



**Statkraft**

# ANNUAL SUSTAINABILITY REPORT 2022



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# INTRODUCTION

GRI 2-3

Statkraft Brasil ("Statkraft" or "Company") is releasing its 2022 Sustainability Report for the period of January 1 to December 31, 2022.

This document contains information regarding the annual performance of the activities of its assets in Brazil, including general information about all Statkraft Brasil's enterprises: Statkraft Investimentos Ltda ("SKIN"), Statkraft Energia do Brasil Ltda ("SKEB"), Statkraft Energias Renováveis S.A. ("SKER"), and Statkraft Comercialização de Energia S.A. ("SKER COM"), described in the topic "Statkraft Brasil". Including its operational and financial performance, market positioning, strategic direction, initiatives that reflect its sense of responsibility and engagement with its stakeholders, and its commitment to sustainable development and human rights.

Aligned with the growing demand for energy source transition, reduction of greenhouse gases, and clean energy generation, in 2022 the company made possible an evolution of its vision and values. Which guide its growth in the country and in the world so that its business continues to drive global sustainability by means of renewable energy.

In this way, and based on references such as the Global Reporting Initiative (GRI), the Sustainable Development Goals (SDGs), and the Ten Principles of the Global Compact, the structure of this report is based on the new mission and values of the Company. Its construction was carried out in a participatory process with managers and those responsible for the Company's departments.

# LETTER FROM THE CEO

GRI 2-22

With solidity, efficiency, and the right people, we come to the end of another challenging cycle. At such a peculiar moment in our history, with a scenario of post-COVID effects and consequences, a framework of war and energy crisis in Europe, we at Statkraft Brasil present in this 2022 Report our achievements in the generation and commercialization of renewable energy and initiatives in view of the great importance of our performance for sustainable development, in a moment when the energy transition is one of the necessary changes for our generation and for the next ones to live in balance.

We are guided by a sustainable strategy, honoring the ten principles of universal rights in the thematic areas of Human Rights, Labor, Environment and Anti-Corruption, reaffirming for the third consecutive year our commitment to the United Nations Global Compact.

We are convinced that the energy transition to renewable sources is the main measure to achieve sustainability. Global warming has very significant negative consequences for the reduction of biodiversity, quality of life and health, water security, forced migrations by natural disasters, and the global economy. Therefore, mitigating climate change by accelerating the energy transition to renewables is our highest purpose.

The key solution to achieving energy security and independence is to generate clean energy efficiently, at a faster pace than before. This is one of the major drivers of the 7th edition of the Low Emission Scenario 2022 report, released by Statkraft, which provides an extensive analysis of the energy market up to 2050, with trends on the climate and energy crises. The document is available on our website at:  
<https://www.statkraft.com.br/sustentabilidade/low-emissions-scenario/>

In this scenario of greenhouse gas emissions, I would like to highlight the commitment to neutralization that we have assumed until 2040 (scopes 1 and 2), including in our Sustainability Strategy the incentive for our suppliers to reduce their emissions (scope 3). We know that this is not an easy target, since we are committed not only to our own actions, but also to the challenge of positively influencing the value chain of our organization, aiming at a virtuous cycle of actions to mitigate climate change.







We can and are playing a relevant role in the development of the regions where we operate. And an award-winning example of our responsible action is the project "Renewable Energy Certificates Driving Sustainable Communities." With this initiative, we were recognized with the 1st place in the National Seriema Award, granted by the Regional Council of Engineering and Agronomy (CREA) of the state of Goiás, for the project, in the category Business Management for the SDGs.

In 2022, we reaffirm our culture and belief in the strength of the collective. And it is through our people that we will accomplish our growth plans in the renewable energy market in our country. Our goals are challenging, considering some obstacles, such as difficulties in the flow of energy.




Our response to the need to decarbonize the economy is constant and continuous investment in the expansion of our renewable portfolio. In this sense, I highlight the final stage of construction of the Ventos de Santa Eugênia Wind Complex (VSE), located in Uibaí and Ibipeba in Bahia, Statkraft's largest project outside Europe. With VSE, Statkraft will have, among construction and operation, passed the 1GW mark for installed capacity, strengthening our position as a leading international supplier of renewable energy.

THE PROJECT HAS MASSIVE NUMBERS:

-  14 Wind Farms;
-  91 Wind Turbines;
-  518 MW of installed capacity;
-  R\$ 2.8 Billion of Investments.

Another important wind project for us that has started construction in 2022 is Morro do Cruzeiro, which should be completed in early 2024 and is also located in Bahia, near the operating wind farms Macaúbas, Novo Horizonte and Seabra.

THIS COMPLEX WILL CONSIST OF:

-  2 Wind Farms;
-  14 Wind Turbines;
-  79,8 MW of installed capacity.

Due to the excellent wind conditions in the region, the complex expects to generate 386 GWh of renewable energy per year, enough to supply more than 190,000 homes.

We can already anticipate an important new development for 2023: the opening of a new energy trading office in the city of São Paulo, facilitating customer relations and allowing for the expansion of the potential customer portfolio, thus complementing the company's operations in the cities of Rio de Janeiro/RJ and Florianópolis/SC. Our multidisciplinary professional teams are also working to develop new projects that will give even more strength to our portfolio.

Considering these highlights, I would like to end by thanking all of our employees and partners for their commitment and, above all, for being with us on this journey to strengthen our sustainability strategy and contribute to achieving our Sustainable Development Goals. Together, we will continue to be important players in the search for a greener world, acting with ethics, transparency, and responsibility in order to renew the energy that drives the world.

Enjoy your reading!

Fernando De Lapuerta  
Brasil Statkraft CEO



# HIGHLIGHTS

GRI 203-1



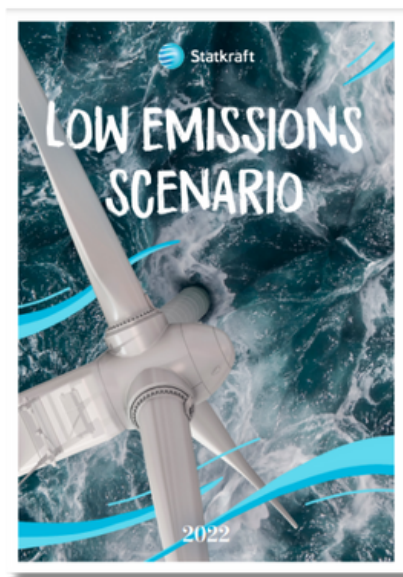
Net operating revenue of R\$ 861.9 million, representing a 52.5% increase compared to 2021.



R\$421.7 million in EBITDA recorded for Statkraft Energias Renováveis S.A. ("SKER"), representing 68.2 % compared to 2021 adjusted.

## ANNUAL LOW EMISSIONS REPORT

The "Low Emission Scenario" was launched by Statkraft Global during its 7th international edition in October 2022. A document that highlights the importance of sustainability, affordability, and energy security issues in achieving a low-carbon economy through an analysis of the prospects for global energy transition up to 2050.



## START OF CONSTRUCTION - MORRO DO CRUZEIRO COMPLEX

The construction of the Morro do Cruzeiro Wind Complex, located in Bahia, started in June 2022. The undertaking will consist of two farms, Morro do Cruzeiro I and Morro do Cruzeiro II, which add up to 14 wind turbines and an installed capacity of 79.8 MW.

## COMMERCIAL OPERATION - VENTOS DE SANTA EUGENIA WIND COMPLEX



The National Electrical Energy Agency (Aneel) authorized the first stage of commercial operation of the Ventos de Santa Eugênia Wind Complex in Bahia. This is the Group's largest undertaking outside Europe and has 95% of its construction work completed. In its entirety, it will consist of:



14 WIND FARMS;



91 WIND TURBINES;



TOTAL AREA OF 489,18 HECTARES;



2.300 GWH OF GENERATION PER YEAR;



SUPPLYING 1.1 MILLION BRAZILIAN HOUSEHOLDS;



R\$2.8 BILLION INVESTMENT, R\$1.1 BILLION OF WHICH WAS FINANCED BY BANCO DO NORDESTE (BNB).

## SOCIAL INVESTMENT

In 2022, looking forward to the growth of the communities where it operates, the Company developed:

- Three calls for proposals for investment in social projects: Sustainability Call, Ideas Call, and Tax Incentive Call;
- More than 20 social projects executed in six states where it has operations;
- Investment of R\$ 271 thousand in selected Tax Incentive projects in 2022;
- Investment of 2.9 million in projects and social actions via public notices, donations and the Ventos da Gente Program in 2022.



## SALE OF 1.5 MILLION CARBON CREDITS TO AN INDIAN ENERGY COMPANY, WITH 10% GOING TO SOCIAL PROJECTS.

In 2022, the Company sold 1.5 million carbon credits generated from the Seabra, Macaúbas and Novo Horizonte wind power plants, all installed in Bahia, to an energy distribution company in India.

The volume negotiated represents the emissions of 452,000 vehicles traveling 50 kilometers a day for one year.

## FUTURE BOARD

In 2022, with a vision of the future and a focus on results, the Group created a global committee composed of 17 young people among trainees and employees, under 30 years old, from the offices in Norway, Germany, Ireland, the Netherlands, and Brasil. The initiative, called the Future Board, aims to challenge conventional thinking and advise the CEO and other Statkraft leaders on relevant topics that are aligned with the business strategy. This is an opportunity to address proposals for actions that benefit the environment and the health of our planet.

## AWARDS AND RECOGNITION



### SERIEMA TROPHY - 20TH CREA ENVIRONMENTAL AWARD

The Company achieved 1st place in Category VII - Corporate Management for Sustainable Development Goals (SDGs) with the "Renewable Energy Certificates Driving Sustainable Communities Project", developed in partnership with Engineers Without Borders. An action that provided photovoltaic solar energy and rainwater harvesting for the NGO LICRE, located in Aracajú/SE

LICRE assists approximately 80 children and adolescents between 6 and 17 years of age in situations of social vulnerability and develops social activities through socio-educational workshops during after-school hours. This was the first initiative undertaken by Statkraft since the decision to invest in social and environmental projects that strengthen the SDGs linked to sustainability and climate change by applying part of the revenue from Renewable Energy Certificates (IRECs and Carbon Credits).

### NATIONAL ASSET MANAGEMENT AWARD - ENGINEER AMAURI REIGADO

In November 2022, Statkraft Brasil was awarded at the 9th EGAESE - Asset Management Meeting for Companies in the Electricity Sector, an annual event that brings together experts and executives from generation, transmission and distribution companies, as well as ANEEL and international experts. The Company was among the top three companies in the Information Technology category, which encompasses innovative projects developed by energy companies, and was recognized for the article "Performance Monitoring: Methods for Detecting Loss of Efficiency in Wind Turbines".

## OUR VISION

RENEW THE WAY THE  
WORLD IS POWERED



**Statkraft**



# RENEW THE WAY THE WORLD IS POWERED

GRI 2-1, 2-6

The Statkraft Group ("Statkraft AS", "Group" or "Statkraft Global") is a Norwegian government-owned company headquartered in Oslo with over 127 years of existence. Currently present in 21 countries in Europe, South America, and Asia, it is an international leader in hydroelectric power production and is also known as the largest generator of renewable energy in Europe.

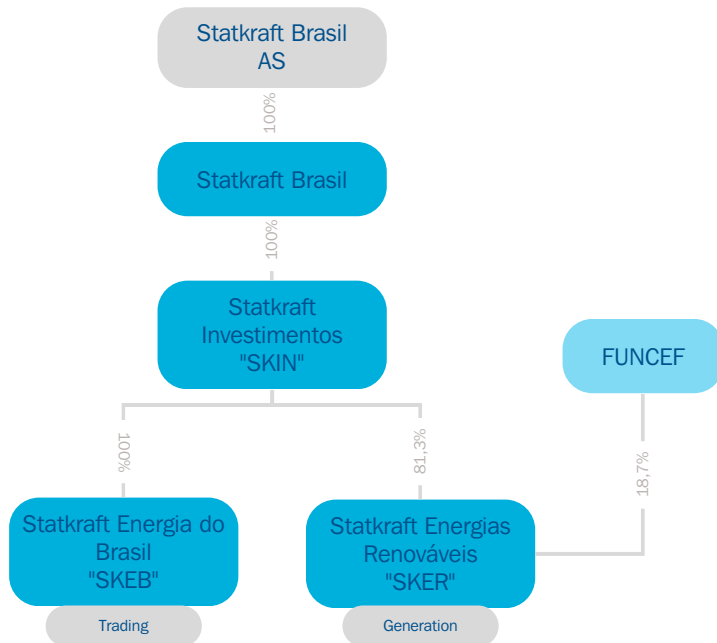
With 5,300 employees responsible for driving the production of hydropower, wind power, solar energy, and gas power, the Group is also active in developing businesses related to electric vehicle charging, district heating, and green hydrogen, moving to lead the change to a world powered by renewable energy.

Considering the urgency to accelerate the energy transition, the Company renewed in 2022 its vision, which reinforces its commitment to "Renew the way the world is powered". Thus, it maintains its purpose of enabling increasingly clean and renewable energy production.

This will be covered in this first chapter, which also provides information about the Company's assets and its value chain.

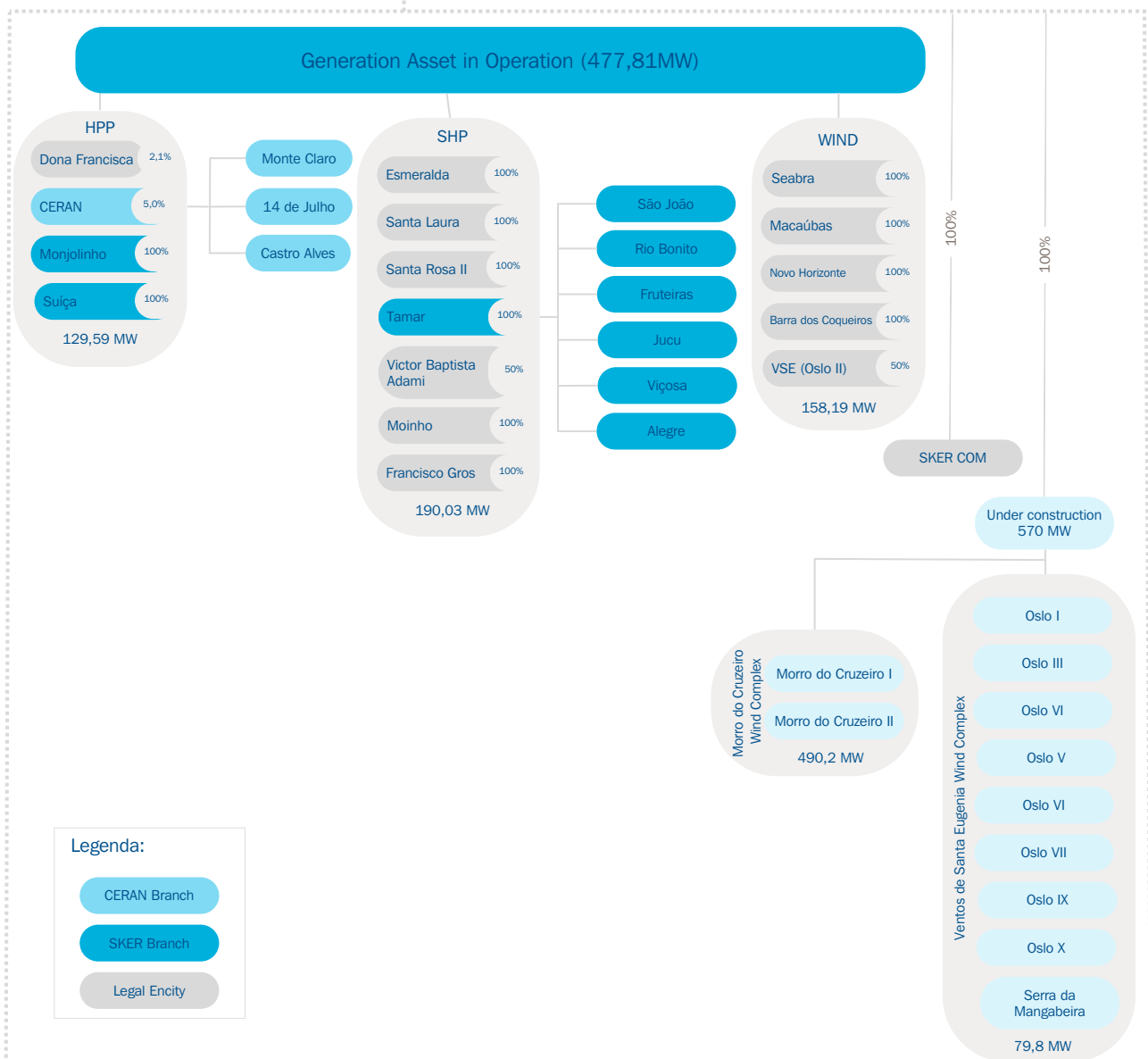
# THE STATKRAFT BRASIL

GRI 2-1, 2-2



Statkraft Brasil ("Statkraft" or "Company") has been present in the country since 2009, having started its operations in 2011 as an electricity trader. In the following year, it established its activities in renewable energy generation, presenting itself as Statkraft Energias Renováveis S.A. ("SKER"), a holding of Special Purpose Company (SPC) that concentrates renewable energy generation assets, with Statkraft Investimentos Ltda ("SKIN") holding 81.3% of the capital stock and the other 18.7% being the remainder of the Caixa Econômica Federal Pension Fund (FUNCEF).

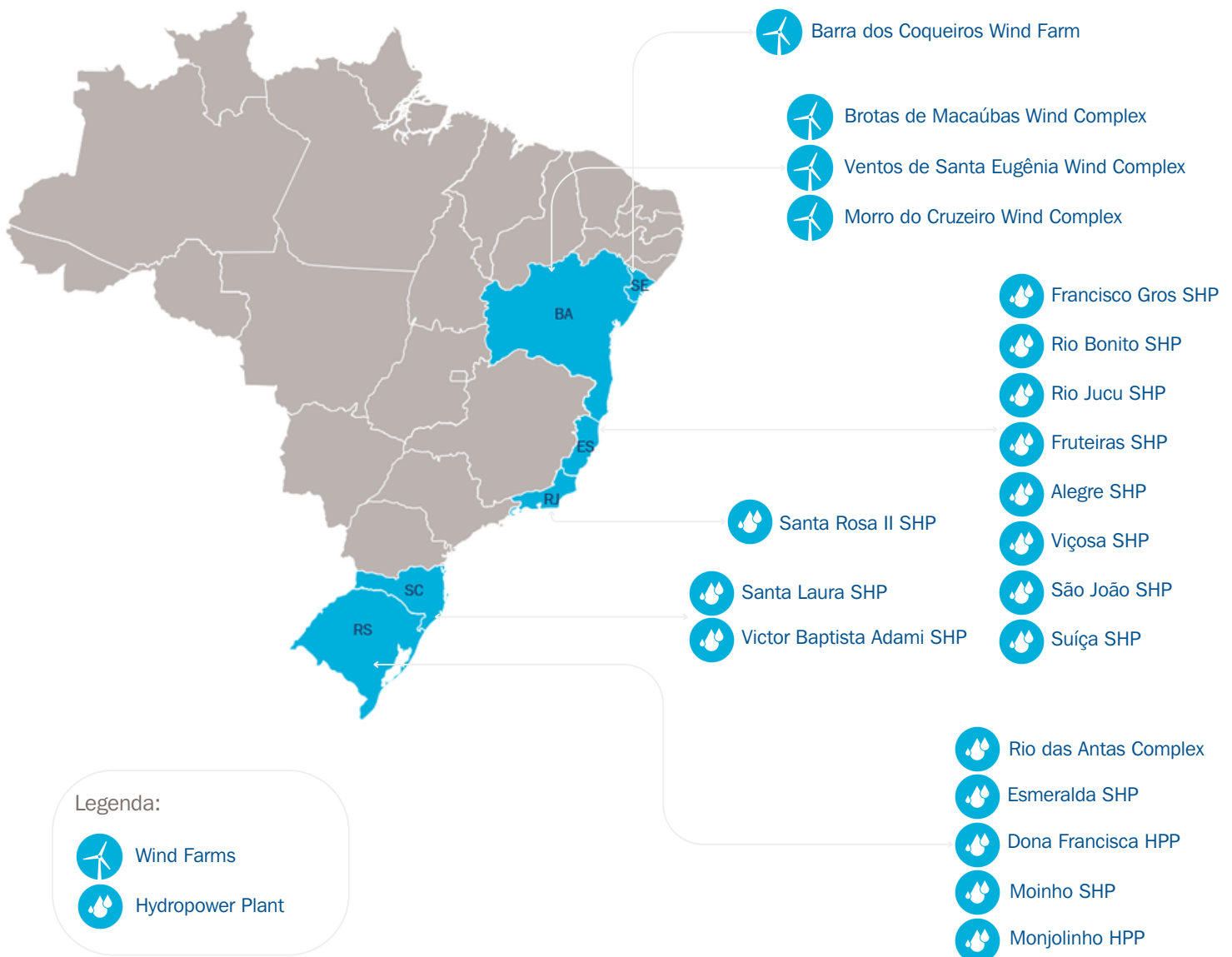
Its trading company, Statkraft Energia do Brasil Ltda ("SKEB") is 100% controlled by the Group through Statkraft Investimentos Ltda ("SKIN").



Understanding the strategic potential of Statkraft's operations in Brasil to strengthen and expand the generation and marketing of renewable energy, the Group invests annually in the growth of the Company in the country. Currently present in six states: Santa Catarina, Rio Grande do Sul, Espírito Santo, Rio de Janeiro, Bahia and Sergipe, it has a national headquarters in Florianópolis (SC) and a business office in Rio de Janeiro (RJ).

Overall, there are 23 operational assets for the generation of energy from renewable sources (wind and hydroelectric); among these, Statkraft has operational control of 19 assets. In the construction stage, the company owns wind complexes (consisting of 11 assets).

The Company's expansion plans also include the prospecting and development of fotovoltaic and green hydrogen technologies.



<sup>1</sup> Considering controlled assets and minority interests (Rio das Antas Complex / Dona Francisca HPP).

<sup>2</sup> Of the assets under construction, Oslo II S.A. went into operation in 2022 and is already part of the operating assets chart.

The Company has wind power assets in the regions of Bahia and Sergipe, and hydroelectric assets in the regions of Espírito Santo, Rio de Janeiro, Santa Catarina and Rio Grande do Sul, presented in the following table by the names of the assets and corresponding corporate relations:

Plant	Installed Capacity (MW)	Statkraft's Share (%)
Barra dos Coqueiros Wind Farm (Energen Energias Renováveis S.A.)	34,5 MW	100%
Brotas de Macaúbas Wind Complex (Macaúbas Energética S.A., Novo Horizonte Energética S.A e Seabra Energética S.A.)	95,19 MW	100%
Ventos de Santa Eugênia Wind Complex (Oslo I S.A.; Oslo III S.A.; Oslo IV S.A.; Oslo V S.A.; Oslo VI S.A.; Oslo VIII S.A.; Oslo IX S.A.; Oslo X S.A. and Serra da Mangabeira S.A. – Under construction and Oslo II S.A.-In operation)	518,7 MW	100%
Morro do Cruzeiro Wind Complex (Morro do Cruzeiro I S.A. and Morro do Cruzeiro II S.A. - Under construction)	78,9 MW	100%
Francisco Gros SHP (Santa Fé Energia S.A.)	29 MW	100%
Fruteiras SHP (Filial Statkraft Energias Renováveis S.A.)	8,74 MW	100%
Jucu SHP (Filial Statkraft Energias Renováveis S.A.)	4,84 MW	100%
São João SHP (Filial Statkraft Energias Renováveis S.A.)	25 MW	100%
Alegre SHP (Filial Statkraft Energias Renováveis S.A.)	2,06 MW	100%
Viçosa SHP (Filial Statkraft Energias Renováveis S.A.)	4,5 MW	100%
Rio Bonito SHP (Filial Statkraft Energias Renováveis S.A.)	22,5 MW	100%
Suíça HPP (Filial Statkraft Energias Renováveis S.A.)	35,34 MW	100%
Santa Rosa II SHP (Santa Rosa S.A.)	30 MW	100%
Victor Baptista Adami SHP (Passos Maia Energética S.A.)	25 MW	50%
Santa Laura SHP (Santa Laura S.A.)	15 MW	100%
Moinho SHP (Moinho S.A.)	13,7 MW	100%
Esmeralda SHP (Esmeralda S.A.)	22,2 MW	100%
Monjolinho SHP (Filial Statkraft Energias Renováveis S.A.)	74 MW	100%
Dona Francisca HPP (Dona Francisca Energética S.A. e Companhia Estadual de Geração Elétrica)	125 MW	1,803%
Rio das Antas Power Complex (Monte Claro, Castro Alves e 14 de Julho, usinas da Companhia Energética Rio das Antas - CERAN)	360 MW	5%

# GENERATION

## GRI 2-6

With its actions guided by ethics and transparency, Statkraft is the first power generator to offer traceable renewable energy. With the International Renewable Energy Certificate (I-REC), the Company ensures the origin of the energy and sustainability of its operation, respecting the rules and procedures of the International REC Standard, which is a global system for tracking renewable energy attributes.

Statkraft Energias Renováveis S.A. is a holding of Special Purpose Companies (SPCs) that has an energy matrix with an installed capacity in operation of 477.81 MW, totaling 23 assets in operation.

In December 2022, the Ventos de Santa Eugênia Wind Complex, in Bahia, under construction since January 2021, went into partial operation with the start of operation of the Oslo II wind farm, adding 28.50 MW of installed capacity to the Company's generation. At the end of the construction work, the project will gradually add 518.7 MW of installed capacity until 2023.

In the same state of Brasil, Statkraft Brasil is also counting on the construction of the Morro do Cruzeiro Wind Complex, composed by the Morro do Cruzeiro I and Morro do Cruzeiro II wind farms, which will add another 79.8 MW to the installed capacity of energy generation when they start operating, which is scheduled for February 2024, thus adding more than 1 GW of installed capacity.

## TRADING

### GRI 2-6

Also known as a major player in the renewable energy trading industry, Statkraft Global has two trading companies in Brasil, Statkraft Energia do Brasil ("SKEB"), which is 100% controlled by the Group, and Statkraft Comercialização de Energia ("SKER COM"), which is 100% controlled by Statkraft Energias Renováveis S.A. ("SKER").

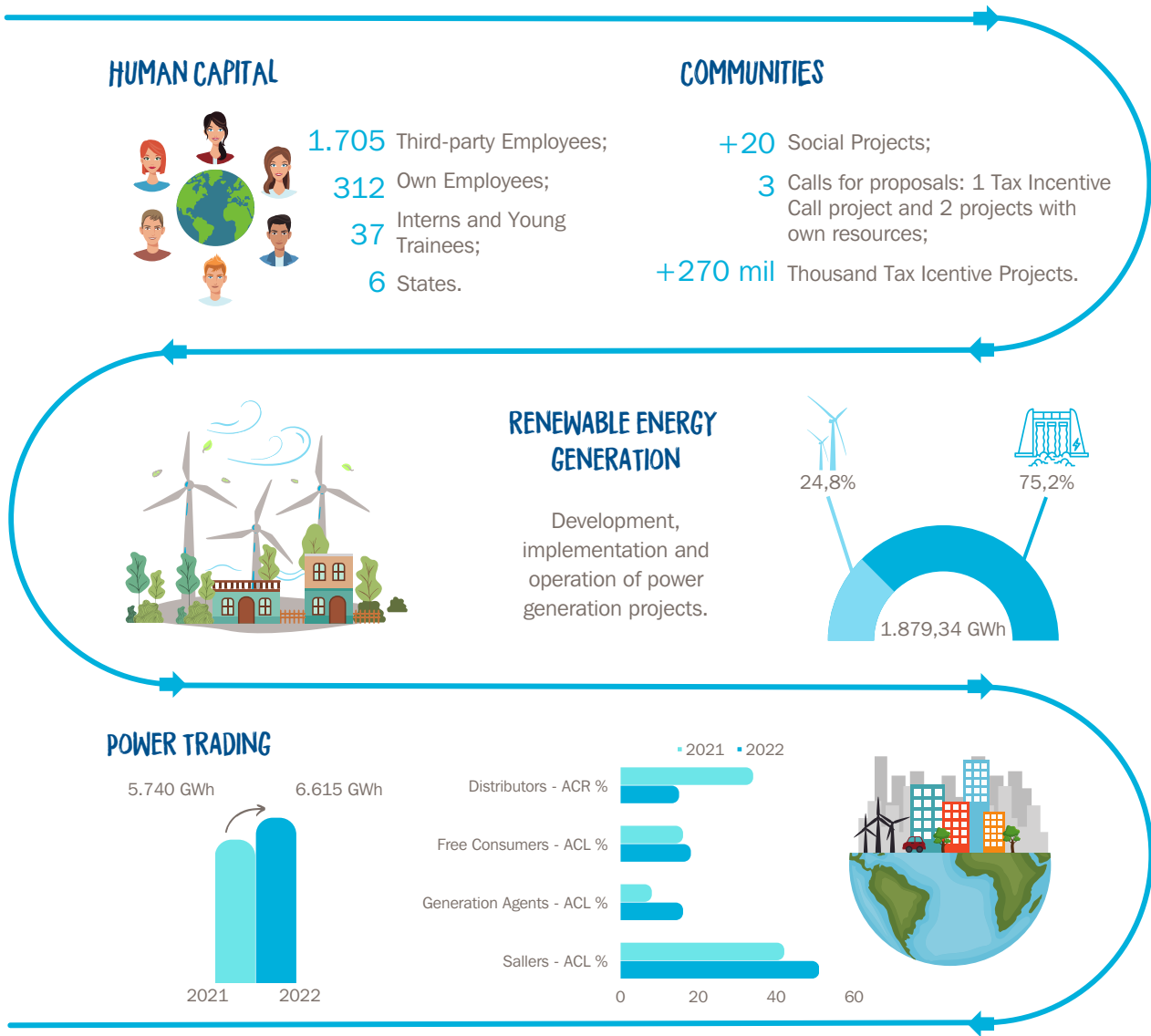
SKER COM was created with the purpose of facilitating and assisting in the management of the portfolio of current and future projects in the pipeline, representing them in the market, performing hedges, and optimizing results.



# HOW WE ADD VALUE

GRI 2-6

Statkraft Brasil operates in a large part of the power sector chain, through its human capital, generation and trading of energy, contributing to the socioeconomic development of the communities surrounding its projects.



# OUR IDENTITY

GRI 2-6

## VISION

“Renew the way the world is powered”

## VALUES:

### WE ACT RESPONSIBLY

Through caring and empowering.

We are considerate, always aware of how our work will impact our colleagues, customers, society and the environment.

### WE GROW TOGETHER

Through our team spirit learning from successes and failures.

We're one Statkraft, always. We bring our expertise, recognize the value of diversity and learn from every situation.

### WE MAKE AN IMPACT

Through our innovative look to find the best paths towards development and adding value.

We take on the challenge, focus on what matters and deliver smart solutions that drive positive change.

## PRINCIPLES:

**"WITH THE MISSION OF RENEWING THE ENERGY THAT DRIVES THE WORLD, STATKRAFT BRASIL'S ACTIONS ARE GUIDED BY THE FOLLOWING PRINCIPLES":**



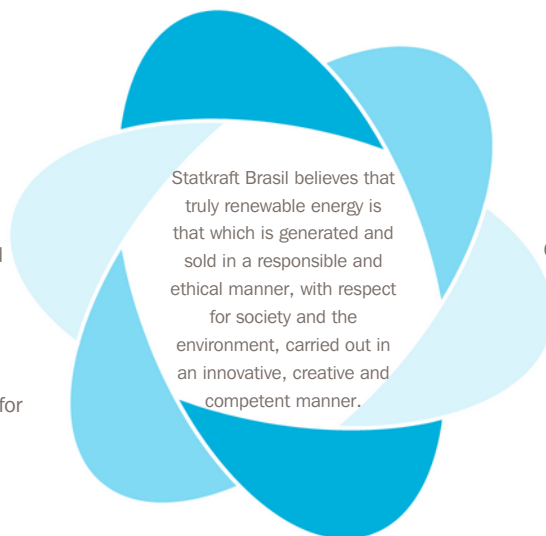
Respect for people.



Acting responsibly and ethically.



Respect and concern for the environment and future generations.



Statkraft Brasil believes that truly renewable energy is that which is generated and sold in a responsible and ethical manner, with respect for society and the environment, carried out in an innovative, creative and competent manner.

Open and transparent communication.



Constant development of our professionals.



Celebration of our achievements.



## OUR VALUES

WE ACT  
RESPONSIBLY





# WE ACT RESPONSIBLY



Understanding its responsibility regarding the possible impacts of its business on the environment and society, the Company acts with the objective of going beyond the generation of energy. Therefore, the company's actions also aim to promote the well-being of people and protect the environment around its assets.

Therefore, this chapter will address Statkraft Brasil's responsibilities to its employees, customers, surrounding communities, and other stakeholders related to its business. As well as the operational performance and results achieved throughout the year 2022.

## STRUCTURE AND GOVERNANCE

GRI 2-9, 3-3

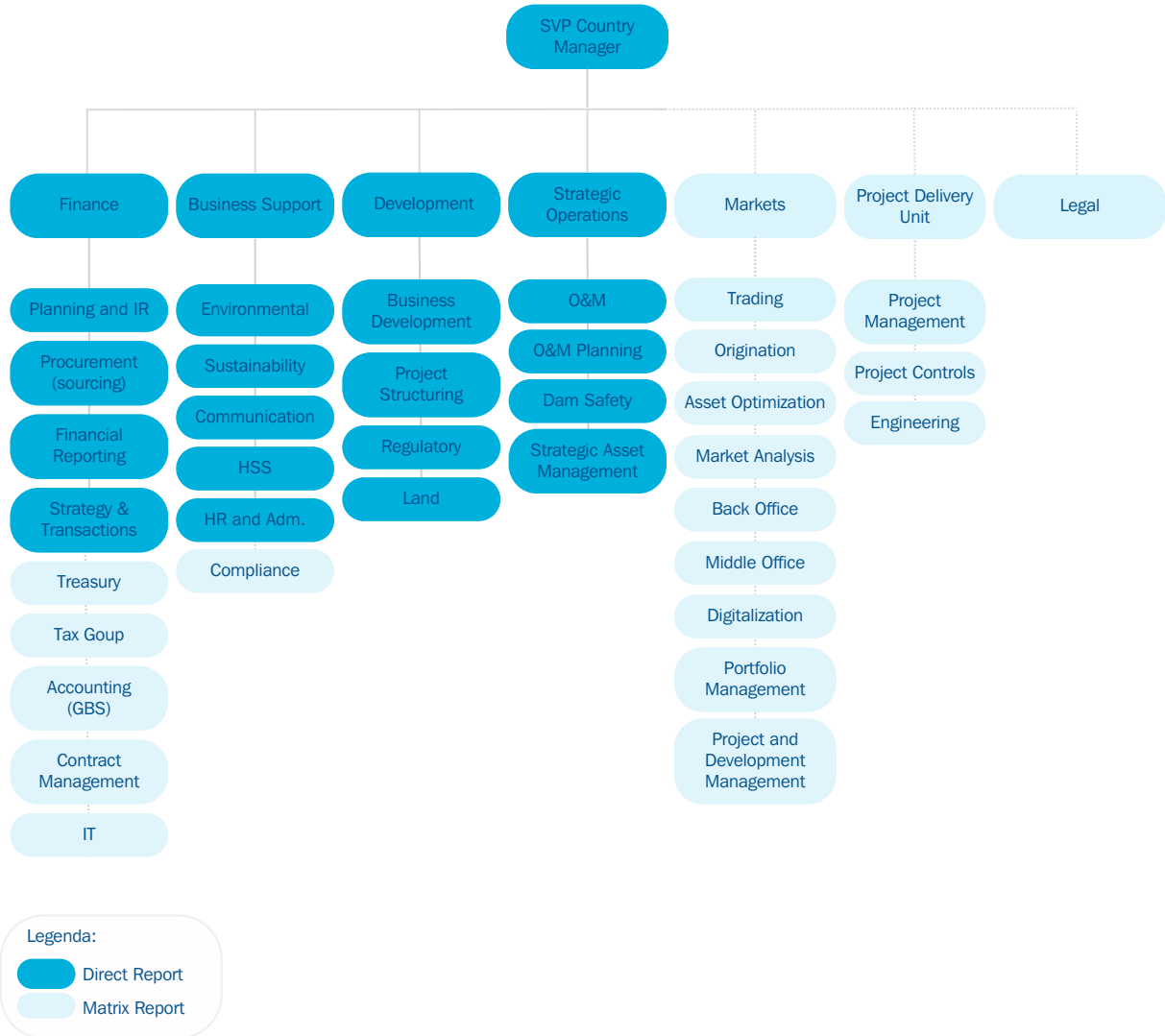
Aware that its organizational structure is fundamental to the development and results of the business, Statkraft Brasil structured its areas and guidelines in order to ensure that governance processes are increasingly assertive and allow the growth and development of its business with responsibility.

In 2022, Statkraft AS conducted a restructuring process to improve synergies and prepare for future plans. Therefore, as of 2023, Statkraft Brasil starts being composed by six vice-presidencies and eight boards. Together, they ensure the activities of project development, construction, operation, and commercialization of renewable energy in Brasil, as well as the development of actions necessary for compliance with all the regulations and legislation applicable to the business.

The Organizational Chart (2021/2022) below shows how each of the areas are arranged in the company.

# ORGANIZATIONAL STRUCTURE

GRI 2,17, 207-2



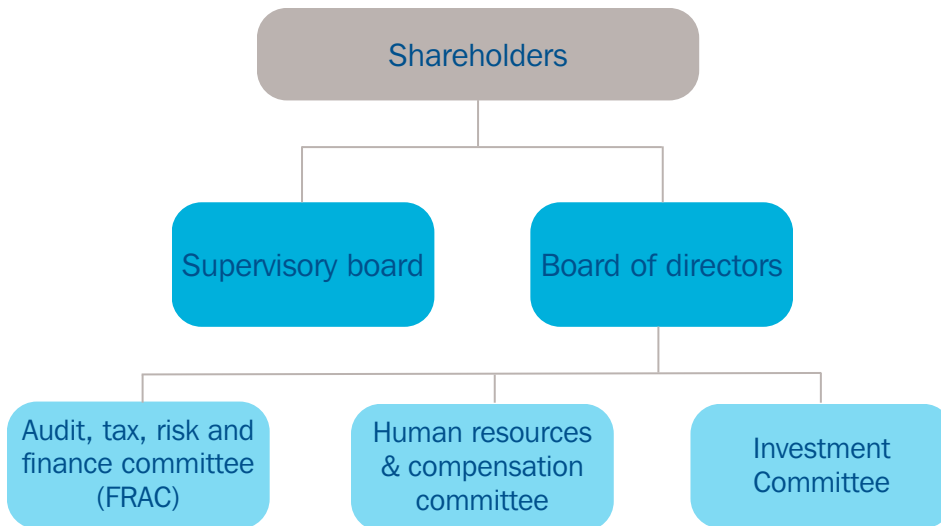
In addition, the Company also counts on the performance and support of the Board of Directors and the Fiscal Council at all levels. This is reflected in the management practices defined in its Bylaws, which have as their main highlights:

- The prohibition of vote registration for representatives of related parties in Board meetings or in Assemblies, whenever the deliberation involves a potential conflict of interest;
- Adoption of a permanent Fiscal Council;
- The capital stock is composed entirely of common shares;

- Financial statements audited by an external audit firm.

In accordance with the Shareholders' Agreement, the management advisory committees contribute to the performance of the Board of Directors, the highest governance body of the Company, in an efficient, accurate, and transparent manner. It is up to this Board to ensure compliance with the organization's purpose, as well as its values, policies and strategies previously established and aligned with the global guidelines of Statkraft's Headquarters in Norway.

As shown in the chart below:



The committees are responsible for providing a prior analysis of the relevant issues for deliberation by the Board of Directors. To this end, they meet periodically to discuss financial, strategic and operational issues raised by the Board of Directors, Executive Management or its members. These discussions result in formal recommendations to support the policy and strategy decisions of Statkraft Energias Renováveis S.A.

Understand the committees:

#### A) AUDIT, TAX, RISK AND FINANCE COMMITTEE

Evaluates and reviews the Company's financial reports, including Annual Financial Statements (IFRS), Quarterly Financial Statements (ITR), Interim Financial Statements and related documents, prior to their release. It also acts in the review of the annual budget, recommends the election, re-election or removal as well as the external auditor's fees and the services to be rendered. Reviews the annual plan and scope of the external and internal auditors; significant findings and recommendations made by the external auditors.

Reviews and recommends management's proposals, according to the rules of Statkraft Brasil's Bylaws, in the areas of CAPEX and OPEX; as well as financial transactions; and reviews and provides recommendations on other Company matters related to accounting, auditing, finance, tax, risk management, and internal controls that may be requested from time to time by the Board of Directors.

#### B) HUMAN RESOURCES & COMPENSATION COMMITTEE

It has the attribution to act in:

- I. The Company's Annual Human Resources Strategic Plan;
- II. Corporate Processes: People Review - annual report;
- III. Compensation strategies and policies: variable compensation and benefits system.

#### C) INVESTMENT COMMITTEE

Has the proper competencies:

- I. Annually review the pipeline of projects and development plans;
- II. Evaluate new projects under greenfield development, moving towards investment decisions: major investment decision (Decision Gate 2) and final investment decision (Decision Gate 3);
- III. Evaluate new investment opportunities in mergers and acquisitions moving towards investment decisions. (Decision Gate B).

Thus, the Company's management in Brasil is established, as mentioned in the table Members, Management and Boards in the Attachments chapter of this report.

# STAKEHOLDERS

GRI 2-29

The following are the main stakeholders related to Statkraft Brasil:

Stakeholders	Details	Communication Channels
<b>Shareholders and Investors</b>	<p>All enterprises controlled by Statkraft Brasil.</p> <p><b>Highlight for enterprises with installed capacity greater than 30 MW:</b></p> <p>Monjolinho HPP; Suiça HPP; Barra dos Coqueiros Wind Farm; Brotas de Macaúbas Wind Complex; Ventos de Santa Eugênia Wind Complex; Morro dos Cruzeiros Wind Complex.</p>	<p>Shareholders' Meetings and issuance of periodic reports.</p> <p>* Statkraft Energias Renováveis S.A.'s periodic reports include the disclosure of (Press Releases and ITR.)</p>
<b>Customers</b>	<p><b>The Company has energy sales contracts with 25 distributors, via CCEE, besides CCEE itself through the Reserve Energy contracts. Number of contracts with distributors for assets with installed capacity greater than 30 MW:</b></p> <p>Monjolinho HPP - 24 distributors; Suiça HPP - 1 CCEE; Barra dos Coqueiros Wind Farm; Brotas de Macaúbas Wind Complex - 1 CCEE; Ventos de Santa Eugênia Wind Complex - 9 distributors; Morro dos Cruzeiros Wind Complex- 5 distributors;</p>	<p>E-mail, letters, and telephone.</p>
<b>Suppliers</b>	<p><b>The company has 2,500 active suppliers, about 60% in Services and 40% in Materials. Number of suppliers by assets with installed capacity greater than 30MW:</b></p> <p>Monjolinho HPP - 101 suppliers; Suiça HPP - 81 suppliers; Barra dos Coqueiros Wind Farm - 146 suppliers; Brotas de Macaúbas Wind Complex - 310 suppliers; Ventos de Santa Eugenia Wind Complex - 30 suppliers; Morro dos Cruzeiros Wind Complex - 10 suppliers;</p>	<p>Meetings, gatherings, dialogue and engagement platforms.</p> <p>Channels used:</p> <ul style="list-style-type: none"> <li>- Electronic Mail</li> <li>- Telephone</li> <li>- Videoconferences</li> <li>- In-Person Meetings</li> </ul>
<b>Collaborators and interns</b>	<p><b>Statkraft has '312' employees, of which '34' are interns. Number of employees and trainees by assets with installed capacity greater than 30MW:</b></p> <p>Monjolinho HPP - 5 employees; Suiça HPP - 7 employees; Barra dos Coqueiros Wind Farm - 10 employees; Brotas de Macaúbas Wind Complex - 16 employees; Ventos de Santa Eugenia Wind Complex - 20 employees; Morro dos Cruzeiros Wind Complex - 4 employees;</p>	<p>E-mail, letters, videoconferences, in-person meetings, and telephone.</p>
<b>Public Agencies and Programs</b>	<p>National Electrical Energy Agency (Aneel), National Electric System Operator (ONS), Chamber for the Commercialization of Electrical Energy (CCEE), Environmental Agencies, and Municipal Environmental Secretariats.</p>	<p>Letters, e-mail, telephone, and meetings: face-to-face, audio-conferencing, or videoconferencing.</p>
<b>Social and non-governmental organizations (NGOs and communities)</b>	<p>Community Associations, NGOs, Universities and Local Entities</p>	<p>Contact us at 0800 877 7100 and e-mail: <a href="mailto:socioambiental@statkraft.com">socioambiental@statkraft.com</a>, available on the company's website and in newsletters distributed in the communities.</p>

## RELATIONSHIP WITH ASSOCIATIONS AND GOVERNMENTAL AGENCIES

GRI 2-2, 2-28



Statkraft Brasil takes seriously its responsibility and representativeness in the Brazilian electricity sector. For this reason, it acts in an ethical manner, valuing its contribution to the collective and strategic development of the sector, whether with the representative associations or the government.

In 2022, the Company remained a member of the Board of Directors of the Brazilian Clean Energy Association (ABRAGEL) as well as participating in projects and technical work groups with the association itself, besides the Brazilian Association of Independent Producers (APINE), Brazilian Wind Energy Association (ABEEólica), Brazilian Photovoltaic Solar Energy Association (ABSOLAR), Brazilian Association of Energy Sellers (ABRACEEL) and Brazilian Hydrogen Association (ABH2).

Regarding Public Bodies, such as the National Agency for Electrical Energy (ANEEL), Energy Research Company (EPE), Ministry of Mines and Energy (MME), National Electric System Operator (ONS), Chamber for the Commercialization of Electrical Energy (CCEE), other various Environmental Bodies and competent authorities, the interaction occurs following the standards and rules established by the Company's internal Code of Ethics and Compliance. That is, in a transparent manner, previously authorized, documented and assisted by more than one representative of the Company or together with associations related to the sector.

In addition, and as a representative of organized civil society, Statkraft Brasil also participates in public hearings, consultations and other public events that serve the purpose of contributing to transparency, community relations, as well as assisting in the analysis and decision-making processes of regulatory bodies and updating the norms and legislation applicable to the sector.

Among others, the purpose of all these interactions is to contribute to the improvement of regulatory frameworks, to generate value for the Company and the Brazilian energy sector. The focus of these actions is always on sustainability, ethics, and socio-environmental responsibility.

## ETHICS & COMPLIANCE

GRI 3-3, 2,26, 2-27

The guidance and best practices of conduct adopted by Statkraft Brasil follow the Company's values and governance principles and ensure the legal compliance of its actions in order to guarantee the precepts of integrity in everything it does. For this reason, the Company has a sector responsible for developing and implementing a solid integrity program that complies with the Code of Conduct, duly approved by the Board of Directors, internal policies and procedures focused on:

- Dissemination of the culture of ethics and compliance practices through communication plans, activities and training;
- Leadership by example ("tone from the top").

A care that involves conducting a recurring compliance risk assessment, monitoring, and due diligence of third parties. To this end, the code of conduct and procedures are applicable to all group companies and their employees, regardless of position, function or location.

These, in turn, are disseminated in annual training sessions that revisit the eight main themes: anti-corruption; gifts and hospitality; public entities, employees and other stakeholders; conflict of interest; fair competition; commercial partner and integrity due diligence; fraud; confidentiality and guidelines and complaints

These rules and procedures are available for everyone to access on the Statkraft website ([www.statkraft.com.br](http://www.statkraft.com.br)), thus complying with the principles of transparency and corporate good practices.

In addition, Statkraft has a Grievance Channel available 24 hours a day so that employees and third parties can report, anonymously or not, their suspicions or knowledge of any irregularities to the Company's internal rules and the Legislation. All reports received through the channel are evaluated by an independent corporate audit and reported directly to the Company's Board of Directors in Norway.

The information received in this channel is treated confidentially and in a secure environment, protecting the whistleblower from any retaliation and giving him or her feedback as to the conclusion of the reported suspicion. This is a process of receipt, investigation, and eventual confirmation of the complaint that follows the procedural rites established by the Policy, as well as the actions and responsibilities of the Ethics and Compliance Committee.

Upon receipt of the complaint, the necessary actions are taken and directed by a Corporate Audit team that is trained to act ethically and responsibly in handling the complaint.



### REPORTING CHANNEL



(https://statkraft.whistleblowernet  
work.net/frontpage)



Compliance e-mail:  
([compliancebrasil@statkraft.com](mailto:compliancebrasil@statkraft.com))



Free Channel For Reports  
0800-887-0132  
For information 0800-877-7100

Toll Free Channel for Reports

Aiming for even greater integrity in its actions, the Company's Compliance area had its reporting changed in 2022. Previously, complaints and information were passed on to the Human Resources team, but now the sector reports directly to Corporate Compliance, an independent area that reports directly to the Board of Directors, in Norway.

The Company also has an Ethics and Compliance Committee that provides support for decision-making and case resolution, respecting the applicable legislation as set forth in the Code of Conduct and in the Policy on disciplinary measures that guides and defines the sanctions according to the degree and recurrence of the fault. Thus, providing due transparency to all employees regarding the penalties applicable in the case of violations and irregularities committed.

## HUMAN RIGHTS

GRI 2-23, 2-24, 414-1

These measures also guide decision-making at Statkraft, as well as its internal rules. Thus, when any risk or irregularity is found, the Ethics and Compliance Committee is convened for due diligence and decision-making, respecting the applicable legislation, the provisions of the Code of Conduct, the internal policies of the company and the Policy on disciplinary measures.

It is also worth mentioning that the Company's leaders are trained to receive and orient employees and third-party subordinates, as to the rules and procedures, so that they feel comfortable reporting any irregularity.

In addition, Statkraft Brasil invests in specific training, such as the annual Values Workshop, which is held periodically in order to continuously foster the culture among all employees. The goal is to create an environment in which everyone feels at ease to seek support, advice and to make denunciations whenever they suspect or have knowledge of an irregularity.

In 2022, this was also reinforced by awareness-raising campaigns about ethics and compliance issues, such as the Compliance Quiz TBTs (throwback Thursday). Held with the collaborators, they involved the elaboration of six questions about the Company's Code of Ethics that reinforce the importance of the collaborators' reporting. The results of the questions and the monthly percentage of correct answers were shared with everyone in the company.

It is important to note that Statkraft Brasil also has mandatory ethics and integrity clauses in its contracts, which may be triggered if the business partner is involved in an irregularity with the applicable legislation and the Supplier Code of Conduct. These contractual terms are revised in accordance with the risk assessment carried out by the Compliance area and reflect the guidelines of the Code of Conduct, in compliance with the themes of anti-corruption, fraud, conflict of interest, respect for applicable laws, necessary audits, non-discrimination and human rights.

Statkraft Brasil has business relationships that involve numerous stakeholders and understands the importance of identifying possible positive and negative impacts of its actions. As such, it is committed to the Declaration of Human Rights, the Declaration of Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights, the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises and the International Finance Corporation (IFC) Performance Standards.

“As a responsible company focused on social and sustainable culture, our main goal is to create value for our customers while caring for people and the environment. Our commitment to caring for people is strongly linked to the respect and promotion of human rights.”

The Company's and the Supplier's Codes of Conduct bring standards of action reflected in their commitment to human rights. Also considered are the normative references for responsible action in accordance with the relevant international conventions and guidelines, defined by international organizations such as the International Labor Organization, for example.

Therefore, the Company adopts measures with the intention of not only mitigating, but also preventing possible violations and ensuring the rights of all the actors involved in its business. Whether in cases where it may be the direct cause or may act in a manner that contributes unintentionally.

The internal evaluation process of risks and aspects in human rights aims to identify, prevent and mitigate the potential negative impacts on this theme, as well as its potential to implement actions in order to foster participative and constructive discussions with stakeholders. Always following the Guiding Principles on Business and Human Rights of the United Nations (UN).



As part of this process, at the corporate level, a human rights impact assessment was conducted at the global level in 2020. This work identified four key human rights areas where the Company's efforts are concentrated:

1. Community relations and social license, including the rights of indigenous peoples and minorities;
2. Employee health, safety and security, including privacy;
3. Workplace health and safety conditions;
4. Decent labor practices in our supply chain.

These topics are essential to Statkraft's business and remain priorities for the year 2023. To this end, it is possible to verify the development of various initiatives within these four areas, such as:

- **Ventos de Santa Eugenia Wind Complex:** An Information Center was created to receive questions, suggestions and official information related to the construction site. All complaints received through official channels are analyzed and addressed, establishing a feedback mechanism for people who requested information;
- **Corporate:** A flow of responsibility is being structured to guarantee human rights issues, with emphasis on synergies between functions and areas acting preventively.

Also seeking to ensure and foster respect for human rights, Statkraft has a third-party management document evaluation process that monitors outsourced companies that provide the allocated workforce, regarding labor and occupational health and safety aspects. Thus, a specialized company was hired to centralize the receipt and analysis of documentation from outsourced companies, providing periodic reports that identify non-conformities, which enables the proposition and execution of corrective measures that may be necessary.

Continuing with its actions to ensure respect and promotion of human rights in the spheres in which it has influence, Statkraft Brasil worked with suppliers for the construction of Morro do Cruzeiro Wind Complex, encouraging a Voluntary Commitment for Diversity and



Inclusion in the hiring of local labor, whereby these suppliers commit to promoting diversity, gender equity and inclusion in jobs promoted by the services to be provided to Statkraft.

This commitment is made considering the characteristics of the site, the safety of the people and the area of operation, respecting the particularities of each case and the supplier's autonomy in hiring labor.

Besides these initiatives, the following are among the priorities for 2023:

- Establish a human rights action plan to address the challenges identified, including awareness raising and internal training on human rights at Statkraft to continue the process already started in the second half of 2022;
- Complete a pilot study on living wage, providing input for the direction of actions related to decent pay in the Company's assets;
- Improve internal workflows to strengthen human rights due diligence processes.

## OCCUPATIONAL HEALTH & SAFETY

GRI 3-3, 403-1, 403-2, 403-3, 403-7, 403-8, 403-9, 403-10

Based on its values and organizational culture, a non-negotiable value of the Company is Occupational Health and Safety of its employees and third parties. A Statkraft Brasil culture of caring for people in order to prevent harm and provide a systemic way of working to manage and mitigate risks. The goal is to ensure that activities are conducted safely, allowing everyone to return home in good health after work.

To strengthen and root this culture in the day-to-day operations of the Company, whether in its offices or on its assets, all employees and partners are trained in Occupational Health and Safety training relevant to their activities. Additionally, safety integrations are carried out, which include basic guidance related to the assets where each employee will work and the trigger flows and actions in case of emergencies.

Statkraft also has its own "Rules that Save" policy. A list of instructions and policies for each type of activity that have specific training on a virtual platform (Motimate), available to all employees and third parties. These rules include:

- Basic Rules
- Energized Systems
- Vehicles driving
- Heavy Mobile Equipment
- Working at heights
- Ground Works
- Hanging operations
- Confined Spaces

These rules are regularly reinforced in the day-to-day lives of employees and third parties with the distribution of leaflets containing instructions, aiming at the prevention of accidents.

As a complement to this policy and aiming at the protection and safety of all, in 2022 the Company also carried out a specific Campaign on Stop Work. The idea was to promote the delegation of authority so that anyone can stop unsafe work, symbolized by the distribution of authority cards signed by the company's CEO.

Although Statkraft Brasil is not legally required to have an Internal Commission for Accident Prevention (CIPA) in its plants, the O&M management implemented, also in 2022, a group composed of employees from all regions of the plants in operation.

For contractors that need to establish CIPAs, these working groups are monitored on a recurring basis.

Occupational Health and Safety (OHS) Indicators	Statkraft Brasil	
	2022	2021
Total company's FR index (frequency rate) in the period, for employees	0	3,37
SR index (severity rate) in the period, for employees	0	N/I
Total company FR index (frequency rate) in the period, for outsourced/ contracted employees	3,23	2,78
SR index (severity rate) in the period, for contractors	N/I	N/I
Company's FR index (frequency rate) in the period, for the workforce (own + third party)	2,74	2,88
SR index (severity rate) in the period, for the workforce (own + third parties)	N/I	N/I
Deaths - own employees	0	0
Deaths - third-party employees	0	0

Until the year 2022, there was no monitoring of the number of lost days caused by accidents for contractors and, therefore, the severity rate could not be calculated. However, for 2023, the days of absence for both contractors and Statkraft will be recorded in an internal system, which will allow for reporting and management.

## CULTURE OF INTEGRITY ANTI-CORRUPTION

GRI 2-15, 205-1, 205-2, 205-3

Pursuing the same understanding of its responsibility and social relevance as sustainability, Statkraft does not admit any form of corruption and, under no circumstances, does business with this commitment, regardless of commercial objectives. Therefore, risk assessment and reputational evaluation ("IDD"), established by the Compliance team, are also part of the Company's governance routine.

The goal is to certify that the Company's operations and the companies related to them do not present risks of corruption or other behaviors contrary to its internal policies. These issues are constantly monitored in order to ensure that commercial relationships are maintained with integrity in every new project or operation that obligatorily undergoes a risk assessment by the Compliance area.

The Integrity Due Diligence (IDDs) can include up to three levels of analysis and validation, depending on the types of risks identified. Both must comply with the first rule of the Statkraft Business Ethics Guide, which transparently sets out all the Company's anti-corruption standards.

This is an express statement by Statkraft, represented by the members of its Board of Directors, of non-tolerance, regardless of the type or possible justification for such action.

Employees are also properly trained and communicated with regard to the anti-corruption topic that is addressed at events, meetings and in the Company's Code of Conduct. Thus, in 2022, specific training was conducted for the entire Company regarding the Brazilian Anticorruption Law (Law No. 12,846/2013), in addition to anti-corruption campaigns and constant dissemination about the reporting channel for complaints.

This theme is further consolidated in monthly quizzes that are sent to all employees so that they can exercise their knowledge of the company's rules, among them the anti-corruption one. The company also encourages and values tone from the top, to ensure that leaders set a good example in their attitudes and decisions, maintaining close and recurrent communication with their teams and third parties on the anti-corruption theme.

It is also worth noting that in the year 2022 no case of corruption was identified at Statkraft Brasil.

## PRIVACY AND PERSONAL DATA PROTECTION

GRI 2-25, 418-1

Another care and commitment that is part of the corporate culture of Statkraft Brasil is the respect and protection of the privacy of personal data of its employees, partners, suppliers and customers. Therefore, the Company has strict policies compatible with the best market practices and that meet the General Law of Data Protection - LGPD (Lei Federal n°. 13.709/2018).

These are daily practices that ensure greater safety for all parties involved in the company's activities, and their efficiency is proven by the fact that no occurrence was recorded in 2022. There were also no complaints to the sector's regulatory agencies regarding the topic.



## CONFLICTS OF INTEREST

GRI 2-24, 205-2

It is also part of Statkraft Brasil's Code of Conduct, in rule number 4 of the Business Ethics Guide and in the Disciplinary Measures Policy, to deal with Conflict of Interest. The focus is to avoid and/or mitigate any conflict that may be presented by any activity of its business.

Thus, every employee has the duty to report suspicion or identification of a conflict of interest in their developed and related activities. It is also up to them to inform their superiors whenever their private interest conflicts with what has been agreed with the Company. On the other hand, it is the leaders' responsibility to report such a fact, in a specific declaration, to the Compliance area, so that the measures may be immediately taken by the Company.

The topic is handled with employees from the moment they are hired, when they undergo a prior evaluation on conflict of interest, so that mitigation measures can be taken when appropriate. Internal campaigns and training are also carried out periodically, about what may or may not represent a potential, real or apparent conflict of interest, besides the duty of each one to report when identified and how to do it.

### CODES, RULES AND REGULATIONS

- Code of Conduct:  
<https://www.statkraft.com.br/link/2cd4bbe0bca44c18abd12ae432577ab4.aspx?epslanguage=pt-BR>
- 8 Rules of Business Ethics (including anti-corruption):  
<https://www.statkraft.com.br/link/e86608d0b79c4fc386ad039244f71b5b.aspx>
- Internal Regulations of the Ethics and Compliance Committee:  
Documento interno disponível na intranet página de Ética e Compliance
- Code of Conduct for Supplier:  
<https://www.statkraft.com.br/link/eb01cf8af405449f9a37b0d590a92d16.aspx>
- Policy for Interaction with Public Officials:  
Documento interno disponível na intranet página de Ética e Compliance

## POLICY COMMITMENTS

GRI 2-23



Statkraft Brasil is supported and guided by several codes and internal policies that must be followed by all its employees and third parties to ensure compliance with all these commitments and responsibilities. Among them, the Policy on Disciplinary Measures which guides and defines the sanctions according to the level and recurrence of the fault and allows total transparency and standardization in the applicability of the appropriate measures to all employees in cases of violations and irregularities incurred.

Regarding this, in 2022, a Compliance topic was included in the recruitment and selection policy which refers to the mandatory background check for manager positions and above. In the same period, the Compliance sector did not present the development and approval of new policies or updates to existing ones already practiced by the company.

Specific training sessions on the Brazilian Anti-Corruption Law and on moral harassment were also held for all of the Company's employees. Internal communication actions reinforce the necessary caution regarding concerns, risks and postures, especially considering that

between the months of September and October 2022 the country was going through the election period.

In addition, the Company promoted on-site activities in the two projects under construction in Bahia (Morro do Cruzeiro Wind Complex - MDC and Ventos de Santa Eugênia - VSE) to launch the campaign "Do the Right Thing" which seeks to promote ethics in day-to-day work. The goal was to emphasize the message of integrity in business to employees and partners who work on the projects.

An alignment to ethical standards is applicable both to employees and to third parties, their contracts with the Company include clauses determining compliance with legislation and adherence to the Company's Supplier Code of Conduct.

## RISK MANAGEMENT

GRI 2-18, 3-3

Risk management is treated as a priority at Statkraft, so its commitment is to ensure efficient management in order to map, prevent, monitor, and act constantly, both in assets already in operation and on projects under development.

The commitments already detailed in this document are in accordance with the company's concern about risk management in business, mainly because they are related to a sector that is constantly evolving and has potential growth in Brasil. Therefore, Risk Management must ensure that the business has adequate levels of profitability and sustainability, incurring the lowest possible risk.

For Statkraft Brasil, this task is intrinsic to its activities in all its areas of operation, and its actions are aligned with the fulfillment of its values and guidelines, in accordance with Ethics and Corporate Responsibility.

Thus, Risk Management is ensured by internal audit and internal control activities by the Compliance, Finance & Controllershship (F&C) and Investment Review Unit (IRU).

Due to the scope and growth of Statkraft Brasil's business, this work also involves the Board of Directors, which plays a key role in ensuring efficient risk management, being responsible for:

- Identify and annually review the Group's most important risk areas;
- Ensure the implementation of systems and monitoring of internal procedures with the processing of reports to be submitted to the board by the Chairman of the Board of Directors and the Group's internal audit area;
- Ensure that risk management and internal controls are integrated into the strategy and business plans;
- Establish instructions and guidelines for the management of risks and internal controls through appropriate control processes and functions;
- Ensure proper documentation and monitoring of risks and internal control mechanisms.

The company has developed a specific methodology that comprises risk analysis and management, following the "Risk Control Manual". It also carries out internal and external audits and relies on a highly efficient management tool, the Integrated Management System - IMS, which allows access to and control of documents that enable the prevention of errors and failures.

In particular, this methodology contributes to the continuous improvement of environmental and occupational health and safety processes. It ensures compliance with legal requirements and operational efficiency, fundamental to achieving the goals set by Statkraft Brasil, by creating value and managing the associated risks. Its main objectives are:

- Maintain the control standard of the plants in operation;
- Greater control of compliance with Statkraft's internal Health, Safety and Environment policy;
- Systematization of current procedures and control;
- Guarantee compliance with the current requirements in force;
- Ensure that the processes in progress are aligned with world standard norms;
- Internationalization of the procedures adopted in Statkraft Brasil.

Also, part of risk management and control is the evaluation and care given to suppliers who participate in competitive bidding processes. When classified as high-risk, this supplier fills out the self-declaration questionnaire, and is blocked if any answer is not in accordance with the Company's internal principles and requirements.

It is also worth noting that when a new product is designed by the commercial area, a process is created by the Middle Office team. The purpose is to identify, evaluate, and mitigate the risks involved in order to include it in the portfolio of products to be commercialized by Statkraft in Brasil.

## CORPORATE AUDIT

GRI 2-12

For this, all responsible areas act in line with "The Stakraft Way", which is the internal way of doing business in a fair and transparent way, aiming to ensure a common and sufficient understanding of all compliance and financial risks, such as market, credit, liquidity and operational risks.

After a multidisciplinary analysis, the Middle Office aggregates the inputs, synthesizes the major risks of the new product, and creates a methodology for risk assessment of the new product.

The areas of Commercial, Risk, Back Office, Legal, Regulatory, Accounting, Market Analysis, Business Development and Compliance participate on this discussion.

Another aspect to be considered in risk management are fines, sanctions, or liabilities that may occur, such as labor, civil, tax, environmental, and/or others that may involve lawsuits or legal settlements. Those that are provisioned represent what the company expects to disburse as a result of the lawsuits, following the risk assessment of the specialized law firms that conduct the proceedings.

In addition to these actions and policies, the Statkraft Group has an independent Corporate Audit function that assists the Board of Directors and the Company's management in assessing, managing and controlling risks. As part of this context, Statkraft Brasil participates as a Group component in the International (IN) segment, which consists of renewable energy generation outside Western Europe.

The function of this audit is to protect and ensure compliance with Statkraft's values and principles by providing advice, guarantees and recommendations based on governance, risk management, and internal control guidelines. Therefore, it is responsible for independent reporting on matters relating to possible ethical or legal violations as well as, if necessary, investigative processes.

In order to do this, the process involves performing annual internal audits according to the annual rolling plan and International Internal Audit Standards (IIA) to prepare annual reports that are submitted to the Global Group's Board of Directors. A semi-annual report is also developed and submitted to the Audit Committee, a group that meets without a management representative in order to ensure the suitability of the process.



## RISK ANALYSIS AND MANAGEMENT METHODOLOGY

GRI 2-12, 2-13, 2-25, 203-2

Considering all the information above, it is clear that risk analysis and risk management is an extremely important strategic issue for Statkraft. For this reason, the company has incorporated into its governance process a system, based on ISO 30001 for ERM, that allows directors and senior management to consider the correct identification of hazards and opportunities of the actions taken.

A fundamental process to determine the strategic direction and positioning of its actions that can directly interfere in its ability to achieve the planned results. This involves identifying and evaluating threats and opportunities on a macro scale of the actions of each Statkraft Brasil board of directors.

For this purpose, a Workshop is held annually with the Company's senior management that allows for the evaluation and consolidation of the risk actions and value generation, as well as the recurrent updating of the mapped actions.

At the same time, the organizational structure of the Trader applies the energy commercialization risk management model that follows the "Risk Control Manual". A document prepared internally by Statkraft's Risk Management team that establishes risk methodologies to measure market, credit and liquidity risks.

Such points are properly identified by each of the areas and listed in a Risk Register and Value Creation system that are referenced, classified by the probability of impact and prioritized depending on their relevance before and after the implementation of mitigation actions according to:

- a) Strategic actions of the company, prioritized annually;
- b) Risk assessment of the previous year;
- c) Observations of risks and opportunities registered in the occurrence system;
- d) Operational assets condition analysis for the Operation and Maintenance (O&M) area risks.

After this process of identifying risks and their respective impacts on the business, community and environment, these risks are managed in order to allow compliance with all legal requirements, as well as the values and principles of Statkraft. In this sense, the delegation of responsibilities follows the Company's organizational chart, already presented in the item "Structure and Governance" of this report, thus allowing senior management to delegate responsibilities to leaders and their areas in order to ensure the planning and execution of preventive actions and mitigation of the hazards identified.

The company includes each new sensitive point identified in the follow-up to monitor the treatment. Thus, making possible the correct addressing and management of impacts and consequent efficient management of the company.

## PROCESSES TO REPAIR NEGATIVE IMPACTS

GRI 2-25, 408-1, 409-1

After this process of mapping and identifying risks and impacts, they must be properly repaired or mitigated, in accordance with the values and purposes of Statkraft Brasil and in compliance with current legislation. Therefore, the Company's actions must follow its code of conduct, internal rules, and legislation.

A process guided by disciplinary measures, which guides and defines actions according to the level and recurrence of the impact, and is accompanied by the Ethics and Compliance Committee in diligence. In this way, it is possible to ensure transparency as to the taking of appropriate measures and in the case of violations and irregularities committed.

These are important issues in determining its strategic direction and ability to achieve the expected results through an integrated management system. A growing demand that is aligned with Statkraft's purpose and in synergy with the modernization of the electrical sector.



## OPERATIONAL RESULTS

GRI 2-6

The company prioritizes long-term relationships with its customers and works to find and offer customized solutions according to the needs of each one of them. Therefore, it counts on an integrated operation model that contemplates the activities developed by it, from the planning of the projects, their development, implementation, generation and commercialization of energy and maintenance of the assets in operation.

The goal is to keep its assets always operational and competitive in the power market, focusing on performance analysis and providing historical operational data and strategies for continuous improvement. Thus, Statkraft prioritizes its investments in asset optimization, based on the process of condition analysis and predictive maintenance, as well as risk analysis and value creation. Always focusing on maximum utilization and use of renewable energy resources, water and wind.

It is worthy of note that in 2022, after a pandemic scenario was stabilized and with abundant natural resources for power generation, the Company could seize the moment and the opportunities to leverage its production.

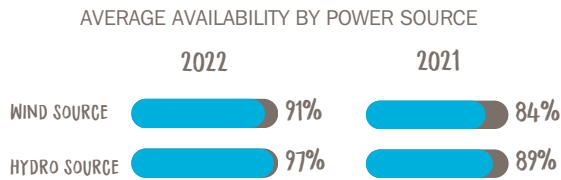


### NET POWER GENERATION

Power Source	2022		2021		2020	
	GWh	%	GWh	%	GWh	%
Wind	465,48	24,77%	399,06	28,60%	367,91	24,00%
Hydro	1.413,84	75,23%	994,68	71,40%	1.137,78	76,00%
<b>Total</b>	<b>1.879,32</b>	<b>100%</b>	<b>1.393,74</b>	<b>100%</b>	<b>1.505,69</b>	<b>100%</b>

In the countryside of Bahia, Statkraft powered in August 2022 the substation of the new Wind Complex Ventos de Santa Eugênia (located in the region of Ibipeba and Uibaí, Bahia), starting to count on the partial contribution of the 518.7 MW planned in its nominal capacity. As a result, the total energy production registered in 2022 was 1,879.34 GWh, of which 22.86 GWh originated from this new project.

**AVERAGE AVAILABILITY DETERMINED BY ENERGY SOURCE:**



Also contributed to this increase:

- Return of the commercial operation of São João SHP, after a recovery work in the tunnel that connects the reservoir to the powerhouse, and the modernization process in the automation systems of the generating units;
- Excellent performance of the Barra dos Coqueiros wind turbines;
- Return of the wind turbines at Brotas de Macaúbas after a period of corrective activities (replacement of large components);
- Implantation and operationalization of the "Center of Excellence in Performance" with the definition of strategic guidelines for optimization of asset performance.

In general, the result presented in 2022, for both sources, reached the global index of 95.38%. In the face of all the challenges throughout the period and even though it is only 0.44 percentage points below the annual target, this result is considered extremely satisfactory, showing Statkraft's ability for asset management.

## ENERGY TRADING

GRI 2-6, 2-29

The results enhance Statkraft's credibility on the international and national scene, where its operations are focused on the commercialization of renewable energy. Statkraft is prepared to serve various customer segments, whether industrial, service, commercial, national or multinational.

Through its commercial team, Statkraft Brasil negotiates its products in the free market by entering into short, medium and long-term Free Trade Agreement (FTA) contracts. It also offers products in the long-term Power Purchase Agreement (PPA) format, both for dollar and real operations and also offers self-production.

Thus, the Statkraft Group has a solid financial base that allows it to structure diversified operations for personalized, customized and intelligent energy products in the energy and generation market.

No Brasil, a empresa conta com uma carteira de clientes em plena expansão que consomem diversos produtos tanto na geração própria como de terceiros que são considerados e pautados pela ética, transparência e geração. O que levou a Companhia a se destacar em 2022 pela forte atuação em vendas para consumidores finais, marcando um significativo avanço de mais de 77,5% clientes finais ativos, frente a representatividade de aproximadamente 20% com relação ao ano anterior.

O atendimento ao seu diversificado portfólio de clientes, que atuam nos segmentos de siderurgia, alimentos e bebidas, automotivo, máquinas e equipamentos, água e saneamento, químico e petroquímico, agricultura, embalagens e plásticos, tecnologia, entre outros, proporcionou a Companhia obter ao longo de 2022 mais de 11.400 GWh de energia transacionada e a celebração de mais de 650 novos contratos de compra e venda de energia. Desses, se destaca:



### COMMUNICATION CHANNEL WITH CUSTOMERS

Service to Agents and Sales Companies

E-mail: mesa@statkraft.com

Telephone: (21)3873-7500

After Sales Service

E-mail: backofficebrasil@statkraft.com

Telephone: (48)3877-7100

Customer Service

E-mail: mesa@statkraft.com

Toll Free Channel for Reports

- Conventional power;
- Incentivized 0% and 50% discount in TUSD x Incentivized Non-Special 50% discount in TUSD;
- Submarkets: SE, S, NE and N;
- Certificates: I-RECs.

The company is the first power generator in Brazil to offer renewable, sustainable and traceable energy with the I-REC guarantee and origin based on the International REC Standard (Renewable Energy Certificate).

The company is also a pioneer in allocating part of the net revenue obtained from the sale of IRECs and Carbon Credits to socio-environmental projects that are active in combating climate change

## OPERATION CENTER

All assets of the Company, under its operational control, are 100% monitored remotely by the System Operation Center (COS), at Statkraft's headquarters in Florianópolis (SC). For this, modern softwares are used in its Digital Supervision and Control System (SDSC), properly modeled to the needs of Statkraft.

Thus, it is possible to operate its hydro and wind assets 24 hours a day, 7 days a week. A commitment of the Operation Center department that allows the delivery of production and optimization of resources, focusing on the safety of all employees and enterprises.

This operationalization also meets the current normative resolutions of the ONS Network Procedure, Prodist, ANEEL, ANA, EPE, CCEE, as well as international standards for performance measurement. In addition, Statkraft Global has internal indicators that allow the measurement and achievement of the objectives expected for each energy matrix in each of its operating countries.

## OPERATIONAL ASSETS

Among its operational assets, Statkraft Brasil has, in its majority, hydro assets characterized by run-of-the-river reservoirs, i.e., without water storage. Thus, the generation pattern adopted by Statkraft consists of minimizing mechanical wear and tear, always working with the operational margin of the reservoirs, reducing the number of stops and startups of generating units.

Also, part of the management of hydro assets is the compliance with the National Policy for Dam Safety (Federal Law N°. 12.334/2010) and its regulation, through ANEEL Normative Resolution N°. 696/2015, which involves the development of the Dam Safety Plan (PSB) for each of its hydroelectric undertakings. A complete plan that brings, in addition to all the technical documentation and general information of each enterprise, the Emergency Action Plan (PAE), as well as records and controls for its periodic review.

For the wind structure, on the other hand, the wind turbines have their starts and stops programmed automatically as soon as they are sensitized with a sufficient amount of wind. This also does not allow for participation in the ONS Network Procedure due to the intermittent nature of the energy source.

Furthermore, Statkraft Brasil assets do not count on automatic restart as an operational standard, since the activation of this function for power sources can compromise the integrity of the installations and cause considerable damage to the equipments.

## BAHIA IN HOUSE

Among the operational assets that highlighted the year 2022 were the "Bahia in House - BIH". An action that brings out the operational expertise of the company by taking over operation and maintenance management of the operative wind farms in Bahia, being the wind farms of Seabra, Macaúbas and Novo Horizonte.

With that, the entire strategy for equipment supply and service provision became responsibility of Statkraft Brasil (before the third party O&M operator), ensuring greater traceability and supplier adherence to the Company's guidelines.

As a result of this action, new suppliers joined Statkraft Brasil's vendor list, increasing compliance with the specifications and criteria established by the company. It also involved the signing of about 40 medium and long-term contracts (framework agreement - FWA) in order to reduce spot purchases.

The FWAs ensure greater agility in meeting emerging and/or unplanned demands, since the contracts will already be awarded and ready to meet the needs of the plants for corrective and preventive maintenance. Thus, also available the purchase via Electronic Catalog (e\_catalog) with the supplier Nortel, aiming to deliver a fast and traceable solution for the purchases of materials and miscellaneous items, with a few mouse clicks, just like the e-commerce on the well-known internet platforms/websites.

The action makes available a range of around 10,000 items/materials directly on the page developed and hosted on Statkraft's Procurement collaboration system and company intranet.

The following tables show the average availability percentages for assets in 2022 compared to 2021. Operational asset management with a focus on technical availability reflects on the efficient use of the available energy resource, bringing good results for the company.

Availability Indicators of the Hydroelectric Power Plants	Scheduled downtime duration (hours)		Unscheduled downtime duration (hours)		Average availability factor	
	2022	2021	2022	2021	2022	2021
Alegre SHP	60:11:57	535:37:59	91:51:55	62:44:53	98,28%	93,10%
Esmeralda SHP	1004:34:54	332:31:09	60:04:03	294:22:14	93,96%	96,46%
Francisco Grós (Santa Fé) SHP	911:53:40	783:26:20	107:21:26	248:06:38	94,18%	94,04%
Fruteiras SHP	750:56:07	1937:41:53	829:33:42	454:02:13	90,83%	86,26%
Jucu SHP	18:55:28	89:00:01	113:07:53	142:14:20	99,25%	98,68%
Moinho SHP	16:06:58	809:32:21	57:55:45	1085:19:22	99,56%	89,19%
Rio Bonito SHP	1246:43:14	77:29:53	114:22:08	202:02:50	94,89%	98,90%
Santa Laura SHP	162:33:28	184:21:06	123:56:49	484:48:27	95,96%	96,20%
Santa Rosa II SHP	03:02:00	92:40:32	39:18:15	196:45:42	99,84%	98,91%
São João (Castelo) SHP	342:08:26	00:25:39	04:25:56	15302:27:17	98,00%	12,55%
Viçosa (Bicame) SHP	22:00:46	199:41:57	124:13:19	199:53:00	99,09%	97,71%
Victor Baptista Adami (Passos Maia) SHP	117:06:26	67:22:52	40:47:07	81:22:34	99,10%	99,15%
Monjolinho (Monel) HPP	266:33:51	292:04:26	96:37:14	07:09:12	97,91%	98,27%
Sulça HPP	553:20:54	59:31:33	06:28:09	09:11:03	96,77%	99,61%
<b>Total</b>	<b>5476:08:09</b>	<b>5461:27:41</b>	<b>1810:03:41</b>	<b>3468:02:28</b>	<b>96,97%</b>	<b>89,93%</b>

Availability indicators of wind power plants	Scheduled downtime duration (hours)		Unscheduled downtime duration (hours)		Average availability factor	
	2022	2021	2022	2021	2022	2021
Barra dos Coqueiros Wind Farm	1248:40:38	1689:59:00	6675:59:19	41810:49:00	96,40%	80,61%
Macaúbas Energética	1211:15:43	850:35:47	19350:40:46	26169:12:33	88,36%	86,04%
Novo Horizonte Energética	1125:10:55	647:32:46	7949:54:00	16831:59:18	94,19%	89,89%
Seabra Energética	1053:07:17	851:14:23	20702:50:32	26712:15:31	85,28%	83,35%
Morro do Cruzeiro Wind Complex	N/A	N/A	N/A	N/A	N/A	N/A
Ventos de Santa Eugênia Wind Complex	N/A	N/A	N/A	N/A	N/A	N/A
<b>Total</b>	<b>4638:14:33</b>	<b>4039:21:56</b>	<b>14625:53:19</b>	<b>111524:16:22</b>	<b>91,06%</b>	<b>84,97%</b>

Such availability is operated by the areas of Operation and Maintenance (O&M) and the System Operation Center (COS) of Statkraft Brasil, which operates daily in order to prevent and mitigate any failures and losses in energy production, whether hydroelectric or wind. This work involves monitoring meteorological data, with inspections of the entire infrastructure in order to identify and indicate risks and opportunities that support decision-making in asset management and maintenance.

This ensures that Statkraft's high operational standards are met, as well as international standards for performance measurement. In addition to the performance of departments formed by engaged teams that allow the achievement of internal indicators that regulate the expected targets for each energy matrix.

## RESPECT FOR PEOPLE

GRI 2-29, 207-3, 2-7, 403-1

For Statkraft Brasil, its employees and third parties must feel valued, safe and recognized as a fundamental part of the business success, as indeed they are. Therefore, the health, safety and well-being of people are non-negotiable points and the main focus of the Health and Safety Committee, composed of representatives of the Company's senior management, who meet quarterly to discuss measures and actions for strategic approaches to occupational health (mental and physical) of all.

The Company also has other structures that contribute to the well-being of all those who work with its assets, such as Top Leadership Committees, O&M Board Committees and Regional Committees.

### PERCEPTION SURVEY (PULSE):

Conducted based on the preparation of a climate survey among employees. The goal is to understand their engagement and know their concerns in the work environment based on the main dimensions identified.

For this, the survey is answered anonymously and online by all employees. There are a total of five questions to be answered for each dimension, in addition to fields where employees can justify their answers and give an opinion as to what is good and what needs to be improved.

In 2022 the survey was applied twice, addressing the thematic dimensions of **Engagement, Health and Well-Being, Transformation and Ethical Change, and Safety and Inclusion** for eight evaluated drivers:

- 
1. Environment;
  2. Autonomy;
  3. Workload;
  4. Growth;
  5. Goal Definition;
  6. Strategy;
  7. Achievement;
  8. Recognition.

An excellent participation rate of 96% presented in the survey allows the analysis of representative results about the perception of practically the entire organization. The level of employee engagement was 9.1, with 10 being the maximum score.

Significant results demonstrate the high level of employee engagement and the assurance of the company in its actions of engagement and development of talents that build an organizational culture focused on people and results.

### ACTIONS FOR ENGAGEMENT AND WELL-BEING

GRI 403-4, 403-5, 403-6

The well-being of Statkraft's employees also involves feeling a sense of belonging. For this reason, the company holds regional forums and monthly meetings with specific and pertinent themes to the health, safety and well-being of everyone.

Therefore, among the events held in 2022, is the Statkraft Safety Culture Assessment. For this action, a Hearts and Minds methodology was adopted, whose goal is to identify the maturity level of the company's safety culture.

Based on this information, it is possible to prepare a study that makes it possible to understand the current performance reality and define strategies for its development. A study that was conducted by a specialized company, covered all business areas and was divided into two fronts.

Initially, all the company's employees were invited to answer a survey through a form, evaluating several attributes regarding safety. Later, the consultancy led conversation rounds with focus groups and interviews with leaders.

As a result, positive points and points for attention were highlighted as the final product in a pioneering way in the Group, which led Statkraft Brasil to be classified as a Calculator on the Hearts and Minds scale. The Company will follow an action plan aimed at advancing the health and safety culture, the goal of which is to achieve a Proactive rating within the next 4 years.

Also in 2022, the schedule of internal audits based on ISO 45001 requirements was implemented. This involved several of the Company's assets, including the plants in operation, projects under construction and the office in Florianópolis.

In addition, part of this care is the Statkraft Annual Values Workshop. Held in August of the same year, the event lasted 4h30 and was attended by 303 employees.

This Workshop is mandatory for all employees and its main theme was human rights, and was conducted by the Compliance, Sustainability, Environment and Social and Human Resources areas. An event of fundamental importance for the continuous strengthening of ethical values in the Company's business and actions.

In October 2022, the Company also started a specific project of the Workplace Health and Safety Committee that reached 100% of the Operation and Maintenance team of the plants in operation in the field and the top leadership. The goal is to bring the teams together to discuss issues related to safety, recognize good practices of the teams and receive guests who are specialists in the area.

Furthermore, the committee is a strategic element in the process of evolving the company's health and safety culture, strengthening the bond between leadership and teams. The first edition of the committee built an agenda to be held quarterly in the year 2023.

The company also maintains the Statkraft Support Program (PAS) with psychological, social, financial planning and legal assistance, via a free-of-charge communication channel (0800).

Campaigns carried out in 2022 for this purpose include:

- Annual flu vaccination campaign available to 100% of its employees.
- **STATKRAFT HSSE AWARDS:** Promotes and awards the best initiatives performed by employees that are focused on Health, Safety, Property Security, Environment and Sustainability. Statkraft carries out annually a competition at national level and another one at world level, in which all the countries where the company is located participate.

In 2022, 34 projects were entered at the national level in this campaign, and two were chosen for participation at the global level that, competing with the other projects entered by the 21 countries where Statkraft is present. A practical example is the national award-winning project, the pitch locking device, developed by the O&M team of the Brotas de Macaúbas wind farm. The project aimed to mitigate the risk to employees when performing the activity of changing the engine of the wind turbine blades, acting as a mechanical block that prevents the free movement of the wind. A low-cost innovation that can be replicated for all the plant's machines.

Also in the same year, the company reached 100% of the TRI (Total Recordable Incident) targets and 75% of the engagement targets. It is also important to note that the goals, rules and standards of work safety are also applicable to contractors and other outsourced workers and are set out in contractual clauses.

## ACTIONS FOR EMPLOYEE PROTECTION AND SAFETY

GRI 3-3

Following the purpose of certifying and providing safety to its employees, third parties, and the community surrounding its enterprises, in 2022, Statkraft carried out several training courses, campaigns, and capacitation such as:

- A practical defensive driving campaign aimed at simulating traffic emergencies, the ability to maneuver the vehicle in the face of unforeseen events and highlighting the importance of safe behavior while driving. An action aimed at new collaborators, preferably those who have work trips foreseen in the scope of their function;
- Training a portion of its employees in the operation of drones that are used for field inspections;
- Firefighting Training;
- Continued training for employees who perform activities with the respective risks: Working at Height and GWO, Confined Space, Electrical Safety, Energy Lockout, First Aid, Cargo Handling, Hoisting, Hot Work, Welding, Firefighting, Use of Machines and Equipment, Handling of Chemical Products;
- Performing a simulation with the participation of the community, firefighters and civil defense in case of a dam rupture and directing the population to the self-rescue area;
- Simulation of the rescue of an employee who had an accident on a wind tower with activation of an ambulance, air transport and referral to the hospital;
- Environmental simulations with scenarios of oil spills and fires in operating plants.

Training in internal procedures of Occupational Safety and Health, such as Emergency Response Plan, Waste Management, OHS programs (5S and Safe Behavior Program), Deviation Management System, among others.





## COMPENSATION POLICIES / PROCESS FOR DETERMINING COMPENSATION / PROPORTION OF TOTAL ANNUAL COMPENSATION

GRI 401-1, 401-2, 2-19, 2-20, 2-21

Statkraft's compensation strategy is based on a set of policies that consider the salary, benefits and the appreciation and individual assessment of each employee, emphasizing the principle of meritocracy. This process is composed of a set of goals divided into behavioral, prioritizing the company's values and individual performance goals.

Since 2020 Statkraft Brasil has adopted a Position and Salary Policy that is aligned with its global corporate guidelines based on the Hays system. This allows for the appropriate framing of functions according to their complexity and seniority, and always seeking competitiveness and employee retention.

Beyond the remuneration system, the company acts competitively in terms of benefits, among them:

- **Benefit Offering:**

In order to fulfill their main needs so that they feel secure, the package includes: life insurance, health plan, dental plan, private pension plan, pharmacy, food or meal vouchers according to the location and daycare assistance. These benefits are applied according to each location and values aligned with the negotiations with the specific unions.

- **Recruitment Policy:**

As an integral part of Statkraft's policies, personnel recruitment is carried out primarily in the internal environment. The goal is to prioritize its internal audience, with early disclosure, giving them the opportunity for career growth through a selection process that takes into account their potential and technical capacity. If it is not possible to fill the position internally, the company's external search is activated.

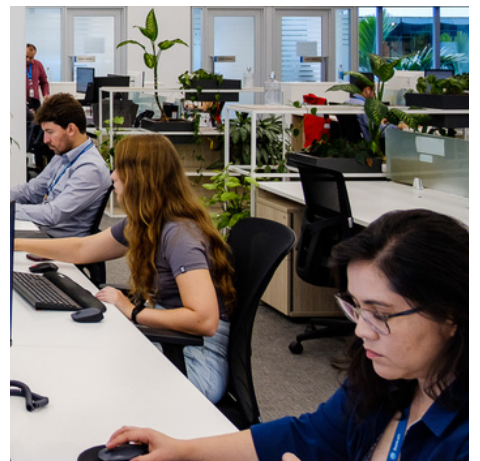
Through this policy Statkraft ensures a hiring process of the professional with the best profile for the position based on the values and technical skills.

In 2022 the company had an accumulated turnover (dismissals made by initiative of the company or the employee) of 10.9%, considered by market practices to be the sector's average and healthy, since it promotes the natural renewal of the organization.

Statkraft Brasil thus meets its commitments to:

- Having the right people, in the right places and with the right compensation to ensure value creation;
- Act strategically to plan and prioritize well-defined processes to meet the demands of the company and provide updating and acceleration of growth;
- Provide opportunities for employees, through internal recruitment, professional growth and retention of talent;
- Ensure the absence of any form of discrimination;
- Ensure equality in the treatment of opportunities;
- Ensure that the evaluation of the candidate is made exclusively based on the correspondence between the candidate's profile and the characteristics and needs required for the position.

For all positions, the Human Resources department organizes a selection committee with participants appointed by the manager. The purpose is to evaluate the finalist candidates and jointly decide on the one approved for the vacancy in question. This practice has the intention of ensuring a fair, integrated process with the objective of having the right people in the right places.



## HR COMMITTEES

- **Recruitment and Selection Committee**

In order to ensure that all candidates, internal or external, receive the same treatment and have the same opportunities during the individual interviews with the position managers and evaluation committees, the company established the recruitment and selection committee, with HR as responsible for ensuring the proper functioning and the position manager the proper technical and behavioral alignment to the function.

- **Talent Management Committee**

The goal of this committee is to ensure that at least once a year all employees are evaluated by a team of at least two people besides the direct manager, ensuring impartiality in the evaluation. In this committee, the following are considered:

- The deliveries made in the period;
- Prioritization of development actions per person;
- Identification of promotion and meritocracy opportunities;
- Succession plan.

- **Meritocracy Committee**

In this committee the meritocracy indications for the following year are evaluated, where all employees are eligible and in a collective way the merit application is defined.

The Recruitment and Selection Committee and the Talent Management Committee are composed of professionals from the Human Resources area, directors and/or eligible leaders directly involved in the process. The Meritocracy Committee is composed of the Human Resources Department, other Directors and the President of the Company.

- **Integration Program**

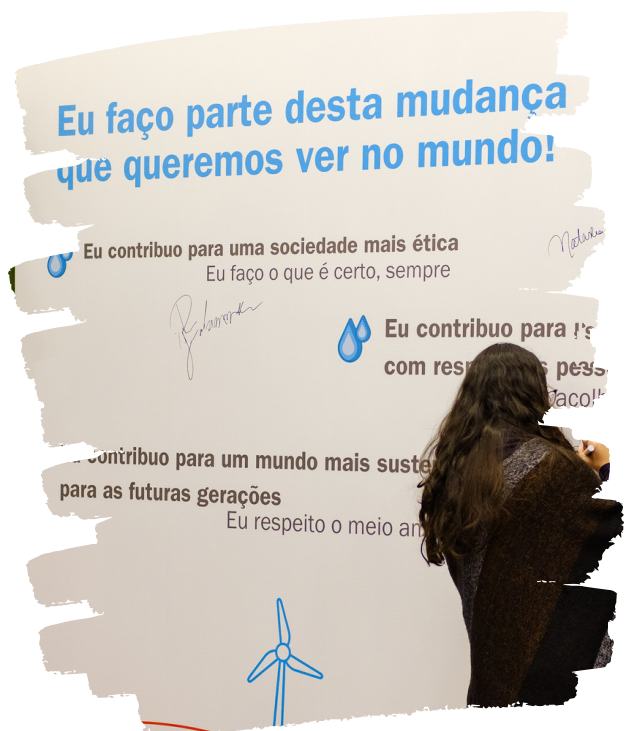
After being hired, all professionals go through the Integration Program, a mandatory training that aims to:

- Integrate the new employee and facilitate his/her adaptation to the new workplace;

- Allow the employee to receive information about the Company, in aspects related to culture and organizational values, information about the business, internal and safety procedures, benefits and human resources policies;
- Welcome the employee, integrating him/her into the work team;
- Guarantee that the new employee is accompanied and oriented during the experience period.

Thus, the hiring process occurs according to the Company's growth plan, resulting in the increase of its staff or by replacement, the termination of contracts, both on the initiative of Statkraft and by desire of the employee, always in accordance with the principles of the Company. Thus, the dismissal is only carried out after careful analysis and evaluation as to the possibilities of relocation of area, adequacy of responsibilities, development actions and feedbacks.

The company is careful to ensure that the decision-making process is well-founded and justified, going through the analysis of the Human Resources area, which acts as a partner with the leaders and teams, and finally the approval of the vice president of the area involved. This allows the company to present the following indicators for employees and mobility:



Operational and productivity indicators	Statkraft Brasil	
	2022	2021
<b>EMPLOYEES</b>		
Own employees	312	283
Third-party	1.705	N/I
Direct (companies)	156	N/I
Indirect (companies)	423	N/I
<b>EMPLOYEES BY AGE GROUP</b>		
Number of employees aged up to 30 years	88	80
Employees aged up to 30 years (%)	28%	28%
Number of employees aged 31 to 40	148	139
Employees aged 31-40 (%)	47%	49%
Number of employees between the ages of 41 and 50	64	53
Employees between the ages of 41 and 50 (%)	21%	19%
Number of employees aged 50 and over	12	11
Employees aged 50 and over (%)	4%	4%
<b>EMPLOYEES, BY FUNCTIONAL CATEGORY AND GENDER</b>		
Board of Directors - Men	5	5
Board of Directors - Women	4	4
Management - Men	34	23
Management - Women	11	8
Other Professionals - Men	153	139
Other professionals - Women	68	70
Trainees - Men	17	14
Trainees - Women	17	17
Young Apprentices - Men	0	0
Young Apprentices - Women	3	3
<b>EMPLOYEES BY GENDER</b>		
Number of women in relation to the total number of employees (Quant.)	103	102
Number of women in relation to the total number of employees (%)	33%	36%
Women in management positions - in relation to the total number of management positions (%)	4%	4%
Number of black (black and mixed race) female employees	N/I	N/I
Black (black and mixed race) female employees - in relation to the total number of employees (%)	N/I	N/I
Number of black employees (black and mixed race)	N/I	N/I
Black employees (black and mixed race) - in relation to the total number of employees (%)	N/I	N/I
Number of black employees in management positions	N/I	N/I
Black (black and mixed race) employees in managerial positions in relation to the total number of managerial positions %.	N/I	N/I
Number of women who left the company	26	N/I
Number of men who left the company	24	N/I
Number of interns	34	31
Interns in relation to the total number of employees (%)	11%	11%
Number of young apprentices	3	3
Employees in apprentice hiring program (%)	1%	1%
Employees with disabilities	3	N/I

## DIVERSITY

GRI 2-7, 404-1, 404-2, 404-3, 405-1, 406-1



The recognition and appreciation of diversity are among Statkraft's non-negotiable values. Therefore, the theme is constantly present in discussions promoted by the company with the aim of establishing practical actions that consolidate diversity within its workforce.

Actions that remind us that diversity is a right guaranteed by the Universal Declaration of Human Rights: "All human beings are born free and equal in dignity and rights. Endowed with reason and conscience, they should act towards one another in a spirit of brotherhood".

It is also part of this panorama, the attentive look regarding Diversity, considering:

- Age diversity;
- Gender diversity, especially in leadership positions;
- Cultural diversity;
- Diversity in recruitment and selection processes;

To achieve this, the company guides its actions and policies based on fundamental pillars for the consolidation of a culture that welcomes and respects diversity and inclusion. These are:

### I. Leadership:

Leadership is one of the foundations of good management and influences respectively the maturity of the teams and the appreciation of qualities and individuality. The heterogeneity of a team contributes to the growth of the Company and helps with constructive criticism ideas and possible solutions.

### II. Awareness:

The company promotes an organizational culture that expands and establishes the importance of respecting people, because regardless of any physical characteristic, beliefs, age and gender, this is the basis for an inclusive and harmonious environment. Thus, it promotes actions to combat all forms of prejudice through awareness.

### III. Environment:

It promotes an inclusive environment that allows equal conditions of access and development, besides creating a collective identity, through the implementation of some actions, such as:

- In 2022 several actions were carried out throughout the year to promote people's awareness about the importance of diversity, as well as to alert about unconscious biases and other topics that were addressed through the 5 lectures and conversation rounds;
- An action in partnership with the Inclusion Center project of the ASID Group – Social Association for Equality of Differences – was executed to hire a person with disabilities at the Statkraft Brasil headquarters in Florianópolis. Training of disabled people by means of the Supported Employment methodology for the development of technical skills and digital inclusion was also included.
- The Inspiration Project at the Company's headquarters. It aims to inspire and empower girls and women in high school and engineering students to pursue a career in technology. This program seeks to benefit girls participating in the NGO Corali, partner for this program, through lectures, discussions with women who work in the various areas of engineering and internship scholarships offered to girls who are in high school in Florianópolis.

Among the actions carried out, the Inspiration Program stands out, which contemplates high school students and engineering students from the Federal University of Santa Catarina (UFSC). The Minatech Program (Technovation), in partnership with the NGO Corali in Florianópolis, aims to:

- Inspire girl students through examples of successful women from Statkraft;
- Empower young female engineering students to deal with and address career biases;
- Provide support to prepare girl engineers for the job market;
- Promote internally an environment of diversity and inclusion through a partnership where our employees inspire young women and young women inspire our professionals.

The goals and results are achieved from the development of actions that involve the promotion of face-to-face meetings about the Company, highlighting the importance of women in engineering, the female empowerment that makes it possible to overcome prejudices, to build careers and to highlight the protagonist.

As part of this program, in November 2022, the Company received more than 50 girls from Minatech – a program of the NGO Corali. The goal was to inspire, support, encourage and include girls in the areas of Engineering and Technology.

This meeting of lectures and chat with the women of engineering at Statkraft Brasil served to inspire and share knowledge with the students, who had the opportunity to get to know the company by visiting the areas and departments. Finally, the event ended with a coffee that brought all the participants together.

Statkraft also has policies and processes for managing people with equal rights regardless of gender, age, culture, race, religion, sexual orientation or any other aspects susceptible to prejudice. For this, the main people management processes consider the realization of committees with the objective of ensuring equity of rights.

#### NON-DISCRIMINATION AND COMBATING HARASSMENT

Statkraft Brasil does not tolerate in its work environment any act of discrimination or harassment, regardless of type or motivation. For this reason, the topic and the reporting of complaints are addressed in quarterly discussions about compliance dilemmas with all teams and also in the Values Workshop, a mandatory annual training for all company employees.

## PEOPLE MANAGEMENT

GRI 201-3, 401-3



Statkraft values transparent, fair, and consistent processes that truly provide people the confidence that they are being recognized and valued for their performance. Sharing the company's mission and ensuring that its policies, practices, and actions continue to contribute to building our strategy of a differentiated organization that focuses on people and results are our goal. Thus, to act with competence and responsibility.

Some of the key people management indicators for Statkraft Brasil are:

- Length of service: evaluates the permanence of people in the company and the impact of growth on the hiring of new employees with a focus on maintaining the organizational culture;
- Turnover: evaluates employee turnover in the company, as well as the reasons why people leave the company, in order to identify opportunities, develop specific actions and feedbacks for managers with a focus on engagement;
- Response time in the recruitment and selection processes: evaluates the effectiveness of the tools and resources used, as well as the assertiveness in the process when evaluating and the experience periods of the newly hired and adherence to the profile;
- Internal opportunities: positions closed internally and alignment with proposals mapped out in the Talent Management process;
- Vacation: monitoring of vacation periods and pending issues to promote proper awareness regarding the importance of taking these rest periods for the quality of life and physical, mental and emotional health;
- Overtime x Paid time off: monitoring of compensated hours according to internal policy and legal definitions.

The care for the employees' health also reflects on people management, including the follow-up of indicators such as:

- Absences: Numbers and reasons that led such an employee to absence, identifying opportunities for actions related to health promotion as well as employee support and assistance;
- Maternity and paternity leave: Accompaniment and support for families regarding the arrival of a new member. It should be noted that since 2016 the Company has been extending maternity and paternity leave, with maternity leave lasting 180 days and paternity leave lasting 20 days.

All indicators allow the Human Resources area to improve policies, actions and people management practices connected with the company's context.

## PROFESSIONAL RECOGNITION AND OPPORTUNITY FOR GROWTH

GRI 404-2

In order to contribute to the recognition and growth of employees, Statkraft Brasil has fixed actions that are being implemented annually, such as:



**Language Program:** support for employees who are eligible to participate in English classes, either privately or in language schools. The proposal involves improving fluency in the language, applying it to their daily routine, in meetings and events promoted by the company. In 2022, 35 scholarships were made available.



**Graduate Program:** support to eligible employees to take specialization, MBA and/or master's degree courses in order to promote learning that can collaborate with the Company's actions and objectives. In this sense, in 2022, 11 scholarships were made available.

The company also has other actions that contribute to the strengthening of the organizational culture, such as the Values Workshop, already mentioned, and the **Team Building Annual**, an initiative that involves the participation of all Statkraft employees.

The goal is to reinforce the values of collaboration, development and diversity and inclusion, this being the success formula for the Company to remain capable, responsible and innovative in the market.



The Team Building theme in 2022 was collaboration, and the teams were able to creatively share actions between areas, providing greater synergy and solutions for everyone.

Activities that emphasize the importance of teamwork and are combined with other programs that promote Statkraft's competencies and values:



**Mês do Desenvolvimento**

**Development Month:** Held twice a year, adding up to two months dedicated to the development of behavioral competencies that were identified as priorities in the employee development plans. Two editions are held, one in each semester, and at each edition 5 courses are held to address the development of the priority competencies of the teams.



**ACADEMIA de energia renovável**

**Power Academy:** With the purpose of expanding the internal knowledge about the business, this action provides the Company's development through courses held by internal instructors, with great expertise in the proposed topics, promoting the sharing of experiences

and knowledge among colleagues. Every year, enrollment is open for two levels of knowledge of the modular courses: basic and advanced. Employees who have already had their first experience can enroll in these courses. The approval rate for this action is 100% and every year the company has an average of 20 to 30 enrolled.



*Tá contigo!*

**Desenvolvimento é um valor**

**With You:** Initiative conducted by the Human Resources area that facilitates discussions among colleagues about essential competencies for employees and the organization. It is a forum for sharing experiences and knowledge. It is a monthly action that counts on the participation of approximately 100 people a year.



desenvolvimento de  
**LIDERANÇA**

**Leadership Development:** Continuous development of leaders is one of Statkraft's top priorities, since they guide people to grow the business, setting the example and giving direction. This action is based on the assumption that it is essential to train leaders capable of inspiring, caring, challenging, and developing their teams continuously and consistently so that they can deliver superior results with their teams and strengthen the company's organizational culture. This is an annual program that considers all levels of the leadership pipeline: leader of leaders, team leaders, leaders of

themselves, and new leaders. New leaders hired also participate in an immersion program that aims to deepen their knowledge of the organizational culture, Statkraft leadership competencies, as well as to better understand the management tools.

- **Management & Results:**

A quarterly meeting with the participation of the entire organization. The goal is to bring employees closer to important topics, so that they understand their contribution to the business, the company's strategy, its priorities, projects, and results. The event is conducted by Statkraft's directors, who set the tone, passing on the messages.

- **Leadership Chat:**

Every quarter, a meeting is held with the participation of the main leaders of each area, who present themselves according to an agenda defined for each year. The purpose is to promote knowledge about the business, the responsibilities and contributions of each area of the organization and reinforce the importance of collaboration between areas.

- **Chat with HR:**

Quarterly meeting conducted by HR that has as its main objective to present topics related to the area that are of interest to everyone, such as: processes, policies, actions, benefits, competencies and values, among others.





## NUMBERS DEVELOPMENT AND MANAGEMENT | 2022

TALENT MANAGEMENT ACTIONS	
Number of Talent Committees   People Review Processes	<ul style="list-style-type: none"> <li>88 Committees;</li> <li>164 Hours;</li> <li>246 Employees.</li> </ul>
TECHNICAL SKILLS DEVELOPMENT: KNOWLEDGE FOR THE ROLE AND THE BUSINESS	
Number of technical trainings performed   External Suppliers	<ul style="list-style-type: none"> <li>225 Courses   225 People;</li> <li>R\$254.066 accomplished until Now/22;</li> <li>R\$361.000 budgeted ("SKER" + "SKEB").</li> </ul>
Number of technical trainings held   Internal Energy Academy	<ul style="list-style-type: none"> <li>10 Modules;</li> <li>50 People;</li> <li>Without Cost;</li> </ul>
LEADERSHIP SKILLS DEVELOPMENT	
Number of trainings for leadership   All levels	<ul style="list-style-type: none"> <li>16 hours – Coordinators and Supervisors;</li> <li>20 hours – Managers;</li> <li>8 hours – Directors;</li> <li>Investment: R\$ 279.300,00</li> </ul>
DEVELOPMENT OF BEHAVIORAL COMPETENCIES	
Number of trainings all employees   External Suppliers	<ul style="list-style-type: none"> <li>9 Courses   5 Work Safety   1 Lecture   304 people;</li> <li>Investments: R\$ 66.050.</li> </ul>
Number of Talks and Chats   D&I + Tá comigo (With me)	<ul style="list-style-type: none"> <li>12 Meetings   more than 650 people;</li> <li>No cost.</li> </ul>
Number of workshops in the areas conducted by BPs	<ul style="list-style-type: none"> <li>13 Meetings.</li> </ul>

- GaD (goals and development):

### GRI 404-3

This is a corporate process at Statkraft Brasil held annually during the months of January and February, with follow-up meetings throughout the year. The goal is to promote the alignment of expectations between managers and teams with a focus on the development of competencies, results, career and engagement of each employee. For this reason, it is structured in a way that stimulates an open and transparent dialogue for mutual growth.

The stages of GaD are:

- Feedback meeting with a focus on the development of the leader and the one led;
- Discussion of development opportunities and definition of the individual development plan;
- Discussion about short-, medium- and long-term career perspectives;
- Setting goals for the current year;
- Validation and closing goals.

In this activity all employees are eligible, except for interns and young apprentices, who have a specific feedback process. In it, 100% of the effective collaborators are eligible and participate in the process, receiving a performance evaluation, regardless of their job levels.

In order to facilitate the progress of the agreements made between leaders and teams, Statkraft makes available a specific system for formalizing conversations, PDIs, and goals. A continuous Talent Management program that stimulates the leadership to reflect on the organizational structure and on people, considering:

- Discussing the company's employees at all levels with a focus on profile (right people in the right places), development and career;
- Statkraft's succession demands, to meet strategic goals and have employees prepared to assume positions, especially regarding leadership and key positions.

The main results obtained with this process are:

- Definition of the company's succession plan;
- Identification of professionals eligible for salary increases or promotion through meritocracy principles;
- Identification of professionals who are well positioned, who can be considered for new challenges and projects, or even to work in other areas;
- Prioritization of individual development actions with a focus on mapping discussions of leadership talents and specialist talents.

#### INTERN PROGRAM:

Statkraft Brasil has an intern program whose objectives are:

- To promote the incorporation of young people into the labor market in an honest and responsible way;
- To provide students with experience in the labor market, through practical experience in a company with solid values, complementing their school education;
- To identify, attract, develop, and train new talents to occupy future positions within the company or in the job market. Career and protagonism;
- Act together with the trainees, helping them in their career choices and definitions, providing an environment where they can be protagonists of their careers;
- Plan and execute activities such as conversation rounds, lectures and workshops within the internship program schedule that raise the "Career" theme.

Regarding young professionals who have gone through a recruitment and selection process, it takes into consideration the definition of the higher education course, which must be in line with the trainee's area of activity, concomitantly with the supervisor's and form/experience, as well as the desirable competencies, which are appropriate to the level of these professionals at the beginning of their careers.

#### Development Actions:

The company values actions that contribute to the development of skills and professional growth of the team of interns, providing two annual forums to share experiences, present success stories and reflect on their careers.

#### Developmental feedback:

Annual agenda between trainee and supervisor to align expectations and reinforce the trainee's strengths and development opportunities. Arrangements are made so that the trainee can continue in his learning process, combining knowledge and practice.

#### Internship Program Evaluation:

Interns have the opportunity to evaluate their internship experience, identifying opportunities for improvement and highlighting what works well and meets their expectations.

#### HR Thermometer:

- The Human Resources department holds two evaluation meetings with each trainee according to a set schedule. The objective is to monitor the process of adaptation to the work environment and the activities;
- In addition to these scheduled moments, HR also remains available and accessible to support trainees or their supervisors throughout the program.

#### Interns Chat:

- Promote greater interaction between the interns of the various areas of Statkraft, providing the opportunity to expand knowledge about the activities of each one and about the company's business from the point of view of each person;
- To provide a space for trainees to develop their communication skills, as they must assemble and present the subject matter of their areas to the other interns.

### Learning from others:

In 2022, the Company's interns were engaged, to conduct an innovation and solutions project, based on opportunities raised by them in each of the areas.

To this end, the young people got together in working groups and developed their strategies creatively. The 34 interns were divided into 3 groups, each responsible for bringing solutions or improvement opportunities related to the three Company values: Responsibility, Competence, and Innovation.

The presentation model was inspired by the "Shark Tank" program, in which the interns presented their ideas and had input from Statkraft's top leadership. The project was a success and will remain on the company's schedule for the coming years.

### Career Planning:

Interns who do not have the opportunity to be hired by Statkraft after completing the course, and the consequent end of the internship contract, have the opportunity to participate in individual monitoring with specialized consulting to support them in finding another job opportunity.

The work is developed based on indicators from the evaluations carried out during the internship period and with the objective of mapping the effectiveness of the program, from the point of view of the participant and the supervisor. Thus, it is possible to state that the results achieved were positive.

Statkraft received the IEL Internship Award in 2022, which recognized the best internship practices in Brasil. Since 2005, companies, interns, and educational institutions share their experiences and achievements.

Statkraft's Internship Program won IEL awards in the categories:



In 2020 the program also received awards in the innovative medium-sized company category:



In 2022, 37 interns and young apprentices were part of the Statkraft Brasil team. This group was composed of 20 women and 17 men.

Three of them were hired in 2022, before the end of their internship contracts. Between 2019 and 2022, more than 50% of the interns were hired.

The Young Apprentices hired by Statkraft also participate in this program, applying the appropriate adjustments according to the profile and moment of each one.



## NON-EMPLOYEE WORKERS

GRI 2-8



Taking care of its employees is an obligation of any organization aware of its responsibilities. At Statkraft this care goes beyond, also appreciating the welfare of those workers who work on its assets that are not direct employees of the Company, the so-called third parties.

Thus, in the contracts signed with local, national and international suppliers, the company takes care to provide materials and/or specialized labor to meet the demands in a safe and healthy manner.

In 2022, Statkraft developed growth activities by meeting the needs of potential new projects to follow up on contracts with its suppliers and sub-suppliers. This process covers the assets as well as the offices in Florianópolis, Rio de Janeiro and its headquarters in Oslo.

The purpose of third-party management monitoring is to ensure that suppliers are up to date with their labor obligations, as well as to guarantee the health and safety of the third parties. This monitoring is carried out through pertinent documentation and also in the location, when applicable.

## COLLECTIVE BARGAINING AGREEMENT

GRI 2-30, 308-1, 407-1

Statkraft guarantees the right of free association to all employees and this results in interaction with specific unions, nine in total, for which Collective Agreements are signed in order to ensure greater fairness and transparency to the Company's employees. All CLT employees are 100% eligible for the signed agreements, except directors, interns, apprentices and third parties.

In summary, the collective agreement is an instrument of the law that companies and unions can use to facilitate and optimize labor relations. It is, at the end of the day, a document that contains the rules established between the company and the employees' union for the execution of the work in that instance. Unions are defined according to category, location and labor legislation.

In this sense, the collective agreement is nothing more than a regulation based on the general guidelines of the CLT. However, it has its own mechanisms to be complied with.

Below are the unions that the Company has a collective agreement with:

- Sindicato dos Trabalhadores nas Ind. Hidro e Termo Elétrico do Estado da Bahia – Sinergia;
- Sindicato dos Trabalhadores no Setor de Energia e Gás e nas Empresas Prestadoras de Serviços no Setor de Energia Ee Gás no Estado do Espírito Santo – Sinergia – ES;
- Sindicato dos Trabalhadores na Indústria da Energia Elétrica de Niterói;
- Sindicato dos Assalariados Ativos, Aposentados e Pensionistas nas Empresas Geradoras, ou Transmissoras, ou Distribuidoras, ou Afins de Energia Elétrica no Estado do Rio Grande do Sul, e Assistidos por Fundações de Seguridade Privada Originadas no Setor Elétrico – Senergisul;
- Sindicato dos Trabalhadores nas Indústrias de Energia Elétrica de Lages - SC;
- Sindicato dos Eletricitários de Sergipe – Sinergia;
- Sindicato dos Trabalhadores nas Empresas de Energia do Rio de Janeiro e Região - Sinergia – RJ;
- Sindicato dos Trabalhadores na Indústria de Energia Elétrica de Florianópolis – Sinergia - SC;
- Sindicato dos Engenheiros no Estado de Santa Catarina – Senge – SC.

OUR VALUES

WE MAKE A DIFFERENCE



Statkraft

# WE MAKE A DIFFERENCE

By updating its values in 2022, Statkraft makes clear the importance of having a differentiated performance, not only by reinforcing its commitment to contribute to the global power transition to sustainable matrices, but also by understanding its responsibility to generate value for people and the environment. A process of accepting new challenges to find solutions that drive positive change in the world.

Therefore, this chapter will address the Company's actions and strategies that contribute to achieving sustainable development and leaving a legacy of actions towards environmental protection and social development where it operates.

## SUSTAINABILITY STRATEGY

GRI 2-22

As a company committed to the purpose of promoting socioeconomic development through the generation and commercialization of renewable power, the Company considers Sustainability a fundamental aspect of its operations. In this context, Statkraft Brasil is a signatory of the SDG SC Movement and the Global Compact.

A commitment that is part of the Company's routine is the constant seek to improve its actions for the preservation of the environment and respect for the communities where it operates, contributing to a fairer, inclusive and sustainable society. This resulted in the recognition with 5 stars, in March 2022, on the Signatory Seal, by the ODS SC Movement, due to its commitment to strengthening the UN Sustainable Development Goals.

Statkraft aims not only to maintain current projects but also to increase and multiply new projects, in order to potentiate actions that can contribute to achieving the SDGs. Therefore, also in 2022, Statkraft developed the Statkraft's Sustainability Strategy – a global commitment to the Sustainable Development Goals, as well as to the three material themes: **Climate, Biodiversity and Human Rights**.

This plan is currently being implemented and will involve structuring processes with the aim of systematizing Statkraft's sustainability performance. The intention is to

facilitate the achievement of strategic goals and actions, as well as to prepare the company for the next level in terms of socio-environmental performance.



Also in the same year, the Global Group evaluated its possible impacts and opportunities considering the 17 Sustainable Development Goals (SDGs) and international best practices.

As a result, Statkraft has globally prioritized SDG 13, which is linked to its purpose; SDG 7 and 11, which are related to its core business of power generation; and incorporated SDG 5, 8, 15 and 16, which are related to the way it works. In Brasil, it also supports actions related to the themes of SDGs 2 and 4, taking into account the challenges in Brasil.



## STRATEGIC ACTIONS

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

In addition to the alignment with the SDGs and the priority of some of them, Statkraft's Sustainability Strategy considers themes that were identified from a mapping with its stakeholders, in order to further strengthen its contribution to development in the places where it operates.

A strategic action related to the Sustainability Strategy is achieving carbon neutrality. In order to map emissions to draw up reduction and mitigation plans, Statkraft Brasil carried out its first greenhouse gas emissions inventory in 2022.

In order to achieve emissions neutrality by 2040, the company has global targets to achieve reduction neutrality to <50 gCO<sub>2</sub>/kWh by 2025 and to <35 gCO<sub>2</sub>/kWh by 2030. An action that meets targets 13.1 and 13.2 of the Sustainable Development Goal - SDG 13 and fundamental for the decarbonization of the planet.

Climate Change is also part of the discussions, which in 2023 will be carried out in the format of multidisciplinary committees, with the objective of reinforcing resilience and adaptability to risks related to climate and natural

catastrophes in the company's assets. The objective is to contribute to limiting global warming to 1.5°C, which explains why substantial changes are necessary not only in the energy sector, but in several spheres of contemporary society.

In this way, Statkraft contributes to reducing greenhouse gas emissions through renewable energy generation, remaining the largest generator of clean energy on the European continent and a major contributor to the decarbonization of the energy sector worldwide. This is both in its business activities and in its provision of renewable energy, in line with SDG targets 7.2 and 12.2.

As a company that produces clean energy in compliance with Brazilian environmental legislation, that continuously evaluates environmental and social impacts in line with international standards, such as the performance standards of the International Finance Corporation (IFC), Statkraft Brasil also adopts measures to ensure that its new investments are 100% focused on energy generation from renewable sources.

In addition, the Company also contributes to risk management for climate emergencies in partnership with municipal Civil Defenses, especially in places where it has its water undertakings. This cooperation has added significant value in terms of exchanges of experience, information, and technology, contributing to preventive and emergency actions in situations of extreme rainfall, in accordance with target 11.5 of the SDG.

In the hydroelectric power plants in Brasil, for example in SHP Rio Bonito, SHP Francisco Gros and HPP Suíça, the reservoirs are not only used to produce renewable energy, but also contribute to flood regulation and control. This is a decisive factor in mitigating the impacts of climate change and adverse effects on water-related environmental disasters, also in line with SDG target 11.5.

In that respect, in 2022, Statkraft assessed research and development (R&D) opportunities to deepen the understanding of climate change resilience and impacts to create safe and resilient environments.

At the same time, the company also promoted actions focused on mapping, managing, and reporting human rights issues that have become even more prominent within the company. With this, Statkraft acts in order to equalize its goals in consonance with socio-environmental and cultural aspects, respecting local realities, biomes, and interfaces.

A task that involves the promotion of gender equality, diversity, inclusion, working conditions and decent wages not only for its employees, but also being an example to stimulate a change of behavior in its value chain. This is in line with target 5.c of the SDG.

These themes will be multidisciplinary committees' instruments from 2023 on, in order to provide the constant evolution of human rights management and unite efforts in the adoption of gender equality measures, as already detailed in the item "Diversity and Inclusion". Thus, activities can be planned and executed in a connected way and provide everyone's engagement when it comes to diversity and inclusion. This includes professional development programs and a talent identification process.



Such actions are in addition to the global labor policies and practices already in place at the Company's different enterprises. Promoting a diverse and inclusive equal workplace culture in order to improve the rates of women in senior leadership positions, which currently stand at 45% for director positions and 24% for manager positions. Advances that should be even greater in the coming years and that meet target 5.5 of the SDGs.

Another fundamental point for Statkraft is to recognize the role of each employee in order to contribute to better operational performance and assist in the world's energy transition. An essential concern is to provide a decent and equal working environment, respect labor laws and meet target 8.8 of the SDGs.

For this reason, the company keeps a close eye on its business activities, construction projects, operation and maintenance of its assets, as well as on possible risks to the health and safety of its employees and third parties. Such as the "Powered by Care" program, which proposes flexible work arrangements, surveys and webinars focused on occupational health, and implements procedures to ensure general well-being. This program ensures that everyone who works for the company receives adequate and decent pay, related to target 8.5 of the SDGs.

The other fundamental aspect is that, even if at lower levels when compared to other matrices, the infrastructure for the generation of renewable energy impacts the environment. For this reason, the Company manages and mitigates possible losses of biodiversity and natural habitats in the locations where it operates, which also meets target 15.5 of the SDGs, in collaboration with responsible authorities.

Such concerns lead Statkraft Brasil to adopt measures and actions aimed at continuously improving environmental management through annual environmental risk assessment, implementation of environmentally friendly projects, and pollution and waste management. It also works to ensure the conservation, recovery and sustainable use of terrestrial ecosystems, in accordance with the obligations arising from international agreements and aligned with target 15.1 of the SDGs.



Highlighted among these efforts is the tracking and monitoring of the Tatu-bola (Pill bug) (*Tolypeutes tricinctus*), carried out since 2017. This species is considered endangered in Brasil and, therefore, is monitored in the region of influence of the Brotas de Macaúbas Wind Power Complex.

Moreover, Statkraft Brasil also works on other fronts for the protection of biodiversity, mapping and monitoring vulnerable species, according to target 15.5 of the SDGs.

Regarding compliance with the SDGs, Statkraft has a Compliance Program that brings in its essence the culture of integrity and appreciation of ethics in business. It includes a zero-tolerance approach to corruption of any kind, in accordance with target 16 of the SDGs. The values of the company and the understanding of the role in which governance is responsible for ethical standards are beneficial for business and society. Consequently, business activities are aligned with global ethical standards, the internal Code of Conduct and the Code of Conduct for Suppliers.

Statkraft's Compliance Program covers areas of corruption, fraud, money laundering, sanctions and export control, as well as protection of personal information and competition law, in accordance with SDG targets 16.5, 16.6 and 16.b.

Also aware of the importance of safe and quality food for all, Statkraft Brasil monitors and encourages the development of initiatives that aim to eradicate hunger, achieve food security and improved nutrition. Thus, it promotes sustainable agriculture, contributing to targets 2.1 and 2.4 of the SDGs and the so-called "Millennium Development Goals" (precursors of the SDGs).

Noteworthy is also the care for people's quality of life, which is recognized in the campaign 'Statkraft Solidarity Challenge', which has been held for four years. This is an internal action of Statkraft Brasil, which promotes healthy habits and the well-being of employees, encouraging the practice of physical activity.

It consists of counting the physical exercises performed by its employees in kilometers. The metric is converted into basic food baskets that, in turn, are destined to people in vulnerable situations through a partnership with local social entities. An action connected to target 2.1 of the SDGs and that, by the year 2022, will have resulted in more than 850 people benefited.

Another important initiative of the company that is in line with the Sustainable Development Goals is the Ventos da Gente Program. A robust private social investment linked to the Ventos de Santa Eugênia Wind Complex and the Morro do Cruzeiro Wind Complex, operating in the municipalities of Uibaí and Ibipêba, as well as Brotas de Macaúbas in Bahia, respectively. These projects are presented in more detail in the item "Local Development" of this report.

Supported by a local socioeconomic diagnosis that identified deficiencies and opportunities in the region, the Company invested in training, technical assistance and support for the development of local initiatives, contributing significantly to the strengthening of sustainable food production systems. It also provides the implementation of robust agricultural practices with the capacity to adapt to climate change, extreme weather conditions, droughts and other aspects, which can progressively improve the quality of the land and soil.

These actions follow the guidelines of target 2.4 of the SDGs and provide training for rural producer families and association representatives. In the region of Ventos de Santa Eugenia, this was made possible by holding a "Call for Ideas" for the registration of projects related to Sustainable Rural Production, Community Entrepreneurship, Water Conservation and Caatinga Conservation. The selection process resulted in the registration of 63 projects, of which 16 were selected.



The Economic and Organizational Development Project, on the other hand, provided the execution of activities in the areas of technical assistance, promoting the strengthening and expansion of the performance of local production groups, inserted in the organic food chain in the region. Thus, it is possible to stimulate the generation of income and the inclusion of organic products and services in the local and regional economy. In this process, 194 training actions were carried out for an audience of 103 rural producers, among other social stakeholders.

The Company also pays attention to education initiatives in order to promote lifelong learning opportunities for all, to enhance the value of formal and quality education.

For this reason, the company develops actions to promote education through the "Projeto de Desenvolvimento Educacional", of the Ventos da Gente Program. The Educational project has contributed to the strengthening of formal education in the schools of Uibaí and Ibipeba, in Bahia, in synergy with the public policies.

Altogether, 167 in-person and remote educational actions were carried out with teachers and representatives of public schools in the municipality. In addition to the implementation of 54 sustainable educational spaces in the schools of these municipalities, meeting target 4.a of the SDGs.

Furthermore, Statkraft Brasil also offers benefits related to supporting language courses and graduate studies for its employees, in accordance with target 4.4 of the SDGs. Actions that are part of the work of valuing its employees, but that also take into account the premise of supporting the continuous development of its team, so that they can use their full potential and promote a sense of accomplishment for achievements.

Continuing the explanation of the efforts made by Statkraft Brasil towards sustainable development, the following topic details the main actions performed by the company regarding the protection of the environment and the promotion of sustainability.



## ENVIRONMENT

As a company committed to environmental management, Statkraft uses international methodologies and standards to manage and mitigate the environmental risks of its operations. To this end, it has an Integrated Management System (IMS) that ensures compliance with legal requirements and business operational efficiency, always aiming to reduce environmental impact and the sustainable use of natural resources.

This mechanism, together with other actions, ensures the company's full compliance with the environmental laws in force in all governmental spheres: federal, state and municipal. Thus, Statkraft Brasil maintains a proactive attitude of continuous improvement in relation to environmental management, complying with the best market practices, identifying and evaluating the environmental impacts of its activities and implementing preventive and corrective measures, when necessary.

For the year 2022, 58 environmental licenses were managed, in various stages of licensing, which represents about 700 conditions to be met and/or observed.

Moreover, the company also promotes environmental awareness and education for its employees, suppliers and partners, encouraging good practices and care for the environment.

## PRECAUTIONARY PRINCIPLE

GRI 2-23

An action that involves all the activities of Statkraft Brasil under the Precautionary Principle, to protect the environment and prevent environmental degradation. Thus, at all stages of its projects, from development, implementation and operation, the Company conducts a multidisciplinary analysis, in conjunction with the competent environmental agencies, to identify the complexity of the environmental studies required for proper environmental licensing of the enterprise in question.

After this analysis, specialized companies are hired to prepare the relevant studies and detail the plans and socio-environmental programs of the enterprise. They also contribute to the fulfillment of the 700 conditioning factors, foreseen in the 58 environmental licenses issued, by means of the implementation of environmental programs that involve several actions for the reduction, mitigation or elimination of negative impacts. Besides providing the enhancement of positive impacts during the construction phase of the enterprise, such as the recovery of about 30 hectares of degraded areas with the planting of native seeds, monitoring of environmental conditions, archaeological monitoring, social communication and environmental education actions, among others.

Regarding the plants already in operation, Statkraft Brasil maintains a continuous commitment of compliance with the environmental legislation and the highest standards of social and environmental responsibility. Measures and actions are implemented as a part of the company's understanding of its legal and social responsibilities, ensuring the maintenance of its enterprises' licensing and contribution to the preservation of the environment, as well as its commitment to sustainability and to the development of the communities where it operates. In 2022, Statkraft carried out the first stages of the implementation of the system of control and evaluation of legal environmental requirements for the assets in operation.

The company is always aware of the needs and expectations of its stakeholders by the demands received through the company's communication channels, such as the 0800 channel, meetings with the communities where it operates and technical meetings with environmental agencies.

## IDENTIFYING, ASSESSING, AND MANAGING IMPACTS

GRI 2-24, 2-25

Environmental impact assessment and management are priorities for Statkraft Brasil and are carried out in all phases of its ventures, from planning to operation.

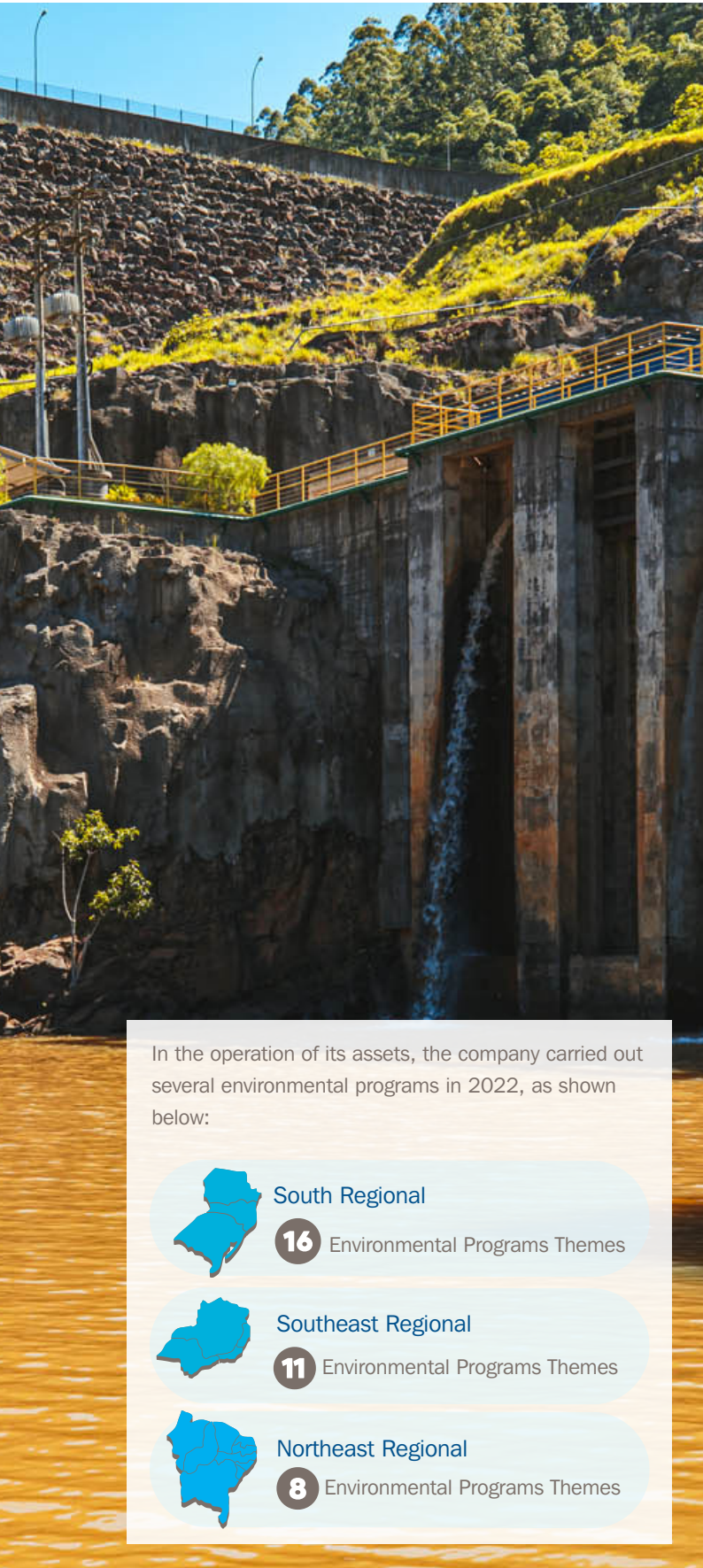
For this purpose, the Environmental Aspects and Impacts Matrix is used – a management tool that contributes to identify, evaluate and manage the environmental impacts of each of the activities performed in the company's assets. The constant updating of the Matrix guarantees the inclusion of new environmental aspects, considering the changes in the processes, legislation and the needs of the interested parties. Thus, it is possible to identify and assess the environmental impacts, as well as to implement actions and control mechanisms to minimize and/or mitigate them.

Consequently, the planning and execution of actions can occur according to the particularities and stages of implementation and operation of the company's projects, as detailed below.

During the project development stage, the environmental aspects are evaluated to ensure their environmental feasibility, seeking specific alternatives that minimize environmental impacts.

At the construction stage of its projects, the company reinforces its performance in an environmentally responsible manner. Ensuring solid reliability with the surrounding community, the environmental licensing agency and the contractors involved in the project.

This effort resulted in the development of about 35 environmental programs in two Wind Power Complexes that are being implemented: Ventos de Santa Eugênia in the municipalities of Uibai and Ibipeba, and Morro do Cruzeiro in the municipality of Brotas de Macaúbas.



In the operation of its assets, the company carried out several environmental programs in 2022, as shown below:



The main environmental programs, carried out by the company in the scope of licensing, for projects under implementation and assets in operation, include:

- Environmental Education Program;
- Health Education Program;
- Social Communication Program;
- Income Generation Program;
- Degraded Areas Recovery Program;
- Erosive Processes Control Program;
- Waste Management Program;
- Fauna Monitoring Program;
- Effluent Monitoring Program;
- Water Quality Monitoring Program;
- Ichthyofauna Monitoring Program;
- Macrophyte Monitoring Program;
- Hydrosediment Monitoring Program;
- Sediment Monitoring Program;
- Access, Drainage, and Slope Monitoring Program;
- Margins Monitoring Program;
- Groundwater Monitoring Program;
- Collision Monitoring Program;
- Indigenous Component Technical Support Program;
- Particulate Matter Monitoring and Control Program;
- Noise Monitoring Program;
- Traffic Signaling and Control Program;
- Labor Hiring and Training Program;
- Vegetation Cover Suppression Program;
- Hancornia Speciosa Conservation Program;
- Support Program for Productive Activities and for Productive Arrangements for Local Communities;
- Monitoring Program for Migratory Birds, Chiroptera and Threatened Fauna;
- Enterprise Commitment Plan;
- Support Plan for Public Programs of Infrastructure and Sanitation;
- Workers' Health and Safety Program;
- Construction Site Environmental Control Plan;
- Fauna Fleeing and Rescue Plan;
- Flora Conservation Program;
- Water Potability Monitoring Program;
- Flora Rescue Program;
- Fauna Rescue Program;
- Water Resources Protection Program.

## ENVIRONMENTAL EMERGENCY RESPONSE PREVENTION

GRI 2-25

Safety and care for the environment and the communities surrounding its projects are another constant concern at Statkraft Brasil. For this reason, the company periodically conducts training and simulations that reproduce scenarios of forest fires and oil/chemical product spills.

The project also carries out prevention actions and emergency response training, such as dam failures, to always improve its processes and ensure the integrity of all involved. In addition to maintaining a transparent posture and open dialogue with the surrounding communities, we always seek the respect and preservation of human rights.

In this sense, a project was held in September 2022, in partnership with the municipal civil defenses of Bom Jesus, Faxinal dos Guedes, Ouro Verde and the regional defense of Xanxerê, in the state of Santa Catarina, which was the Evacuation Simulation of the Emergency Action Plan (EAP) of the SHP Santa Laura dam.

Prior to the training day, social registration and communication was carried out with the communities in the Self-Sufficiency Zone (SSA), which covers the municipalities of Bom Jesus, Faxinal dos Guedes and Ouro Verde, and its surroundings. The purpose was to become aware of the local population and inform them of the necessary actions to be taken during the training.

During the simulation, the warning system sirens were activated, emitting long and loud audible alerts. From then on, the community, with the support of the Individual Alert App made available to the population by Statkraft Brasil, headed to the EAP meeting points identified in the field by means of road signs, where they were welcomed by the Civil Defense and directed to the shelters defined in the Municipal Contingency Plan.

The action was carried out in compliance with Law 12.334/2010, amended by Law 14.066/2020, which establishes the National Policy for Dam Safety, as well as meeting other strict safety standards established by Statkraft itself in conjunction with the Municipal Civil Defense and Protection Systems, the Regional Civil Defense of Xanxerê and the State Civil Defense of Santa Catarina.



## BIODIVERSITY

GRI 304-1, 304-2, 304-3, 304-4, 404-1, 3-3

Evolution is part of the company's understanding of the ecosystems whose developments it may influence.

The company's actions aim to ensure protection of the most diverse habitats in which it influences by implementing measures to monitor and mitigate their impacts. To do this, the company has developed restoration projects in degraded areas, has adopted biodiversity conservation practices in its areas of influence and has engaged employees in the promotion of environmental awareness actions, as well as the conscious use of natural resources.

Besides, it executes environmental programs in compliance with the conditions of each license, maintaining the commitment to its vision and values. Statkraft has incorporated biodiversity as an essential theme for action and impact mitigation, a step that in 2022 resulted in the implementation of our four lines of action:

- Simplify and disseminate biodiversity performance data;
- Understand their impacts and evaluate mitigation measures;
- Leverage biodiversity networks internally and externally;
- Increase awareness and knowledge of biodiversity.

In the following sections, the actions aimed at the preservation of Biodiversity will be presented, covering the care of the flora, fauna and environmental awareness.





## A) FLORA

GRI 304-3, 304-4

Planned in almost every new implementation project, the suppression of vegetation should be performed only in cases where there is no locational alternative and within the legal environmental parameters. When necessary, the removal of vegetation can have its impacts minimized with the execution of preliminary studies, technical follow-up, and monitoring of the local fauna and flora.

In 2022, vegetal suppression activities were carried out in the two projects that are being implemented in the state of Bahia, 30 hectares in the Ventos de Santa Eugênia Wind Complex and 70 hectares in the Morro do Cruzeiro Wind Complex. These activities were carried out and supervised by specialized teams, in accordance with strict technical-operational criteria, including actions that precede the suppression of vegetation, such as the removal and rescue of fauna and flora.

The impacts were mitigated through the implementation of actions provided by the Degraded Area Recovery Program (PRAD), with topographic regularization, fencing areas and planting native seedlings in a total of 30 hectares of the Santa Eugenia Wind Complex.

Statkraft Brasil has about 1,500 hectares of Permanent Preservation Areas around its reservoirs. These areas are duly marked and fenced to enable recovery by planting native seeds and alternative revegetation techniques (implantation of artificial perches, for example). In 2022, 500 native seedlings were planted at UHE Monjolinho.

In 2022, the Company also signed an Environmental Commitment Term between the Small Hydropower Plant Santa Fé S.A. (former SHP Francisco Gros), the Public Ministry of Espírito Santo (MPES) and the Instituto de Defesa Agropecuária e Florestal do Espírito Santo (IDAF) for the recovery and preservation of 21 hectares of Atlantic Forest in an adjacent area to the Cachoeira da Fumaça State Park, with the objective of compensating for the suppression of vegetation during the implementation period of the project.





## B) FOREST NURSERY

### GRI 304-3

To minimize impacts and provide environmental recovery and protection in the regions it influences, Statkraft Brasil maintains two nurseries for native seedlings. Besides contributing to the recovery of areas that were degraded during the construction and operation of the Company's wind farms, it also provides their use in reforestation projects and social actions. Both nurseries are dedicated to the Caatinga Biome.

In 2022, the Santa Eugenia Wind Complex nursery produced 23,843 seeds, of which around 11,455 were used in the recovery of degraded areas.

The "Forest Nursery Project", from the Brotas de Macaúbas Wind Power Complex, promotes social actions with the local communities around the site, through the donation of native seeds. The project aims to enhance productive backyards, revitalize springs and recover degraded areas in properties of the region.

-  **1.073 SEEDLINGS DONATED;**
-  **147 FAMILIES BENEFITED;**
-  **19 COMMUNITIES BENEFITED.**

In addition, the nurseries strengthened compliance with SDG 1 - Action against Global Climate Change and SDG 15 - Life on Land.



### ENDANGERED SPECIES (FLORA)

According to information made available by the International Union for Conservation of Nature (IUCN) and by environmental studies and monitoring of our operational units. By 2022, we have identified:

- 1** Critically endangered species;
- 2** Vulnerable species;
- 3** Near threatened species.

**C) FAUNA**  
GRI 304-4

In addition to the flora, as previously mentioned, the implementation of the projects can also have an impact on the local fauna. Therefore, during the implementation and operation phases of the Company's assets, management and monitoring actions were carried out to preserve and mitigate possible impacts.

These actions involved the execution of 50 fauna monitoring campaigns in the 19 assets of the Company in 2022. In particular for the Brotas de Macaúbas Wind Power Complex, where two fauna monitoring campaigns were carried out with the identification of four endangered species, in attendance of the Subprograms Conservation of the Crypturellus Noctivagus Zabelê (Zabelê), Penelope Jacucaca (Jacucaca), Conservation and Management of Felines and Tolyteutes Tricinctus (Pill bug / Tatu-bola da Caatinga).

Tatu-Bola (Pill bug) is one of the species that has also been recorded and monitored by Statkraft monitoring cameras since 2017. A work that provided the record of the first evidence of predation of the Armadillo by the Jaguar (Panthera onça) in the region. This also led Statkraft Brasil to voluntarily sign, in 2022, a Cooperation Agreement for Research and Conservation of the Pill bug in the region of the Brotas de Macaúbas Wind Complex. The goal is to enable researchers to access data from the monitoring of threatened species and those vulnerable to extinction in the Brotas de Macaúbas Wind Power Complex and to facilitate access to the company's areas for the installation of new camera traps.

Therefore, the Company supports scientific production and recognizes the importance of seeking concrete actions to conserve the biodiversity of the region where it operates, reinforcing that the native fauna plays a very important role in maintaining the balance of ecosystems.



**ENDANGERED SPECIES (FAUNA)**

According to information made available by the International Union for Conservation of Nature (IUCN) and by environmental studies and monitoring of our operational units. In 2022 we identify:

- 5** Endangered species;
- 12** Vulnerable species;
- 24** Near Threatened Species;
- 6** Least Concern Species.

## ENVIRONMENTAL EDUCATION

GRI 304-2, 404-1

One of the goals of environmental education is to raise awareness to the fact that human beings are part of the environment, overcoming an anthropocentric vision in which the man is the center of everything, forgetting the importance of the nature as his integral part. Therefore, environmental education only makes sense when involving the social, cultural, political, economic, scientific, and ethical dimensions of the human being.

Its purpose is to contribute to behavioral changes, by raising awareness and developing critical sense, to provide the multiplication of environmentally sustainable attitudes and to improve professional and daily practices in accordance with the new paradigms of ecological awareness.

Statkraft Brasil, being aware of its role in the communities where it operates, develops and supports a series of actions around its assets, which resulted, in 2022, in environmental education programs developed by the company. These actions had significant results:

### RESULTS

- 337 Employees, among own and third-parties, were qualified with 43 hours of environmental training;
- 23 Teaching units trained;
- 1.358 Students trained;
- 71 Trained teachers;

From the several Environmental Education actions developed, we can highlight the following projects:

- **Brotas de Macaúbas Wind Complex:**

The project aims to contribute to the formation of multipliers in environmental education that are aware of the importance of thinking about environmental preservation. It involves encouraging collective discussions about environmental issues necessary for the development of behavioral changes in the families and communities. Contributing to a more sustainable society, the main target audience of this project were the

children of the region.

In 2022, the project had as a result:

- 78 Environmental education actions carried out;
- 300 Families directly benefited;
- 8 Communities directly benefited.

- **Alegre Small Hydroelectric Plant**

The Environmental Education Program of this enterprise focused on training environmental educators to work in the Cachoeira da Fumaça State Park (PECF), located in the municipality of Alegre (ES). It also promoted the integration between the Conservation Unit's team and the community, providing the surrounding residents the opportunity to acquire knowledge about the natural area and the multiplication of environmental values.

The project had as a result:

- 20 Drivers trained;
- 112 Hours of training;
- 14 Days of training.

- **Ventos de Santa Eugenia Wind Complex**

The environmental education program enabled the execution of actions in the communities and schools surrounding the site, with themes related to forest fires, the importance of the region's biome (the caatinga), the production of native seedlings and the creation of productive backyards.

The project resulted in:

- 7 Teaching units benefited;
- 600 Students trained;
- 66 Teachers trained;
- 160 Local residents trained.

- Monjolinho HP

In addition to the educational actions carried out in the four schools around the project, there were also actions with Statkraft employees who are allocated in the plant, such as the educational lecture "Ecological Footprint". In the approach, based on the concept of ecological footprint, were highlighted the elements that make up the biogeochemical cycles, the historical context, the calculation methodology and the Brazilian ecological footprint.

## WASTE MANAGEMENT

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

In compliance with legal obligations, but also aiming to foster the circular economy, at Statkraft Brasil the management of waste from its assets is based on the Solid Waste Management Plans (PGRS) of each enterprise. For this, the following standards and legislation are taken into consideration:

- Conama 275/2001;
- ABNT NBR 10.0004/2004;
- Lei Federal nº 12.305/2010;
- ABNT NBR 10.006/2004;
- ABNT NBR 11.174/1990;
- ABNT NBR 12.235/1992;
- ABNT NBR 13.221/2010;
- ABNT NBR 7.500/2018;
- ABNT NBR 7.503/2016;
- ABNT NBR 17.505/2013;
- ABNT NBR 16.725/201 - (SST).

At the sites, the residues are stored in temporary storage tanks, with separation that follows the normative

classification. These sites are equipped with containment basins or have gutters that direct a possible oil leak to separate boxes and correct destination. The effluents generated in the plants are not considered in the waste management and are separately disposed.

The waste management generated is transported and disposed of, in an environmentally correct manner by means of the Transport Manifests (MTRs). To do this, the local waste management teams estimate the amount generated and the destination is handled by a specialized company that has the necessary permits to perform the task.

The hazardous waste is sent to class I landfills, with no treatment whatsoever, except for the Brotas de Macaúbas Wind Farm, which has a structure for the co-processing of these materials. Used and expired lubricating oils are sent for refining and batteries are disposed of with the manufacturers for the reverse logistics process.

The recyclables, on the other hand, are destined for recycling or reuse whenever applicable. They are sent for public collection, donated to recycling cooperatives or donated to the community for reuse.

Between 2021 and 2022, the amount of final waste disposal increased due to the implementation of two wind power plants in this period.

Waste generated (tons)	2022	2021
Hazardous Solid Waste	35,3	31,6
Waste destined for recycling	16,1	10,70
Rejects	12,9	4,90
<b>Total</b>	<b>64,3</b>	<b>47,2</b>



## EMISSIONS

GRI 305-1, 305-2, 305-3, 305-4

As a renewable energy generator, Statkraft is a key player in the global transition to a low-carbon economy and, in recognition of this position, has been publishing the Low Emissions Scenario for seven years. It is a global study on the behavior of the energy market until 2050, the role of renewable energies, electrification, the fossil fuel scenario, climate change and the insertion of green hydrogen in the future.

As an agent in the actions to combat climate change (SDG 13), Statkraft has made a commitment to be Carbon Neutral by 2040.

In Brasil, the Company is carrying out studies to strengthen the actions and relevant strategies for the reduction of Greenhouse Gases (GHG) emissions, including the establishment of corporate targets for neutralization and actions to engage the cause with the supply chain. This has led the company to prepare in 2022 its 1st Greenhouse Gas Inventory, with 2021 as the reference year.

The inventory covers emissions from activities performed by the company, including all direct emissions and part of the indirect ones. The organizational limit is equivalent to the operational control of Statkraft Brasil, with majority participation, in the following enterprises: fourteen hydroelectric power plants, four wind farms, two offices, and one wind asset under construction.

The document was developed based on the concepts, principles and guidelines established by the GHG Protocol methodology, disclosed by the Brazilian GHG Protocol Program (PBGHGP), by using its specifications for accounting, quantification and publication of Corporate Inventories of Greenhouse Gas Emissions. We also used equations provided by the Intergovernmental Panel on Climate Change (for calculating emissions from certain sources and carbon sinks (CO<sub>2</sub> removals by green areas).

Statkraft Brasil accounted in this report for scope 01 (Direct), scope 02 (Energy acquisition) emissions and the most relevant sources of indirect emissions (partially meeting scope 03).

The inventory shows that in 2021:

- 53.87% of the company's emissions resulted from indirect sources (scope 03) with a concentration in construction inputs (18.74% for the use of cement and 11.82% for the use of steel, totaling 30.56%) and in outsourced transportation used in the construction of the Ventos de Santa Eugenia Wind Complex (21.20%).
- Scope 1 emissions represent 45.84% of the company's total, and the main source of emissions is the authorized suppression of vegetation (44.59%).



Emission Sources	Total Emissions	
	tCO <sub>2</sub> e	%
<b>SCOPE 1</b>	<b>15.843,49</b>	<b>45,84%</b>
Land Use Change	15.409,63	44,59%
Fugitive Emissions	172,02	0,50%
Mobile Combustion	151,87	0,44%
Effluents	82,06	0,24%
Stationary Combustion	27,35	0,08%
Agricultural Activities	0,55	0,00%
<b>SCOPE 2</b>	<b>100,28</b>	<b>0,29%</b>
Power Purchase	100,28	0,29%
<b>SCOPE 3</b>	<b>18.617,11</b>	<b>53,87%</b>
Construction supplies	10.561,94	30,56%
Construction site transportation	7.325,66	21,20%
Stationary Combustion	334,05	0,97%
Business Air Travel	218,61	0,63%
Waste	171,16	0,50%
Employee displacement	5,69	0,02%
<b>Overall Total</b>	<b>34.560,89</b>	<b>100%</b>

From the total emissions of Statkraft Brasil in 2021, the construction of the Ventos Santa Eugenia Wind Complex represented 97.82% of emissions, mostly due to authorized vegetal suppression and construction inputs. In addition to fully complying with environmental legislation, Statkraft continuously works on efforts to reduce potential impacts.

The 2nd GHG Inventory for the base year 2022 will be carried out in the second half of 2023, so the information will be updated in the 2023 Sustainability Report.

## WATER AND WASTEWATER

GRI 303-1, 303-5

Statkraft has 14 hydroelectric projects that use water as a source of electricity generation, besides using underground wells for projects under construction.

Valuing the quality and preservation of the natural resource, the Company has a program for managing water potability and effluent control for its plants. This program takes into consideration the environmental and health legislation in effect, besides other guidelines established by the competent inspection agency and present in the Procedure "Monitoring of Potability and Effluents" PS-E&S-R-001, which covers the qualification steps for contracting the services, points analyzed and frequency.

Regarding the analysis of effluents, they are carried out in all assets located in the South region of the country, which are the Small Hydropower Plants (SHP) Santa Rosa, São João, Francisco Gros and Fruteiras. The other projects have an effluent treatment system with a drain; therefore, the analysis of effluents is not applicable.

Currently, the Potability System is implemented at São João SHP, Monjolinho HPP, Santa Laura and Barra dos Coqueiros Wind Farm. On the other hand, Francisco Gros SHP, Alegre SHP and Suíça HPP have a public water supply system.

For the projects under construction, the work site is supplied by tanker trucks with the proper potability controls. Over the next few years, the potability system will be implanted in the company's other assets.

A comparison between 2021 and 2022 shows a significant increase in water consumption in the projects, which is related to the company's growth and the consumption necessary for implementation of two wind power projects, in the state of Bahia.

<b>Water Consumption (m<sup>3</sup>)</b>	<b>2022</b>	<b>2021</b>
Public Net Supply	2.803	N/I <sup>1</sup>
Underground Source	468.710	46.506
Surface Catchment (Water Course)	4.465	N/I <sup>1</sup>
<b>Total Consumption</b>	<b>475.979</b>	<b>46.506</b>

<sup>1</sup> Data not reported by the Company.

Regarding the wastewater discharged by the Company, as of 2023, this indicator will be disclosed in the sustainability reports. In 2022, Statkraft generated 5,291.53 m<sup>3</sup> of effluents.

**OUR VALUES**  
WE GROW TOGETHER



**Statkraft**



# WE GROW TOGETHER



Statkraft Brasil knows that the partnership between employees, communities, and other stakeholders involved in its production processes, strengthens actions, enhances results, and minimizes eventual mistakes. The basis for this union is to promote a good relationship and ensure effective communication among everyone involved.

Therefore, this chapter will present the Company's growth strategies, social commitment, and financial results, which could not be achieved without true trust and teamwork.

## GROWTH STRATEGIES

### COMMUNICATION

GRI 2-16

Looking ahead and focusing on results, 2022 was a year of changes for the communication area. The area invested in updating the stakeholder matrix with a focus on getting to know the people who may be involved in the organization's performance and growth.

As a strategic partner of the company with the commitment to generate results for the business, the new team follows the growth of several scenarios to provide customized solutions. It also monitors the market, results and trends, reviews processes and structures new guidelines in Corporate Communication at Statkraft Brasil for the year 2023.

The formal decisions of the Company are transmitted in Meetings of the Board of Directors - RCA. However, not disconnected from the communication needs of the team and the tools available, Statkraft Brasil also uses as internal communication channels e-mails, messages via applications, phone calls and calls via Teams.

### COMMUNICATION CHANNEL

It also has a communication channel so that its partners can send questions, suggestions, and considerations. The channel is open via e-mail:

[canal-aberto@statkraft.com](mailto:canal-aberto@statkraft.com)

## SUPPLIER RELATIONS

GRI 2-29, 204-1, 403-9, 403-10

The implementation, expansion, and even operation of Statkraft Brasil's assets, like other organizations in the Brazilian energy sector, often require workforce, equipment, and suppliers, specialized or not. For this reason, it is essential to establish lasting relationships with business partners and engage suppliers who work in favor of the company's actions, respecting the values and principles of the organization.

Given the importance of establishing criteria for this relationship, the company has a Supplier Code of Conduct, which is available on its website, and a Procurement area, which coordinates partnerships with local, national and international suppliers, that are demanded according to the need for service.



In addition, all suppliers are previously evaluated and/or qualified in levels, according to ethical/reputation, financial, quality, technical, organizational, and HSSE issues. A task that is carried out with the support of electronic tools such as SAP (ERP), Jaggaer (management of the procurement process), Serasa (financial), and Dow Jones (conflicts and ethical/reputation issues).

Depending on the level of risk of contracting suppliers, the Company also counts on the support of external specialized consultants, which can be called for a specific analysis.

Large contracts, civil projects, or field services with a significant number of employees, count on an external analysis of the supplier, in the financial discipline and also in the labor, and health and safety sphere, where it is considered as a contractual condition to be up to date with all fiscal, tax, and labor obligations and also regarding the supply of individual and collective protection equipment appropriate to the function performed.

To avoid possible inconveniences related to working conditions, collection of federal, state and municipal taxes and compliance with the legislation, a monthly analysis of documentation is made, and all documents are stored in specific software (SG3), so that a possible non-compliance can be identified and dealt with immediately.

Statkraft Brasil also has the electronic platform "eCatalogo" that allows the acquisition of materials and specialized labor via e-commerce B2B (business to business), which is enhanced with values and delivery time associated at the time of signing the contract, allowing the use in all plants.

The platform makes up a vast database of approximately 600 small, medium, and large suppliers, duly qualified. They were qualified to provide services to the company, reaching about 2500 active suppliers in the Statkraft Brasil system.

Values in Reais of Contracts Signed with Local and Foreign Suppliers	2022	2021
	R\$ Thousand	R\$ Thousand
<b>Local Suppliers**</b>	<b>R\$ 167.982</b>	<b>R\$ 267.468</b>
Network Infrastructure	R\$ 1.295	R\$ 2.300
Commercial Products****	R\$ 44.097	R\$ 149.400
Information Technology	R\$ 1.280	R\$ 5.850
Professional Technical Services	R\$ 121.308	R\$ 94.790
Other	N/I	R\$ 15.128
<b>Foreign Suppliers***</b>	<b>R\$ 8.734</b>	<b>R\$ 5.500</b>
Network Infrastructure	N/I	N/I
Business Products	R\$ 8.476	R\$ 4.900
Information Technology	N/I	R\$ 250
Professional Technical Services	R\$ 258	R\$ 350
<b>Other *</b>	<b>N/I</b>	<b>N/I</b>
<b>Total</b>	<b>R\$ 176.716</b>	<b>R\$ 272.968</b>
<b>Percentage of Budget Spent with Local Suppliers</b>	<b>95%</b>	<b>98%</b>

\* The product/service structure can be changed as is most pertinent to the Company.

\*\* For the preparation of the analysis, the supplier was considered as "local" when its registered city is part of the list of cities in which the Company's companies are located.

\*\*\* The expenses with foreign suppliers were verified through the paid Bonds, as well as verification of the category according to the information in the supplier's register.

\*\*\*\* Only disbursements based on invoices were considered (anticipation process not considered).

To make sure appropriate measures are taken to avoid accidents, occupational diseases, and detrimental effects on the environment and local communities during contractor work, the Company also has a specific procedure related to Contractor Management. The specifications are detailed in the internal document "HSSE Specifications for Contractor Management", with all the applicable OHS guidelines. Consequently:

- All employees are qualified before they start work and must attend an onboarding workshop with Statkraft. There they are informed about the Right of Refusal and STOP WORK, in which everyone has the power to stop their own activity and that of other employees when they identify an unsafe act or condition.
- Also described in the contracts, are the minimum safety requirements that the third-party company must have, as well as the indicators that it must report.

In addition, suppliers are evaluated and qualified according to the global guidelines of the Statkraft Group, contained in the Guide on Supplier Qualification. Thus, it is possible to mitigate risks of different natures and drastically reduce the chances of suppliers approved and registered in the Company's system being involved in events of environmental impact, compliance, health and safety, known and or already reported by the media.

This qualification is reviewed every two years or when there are specific demands and, according to the result presented, the supplier can still be hired or blocked from new contracts, in case of non-alignment with satisfactory technical and administrative criteria.

The same occurs in relation to the social impacts of suppliers, which must follow the international standards contained in the Guide on Supplier Qualification. They are evaluated regarding social aspects, such as Labor Health and Safety, Human Rights, and Labor Rights.

The Procurement area carries out this verification, using an online search tool to assess the socioeconomic aspects of suppliers. The Compliance area provides support for this activity, as well as an external consultancy, which performs external due diligences when required.

In 2022, all suppliers were evaluated, where the most representative contracts (value and risk) went through a more detailed evaluation process to ensure they were in accordance with the internal principles and requirements of Statkraft Brasil.

## SUPPLIER ENGAGEMENT

GRI 2-29

In 2022, the Company carried out the project "Statkraft Moment" with its projects under construction, always relating the Saving Rules to the stage of the project. The goal was to take the culture of Statkraft Brasil into the contractors and empower the leaders of each of them.

For this they were provided with information and materials that brought the relevant information to these values and that should be passed on to all outsourced teams, as presented in the item "Health and Safety". During this time, Statkraft implemented and began using a system to manage and audit the documents of the contractors, which allowed the company to have greater visibility on labor and safety issues.



## LOCAL DEVELOPMENT

GRI 2-28, 203-1, 203-2, 3-3, 413-1,

Recognizing the importance of investing in constructive actions that can subsidize local development and preservation of the regions where it has assets, Statkraft Brasil invests annually in socio environmental projects. The aim is to create value for society, the environment and the Company through partnerships with local entities.

The definition of its lines of action is directly related to the analysis of impacts and opportunities arising from its business.

In view of this, the company constantly updates its assessment of the positive and negative impacts, through the elaboration of social diagnoses, with a focus on getting to know more and more about the reality of the municipalities where it operates. This involves understanding their needs, their stakeholders, and the best form of communication so that their actions do indeed have sustainability and continuity even after the end of their support.

The social diagnosis is a document that evaluates the area of influence of Statkraft Brasil's power generation projects. To this end, it is based on the collection and evaluation of specific indicators that maintain an interrelationship between the socioeconomic dynamics of the municipalities and the enterprise, in a historical processual approach.

In 2022, in order to complete the diagnosis of all locations where it operates, the Company prepared the Barra dos Coqueiros Wind Farm (Barra dos Coqueiros/SE) diagnosis. The product of this analysis, together with the other ones carried out in previous years, is extremely important for the maximization of socio-environmental investment in initiatives with greater local impact.

In the same year, Statkraft Brasil also allocated its own resources or those provided as incentives to actions that benefit the communities in the regions where it operates.

Still, all lines of support for social investment follow the Code of Conduct and internal Sustainability Guidelines for Investment in Communities of Statkraft Brasil, and are divided as follows:

• Support Actions via Donation

The partnerships via donations involve the allocation of financial resources, support and/or materials, so that institutions and/or associations can develop projects for the benefit of local development.

The transfer of these resources follows criteria pre-established by the Code of Conduct.

• Ventos da Gente Program

The Ventos da Gente Program is a social investment program carried out in wind farms during the construction phase:

- Ventos da Gente Ventos de Santa Eugênia Program (VSE);
- Ventos da Gente Morro do Cruzeiro Program (MDC).

In 2022, both programs added up to an investment of approximately R\$ 2.5 million reais through the Ventos da Gente Program.

• Projects via Sustainability Call for Proposals

The Sustainability Call for Proposals is held annually by Statkraft Brasil with the aim of identifying and supporting initiatives that contribute to the socio-economic development of communities, preservation of environmental and cultural resources, with respect for diversity. It is a way to contribute to the reduction of social inequalities.

Therefore, every year a call for proposals is made to select projects that contribute to the fulfillment of at least one of the nine SDGs prioritized by the sustainability strategy of Statkraft Brasil.

In 2022, two social projects approved in the 2nd Sustainability Edict (whose selection occurred in 2021) were executed, namely:

• APAE in Movement - APAE Cordeiro (RJ)

Selected in the 2nd Sustainability Call for Proposals, in 2021, and executed during the year 2022, the project aims to stimulate the psychomotor development of

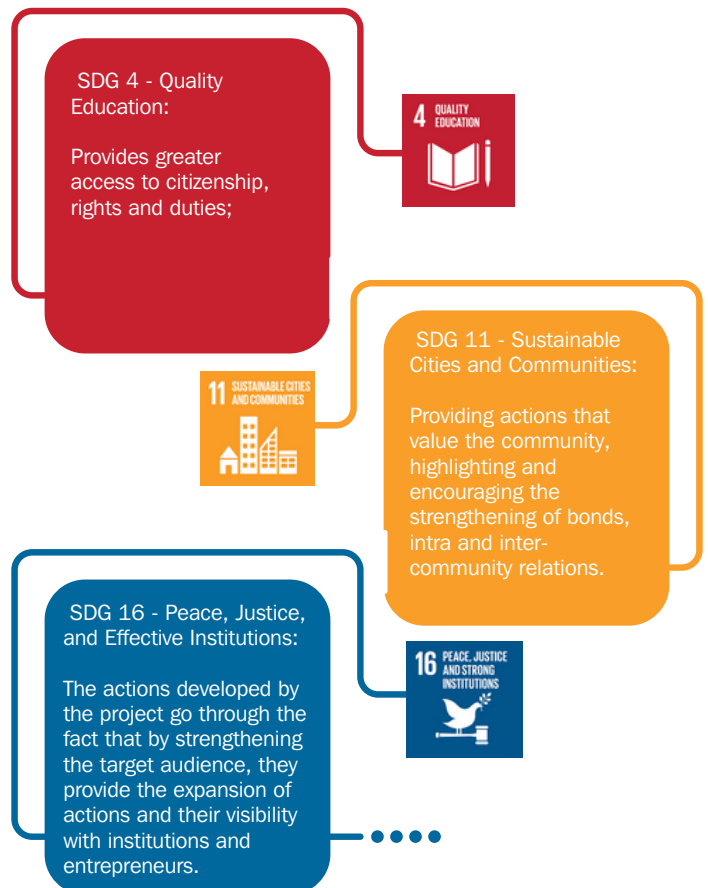
children, adolescents and adults assisted by APAE, in the municipality of Cordeiro/RJ.

The actions developed by the project included the restructuring of the institution's toy library and of the multidisciplinary service rooms, in addition to holding pedagogical and special education workshops. Equipment, furniture, educational toys, and other materials necessary to improve and modernize the institution were also purchased.

**RESULTS**

- +70 Children benefited in the workshops;
- +50 Equipments acquired;
- +25 Specific activities developed in the spaces;
- 20K Invested in the project.

The project addresses three of the nine priority SDGs for the Company:



• Semeando o Amanhã Project – Apae Santa Maria de Jetibá

Also approved by the 2nd Sustainability Call, in 2021, and developed in 2022, the project was executed by APAE Santa Maria de Jetibá, in Espírito Santo. It promoted the restructuring and accessibility of the institution's Agriculture Workshop space, offering education practices on family agriculture and sustainability to people with disabilities, throughout the social, cultural and environmental dimensions of the institution. The amount invested in the project was R\$ 40,000.00.

RESULTADOS

- 110 People reached;
- 827 Seedlings and bundles of vegetables produced;
- R\$ 478 In extra income from sales at fairs.

In addition, the project also strengthened three of the nine priority SDGs for Statkraft Brasil, being them:

SDG 2 - Zero Hunger and Sustainable Agriculture:

With the practices taught in the project it was possible to promote practices for family farming, a foundation of the target audience and family members to access food, in practice without the use of pesticides.



SDG 08 - Decent Work and Economic Growth:

It enabled the development of the occupation for possible income generation.



SDG 15 - Life on Earth:

Emphasized the balance transcribed in sustainability: economy, environment, and society.



Statkraft Brasil also launched, in 2022, the 3rd Sustainability Call for Proposals, aimed at the public interested in developing socio-environmental projects. A process that resulted in the approval of the project Conscious Sustainability - Gardens and Orchard in the School Community, which had the SDGs 2, 4, 1 and 15 met and will be developed during the year 2023 in the municipality of Passos Maia, in Santa Catarina. The total amount to be invested in this project is R\$64,773.00.

• **Projects via Tax Incentives**

**GRI 201-4**

In 2022, Statkraft Brasil also launched the Tax Incentive Notice 2022/23 aimed at the selection of socio-environmental projects of for-profit and non-profit organizations that operate in the municipalities where the company has plants or offices (BA, ES, RJ, RS, SE and SC).

To be eligible, the projects participating in the Call for Proposals should be linked to the incentive lines for Culture, Sports, Fund for Infancy and Adolescence (FIA) or Fund for the Elderly, according to the Brazilian legislation on tax incentives.

The initiatives were analyzed by a multidisciplinary team based on the criteria established in the Call for Proposals in alignment with the company's sustainability guidelines. This process resulted in the selection of three projects that meet five of the nine priority Sustainable Development Goals for Statkraft Brasil. These projects will be developed during the years 2023 and 2024, as shown in the table below:



- **Certified Renewable Energy Projects**

As previously mentioned, Statkraft Brasil was one of the first companies to allocate part of the net revenue obtained from the sale of I-RECs and Carbon Credits to socio-environmental projects. The goal is to contribute to the reduction of greenhouse gas emissions, increasing its role in combating climate change.

This new investment allows the company to invest 10% of the net revenue from the sale of carbon credits in socio-environmental projects that strengthen SDG 7, 11, 13 and 15. These are:

- **Sustainable Shelter Project**

Carried out in partnership with the organization Engineers Without Borders, the action promoted the installation of solar panels and a rainwater harvesting system at the LICRE Children's Home, located in Sergipe.



The actions of this project meet the SDGs: 7 (Clean and Affordable Energy), 11 (Sustainable Cities and Communities), and 13 (Action against Climate Change). The total amount invested is R\$40,000.00.

- **Ventos da Gente Program - Ventos de Santa Eugênia (VSE)**

The Ventos da Gente VSE Program is a robust private social investment plan for the region where the Ventos de Santa Eugênia Wind Power Complex is being implemented, in the region of the municipalities of Uibaí and Ibipeba (Bahia). This program started in 2021 along with the construction of VSE, and its activities continued throughout 2022, with actions focused on human, local and environmental development in the region. The total number of beneficiaries of this project is around 1500 people.

- **Educational Development (PDE)**

The project consists in strengthening formal education in 40 public schools in the municipalities of Uibaí and Ibipeba (BA). To this end, training is offered on distance education, local culture, and sustainability. The project has achieved the following results:

- 806 participants in the project activities;
- 167 educational actions carried out so far;
- 232 local practices and knowledge collected;
- 54 educational spaces implemented;

- **Socio-Environmental Development (PDS)**

In order to support initiatives for complementary income generation that allow families to overcome the environmental challenges of the semi-arid region, the project enhances the performance of community associations and organized groups of producers and entrepreneurs in their territories and communities. This led the Company to hold in 2022 the 1st Call for Ideas, for the selection of projects focused on sustainable rural production, community entrepreneurship, water and Caatinga conservation.

The Call for Proposals involved the participants in a training cycle for socio-environmental projects and community entrepreneurship initiatives, with technical workshops for structuring, project management, and fundraising, providing conditions to transform an idea into a viable project. In total, 32 hours of training were carried out in the Previous Call for Proposal Ideas stage, allowing the community to prepare and enhance the proposed projects.

From this training, the participants had the opportunity to improve themselves in:



INDICATORS

- 1st Module Associativism and Social Organization Management
- 2nd Module The semi-arid is my property
- 3rd Module Project elaboration (Part I) - Project outline elaboration
- 4th Module Sustainable Agriculture
- 5th Module Project Preparation (Part II) - Finalization of the project to be presented to the evaluation committee;
- 6th Module Fundraising.

As a result of this investment line, 16 projects were contemplated and will be developed starting in 2023, totaling more than R\$129,000 in investment.

Other results achieved were:

- 509 participants in the mobilization activities;
- 93 participants in capacity building activities;
- 63 ideas registered in the Ideas Call for Proposals;
- 50 projects elaborated during the Ideas Call for Proposals;
- 6 projects developed during the Ideas Call for Proposals were selected to be executed.
- Economic and Organizational Development (PDEO)

The project aims to strengthen and expand organic food production groups in the region of Irecê (BA), benefiting more than 170 families.

Results:

- 103 participants in the project activities;
- 194 actions in trainings;
- 25 "new" producers interested in organic production;
- 11 "new" organic producers prepared for certification or on their way to certification in Uibaí and Ibipeba.

- **Ventos da Gente Program - Morro do Cruzeiro (MDC)**

The Ventos da Gente MDC Program is a private social investment plan carried out by Statkraft Brasil in the region where the Morro do Cruzeiro Wind Farm Complex is being built. It is linked to a Term of Social Commitment signed between the communities of the Community Association of Boa Vista and the Community Association of Mangabeira and Neighboring Peoples at the time of the land negotiations.

In 2022, the Company started the execution of social projects based on a transparent and continuous dialogue with the communities to be benefited, allowing the scope of the demands proposed by the associations in 2019 to be adjusted to address more current issues and needs of the residents. This project assists an audience of about 100 people in the municipality of Brotas de Macaúbas (Bahia).

As a result, in the second half of 2022, a wide local productive diagnosis was carried out, serving as a basis for restructuring the projects to be executed throughout 2023.

- **Agriculture Program - Technical assistance, productive backyards and training (P1)**

The program is composed of rural technical assistance actions for the improvement of livestock and forage crops, irrigated olericulture, and the acquisition of agricultural machinery. Started in the last months of 2022, it has already assisted 39 families with Rural Technical Assistance (ATER).

- **Mandiocultura Project (P2)**

Consists in the expansion of the existing cassava cultivation and processing program in the semi-arid region of Bahia, including the construction of a flour house in Papagaio Village, a community that is part of the Community Association of Mangabeira and Neighboring Peoples. In the area of the Community Association of Boa Vista, actions were defined to improve the infrastructure of the already existing flour house and installation of a machine to extract tapioca powder in both communities.

- Bem-estar Project (P3)

Includes actions requested by the communities to create and/or improve socialization spaces for the residents. Thus, the soccer field in Boa Vista was renovated, and a multi-sports court was built in Mangabeira.

- Business Development Project (P4)

In order to contribute to the dynamization of productive activities already existing in each of the associations, this project aims to promote the improvement and development of extraction and production of cosmetics derived from honey in the Mangabeira community. It also contemplates the expansion of the fruit pulp processing area in Boa Vista, the acquisition of equipment and the elaboration of the necessary training to increase the productivity of the business.

- Water Safety Project (P5)

Its purpose is to provide access to quality water in sufficient supply for human consumption, guarantee agricultural production and animal breeding, through the development and installation of social technologies in strategic locations indicated by the associations.



## SOCIO-ENVIRONMENTAL INITIATIVES

GRI 203-2, 413-1

In 2022, the Company continued four social and environmental projects at the Brotas de Macaúbas Wind Complex in Bahia, which contribute to the development of the region. These initiatives reinforce Statkraft Brasil's commitment to sustainable development, through actions that contribute to the social and environmental well-being of the communities in which the company operates.

### I) Apicultura Project

The practice of beekeeping is a sustainable model that is adapted to the climate of the Bahia region, where the Company has a strong presence. The activity is considered an important alternative to subsistence agriculture and an alternative source of income for local communities in the semi-arid region of Bahia.

In addition, it favors the maintenance of biodiversity, positively contributing to the sustenance of the local ecosystem. The practice is an example of how it is possible to develop economic activities in a responsible way and in harmony with the environment.

Thus, in 2022 some significant indicators of this project were achieved:

- 20 beekeepers participating in the project, distributed in 6 local communities;
- 71 people indirectly benefited;
- 448.91kg harvest 2020/2021 (2021/2022 to start);
- 35% of participants are women beekeepers.

This project strengthened the fulfillment of Sustainable Development Goal 2: Zero Hunger and Sustainable Agriculture, providing local income generation and healthy food. Other SDGs related to this project are: SDG 5 - Gender Equality, by having many women lead the activities and SDG 8 - Decent work and economic growth, also bringing the component of income generation and economic growth to these communities.

## II) Filhas do Vento Artisans Project

Also carried out in the state of Bahia, the project contributes to the autonomy and independence of the women artisans of the semi-arid region. The objective is to help supplement their income by means of handicrafts made from the straw of the native licuri palm tree.

The commercialization of products derived from cassava, creamy liqueurs, and fine medicinal herbal liqueurs, especially during São João, a regional festival that takes place in June, is done through an association and the value is passed on to each of the women who participate in the project.

In 2022, the results achieved were:

- 18 participating artisans;
- 18 families benefited directly;
- 100 indirect beneficiaries;
- R\$ 8,805.00 in pieces sold.

This project also strengthened SDG 5 - Gender Equality and SDG 8 - Decent Work and Economic Growth.



## III) Frutidoce Project

Started in 2017, this is a project led by a group of eight women from the community of Boa Vista, in Brotas de Macaúbas (Bahia). It is focused on the production and marketing of fruit pulp, jams, tapioca sweets, cakes, and snacks, and the promotion of socioeconomic development in the region, generating income and autonomy.

The production of the marketed products is based on natural and organic ingredients that are locally sourced, as well as production practices that aim to minimize environmental impact. In addition, the project promotes social inclusion by providing employment and training opportunities for women in the community.

Sales are made both in the local community and in other regions, thus expanding the reach and impact of the project. In this sense, the engagement of the community has been fundamental to the success of Frutidoce, which has received positive evaluation from consumers and contributed to the appreciation of local production and culture.

By 2022, the project resulted in:

- 8 women participants;
- 8 families benefited directly;
- 70 indirect beneficiaries;
- 7 varieties of products;
- R\$ 12,493.84 in products sold.
- 

This project also strengthened SDG 5 - Gender Equality and SDG 8 - Decent Work and Economic Growth.



#### IV) Reniva Project

Reniva is a Network for Multiplication and Transfer of Cassava Propagating Material with Genetic and Phytosanitary Quality of EMBRAPA that has the organizational strategy of production on a commercial scale of cassava planting materials. The purpose is to disseminate, through an articulated network for multiplication, the transfer of cassava seed with genetic and phytosanitary quality, both for small family farmers and large farmers in the main cassava producing regions throughout the national territory.

In this project, Statkraft Brasil has set up a forest nursery at the Brotas de Macaúbas Wind Power Complex where the seedlings produced are distributed free of charge to the residents of the communities in the area of direct influence of the project. Currently the local communities are served with the supply of eight species of cassava.

It should be noted that these actions are aimed at food security and are of great importance to the population, both for health and for the possibility of income generation. The supply of cassava seeds and technical advice under the Reniva Project has had a significant impact on the development of cassava production in the region.

By 2022, the project achieved the following results:

- 111 kg of donated cassava;
- 17 families benefited;
- 5 communities assisted;
- 55 visits made;
- 15,808.7 kg of cassava production.

The actions developed in this project also strengthened SDG 1 - Poverty Eradication and SDG 2 - Zero Hunger and Sustainable Agriculture.

#### V) Ecological Recreational Areas Project

Schools in the surrounding region of Brotas de Macaúbas Wind Power Complex have received children's play areas by reusing tires. The project meets a demand that came from the community itself during the Meeting of the Development Follow-up Committee (CAE).

The company contributed with the donation of materials as well as with the assembly of the children's recreational equipment, which was implanted in local public-school spaces, with the authorization of the public agencies.

By 2022, the project resulted in:

- 05 schools benefited;
- 05 recreational areas installed;
- 69 children directly benefited.

## TRADITIONAL COMMUNITIES

GRI 3-3, 411-1

Aware of its social responsibility, Statkraft Brasil pays special attention to the possible impacts that can be caused in communities around its projects, especially the traditional ones. Therefore, its actions are based on Convention 169 of the International Labor Organization (ILO) and relevant national legislation, ensuring the right and necessary care for these communities.

Currently, the company has relationships with four traditional communities: two indigenous communities in Rio Grande do Sul and two quilombola communities in Bahia.

In Rio Grande do Sul, the Basic Indigenous Environmental Plan (PBAi) identified two ethnic groups, the Kaingang and Guaranis, comprising about 350 families. The document aims to mitigate possible negative impacts and guarantee the physical and cultural integrity of these communities that are found in the region of Monjolinho HPP.

In addition to the annual transfer of resources according to the agreement signed between the company, the communities and the National Indian Foundation (FUNAI),

the actions also consist of technical support for agricultural activities, assistance in the preparation of the crop plan and the provision of computer courses.

In Bahia, in the region of Ventos de Santa Eugênia Wind Complex, the actions foreseen in the Quilombola Basic Environmental Plan (PBAq) involve two communities: Serra Grande and Olhos D'água do Badu.

Around 350 families are being assisted by the company, with more than 16 actions being carried out, among which are: dissemination of information about the communities in the Daily Safety Dialog (DDS) on site; production of a training booklet to combat gender violence, strengthening of the Quilombola culture and identity by preparing a Territorial Management Plan for the communities; and discussions about initiatives for generating income, autonomy, and sustainability of the communities.



## COMMUNITY RELATIONSHIPS

GRI 3-3, 411-1, 413-1, 413-2

Among the most diverse relationships that Statkraft Brasil has in its daily activities, the interaction with the communities surrounding its projects is one of the most important and that deserves to be highlighted. Whether by its characteristics in the negotiation process, by the way it conducts studies of the possible or through possible interactions of people for the implementation or operation of its energy projects.

Thus, the present Sustainability Report brings the following highlights to this relationship with the community:

- [Land Regularization through Corredores de Vento](#)

In the wind power projects and assets located in the state of Bahia, the negotiation and land regularization process follow distinct precepts and regulations and, when necessary, uses the modeling known as "Corredores de Vento (Wind Corridors)" to regularize a rural property.

Regulated by the Bahia State Government, the modeling allows the regularization of rural properties without registration and/or enrollment in vacant state lands with high potential for wind power generation. The objective of the proposal is to allow the generation of wind energy in conjunction with agricultural and traditional activities.

Statkraft Brasil was a pioneer in the regularization of vacant lands using this Corredores de Ventos methodology. It carried out the regularization of Fazenda Mangabeira, with the State of Bahia, to participate in the A-4/2021 auction, in which it was the winner. Currently, the EOL Morro do Cruzeiro project is under construction in this property.

- [Morro do Cruzeiro Wind Project](#)

The Morro do Cruzeiro Wind Project, located at Fazenda Mangabeira, covers 945 hectares and was regularized through the Corredores de Ventos modality. Most of the property is used for extractive exploration with the harvesting of mangaba trees by the associations ACOMPOVI (Community Association of Mangabeira and neighboring villages) and ASCOBOVI (Community Association of the Village of Boa Vista), an example of the relationship between Statkraft Brasil and the local community.

An activity that is not considered economic exploitation, but rather an activity of cultural scope. Furthermore, the territory in question is classified as an area of "fundo e fecho de pasto" - a term used to describe the areas that border agricultural land with hilltops.

Thus, from the regularization work of the property through the Corredores de Ventos methodology, with support from the Coordination of Agrarian Development (CDA), Statkraft Brasil began the process of environmental licensing and updating the Rural Environmental Registry (CAR), known in Bahia as the State Forestry Registry of Rural Properties (CEFIR). In agreement with the Associations, the use and occupation of the land was mapped for the updating of the register by the CDA.

Besides the regularization of the property, another important point for the beginning of the project construction was the signing of assignments of use between the operational projects and EOL Morro do Cruzeiro project with the Associations. This occurred together with the land negotiation, with the signing of the Terms of Social Commitments, which made possible the implementation of the projects related to the sustainable development of the community, as described above.



- [Land Negotiation Process](#)

The land negotiation process is a highlight of the company's transparent relationship with the communities where Statkraft Brasil operates. This work includes at least three face-to-face visits to the owner of the property, which follow the itinerary below:

- On the first visit: The facilitator presents the map of the area of interest, conducts a field inspection along with the owner providing a better understanding by both parties over the characteristics of the site where an energy project will possibly be implemented. At this stage the identified items to be compensated and the proposal values are also presented. Next, a negotiation report is prepared and a schedule for the second visit to the site with a minimum interval of 15 days;
- On the second visit: If there is a positive positioning to the agreement made from the first visit, the facilitator completes the agreement term between the parties in two copies and schedules the signing of the contracts within 45 days. During this period, if the owner decides to give a negative answer or there are still doubts, the facilitator prepares a new negotiation report describing the allegations to be presented to the company and schedules the third visit;
- On the third visit: The facilitator clarifies the doubts and answers the existing questionings and, in case of a positive answer from the owner, moves on with the signing of the contract;

The negotiation process, if necessary, continues until the parties agree on a proposal that is fair to both sides.

- **Transmission Line SE Ventos de Santa Eugênia / SE Gentio do Ouro II**

The implementation of the transmission line for Ventos de Santa Eugênia Wind Complex, which connects the project's substation to SE Gentio do Ouro II and has a total length of 59 km, is another example of the success of Statkraft Brasil's land negotiation process. Intercepting 80 properties, the negotiation resulted in 76 friendly agreements of servitude institution, which corresponded to 96% of the total. The negotiation process, carried out in a clear and transparent way, ensures fair compensation, full understanding of the negotiating issues and the owners' rights.

- **Geographic Analysis Technologies to support Power Projects**

The application of geographic analysis techniques allows Statkraft Brasil to better understand the relationships with the communities involved, the environment, and the engineering project. Thus, the search for new regions with favorable energy potential for the development of a new project occurs in harmony with the community and environment.

To achieve this, the company uses geoprocessing tools associated with artificial intelligence techniques to find the most favorable regions for the development of its projects. Meeting prerequisites established strategically, which in 2022 resulted in the prospection of approximately 40,000 hectares in three Brazilian states. Such data guided the technical visit, reducing service time, directing the prospecting work, and optimizing the entire process.



## THE FUTURE WE BUILD IN THE PRESENT

In addition to the projects already in operation, Statkraft Brasil has assets that should be added to this list in the coming years. These projects are part of the Brazilian Ministry of Mines and Energy's forecast for growth in the supply of centralized energy generation by 10.3 GW in 2023 through the entry into operation of 298 power plants located in 18 Brazilian states.

Of this total, Statkraft Energias Renováveis S.A. will contribute with the entry of two wind complexes, adding 598.5 MW in the coming years.

An expansion that provides the maximum combination of two strategic sectors for the company: Development of new greenfield projects, which elaborates and works on the conception of new assets since their planning, and M&A (Mergers and Acquisitions), which evaluates opportunities and acquires assets through purchases or partnerships that meet the values and guidelines of Statkraft Brasil.

For the development of greenfield projects, Statkraft Brasil's focus is wind and solar energy, also considering the complementarity of these technologies.

During this same time, the company has been developing studies and analyzing the feasibility of building hybrid projects in Brazil, a choice that considers the preservation of the planet and the maximum use of renewable natural resources. A teamwork process developed by several departments of the company involves the evaluation of opportunities from the points of view of financial, constructive, and environmental feasibility, as well as the values and guidelines of the company.

A project that meets Statkraft Brasil's objectives, where nothing is developed without an analysis considering ESG criteria and with respect to the respect and protection of human rights. If significant risks are identified, satisfactory mitigation measures are analyzed to make the projects viable.



## RESEARCH AND DEVELOPMENT (R&D)

In accordance with Law Nº. 9.991/2000, the concessionaires of power generation, transmission, and distribution services must annually invest at least 1% of their Net Operating Revenue (ROL) in projects of the Electricity Sector Technological Research and Development Program (R&D), under the regulation of the National Electricity Agency (ANEEL). Thus, Statkraft Brasil has a creative technical-scientific team that is always looking for innovations for the generation of energy from sustainable sources in an innovative way using existing knowledge.

The objective is to evaluate the development of projects related to technological issues that can add to the electricity sector, as well as the scope of climate change and its impacts on power generation, and not be restricted to these topics only. The Company's focus is always the production of electricity from renewable sources, which is one of the main climate change mitigation strategies in the world. However, being dependent on climatic conditions, the hydro, solar, and wind power plants are subject to the impacts of the very phenomenon that they act to avoid.

In this way, the company has been investing in projects that involve the increase of useful life and availability of equipment; maintenance programs that optimize time and resources; reduction of the impact of technologies and climate changes that impact the maintenance strategies of the assets; previous monitoring and automatic diagnosis of failures; and prediction of operative capacity.



## PROJECTS IN DEVELOPMENT

With the depletion of water resources for power generation in large power plants, there is growing pressure from movements around the world to reduce carbon emissions as well as organically reduce the costs of producing energy from wind and solar sources. A movement that has opened an opportunity for Statkraft to diversify its sources.

In Brasil, the holding of New Energy auctions to serve the regulated market, with emphasis on wind and solar sources, as well as the development of the free market and the eventual regulation for offshore wind power and the use of storage systems such as batteries, have consolidated the country as a country with great potential, which leads the fight against climate change.

Even with abundant natural resources for renewable energy generation, with an emphasis on the Northeast region that is privileged for its high potential for energy production from wind and solar sources, Brasil has stood out in research and studies on production of energy from green hydrogen. In this context of global decarbonization, the country has an important role and is emerging as a country with great potential in the future.

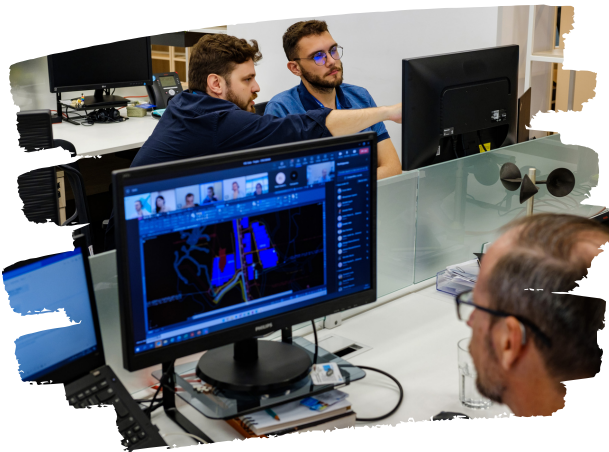
Worldwide, a range of actions are in vogue regarding the appropriation of opportunities for new energy vectors in the process of accelerating the energy transition, either through the reduction or neutralization of carbon emissions and thus replacing fossil fuels with those from renewable sources that do not harm the environment.

Therefore, in order to support the construction of a sustainable world with respect for people and the environment, actions guided by ethics and transparency, Statkraft Brasil has the value of business responsibility rooted in its culture. For this reason, it is known worldwide for its investments in the generation and marketing of different renewable sources, as well as for developing several sustainable projects. One of the most recent investments is the creation of a line of business focused on green hydrogen.

Considering the opportunity to promote sustainable development and new alternatives for the sector, Statkraft Brasil has signed a collaboration agreement with Aker Horizons, through its Aker Clean Hydrogen portfolio, an integrated global producer of hydrogen, ammonia, and methanol with 180 years of industrial heritage, to jointly explore opportunities for green hydrogen and ammonia production in Brasil.

The country is ranked fourth in the world as a fertilizer consumer, importing more than 80% of its consumption. Recently, the country published its National Fertilizer Plan 2022–2050, aimed at reducing its dependence on imported fertilizers, providing support, and attracting foreign investment for local production.

The state of Bahia receives special attention from the Company, since it has a booming agricultural industry, strengthened by the import of large amounts of fossil fuel-based gray fertilizers, and stands out for its favorable renewable wind and solar energy resources. The partnership will focus on replacing imported gray ammonia with locally produced green ammonia, supporting the decarbonization of local industries, reducing import dependency, and creating new green industrial opportunities. The project is planned to be operational by 2028.



## ECONOMIC PERFORMANCE – FINANCIAL

GRI 2-6, 3-3, 201-1, 201-4, 203-1, 207-1, 207-3

The Company follows the process of Internal Control in Financial Reporting (CIRF), under the responsibility of the Chief Financial Officer (CFO). Based on the COSO framework for internal control, published by the Committee of Sponsoring Organizations of the Treadway Commission. The CIRF ensures reliable and prompt financial information in interim and annual reports, describing the process and activities with assigned roles and responsibilities.

All subsidiaries of the Statkraft Group, including Statkraft Brasil, are required to comply with the internal financial control structure. The responsibility of the CFO is to ensure that routines and processes are aligned and fully complied with. All internal control procedures aim to ensure reliable and timely information in the Company's monthly, quarterly, and annual reports, promoting operational efficiency and full alignment with Statkraft Group policies and guidelines.

Aiming to guarantee transparency, access to information, and good practices. Statkraft discloses its statements and reports to investors and stakeholders via its website:

[https:// www.statkraft.com.br/relacoes-com-investidores/informacoes-financeiras/](https://www.statkraft.com.br/relacoes-com-investidores/informacoes-financeiras/)

### • Revenue

Statkraft Brasil's net operating revenues reached R\$ 861.9 million in 2022, an increase of 52.5% compared to the revenues recorded in the same period in 2021. Highlighted largely by contracts from the Free Contracting Environment (FTA), mainly the new sales contracts of the trader SKER COM, the Regulated Bilateral Contract (CBR), and the Program of Incentives to Alternative Sources of Electric Energy (PROINFA).

• EBITDA and Net Income

Statkraft Energias Renováveis S.A.'s ("SKER") recurring EBITDA grew 68.2% to R\$ 421.7 million. The EBITDA margin presented an increase of 4.6 p.p. in relation to 2021.

The net profit totaled R\$ 237.8 million, an increase of R\$ 54.2 million and a variation of 29.5% when compared to the previous year.

The Company's management understands that tracking EBITDA and EBITDA margin is one of the adequate metrics to analyze Company's performance since, by excluding financial expenses and depreciation from its results, they allow the comparison of the Company with other ones in the same sector.

• Indebtedness

The Company's consolidated gross debt was R\$ 1,349 million, 38.9% higher than in the same period of 2021. Statkraft's bank debt increased by R\$ 378 million due to the disbursements with BNB - Banco do Nordeste do Brasil S.A., for the construction of Ventos de Santa Eugênia wind farms.

The Company prioritizes financing in local currency with competitive costs and long-term financing for power generation projects, thus obtaining a reduction in the cost of debt from 5.76% to 5.24%. In December 2020, Statkraft signed contracts with BNB - Banco do Nordeste do Brasil S.A., to finance R\$ 1,063.0 million for the Santa Eugenia Wind Power Complex, with a total term of 24 years and a grace period of 3 years with capitalized interest. In March 2022, Statkraft executed a contract for R\$ 257.0 million for Morro do Cruzeiro Wind Power Complex, with a total period of 22 years and a grace period of 3 years with capitalized interest. During 2022, the Company made disbursements and amortizations, of which we can highlight:

- February: disbursement of R\$ 248 million from BNB;
- June: amortization of R\$ 38 million of debentures and R\$ 145 million from BNP Paribas Brasil;
- July: disbursement of R\$ 113 million from BNB;
- September: disbursement of R\$ 93 million from BNB;
- October: disbursement of R\$ 98 million from BNB;
- December: disbursement of R\$ 6 million from BNB and amortization of R\$ 38 million of debentures.

Totalling in December 2022 a net debt of R\$ 676.7 million.

The following are Statkraft Brasil's main Economic Performance Indicators and Income Statement - DRE:

KEY INDICATORS	2022	2021	Var%
Net revenue (R\$ thousand)	861.883	565.054	52,5%
EBITDA ICVM 527 (R\$ thousand)	400.900	347.042	15,5%
EBITDA Margin (%)	46,5%	61,4%	-14,9 p.p
Net profit (R\$ thousand)	237.815	183.619	29,5%
Net Debt (R\$ thousand)	676.673	769.729	-12,1%
Gross price (R\$/MWh)	337,62	294,14	14,8%
Energy generated (GWh)	1.757,00	1.374,10	27,9%
Availability (%)	95,40%	88,8%	6,6 p.p
**Recurring EBITDA (R\$ thousand)	421.644	250.678	68,2%
Recurring EBITDA margin (%)	48,90%	44,4%	4,6 p.p

(\* ) Weighted average (\*\* ) Recurring EBITDA is the operational EBITDA without extraordinary effects (non-recurring items).

INCOME STATEMENT FOR THE YEAR - (In R\$ thousand)	2022	2021	Var%
<b>Net revenue</b>	<b>861.883</b>	<b>565.054</b>	<b>52,5%</b>
Cost of power supply	(461.242)	(297.232)	55,2%
Renegotiation of the hydrological risk	0	96.364	-100,0%
Cost of services rendered	(7.176)	(4.923)	45,8%
<b>Gross Profit</b>	<b>393.465</b>	<b>359.224</b>	<b>9,5%</b>
<b>Expenses</b>	<b>(101.427)</b>	<b>(120.320)</b>	<b>-15,7%</b>
General and administrative	(142.238)	(120.468)	18,1%
Other (expenses) income	19.908	(13.298)	-249,7%
Equity Accounting	20.549	12.555	63,7%
Dividends Earned	354	891	-60,3%
<b>Income before financial results and income taxes</b>	<b>292.038</b>	<b>238.904</b>	<b>22,2%</b>
<b>Financial Result</b>	<b>16.253</b>	<b>(27.308)</b>	<b>-159,5%</b>
Financial Expenses	(70.404)	(61.328)	14,8%
Financial Revenues	86.657	34.020	154,7%
<b>Profit before income tax and social contribution</b>	<b>308.291</b>	<b>211.596</b>	<b>45,7%</b>
Income tax and social contribution	(70.476)	(27.799)	153,5%
Income from discontinued operations	0	(178)	-100,0%
<b>Net profit for the period</b>	<b>237.815</b>	<b>183.619</b>	<b>29,5%</b>
Shareholders of the Controlled Company	0	0	N/A
Non-controlling interests	-	-	-

#### COVID-19 IMPACTS

In order to mitigate risks in the face of the COVID-19 pandemic, Statkraft continued to follow the national and international guidelines of the World Health Organization during 2022, highlighting some actions against the financial statements:

- ➔ Operational continuity: all plants and wind farms continued operating, with the capacity to realize their assets and liquidate their liabilities;
- ➔ The Company did not lose any contracts, and there were no customer defaults;
- ➔ Through a hybrid regime the administrative activities were resumed, so that on three days of the week the work is face-to-face and two days is home office. Always observing and following the health precautions to maintain the safety of its employees;
- ➔ The 2022 results were consolidated within management's expectations, and no changes were identified that would imply the need for additional adjustments to the financial statements.

#### INDEPENDENT AUDITORS

In compliance with CVM Instruction 381/03, Statkraft Brasil has a formal procedure to consult independent auditors in order to ensure that there is no conflict of interest, loss of independence, or loss of objectivity. At the end of 2021, the Board of Directors approved the rotation of the external auditors; therefore, in 2022, Pricewaterhouse Coopers Auditores Independentes LTDA. was the company responsible for the external auditing of the company.

- Taxes

GRI 207-1

For the calculation of taxable income, Statkraft opted for the taxable income system in "SKER", "SKIN", "SKEB" and "SKER COM" For its other companies, the presumed profit system was chosen for the calculation of the IRPJ and CSLL levied on the taxable income.

- Tax Incentives

GRI 201-4, 203-1

During 2021, Statkraft Brasil received government assistance through federal and state tax incentives for the construction of Ventos de Santa Eugenia Wind Complex. In 2022, the benefits were maintained, as was the concession for the construction of Morro do Cruzeiro Wind Complex.

- Established in 2001 in order to diversify and complement the industrial matrix of the state of Bahia, DESENVOLVE is the Program for Industrial Development and Economic Integration and allows the deferment of the ICMS payment assessment regarding the acquisition of goods destined for the fixed assets for the disincorporation period. The exemption occurs after the second year of use of the goods in the enterprise.
- REIDI - Special Regime of Incentives for Infrastructure Development, was created in 2007 to help develop the country's infrastructure by attracting new private investments in the transport, energy, basic sanitation, irrigation, and pipeline sectors. It grants the suspension of PIS and COFINS contribution requirements, with a reduction of up to 9.25% in the cost of goods, services, and equipment (national and imported) used in infrastructure development works, for a period of up to five (5) years.



MUNICIPALITIES	Asset	Desenvolve - ICMS - Lei 7.980/2201		Reidi - PIS/COFINS - LEI 11.488/2007	
		2022	2021	2022	2021
Brotas de Macaúbas - BA	Morro do Cruzeiro Wind Complex	R\$ 413.241,72	N/A	R\$ 2.406.009,20	N/A
Ibipeba - BA	Ventos de Santa Eugenia Wind Complex	R\$ 6.566.934,70	R\$ 7.243.172,58	R\$ 13.533.003,93	R\$ 168.669,68
Uibaí - BA		R\$ 1.767.540,41	R\$ 815.288,52	R\$ 3.261.791,90	R\$ 276.899,83

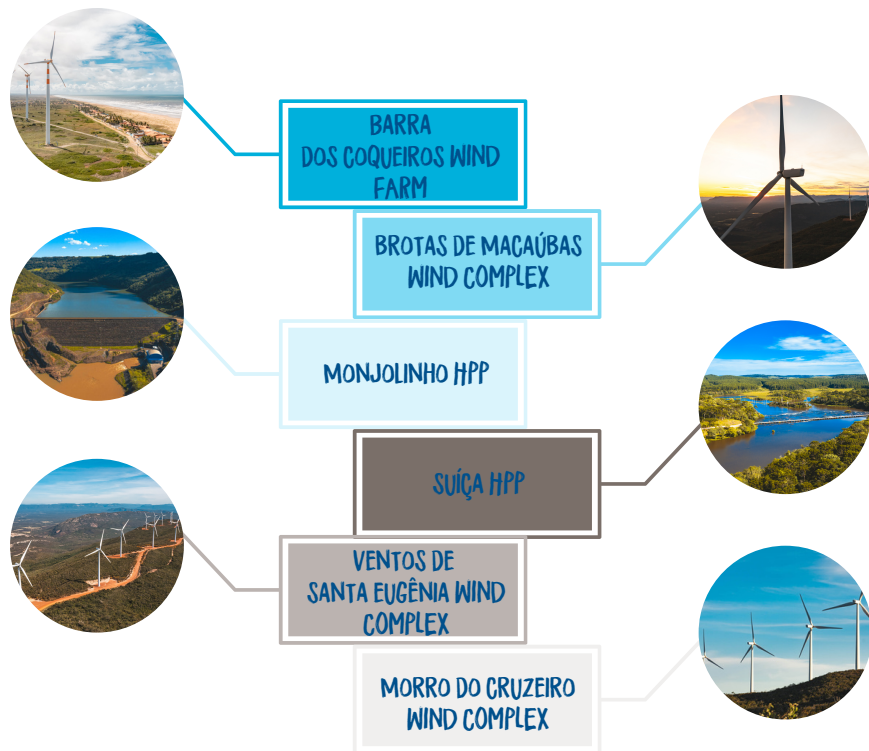
## ABOUT THE REPORT

GRI 3-1, 3-2

The detailed information in this document meets Statkraft Brasil's commitment to transparency and sustainable development. It comprises the Sustainability Report, which presents the report based on the guidelines of the Global Reporting Initiative (GRI), the Global Compact and parameters established by the Accounting Manual of the National Agency of Electric Energy (ANEEL). The aim is to demonstrate business performance as well as the challenges, opportunities, and strategies of the Company.

The contents presented cover general information about all Statkraft Brasil enterprises, including "SKIN", "SKEB", "SKER" and "SKER COM", described in the topic "Statkraft Brasil".

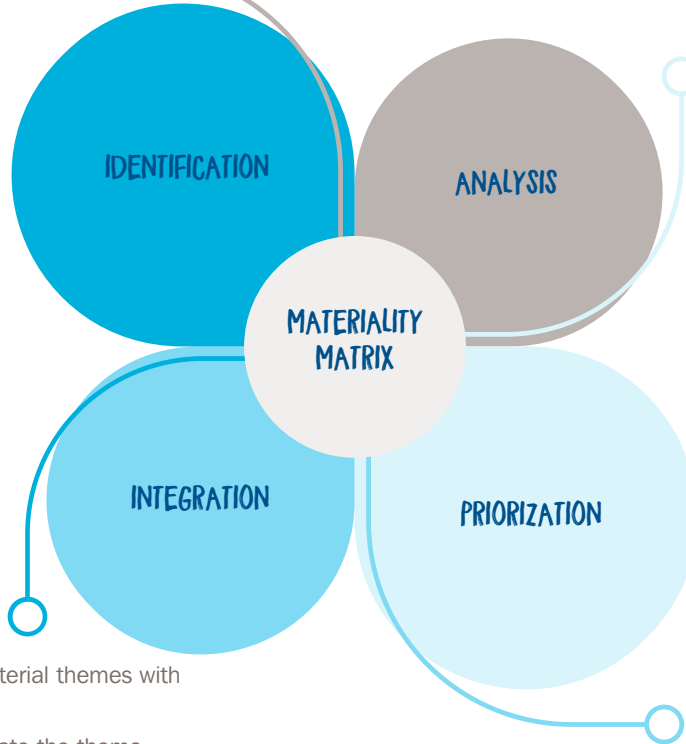
For regulatory reporting purposes to the National Agency of Electric Energy (Aneel), the main information about social-environmental responsibility and economic-financial management related to its grants, in reference to the parameters established by its Accounting Manual of the Electric Sector (MCSE), specifically contemplating its item 9.3 - Manual for the Preparation of the Annual Report on Social-environmental Responsibility ("Aneel Manual"), is attached to this report, presenting the specific indicators related to the assets:



Throughout the document, the reader can also follow the materiality matrix developed and evaluated by Statkraft Brasil in 2021, with the aim of identifying the most relevant issues for its business and its stakeholders in relation to the various sustainability themes. A process called double and dynamic materiality, which followed several stages, is shown in the following infographic:

- Internal and external context analysis;
- Benchmarking analysis;
- Analysis of sectorial references;
- Mapping of relationship channels.

- Based on a list with 19 themes, qualitative analysis of risks and real and potential impacts relevant to the business;
- Evaluation of the importance and severity of impacts for stakeholders through interviews with internal and external stakeholders, including experts, and content surveys in the relationship channels mapped.



- Correlation of prioritized material themes with SDG;
- Action plan aiming to integrate the theme with the strategic planning of the areas.

- Quantitative analysis carried out by the stakeholders by means of an online questionnaire aimed at prioritizing the most relevant themes for the business and the various audiences;
- Classification of the material themes as priority and relevant.

## RELEVANT

Water and Wastewater  
 Clients / Market Presence  
 Environmental Compliance  
 Human Rights  
 Emissions and Climate Change  
 Energy Generation / Energy Transition  
 People Management and Labor Relations  
 Responsible Supplier Management  
 Indirect Economic Impacts  
 Innovation / Research and development  
 Public policies  
 Waste  
 Property security.

## PRIORITIES

Biodiversity  
 Local Communities  
 Operational-Economic-Financial Performance  
 Ethics and Integrity  
 Corporate Governance and Risk Management  
 Occupational Health, Safety, Security and Welfare.

Due to the magnitude and complexity of the link between the material issues and the actions carried out by the various areas of the company, throughout this report we have presented in detail the actions related to these issues in correlation with the Sustainable Development Goals (SDGs) prioritized by the company.

Detailed information about these actions reflects the company's willingness to increase strategic efforts to boost actions at the tactical and operational levels in the coming years and to highlight equally important themes, such as Climate, Biodiversity and Human Rights.

With the material themes defined, Statkraft selected the performance indicators for reporting and monitoring. Thus, it is possible to trace the correlation with the Global Reporting Initiative (GRI) topics and their respective numbers, indicated at the beginning of each topic (below the titles).

To better understand these items, the GRI Summary is presented below, which relates each of the topics to the pages where they were cited in this Sustainability Report. A work that reinforces the Company's commitment to transparency, context analysis and continuous improvement that will be updated throughout the year 2023 and reflected in its next Sustainability Report.



## GRI SUMMARY

GRI Standard	Content	Location	Omitted		GRI Sector Standard Ref.NO.	Global Compact	SDG		
		Page	Omitted Requirement	Reason Explanation					
GRI 2: General Disclosures 2021	2-1: Organization details	9; 10				x	x		
	2-2: Entities included in the organization's sustainability reporting	10; 22				x	x		
	2-3: Reporting period, frequency, and contact point	3				x	x		
	2-4: Restatements of information	x				x	x		
	2-5: External verification	x				x	x		
	2-6: Activities, value chain and other business relationships	9; 13; 14; 15; 33; 35; 90				x	x		
	2-7: Employees	38; 40; 44				1, 2 e 6	8 e 10		
	2-8: Workers who are not employees	52				1, 2 e 6	8		
	2-9: Governance structure and its composition	17				x	5 e 16		
	2-10: Nomination and selection for the highest governance body	17				x	5 e 16		
	2-11: Chairman of the highest governance body	17				2 e 11	16		
	2-12: Role played by the highest governance body in overseeing the management of impacts	31; 32				1 a 10	16		
	2-13: Delegation of responsibility for managing impacts	32				x	x		
	2-14: Role of the highest governance body in sustainability	17				x	x		
	2-15: Conflicts of interest	27				6 e 10	16		
	2-16: Communication of critical concerns	73				x	x		
	2-17: Collective knowledge of the highest governance body	18				x	x		
	2-18: Evaluation of the performance of the highest governance	30				x	x		
	2-19: Compensation Policies	41				x	x		
	2-20: Process to Determine Remuneration	41				x	x		
	2-21: Annual Compensation Ratio	41				x	x		
	2-22: Statement n Sustainable Development Strategy	4; 54				x	x		
	2-23: Policy Commitments	24; 29; 60				10	16		
	2-24: Embedding Policy Commitments	24; 28; 60				x	x		
	2-25: Processes for remediate negative impacts	28; 32; 55; 60; 62				x	x		
	2-26: Mechanisms for seeking advice and raising concerns	23				x	16		
	2-27: Compliance with laws and regulations	23				x	16		
	2-28: Memberships in associations	22; 76				1 a 10	x		
	2-29: Approach to stakeholder engagement	21; 35; 38; 73; 76				1 a 10	16		
	2-30: Collective bargaining agreements	52				3	8		
GRI 3: Material Topics 2021	<b>MATERIALITY</b>								
	GRI 3-1: Process for Determining Material Topics	94					x	x	
	GRI 3-2: List of Material Topics	95					x	x	
	<b>Biodiversity</b>								
	GRI 3-3: Management of material topics	63					x	x	
	<b>Local Communities</b>								
	GRI 3-3: Management of material topics	76; 84; 85					x	x	
	<b>Operational-Economic-Financial Performance</b>								
	GRI 3-3: Management of material topics	90					x	x	
	<b>Ethics and Integrity</b>								
GRI 3-3: Management of material topics	23					x	x		
<b>Corporate Governance and Risk Management</b>									
GRI 3-3: Management of material topics	17; 30					x	x		
<b>Occupational Health, Safety and Welfare</b>									
GRI 3-3: Management of material topics	26; 40					x	x		
GRI STANDARDS 2021	<b>GRI STANDARDS 2021</b>								
	GRI 201 Economic performance 2016	201-1 Direct economic value generated and distributed	90					x	8 e 9
		201-3 Defined benefit plan obligations and other retirement plans	46					7	13
		201-4 Financial support received from the government	79; 90; 93					x	x
	GRI 203 Indirect Economic Impacts 2016	203-1 Infrastructure investment and services supported	6; 55; 76; 90; 93					x	5, 9 e 11
		203-2 Significant indirect economic impacts	32; 55; 76; 82					x	1, 3 e 8
	GRI 204 Purchasing Practices 2016	204-1 Proportion of spending on local suppliers	73					x	8
		205-1 Operations assessed for risks related to corruption	27					10	16
	GRI 205 Anti-Corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	27; 28					10	16
		205-3 Confirmed incidents of corruption and actions taken	27					10	16
	GRI 207 Tax 2019	207-1 Approach to Tax	90; 93					x	1, 10 e 17
		207-2 Tax governance, control and tax risk management	18					x	x
		207-3 Stakeholder engagement and management of concerns related to tax	38; 90					x	x
	GRI 303 Water and Effluents 2018	303-1 Interactions with water as a shared resource	70					8 e 9	6, 12 e 13
		303-5 Water consumption	70					8 e 9	6, 12 e 13
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	63					8	6, 14 e 15	
	304-2 Significant impacts of activities, products and services on biodiversity	63; 67					8	6, 14 e 15	
	304-3 Habitats protected or restored	63; 64; 65					8	6, 14 e 15	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	63; 64; 66					8	6, 14 e 15	
GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions	69					7 e 8	3, 12, 13, 14 e 15	
	305-2 Energy Indirect (Scope ) GHG emissions	69					7 e 8	3, 12, 13, 14 e 15	
	305-3 Other Indirect (Scope 3) GHG emissions	69					7 e 8	3, 12, 13, 14 e 15	
	305-4 GHG emissions intensity	69					7 e 8	13, 14 e 15	
GRI 306 Waste 2020	306-1 Waste generation and significant waste-related impacts	68					7 e 8	3, 6, 12, 13, 14 e 15	
	306-2 Management of significant waste-related impacts	68					7 e 8	3, 6, 12, 13, 14 e 15	
	306-3 Waste generated	68					7 e 8	3, 6, 12, 13, 14 e 15	
	306-4 Waste diverted from disposal	68					7 e 8	3, 6, 12, 13, 14 e 15	
	306-5 Waste directed to disposal	68					7 e 8	3, 6, 12, 13, 14 e 15	
GRI 308 Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	52					8	12	
GRI 401 Employment 2016	401-1 New employee hires and employee turnover	41					3 e 6	5, 8 e 10	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	40; 41					1, 2, 3 e 6	3, 5, 8 e 10	
	401-3 Parental leave	46					1, 2, 3 e 6	3, 5, 8 e 10	
GRI 403 Occupational health and safety management system	403-1 Occupational health and safety management system	26; 38; 40					x	8	
	403-2 Hazard identification, risk assessment and incident investigation	26					x	3 e 8	
	403-3 Occupational health services	26					x	3 e 8	
	403-4 Worker participation, consultation, and communication on occupational health and safety	38					x	3 e 8	

## GRI SUMMARY

<b>GRI 403 Occupational Health and Safety 2018</b>	403-5 Worker training on occupational health and safety	38	x	8
	403-6 Promotion worker health	38	x	3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	26	x	8
	403-8 Workers covered by an occupational health and safety management system	26	x	3 e 8
	403-9 Work-related injuries	26; 73	x	3 e 8
	403-10 Work-related ill health	26; 73	x	3 e 8
	404-1 Average hours of training per year per employee	44; 63; 67	x	4, 5, 8 e 10
	404-2 Programs for upgrading employee skills and transition assistance programs	44; 47	x	8
	404-3 Percentage of employees receiving regular performance and career development reviews	44; 49	x	5, 8 e 10
	<b>GRI 405 Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	44	6
<b>GRI 406 Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	44	6	5, 8 e 16
<b>GRI 407 Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	52	3	8
<b>GRI 408 Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	32	5	8 e 16
<b>GRI 409 Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers with significant risk for incidents of forced or compulsory labor	32	4	8 e 16
<b>GRI 411 Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violation involving rights of indigenous peoples	84; 85	1 e 2	1
<b>GRI 413 Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	55; 76; 82; 85	1 e 2	1, 2, 10 e 11
	413-2 Operations with significant actual or potential negative impacts on local communities	85	1 e 2	1, 2, 10 e 11
<b>GRI 414 Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	24	1 e 2	3, 5 e 8
<b>GRI 418 Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	28	1, 2 e 10	6
<b>Declaration of Use</b>		<b>Statkraft reported in accordance with the GRI Standards for the period January 1 to December 31, 2022</b>		
<b>GRI Used</b>		<b>GRI 1: Fundamentals 2021</b>		

# CREDITS

## CORPORATE INFORMATION

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## GENERAL DIRECTION

Vice Presidency of Business Support

## INFORMATION COLLECTION

Employees of Statkraft Brasil (holding and subsidiaries)

## EDITORIAL COORDINATION

Sustainability Team

## WRITING AND GRAPHIC DESIGN

Aura Consultoria e Gestão Socioambiental

## PHOTOGRAPHY

Statkraft Brasil Image Bank  
Flicker Image Bank

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## OUTORGAS DE GERAÇÃO

Assets	Operation	Trading
Barra dos Coqueiros Wind Farm	Sistema Interligado Nacional (SIN)	Regulated Contracting Environment (ACR)
Brotas de Macaúbas Wind Farm	Sistema Interligado Nacional (SIN)	Regulated Contracting Environment (ACR)
Ventos de Santa Eugenia Wind Complex	Sistema Interligado Nacional (SIN)	Regulated Contracting Environment (ACR) and Free Contracting Environment (ACL)
Morro do Cruzeiro Wind Complex	Sistema Interligado Nacional (SIN)	Regulated Contracting Environment (ACR) and Free Contracting Environment (ACL)
Monjolinho HPP	Sistema Interligado Nacional (SIN)	Regulated Contracting Environment (ACR)
Suíça HPP	Sistema Interligado Nacional (SIN)	Free Contracting Environment (ACL)

## SIN PARTICIPATION

ASSETS	SIN PARTICIPATION			
	Installed Capacity in MW in the SIN		Share of the Total Current Installed Capacity in Brazil (%)	
	2022 <sup>1</sup>	2021 <sup>1</sup>	2022	2021
Barra dos Coqueiros Wind Farm	180.584	172.192	0,02%	0,02%
Brotas de Macaúbas Wind Farm	180.584	172.192	0,06%	0,06%
Ventos de Santa Eugenia Wind Complex	180.584	172.192	0,02% <sup>2</sup>	N/A
Morro do Cruzeiro <sup>3</sup> Wind Complex	180.584	172.192	N/A	N/A
Monjolinho HPP	180.584	172.192	0,04%	0,04%
Suíça HPP	180.584	172.192	0,02%	0,02%

<sup>1</sup> Data from the National Electric System Operator's (ONS) Monthly Program of Energy Operation (PMO) for December 2021 and 2022.

<sup>2</sup> Data for VSE (OSLO II) that started operations in December 2022.

<sup>3</sup> Morro do Cruzeiro Wind Complex in construction phase.

## INVESTMENTS

Investments (In R\$ thousand)	Statkraft Brasil		Statkraft Investments		Statkraft Energia do Brasil		Sker COM		Statkraft Energias Renováveis S.A.	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
Engineering	N/I	N/I	0	0	0	0	0	0	191.143	88.480
Health, Safety, Security and Environment (HSSE)	N/I	N/I	0	0	12.490	46.485	0	0	696.103	554.019
Maintenance	N/I	N/I	0	0	0	0	0	0	1.828.972	2.027.342
Operation	N/I	N/I	0	0	0	0	0	0	824.570	635.886
Construction	N/I	N/I	0	0	0	0	0	0	346.064	0

Investments (In R\$ thousand)	Barra dos Coqueiros Wind Farm		Brotas de Macaúbas Wind Complex		Ventos de Santa Eugênia Wind Complex		Morro do Cruzeiro Wind Complex		Monjolinho HPP		Suiça HPP	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
Engineering	376.065	212.514	3.080	657.207	69.616	0	0	0	39.169	75.941	39.169	56.005
Health, Safety, Security and Environment (HSSE)	930.469	718.456	386.559	451.043	23.770	0	0	0	138.938	283.452	410.346	357.717
Maintenance	3.095.874	3.998.961	4.061.379	5.860.590	85.480	0	0	0	865.643	802.472	1.061.421	429.141
Operation	130.042	141.288	202.784	210.121	67.380	748.877	0	0	273.676	217.641	118.329	80.993
Construction	0	0	0	0	437.166	0	4.595.552	0	0	0	0	0

Disclaimer: 2021 and 2022 Statkraft Brasil: N/I - no consolidated information up to this level of information.

Disclaimer: 2021 Morro do Cruzeiro (MdC): Construction item update as of accounting reclassifications.

Disclaimer: 2021 Statkraft Energias Renováveis S.A.: Construction item update as a result of accounting reclassifications.

Disclaimer: For all assets: Investments tied to operating expenses (OPEX).

Disclaimer: 2022 Statkraft Energias Renováveis S.A.: Information about investments calculated at the holding level (parent company), without the investment in incorporated SPes (Monjolinho, Jucu, Rio Bonito, São João, Alegre, Fruteiras, Suiça and Viçosa).

Disclaimer: 2021 Ventos de Santa Eugênia Wind Complex, Statkraft Energias Renováveis S.A. and Statkraft Energia do Brasil: Parameterization of the information, updating the investments in 2021 in engineering, health, safety and environmental management, maintenance and operation.

# BOARD AND COUNCILS

COMPANY	NOME	BOARD OF DIRECTORS, BOARD OF DIRECTORS - STATKRAFT and SPE's						SHAREHOLDER
		DIRECTORY	POSITION	BOARD OF DIRECTORS		SUPERVISORY BOARD		
				EFFECTIVE NAME	SUBSTITUTE NAME	EFFECTIVE NAME	SUBSTITUTE NAME	
STATKRAFT ENERGIAS RENOVÁVEIS S.A.	Fernando de Lapuerta Montoya	Chief Executive Officer	Austin Laine Powell - Presidente CA	Jan Erik Felle	Ivanyra Mauro de Medeiros Correia	João Verner Juenemann	FUNCEF	
	Leoze Lobo Maia Junior	Chief Financial and Investor Relations Officer	Kjersti Roenningen	María Teresa González Ramirez	Marcos Bett Pagani	Silvia Regina S. Gonçalves	Statkraft	
	Ana Cláudia de Araújo Lima	Director of Environment, Social, Governance and Communication	Anders Gustav Taucher	-	Natasha Gaertner	Alexandre C. Lafranque	Statkraft	
	Patricia Cândido Pinto Silva	Chief Legal Officer	Ana Maria Loureiro Recart	Paulo Conte Vasconcellos	-	-	-	
	Paula Abrantes Suanno	Director of Development and New Business and Regulatory Affairs	-	Isaac Berensztejn	-	-	-	
	Diogo Ramos Scussel	Director of Asset Management	-	-	-	-	-	
STATKRAFT ENERGIA DO BRASIL	Thiago Maciel Tomazzoli	Director of Operation and Maintenance	-	-	-	-	-	
	Fernando de Lapuerta Montoya	Chief Executive Officer	-	-	-	-	-	
	Leoze Lobo Maia Junior	Chief Financial Officer	-	-	-	-	-	
STATKRAFT INVESTMENTS	Natasha Gaertner	Chief Financial and Risk Officer	-	-	-	-	-	
	Pablo Borges Becker	Commercial Director	-	-	-	-	-	
	Fernando de Lapuerta Montoya	President Director	-	-	-	-	-	
SKER COMERCIALIZAÇÃO DE ENERGIA	Leoze Lobo Maia Junior	Chief Financial Officer	-	-	-	-	-	
	Fernando de Lapuerta Montoya	Chief Executive Officer	-	-	-	-	-	
	Thiago Maciel Tomazzoli	Chief Executive Officer	-	-	-	-	-	
	Paula Abrantes Suanno	Executive Director	-	-	-	-	-	
BARRA DOS COQUEIROS WIND FARM	Fernando de Lapuerta Montoya	President Director	-	-	-	-	-	
	Leoze Lobo Maia Junior	Chief Financial Officer	-	-	-	-	-	
	Thiago Maciel Tomazzoli	Chief Operations Officer	-	-	-	-	-	
ESMERALDA	Fernando de Lapuerta Montoya	President Director	-	-	-	-	-	
	Leoze Lobo Maia Junior	Chief Financial Officer	-	-	-	-	-	
	Paula Abrantes Suanno	Director of Development and New Business and Regulatory Affairs	-	-	-	-	-	
	Diogo Ramos Scussel	Asset Management Director	-	-	-	-	-	
	Thiago Maciel Tomazzoli	Chief Operation and Maintenance Officer	-	-	-	-	-	
	Ana Cláudia de Araújo Lima	Director of Environment, Social, Governance and Communication	-	-	-	-	-	
	Patricia Cândido Pinto Silva	Legal Director	-	-	-	-	-	
MACAÚBAS	Fernando de Lapuerta Montoya	Chief Executive Officer	-	-	-	-	-	
	Leoze Lobo Maia Junior	Chief Financial Officer	-	-	-	-	-	
	Paula Abrantes Suanno	Director of Development and New Business and Regulatory Affairs	-	-	-	-	-	
	Diogo Ramos Scussel	Director of Asset Management	-	-	-	-	-	
	Thiago Maciel Tomazzoli	Chief Operation and Maintenance Officer	-	-	-	-	-	
	Patricia Cândido Pinto Silva	Legal Director	-	-	-	-	-	
	Ana Cláudia de Araújo Lima	Director of Environment, Social, Governance and Communication	-	-	-	-	-	
MONIHO	Fernando de Lapuerta Montoya	President Director	-	-	-	-	-	
	Leoze Lobo Maia Junior	Chief Financial Officer	-	-	-	-	-	
	Paula Abrantes Suanno	Director of Development and New Business and Regulatory Affairs	-	-	-	-	-	
	Diogo Ramos Scussel	Asset Management Director	-	-	-	-	-	
	Thiago Maciel Tomazzoli	Operation and Maintenance Director	-	-	-	-	-	
	Patricia Cândido Pinto Silva	Legal Director	-	-	-	-	-	
	Ana Cláudia de Araújo Lima	Director of Environment, Social, Governance and Communication	-	-	-	-	-	
MORRO DO CRUZEIRO I	Fernando de Lapuerta Montoya	Chief Executive Officer	-	-	-	-	-	
	Leoze Lobo Maia Junior	Chief Financial Officer	-	-	-	-	-	
	Paula Abrantes Suanno	Director of Development and New Business and Regulatory Affairs	-	-	-	-	-	
	Diogo Ramos Scussel	Director of Asset Management	-	-	-	-	-	
	Thiago Maciel Tomazzoli	Operation and Maintenance Director	-	-	-	-	-	
	Patricia Cândido Pinto Silva	Legal Director	-	-	-	-	-	
	Ana Cláudia de Araújo Lima	Director of Environment, Social, Governance and Communication	-	-	-	-	-	
MORRO DO CRUZEIRO II	Fernando de Lapuerta Montoya	Chief Executive Officer	-	-	-	-	-	
	Leoze Lobo Maia Junior	Chief Financial Officer	-	-	-	-	-	
	Paula Abrantes Suanno	Director of Development and New Business and Regulatory Affairs	-	-	-	-	-	
	Diogo Ramos Scussel	Director of Asset Management	-	-	-	-	-	
	Thiago Maciel Tomazzoli	Operation and Maintenance Director	-	-	-	-	-	
	Patricia Cândido Pinto Silva	Legal Director	-	-	-	-	-	
	Ana Cláudia de Araújo Lima	Director of Environment, Social, Governance and Communication	-	-	-	-	-	
NOVO HORIZONTE	Fernando de Lapuerta Montoya	President Director	-	-	-	-	-	
	Leoze Lobo Maia Junior	Chief Financial Officer	-	-	-	-	-	
	Paula Abrantes Suanno	Director of Development and New Business and Regulatory Affairs	-	-	-	-	-	
	Diogo Ramos Scussel	Asset Management Director	-	-	-	-	-	
	Thiago Maciel Tomazzoli	Operation and Maintenance Director	-	-	-	-	-	
	Patricia Cândido Pinto Silva	Legal Director	-	-	-	-	-	
	Ana Cláudia de Araújo Lima	Director of Environment, Social, Governance and Communication	-	-	-	-	-	
PASSOS MAIA	José Adami Neto	Chief Executive Officer	José Adami Neto	-	-	-	-	
	Leoze Lobo Maia Junior	Engineering Director	Victor Batista Adami Filho	-	-	-	-	
	Fernando de Lapuerta Montoya	Regulatory Director	Hideo Wilson Ogassawara	-	-	-	-	
	Maurício Roberto Adami Telck	Administrative Director	Fernando de Lapuerta Montoya	-	-	-	-	
				Patricia Cândido P. Silva	-	-	-	-
			Rafael André Knop	-	-	-	-	

## BOARD AND COUNCILS

SANTA FÉ	Fernando de Lapuerta Montoya	President Director	-	-	-	-	-
	Leoze Lobo Maia Junior	Chief Financial Officer	-	-	-	-	-
	Paula Abrantes Suanno	Director of Development and New Business and Regulatory Affairs	-	-	-	-	-
	Diogo Ramos Scussel	Asset Management Director	-	-	-	-	-
	Thiago Maciel Tomazzoli	Operation and Maintenance Director	-	-	-	-	-
	Patrícia Cândido Pinto Silva	Legal Director	-	-	-	-	-
	Ana Cláudia de Araújo Lima	Director of Environment, Social, Governance and Communication	-	-	-	-	-
SANTA LAURA	Fernando de Lapuerta Montoya	Chief Executive Officer	-	-	-	-	-
	Leoze Lobo Maia Junior	Chief Financial Officer	-	-	-	-	-
	Paula Abrantes Suanno	Director of Development and New Business and Regulatory Affairs	-	-	-	-	-
	Diogo Ramos Scussel	Director of Asset Management	-	-	-	-	-
	Thiago Maciel Tomazzoli	Operation and Maintenance Director	-	-	-	-	-
	Patrícia Cândido Pinto Silva	Legal Director	-	-	-	-	-
	Ana Cláudia de Araújo Lima	Director of Environment, Social, Governance and Communication	-	-	-	-	-
SANTA ROSA	Fernando de Lapuerta Montoya	Chief Executive Officer	-	-	-	-	-
	Leoze Lobo Maia Junior	Chief Financial Officer	-	-	-	-	-
	Paula Abrantes Suanno	Director of Development and New Business and Regulatory Affairs	-	-	-	-	-
	Diogo Ramos Scussel	Director of Asset Management	-	-	-	-	-
	Thiago Maciel Tomazzoli	Operation and Maintenance Director	-	-	-	-	-
	Patrícia Cândido Pinto Silva	Legal Director	-	-	-	-	-
	Ana Cláudia de Araújo Lima	Director of Environment, Social, Governance and Communication	-	-	-	-	-
SEABRA	Fernando de Lapuerta Montoya	Chief Executive Officer	-	-	-	-	-
	Leoze Lobo Maia Junior	Chief Financial Officer	-	-	-	-	-
	Paula Abrantes Suanno	Director of Development and New Business and Regulatory Affairs	-	-	-	-	-
	Diogo Ramos Scussel	Director of Asset Management	-	-	-	-	-
	Thiago Maciel Tomazzoli	Operation and Maintenance Director	-	-	-	-	-
	Patrícia Cândido Pinto Silva	Legal Director	-	-	-	-	-
	Ana Cláudia de Araújo Lima	Director of Environment, Social, Governance and Communication	-	-	-	-	-
VENTOS DE SANTA EUGÊNIA	Fernando de Lapuerta Montoya	President Director	-	-	-	-	-
	Leoze Lobo Maia Junior	Chief Financial Officer	-	-	-	-	-
	Paula Abrantes Suanno	Director of Development and New Business and Regulatory Affairs	-	-	-	-	-
	Diogo Ramos Scussel	Asset Management Director	-	-	-	-	-
	Thiago Maciel Tomazzoli	Operation and Maintenance Director	-	-	-	-	-
	Patrícia Cândido Pinto Silva	Legal Director	-	-	-	-	-
	Ana Cláudia de Araújo Lima	Director of Environment, Social, Governance and Communication	-	-	-	-	-
VENTOS DE SÃO VITORINO	Fernando de Lapuerta Montoya	Chief Executive Officer	-	-	-	-	-
	Leoze Lobo Maia Junior	Chief Financial Officer	-	-	-	-	-
	Paula Abrantes Suanno	Director of Development and New Business and Regulatory Affairs	-	-	-	-	-
	Diogo Ramos Scussel	Director of Asset Management	-	-	-	-	-
	Thiago Maciel Tomazzoli	Director of Operations and Maintenance	-	-	-	-	-
	Ana Cláudia de Araújo Lima	Director of Environment, Social, Governance and Communication	-	-	-	-	-
	Patrícia Cândido Pinto Silva	Legal Director	-	-	-	-	-
OSLO I	Fernando de Lapuerta Montoya	Chief Executive Officer	-	-	-	-	-
	Leoze Lobo Maia Junior	Chief Financial Officer	-	-	-	-	-
	Paula Abrantes Suanno	Director of Development and New Business and Regulatory Affairs	-	-	-	-	-
	Diogo Ramos Scussel	Director of Asset Management	-	-	-	-	-
	Thiago Maciel Tomazzoli	Chief Operation and Maintenance Officer	-	-	-	-	-
	Patrícia Cândido Pinto Silva	Legal Director	-	-	-	-	-
	Ana Cláudia de Araújo Lima	Director of Environment, Social, Governance and Communication	-	-	-	-	-
OSLO II	Fernando de Lapuerta Montoya	Chief Executive Officer	-	-	-	-	-
	Leoze Lobo Maia Junior	Chief Financial Officer	-	-	-	-	-
	Paula Abrantes Suanno	Director of Development and New Business and Regulatory Affairs	-	-	-	-	-
	Diogo Ramos Scussel	Director of Asset Management	-	-	-	-	-
	Thiago Maciel Tomazzoli	Operation and Maintenance Director	-	-	-	-	-
	Patrícia Cândido Pinto Silva	Legal Director	-	-	-	-	-
	Ana Cláudia de Araújo Lima	Director of Environment, Social, Governance and Communication	-	-	-	-	-
OSLO III	Fernando de Lapuerta Montoya	Chief Executive Officer	-	-	-	-	-
	Leoze Lobo Maia Junior	Chief Financial Officer	-	-	-	-	-
	Paula Abrantes Suanno	Director of Development and New Business and Regulatory Affairs	-	-	-	-	-
	Diogo Ramos Scussel	Director of Asset Management	-	-	-	-	-
	Thiago Maciel Tomazzoli	Operation and Maintenance Director	-	-	-	-	-
	Patrícia Cândido Pinto Silva	Legal Director	-	-	-	-	-
	Ana Cláudia de Araújo Lima	Director of Environment, Social, Governance and Communication	-	-	-	-	-
OSLO IV	Fernando de Lapuerta Montoya	President Director	-	-	-	-	-
	Leoze Lobo Maia Junior	Chief Financial Officer	-	-	-	-	-
	Paula Abrantes Suanno	Director of Development and New Business and Regulatory Affairs	-	-	-	-	-
	Diogo Ramos Scussel	Asset Management Director	-	-	-	-	-
	Thiago Maciel Tomazzoli	Operation and Maintenance Director	-	-	-	-	-
	Patrícia Cândido Pinto Silva	Legal Director	-	-	-	-	-
	Ana Cláudia de Araújo Lima	Director of Environment, Social, Governance and Communication	-	-	-	-	-





## BOARD AND COUNCILS

	Fernando de Lapuerta Montoya	Chief Executive Officer	-	-	-	-	-
	Leoze Lobo Maia Junior	Chief Financial Officer	-	-	-	-	-
	Paula Abrantes Suanno	Director of Development and New Business and Regulatory Affairs	-	-	-	-	-
<b>SERRA DA MANGABEIRA</b>	Diogo Ramos Scussel	Director of Asset Management	-	-	-	-	-
	Thiago Maciel Tomazzoli	Operation and Maintenance Director	-	-	-	-	-
	Patrícia Cândido Pinto Silva	Legal Director	-	-	-	-	-
	Ana Cláudia de Araújo Lima	Director of Environment, Social, Governance and Communication	-	-	-	-	-

## ASSETS

GENERATION ASSETS													
Assets	Authorizing Resolutions			Installed Capacity (MW)	Physical Assurance (average MW)	Operations Start-up							
<b>WIND</b>													
Barra dos Coqueiros Wind Farm	Authorization Ordinance n.º 617/2010			34,5	10,5	2012							
Brotas de Macaúbas Wind Complex	Macaúbas: Authorization Ordinance n.º 580/2010 Seabra: Authorization Ordinance n.º 671/2010 Novo Horizonte: Authorization Ordinance n.º 673/2010			95,19	34,79	2012							
WIND COMPLEX	Company	Wind Generation Plant	Normative Document	Installed Capacity	Physical Assurance	Operations Start-up							
Ventos de Santa Eugênia Wind Complex	Oslo I	VSE 01	PRT 103/2020	51,3	21,9	Test Operation							
	Oslo II	VSE 02	PRT 105/2020	11,4	4,8	2022							
		VSE 07	PRT 109/2020	17,1	7,3	2022							
	Oslo III	VSE 03	PRT 106/2020	39,9	17,9	Test Operation							
		VSE 12	PRT 120/2020	39,9	18	Operation Under Test							
	Oslo IV	VSE 05	PRT 107/2020	34,2	16,2	Operation Under Test							
		VSE 08	PRT 118/2020	28,5	13,2	Operation under Test							
	Oslo V	VSE 09	PRT 119/2020	39,9	16,9	Under Construction							
		VSE 14	10.391/2021	22,8	10,3	Under Construction							
	Oslo VI	VSE 06	PRT 108/2020	34,2	15,2	Under Construction							
Serra da Mangabeira	Serra da Mangabeira	SdM	PRT 127/2020	79,8	34,3	Under construction							
							Morro do Cruzeiro Wind Complex	Morro do Cruzeiro I	Morro 1	PRT 620/2022	45,6	23,6	Under construction
							<b>HYDRO</b>						
Alegre SHP	Concession Agreement n.º 004/2013			2,06	1,16	1999							
Esmeralda SHP	ANEEL Resolution n.º 605/2001			22,2	12,32	2006							
Francisco Gros (Santa Fé) SHP	ANEEL Resolution n.º 482/2001			29	15,6	2009							
Fruteiras SHP	Concession Agreement n.º 004/2013			8,74	4,93	1999							
Jucu SHP	Concession Agreement n.º 004/2013			4,84	2,62	1999							
Moinho SHP	ANEEL Resolution n.º 1.451/2008			13,7	6,95	2011							
Rio Bonito SHP	Concession Agreement n.º 004/2013			22,5	9,4	1959							
Santa Laura SHP	ANEEL Resolution n.º 379/2000			15	7,99	2007							
Santa Rosa II SHP	ANEEL Resolution n.º 197/2001			30	17,07	2008							
São João SHP	ANEEL Resolution n.º 110/1999			25	12,95	2007							
Viçosa SHP	ANEEL Resolution n.º 111/1999			4,5	2,53	2001							
Victor Baptista Adami SHP	ANEEL Resolution n.º 68/2004			25	13,7	2011							
Monjolinho HPP	Concession Agreement n.º 18/2002			74	39,7	2009							
Suíça HPP	Concession Agreement n.º 001/2014			35,34	21,6	1965							

\*Legend: Not applicable (N/A), Legal prohibitions (P/L), Confidentiality restrictions (R/C) and Information unavailable/incomplete (N/I).

\*Disclaimer: There were changes in the technical characteristics of the Morro do Cruzeiro Wind Complex. The Indicated Physical Guarantees are awaiting publication of the new values.

## OPERATIONAL INDICATORS

OPERATIONAL AND PRODUCTIVITY INDICATORS	Statkraft Brasil		Statkraft Investments		Statkraft Energia do Brasil		Sker COM		Statkraft Energias Renováveis S.A.	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
<b>Energy Generated (GWh)</b>	1879,34	1412,32	N/A	N/A	N/A	N/A	N/A	N/A	1879,34	1412,32
<b>Energy bought (GWh)</b>										
Generator	361	293	N/A	N/A	214,91	N/A	90,44	N/A	55,31	N/A
Trader	4.297,00	3.869,00	N/A	N/A	2.930,64	N/A	1.230,25	N/A	135,91	N/A
Others (Consumers)	179	N/A	N/A	N/A	N/A	N/A	178,78	N/A	N/A	N/A
<b>Global electric losses (GWh)</b>	18,34	17,17	N/A	N/A	N/A	N/A	N/A	N/A	18,34	17,17
Electrical losses - Total (%) over the energy request	10,62	11,24	N/A	N/A	N/A	N/A	N/A	N/A	10,62	11,24
Technical losses - (%) of the energy request	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Non electrical losses - (%) of the power request	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Energy Sold (GWh)</b>										
Distributors - ACR	973	1.957,00	N/A	N/A	110,82	N/A	N/A	N/A	861,91	N/A
Free consumers - ACL	1.171,00	909	N/A	N/A	764,21	N/A	406,98	N/A	N/A	N/A
Generation Agents - ACL	1.058,00	455	N/A	N/A	121,19	N/A	63,76	N/A	873,1	N/A
Traders - ACL	3.412,00	2.420,00	N/A	N/A	2169,3	N/A	1.018,56	N/A	224,44	N/A
Energy sell per installed capacity (GWh/MVA*No hours/year)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Energy sold per employee (MWh)	21,2	13,4	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Added value / GWh Sold	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

OPERATIONAL AND PRODUCTIVITY INDICATORS	Barra dos Coqueiros Wind Farm		Brotas de Macaúbas Wind Complex		Ventos de Santa Eugênia Wind Complex		Morro do Cruzeiro Wind Complex		Monjolinho HPP		Suiça HPP	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
<b>Energy Generated (GWh)</b>	71,59	61,01	371,04	348,01	22,86	N/A	N/A	N/A	359,23	249,38	144,13	137,28
<b>Energy bought (GWh)</b>												
Generator	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Trade	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	12	23	28	17
Others (Consumers)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Global Electricity Losses (GWh)<sup>1</sup></b>	5,42	4,72	7,7	8,31	3,45	N/I	N/I	N/I	4,98	3,85	0,24	0,29
Electrical losses - Total (%) over the energy request	7,04	7,18	2,04	2,33	13,12	N/A	N/A	N/A	1,37	1,52	0,17	0,21
Technical losses - (%) of the energy request <sup>2</sup>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Non electrical losses - (%) of the power request <sup>2</sup>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Power Sold (GWh)</b>												
Distributors - ACR	67	73	311,19	314,00	N/A	N/A	N/A	N/A	369	368	N/A	123
Free consumers - ACL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/I	N/A	N/A
Generation Agents - ACL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/I	N/A	N/A
Traders - ACL	N/A	N/A	N/A	N/A	2,5	N/A	N/A	N/A	N/A	N/I	N/A	N/A
Energy sell per installed capacity (GWh/MVA*No hours/year)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Energy sold per employee (MWh)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Added value / GWh Sold	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

\*Legend: Not applicable (N/A), Legal prohibitions (P/L), Confidentiality restrictions (R/C) and Information not available/incomplete (N/I).

<sup>1</sup>Justification: Overall Losses - N/I - not measured due to assets being under construction or not in operation in the given year.

<sup>2</sup>Justification: Technical and non-technical energy loss - N/A - not measured, data mainly related to the distribution sector, not applicable for Statkraft Brazil

\*Disclaimer - 2022 Statkraft Energias Renováveis S.A.: Consolidated group started to be measured as of 2022.

\*Disclaimer - 2021 Sker COM: Data will be reported as from the creation of SKER COM, in 2022.

\*Disclaimer - Loss of energy: The data presented in 2021 was rectified due to the update of the technical premise, aiming to maintain the same methodology as in 2022.

# SOCIAL INDICATORS

Internal Corporate Social Indicators	Statkraft Brasil		Statkraft Investments		Statkraft Energia do Brasil		Sker COM		Statkraft Energias Renováveis S.A.	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
<b>Employees</b>										
Own employees	312	283	N/A	N/A	48	43	N/I	N/I	264	240
Third-party	1705	N/I	N/A	N/A	N/I	N/I	N/I	N/I	N/I	N/I
Direct (companies)	156	N/I	N/A	N/A	N/I	N/I	N/I	N/I	N/I	N/I
Indirect (companies)	423	N/I	N/A	N/A	N/I	N/I	N/I	N/I	N/I	N/I
<b>Employees by age group</b>										
Number of employees aged up to 30 years	88	80	N/A	N/A	21	18	N/I	N/I	67	62
Employees aged up to 30 years (%)	28%	28%	N/A	N/A	44%	42%	N/I	N/I	25%	26%
Number of employees aged 31 to 40	148	139	N/A	N/A	19	17	N/I	N/I	129	122
Employees aged 31-40 (%)	47%	49%	N/A	N/A	40%	40%	N/I	N/I	49%	51%
Number of employees between the ages of 41 and 50	64	53	N/A	N/A	8	8	N/I	N/I	56	45
Employees between the ages of 41 and 50 (%)	21%	19%	N/A	N/A	17%	19%	N/I	N/I	21%	19%
Number of employees aged 50 and over	12	11	N/A	N/A	0	0	N/I	N/I	12	11
Employees aged 50 and over (%)	4%	4%	N/A	N/A	0%	0%	N/I	N/I	5%	5%
<b>Employees, by functional category and gender</b>										
Board of Directors - Men	5	5	N/A	N/A	1	1	N/I	N/I	4	4
Board of Directors - Women	4	4	N/A	N/A	1	1	N/I	N/I	3	3
Management - Men	34	23	N/A	N/A	9	6	N/I	N/I	25	22
Management - Women	11	8	N/A	N/A	N/I	1	N/I	N/I	11	8
Other Professionals - Men	153	139	N/A	N/A	16	13	N/I	N/I	137	121
Other professionals - Women	68	70	N/A	N/A	15	14	N/I	N/I	53	55
Trainees - Men	17	14	N/A	N/A	6	4	N/I	N/I	11	10
Trainees - Women	17	17	N/A	N/A	N/I	3	N/I	N/I	17	14
Young Apprentices - Men	0	0	N/A	N/A	N/I	N/I	N/I	N/I	0	0
Young Apprentices - Women	3	3	N/A	N/A	N/I	N/I	N/I	N/I	3	3
<b>Employees by gender</b>										
Number of women in relation to total employees (Quant.)	103	102	N/A	N/A	16	19	N/A	N/A	87	83
Number of women in relation to total employees (%)	33%	36%	N/A	N/A	33%	44%	N/A	N/A	33%	35%
Women in management positions - in relation to the total number of management and executive board positions (%) <sup>a</sup>	28%	30%	N/A	N/A	9%	22%	N/A	N/A	31%	23%
Number of black (black and mixed race) female employees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Black (black and mixed race) female employees - in relation to the total number of employees (%)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number of black employees (black and mixed race)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Black employees (black and mixed race) - in relation to the total number of employees (%)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number of black employees in management positions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Black (black and mixed race) employees in managerial positions in relation to the total number of managerial positions %	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number of women who left the company	26	N/A	N/A	N/A	7	N/A	N/A	N/A	17	N/A
Number of men who left the company	24	N/A	N/A	N/A	2	N/A	N/A	N/A	14	N/A
Number of interns	34	31	N/A	N/A	6	7	N/A	N/A	28	24
Interns in relation to the total number of employees (%)	11%	11%	N/A	N/A	13%	16%	N/A	N/A	11%	10%
Number of young apprentices	3	3	N/A	N/A	0	0	N/A	N/A	3	3
Employees in apprentice hiring program (%)	1%	1%	N/A	N/A	0%	0%	N/A	N/A	1%	1%
Employees with disabilities	3	N/I	N/A	N/A	N/I	N/I	N/A	N/A	N/I	N/I

<sup>a</sup>Legend: Not applicable (N/A), Legal prohibitions (P/L), Confidentiality restrictions (R/C) and Information not available/incomplete (N/I).

<sup>b</sup>Disclaimer: 2021 Statkraft Brasil, Statkraft Energia do Brasil and Statkraft Energias Renováveis S.A.: The indicator for the number of women in relation to the total number of managerial and directorship positions was adjusted in 2021 to reflect the total number of managerial and directorship positions held in the company.

Internal Corporate Social Indicators	Statkraft Brasil		Statkraft Investments		Statkraft Energia do Brasil		Sker COM		Statkraft Energias Renováveis S.A.	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
<b>Professional Development</b>										
<b>Education profile - discriminate, in percentage, in relation to the total number of employees</b>										
Elementary School	1	N/A	N/A	N/A	N/I	N/A	N/A	N/A	1	N/A
High School	21	N/A	N/A	N/A	N/I	N/A	N/A	N/A	4	N/A
Technical Education	22	N/A	N/A	N/A	N/I	N/A	N/A	N/A	4	N/A
Incomplete education	74	N/A	N/A	N/A	10	N/A	N/A	N/A	39	N/A
Higher education	86	N/A	N/A	N/A	15	N/A	N/A	N/A	54	N/A
Post-graduation (specialization, master's, doctorate)	116	N/A	N/A	N/A	23	N/A	N/A	N/A	81	N/A
Amount invested in professional development and education (R\$ thousand)	475,614,05	N/A	N/A	N/A	148,509,07	N/A	N/A	N/A	342,026,65	N/A
<b>Average hours of training per year, per employee, broken down by functional category.</b>										
Management positions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Managerial positions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative positions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Operational positions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Employees receiving performance reviews by functional category</b>										
Directors	9	9	N/A	N/A	2	N/A	N/A	N/A	7	N/A
Managers	45	31	N/A	N/A	9	N/A	N/A	N/A	36	N/A
Other Professionals	221	209	N/A	N/A	31	N/A	N/A	N/A	190	N/A
Interns	34	31	N/A	N/A	6	N/A	N/A	N/A	28	N/A
Young Apprentices	3	3	N/A	N/A	0	N/A	N/A	N/A	3	N/A
<b>Employees who received performance reviews, by gender</b>										
Men (Quantity)	209	181	N/A	N/A	32	N/A	N/A	N/A	177	N/A
Men % (Quantity)	67%	64%	N/A	N/A	67%	N/A	N/A	N/A	67%	N/A
Women (Quantity)	103	102	N/A	N/A	16	N/A	N/A	N/A	87	N/A
Women % (Quantity)	33%	36%	N/A	N/A	33%	N/A	N/A	N/A	33%	N/A
<b>Dismissal Behavior</b>										
Turnover rate (%)	11,30%	N/A	N/A	N/A	11,50%	N/A	N/A	N/A	6,80%	N/A
Hiring rate (%)	N/I	N/A	N/A	N/A	N/I	N/A	N/A	N/A	N/I	N/A
<b>Retirement Preparation</b>										
Investments in complementary pension plans (R\$ thousand)	2,028,811,66	N/A	N/A	N/A	380,451,57	N/A	N/A	N/A	1,648,360,09	N/A
Number of beneficiaries of the complementary pension fund program	270	N/A	N/A	N/A	37	N/A	N/A	N/A	233	N/A
Percentage of beneficiaries of the supplementary pension plan program	N/I	N/A	N/A	N/A	N/I	N/A	N/A	N/A	N/I	N/A
<b>Labor Claims</b>										
Amount provisioned in the period (R\$ thousand)	873	828	N/A	N/A	N/A	N/A	N/A	N/A	873	828
Number of labor suits filed against the company in the period	22	N/I	N/A	N/A	N/A	N/A	N/A	N/A	22	N/I
Number of labor suits granted in the period	2	N/I	N/A	N/A	N/A	N/A	N/A	N/A	2	N/I
Number of dismissals of labor suits in the period	4	N/I	N/A	N/A	N/A	N/A	N/A	N/A	4	N/I

# SOCIAL INDICATORS

Internal Corporate Social Indicators	Barra dos Coqueiros Wind Farm		Brotas de Macaúbas Wind Complex		Ventos de Santa Eugenia Wind Complex		Morro do Cruzeiro Wind Complex		Monjolinho HPP		Suíça HPP	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
	<b>EMPLOYEES</b>											
Own employees	10	11	16	16	20	10	4	N/I	5	5	7	8
Third-party	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
Direct (companies)	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
Indirect (companies)	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
<b>EMPLOYEES BY AGE GROUP</b>												
Number of employees aged up to 30 years	2	2	4	2	5	1	N/I	N/I	N/I	N/I	N/I	N/I
Employees aged up to 30 years (%)	20%	18%	25%	13%	25%	10%	N/I	N/I	N/I	N/I	N/I	N/I
Number of employees aged 31 to 40	4	4	8	10	10	6	2	N/I	5	5	4	4
Employees aged 31-40 (%)	40%	36%	50%	63%	50%	60%	50%	N/I	100%	100%	57%	50%
Number of employees between the ages of 41 and 50	3	5	4	4	4	2	2	N/I	N/I	N/I	1	3
Employees between the ages of 41 and 50 (%)	30%	45%	25%	25%	20%	20%	50%	N/I	N/I	N/I	14%	38%
Number of employees aged 50 and over	1	0	0	0	1	1	N/I	N/I	N/I	N/I	2	1
Employees aged 50 and over (%)	10%	0	0	0	5%	10%	N/I	N/I	N/I	N/I	29%	13%
<b>EMPLOYEES, BY FUNCTIONAL CATEGORY AND GENDER</b>												
Board of Directors - Men	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
Management - Women	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
Management - Men	N/I	1	N/I	N/I	2	1	N/I	N/I	1	1	N/I	N/I
Other Professionals - Women	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
Other Professionals - Men	9	9	14	14	15	5	N/I	N/I	4	4	5	6
Trainees - Men	1	1	2	2	2	3	N/I	N/I	N/I	N/I	2	2
Trainees - Women	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
Young Apprentices - Men	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
Young Apprentices - Women	N/I	N/I	N/I	N/I	1	1	N/I	N/I	N/I	N/I	N/I	N/I
<b>EMPLOYEES BY GENDER</b>												
Number of women in relation to total employees (Quant.)	1	N/A	2	2	3	4	1	N/A	N/A	N/A	1	2
Number of women in relation to the total number of employees (%)	10%	N/A	13%	13%	15%	40%	25%	N/A	N/A	N/A	14%	25%
Women in management positions - in relation to the total number of management positions (%)	N/A	N/A	N/A	N/A	0	0	1	N/A	N/A	N/A	N/A	N/A
Number of black (black and mixed race) female employees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Black (black and mixed race) female employees - in relation to the total number of employees (%)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number of black employees (black and mixed race)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Black employees (black and mixed race) - in relation to the total number of employees (%)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number of black employees in management positions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Black (black and mixed race) employees in managerial positions in relation to the total number of managerial positions %	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number of women who left the company	N/A	N/A	N/A	N/A	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number of men who left the company	N/A	N/A	N/A	N/A	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number of interns	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Interns in relation to the total number of employees (%)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number of young apprentices	N/A	N/A	N/A	N/A	1	1	N/A	N/A	N/A	N/A	N/A	N/A
Employees in apprentice hiring program (%)	N/A	N/A	N/A	N/A	5%	10%	N/A	N/A	N/A	N/A	N/A	N/A
Employees with disabilities	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

\*Legend: Not applicable (N/A), Legal prohibitions (P/L), Confidentiality restrictions (R/C) and information not available/incomplete (N/I).

\*Disclaimer: 2021 Statkraft Brasil, Statkraft Energia do Brasil and Statkraft Energias Renováveis S.A.: The indicator for the number of women in relation to the total number of managerial and directorship positions was adjusted in 2021 to reflect the total number of managerial and directorship positions held in the company

Internal Corporate Social Indicators	Barra dos Coqueiros Wind Farm		Brotas de Macaúbas Wind Complex		Ventos de Santa Eugenia Wind Complex		Morro do Cruzeiro Wind Complex		Monjolinho HPP		Suíça HPP	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
	<b>Remuneration, Benefits and Career - R\$ mil</b>											
Gross payroll	1.491.921,89	1.518.046,13	1.865.374,99	1.560.636,71	2.342.993,18	997.748,80	335.842,98	813.052,70	708.571,03	1.138.558,92	995.359,50	
Compulsory social charges	510.705,21	507.193,70	680.029,39	528.152,22	806.209,94	318.064,37	121.112,12	266.673,23	261.142,70	408.215,59	366.811,96	
Food	159.715,61	146.669,65	259.782,10	221.232,77	240.292,91	62.258,10	30.550,64	75.475,90	63.880,15	136.848,44	125.508,89	
Transportation	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	331,4	
Health	201.896,54	187.929,26	239.665,70	207.271,80	224.535,04	60.454,74	22.877,76	77.422,00	55.924,10	129.237,98	124.823,86	
Day care centers or day care assistance	7.969,68	4.061,00	8.326,08	6.350,00	14.879,04	4.000,00	N/I	N/A	3.150,00	1.300,00	N/I	
Others (funeral, exceptional, retirement bonus)	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	
Foundation	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	
Culture	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	
Training and professional development	7.445,15	N/A	3.653,85	N/A	N/I	N/A	N/I	N/A	550	N/A	N/I	
Education	2.360,00	N/A	N/I	N/A	2.962,50	N/A	N/I	N/A	N/I	N/A	N/A	
<b>Profit sharing</b>												
Total investment in the company's profit sharing program (R\$ thousand)	N/I	N/I	N/I	N/I	N/I	N/I	N/A	N/A	N/I	N/I	N/I	N/I
Amounts distributed in relation to the gross payroll (R\$ thousand)	106.275,97	57.964,13	84.340,11	45.142,69	169.271,67	N/I	N/A	N/A	64.776,82	42.525,34	93.354,08	42.917,21
Division of the highest remuneration by the lowest remuneration in kind paid by the company	N/I	N/I	N/I	N/I	N/I	N/I	N/A	N/A	N/I	N/I	N/I	N/I
Division of the lowest remuneration paid by the company by the minimum wage in	N/I	N/I	N/I	N/I	N/I	N/I	N/A	N/A	N/I	N/I	N/I	N/I
<b>Remuneration profile by category - average salary for the current year (R\$ thousand)</b>												
Management positions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Managerial positions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative positions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Operational positions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

\*Legend: Not Applicable (N/A), Legal Prohibitions (P/L), Confidentiality Restrictions (R/C) and Information Unavailable/Incomplete (N/I).

# SOCIAL INDICATORS

Internal Corporate Social Indicators	Berra dos Coqueiros Wind Farm		Brotas de Macaúbas Wind Complex		Ventos de Santa Eugenia Wind Complex		Morro do Cruzeiro Wind Complex		Mojozinho HPP		Suíça HPP	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
<b>Professional Development</b>												
<b>Education profile - discriminate, in percentage, in relation to the total number of employees</b>												
Elementary School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
High School	1	N/A	4	N/A	4	N/A	1	N/A	N/A	N/A	2	N/A
Technical Education	2	N/A	4	N/A	4	N/A	N/A	N/A	1	N/A	2	N/A
Incomplete education	5	N/A	3	N/A	7	N/A	N/A	N/A	3	N/A	N/A	N/A
Higher education	1	N/A	3	N/A	5	N/A	N/A	N/A	1	N/A	2	N/A
Post-graduation (specialization, master's, doctorate)	N/A	N/A	1	N/A	4	N/A	3	N/A	1	N/A	N/A	N/A
Amount invested in professional development and education (R\$ thousand)	9.805,15	N/A	3.653,85	N/A	2.962,50	N/A	N/A	N/A	550	N/A	N/A	N/A
<b>Average hours of training per year, per employee, broken down by functional category.</b>												
Management positions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Managerial positions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative positions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Operational positions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Employees receiving performance reviews by functional category</b>												
Directors	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Managers	1	N/A	N/A	N/A	2	N/A	N/A	N/A	1	N/A	N/A	N/A
Other Professionals	9	N/A	16	N/A	17	N/A	1	N/A	4	N/A	7	N/A
Interns	N/A	N/A	N/A	N/A	N/A	N/A	3	N/A	N/A	N/A	N/A	N/A
Young Apprentices	N/A	N/A	N/A	N/A	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Employees who received performance reviews, by gender</b>												
Men (Quantity)	10	N/A	16	N/A	17	N/A	3	N/A	5	N/A	5	N/A
Men % (Quantity)	100%	N/A	100%	N/A	85%	N/A	75%	N/A	100%	N/A	71%	N/A
Women (Quantity)	N/A	N/A	N/A	N/A	3	N/A	1	N/A	N/A	N/A	2	N/A
Women % (Quantity)	N/A	N/A	N/A	N/A	15%	N/A	25%	N/A	N/A	N/A	29%	N/A
<b>Dismissal Behavior</b>												
Turnover rate (%)	N/A	N/A	31%	N/A	5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Hiring rate (%)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Retirement Preparation</b>												
Investments in complementary pension plans (R\$ thousand)	23.721,70	N/A	22.489,52	N/A	64.566,65	N/A	9.217,17	N/A	37.005,02	N/A	35.299,96	N/A
Number of beneficiaries of the complementary pension fund program	8	N/A	11	N/A	18	N/A	2	N/A	5	N/A	9	N/A
Percentage of beneficiaries of the supplementary pension plan program	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Labor Claims</b>												
Amounts provisioned in the period (R\$ thousand)	35	35	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number of labor suits filed against the company in the period	8	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number of labor suits granted in the period	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number of dismissals of labor suits in the period	4	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

\*Legend: Not Applicable (N/A), Legal Prohibitions (P/L), Confidentiality Restrictions (R/C) and Information Unavailable/Incomplete (N/I).

Internal Corporate Social Indicators	Statkraft Brasil		Statkraft Investments		Statkraft Energia do Brasil		Sker COM		Statkraft Energias	
	2022	2021	2022	2021	2022	2021	2022	2021	2021	
<b>Remuneration, Benefits and Career - R\$ mil</b>	<b>84.541.017,05</b>	<b>73.206.311,10</b>	N/A	N/A	<b>15.022.789,00</b>	<b>14.636.992,00</b>	N/A	N/A	<b>58.088.272,00</b>	
Gross payroll	56.286.362,22	49.614.461,06	N/A	N/A	10.083.992,97	9.815.921,52	N/A	N/A	39.462.096,40	
Compulsory social charges	19.041.474,79	16.368.012,63	N/A	N/A	3.647.742,02	3.669.190,02	N/A	N/A	12.585.880,45	
Food	4.357.673,43	3.478.738,95	N/A	N/A	635.663,40	576.127,20	N/A	N/A	2.902.611,75	
Transportation	256.716,96	29.440,00	N/A	N/A	27.160,56	3.376,00	N/A	N/A	26.064,00	
Health	4.281.169,88	3.527.567,31	N/A	N/A	586.101,63	545.767,12	N/A	N/A	2.955.343,19	
Day care centers or day care assistance	317.619,77	188.091,15	N/A	N/A	42.128,48	26.610,51	N/A	N/A	156.276,48	
Others (funeral, exceptional, retirement)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Foundation	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Culture	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Training and professional development	301.306,63	N/A	N/A	N/A	92.838,76	N/A	N/A	N/A	N/A	
Education	174.307,42	N/A	N/A	N/A	55.670,31	N/A	N/A	N/A	N/A	
<b>Profit Share</b>										
Total investment in the company's profit shari	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Amounts distributed in relation to the gross payroll (R\$ thousand)	7.173.466,01	5.433.168,76	N/A	N/A	1.769.880,58	2.168.096,88	N/A	N/A	3.265.071,88	
Division of the highest remuneration by the lowest remuneration in kind paid by the company	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Division of the lowest remuneration paid by the company by the minimum wage in force	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Compensation profile per category - average salary for the current year (R\$ thousand)										
Management positions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Managerial positions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Administrative positions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Operational positions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	

\*Legend: Not Applicable (N/A), Legal Prohibitions (P/L), Confidentiality Restrictions (R/C) and Information Unavailable/Incomplete (N/I).

## OPERATIONAL INDICATORS

OPERATIONAL AND PRODUCTIVITY INDICATORS	Statkraft Brasil		Statkraft Investments		Statkraft Energia do Brasil		Sker COM		Statkraft Energias Renováveis S.A.	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
<b>Energy Generated (GWh)</b>	1879,34	1412,32	N/A	N/A	N/A	N/A	N/A	N/A	1879,34	1412,32
<b>Energy bought (GWh)</b>										
Generator	361	293	N/A	N/A	214,91	N/A	90,44	N/A	55,31	N/A
Trader	4.297,00	3.869,00	N/A	N/A	2.930,64	N/A	1.230,25	N/A	135,91	N/A
Others (Consumers)	179	N/A	N/A	N/A	N/A	N/A	178,78	N/A	N/A	N/A
<b>Global electric losses (GWh)</b>	18,34	17,17	N/A	N/A	N/A	N/A	N/A	N/A	18,34	17,17
Electrical losses - Total (%) over the energy request	10,62	11,24	N/A	N/A	N/A	N/A	N/A	N/A	10,62	11,24
Technical losses - (%) of the energy request	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Non electrical losses - (%) of the power request	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Energy Sold (GWh)</b>										
Distributors - ACR	973	1.957,00	N/A	N/A	110,82	N/A	N/A	N/A	861,91	N/A
Free consumers - ACL	1.171,00	909	N/A	N/A	764,21	N/A	406,98	N/A	N/A	N/A
Generation Agents - ACL	1.058,00	455	N/A	N/A	121,19	N/A	63,76	N/A	873,1	N/A
Traders - ACL	3.412,00	2.420,00	N/A	N/A	2169,3	N/A	1.018,56	N/A	224,44	N/A
Energy sell per installed capacity (GWh/MVA*No hours/year)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Energy sold per employee (MWh)	21,2	13,4	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Added value / GWh Sold	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

OPERATIONAL AND PRODUCTIVITY INDICATORS	Barra dos Coqueiros Wind Farm		Brotas de Macaúbas Wind Complex		Ventos de Santa Eugênia Wind Complex		Morro do Cruzeiro Wind Complex		Monjolinho HPP		Suíça HPP	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
<b>Energy Generated (GWh)</b>	71,59	61,01	371,04	348,01	22,86	N/A	N/A	N/A	359,23	249,38	144,13	137,28
<b>Energy bought (GWh)</b>												
Generator	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Trade	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	12	23	28	17
Others (Consumers)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Global Electricity Losses (GWh)<sup>1</sup></b>	5,42	4,72	7,7	8,31	3,45	N/I	N/I	N/I	4,98	3,85	0,24	0,29
Electrical losses - Total (%) over the energy request	7,04	7,18	2,04	2,33	13,12	N/A	N/A	N/A	1,37	1,52	0,17	0,21
Technical losses - (%) of the energy request <sup>2</sup>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Non electrical losses - (%) of the power request <sup>2</sup>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Power Sold (GWh)</b>												
Distributors - ACR	67	73	311,19	314,00	N/A	N/A	N/A	N/A	369	368	N/A	123
Free consumers - ACL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/I	N/A	N/A
Generation Agents - ACL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/I	N/A	N/A
Traders- ACL	N/A	N/A	N/A	N/A	2,5	N/A	N/A	N/A	N/A	N/I	N/A	N/A
Energy sell per installed capacity (GWh/MVA*No hours/year)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Energy sold per employee (MWh)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Added value / GWh Sold	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

<sup>1</sup>Legend: Not applicable (N/A), Legal prohibitions (P/L), Confidentiality restrictions (R/C) and Information not available/incomplete (N/I).

<sup>2</sup>Justification <sup>1</sup>: Overall Losses - N/I - not measured due to assets being under construction or not in operation in the given year.

<sup>2</sup>Justification <sup>2</sup>: Technical and non-technical energy loss - N/A - not measured, data mainly related to the distribution sector, not applicable for Statkraft Brasil

<sup>3</sup>Disclaimer - 2022 Statkraft Energias Renováveis S.A.: Consolidated group started to be measured as of 2022.

<sup>4</sup>Disclaimer - 2021 Sker COM: Data will be reported as from the creation of SKER COM, in 2022.

<sup>5</sup>Disclaimer - Loss of energy: The data presented in 2021 was rectified due to the update of the technical premise, aiming to maintain the same methodology as in 2022.

# ECONOMIC – FINANCIAL

STATEMENT OF ADDED VALUE (in thousands of reais)	Statkraft Brasil		Statkraft Investments		Statkraft Energia do Brasil		Skier COM		Statkraft Energias Renováveis S.A.		Barra dos Coqueiros Wind Farm		Brotas de Macaúbas Wind Complex		Ventos de Santa Eugênia Wind Complex		Morro do Cruzeiro Wind Complex		Monjolinho HPP		Suíça HPP		
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	
<b>Revenues</b>	<b>1,535,110</b>	<b>1,365,116</b>	<b>0</b>	<b>0</b>	<b>618,346</b>	<b>867,637</b>	<b>312,954</b>	<b>0</b>	<b>933,804</b>	<b>607,541</b>	<b>21,613</b>	<b>16,463</b>	<b>100,265</b>	<b>86,307</b>	<b>1,647</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Sales of goods, products and services	1,533,158	1,365,124	0	0	618,346	867,637	312,954	0	933,804	607,541	21,613	16,463	100,265	86,307	1,647	0	0	0	0	0	N/A	N/A	N/A
Other revenues	1,952	716	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A
Revenues related to the construction of own Provision for doubtful accounts - Reversal / (Constitution)	0	276	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A
<b>Inputs Purchased from Third Parties</b>	<b>(847,677)</b>	<b>(885,328)</b>	<b>(1,914)</b>	<b>(1,868)</b>	<b>(447,020)</b>	<b>(824,860)</b>	<b>(270,830)</b>	<b>(1)</b>	<b>(410,778)</b>	<b>(170,248)</b>	<b>(8,365)</b>	<b>(10,071)</b>	<b>(23,498)</b>	<b>(15,302)</b>	<b>(22,919)</b>	<b>(13,955)</b>	<b>(4,618)</b>	<b>(2)</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	
<small>(includes the values of taxes - ICMS, IPI, PIS and Cofins)</small>																							
Cost of products, goods and services sold others	(843,387)	(886,015)	0	0	(601,241)	(799,775)	(271,750)	0	(359,077)	(98,948)	(3,773)	(4,649)	(16,140)	(12,038)	(11,224)	(1,977)	(565)	(1)	N/A	N/A	N/A	N/A	
Loss/Recovery of asset values	(87,471)	(73,826)	(1,914)	(1,868)	(10,373)	(8,206)	(368)	(1)	(75,710)	(58,003)	(4,592)	(5,422)	(9,450)	(9,474)	(11,225)	(12,261)	(4,053)	(1)	N/A	N/A	N/A	N/A	
Other	183,181	78,542	0	0	164,594	(16,879)	1,288	0	24,009	(13,297)	0	0	2,102	6,210	30	183	0	0	0	N/A	N/A	N/A	
<b>Gross Value Added</b>	<b>687,433</b>	<b>480,788</b>	<b>(1,914)</b>	<b>(1,868)</b>	<b>171,326</b>	<b>42,777</b>	<b>42,124</b>	<b>(1)</b>	<b>523,026</b>	<b>437,293</b>	<b>13,248</b>	<b>6,392</b>	<b>76,767</b>	<b>71,005</b>	<b>(21,272)</b>	<b>(13,955)</b>	<b>(4,618)</b>	<b>(2)</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	
Depreciation, Amortization and Depletion	(160,820)	(167,517)	(1,101)	(1,103)	(1,750)	(1,736)	0	0	(108,864)	(108,138)	(7,827)	(7,733)	(25,773)	(25,634)	(238)	(99)	(12)	(9)	N/A	N/A	N/A	N/A	
<b>Net Added Value Produced by the Entity</b>	<b>526,613</b>	<b>313,271</b>	<b>(3,015)</b>	<b>(2,971)</b>	<b>169,576</b>	<b>41,041</b>	<b>42,124</b>	<b>(1)</b>	<b>414,162</b>	<b>329,155</b>	<b>5,421</b>	<b>(1,341)</b>	<b>50,994</b>	<b>45,371</b>	<b>(21,510)</b>	<b>(14,054)</b>	<b>(4,630)</b>	<b>(11)</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	
<b>Added Value Received in Transfer</b>	<b>128,465</b>	<b>50,281</b>	<b>208,870</b>	<b>58,568</b>	<b>6,136</b>	<b>2,622</b>	<b>603</b>	<b>32</b>	<b>107,560</b>	<b>47,288</b>	<b>3,034</b>	<b>1,127</b>	<b>3,561</b>	<b>2,102</b>	<b>22,544</b>	<b>4,654</b>	<b>46</b>	<b>0</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	
Equity in earnings of subsidiaries	20,541	12,555	194,093	57,210	0	0	0	0	20,549	12,555	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A	
Financial income	107,570	37,013	14,777	1,358	6,136	2,622	603	32	86,657	34,020	3,034	1,127	3,561	2,102	22,544	4,654	46	0	0	N/A	N/A	N/A	
Other	354	713	0	0	0	0	0	0	354	713	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A	
<b>Total Added Value to be Distributed</b>	<b>655,078</b>	<b>363,552</b>	<b>205,855</b>	<b>55,597</b>	<b>175,712</b>	<b>43,663</b>	<b>42,727</b>	<b>31</b>	<b>521,722</b>	<b>376,443</b>	<b>8,455</b>	<b>(214)</b>	<b>54,555</b>	<b>47,473</b>	<b>1,034</b>	<b>(9,400)</b>	<b>(4,584)</b>	<b>(11)</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	

\*Legend: Not Applicable (N/A), Legal Prohibitions (P/L), Confidentiality Restrictions (R/C) and Information Unavailable/Incomplete (N/I).

DISTRIBUTION OF ADDED VALUE (in thousands of reais)	Statkraft Brasil		Statkraft Investments		Statkraft Energia do Brasil		Skier COM		Statkraft Energias Renováveis S.A.		Barra dos Coqueiros Wind Farm		Brotas de Macaúbas Wind Complex		Ventos de Santa Eugênia Wind Complex		Morro do Cruzeiro Wind Complex		Monjolinho HPP		Suíça HPP	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
<b>Total Distributed</b>	<b>655,078</b>	<b>363,552</b>	<b>205,855</b>	<b>55,597</b>	<b>175,712</b>	<b>43,663</b>	<b>42,727</b>	<b>31</b>	<b>521,722</b>	<b>376,443</b>	<b>8,455</b>	<b>(214)</b>	<b>54,555</b>	<b>47,473</b>	<b>1,034</b>	<b>(9,400)</b>	<b>(4,584)</b>	<b>(11)</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
People	71,392	64,463	(470)	353	14,923	13,980	0	0	56,939	49,969	2,076	2,205	(72)	20	1,850	190	202	0	N/A	N/A	N/A	N/A
Direct remuneration	55,439	51,052	(470)	323	12,244	11,350	0	0	43,665	39,217	1,568	1,694	(65)	(18)	1,096	0	172	0	N/A	N/A	N/A	N/A
Benefits	11,382	9,957	0	5	1,782	1,943	0	0	9,600	8,009	397	393	0	38	671	190	17	0	N/A	N/A	N/A	N/A
F.G.T.S	4,571	3,454	0	25	897	887	0	0	3,674	2,743	111	118	(7)	0	83	0	13	0	N/A	N/A	N/A	N/A
Taxes, fees and contributions	252,163	140,427	(14,229)	(14,004)	114,845	77,483	33,574	7	154,985	80,386	3,143	1,910	7,752	8,176	8,274	1,620	59	0	N/A	N/A	N/A	N/A
Federal	252,027	139,778	(14,229)	(14,004)	114,845	77,483	33,574	7	154,849	79,737	3,143	1,910	7,746	8,165	8,224	1,620	59	0	N/A	N/A	N/A	N/A
State	0	544	0	0	0	0	0	0	0	544	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A
Municipal	136	105	0	0	0	0	0	0	136	105	0	0	6	10	0	0	0	0	0	N/A	N/A	N/A
Remuneration of third-party capital	81,822	68,338	8,624	6,567	1,216	288	102	1	71,984	62,469	1,783	(551)	1,093	1,244	1,278	458	148	0	N/A	N/A	N/A	N/A
Interest	46,209	29,741	0	95	255	63	50	0	45,954	30,570	18	49	253	300	304	43	129	0	N/A	N/A	N/A	N/A
Rents	1,453	1,008	0	0	(126)	(133)	0	0	1,580	1,141	93	161	148	214	1	0	0	0	0	N/A	N/A	N/A
Other	34,160	37,589	8,624	6,472	1,087	358	52	1	24,450	30,758	1,672	(761)	692	730	973	415	19	0	N/A	N/A	N/A	N/A
<b>Return on Equity</b>	<b>249,701</b>	<b>90,324</b>	<b>211,930</b>	<b>62,681</b>	<b>44,728</b>	<b>(48,088)</b>	<b>9,051</b>	<b>23</b>	<b>237,814</b>	<b>183,619</b>	<b>1,453</b>	<b>(3,778)</b>	<b>45,782</b>	<b>38,033</b>	<b>(10,368)</b>	<b>(11,668)</b>	<b>(4,993)</b>	<b>(11)</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Interest on Equity Capital	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A
Dividends	2,111	1,630	0	0	0	0	2,149	5	11,296	8,722	0	0	10,873	9,033	455	0	0	0	0	N/A	N/A	N/A
Retained earnings / Loss for the year	209,818	61,051	211,930	62,681	44,728	(48,088)	6,902	18	226,518	174,897	1,453	(3,778)	34,909	29,000	(10,823)	(11,668)	(4,993)	(11)	N/A	N/A	N/A	N/A
Non-controlling interest in retained earnings	37,772	27,643	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A

\*Legend: Not Applicable (N/A), Legal Prohibitions (P/L), Confidentiality Restrictions (R/C) and Information Unavailable/Incomplete (N/I).



## EXTERNAL SOCIAL INDICATORS

EXTERNAL SOCIAL INDICATORS	Statkraft Brasil		Statkraft Investments		Statkraft Energia do Brasil		Sker COM		Statkraft Energias	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
<b>Consumer and customer profiles</b>										
Distributors - ACR - % of total	15%	34%	N/I	N/I	N/I	N/I	N/I	N/A	N/I	N/I
Free Consumers - ACL - % of total	18%	16%	N/I	N/I	N/I	N/I	N/I	N/A	N/I	N/I
Generation Agents - ACL - %	16%	8%	N/I	N/I	N/I	N/I	N/I	N/A	N/I	N/I
Suppliers - LCA - %	52%	42%	N/I	N/I	N/I	N/I	N/I	N/A	N/I	N/I

\*Legend: Not applicable (N/A), Legal prohibitions (P/L), Confidentiality restrictions (R/C) and Information not available/incomplete (N/I).

\*Disclaimer: N/I - percentage not informed per mill and informed only in the overall result of Statkraft Brasil.

EXTERNAL SOCIAL INDICATORS	Barra dos Coqueiros Wind Farm		Brotas de Macaúbas Wind Complex		Ventos de Santa Eugenia Wind Complex		Morro do Cruzeiro Wind Complex		Monjolinho HPP		Suiça HPP	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
<b>Consumer and customer profiles</b>												
Distributors - ACR - % of total	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
Free Consumers - ACL - % of total	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
Generation Agents - ACL - %	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
Suppliers - LCA - %	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I

\*Legend: Not Applicable (N/A), Legal Prohibitions (P/L), Confidentiality Restrictions (R/C) and Information Unavailable/incomplete (N/I).

## CONTINGENCIES AND PROVISIONS

CONTINGENCIES AND PROVISIONS	Portfolio Amount		Contingency paid (R\$ million)		Provision (liability) (R\$ million)	
	2022	2021	2022	2021	2022	2021
Civil	121	93	0,35	19,19	2,76	2,7
Labor	45	61	0,16	0,3	0,63	0,82
Tax	84	81	0,96	0,49	4,7	7,6
Other	9	16	0	0	0	0,24

\*Legend: Not Applicable (N/A), Legal Prohibitions (P/L), Confidentiality Restrictions (R/C) and Information Unavailable/incomplete (N/I).

# SOCIAL ACTION

INVOLVEMENT IN SOCIAL ACTION - R\$ thousand	Statkraft Brasil		Statkraft Investments		Statkraft Energia do Brasil		Sker COM		Statkraft Energias Renováveis S.A.	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
<b>Involvement in social action (voluntary)</b>										
Resources invested in education (R\$ Thousand) - Non-compulsory investments	105.296,71	60.000,00	N/A	N/A	N/A	N/A	N/A	N/A	105.296,71	60.000,00
Resources invested in health and sanitation (R\$ thousand) - Non-compulsory investments <sup>1</sup>	N/A	133.428,88	N/A	N/A	N/A	N/A	N/A	N/A	N/A	133.428,88
Resources invested in culture (R\$ thousand) - Non-compulsory investments <sup>2</sup>	181.186,85	N/A	N/A	N/A	N/A	N/A	N/A	N/A	181.186,85	N/A
Resources invested in sport (R\$ thousand) - Non-compulsory investments	45.296,71	N/A	N/A	N/A	N/A	N/A	N/A	N/A	45.296,71	N/A
Other resources invested in social actions (R\$ thousand) - Non-compulsory investments <sup>3</sup>	2.590.950,46	1.180.764,25	N/A	N/A	N/A	N/A	N/A	N/A	2.590.950,46	1.180.764,25
Employees who do volunteer work in the community outside the company / total employees (%)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number of monthly hours donated (released from normal working hours) by the company for employee volunteer work.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Amount of resources allocated to projects (R\$ thousand)	2.922.730,73	1.374.193,13	N/A	N/A	N/A	N/A	N/A	N/A	2.922.730,73	1.374.193,13
Amount of resources allocated to the largest project (R\$ Thousand)	1.763.127,64	1.102.608,64	N/A	N/A	N/A	N/A	N/A	N/A	1.763.127,64	1.102.608,64
<b>Involvement of the company in cultural, sports, social projects (Cultural Incentive Law, Sports Incentive Law, Fund for Childhood and Adolescence, and others)</b>										
	Statkraft Brasil		Statkraft Investments		Statkraft Energia do Brasil		Sker COM		Statkraft Energias Renováveis S.A.	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
Amount of resources allocated to projects (R\$ thousand)	271.780,27	N/A	N/A	N/A	N/A	N/A	N/A	N/A	271.780,27	N/A
Amount of resources allocated to the largest project (R\$ thousand)	181.186,85	N/A	N/A	N/A	N/A	N/A	N/A	N/A	181.186,85	N/A
1. Project Name: Cine.Éma / Proponent: Caju Produções LTDA ME	181.186,85	N/A	N/A	N/A	N/A	N/A	N/A	N/A	181.186,85	N/A
2. Name of the project: Karanba Futebol Educacional V / Proposed by: Karanba Associação Filantrópica KAF	45.296,71	N/A	N/A	N/A	N/A	N/A	N/A	N/A	45.296,71	N/A
3. Project Name: Meu Aplicativo / Proposed by: Comitê para Democratização da Informática de Santa Catarina - CPDI	45.296,71	N/A	N/A	N/A	N/A	N/A	N/A	N/A	45.296,71	N/A
4. Project Name: Mostra de Cinema Infantil de Florianópolis (2020 MONEL) / Proponent: Lume Produções Culturais LTDA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5. Name of project: Sabe o Lixo? Virou arte /Offer: Instituto Humaniza	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

<sup>1</sup>Legend: Not Applicable (N/A), Legal Prohibitions (P/L), Confidentiality Restrictions (R/C) and Information Unavailable/incomplete (N/I).  
<sup>2</sup>Justification: N/A - There were no applications not eligible for tax incentive investment.  
<sup>3</sup>Disclaimer <sup>1</sup>: Social Action: Reclassification of items made available via donation in 2021 and relocation in the other category (Statkraft Renewable Energy - Health and Sanitation).  
<sup>2</sup>Disclaimer <sup>2</sup>: Env. Social Action: Reclassification following the fiscal year resource transfer parameter for projects running in 2021 (Statkraft Renewable Energy - Culture).  
<sup>3</sup>Disclaimer <sup>3</sup>: Env. Social Action: Reclassification following the parameter for onlending of resources of the fiscal year (Statkraft Renewable Energy - Other).

INVOLVEMENT IN SOCIAL ACTION - R\$ thousand	Barra dos Coqueiros Wind Farm		Brotas de Macaúbas Wind Complex		Ventos de Santa Eugênia Wind Complex		Morro do Cruzeiro Wind Complex		Monjolinho HPP		Suíça HPP	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
<b>Involvement in social action (voluntary)</b>												
Resources invested in education (R\$ Thousand) - Non-compulsory investments	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Resources invested in health and sanitation (R\$ thousand) - Non-compulsory investments <sup>1</sup>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Resources invested in culture (R\$ thousand) - Non-compulsory investments <sup>2</sup>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Resources invested in sport (R\$ thousand) - Non-compulsory investments	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Other resources invested in social actions (R\$ thousand) - Non-compulsory investments <sup>3</sup>	N/A	N/A	N/A	2.418,00	2.093.243,34	1.102.608,64	435.331,57	N/A	N/A	N/A	N/A	N/A
Employees who do volunteer work in the community outside the company / total employees (%)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number of monthly hours donated (released from normal working hours) by the company for employee volunteer work.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Amount of resources allocated to projects (R\$ thousand)	N/A	N/A	N/A	2.418,00	2.093.243,34	1.102.608,64	435.331,57	N/A	N/A	N/A	N/A	N/A
Amount of resources allocated to the largest project (R\$ Thousand)	N/A	N/A	N/A	2.418,00	1.763.127,64	1.102.608,64	435.331,57	N/A	N/A	N/A	N/A	N/A
<b>Involvement of the company in cultural, sports, social projects (Cultural Incentive Law, Sports Incentive Law, Fund for Childhood and Adolescence, and others)</b>												
	Barra dos Coqueiros Wind Farm		Brotas de Macaúbas Wind Complex		Ventos de Santa Eugênia Wind Complex		Morro do Cruzeiro Wind Complex		Monjolinho HPP		Suíça HPP	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
Amount of resources allocated to projects (R\$ thousand)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Amount of resources allocated to the largest project (R\$ thousand)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
1. Project Name: Cine.Éma / Proponent: Caju Produções LTDA ME	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2. Name of the project: Karanba Futebol Educacional V / Proposed by: Karanba Associação Filantrópica KAF	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3. Project Name: Meu Aplicativo / Proposed by: Comitê para Democratização da Informática de Santa Catarina - CPDI	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4. Project Name: Mostra de Cinema Infantil de Florianópolis (2020 MONEL) / Proponent: Lume Produções Culturais LTDA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5. Name of project: Sabe o Lixo? Virou arte /Offer: Instituto Humaniza	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

<sup>1</sup>Legend: Not Applicable (N/A), Legal Prohibitions (P/L), Confidentiality Restrictions (R/C) and Information Unavailable/incomplete (N/I).  
<sup>2</sup>Justification: N/A - There were no applications not eligible for tax incentive investment.  
<sup>3</sup>Disclaimer <sup>1</sup>: Social Action: Inclusion of items made available via donations, year 2021 (Ventos de Santa Eugênia Wind Complex - Others).

# ENVIRONMENTAL

WASTE GENERATION AND TREATMENT	Statkraft Brasil		Statkraft Investments		Statkraft Energia do Brasil		Sker COM		Statkraft Energias Renováveis S.A.	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
<b>Emission</b>										
Annual volume of greenhouse gases (CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC, PFC, SF <sub>6</sub> ) emitted into the atmosphere (tons of CO <sub>2</sub> equivalent)	3.314,68	34.560,89	N/A	N/A	N/A	N/A	N/A	N/A	3.314,68	N/I
Annual volume of ozone-depleting gas emissions (tons of CFC equivalents)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Affluent</b>										
Total water discharge, by quality and destination (m <sup>3</sup> /year)	5.291,53	N/I	N/A	N/A	206,4	N/A	N/A	N/A	5.085,13	N/I
<b>Solids</b>										
Annual amount (tons) of solid waste generated (garbage, waste, debris, etc.)	2.614,75	3.221,54	N/A	N/A	1,5	N/A	N/A	N/A	2.606,78	N/I
Annual quantity (tons) of hazardous solid waste generated	36,35	N/I	N/A	N/A	N/A	N/A	N/A	N/A	36,35	N/I
Quantity of residues contaminated by PCB (Ascarel) destined to energy generation	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	N/I
<b>Use of resources in the organization's productive and managerial processes</b>										
	Statkraft Brasil		Statkraft Investments		Statkraft Energia do Brasil		Sker COM		Statkraft Energias Renováveis S.A.	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
<b>Total energy consumption by source</b>										
Energy consumption per kWh distributed (sold)	0,51	N/M	N/A	N/A	N/A	N/A	N/A	N/A	0,51	N/M
Direct energy consumption broken down by primary energy source	69.317,53	81.596,59	N/A	N/A	N/A	N/A	N/A	N/A	69.317,53	N/I
Diesel (GJ)	56.940,33	N/I	N/A	N/A	N/A	N/A	N/A	N/A	56.940,33	N/I
Gasoline (GJ)	2.662,75	N/I	N/A	N/A	N/A	N/A	N/A	N/A	2.662,75	N/I
Ethanol (GJ)	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Natural gas - LPG (GJ)	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Others (GJ)	0	0	N/A	N/A	N/A	N/A	N/A	N/A	0	0
<b>Total water consumption per source (in m<sup>3</sup>)</b>										
Supply (public network)	2.803,87	N/I	N/A	N/A	258	N/A	N/A	N/A	2.545,87	N/I
Underground source (well)	468.710,23	46.506,00	N/A	N/A	N/A	N/A	N/A	N/A	468.710,23	N/I
Surface catchment (water courses)	4.465,00	N/I	N/A	N/A	N/A	N/A	N/A	N/A	4.465,00	N/I
Total water consumption (m <sup>3</sup> )	475.979,10	N/I	N/A	N/A	258	N/A	N/A	N/A	475.721,10	N/I
Water consumption per employee (m <sup>3</sup> )	1.057,52	N/I	N/A	N/A	8,6	N/A	N/A	N/A	1.048,92	N/I
<b>Environmental education and awareness</b>										
<b>In the organization</b>										
Number of employees trained in environmental education programs.	337	N/I	N/A	N/A	N/A	N/A	N/A	N/A	337	N/I
Percentage of employees trained in environmental education programs / total employees	89%	N/I	N/A	N/A	N/A	N/A	N/A	N/A	89%	N/I
Number of hours of environmental training	43	N/I	N/A	N/A	N/A	N/A	N/A	N/A	43	N/I
<b>In the community</b>										
Number of elementary and high school units attended	23	N/I	N/A	N/A	N/A	N/A	N/A	N/A	23	N/I
Number of students attended	1.358	N/I	N/A	N/A	N/A	N/A	N/A	N/A	1.358	N/I
Number of trained teachers	71	N/I	N/A	N/A	N/A	N/A	N/A	N/A	71	N/I
Number of technical and higher education units attended	0	N/I	N/A	N/A	N/A	N/A	N/A	N/A	0	N/I
Number of students attended	0	N/I	N/A	N/A	N/A	N/A	N/A	N/A	0	N/I
<b>Environmental performance indicators - generation companies</b>										
<b>Hydraulic Power Source</b>										
Electrical energy consumption of the generating and auxiliary units.	2.698,46	N/I	N/A	N/A	N/A	N/A	N/A	N/A	2.698,46	N/I
Water consumption per kWh generated	0,00015	N/I	N/A	N/A	N/A	N/A	N/A	N/A	0,00015	N/I
Riparian forest restoration (seedling units or planted/recovered area per year)	0	N/I	N/A	N/A	N/A	N/A	N/A	N/A	N/I	N/I
Fish rescue in turbines (kg of fish per machine stop)	0	N/I	N/A	N/A	N/A	N/A	N/A	N/A	N/I	N/I
Restocking of fish (number of fingerlings)	0	N/I	N/A	N/A	N/A	N/A	N/A	N/A	N/I	N/I
Leakage of lubricating and hydraulic oils in turbines (tons/year or m <sup>3</sup> /year, depending on the type of oil)	0,36344	N/I	N/A	N/A	N/A	N/A	N/A	N/A	0,36344	N/I
Recovery of areas degraded by coal extraction and its generated waste (unit of recovered area (ha) per year and commitment of resources in recovery and preservation projects (R\$/year)	N/A	N/I	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/I
Consumption of replacement water during generation (m <sup>3</sup> /MWh)	N/A	N/I	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/I
<b>Source of Wind Generation</b>										
Noise associated with power generation	157	N/I	N/A	N/A	N/A	N/A	N/A	N/A	157	N/I
Interference in radio waves	N/I	N/I	N/A	N/A	N/A	N/A	N/A	N/A	N/I	N/I
Bird Death	8	N/I	N/A	N/A	N/A	N/A	N/A	N/A	8	N/I
<b>Investments in environment (in R\$ thousand)</b>										
Penalties resulting from non-compliance with environmental laws and regulations	0	N/I	N/A	N/A	N/A	N/A	N/A	N/A	N/I	N/I
Waste disposal costs	157,03	N/I	N/A	N/A	N/A	N/A	N/A	N/A	157,03	N/I
Environmental prevention and management costs	2.083,47	N/I	N/A	N/A	N/A	N/A	N/A	N/A	2.083,47	N/I
Total environmental protection expenditures	166,65	N/I	N/A	N/A	N/A	N/A	N/A	N/A	166,65	N/I
Contracted environmental services	8.101,81	N/I	N/A	N/A	N/A	N/A	N/A	N/A	8.101,81	N/I

\*Legends: Not applicable (N/A), Legal prohibitions (P/L), Confidentiality restrictions (R/C) and Information unavailable/incomplete (N/I).

\*Justification: N/A (total energy consumption per source) - There was no production/issuance of this item.

\*Justification: N/A (all Statkraft Investments and SKER COM items) - no office/physical infrastructure associated with same.

\*Justification: N/A (Statkraft Energia do Brasil) - Rio de Janeiro office.

\*Justification: N/A (Environmental Performance Indicators - source of hydroelectric generation) - 100% of the energy produced by the company's assets comes from renewable sources.

\*Justification: N/I (wind generation source) - items not monitored following environmental collection parameters by the company

\*Disclaimer: Emission - Annual GHG volume (2022): Up to the time of closing the 2022 Report the information contemplates only CO<sub>2</sub> gases from fuel combustion and SF<sub>6</sub>. In the next report, in the year 2023, this information will be updated.

\*Disclaimer: All N/I 2021: The consolidated environmental indicators started to be measured as of 2022.

# ENVIRONMENTAL

Waste generation and treatment	Barra dos Coqueiros Wind Farm		Brotas de Macaúbas Wind Complex		Ventos de Santa Eugênia Wind Complex		Morro do Cruzeiro Wind Complex		Monjulinho HPP		Suíça HPP	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
<b>Emission</b>												
Annual volume of greenhouse gases (CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC, PFC, SF <sub>6</sub> ) emitted into the atmosphere (tons of CO <sub>2</sub> equivalent)	24,7	25,54	71,25	70,98	3.071,31	N/I	23,89	N/A	13,8	12,30	5,49	5,70
Annual volume of ozone-depleting gas emissions (tons of CFC equivalents)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Effluent</b>												
Total water discharge, by quality and destination (m <sup>3</sup> /year)	288	N/I	306,6	N/I	190	N/I	10,7	N/A	39,18	N/I	451,2	N/I
<b>Solids</b>												
Annual amount (tons) of solid waste generated (garbage, waste, debris, etc.)	24	4,54	5,87	4,33	2.558,77	3.204,74	1,73	N/A	0,91	1,19	3,38	2,08
Annual quantity (tons) of hazardous solid waste generated	1,29	5,67	2,28	1,69	1,58	N/I	0,137	N/A	0,43	0,85	0,78	0,81
Quantity of residues contaminated by PCB (Ascarel) destined to energy generation	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
*Legend: Not applicable (N/A), Legal prohibitions (P/L), Confidentiality restrictions (R/C) and Information not available/incomplete (N/I).												
*Justification: N/A: project under development (Ventos de Santa Eugênia Wind Complex and Morro do Cruzeiro Wind Complex) or else there is no production, consumption, emission of the referred item, supply through public network or obligatory realization (BCO: we have no PEA in the LO phase of the project).												
Use of resources in the organization's productive and managerial processes	Barra dos Coqueiros Wind		Brotas de Macaúbas Wind		Ventos de Santa Eugênia Wind		Morro do Cruzeiro Wind Complex		Monjulinho HPP		Suíça HPP	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
<b>Total energy consumption by source</b>												
Energy consumption per kWh distributed (sold)	N/M	N/M	N/M	N/M	N/A	N/A	N/A	N/A	0,0007676	N/A	0,4863674	N/A
Direct energy consumption broken down by primary energy source	385,1	398,98	1.026,47	1.072,87	46.847,44	75.816,96	9.510,64	N/A	1.218,23	865,2	1.903,21	2.409,12
Diesel (GJ)	220	179,01	1.026,47	903,13	44.881,44	N/I	9.048,01	N/A	197,14	183,32	77,7	81,28
Gasoline (GJ)	166,1	227,49	N/A	208,8	1.966	N/I	462,63	N/A	6,65	8,21	3,45	7,56
Ethanol (GJ)	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Natural gas - LPG (GJ)	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Others (GJ)	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
<b>Total water consumption per source (m<sup>3</sup>)</b>												
Supply (public network)	0	N/I	0	N/I	645,99	N/I	0	N/A	0	N/I	564	N/I
Underground source (well)	360	N/I	383,25	N/I	455.247	46.506	12.491	N/A	48,98	N/I	0	N/I
Surface catchment (water courses)	0	N/I	0	N/I	0	N/I	0	N/A	0	N/I	0	N/I
Total water consumption (m <sup>3</sup> )	360	N/I	383,25	N/I	455.892,99	46.506	12.491	N/A	48,98	N/I	564	N/I
Water consumption per employee (m <sup>3</sup> )	24	N/I	25,55	N/I	284,93	N/I	39,91	N/A	8,16	N/I	40,29	N/I
<b>Environmental performance indicators - generation companies</b>												
<b>Hydraulic Power Source</b>												
Electrical energy consumption of the generating and auxiliary units.	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/A	281,79	190	506,13	645,72
Water consumption per kWh generated	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/A	1,4E-07	N/I	0,0000047	1,439E-06
Riparian forest restoration (seedling units or planted/recovered area per year)	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/A	N/A	N/A	N/A	N/I
Fish rescue in turbines (kg of fish per machine stop)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/I
Restocking of fish (number of fingerlings)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/I
Leakage of lubricating and hydraulic oils in turbines (tons/year or m <sup>3</sup> /year, depending on the type of oil)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/I	N/I
Recovery of areas degraded by coal extraction and its generated waste (unit of recovered area (ha) per year and commitment of resources in recovery and preservation projects (R\$/year)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Consumption of replacement water during generation (m <sup>3</sup> /MWh)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Source of Wind Generation</b>												
Noise associated with power generation	52	N/I	55	N/I	50	N/I	N/A	N/A	N/A	N/I	N/A	N/I
Interference in radio waves	N/I	N/I	N/M	N/I	N/M	N/I	N/M	N/A	N/A	N/I	N/A	N/I
Bird Death	N/I	N/I	8	N/I	N/M	N/I	N/A	N/A	N/A	N/I	N/A	N/I
<b>Investments in environment (in R\$ thousand)</b>												
Penalties resulting from non-compliance with environmental laws and regulations	0	N/I	0	N/I	0	N/I	0	N/A	0	N/A	0	N/I
Waste disposal costs	34,26	12,22	8,4	14,06	N/A	N/A	N/A	N/A	31,41	28,69	2,45	3,91
Environmental prevention and management costs	64,47	132,56	655,47	466,65	676,3	8.073,23	488,02	N/A	46,44	965,01	3,01	56,97
Total environmental protection expenditures	35,29	N/I	86,06	N/I	0	N/I	N/A	N/A	35	N/I	N/I	N/I
Contracted environmental services	120,5	N/I	754,36	N/I	2.287,28	N/I	1.761,39	N/A	700,81	N/I	42,1	N/I
*Legend: Not applicable (N/A), Legal prohibitions (P/L), Confidentiality restrictions (R/C) and Information not available/incomplete (N/I).												
*Justification: N/A: enterprise in development phase (Ventos de Santa Eugênia Wind Complex and Morro do Cruzeiro Wind Complex) or else there is no production, consumption, emission of said item, supply via public network or mandatory realization (BCO: we have no PEA in the LO phase of the project).												

# R&D

Operational and productivity indicators Research and Development (R&D) By research theme (R&D Manual - ANEEL) R\$ thousand	Statkraft Brasil		Statkraft Investments		Statkraft Energia do Brasil			Sker COM		Statkraft Energias Renováveis S.A.	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	
FA - Alternative Sources of Electric Energy Generation	238.109,35	241.120,92	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
GT - Thermoelectric Generation	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GB - Basin and Reservoir Management	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
MA - Environment	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
SE - Safety	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
EE - Energy Efficiency	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
PL - Power Systems Planning	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
OP - Power Systems Operation	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
SC - Electric Power Systems Supervision, Control and Protection	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
QC - Electric Power Service Quality and Reliability	442.829,95	531.095,42	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
MF - Measurement, Billing and Combating Commercial Losses	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
OR - Other	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
<b>Total</b>	<b>680.939,30</b>	<b>772.216,34</b>	-	-	-	-	-	-	-	-	-

\*Legend: Not applicable (N/A), Legal prohibitions (P/L), Confidentiality restrictions (R/C) and Information not available/incomplete (N/I).

\*Justification: N/A Operate exclusively in renewable energy (hydro, wind and solar) (N/A).

\*Justification: N/A Information reported to ANEEL, following current protocols and regulations. Adequacy of internal controls to be carried out based on the parameters of this report.

Operational and productivity indicators Research and Development (R&D) By research theme (R&D Manual - ANEEL) R\$ thousand	Barra dos Coqueiros Wind Farm		Brotas de Macaúbas Wind Complex		Ventos de Santa Eugênia Wind Complex		Morro do Cruzeiro Wind		Monjolinho HPP		Suiça HPP	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
FA - Alternative Sources of Electric Energy Generation	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	238.109,35	241.120,92	N/I	N/I
GT - Thermoelectric Generation	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
GB - Basin and Reservoir Management	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
MA - Environment	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
SE - Safety	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
EE - Energy Efficiency	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
PL - Power Systems Planning	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
OP - Power Systems Operation	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
SC - Electric Power Systems Supervision, Control and Protection	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
QC - Electric Power Service Quality and Reliability	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	442.829,95	531.095,42
MF - Measurement, Billing and Combating Commercial Losses	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
OR - Other	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
<b>Total</b>	-	-	-	-	-	-	-	-	<b>238.109,00</b>	<b>241.121,00</b>	<b>442.830,00</b>	<b>531.095,00</b>

\*Legend: Not applicable (N/A), Legal prohibitions (P/L), Confidentiality restrictions (R/C) and Information not available/incomplete (N/I).

\*Justification: N/A - Operate exclusively in renewable energy (hydro, wind and solar) (N/A).

\*Justification: N/A - Information reported to ANEEL, following current protocols and regulations Adequacy of internal controls to be carried out based on the parameters of this report.