Percentage of employees per employee category and age group (%)

GRI 405-1

	2023			2024		
Employee category	Under 30 years old	30-50 years old	Over 50 years old	Under 30 years old	30-50 years old	Over 50 years old
Board of Directors	0%	50%	50%	0%	66.67%	33.33%
Management	0%	89.47%	10.52%	0%	100%	0%
Coordination/ Specialist	0%	100%	0%	0%	96%	4%
Administrative	52.94%	45.58%	1.47%	30.19%	67.92%	1.89%
Administrative operations	33.33%	66.67%	0%	17.39%	82.61%	82.61%
Operational	30.77%	69.23	0%	35.71%	64.29%	0%
TOTAL	**31.97%**	**63.94**	**4.08%**	**17.86%**	**79.29%**	**2.86%**



Climate survey

In 2024, we conducted a climate survey in partnership with the Tri Pessoas consulting firm. The goal was to understand employees' perceptions of the internal environment and identify opportunities for improvement. Based on the findings, the company developed an action plan. Here are some results:

95%
value the friendly and celebratory atmosphere

97%
highlight their dedication to employee health and safety

99%
perceive that their actions reflect the company's values

72%
positively assess the level of objectivity in performance appraisals

90%
feel free and supported by their leaders to do their work

95%
are proud of their work

100%
value willingness to share time and knowledge

Remuneration and benefits

Every year, the company reviews positions, salaries and benefits to maintain competitiveness and internal fairness, through surveys with consultancies and benchmarks.

It also fosters an environment of respect, dialog and recognition. Initiatives such as “Indique um Talento” (Suggest a Talent) encourage internal nominations, and “Papo de Energia” (Chatting about Energy) promotes direct exchanges between new employees and management, strengthening listening and continuous improvement.

Discover the benefits and perks offered to our employees:

GRI 401-2

- **Health and dental insurance, without discount or co-payment (extended to family members)**
- **Food and transport vouchers**
- **Six-month maternity leave**
- **30-day paternity leave**
- **English language grant, via monthly reimbursement**
- **Sports grant, via monthly reimbursement**
- **Financial support for psychological and nutritional services**
- **Private Pension Plan**
- **Life Insurance**
- **Tuition reimbursement policy for courses and specializations, including MBAs and graduate degrees**

Pension plan and PSP

We will offer an optional private pension plan for all employees (except trainees, apprentices and temporary workers), with a contribution via the payroll and Rio Energy contributing 110 percent of the amount contributed.

We also agree to an annual Profit Sharing Plan (PSP) negotiated with the union, in which profit distribution is tied to the achievement of targets.

Health and well-being

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

Caring for the health and well-being of employees is one of Rio Energy's priorities. The company supports its internal audience through a package of benefits and partnerships, initiatives to raise awareness and prevent illness and encourage sport.

Every year, we run internal awareness campaigns, such as Yellow September, Pink October and Blue November. In the first, Rio Energy promoted actions aimed at raising awareness about emotional health, with conversations with the areas and a self-reflection form, which served as a starting point for self-knowledge and personal care. In addition, books were distributed to support individual growth and reinforce the importance of practicing emotional intelligence in everyday life. It also included meditation classes, dialogue sessions with exchanges on self-care and well-being strategies.

Sport is also part of Rio Energy's work to promote health, well-being and integration among teams, bringing together physical activity and connection between colleagues. In March, an action coordinated by the employees themselves was supported by Rio Energy, resulting in a proactive organization of the team. The special bike ride took participants through iconic spots in Rio de Janeiro, including Vista Chinesa, Mesa do Imperador, and the Tijuca Park.

We also covered employees' entry fees for the 2024 Circuito das Estações, the largest street running event in Latin America, featuring 5 km, 10 km, and 15 km races.

"Oriente-me" (Guide-me): new platform focused on mental health and nutrition

In the first half of 2024, Rio Energy began offering services from the 360 wellness platform, "Oriente-me." Through it, employees can receive free online psychotherapy and nutrition services. Access is available via browser or app, offering a more comprehensive experience with exclusive content and features.

The service is personalized, starting with a form to ensure alignment between the employee and the professional. Communication includes unlimited messages (text, audio, video and photos), with the professional returning twice a day, from Monday to Friday, from 8 am to 8 pm.

The psychology package includes five monthly video calls of 50 minutes each, as well as unlimited messaging. The nutrition service includes a monthly 60-minute video call, a package of messages and exclusive material with a personalized menu, designed according to the employee's objectives and preferences.

The platform also offers access to content on meditation, sleep and mindfulness, promoting comprehensive care for physical and emotional well-being.

New phase: human rights integrated into the complete supplier cycle

Human rights

Acting with social responsibility is part of our Way of Being. In this sense, caring for all the people with whom we interact and have an impact becomes even more important in our business.

In 2024, in partnership with the Equinor team, we strengthened our human rights processes. Among the actions implemented are adherence to Equinor's Human Rights Policy, which has been incorporated into our Internal Management System, and the introduction of new verification protocols, now applied from the selection of suppliers to audits during the construction phase and extending to the closure of services.

We operate in accordance with the United Nations Guiding Principles on Business and Human Rights and are aligned with the Ten Principles of the UN Global Compact. We respect internationally recognized human rights, including those defined in the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

With the aim of further strengthening our work on this issue, we began participating in a UN Global Compact working group focused on discussing human rights. The initiative aims to get to know the practices adopted by other companies, promoting an exchange of experiences and contributing to the continuous improvement of our processes.

With a focus on strengthening our internal team, in October we provided training on human rights for the entire team, with the participation of the Equinor team. The purpose was to present the improvements implemented and reinforce the importance of the issue for everyone in the company.

Serra da Babilônia Solar Complex

GRI 203-1

During the construction of the Serra da Babilônia Solar Complex, several measures were implemented to reinforce our commitment to human rights.

One of the points of attention was the choice of solar panel suppliers, in the face of UN warnings about possible cases of work akin to slavery in certain producing regions. To mitigate this risk, we have hired an independent auditor to conduct an analysis that goes beyond documentary verification. Actions included face-to-face visits to factories and the traceability of components.

In Brazil, we are also concerned about the labor used in construction. For this reason, we conduct thorough assessments of accommodation infrastructure, food quality, and overall working conditions. This includes monitoring the total number of hours worked, providing adequate rest areas and ensuring freedom to make claims.

To mitigate social impacts in the region, non-local workers are accommodated in suitable lodgings and return home during extended leave periods. In addition, we have implemented strict rules on sensitive topics such as drug use and the prevention of sexual exploitation.

Food and accommodation conditions are carefully monitored, with regular inspections and face-to-face visits by the leadership to the construction sites. During these visits, aspects such as meal quality, facility infrastructure and worker flow at weekends are assessed—all to ensure a decent, safe and respectful environment for everyone involved.

Communities and local development

GRI 2-29, GRI 3-3 - Relationship with communities and social development, 413-1

Practical class of the tracker assembly course held at the construction site of the Serra da Babilônia Solar Complex.

The Ombudsman Channel strengthens transparency and fosters dialogue with the community

At Rio Energy, we realize that contributing to the development of communities and fostering positive social change is an essential part of our responsibility. For this reason, even before work began on the Serra da Babilônia Solar Complex, we were already present in the area with structured listening and dialogue actions. We mapped the stakeholders and conducted a participatory socio-environmental diagnosis with the local communities and public authorities. The aim of this qualified listening was to understand the perception of the different actors about the project and the territory, avoid possible conflicts, and identify existing social initiatives, priority demands and opportunities for partnerships.

From the outset, we also provided an ombudsman channel for questions and complaints, strengthening the transparency of the process and helping to build a relationship of trust. These actions in the pre-work phase were fundamental in guiding the design of our socio-environmental programs, based on real local needs. When construction began, we ratified this commitment through the structured execution of programs, for example, Environmental Education and Training and Hiring of Local Labor, as well as other investments aimed at generating income, strengthening the community and promoting equity.

In 2024, during the execution of the Serra da Babilônia Solar Complex project, we recorded no conflicts or incidents with the local communities. This is a direct reflection of the relationship of trust we have built over time with the territories where we operate.

We maintain a posture of continuous dialogue with community leaders, institutional representatives and specific audiences, ensuring that information about the projects is shared clearly and that the perceptions and concerns of the communities are heard and considered. This ongoing engagement helps to anticipate risks, strengthen ties and ensure that our actions are aligned with local expectations.

We value creating jobs and income as one of the main ways of contributing to the development of the regions where we operate. We prioritize hiring local labor whenever possible for this reason. In the project under implementation, the Serra da Babilônia Solar Complex, about half of the professionals hired are residents of the surrounding communities. This is a direct result of our Training and Hiring of Local Labor Program, which offers courses and training in line with the demands of the project. In addition to training, the program also closely monitors the hires made, in partnership with SINE Bahia, the state's public labor intermediation service. Through this partnership, we seek to ensure greater transparency in the selection process, using the local CV database as a reference for identifying candidates and promoting equal access to the job openings created by the project.

We have also acted strategically to promote greater gender equity in our works. Through affirmative action, we have achieved 15 percent female participation in the construction fronts, thus reinforcing our commitment to inclusion and social transformation. In addition to increasing women's access to the job market, we contribute to their economic autonomy and to strengthening new references in local communities.

We also keep a close eye on the traditional communities that surround our projects, especially the 'quilombola" communities. We recognize the importance of respecting their ways of life, cultural identities and territorial rights. In the case of the Serra da Babilônia Solar Complex, the Angicão "quilombola" community is located in the project's area of influence. With the support and participation of the National Institute for Colonization and Agrarian Reform (INCRA), we held meetings and workshops with the community to identify possible impacts and define measures associated with the project.

This active and participatory listening was fundamental to build a proposal for action in line with the needs of the community, considering social, cultural and productive aspects. The agreed actions are scheduled to be implemented throughout 2025 and 2026, reinforcing our commitment to transparent dialogue, respect for collective rights and the promotion of local development with social justice.

Our social programs are geared towards generating lasting value in the territories where we operate. The initiatives developed focus on promoting environmental education, strengthening family farming, generating income, valuing Afro-Brazilian culture, environmental conservation and expanding the circular economy in local communities. These programs are designed on the basis of participatory diagnoses and coordinated with existing public policies and local initiatives, promoting synergies and broadening the scope of the results.

All these actions are in line with our sustainability strategy, which strives to promote positive social impact, strengthen dialogue with communities, ensure respect for cultural diversity and contribute to local development in a fair and integrated way. We believe that acting with social responsibility is essential for our projects' feasibility and for building relationships of trust with the territories.

Dialogue with "quilombolas" guides initiatives in the Serra da Babilônia Complex

Social projects

Committed to a more sustainable future for everyone, the care we take with our employees and projects also applies to the communities where we operate. That is why the social agenda has been part of our strategy from the onset, in 2012.

It is worth noting that the social projects related to the Serra da Babilônia Solar Complex were in the planning stage in 2024. As of the report's closing date, they were still undergoing the approval process. Their implementation will be presented in the next report.

The following are three social projects performed during the reporting period

1.

Laticínio São Bento - COOPSB

(São Bento Mixed Agricultural Cooperative)

The Socio-environmental Diagnosis conducted in 2017 identified the importance of family farming for the communities of São Bento and Várzea de Fora, in the municipality of Ourolândia (BA), revealing the significant limitations and lack of appropriate techniques of local farmers.

In 2019, we began work to strengthen local production chains by providing training, equipment and inputs to support and encourage family farming.

The project also included the renovation of a warehouse in the community of São Bento, which was built more than 30 years ago and was not in use. The renovation aimed to turn it into a social space, the headquarters of the São Bento Rural Youth Community Association (Ascojovem) and a production area with a small milk processing plant. The project plays an important role in the development of the local community, creating jobs and income.

We have also invested in rural technical assistance structured on three fronts (Pasture-Forest Integration, and the “MAIS Cordeiro” (MORE Lamb) and “MAIS Leite” (MORE milk) projects, which directly involve local farmers).

An important detail: COOPSB also has the potential to operate in other production chains, such as sheep, goats, fruit and vegetables. In the future, it aims to expand its operations, further contributing to economic diversification and strengthening the region’s rural landscape.

In 2024, we will continue to systematically monitor the results of the project, based on quantitative and qualitative indicators, regular interviews with the communities involved and records from our ombudsman and field teams. This continuous monitoring is essential to ensure that social investments are effectively aligned with local demands and contribute to the sustainable development of the territories.

In addition, we have intensified our initiatives to support communities in identifying strategic partnerships, participating in public notices and potential buyers inside and outside the community for the products developed under the project, with the aim of strengthening initiative sustainability. This work seeks to expand income-generating opportunities, foster collaborative networks and guarantee the positive impacts promoted in the communities.

More than 65 native species produced since 2017. The initiative brings together preservation, environmental education and inclusion

2.

São Bento Seedling Nursery

In 2017, we opened the São Bento Seedling Nursery in Ourolândia (BA). Our idea was to produce native seedlings from the Caatinga, Cerrado and Atlantic Rainforest biomes to meet Serra da Babilônia Wind Complex's forest restoration demands. Located in the community of São Bento, close to the complex, the nursery covers an area of 0.6 hectares and has a team of 11 local employees.

Over this period, more than 65 native species have been produced with a focus on preserving the genetic material of regional vegetation. In addition to its environmental function, the nursery also stands out as a center for environmental education, promoting the sharing of knowledge and integration with the local community.

Ombudsman Channel

As part of our social initiatives, we maintain Ombudsman Channels at all stages of the projects. This enables the community to register requests, questions, compliments or complaints. This communication tool facilitates conflict prevention, risk and socio-environmental impact management, and identifies opportunities for social projects. The process follows formal guidelines, with registration, evaluation and response to requests, always with respect and without discrimination.

All complaints were thoroughly investigated and assessed, responses were provided within the timeframe set by the Ombudsman's guidelines, and the complaints have now been officially closed.

30

complaints received

in the Serra da Babilônia Solar development in 2024

3.

"Artesanato Afro" (Afro Handicrafts)

Since 2022, this project has valued the culture of the "quilombola" community in the Gruta dos Brejões settling, in Morro do Chapéu (BA). The initiative, supported by Rio Energy, offered a complete course with specialized materials and teachers, focused on the application of African painting techniques.

Aimed mainly at local seamstresses, the project encouraged entrepreneurship among women in the community, contributing to income generation and strengthening the community association. Through art, the participants recover and value history, beliefs and religiosity, promoting the preservation and dissemination of local identity and culture.

Rio Energy's social initiative combats hunger and inspires internal engagement

Volunteering

We foster partnership from the inside out, and this culture has resulted in employee engagement in the "#EnergiaQueAlimenta" (Energy That Feeds) corporate volunteering program, created to mobilize our team in social initiatives and strengthen the connection among areas.

Launched in 2024, the program works directly to reduce social vulnerability in Rio de Janeiro, where our administrative office is located. The initiative consists of distributing warm meals to homeless people in the south of the city on Sundays, ensuring them access to a decent meal.

The initiative is fully funded by Rio Energy, while the employees participate with their own vehicles and organize themselves in pairs to make the deliveries. Throughout 2024, we set into motion 44 volunteers, who distributed 2,160 warm meals on 27 Sundays, promoting empathy, solidarityand concrete social engagement.

The program is aligned with the Sustainable Development Goals (SDGs), contributing directly to SDG 1 (No poverty), SDG 2 (Zero hunger and sustainable agriculture), SDG 10 (Reduced inequalities) and SDG 17 (Partnerships for the goals). We believe that this type of initiative strengthens not only the positive impact on the territories, but also the sense of collective purpose within our team.

Other solidarity initiatives of Rio Energy in 2024

"Energia que Encoraja" (Energy that Encourages) campaign: In addition to encouraging the prevention of breast and prostate cancer, as part of the Pink October and Blue November campaigns, the company launched this campaign in partnership with the National Cancer Institute (INCA). In it, we encourage employees to donate essential items for patients undergoing cancer treatment at the institution, such as body and lip moisturizer, sunscreen, adult toothbrushes and toothpaste. There was also the voluntary assembly of individual kits.

Red June: 30 company volunteers donated blood to the Rio de Janeiro Heart Institute. The initiative helped increase the blood bank's reserves, which were at a critical level. Their solidarity made it possible to perform vital surgeries, including transplants.

2,160
warm meals
were distributed by 44 volunteers

6. Annexes

- GRI content index

GRI content index

Declaration of use:	Rio Energy reported in accordance with the GRI Standards for the period ranging from January 1 to December 31, 2024
GRI USED:	GRI 1: Fundamentals 2021

GRI STANDARD / OTHER SOURCE	CONTENTS	LOCATION	OMISSION			SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
General content						
The organization and its reporting practices						
GRI 2: General disclosures 2021	**2-1** Organizational details	Rio Energy Participações S.A. is a privately-held, for-profit corporation. The organization's headquarters are located in the city of Rio de Janeiro, Brazil. The company's operations are concentrated in Brazil, and detailed information on its activities and presence is available on the institutional website: https://www.rioenergy.com.br/nossos-produtos/.	-	-	-	-
	2-2 Entities included in the organization's sustainability reporting	Rio Energy includes in its consolidated financial statements and sustainability report all entities under its control or in which it holds an interest: Hórus Investimentos S.A., Rio Energy Comercializadora de Energia S.A., Copacabana Geração de Energia e Participações S.A., Paraipaba Geração de Energia S.A., Rio Energy Desenvolvimento de Renováveis S.A., as well as several subsidiaries in the wind and solar segment, such as Eólica Serra da Babilônia II a XII S.A., Eólica Paraipaba I a IV S.A., Solar Luzeiro I a XVI S.A. and Solar São Conrado I a VII S.A., among others. Information related to material topics is handled uniformly in all Rio Energy group companies.	-	-	-	-
	2-3 Reporting period, frequency and contact point	4	-	-	-	-
	2-4 Restatements of information	- Disclosure 302-1, the values in item b of the Wind farm in operation column for the year 2023 have been restated to 0.42. - Disclosure 305-4, the value of item a for the year 2023 has been restated to 0.00028.	-	-	-	-
	2-5 External assurance	There was no external assurance	-	-	-	-

GRI STANDARD / OTHER SOURCE	CONTENTS	LOCATION	OMISSION			SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
Activities and workers						
GRI 2: General disclosures 2021	**2-6** Activities, value chain and other business relationships	Rio Energy's supply chain has 1,737 registered suppliers, of which 275 (15.8%) have active contracts and 282 (16.2%) have active orders. Among suppliers with current contracts, 64.7 percent have short-term contracts (up to 1 year), 29.5 percent have medium-term contracts (1 to 5 years) and 5.8 percent have long-term contracts (more than 5 years). Supplier activities include providing services, materials and inputs. Geographically, suppliers are distributed as follows: Southeast (58.38%), Northeast (25.22%), South (6.79%), Midwest (3.68%), North (1.55%) and Overseas (4.38%). The organization's downstream entities include logistics partners, subcontractors and third-party companies, which support the delivery, maintenance and operation stages of the projects. The most important business partners for the organization are construction and electrical companies, which work directly on the implementation, operation and maintenance of power generation projects.	-	-	-	-
	2-7 Employees	47, 48	-	-	-	-
	2-8 Workers who are not employees	48	-	-	-	-
Governance						
GRI 2: General disclosures 2021	2-9 Governance structure and composition	20	-	-	-	-
	2-10 Nomination and selection of the highest governance body	Equinor conducts the process of nominating and selecting directors for the highest governance body and its committees in accordance with internal procedures.	-	-	-	5, 16
	2-11 Chair of the highest governance body	The Chairman of the Board is an Equinor executive—a shareholder.	-	-	-	16
	2-12 Role of the highest governance body in overseeing the management of impacts	20	-	-	-	16

GRI STANDARD / OTHER SOURCE	CONTENTS	LOCATION	OMISSION			SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
GRI 2: General disclosures 2021	**2-13** Delegation of responsibility for managing impacts	The sole shareholder defines the duties and responsibilities of Rio Energy's Board of Directors. Currently, this board is responsible for approving strategic guidelines and other themes, as described in an Authorization Matrix; additionally, a Thematic Calendar is being drawn up.	-	-	-	-
	2-14 Role of the highest governance body in sustainability reporting	The duties and responsibilities of Rio Energy's Board of Directors are defined by the sole shareholder. There are currently no plans for this body to review the Sustainability Report or the Materiality Matrix. Both are reviewed and approved by Rio Energy's executive leadership team.	-	-	-	-
	2-15 Conflicts of interest	21	-	-	-	16
	2-16 Communication of crucial concerns	Such concerns are communicated to the highest governance body through sustainability and corporate social responsibility reports, periodic reports and presentations, formal board meetings, internal and external audit reports, regular updates from senior management, risk and compliance reports, financial performance presentations, strategic analyses and business plans, in addition to crisis and emergency communications. The number of crucial concerns reported was 13, among which environmental, social and human rights, economic and related to the sustainability strategy.	-	-	-	-
	2-17 Collective knowledge of the highest governance body	The duties and responsibilities of Rio Energy's Board of Directors are defined by the sole shareholder. The company is constantly developing its executive leadership team and its employees. In 2024, human rights training was conducted with the participation of Equinor.	-	-	-	-
	2-18 Evaluation of the performance of the highest governance body	As a privately-held company with sole ownership, the company is not required to establish a Board of Directors and external governance structure. In this regard, at the moment there is no defined system for evaluating the Board of Directors.	-	-	-	-
	2-19 Remuneration policies	49	-	-	-	-
	2-20 Process to determine remuneration	49	-	-	-	-
	2-21 Annual total compensation ratio	-	-	Confidential information	Confidential information. We will not report this information, as we believe it should not be made public for strategic reasons	-

GRI STANDARD / OTHER SOURCE	CONTENTS	LOCATION	OMISSION			SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
Strategy, policies and practices						
GRI 2: General disclosures 2021	**2-22** Statement on sustainable development strategy	5	-	-	-	-
	2-23 Policy commitments	Rio Energy is committed to responsible business conduct, formalized in documents such as the Human Rights Policy, the Human Rights Management Plan, the Strategic Sustainability Guideline and the Code of Conduct. These commitments are aligned with the UN Guiding Principles on Business and Human Rights, the ILO standards, the UN Global Compact, the SDGs and with the OECD guidelines. They also provide for due diligence, the application of the precautionary principle and respect for human rights. The commitments made include all the articles of the Universal Declaration of Human Rights. Prioritized stakeholder groups include employees, non-employee workers, local communities and suppliers. Groups at risk or vulnerable, such as children and adolescents, indigenous peoples, migrants and ethnic minorities are also covered. The documents are available for public consultation on the company's website, including Equinor's Code of Conduct and Human Rights Policy.	-	-	-	16
	2-24 Embedding policy commitments	20, 21	-	-	-	-
	2-25 Processes to remediate negative impacts	28	-	-	-	-
	2-26 Mechanisms for seeking advice and raising concerns	The company provides various mechanisms such as training and capacity building, manuals and institutional documentation, hiring external consultants, e-learning platforms, a complaints channel for reporting non-compliance with laws and regulations, forums and internal networks.	-	-	-	16
	2-27 Compliance with laws and regulations	There were no significant cases of non-compliance that have led to the imposition of fines or non-monetary sanctions with laws and regulations.	-	-	-	-
	2-28 Membership associations	Rio Energy is a member of the Brazilian Wind Energy Association (ABEEólica), the Brazilian Photovoltaic Solar Energy Association (ABSOLAR) and of the UN Global Compact.	-	-	-	-

GRI STANDARD / OTHER SOURCE	CONTENTS	LOCATION	OMISSION			SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
Stakeholder Engagement						
GRI 2: General disclosures 2021	**2-29** *Approach to stakeholder engagement*	25, 58	-	-	-	-
	2-30 Collective bargaining agreements	In 2024, 88 percent of the company's total workforce was covered by collective bargaining agreements, representing 140 employees out of a total of 159. Employees not covered by agreements are exclusively trainees and young apprentices.	-	-	-	-
Material topics						
GRI 3: Material topics 2021	**3-1** Process to determine material topics	6	-	-	-	-
	3-2 List of material topics	6	-	-	-	-
Health, well-being and safety						
GRI 3: Material topics 2021	**3-3** Management of material topics	55	-	-	-	-
GRI 403: Occupational health and safety 2018	**403-1** Occupational health and safety management system	Rio Energy has an occupational health and safety management system that meets various legal and regulatory requirements, including labor laws, International Labor Organization (ILO) conventions, the Civil and Criminal Code, collective bargaining agreements and conventions, sector regulations, licensing requirements, guidelines from the Public Prosecutor's Office, among other legal and civil liability requirements. The system is technically based on the Ministry of Labor and Employment's regulatory standards (NR). All the organization's workers, activities and workplaces are fully covered by the occupational health and safety management system.	-	-	-	8
	403-2 Hazard identification, risk assessment and incident investigation	15	-	-	-	8
	403-3 Occupational health services	16	-	-	-	8

GRI STANDARD / OTHER SOURCE	CONTENTS	LOCATION	OMISSION			SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
GRI 403: Occupational health and safety 2018	**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 through direct participation, participation via representatives and consultations. Workers are included in stages such as risk assessment, application of the hierarchy of control, incident investigation and audits. To ensure access to information, the company uses channels such as internal communication, workshops and training, awareness campaigns, printed materials, corporate email, the intranet and applications and online platforms. The organization does not have formal committees made up of employers and workers, but it does hold regular meetings with the safety team and the leadership on these issues.	-	-	-	8, 16
	403-5 Worker training on occupational health and safety	15	-	-	-	9
	403-6 Promotion of worker health	15	-	-	-	3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	15	-	-	-	8
	403-8 Workers covered by an occupational health and safety management system	Rio Energy has implemented an occupational health and safety management system that meets legal requirements and recognized standards and guidelines, including NR-10 and NR-12. The system covers all of the organization's workers, including 140 employees and 334 non-employee workers. All workers are included in a system that has been audited internally and certified by an independent third party. The categories of workers covered by the system include full-time employees and third-party subcontractors during the implementation of the Serra da Babilônia Solar Complex. The data was compiled through inspections and assessments, accident and incident reports, occupational health data, training and awareness data, also using OSH management software and forms and checklists.	-	-	-	8

GRI STANDARD / OTHER SOURCE	CONTENTS	LOCATION	OMISSION			SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
	403-9 Work-related injuries	15	-	-	-	3, 8, 16
GRI 403: Occupational health and safety 2018	**403-10** Work-related ill health	During the reporting period, Rio Energy did not record any cases of reportable occupational diseases or fatalities related to occupational illnesses, either among employees or third parties. 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, conducting of regular inspections, promoting education and training, involving workers in safety issues and complying with current legislation and regulations.	-	-	-	3, 8, 16
Community relations and social development						
GRI 3: Material topics 2021	**3-3** Management of material topics	58	-	-	-	-
GRI 203: Indirect economic impacts 2016	**203-2** Significant indirect economic impacts	Rio Energy maps the indirect economic impacts of its activities through a structured process that involves identifying the activities, categorizing the impacts, collecting data, evaluating and quantifying the effects, sensitivity analyses, reporting, corrective actions and ongoing monitoring. Among the positive ones are the creation of indirect jobs, the development of local suppliers, investment in education, the strengthening of regional tourism, increased revenue for municipalities and higher human development indices (HDI). Negative impacts include the economic dependence of the local community and the municipality. Pollution, loss of jobs, exploitation of natural resources and cultural degradation were considered to be of low relevance.	-	-	-	1, 3, 8
GRI 408: Child labor 2016	**408-1** Operations and suppliers at significant risk for incidents of child labor	The company has not had, and does not currently have, any operations that pose a risk of child labor or the exposure of young workers to hazardous activities.	-	-	-	5, 8, 16

GRI STANDARD / OTHER SOURCE	CONTENTS	LOCATION	OMISSION			SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
GRI 409: Forced or compulsory labor 2016	**409-1** Operations and suppliers at significant risk for incidents of forced or compulsory labor	Rio Energy does not have and has never had operations with a risk of forced or compulsory labor. To mitigate this risk, it adopts preventive measures such as including non-tolerance statements in official documents, establishing specific policies, integrating the issue into existing regulations, checking documents and providing training to employees and other workers. With regard to the supply chain, the company identified a risk in solar module suppliers located in China. To address this scenario, it hired an independent audit, which conducted an in-depth analysis, going beyond documentary verification. The actions involved face-to-face visits to factories and the traceability of components. In addition, the company applies the same measures to its relations with suppliers as it does internally: a no tolerance policy, document checks and awareness and training initiatives.	-	-	-	5, 8
GRI 411: Rights of indigenous peoples 2016	**411-1** Incidents of violations involving rights of indigenous peoples	There were no cases of violations of indigenous peoples' rights. Our projects are not in areas where indigenous communities are located.	-	-	-	2
GRI 413: Local communities 2016	**413-1** Operations with local community engagement, impact assessment and development programs	58	-	-	-	-
	413-2 Operations with significant actual and potential negative impacts on local communities	There were no operations that caused significant negative impacts on local communities. However, the organization has identified potential negative impacts, such as environmental pollution, degradation of natural resources and reduction of biodiversity.	-	-	-	1, 2

GRI STANDARD / OTHER SOURCE	CONTENTS	LOCATION	OMISSION			SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
Biodiversity and ecosystems						
GRI 3: Material topics 2021	**3-3** Management of material topics	31	-	-	-	-
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	The Urca I and Urca II Solar Complexes, which are in the pre-implementation phase, are located in Bom Jesus da Lapa (BA), an area of high biodiversity value, but outside a legally designated environmental protection area. Operations at these complexes are focused on manufacturing and energy production, in a leased surface area of 7.2 km². These developments are within the Bom Jesus da Lapa Priority Area for Caatinga Biodiversity, as classified by the Ministry of the Environment and Climate Change (2023), and are identified as being of very high importance for biodiversity and for prioritizing conservation actions. The ecosystem is terrestrial, characterized by a rich diversity of species and relevant ecological functions. The area is not listed on official environmental protection lists, but is recognized for its strategic and sensitive environmental value.	-	-	-	6, 14, 15
	304-2 Significant impacts of activities, products and services on biodiversity	32	-	-	-	6, 14, 15
	304-3 Habitats protected or restored	33	-	-	-	6, 14, 15
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Rio Energy monitors fauna and flora based on several official conservation lists, including the IUCN Red List, the Ministry of the Environment's national lists (MMA Ordinances No. 444/2014, No. 443/2014 and No. 298/2019) and the Bahia state list published by SEMA-BA in 2017. As a result of this survey, the company identified the presence of three species classified as vulnerable and another 194 species as "of little concern" in terms of the risk of extinction. No species in the critically endangered, endangered or vulnerable categories were recorded.	-	-	-	14, 15

GRI STANDARD / OTHER SOURCE	CONTENTS	LOCATION	OMISSION			SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
Ethics, integrity and anti-corruption						
GRI 3: Material topics 2021	**3-3** Management of material topics	27	-	-	-	-
GRI 201: Economic Performance 2016	**201-1** Direct economic value generated and distributed	In 2024, Rio Energy generated BRL 285.3 million in direct economic value. Of this total, BRL 202.6 million were distributed, accounting for 71.03 percent of the amount generated. The distribution included BRL 51.8 million in operating costs (18.17%), BRL 61 million in salaries and employee benefits (21.37%), BRL 75.6 million in payments to capital providers (26.49%) and BRL 14.3 million in taxes paid to the government (5%). The economic value retained in the period was BRL 82.6 million.	-	-	-	8, 9
GRI 205: Anti-corruption 2016	**205-1** Operations assessed for risks related to corruption	27	-	-	-	16
	205-2 Communication and training about anti-corruption policies and procedures	The company disseminates and provides training on anti-corruption policies and procedures to its governance members and employees. Throughout the year, all employees and third parties received information and training, segmented by region and employee category, including the executive board, management, coordinators, technical/supervisory staff, administrative staff, interns, and young apprentices. Although the number of business partners informed or trained was not recorded quantitatively, targeted training was conducted for suppliers identified as high risk according to the company's methodology..	-	-	-	16
	205-3 Confirmed incidents of corruption and measures taken	During the reporting period, there were no cases involving Rio Energy and its employees in corruption cases.	-	-	-	16
GRI 206: Anti-competitive Behavior 2016	**206-1** Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Rio Energy has no pending or closed lawsuits in the reporting period for anti-competitive behavior, anti-trust and monopoly practices.	-	-	-	16
GRI 415: Public policy 2016	**415-1** Political contributions	Pursuant to item 5.4 of the Code of Conduct and Law No. 13,165/2015, Rio Energy does not make political donations.	-	-	-	16
Climate change						

GRI STANDARD / OTHER SOURCE	CONTENTS	LOCATION	OMISSION			SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
GRI 3: Material topics 2021	**3-3** Management of material topics	34	-	-	-	-
GRI 201: Economic Performance 2016	**201-2** Financial implications and other risks and opportunities due to climate change	35	-	-	-	13
GRI 302: Energy 2016	**302-1** Energy consumption within the organization	39, 40	-	-	-	7, 8, 12, 13
	302-2 Energy consumption outside the organization	40	-	-	-	7, 8, 12, 13
	302-3 Energy intensity	40	-	-	-	7, 8, 12, 13
	302-4 Reduction of energy consumption	In 2024, no activities were conducted aimed at reducing energy consumption.	-	-	-	7, 8, 12, 13
	302-5 Reductions in energy requirements of products and services	The organization does not monitor and has no targets for reducing energy consumption.	-	-	-	7, 8, 12, 13
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	41	-	-	-	6, 12
	303-2 Management of water discharge-related impacts	41	-	-	-	6
	303-3 Water withdrawal	41	-	-	-	6
	303-4 Water discharge	Rio Energy disposes of the waste in public sewage treatment plants.	-	-	-	6
	303-5 Water consumption	41	-	-	-	6

GRI STANDARD / OTHER SOURCE	CONTENTS	LOCATION	OMISSION			SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
GRI 305: Emissions 2016	**305-1** Direct (Scope 1) GHG emissions	35	-	-	-	3, 12, 13, 14, 15
	305-2 Energy indirect (Scope 2) GHG emissions	35	-	-	-	3, 12, 13, 14, 15
	305-3 Other indirect (Scope 3) GHG emissions	36	-	-	-	3, 12, 13, 14, 15
	305-4 GHG emissions intensity	37	-	-	-	13, 14, 15
	305-5 Reduction of GHG emissions	37	-	-	-	13, 14, 15
Service quality and safety						
GRI 3: Material topics 2021	**3-3** Management of material topics	11	-	-	-	-
GRI 203: Indirect economic impacts 2016	**203-1** Infrastructure investments and services supported	57	-	-	-	5, 9, 11
Attracting, developing and retaining employees						
GRI 3: Material topics 2021	**3-3** Management of material topics	47	-	-	-	-
GRI 201: Economic Performance 2016	**201-3** Defined benefit plan obligations and other retirement plans	47	-	-	-	-

GRI STANDARD / OTHER SOURCE	CONTENTS	LOCATION	OMISSION			SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
GRI 401: Employment 2016	**401-1** New employee hires and employee turnover	51	-	-	-	4, 5, 8, 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	54	-	-	-	3, 5, 8
	401-3 Parental leave	49	-	-	-	5, 8
GRI 402: Labor/ Management Relations 2016	**402-1** Minimum notice period regarding operational changes	The company does not have a formal minimum deadline for communicating significant operational changes to employees. Changes are informed whenever they are released by the executive board. The practices adopted to inform employees and other stakeholders include work meetings and meetings with the Board of Directors. The company holds individual conversations with employees, their representatives and authorities, seeking to understand their views and expectations, which contributes to more effective decision-making. Although the organization has collective bargaining agreements, these do not include clauses relating to the minimum period for communicating operational changes.	-	-	-	8
GRI 404: Training and education 2016	**404-1** Average hours of training per year per employee	51	-	-	-	4, 5, 8, 10
	404-2 Programs for upgrading employee skills and transition assistance programs	50	-	-	-	8
	404-3 Percent of employees receiving regular performance and career development reviews	All of its employees receive regular performance appraisals. In all, 140 employees—79 men and 61 women—received performance reviews in the period covered by the report.	-	-	-	5, 8, 10

GRI STANDARD / OTHER SOURCE	CONTENTS	LOCATION	OMISSION			SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
GRI 405: Diversity and equal opportunity 2016	**405-1** Diversity of governance bodies and employees	52	Item aiii and biii	Confidential information.	Rio Energy implemented the diversity wheel with the aim of improving understanding of the company's current scenario and employee sentiment, but we choose not to make it available for confidentiality and strategic reasons.	5, 8
	405-2 Ratio of basic salary and remuneration of women to men	-		Confidential information.	Rio Energy does not provide the information regarding basic salary and remuneration ratio of women to men for confidentiality and strategic reasons	5, 8, 10
GRI 406: Non-discrimination 2016	**406-1** Incidents of discrimination and corrective actions taken	There were no cases of discrimination 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	Rio Energy has no operations or suppliers that pose a risk of violating workers' rights to exercise freedom of association or collective bargaining.	-	-	-	8

GRI STANDARD / OTHER SOURCE	CONTENTS	LOCATION	OMISSION			SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
Supply chain management						
GRI 3: Material topics 2021	**3-3** Management of material topics	25	-	-	-	-
GRI 306: Waste 2020	**306-1** Waste generation and significant waste-related impacts	32, 42	-	-	-	3, 6, 11, 12
	306-2 Management of significant waste-related impacts	42	-	-	-	3, 6, 8, 11, 12
	306-3 Waste generated	43	-	-	-	3, 6, 11, 12
	306-4 Waste diverted from disposal	44, 45	-	-	-	3, 11, 12
	306-5 Waste directed to disposal	45	-	-	-	3, 6, 11, 12, 15
GRI 308: Supplier environmental assessment 2016	**308-1** New suppliers that were screened using environmental criteria	Rio Energy applies environmental criteria when selecting new suppliers, especially for larger contracts. In 2024, of the 303 suppliers contracted, 13 were assessed based on environmental criteria, representing 0.04 percent of the total. The process includes sending a Request for Information (RFI) or Request for Proposal (RFP) with requirements on environmental practices and policies, as well as legal compliance, ethical and anti-corruption assessments. The environmental criteria considered include ISO 14001 certification, waste and effluent management, a GHG emissions inventory, legal compliance and technical certificates. Socio-environmental responsibility policies and the traceability of the supply chain are also assessed, ensuring control over the practices of subcontractors and suppliers. Among the criteria used for environmentally-based selection are ABNT NBR ISO 14001:2015 certification, adequate waste and effluent management, GHG inventory, proof of legal environmental compliance and possession of technical certificates that ensure the ability to comply with environmental requirements.	-	-	-	-

GRI STANDARD / OTHER SOURCE	CONTENTS	LOCATION	OMISSION			SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
GRI 308: Supplier environmental assessment 2016	**308-2** Negative environmental impacts in the supply chain and actions taken	In wind operations, we assessed 34 suppliers for negative environmental impacts, and none were identified as causing significant impacts, nor was there any need to agree on improvements or terminate business relations for this reason. In the solar operation, one supplier was assessed and identified as having a negative environmental impact. Specific improvements were agreed with them, representing all of the cases in this unit. There were no contract terminations. Rio Energy has adopted a robust set of measures (drawing up contractual requirements aligned with environmental and social parameters, suppliers' obligation to submit their documentation to the Obrasoft digital system, environmental audits, data collection and engagement actions).	-	-	-	-
GRI 414: Supplier social assessment 2016	**414-1** New suppliers that were screened using social criteria	Rio Energy uses social criteria to select suppliers. In 2024, it hired 303 new suppliers, 13 of which were assessed based on social criteria, representing 4.29 percent of the total.	-	-	-	5, 8, 16
	414-2 Negative social impacts in the supply chain and actions taken	Rio Energy assessed 13 suppliers in relation to social impacts during the reporting period and did not identify any supplier as causing or potentially causing negative impacts.	-	-	-	5, 8, 16
Cybersecurity						
GRI 3: Material topics 2021	**3-3** Management of material topics	24	-	-	-	-
GRI 418: Customer privacy 2016	**418-1** Substantiated complaints concerning breaches of customer privacy and losses of customer data	The organization received no complaints related to data leaks, theft or losses of data during the reporting period.	-	-	-	16

Credits

GENERAL COORDINATION
Sustainability and Sustainability Management Department

CONTENT COORDINATION
Sustainability Department

COORDINATION OF GRAPHIC DESIGN AND DIAGRAMMING
Corporate Department

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