



2023

Sustainability Report



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Message from the CEO

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The investment of over R\$ 5 billion in renewable energy in Brazil in the last 4 years is a testament to our confidence in a sustainable future and the country's willingness to embrace these initiatives.

The 2023 sustainability report, which we share in this material, marks a very significant year in our trajectory. A year that stands out not only for its important growth but also for the realization of ambitious projects that evolved from planning to reality. Seeing how much we have grown and how it all happened – in an ethical, transparent, honest, and sustainable way – shows that we practice our values on a daily basis.

The investment of **over R\$ 5 billion in renewable energy in Brazil in the last 4 years** is a testament to our confidence in a sustainable future and the country's willingness to embrace these initiatives. As a result, we doubled our capacity to generate electricity from renewable sources, consolidating our position as a leading company in the Brazilian market.

Our studies concerning local biodiversity, shared with communities, have broadened our understanding of the ecosystem while empowering local communities by promoting the appreciation of each region's culture and nature.

The social projects we support have a tangible impact on the lives of the people who live in the vicinity of our plants. It is gratifying to witness the positive changes that our actions can trigger, reinforcing our belief that joint growth is possible and beneficial for all.

Walking under the foundation of our values ensures that we

are aligned with the United Nations (UN) Global Compact, as well as allows us to actively participate in the Santa Catarina SDG Movement and collaborate assertively with the social transformation that the world needs for a fair future for all people.

We are committed to following a sustainable path, intending to achieve a Net Zero future. To this end, **we will continue to explore the flexibility of hydropower, invest in technology to optimize our operations and expand electricity generation through wind and solar photovoltaic sources,** complemented by battery storage.

In addition, we are focused on leveraging green market solutions for our clients, **expanding our diversified operations and customized portfolio solutions.** These initiatives are key to





The energy transition is more than a necessity, it is a shared responsibility among each of us at Statkraft.

maximizing asset value and maintaining a robust development strategy.

Continued investment in people is essential to our growth, with particular attention paid to the integration of 2023 acquisitions. Respect is a priority and understanding the importance of being a diverse company, in which each one has space to show their potential, is the key to continuing with our leading role in the sector.

The energy transition is more than a necessity, it is a shared responsibility among each of us at Statkraft. Our role as a 100% renewable energy generator in Brazil is clear: **to reduce our carbon footprint and engage our supply chain** to reduce their emissions and reach *Net Zero* by 2050.

We are a company made up of aligned teams, with incredible technical knowledge and obstinate in making a very positive impact on the planet. It gives me peace of mind to believe that we are on the right track and doing whatever it takes to renew the way the world is powered.

Enjoy your reading!

Fernando de Lapuerta
CEO Statkraft Brazil





We are committed to following a sustainable path, intending to achieve a Net Zero future.



02

The report

2-2; 2-3





In the 3rd edition of the Annual Sustainability Report, Stakraft Brazil presents its efforts and results aimed at the sustainability of business and society, contributing to the company's transparent dialogue with its stakeholders.

This report was prepared based on the guidelines of the Global Reporting Initiative (GRI), Global Compact and parameters established by the Accounting Manual of the National Electric Energy Agency (ANEEL), demonstrating Stakraft's business performance, as well as the challenges, opportunities, and strategies in the period from January 1 to December 31, 2023.



Questions regarding the report or the information reported should be directed to the email:
socioambiental@stakraft.com



Presentation of the report

Statkraft Brazil reinforces the communication of its ESG performance, highlighting financial and non-financial indicators that show the growth and integration of the business strategy with its main *stakeholders*.

The report begins with the presentation of Statkraft Brazil, followed by the advances of 2023, pointed out as the year of growth, with insights into business performance, renewable energy generation, projects, and economic prospects. Such advances are unfolded throughout the report, which also presents detailed information on Statkraft Brazil's sustainable strategy, prioritizing the goals of the 2030 Agenda, leading and driving the transition to a sustainable future.





In the context of Corporate Governance, in addition to presenting the structure, principles, and shareholder composition, **the management model consolidates a corporate culture based on solid practices that integrate ethical values and planning to mitigate risks.** The relevance of honest and sustainable partnerships in supplier management is highlighted, ensuring compliance with environmental and labor standards throughout the value chain.

In the environmental context, **operations are in line with the growing demand for sustainable energy solutions, including biodiversity protection and climate strategy.** The company highlights the dialogue with environmental agencies and inspectors to implement preventive measures and manage risks in the areas near the plants.

In the social sphere, emphasis is placed on valuing employees and promoting a safe, healthy, and inclusive work environment. The company emphasizes the positive impact on communities, demonstrating a commitment to promoting sustainable local development and the safety of all involved.

The economic chapter reflects the company's commitment to balancing financial operations, generating positive impact, and investing in innovation. Also noteworthy are management based on medium and long-term financial returns, research and innovation projects, and transparency in tax obligations.

This report includes the Summary and the Indicator Booklet, which indicate and complement relevant information for the references used (GRI and ANEEL). In order to facilitate the reading and understanding of the indicators in this report, there are quick access *hyperlinks* to the contents throughout the chapters.



Materiality

3-1; 3-2; 2-14

Statkraft Brazil, in its 2023 Sustainability Report, emphasizes the importance of identifying and prioritizing critical areas to ensure the company’s long-term sustainability and profitability. **In 2021, it conducted a materiality survey, following the GRI Standard methodology and considering strategic guidelines and priority corporate issues.** The results of this research guided the definition of material themes for the company.

Based on this study and the company’s strategic updates, **the sustainability area takes on the responsibility of coordinating the process of preparing the annual sustainability report.** The reporting process is finalized after evaluation and validation by the corresponding leadership, including the vice presidents and the CEO.

In 2023, **Statkraft Brazil maintains its proactive stance** in reducing negative impacts and generating value, in line with the expectations and demands of stakeholders. This approach cements our position as a socially responsible and future-oriented company.

The material themes of Statkraft Brazil are:



PRIORITIES

Biodiversity; Local communities; Operational performance – economic and financial; Ethics and integrity; Corporate governance and risk management; Health, safety, and well-being at work.



RELEVANT

Water and effluents; Customers/market presence; Environmental compliance; Human rights; Emissions and climate change; Power generation/energy transition; People management and labor relations; Responsible supplier management; Indirect economic impacts; Innovation/research and development; Public policies; Waste; Assets security.





By taking a proactive and visionary approach, Stakraft Brazil works to build a cleaner, safer, and more sustainable energy future for all.

Incorporating the principles and values of the UN Global Compact into its business trajectory, the company actively participates in the Santa Catarina SDG Movement, focusing on areas such as sustainable economic growth, human rights, inclusive education, and reduction of inequalities, thus contributing to the **achievement of the Sustainable Development Goals (SDGs)**.

Globally, Stakraft embodies **SDG 13**, which is linked to its purpose; **SDGs 7 and 11**, which are related to the core business of energy generation; internalizes **SDGs 5, 8, 15, and 16**, which are related to the way the company works. **In Brazil, it also supports actions related to the themes of SDGs 2 and 4**, taking into account Brazilian challenges.





03

Stakraft Brazil

2-6



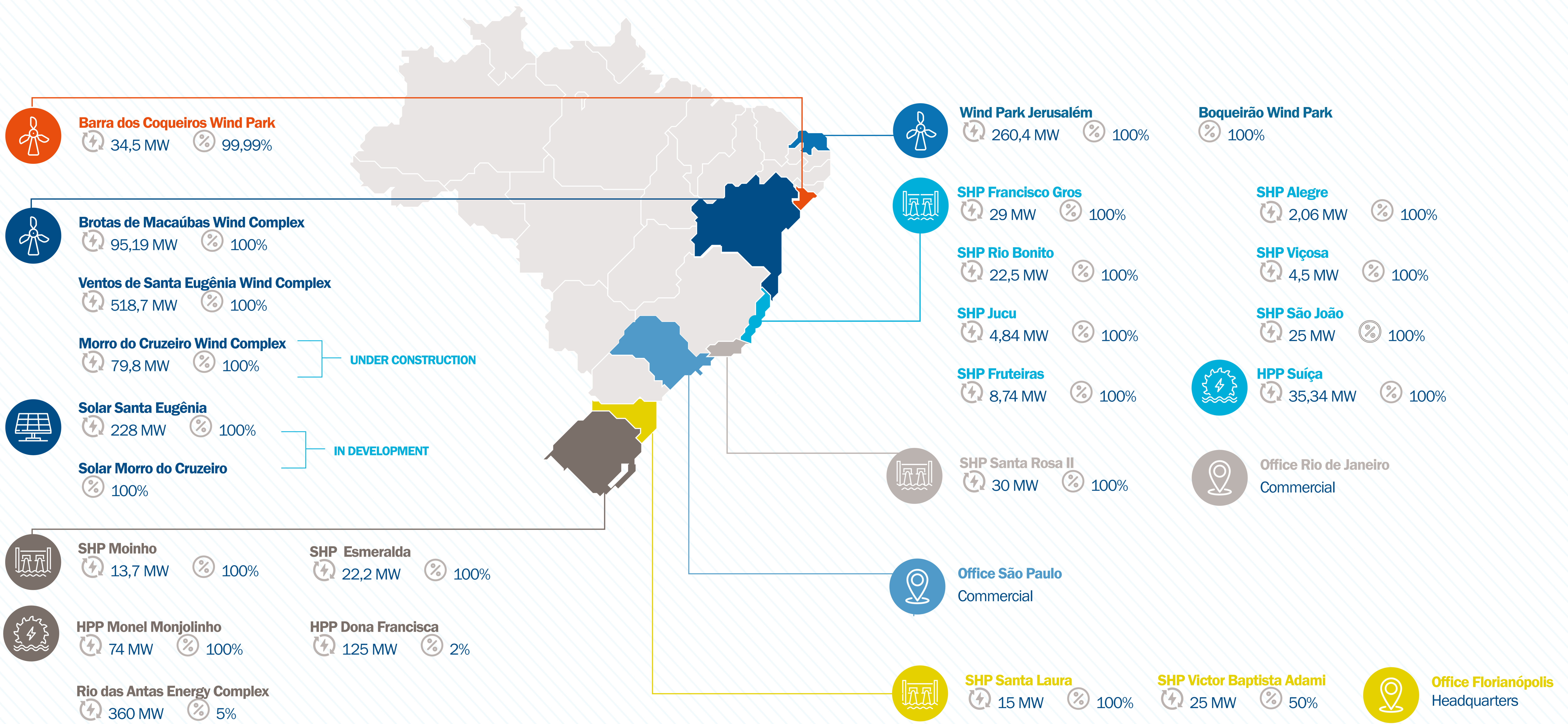
Statkraft Brazil belongs to the Statkraft Group, **the leading global company in international hydropower and the largest renewable energy generator in Europe**, present in the market for more than 128 years.

In Brazil, **Statkraft began its trajectory in 2008, establishing operations in 2011 as an electricity trader** and expanding its activities to the renewable energy generation sector in 2012.

Over the last 15 years, **Statkraft Brazil has positioned itself in the Brazilian market as an important player in the renewable energy sector**, contributing to the decarbonization of the energy matrix in the country.

Currently, **the company has a robust matrix of energy generation from hydro and wind sources**, with operational assets located in the states of Bahia, Sergipe, Espírito Santo, Rio de Janeiro, Santa Catarina, and Rio Grande do Sul, with expansion this year to Rio Grande do Norte and the opening of a commercial office in São Paulo.

Announced in September, the acquisition by Statkraft Investimentos of 18.69% of the capital of Statkraft Energias Renováveis, corresponding to the participation of the Fundação dos Economistas Federais (Funcef). Thus, **Statkraft now has 100% of the shares controlled by the Statkraft Group**. Besides that, in 2023 the company acquired, with completion of the acquisition at the end of December, the Jerusalém and Boqueirão wind farms, in the state of Rio Grande do Norte, adding 260 MW to the company's portfolio.



Installed Capacity. Statkraft Share

The Rio das Antas Complex and HPP Dona Francisca, which are part of Statkraft's portfolio in Brazil, were not included due to the methodological choice for the operational control approach outlined in the GHG Protocol.



POWER PLANT	REGION	STATE	SUBSIDIARY MUNICIPALITY	STATKRAFT SHARE %	INSTALLED POWER PLANT CAPACITY(MW)	STATKRAFT INSTALLED CAPACITY
SMALL HYDROELECTRIC PLANT (SHP) GENERATION					202,54	202,54
SHP Esmeralda (Esmeralda S.A.)	South	Rio Grande do Sul	Barracão	100%	22,20	22,20
SHP Santa Laura (Santa Laura S.A.)	South	Santa Caratina	Faxinal dos Guedes	100%	15,00	15,00
SHP Moinho (Moinho S.A.)	South	Rio Grande do Sul	Pinhal da Serra	100%	13,70	13,70
SHP Victor Baptista Adami (Passos Maia Energética S.A.)	South	Santa Caratina	Passos Maia	50%	25,00	25,00
SHP Santa Rosa II (Santa Rosa S.A.)	Southeast	Rio de Janeiro	Cordeiro	100%	30,00	30,00
SHP Viçosa (Filial Stakraft Energias Renováveis S.A.)	Southeast	Espírito Santo	Conceição do Castelo	100%	4,50	4,50
SHP São João (Filial Stakraft Energias Renováveis S.A.)	Southeast	Espírito Santo	Castelo	100%	25,00	25,00
SHP Alegre (Filial Stakraft Energias Renováveis S.A.)	Southeast	Espírito Santo	Alegre	100%	2,06	2,06
SHP Fruteiras (Filial Stakraft Energias Renováveis S.A.)	Southeast	Espírito Santo	Cachoeiro de Itapemerim	100%	8,74	8,74
SHP Jucu (Filial Stakraft Energias Renováveis S.A.)	Southeast	Espírito Santo	Domingos Martins	100%	4,84	4,84
SHP Rio Bonito (Filial Stakraft Energias Renováveis S.A.)	Southeast	Espírito Santo	Santa Maria de Jetibá	100%	22,50	22,50
SHP Francisco Gros (Santa Fé Energia S.A.)	Southeast	Espírito Santo	Alegre	100%	29,00	29,00
WIND POWER PLANT (WPP) GENERATION					908,79	908,79
Brotas de Macaúbas Wind Complex (Macaúbas Energética S.A.; Novo Horizonte Energética S.A. e Seabra Energética S.A.)	Northeast	Bahia	Brotas de Macaúbas	100%	95,19	95,19
Ventos de Santa Eugênia Wind Complex (Oslo I S.A.; Oslo II 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. e Serra da Mangabeira S.A.)	Northeast	Bahia	Uibaí Ibipeba	100%	518,70	518,70
Barra dos Coqueiros Wind Park (Energen Energias Renováveis S.A.)	Northeast	Sergipe	Barra dos Coqueiros	99,99%	34,50	34,50
Jerusalém Wind Park (Central Eólica Jerusalém I S.A.; Central Eólica Jerusalém II S.A.; Central Eólica Jerusalém III S.A.; Central Eólica Jerusalém IV S.A.; Central Eólica Jerusalém V S.A. e Central Eólica Jerusalém VI S.A.)	Northeast	Rio Grande do Norte	Lajes e Pedra Preta	100%	260,40	260,40
Boqueirão Wind Park (Central Eólica Boqueirão I S.A. e Central Eólica Boqueirão II S.A.)	Northeast	Rio Grande do Norte	Lajes Lajes e Caiçara do Rio do Vento	100%		



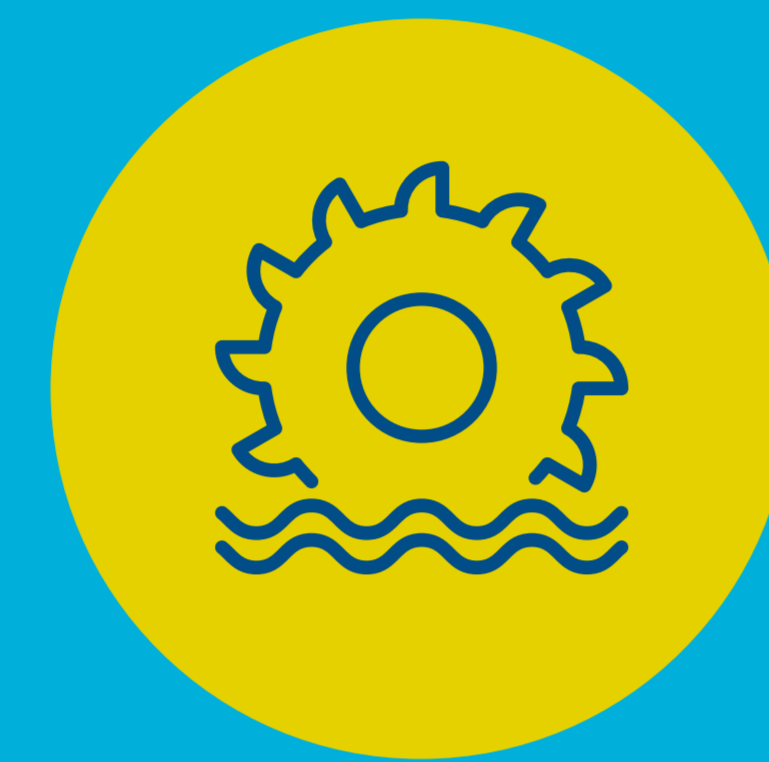
POWER PLANT	REGION	STATE	SUBSIDIARY MUNICIPALITY	STATKRAFT SHARE %	INSTALLED POWER PLANT CAPACITY(MW)	STATKRAFT INSTALLED CAPACITY
HYDROELECTRIC POWER PLANT (HPP) GENERATION					594,34	129,64
HPP Suíça (Filial Stakraft Energias Renováveis S.A.)	Southeast	Espírito Santo	Santa Leopoldina	100%	35,34	35,34
HPP Monel Monjolinho (Filial Stakraft Energias Renováveis S.A.)	South	Rio Grande do Sul	Nonoai	100%	74,00	74,00
HPP Dona Francisca (Dona Francisca Energética S.A. e Companhia Estadual de Geração Elétrica) ¹	South	Rio Grande do Sul	Nova Palma	2%	125,00	2,30
Rio das Antas Energy Complex (Monte Claro; Castro Alves; 14 de Julho e Usinas da Companhia Energética Rio das Antas - CERAN) ¹	South	Rio Grande do Sul	Veranópolis, Bento Gonçalves, Nova Roma do Sul e Cotiporã	5%	360,00	18,00
TOTAL IN OPERATION					1705,67	1240,97
PROJECTS UNDER CONSTRUCTION						
Morro do Cruzeiro Wind Complex (Morro do Cruzeiro I S.A. e Morro do Cruzeiro II S.A.)	Northeast	Bahia	Brotas de Macaúbas	100%	79,80	79,80
PROJECTS UNDER DEVELOPMENT						
Solar Santa Eugênia (Sol de Brotas 1 S.A.; Sol de Brotas 3 S.A.; Sol de Brotas 4 S.A.; Sol de Brotas 5 S.A.; Sol de Brotas 6 S.A. e Sol de Brotas 7 S.A)	Northeast	Bahia	Uibaí Brotas de Macaúbas Ibipeba	100%	228,00	228,00
Solar Morro do Cruzeiro (Sol de Brotas 2 S.A.)	Northeast	Bahia	Brotas de Macaúbas	100%		

***Note¹:** Since HPP Dona Francisca and the Rio das Antas Energy Complex are not controlled by Stakraft, their data is not presented in this report.

***Note²:** The Oslo I and Oslo III assets achieved commercial operation in 2023 for part of their generating units.

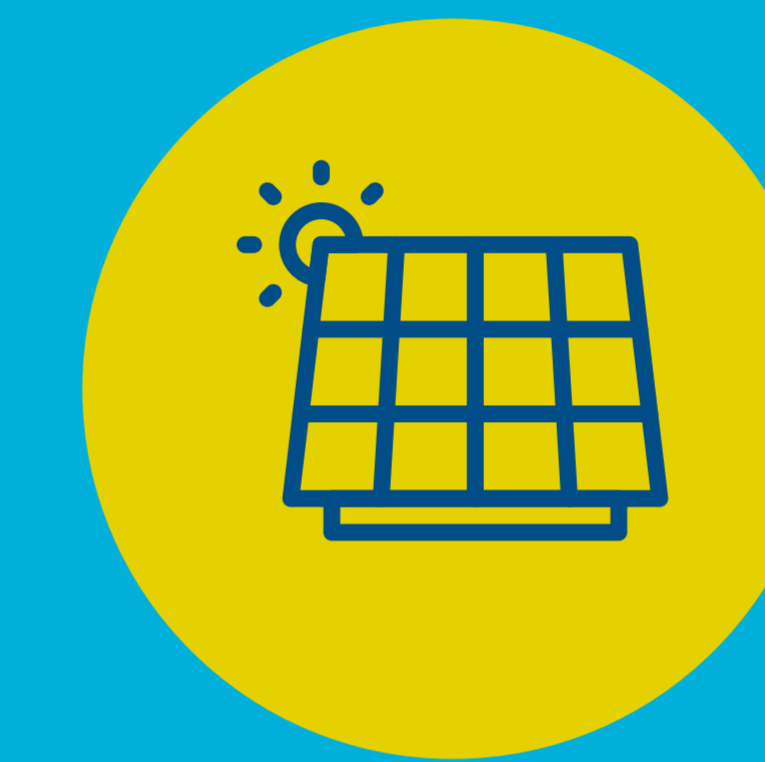


Stakraft Brazil's growth plan is closely intertwined with its vision of a sustainable future, as by expanding renewable energy generation capacity and promoting responsible business practices aligned with the global strategy, the company is committed to the four pillars of its operations:



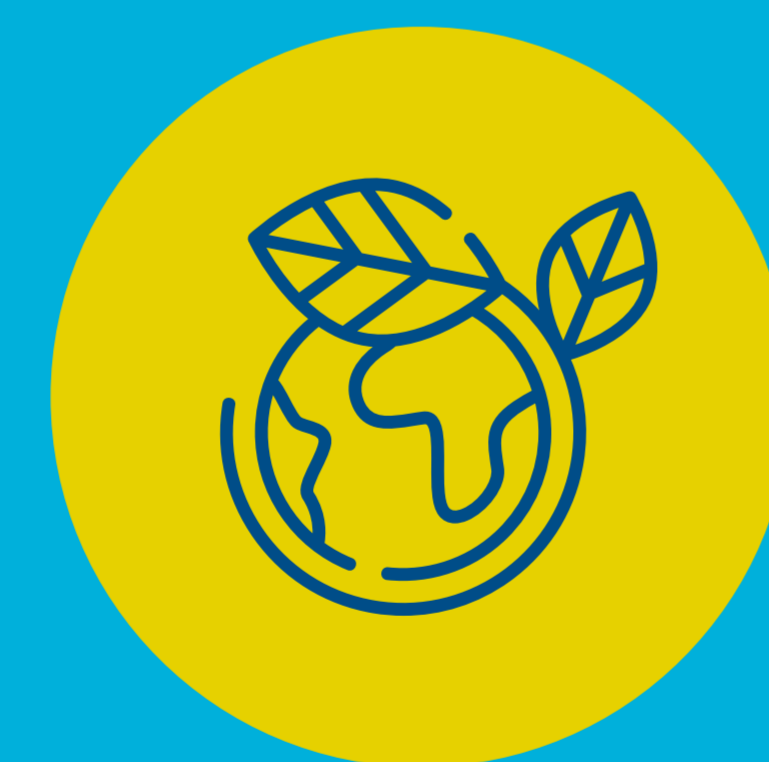
Offer clean flexibility through hydropower,

maximizing the long-term value of existing assets in order to selectively expand the company's portfolio.



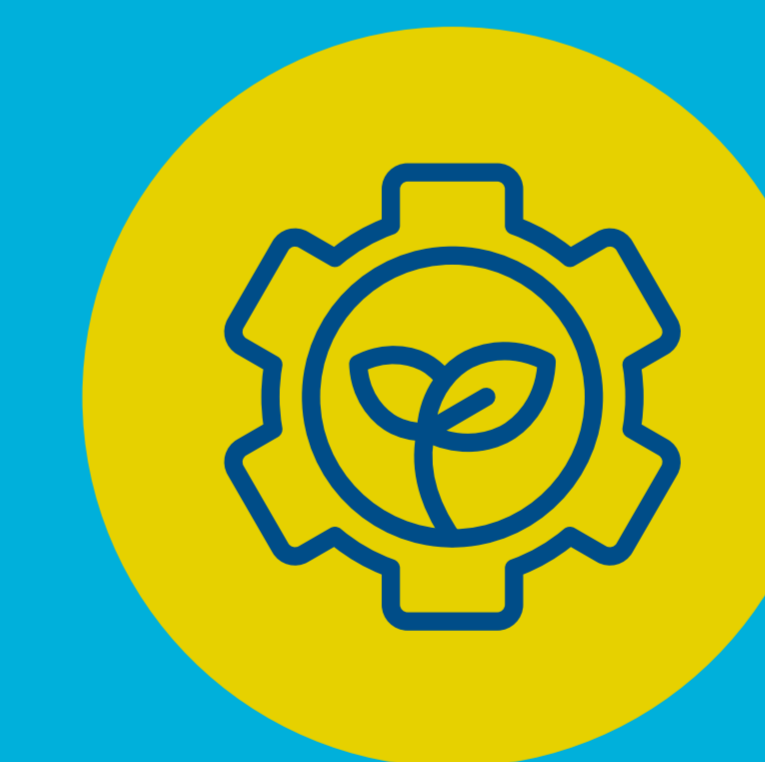
Accelerate solar photovoltaic and battery storage

with competitive operations and maintenance of its own assets.



Provide green market solutions to clients,

aiming at growth in origination, upstream PPA volumes, and structured green energy sources, as well as proprietary trading.



Introduce new green energy technologies,

playing an important role in a Net Zero future, independently or in partnerships with third parties.



Vision and Values

Understanding that organizational culture and values are competitive differentials, **Statkraft, in 2023, acted strongly in reinforcing its own values, focusing on responsibility, growth, unity, and innovation.** This process permeated all of the company's actions in the year and reached its highest peak during the Annual Values Workshop, a moment when all the company's teams in Brazil were brought together.



Vision

Renew the way the world is powered.



Values

We act responsibly

By caring and taking ownership.

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

We grow together

By being team players and learning from success and failure.

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

We make an impact

By finding better ways and creating progress and value.

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



Shareholder composition

2-1; 2-2

Statkraft is comprised of a group of companies that work together to provide renewable energy in Brazil¹, including **Statkraft Energias Renováveis S.A. (SKER)**, **Statkraft Energia do Brazil Ltda. (SKEB)** and **Statkraft Investimentos Ltda. (SKIN)**. Recognized as one of the world's leading companies in the renewable energy sector, Statkraft Global also operates two trading companies in Brazil: Statkraft Energia do Brazil (SKEB), wholly owned by the group, and Statkraft Comercialização de Energia (SKER COM), a wholly-owned subsidiary of Statkraft Energias Renováveis S.A. (SKER).

The companies Statkraft Investimentos Ltda. and Statkraft Energia do Brazil Ltda. operate as Limited Liability Companies, and Statkraft Energias Renováveis S.A. is a Publicly Held Corporation. In addition, all other companies in the group are Closed Corporations, totaling 39 branches throughout Brazil, headquartered in the city of Florianópolis-SC, except for Passos Maia Energética S.A., whose headquarters are located in Caçador-SC.

Statkraft Energias Renováveis S.A. has 39 wholly-owned subsidiaries, as well as minority stakes in other companies. These include 2.5% in Dona Francisca Energética S.A. (DFESA) and 5% in Companhia Rio das Antas Energética S.A. (CERAN). Passos Maia Energética S.A. has two shareholders: Statkraft Energias Renováveis S.A., which holds 50% of the shares, and Adami Madeiras S.A., also holds 50% of the shares. Energen Energias Renováveis S.A.'s shareholders are Statkraft Energias Renováveis S.A., which holds 99.99% of the shares, and Água Quente Participações Ltda., with 0.01% of the shares.

This shareholding structure of Statkraft Brazil reflects its commitment to the diversification and sustainable development of the energy sector in Brazil. The company is dedicated to integrating business and operational practices aligned with this vision, driven by the desire to be a positive and sustainable change agent in its sphere of influence.



Learn more about the shareholding composition and the companies that make up this report in the Indicators Booklet.

¹Within the scope of this report, the results of the companies under Statkraft's operational control and on a consolidated basis will be presented.

Statkraft Brazil's representativeness in sectoral relations

2-28; 2-29

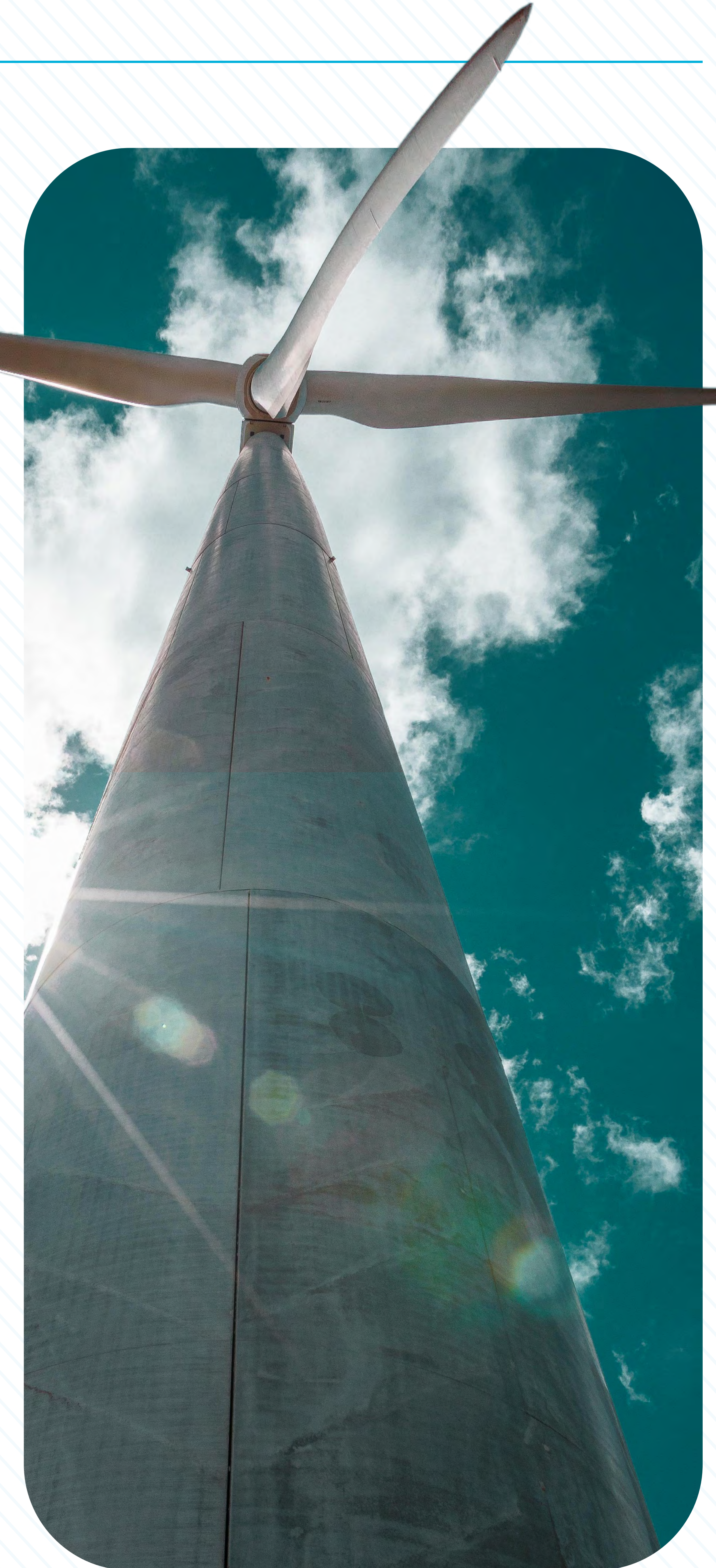
Statkraft Brazil's participation in the associations allows the company to be represented collectively to **face challenges and gain strength to influence policies, standards, and industry regulations, strengthening its voice and impact in the country for a stronger, energy-secure, sustainable, and innovative electricity sector.**

In 2023, **the company remained a member of the Board of Directors of the Brazilian Renewable Energy Association (ABRAGEL)**, contributing to projects and technical working groups. Additionally, it played an active role in discussions and contributions to participatory processes in important entities in the sector, such as the Brazilian Association of Independent Producers (APINE), the Brazilian Association of Wind Energy (ABEEólica), the Brazilian Association of Photovoltaic Solar Energy (ABSOLAR) and the Brazilian Association of Energy Traders (ABRACEEL).

With regard to **interaction with public agencies, including the National Electric Energy Agency (ANEEL), the Energy Research Company (EPE), the Ministry of Mines and Energy (MME), the National Electric System Operator (ONS), the Electric Energy Trading Chamber (CCEE) and other environmental agencies and competent authorities**, the relationship is established in a transparent manner and following the standards established by the company's Compliance Program.

Statkraft Brazil also actively participates in public hearings, consultations, and other sectoral events, such as the National Meeting of Agents of the Electric Sector (ENASE), Brazil Windpower – Latin American Wind Energy Event and the Free Market Meeting, **strengthening its reputation as a responsible company committed to the concerns of the community and the environment.**

Statkraft Brazil's participation in the associations allows the company to be represented collectively to face challenges.





04 2023 The year of growth

2-6



The year 2023 was the result of a bold growth plan, in which an opportunity was sought in the Brazilian market to expand in renewable energy, especially wind. Stakraft Brazil stood out for the acquisition of important wind farms, expanding its power generation capacity. Nevertheless, it achieved records in the sale of transactional energy and in the increase in the commercialization of I-REC (International REC Standard) certifications for renewable energy, offering sustainable and customized solutions for partners and customers.

In response to the increased demand, there was a strategic restructuring of the commercial team, aiming to optimize resources and meet the needs of Trading and Origination clients. In addition to the commercial office in Rio de Janeiro, the company expanded its operations in sales to end consumers with the opening of a new commercial office in São Paulo, which has allowed direct interaction with customers for the development of customized solutions. With this new structure, Stakraft's Brazilian operation aligns with one of the pillars of global strategic planning: focus on the customer, prioritizing the quality and reliability of the solutions offered.


Marked by important acquisitions by Stakraft, 2023 represented the company's fastest-growing year since its arrival in Brazil.

 **Purchase of 2 WIND FARMS from EDP Renováveis**  **Rio Grande do Norte**  **260 MW of energy**

 **Purchase of 18,69%** **Statkraft now holds 100% of the shares of the Brazilian subsidiary. With the acquisition, the company generates even more autonomy regarding future plans and expansion projects.**

of the capital of Stakraft Energias Renováveis (SKER), which belonged to the Fundação dos Economiários Federais (Funcef)

The company began the expansion of the Brotas de Macaúba Complex in Bahia with:

 **Construction of the MORRO DO CRUZEIRO WIND FARM** **Installed capacity of 79.8 MW. The project is expected to generate 386 GWh of renewable energy per year, being able to supply more than 190,000 homes.**

2 WIND FARMS COMPOSED OF 14 TURBINES

 **Acquisition OF ENERFÍN** **Elecnor's Spanish subsidiary, including**

 **9 WIND FARMS**  **Rio Grande do Sul e Rio Grande do Norte**  **632 MW of energy**

 **1 PARK SOLAR**  **Pernambuco** **Under construction**  **60 MW of energy**

Statkraft Brazil approved with its headquarters the:

Installation of the first HYBRID SOLAR PARKS 

The parks will use Battery Energy Storage System – BESS (228 MW), thus marking the beginning of its operations involving this technology.

With these recent acquisitions, constructions and operations, Statkraft Brazil has become one of the largest renewable energy generators in the country, reaching the mark of more than 2 GW in renewable energy, among projects in acquisition, construction and operation, and strengthening its position in the renewable energy market.

In the context of Statkraft Brazil's growth, operational performance is an important highlight for the company's results.

Throughout 2023, **Statkraft concentrated its efforts on project planning focused on emerging trends and promising technologies capable of adding value and contributing to optimizing operating processes with efficient solutions to inject even more clean energy into Brazil.** In December, Statkraft formalized the partnership with WEG S.A., a Brazilian company recognized worldwide as one of the largest manufacturers of electrical and electronic equipment and its wide range of products and services, operating mainly in the capital goods sector with solutions in electri-

cal machines, automation and paints for various sectors, including infrastructure, steel, cellulose and paper, oil and gas, mining, among others. Its customer-centric approach and commitment to technological innovation allow the company to develop customized solutions for a variety of industries, excelling in meeting major trends in energy efficiency, renewable energy, and electric mobility.



“We overcame challenges and achieved remarkable results by raising the technical availability of wind operations to 94% and achieving an impressive 98% rate in hydro operations. Overall, the result presented for both sources reached the global power generation index of 95.66%. We are committed to maintaining this standard of excellence as we move forward with our projects.”

Thiago Tomazzoli
Vice President of Strategic Operations



WEG and Petrobras have entered into a strategic partnership for the joint development of the largest onshore wind turbine in Brazil. Adapted to the national wind conditions, Statkraft and WEG will carry out the implementation of an incremental innovation project, with the installation of this wind turbine in the field, model AG-W172/7.X (7MW).

This equipment is characterized by the use of a medium-speed multiplier gearbox and a rotor with a diameter of 172 meters. This system incorporates a permanent magnet generator and a full-power converter, with the benefit of a smooth and controlled connection to the power grid. Moreover, the AGW172/7.X is modularly designed and easily maintainable, which contributes to high reliability and operational availability.

In this partnership, Statkraft begins the re-powering process with the modernization and upgrading of equipment, **increasing**

the efficiency, capacity, and useful life of the operation located at the Brotas de Macaúbas Wind Complex, in the state of Bahia.

Other important aspects include creating jobs, stimulating the local economy, and contributing to environmental issues. **The expansion and implementation of new assets have increased hiring and partnerships with local suppliers, as well as the development of local infrastructure.**

The year 2023 was a period in which Statkraft expanded its presence and capacity, as well as strengthened its commitment to sustainability by investing in issues such as diversity and inclusion, health and safety, training, and sustainable practices, as presented throughout this report.

Generation, operation, and commercialization

2-6; 2-29

The company's strategy is based on a market-oriented approach, using its deep knowledge of market dynamics to identify and develop the most profitable renewable technology opportunities in Brazil. Through the development, acquisition, ownership, and operation of renewable assets, it seeks to provide customers with the most efficient energy solutions for a sustainable future.

For the electricity sector, especially wind farms, one of the challenges is to ensure operational excellence sustainably. To this end, it seeks to optimize costs and maximize the generation of strategic and operational decisions, making the proper management of risks and opportunities. This has been the company's premise, according to Thiago Tomazzoli, Vice President of Strategic Operations.

Acting in accordance with current regulations, the System Operations Center (COS) has the mission of ensuring the continu-



ous and remote operation of assets maintaining operation 24 hours a day, seven days a week, with the commitment to efficient production delivery and optimization of resources.

During the year, the Ventos de Santa Eugênia Wind Complex, located in Bahia, under construction since January 2021, went into partial operation with the start of its activities in Oslo I, Oslo III, Oslo IV, Oslo VI, Oslo VIII, Oslo IX, Oslo X wind farms, adding approximately 200 MW of installed capacity to the company's generation. **In a comprehensive area of 489.18 hectares, it stands out as the Group's main project outside Europe, with the capacity to generate 2,300 Gigawatt-hours (GWh) per year, being able to generate enough energy to supply the demand of 1.17 million Brazilian homes. The complex consists of ten wind farms equipped with 91 wind turbines, each with a capacity of 5.7 MW.** The completion of the construction stage is expected to mark the tangible progress

of the project in commercial operation in 2024, a cause for great celebration for the company.

It is worth noting that the Ventos de Santa Eugênia Wind Complex has demonstrated a unique performance in 2023, presenting an efficiency increase of 11.85% compared to 2022, and indicating a promising future, as the project will continue to gradually expand its capacity until 2024, reaching a total of 518.7 MW of installed power generation capacity.

In 2023, the company increased the number of operational transactions by 47.7%, when compared to the previous year. Furthermore, it significantly exceeded by 525.74% of the energy sold for future delivery compared to the same period.

The commercialization of energy reached the company's historical record in renewable energy traded in the country, totaling 63.2 Terawatt-hours (TWh).

The volume involved different company's customers throughout the Brazilian territory. Currently, Stakraft's portfolio brings together more than 130 end consumers. Between buying and selling, more than 950 transactions were carried out this year.

around 30,000 GWh of energy traded and standing out in operational efficiency, with high availability rates for both hydro and wind sources.

The energy produced and sold by Stakraft Brazil serves both the free and regulated markets, through regulated contracts and contracts of the Incentive Program for Alternative Sources of Electricity (PROINFA).

In the free market, the company offers energy contracts in the short, medium, and long-term free contracting environment, as

well as products in the long-term Power Purchase Agreement (PPA) format, in Real or Dollar, and self-production. **In the portfolio, there are solar and wind energy modulation products for generators and consumers, whose main value is the reduction of risks inherent to renewable sources.**

With this wide **range of renewable energy products, such as solar, wind, and hydro, it provides flexibility and advantages to consumers**, offering diversified operations, including customized products and market intelligence services.

For Stakraft Brazil, **2023 was a year of significant commercial expansion and acquisitions of new assets and, as a result, it was possible to anticipate what was expected for 2025.** Thus, the new stage aims mainly to consolidate the achievements and positioning in the market, with solid in operations and integrations.

As well as achieving a record in energy trading, this year Stakraft Brazil acquired around 93 new customers in different segments, such as steel, food and beverage, automotive, machinery and equipment, water and sanitation, chemical and petrochemical, agriculture, packaging and plastics, technology, among others, in addition to traders and energy generators. With a diversified portfolio of projects underway in these areas, it has significantly increased its market share with power purchase and sale transactions, representing

“The year 2023 was marked by the company's strong performance in sales to end consumers, traders, and generators. The total volume of energy traded in 2023 was 47,7% higher than the volume traded in 2022.”

**Natasha Gaertner,
Vice President of Markets.**



Projects & Growth

2-6; 3-3

In December 2023, Statkraft internally approved the construction of its first Hybrid Solar Projects, consisting of: Solar Morro do Cruzeiro and Solar Santa Eugênia. Both are located in the state of Bahia and have a generation capacity of 228 MW / 274 MWp. The company will use more than 390,900 photovoltaic modules in its installation next to the wind farms under construction and operation of the Ventos de Santa Eugênia, Morro do Cruzeiro and Brotas de Macaúbas Complexes. This location was chosen for the excellent complementarity of solar and wind sources, since much of the wind energy is generated at night, and solar generation occurs during the day, optimizing energy generation and making the most of the transmission infrastructure.

Additionally, **a 1 MW battery pilot project was installed, which aims to capture sur-**

plus energy and inject it into the national electricity system at times of greater availability of energy flow. The inclusion of hybrid projects, reinforced by the integration of the Battery Energy Storage System (BESS), contributes to the efficient use of energy generated through solar and wind sources.

The company estimates that these operations will start in 2025, reaffirming its prominent position in the market and its purpose of supplying renewable energy to the country.

Dedicated to accelerating the transition to a low-carbon economy, the company's initiative is to provide energy for the production of green hydrogen, obtained through the electrolysis of water and using renewable energy. Promising to be an innovative solution to the energy and envi-

ronmental challenges facing Brazil and the world, the production of green hydrogen avoids the emission of greenhouse gases during the production process. **This symbolizes a viable renewable energy option that has the potential to play a crucial role in reducing reliance on fossil fuels and fighting climate change.**

Aiming to achieve scale in each market and take advantage of operational and commercial synergies, all projects are conducted under the rigorous internal quality system, through the Capital Project Model (CPM). This model guarantees cost, time, quality, and safety, in compliance with environmental standards and commitments to the Sustainable Development Goals, with special emphasis on renewable energy, climate action, and life in water, prioritizing constant communication and monitoring of its projects.

“We are proud to be among the first innovative companies to develop a hybrid renewable energy project to optimize energy production. This concept ensures better use of the infrastructure shared between solar and wind technologies and contributes to lower prices and energy security to the system through a more stable and balanced energy production”, says

Fernando de Lapuerta,
CEO and President-Director
of Statkraft Brazil



Research, development, and innovation

3-3

In order to maintain the competitiveness and operability of its resources in the dynamic energy market, management dedicates its efforts to performance analysis, using historical operational data as a basis for developing strategies for continuous improvement. The company directs investments primarily to improving asset efficiency, adopting an approach that incorporates condition analysis and predictive maintenance, as well as risk assessment and value creation. The focus is on the optimal use of energy resources, such as water and wind, as an integral part of the pursuit of operational excellence and sustainability in the sector.

By encouraging research and innovation, optimizing energy production, and reducing operational costs, the company not only strengthens competitiveness but also contributes to the creation of a more efficient and sustainable energy matrix. This allows Statkraft Brazil to proactively adapt to market

requirements and secure its position as an exponent in innovation by providing reliable energy solutions.

Throughout 2023, **Statkraft Brazil focused its efforts on project planning focused on emerging trends and promising technologies capable of adding value and contributing to the optimization of operating processes.** The goal is to provide efficient solutions to inject even more clean energy into Brazil.



Statkraft Brazil **recognizes the strategic importance of Research and Development (R&D) projects to drive innovation and sustain its prominent position in the energy market.** Investments on this front, under Law No. 9.991/2000 and regulated by the National Electric Energy Agency (ANEEL), are fundamental in promoting operational efficiency, in the search for cleaner energy sources, and in anticipating the future demands of the sector.

Internally, the **various teams mobilize efforts to identify potential suppliers that can collaborate in the development of solutions and in the supply of replacement equipment for the assets in operation.** This initiative aims to optimize asset availability, ensuring that the company has access to spare parts whenever needed.

The operations carried out this year also boosted **investments in the Performance Excellence Center to monitor the condition of equipment and machines,** anticipate failures, and increase the useful life of assets and the system as a whole.

For Statkraft, Research and Development projects are **relevant tools to foster innovations and improvements,** as well as improve operational efficiency, anticipating future demands and contributing to the advancement of knowledge in the electricity sector.



05

Governance





Governance

3-3

Aware that corporate governance contributes significantly to the sustainable development of its business, Statkraft Brazil **maintains high ethical standards in its corporate culture and business operations, adopting preventive measures to mitigate risks**, carefully assessing its impact on the climate, environment, society, employees, and other stakeholders.

Annually, a risk and tactical planning workshop is held, ensuring the execution of a successful strategy. In 2023, in addition to strategic planning, there was a review of Statkraft Brazil's vision, given the company's significant expansion, which required effective management by the entire company.



Governance structure

2-9; 2-10; 2-11; 2-18; 2-19; 2-20; 405-1

The governance structure of Statkraft Brazil follows the standards established by Statkraft A.S. The Brazilian companies Statkraft Energias Renováveis S.A. and Passos Maia Energética S.A. have local boards of directors. The company's other companies in Brazil are managed by the respective executive officers and managed directly by the Board of Directors of the Norwegian headquarters.

Currently, the **Board of Directors is composed of three members appointed by Statkraft Global and the company's highest governance body in Brazil, with a statutory provision for the creation of fiscal councils and advisory committees**, as necessary.

The Board of Directors and executive officers operate following the guidelines established in their bylaws and articles of incorporation, in addition to following the applicable legislation. This structure ensures the effectiveness and compliance of corporate governance processes in all the company's operations.

The Board of Directors is composed of three members and currently has one man and two women, one of whom is the Chairperson of the Board, which demonstrates Statkraft Brazil's commitment to gender diversity. The term of office of the Board is unified, with a duration of two years, and may be renewed for an equal period, continuing until the Annual General Meeting, which approves the accounts for the year ended.

In 2023, the company held seven meetings of the Board of Directors and addressed various topics, from administrative restructuring to financial and strategic issues, such as elections of board members, approval of accounting and financial reports, allocation of profits, investments, budgets, mergers and acquisitions, and fundraising strategies. These procedures ensure that crucial concerns are promptly communicated, assessed, and addressed by senior management. In the same period, the five main compliance risks for the company were identified and communicated.



Learn more about the Governance Structure in the Indicators Booklet

Selection and evaluation of the Board of Directors

Statkraft Brazil follows rigorous nomination and selection processes for the Board of Directors, the company's highest governance body, in compliance with governing laws and regulations. The members of the Board must have an impeccable reputation, as required by law, and are appointed by the company's shareholders. These members may be individuals resident or not in the country, and are subject to election and removal by the General Assembly at any time.

The appointment and evaluation of the members of the Board of Directors are the responsibility of the company's shareholders, who assess the diversity and experience required for the governance body. These processes ensure the integrity and efficiency of Statkraft Brazil's Board of Directors.

The Board's performance evaluation process is conducted through periodic shareholders' meetings, which are held during General Shareholders' Meetings (EGM/AGM) and take place annually. In this process, all aspects related to the company's culture and values are carefully considered, as well as behavioral goals aligned with these guidelines, ensuring an adequate evaluation, and directly impacting the annual variable compensation of the members of the Board of Directors.



Senior Leadership Remuneration

The remuneration policy for senior leadership (Board of Directors and vice-presidents) comes from global guidelines. Regardless, it is subject to an annual realignment according to inflation, carried out on the base date each May. Regarding variable remuneration, this is stipulated in a service contract, although it follows Statkraft's global policy. The payment limit corresponds to 25% of the annual pro-labore received, with the guarantee that, in the event of termination of the contract, the days of services provided in the month of the termination of the contract will be covered.

Leaders are also eligible for the annual meritocracy process, following the same criteria and approval workflows applied to other employees in the company.



Culture of Integrity

2-15; 2-23; 2-24; 2-25; 3-3

Statkraft Brazil’s culture of integrity permeates all operations and corporate practices, reflected in an inclusive and ethical work environment. This is achieved through projects and initiatives that promote integrity, compliance with rules and procedures, and respect for human rights and diversity.

The ethical conduct required by Statkraft is formalized in the Code of Conduct, which establishes guidelines for the responsible behavior of employees and business partners in all interactions.



The company has an **Integrity Program that includes six principles: tone from the top, procedures and controls, risk assessment, due diligence, communication, training, and continuous monitoring,** which are implemented to internalize the ethics and integrity guidelines. Furthermore, advanced project management practices are incorporated, from risk assessment to the implementation of corrective measures, ensuring continuous improvement.



Moreover, the **Business Ethics Guide includes eight main rules of behavior that cover: anti-corruption; gifts and hospitality; public officials, entities and other stakeholders; conflict of interest and fair competition; business partner and integrity due diligence; fraud; confidentiality and handling of information; seek advice and report concerns.**

All of these internal Statkraft rules are approved by the Board of Directors and Vice Presidents and disseminated continuously and comprehensively to all employees through various communication channels, such as e-mails, online platforms, intranet, among others. To ensure everyone’s alignment with the policies, the company promotes annual training, values workshop, and compliance e-learning with all employees and senior leadership, as well as other training activities.

New members undergo comprehensive onboarding receive specific training, and sign an agreement of the Code of Conduct, committing to integrity at all organizational levels.

For external stakeholders, the policies are made available on the company’s website: <https://www.stakraft.com.br>, granting transparency and public access to relevant information. To maintain relationships with business partners and stakeholders, guid-

ed by legality and compliance, Statkraft has a **Code of Conduct (click here) for Suppliers, recently updated and approved by the Board of Directors,** including the guidelines of conduct expected from its peers. This document is also mandatorily part of the contracts signed with third parties.

The compliance area plays a key role in this process, providing assessments and recommendations to support decision-making and reparation of any negative impacts.

Integrity in relationships

Statkraft Brazil has a **proactive approach to preventing and managing conflicts of interest**, recognizing their importance in maintaining integrity and transparency in its operations.

To assure the **integrity and impartiality of the directors**, it is required that they do not have ties that may generate a conflict of interest with the Company, for instance, occupying positions in competing companies. Concerning the breakdown of management, all managers fill out a declaration of conflict of interest and competitive risks, committing to immediately report any suspicious situation, even if only apparent.

The company also invests in regular training to reinforce the importance of reporting any potential conflict of interest, making sure that all employees are aware of the procedures to be followed and the consequences of non-compliance.



Thus, before hiring new employees, candidates are subjected to a security questionnaire that includes specific questions related to conflicts of interest and fair competition. This process is complemented by background checks carried out for all leadership positions, aiming to identify potential conflict, competitive and reputational situations.

In relations with third parties, Statkraft also adopts procedures to identify conflicts of interest and integrity assessments, through questionnaires sent to potential customers and suppliers.

Once identified, conflicts are promptly communicated to relevant stakeholders. The compliance area is responsible for informing managers, directors, and vice presidents involved, recommending mitigating measures, and closely monitoring the implementation and follow-up to safeguard that the conflict is resolved effectively and transparently.



Ethics and Compliance

2-16; 2-23; 2-25; 2-26; 2-27; 3-3; 205-1; 205-2; 403-2; 418-1

The Compliance Program is structured to **ensure compliance with the laws, the Code of Conduct, and the organization's policies**, through a series of measures, such as risk assessments, due diligence, strict procedures and controls, in addition to constant monitoring.

In collaboration with stakeholders, the Compliance team **identifies and assesses risks, establishing action plans to mitigate or address these issues, as well as closely monitoring the implementation of these plans**, providing additional recommendations as necessary, and assuring a proactive and preventive approach for the company to operate in compliance with the highest ethical and legal standards.

In addition to its own responsibilities for monitoring and risk mitigation, the **area also plays an advisory role**. It is available

to receive questions and complaints in general, providing a reliable channel to seek guidance on ethics and integrity issues. **To report complaints and risks, meetings are held with senior management** to determine an action plan.

To make sure that all stakeholders are fully informed and empowered, **Statkraft adopts a comprehensive approach to communication, ensuring that all employees, including members of senior management, are properly instructed and aware of ethics and integrity procedures and policies**, including anti-corruption, through specialized workshops and training. Thus, all employees are informed about these procedures and policies, as well as have access to additional information and guidance to assist them in following the company's compliance requirements.

In addition to its own responsibilities for monitoring and risk mitigation, the area also plays an advisory role. It is available to receive questions and complaints in general, providing a reliable channel to seek guidance on ethics and integrity issues.

In 2023, Statkraft conducted 224 integrity due diligences for customers and suppliers, as part of its regular corruption-related risk assessment operations. This practice helps to ensure that the company maintains ethical and transparent business partnerships, mitigating any potential exposure to corruption risks.





Listening and investigating

Statkraft Brazil provides several accessible communication channels for its audiences, which include a confidential and anonymous whistleblowing channel, as well as a specific email for compliance issues. This guarantees that reports of concerns occur safely and effectively.

The Whistleblowing Channel is available 24 hours a day, 7 days a week, for employees and third parties to report, via global link <https://stakraft.whistleblowernetwork.net/frontpage> or by calling 0800 887-0132 in Brazil, suspicions or knowledge of an irregularity to internal rules or legislation. Reports can be anonymous, and all are assessed, treated confidentially, and stored in a secure environment. The whistleblower is protected from retaliation and receives feedback on the conclusion of the investigation.



The Whistleblowing Channel is available 24 hours a day, 7 days a week, for employees and third parties to report.

Throughout 2023, 35 complaints were registered, 16 through the Whistleblowing Channel, 4 through the compliance email, and 15 verbally to the compliance area. Of these complaints, four involved conflicts of interest that were identified and properly addressed. **Statkraft does not provide detailed information about the reports received, given the commitment to confidentiality, anonymity, and the guarantee of non-retaliation.**

All reports made by the Whistleblowing Channel are evaluated by the Corporate Audit, an independent body that reports to the Board of Directors. In Brazil, Statkraft also has an Ethics and Compliance Committee, which is responsible for analyzing and deliberating on the handling of cases or suspected violations of ethics, compliance, policies, internal procedures and/or legislation.

Communications to senior management regarding critical issues are carried out through summons for meetings of the Board of Directors, in accordance with the Company's Bylaws, and using various channels, including e-mails and direct meetings.

The compliance area is in charge of supporting the investigation process and reporting to the related managers, directors, and vice presidents, with recommendations for corrective actions, closely monitoring the resolutions. Moreover, monthly meetings are conducted with senior vice presidents and senior leadership, providing a forum for discussions and alignments of compliance and ethics issues.



**Throughout 2023, were registered:
35 complaints, 16 through the Whistleblowing Channel, 4 through the compliance email, and 15 verbally to the compliance area.**

Sustainability-oriented management

2-9; 2-12; 2-17; 403-1

Stakraft Brazil's **highest governance body and senior executives play key roles in developing, approving, and updating the company's local sustainability-related initiatives in line with Statkraft A.S. strategies and policies, and objectives.** All these definitions and directions are aligned by the company's senior executives.

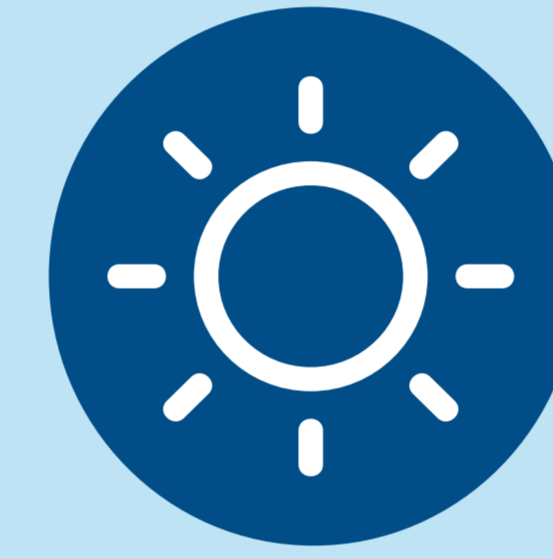
The Executive Working Group (Executive WG) on Sustainability, composed of the CEO and the vice-presidencies, plays a relevant role in the management of Statkraft Brazil. **This group is responsible for approving the actions defined within the various tactical working groups in areas related to various themes**, such as biodiversity, human rights, climate change, sustainable supply chain, and communities.

These actions **aim to define the position adopted for each topic and develop strategies to achieve the established objectives**, in line with Statkraft AS's sustainability strategy. The company operates on four pillars for energy transition, they are:



Human rights:

we are committed to the fair energy transition, acting responsibly towards people and the environment.



Climate:

we work for a zero-emissions energy sector, contributing to the achievement of global warming mitigation targets.



Biodiversity:

we operate in harmony with our planet's environmental boundaries.



Circular economy:

we are dedicated to optimizing circularity processes, with a special focus on wind and solar technologies.

In addition to the meetings of the Executive Working Group, sustainability issues are shared and discussed with the board of directors periodically, such as progress in the implementation of activities and processes related to human rights issues, carbon inventory and mitigation plan, results of social projects, and internal campaigns. The goal is to extend the collective knowledge, skills, and experience of Statkraft Brazil's highest governance and executive leadership body to environmental, social, and governance issues, ensuring an integrated and strategic approach.

Stakraft maintains an **Integrated Management System (IMS) that audits its assets periodically, standardizing working conditions and complying with national regulations and internal requirements.** Furthermore, all third-party companies that provide services on behalf of the company undergo documentation evaluations. As a result, an integration process is mandatory for all outsourced employees, ensuring that they understand and follow the company's safety, environmental, and quality procedures.

Risk management

2-12; 2-13; 2-16; 2-25; 3-3; 403-8

Risk management at Statkraft Brazil is a continuous and comprehensive practice, evaluated annually by the company's areas – with emphasis on the compliance and F&C areas – the latter responsible for **managing the company's business risks, acting in the integration of different areas and processes to secure the sustainability and efficiency of operations.**

In 2023, **the company continued to improve its risk management**, deeply integrating the asset management and strategic operations, which represented a significant milestone in the first year of joint operation. **This integration strengthened the company's approach to asset management**, based on three strategic pillars – performance, risks, and costs – following ISO 55000 standards and seeking to maximize profitability over the life of assets

while optimizing operating costs and managing risks effectively.

Annually, the F&C and compliance area perform the risk assessment, a comprehensive survey of the company's risks. The Compliance team conducts interviews with employees in different positions and all locations in Brazil. **This process is critical to identifying and mitigating potential risks related to compliance with governing laws and regulations.**

This analysis of risks and impacts is part of each new project, considering several aspects, such as health, safety, environment, financial, and legal, and validated by the CEO to direct the company's growth actions, ensuring the performance of operating assets according to the Statkraft standards.

Risks and opportunities are discussed annually at the Value and Risk Workshop, where the status of actions is periodically reported to senior management. In addition, during the approval process of new projects, a detailed analysis of the reports and due diligence is carried out, identifying gaps and opportunities, and supporting the decision to continue or discontinuing with projects, which is also reflected in the company's strategic planning.

Annually, the F&C and compliance area perform the risk assessment, a comprehensive survey of the company's risks.



Supplier management

2-6; 3-3; 204-1; 205-2; 308-1; 407-1, 408-1; 409-1; 414-1

Supplier management at Stakraft Brazil is a **robust and transparent process, guided by the highest standards of legality, compliance, and social responsibility.** To secure these principles, the company adopts comprehensive measures and has a chain of suppliers that serve the areas of civil construction, electromechanics, and electronics, as well as generation and high voltage equipment for its hydro and wind power plants in operation, comprising 1,617 active suppliers and a wide diversity of registered suppliers, in a total of 4,322 employees.

In accordance with ethical guidelines, Stakraft has instituted the Code of Conduct for Suppliers (Supplier CoC), recently updated and approved by the Board of Directors. This document clearly outlines the expectations of conduct for business partners and is mandatorily included in all contracts with third parties, serving as an

essential guide for the execution of the contracted activities. Additionally, **purchases are divided into categories which facilitates the management and monitoring of company's acquisitions.**

“At Stakraft, we assess the integrity of business partners according to our risk matrix, ensuring that every link in the value chain is robust and reliable. This allows us to offer recommendations and implement mitigation measures, ensuring an agile and effective response to the challenges and opportunities of the energy market.”

**Paulo Henrique Silva,
Procurement Manager.**





In line with its commitments, Statkraft Brazil has implemented due diligence policies, including essential contractual clauses in all contracts with third parties. **These clauses give the company the possibility to conduct audits and, if necessary, terminate contracts in cases of ethical violations.** The company carries out thorough checks on labor rights, such as freedom of association and collective bargaining, as well as documentary control of all direct and indirect workers. The Supplier Code of Conduct prohibits the use of child labor and forced and compulsory labor and requires the guarantee of these fundamental rights.

In 2023, the Procurement area introduced a risk qualification questionnaire, aiming to map and assess the risks associated with the contracting scope. **This pre-qualification process considers several aspects, such as the environment, compliance, occupational health and safety, among others.** The questionnaire extends to all scopes

of contracting, and high-risk contracts are subjected to a more rigorous analysis, with frequent monitoring during execution.

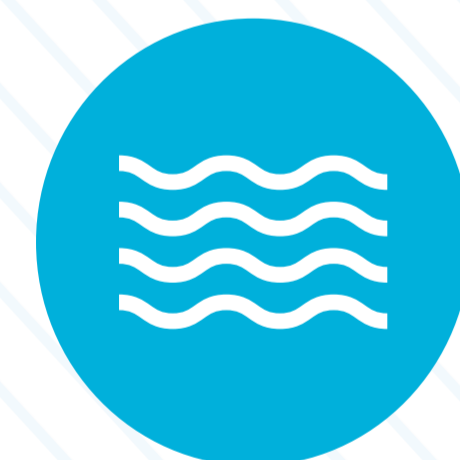
The company also uses the Dow Jones tool to verify supplier compliance, which identifies non-conformities related to social, humanitarian, and integrity issues. **The adoption of the measure was specifically directed at covering high-risk contracts with an amount above 20 thousand reais, focusing on service providers.**

As a result of this mechanism, seven suppliers were disapproved for not meeting the established requirements. Similarly, a bidder for new business was not approved due to non-compliance with the company's integrity requirements.

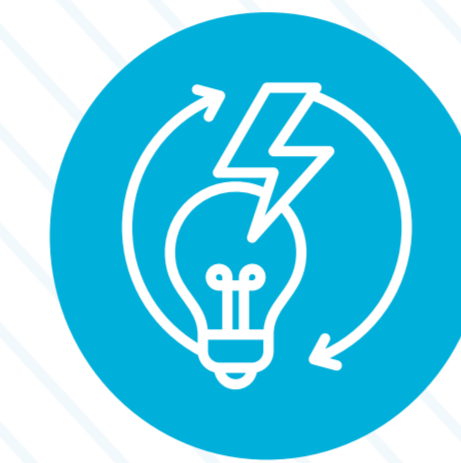
Given the complexity and variety of contracts made, the company adopted as a good practice purchases being divided into categories, which are comprised of:

**CIVIL:**

with an investment of R\$ 99,514,140.32 (of which R\$ 13,293,283.37 refers to Ventos de Santa Eugênia; R\$ 75,066,068.06 referring to Morro do Cruzeiro and R\$ 11,154,788.89 referring to assets in operation) in the year in contracts for the provision of services, contractors, BOP, BOS, stabilization of dams, accesses, drainage, foundations and other activities related to this category.

**HYDRO:**

with an investment of R\$ 2,596,351.53 in the year in generation, hydromechanical, surveying, and electromechanical auxiliary equipment for hydroelectric plants.

**ELECTRICAL INFRASTRUCTURE:**

with an investment of R\$ 26,589,115.95 (of which R\$ 2,440,564.97 refers to Sourcing and R\$ 24,148,550.98 refers to Procurement Project) for control systems, automation, high voltage, and electrical materials in general.

**PROFESSIONAL SERVICES:**

with an investment of R\$ 23,094,408.43 (of which R\$ 15,356,823.43 refers to Sourcing and R\$ 7,737,585.00 refers to Procurement Project) in the year in hiring technical consultancies for various categories, such as engineering, legal, financial, among others;

**IT:**

with an investment of R\$ 2,158,168.12 in the year in IT infrastructure equipment.

**INDIRECT:**

with an investment of R\$ 19,479,163.13 in the year in contracts for the provision of administrative services, office maintenance, and branches.

**WIND:**

with an investment of R\$ 513,337,587.65 (of which R\$ 44,594,227.06 refers to Sourcing and R\$ 468,743,360.59 refers to Procurement Project) in the year in the main equipment that makes up the wind turbine, such as towers, nacelle, blades, and gearbox;

**SOLAR:**

all the main equipment of a solar plant, such as panels, trackers, inverters, among others.



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006

Social

Social

2-23; 2-29; 3-3

Statkraft Brazil understands that the **relationship with its stakeholders is a fundamental pillar of its activities, being aware of the expectations and concerns of all those involved in its operations, which include customers, employees, shareholders, local communities, suppliers, and other relevant actors, such as communities, NGOs, social movements, public authorities, environmental agencies, and educational institutions.** By listening carefully to their requests and demands, the company stands out for leading interactions, being upfront in negotiations, and incorporating their contributions into its strategies and operations.

Through Statkraft's Visits Program, the company allows guided tours for academic purposes at authorized assets, promoting knowledge exchanges on renewable energy, dam safety, and environmental issues. In 2023, nine visits occurred from seven different educational institutions, totaling an average of 250 students served, who were able to get a closer look at the operations of the Suíça HPP in Espírito Santo, the Barra dos Coqueiros Wind Complex in Bahia and, with emphasis, the Rio Bonito SHP in Espírito Santo, which received 40% of the visits.

In addition, it establishes a close relationship with landowners in rural areas, recognizing them as essential stakeholders for operations throughout Brazil. **This relationship is based on mutual respect, transparency, and the search for solutions that meet the interests of all parties involved.**

As part of this listening strategy, the company has implemented Information Centers (ICs) in the communities where it has projects under construction, providing physical spaces for the face-to-face reception of both internal and external audiences. In ICs, questions, suggestions, doubts, and complaints are addressed directly, fostering an open dialogue and greater proximity to the public.





Following the line of a proactive approach in managing these demands, Stakraft maintains internal and external communication channels to identify and resolve relevant issues in an agile and effective way, as well as prioritizing feedback and continuous follow-up, holding periodic meetings with the parties involved, even in non-mandatory situations, such as during the construction of new projects.

The communication channels with the community, such as canal-aberto@stakraft.com, which is managed by the company's communication area, and socioambiental@stakraft.com, dedicated to receiving social and environmental demands, allow the social team to manage this process, dealing with various demands from the external public. The company has a specific system for the management of socio-environmental demands, ensuring organization and transparency throughout the process and providing efficient monitoring of each issue raised.

During the period of this report, 458 contacts were received via official channels, and 97% of the demands having already been completed with analysis and feedback, with an average response time of 15 days. For the issues that are still under assessment, the applicants were informed of the progress of the theme and will receive feedback as soon as the analysis is concluded.



Profile and valuing of people

2-7; 2-8; 2-30; 3-3; 201-3; 401-1; 401-2; 401-3; 404-1; 404-2; 404-3; 405-1; 406-1

Continuously attentive to maintaining a work environment that values and respects human and labor rights in all operations, the company adopts practices, policies and programs focused on the well-being, diversity, equal opportunities, and professional growth of the team, composed of 322 employees.

Recognizing the importance of promoting fair and inclusive labor relations, it seeks to create a space where each employee feels recognized, safe, and able to contribute to organizational success. From guaranteeing the right to freedom of association equitably and transparently to prohibiting all forms of forced or slave-like labor, the company demonstrates a responsible stance in complying with the highest ethical and legal standards.



All programs aimed at the respect and development of employees seek to retain existing talent and attract new qualified professionals. In 2023, the monthly employee turnover rate¹ was 1.5%.

“Our focus is on attracting, developing, and retaining people through the creation of development programs. This movement strengthens our organizational culture and stimulates an innovative environment, open to growth, which welcomes creative ideas and effective resolutions to the challenges that the current market presents us with on a daily basis.”

Ana Claudia Lima,
Vice President of Corporate Affairs.



Learn more in the
Indicators Booklet.

¹Average monthly turnover of FTE only.

Statkraft is committed to ensuring a living wage for all employees, as well as working to influence suppliers in the same direction. This is a public commitment by Statkraft AS and is part of the company's Sustainability Strategy.

The concepts of decent income and living wage go beyond the notion of a minimum wage. Different methodologies seek to indicate the cost of a dignified life in each location. Among them, the Anker Methodology is globally recognized as the most robust and is adopted by the Global Living Wage Coalition to foster and drive the agenda in various countries and value/supply chains, being internationally comparable and locally specific.

In 2023, Statkraft Brazil partnered with the Anker Research Institute (ARI) and the Brazilian Center for Analysis and Planning (CEBRAP) to perform a study and estimate the living wage based on the Anker Methodology in one of the regions where it has renewable energy generation projects.

Based on the local costs pointed out by the survey, the company has already advanced in discussions with the contractors regarding the workers' income, as well as **guidelines to contribute to increased local employability through training that aims not only at the workforce for the plants but also at economic activities characteristic to the place itself.** For the coming years, Statkraft will continue to expand its studies on methodologies for calculating a living wage and ways to contribute to ensuring a dignified life for its own workers and those of its contractors.

Consonant to the company's growth, Statkraft increased the number of employees by 49, 69% higher than the previous year.



Learn more in the Indicators Booklet.



Statkraft Brazil values outsourced workers in its operations, who perform essential functions for the efficient and safe operation of its facilities. In 2023, the company had 1,491 outsourced employees from 80 companies classified as direct suppliers and 114 companies classified as indirect suppliers. The third-party contractors performed a variety of tasks in areas such as cleaning and upkeep, construction, consulting, and maintenance.

Statkraft's premise is based on respecting and treating all outsourced workers fairly, as well as providing the right conditions for them to perform their duties safely and effectively. The company maintains a close relationship with third-party partners to guarantee the quality and safety standards in all activities

Diversity, Equity, and Inclusion

Statkraft respects people and prioritizes gender equity, diversity, and inclusion actions, seeking to strengthen activities aligned with the Sustainable Development Goal 5 – Gender Equality.

The company prioritizes an inclusive and equitable work environment, promoting practices that respect the human rights and well-being of its employees. **Statkraft's premise is also to improve the quality of life and economic opportunities in the local communities where it operates**, through voluntary incentives implemented to promote more sustainable, ethical, and socially responsible practices, going beyond the minimum legal requirements.

With a workforce in constant evolution, 37% of Statkraft's professionals are women. Of this total, there was an increase of 16.5% in women holding vice-presidential positions, and a 28% increase in management positions. In the offices in

Florianópolis (headquarters) and Rio de Janeiro (commercialization), the female presence is approximately 43%.

Recognizing the importance of giving visibility to gender issues and providing opportunities, Statkraft promoted several actions and training so that employees could get closer and share experiences, as a way of encouraging and supporting employees.



In 2023, the continuity of the Inspiration Program was relevant, with the aim of encouraging students to pursue careers in the areas of engineering and technology. **Through the example and contact with successful women at Statkraft, the program promoted meetings and conversation activities in which the company's engineers shared achievements, difficulties, and lessons learned throughout their professional careers.** In addition, they addressed the technical and behavioral skills that are important to work in engineering. As part of the incentive action, five engineering students were hired to work in the company, through internship contracts.

Focusing on diversity of sexual orientation, an awareness-raising action was a conversation activity held with 32 employees, in which a service provider was able to share her experience of gender transition that occurred three years ago. This moment promoted an environment of clarification of doubts and deconstruction of paradigms related to gender diversity in the workplace.

In this continuous search for quality in the workplace, several actions were implemented throughout 2023. Among these initiatives, the following stand out:



DIVERSITY AND INCLUSION COMMITTEE:

aiming to guide the board of directors in the formulation and implementation of actions to promote inclusion in the company. The committee also integrated human rights issues into its approach to suppliers. To ensure comprehensive representation, each vice president was invited to attend at least one committee meeting throughout the year. During the meetings, they were encouraged to share concerns or suggestions related to the implementation of diversity and inclusion programs in their specific areas.



DIVERSITY, EQUITY & INCLUSION (DE&I) MAPPING:

enabled the company to access quantitative (self-declaration) and qualitative (climate perception radar) data with a focus on gender, race, location, leadership, sexual affective orientation, and people with disabilities. The mapping offers a better understanding of the internal audience, identifying the different generations present and the possible cultural and generational challenges.

The results of the survey show that 38% of employees declare themselves as women, 9% LGBTQIA+, with 29% of brown, black, yellow, and indigenous people. These and other results are important for a better understanding of the diversity context at Statkraft Brazil and essential tools for directing future actions.



DIALOGUE BETWEEN LEADERS AND TEAMS:

inserted in the company's annual calendar, these are bimonthly activities aimed at analyzing challenges related to diversity, equity, and inclusion to raise awareness and promote understanding of essential issues related to the topic.



RECRUITMENT AND SELECTION POLICY:

a comprehensive review of the recruitment policy, incorporating new topics that emphasize the appreciation of diversity and addressing biases in the selection process. This policy update recognizes and values the multiplicity of talents, experiences, and perspectives.



Benefits

To provide a healthy and rewarding work environment, Statkraft Brazil offers a comprehensive package of benefits to meet the main needs of employees, recognizing effort and dedication and promoting health, work-life balance, and overall well-being. More than complying with legal requirements, the company observes the particularities of each location and maintains negotiations in line with specific unions to ensure the adequacy of the benefits package.

An important step towards diversity and inclusion was the **implementation of assistance for employees who are mothers and fathers of sons and daughters with disabilities**, recognizing the need for differentiated support for these groups within the scope of granting benefits.



Statkraft Brazil offers the following benefits to full-time employees:

- ✓ Health insurance.
- ✓ Dental insurance.
- ✓ Food vouchers, meal vouchers, and Christmas vouchers.
- ✓ Transportation vouchers and parking at the administrative offices.
- ✓ Life insurance.
- ✓ Statkraft Professional Service Support Program (PAS), which includes psychologists, social workers, lawyers, and financial advisors.
- ✓ Pharmacy allowance.
- ✓ Daycare assistance, with extension of nanny assistance.
- ✓ Private pension plan.

The company has guidelines that value professionals who are pregnant or have children. In 2023, Stakraft inaugurated the Breastfeeding Room, a space dedicated to the care of female employees, as well as other projects aimed at psychological support that help in the sense of belonging generated through respect for the condition of mothers who work in the company.

For the next stage of this phase of life, **both maternity and paternity leave are equally considered essential moments. For this reason, the company is dedicated to maintaining psychological support and, since 2016, has been practicing the extension of these licenses.** Female employees are entitled to a statutory maternity leave extended for a further 60 days, male and employees who become fathers receive additional support of 15 days.

This leave policy has proven to be effective, with a 100% return-to-work rate and a high retention rate for employees back from leave, returning to their previous positions, or being promoted. In 2023, three employees were able to take maternity leave, and nine employees took paternity leave, totaling 12 employees benefited. In the same period, two mother employees were promoted while still on maternity leave, highlighting our commitment as a socially responsible and inclusive company.



Targeted human development

Stakraft Brazil has invested in employee and team development strategies aligned with business demands, aiming to strengthen the growth-oriented organizational culture. In 2023, the company invested more than 1.1 million reais in training and professional development, representing almost 30% more compared to the previous year, increasing leadership capacity and continuous responsibility for the development of the entire team, with an average of 35.26 hours of training per employee in the year.



Learn more in the Indicators Booklet

The development plan adopted by Stakraft Brazil is based on three essential steps: Entry, Growth and Expansion. In the Entry stage, the focus is on preparing and supporting the entry leaders in their new responsibilities. In the Growth stage, we seek to develop and improve the skills necessary to lead teams effectively. Finally, in the Expansion stage, the focus is on preparing leaders for more complex challenges and promoting the growth of collaborative and resilient teams.

Among the development initiatives, the Energy Academy stands out, which offers courses taught by specialized in-house instructors.

The company also offers other qualification programs to improve specific skills and promote employee growth, such as:

The Annual Development Plan covers all hierarchical levels and includes collective and individual actions customized to meet the specific demands of each employee. Team Building Workshops are held to strengthen teams and collaboration across the company.

The Language Program aims to enhance fluency in the English language, which is essential for global communication. Eligible employees can attend private lessons or attend language schools partnered with the company, with a focus on practical application in the corporate environment.

The Postgraduate Program aims to promote the academic development of employees, offering opportunities for specialization, MBA and/or master's degrees with scholarships to facilitate access. This supports professional growth and strengthens competitiveness in the market.

The Nomination Program for international professional training. In 2023, eight employees

participated in this program, in addition to promotion and assessment of skills for personal and professional development.

Also, four employees from Stakraft Brazil were in Norway, through the **professional exchange with Stakraft AS**, and five trainees from Norway were in Brazil, as a cultural interaction. These initiatives not only enrich the professional experience of those involved but also contribute to the company's growth at a time of expansion..

The Internship Program aims to responsibly insert young people into the job market, offering a practical and enriching experience in a business environment guided by solid values. In addition to complementing academic education, the program seeks to identify, attract, develop, and qualify new talents to occupy positions within the company and contribute to the job market in general. In 2023, the company worked with 38 interns and hired three of them. It should be noted that 14 of these interns are women in the engineering field.

The Human Resources Department conducts two evaluation meetings with each intern, providing support throughout the program. The evaluation of the program is carried out by the interns, who have the opportunity to highlight positive aspects and identify opportunities for improvement.

To ensure effectiveness, **the company invests in development actions, such as holding two annual forums to share experiences and promote reflections regarding career paths**, as well as holding annual agendas between interns and supervisors to align expectations and foster professional development.

Stakraft Brazil was honored in 2023 with the IEL Talent Award granted by the Euvaldo Lodi Institute (IEL), recognizing the company's internship initiatives and best practices.

Performance Evaluation

Performance assessment is a strategic and corporate process conducted annually, with continuous monitoring throughout the year. It is carried out in January and February and aligns expectations between managers and teams, focusing on the development of skills, results, career, and engagement of each employee.

During the assessment process, several significant results are achieved, such as:

- ✓ **Definition of the company's succession plan**, ensuring that there are professionals prepared to assume strategic positions and leadership.
- ✓ **Identification of employees eligible** for salary increases or promotions, following the principles of meritocracy.
- ✓ **Identification of well-positioned professionals** who can be considered for new challenges and projects, including in areas different from their current ones.

It is worth mentioning that, in 2023, all permanent employees (63% men and 37% women) participated in the assessment process, except for interns and young apprentices, who followed a specific feedback procedure.



The evaluation is conducted openly and transparently, encouraging dialogue between leaders and teams for mutual growth.

The steps include feedback meetings for the development of both the leader and the subordinate, **discussions about growth opportunities, and the definition of individual development plans.** Short, medium, and long-term career perspectives are also addressed, in addition to the definition and validation of goals for the current year, aiming at continuous improvement and organizational success.

In fiscal year 2023, behavioral targets focused on key areas such as health and safety, diversity, equity, and inclusion (DE&I), and compliance, representing 25% of the total weight of the targets. **Moreover, performance goals are defined to assess the responsibility and prioritization of the areas,** that make up the remaining 75% of the total weight of the goals, forming the basis for the annual bonus benefit to all employees.

Journeys to Leadership

Recognizing the importance of leadership for organizational success, Stakraft Brazil **invests in continuous development through customized journeys**, in which it offers training in behavioral, technical, and business skills that are fundamental for different levels, from new leaders to executives.

In 2023, 16 hours of training were carried out for women and 28 hours for men in executive positions, 15 hours for women and 36 hours for men in management positions, and 32 hours for women and 85 hours for men in administrative positions. These indicators were raised for the first time in 2023, to support management in the search for improvements in equity actions.



Learn more in the Indicators Booklet.



Tailored to the specific needs of each manager, these journeys support the transition to new roles, promote growth in current positions, and prepare professionals for more complex challenges, contributing to individual development and the achievement of the company's strategic objectives.

Health, safety and well-being at work

3-3; 403-1; 403-2; 403-3; 403-4; 403-5; 403-6; 403-7; 403-8; 403-9; 403-10

By fostering a culture of safety, the company dedicates significant efforts to ensuring safe and healthy work environments in its activities, reinforcing its actions in the prevention, recovery, and mitigation of significant impacts on the health and safety of all employees and third parties.

To this end, the company has a program called “stop work”, in which anyone involved can, on behalf of the company, paralyze any activity in which the person is putting themselves or others in a situation of imminent risk to physical integrity. **All activities in the company are carried out based on high safety standards, developed by the global corporate, and are later adapted for use in all other units of the company.**

In 2023, no cases of work-related diseases were recorded and there was a significant

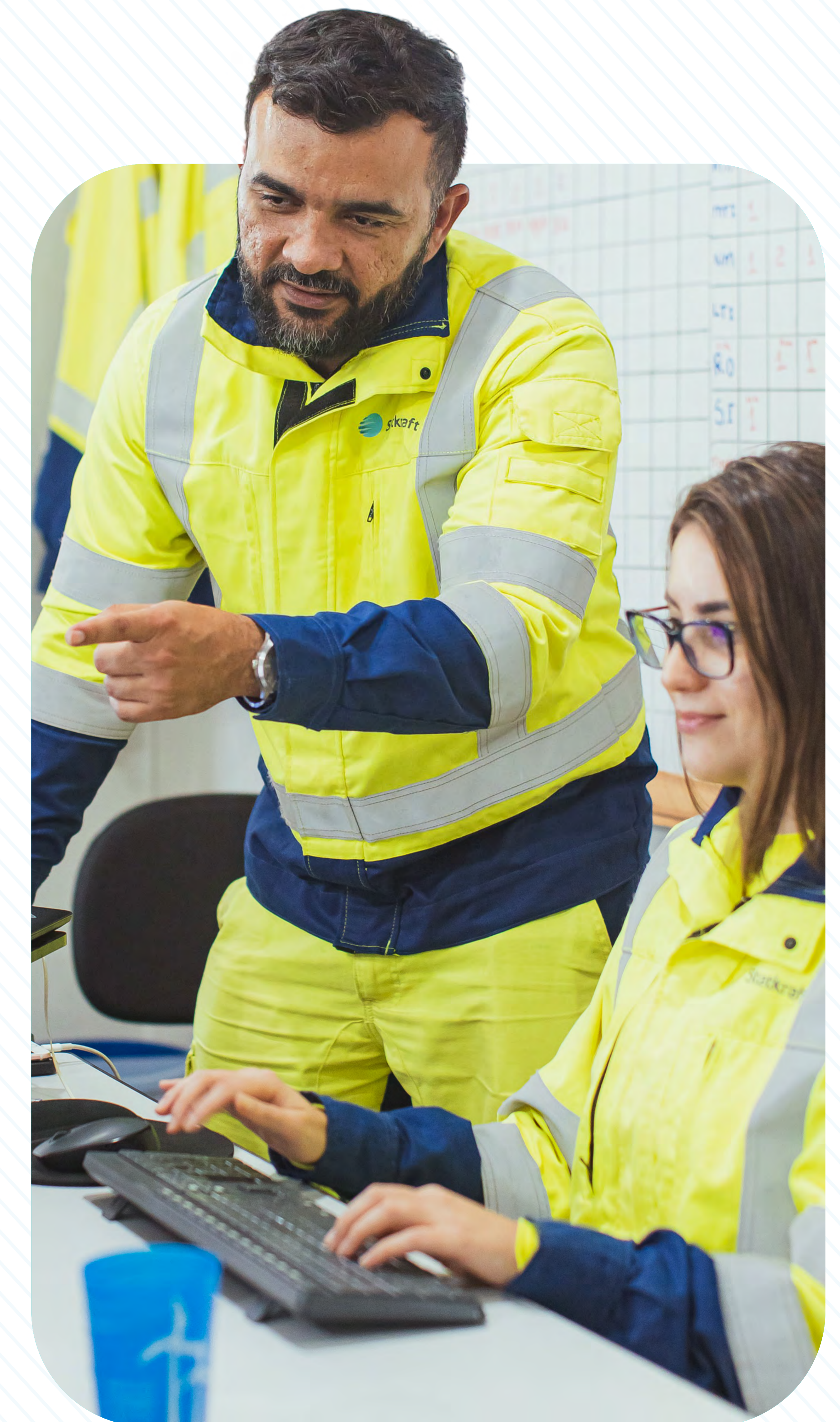
reduction in the number of hours of exposure to risk and the probability of serious accidents, **as well as the number of hours of exposure to risk concerning our own employees was 636,145, representing a percentage increase of 3.74% compared to 2022. The exposure of third-party employees was 2,369,874 hours, a decrease of 30.47% over the same period.**

Regarding the classification of unplanned events with damage to people, **the company presents a criterion divided into four groups: first aid (for minor accidents, without medical attention); medical treatment; work restriction; and loss of time, the latter being considered in the calculation of the IRT (rate of frequency of recordable incidents per million hours worked).** Incidents that result in permanent injury to parts of the body, even if of a small proportion, are classified as “serious accidents”. In this way, the company aligns

itself with international accident classification criteria.

Throughout the period of this report, nine accidents were recorded among those classified as recordable, two involving Statkraft employees and seven involving contractors. Two of these accidents were classified as more serious, according to the company’s criteria, although both employees later returned to their original activities.

Therefore, the **accidents resulted in a total attendance rate of 2.99 (including Statkraft employees and contractors), 3.14 for Statkraft employees and 2.95 for contractors.** As for the causes of accidents, they were usually related to energized work, activities at height, and handling heavy equipment.



Another relevant aspect is the approach adopted in the analysis of major accidents. To assert the impartiality of the process, the company involves experts from different fields and countries. The final report is presented to the Board of Directors in Brazil and the Executive Vice Presidency in Norway.

The meticulous classification, analysis, and treatment of the causes of accidents demonstrate the commitment to maintaining a safe environment. Additionally, the company constantly seeks to improve the collection and analysis of data on risk situations, acting proactively to identify and reduce the exposure of employees to danger.

This is achieved through the observation of risks and suggestions for improvement made by the employees themselves, registered in an internal Health and Safety platform. In 2023 alone, 895 cases were mapped by its own employees, serving as a basis for the prevention of future risks.

Some initiatives have contributed significantly to the reduction of risks, such as the 5S Program, which aims to organize and improve the work environment, including the proper definition of each work tool, updating of signage, improvements in the equipment used and updating procedures. The company also implemented the Safe Behavior Program (PCS), encouraging employees to share good practices and difficulties encountered in the work environment, promoting a broad debate regarding priority actions for each work area.

“The Statkraft Way” defines the way a company structures its own values, policies, processes, and procedures. Health and safety standards are also part of this system, being applied to both our employees and contractors. These global risk control standards are known as “Rules That Save.”



Besides complying with legal obligations, Statkraft promotes events focused on health and safety to encourage employee involvement in accident prevention. **An example is the Safety Day Event, held for the third consecutive year and with the participation of 100% of the company’s employees in Brazil, including generation plants and offices.**

Another relevant event is the HSSE Awards, which recognizes the company’s leading health, safety, environment, and sustainability initiatives, both nationally and globally. The winning projects on the national stage were shared with all Statkraft units, aiming to promote best practices throughout the company. Some of these projects include the Public Safety Project, the Carpooling Project, the Electromagnet Automatic Lock Project, the Risk Prospecting Campaign Project, and the ROV Project.

The company periodically performs accident drills to ensure that all those involved in the care of injured employees are properly trained. These simulations allow an appropriate response to each specific scenario, enabling the implementation and management of effective measures for emergency care in a safe way. In 2023, 17 simulations were carried out, covering operation and construction, with a satisfactory response time.

Considering the post-pandemic scenario and the increase in the search for psychological support, the company maintains the Employee Support Program (PAE), offering support in exceptional situations through a dedicated telephone line. As an initiative to promote the health and ergonomics of employees, the company maintains a recurring program of workplace gymnastics. Every year, employees are offered the opportunity to participate in the flu vaccination campaign, contributing to the prevention of seasonal diseases.



Among the annual trainings carried out, the Defensive Driving – Practical Module campaign stands out in 2023, mainly because it is one of the biggest risks mapped, resulting from the number of people who frequently use this means of transport to perform work activities.

The employees with the greatest exposure to these activities participated in eight hours of training in the field, which included simulations of real events, safe driving guidance, and a module dedicated to knowledge of vehicle components and emergency activities, such as changing tires. The other employees attended this training online, ensuring, however, that all essential information was passed on during the training.



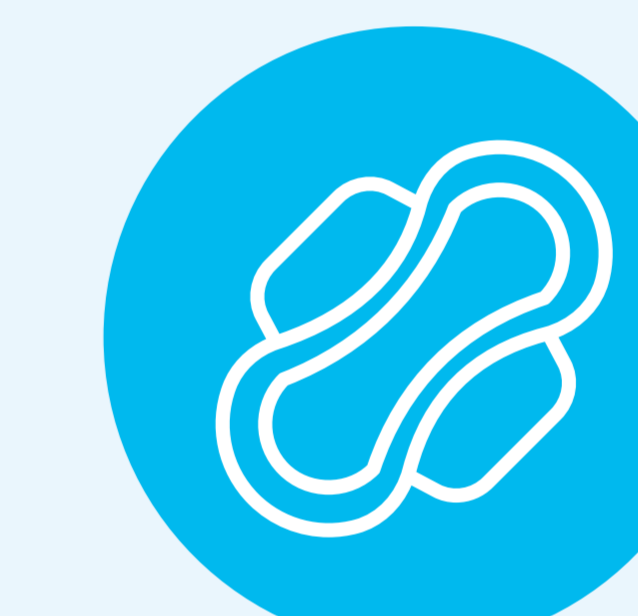
To promote the health of employees and the positive external impact, the company annually carries out the **Solidarity Challenge**, an internal campaign that encourages the practice of sports activities and fosters social responsibility. The employees involved are invited to record the activities in their own system, generating scores that are later converted into a mileage scoreboard. For every 128 km traveled, the company donates a basic-needs grocery package to social entities.

In 2023, the 5th edition had



+ 150 employees

who traveled approximately



donated about 46 thousand extra items (plastic caps and sanitary pads)

200 packages donated to the states of Santa Catarina, Rio de Janeiro and Espírito Santo, a record compared to all previous editions.

The campaign also had the participation of a Paralympic rowing athlete, who contributed with a lecture on inclusion in sports, and the founder of the Levi Project, with a lecture on the topic of autism for all employees.



Security in areas of influence

413-1

In addition to the precautions and concerns inherent to the risk and safety of its internal public, **the company seeks constant updates and guidance in its programs involving the external public, such as the Dam Safety Program, the Public Safety Program in the vicinity of dams and the Social and Environmental Communication Program.**

The Dam Safety Program, endorsed by Statkraft AS, is **reviewed annually and covers several aspects, such as action strategy, internal organization, legislative updates, audits and inspections, risk assessment, and definition of actions to be implemented each year.** The program intends to meet both corporate requirements and local regulations, including the Dam Safety Law and ANEEL resolutions.

In 2023, the area of dam safety had significant achievements, including first place in the HSSE Award in the International category for the Office of Florianópolis, with the presentation of the Public Safety Program in the vicinity of dams. **In addition, dam safety training was carried out in several of the company's assets, for continuous training of employees.** It also promoted the Statkraft and Civil Defenses Workshop, in Rio de Janeiro and Espírito Santo, covering 9 of the 14 hydroelectric plants, to strengthen the relationship and cooperation with local authorities, and published a paper on evacuation simulations at the XXXIV SNGB (National Seminar on Large Dams), presenting it during the Dams Week of the CBDB (Brazilian Committee on Dams).

Participation in international technical groups, such as DMT – Dams and Waterways (Civil) is an essential part of **promoting the best practices in dam safety at a global level and ensuring transparency in their operations.**

Concerning compliance with the legislation, Stakraft Brazil is subject to regular audits by ANEEL, in addition to corporate demands. **The last corporate audit performed in South America stands out, in which Brazil was recognized as a reference, evidencing the excellence in the implemented risk management.**

Considering the importance of managing possible risks and emergencies involving the external public, **Statkraft's Public Safety Program in the vicinity of dams promotes the management and mitigation of accident risks for the local community**, contributing to the safety of the population. The Dam Safety team is responsible for the implementation and execution of this program, with the involvement of several areas in a transversal way, such as Maintenance, Operation, HSS, Environment, Social, Communication, Legal, and Land, granting effectiveness and comprehensiveness.

Measures are implemented, such as the installation of signal buoys in the reservoir to delimit a safe perimeter around the structures, especially the spillway and the water intake; the placement of warning signs about existing hazards and the indication of areas of private property; and the construction of barriers to delimit identified areas of potential risk.

Through the Social and Environmental Communication Program, the company conducts information activities in municipal schools about potential risks associated with the operation of hydroelectric power plants. Guidance is also provided regarding care and actions to avoid accidents, as well as disclosing contact details in case of emergency. **In 2023, the focus was on the Francisco Gros SHP, Alegre SHP, Suíça HPP, and Monjolinho HPP plants.**

In the strategic context for 2024, the company plans to consolidate its external operations with communities and authorities.

“We work in compliance with the law, and in many aspects we are ahead of it, acting at the forefront of some actions, such as the issue of Public Safety in the Surroundings of Dams – Regulation that came from Norway and was adopted in Brazil, in which the performance is being very positive and effective.”

**Arthur Andreetta,
Dam Safety Engineer.**

Land management

2-23; 3-3; 413-2

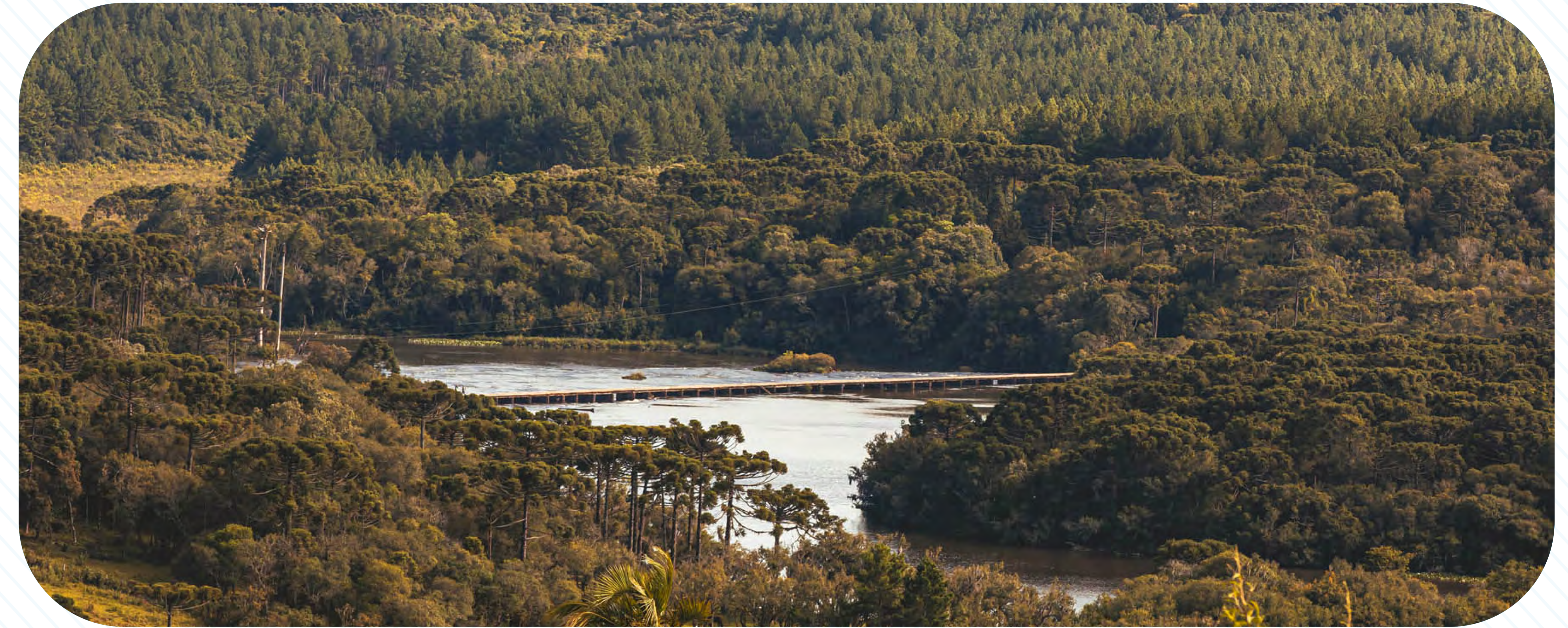
Some of the company's relevant stakeholders are landowners in rural areas, from the Northeast to the South Regions, and this group is composed of individuals or legal entities, including community associations.

Statkraft conducts multidisciplinary studies to minimize impacts, considering the land, environmental, social, and engineering aspects inherent to the development of projects. In the case of wind farms, lease or surface rights contracts not only provide a complementary source of income for the owners but also allow the continuity of productive activities in a shared manner with energy generation.

At the same time, **the company monitors a series of indicators to follow up on the status of land regularization of properties linked to operations and the development of renewable energy projects.**

Land regularization guarantees the legal security of ownership and location, bringing the veracity of information necessary for legal procedures, such as inventories and property transfers, as well as the owner's access to financing agencies.

Statkraft Brazil adopts a set of procedures and guidelines to ensure transparency and respect for human rights in all land-related activities. For the land used in wind farms, subject to lease or surface rights, the company uses indexes recognized in the market, following best practices. For the acquisition of land for hydroelectric plants and accesses, Statkraft evaluates rural properties according to NBR 14.653-3:2019, ensuring a fair value and respecting the vested rights.



The lands under management of the company's land sector correspond to 15,228 hectares related to the operation, with 92% of them regularized, and 15,650 hectares related to the development of new projects, of which 53% are regularized. The cumulative rate of amicable land negotiations is 95%, reflecting a collaborative and constructive approach, as well as effective attention to the interests and concerns of the parties involved.

Under the current legal framework and good market practices, the internal processes for approving land activities follow the guidelines established by the company's senior management, ensuring a consistent approach aligned with organizational values and objectives. Land management actions are regularly communicated to senior management.

Community Development Programs

3-3; 203-1; 203-2; 411-1; 413-1; 413-2

Statkraft Brazil directs significant investments in social initiatives, aiming not only at a positive impact on the community and the environment but also at economic growth, generating income and jobs in the region, and contributing to the achievement of the UN Sustainable Development Goals (SDGs). These initiatives are implemented both during the construction of new ventures and throughout established operations, reflecting the company's vision of integrating ethical and fair practices into all its activities.

Following environmental licensing requirements, the company carries out social impact studies of its assets and implements robust mitigation programs for potential negative impacts.

During the construction phase, when the flow of people and equipment can interfere more with local communities, in addition to specialized teams hired to execute the social and environmental programs, Statkraft also dedicates its professionals who keep continuous follow-up and local relationships, to monitor possible needs for adjustments to warrant the effectiveness of the programs.

During the construction phase, several actions were undertaken to mitigate the impacts on local communities. **One of them was the paving of more than 1 km of a side road that crosses a rural community, with periodic maintenance to minimize the impacts caused by the increase in traffic during construction.** Also, near the rural area of Brotas de Macaúbas-BA, 1.2 km of a road that connects a state highway to the Statkraft wind complex was paved. Moreover, approximately 6 km of the same road were improved through soil treatment and lateral drainage. These improvements benefit more than 350 people from the diverse local communities who use the road daily.

The company demonstrates a commitment to transparency by keeping Information Centers (ICs) in the communities where its assets are under construction, thus promoting an open and accessible relationship with residents. It also holds periodic meetings with local representatives, even when they are not required by the environmental licensing process.



Along with activities aimed at minimizing impacts, Statkraft invests in social projects in several areas where it operates. In 2023, the company allocated around 3.4 million BRL to these social projects, with emphasis on:



Ventos da Gente Program – VSE

In 2023, the Ventos da Gente Program in Ventos de Santa Eugênia, located in the region of Uibaí and Ibipeba, in Bahia, as a completion of the program that began in 2021, benefited about 1,100 people with the following projects:

Educational development project (PDE), of experiential education for the municipal public network through pedagogical journeys, awareness of local knowledge and practices, and implementation of educational spaces.

Economic and organizational development project (PDEO), with the identification and union of missing links in the agroecological production chain that already existed in the region through support for commercialization, rural technical assistance (ATER), and the fostering of new members.

Socio-environmental development project (PDS), to boost the community through the Call for Ideas, which identified local initiatives, provided advice on writing and project management, and financed actions that strengthened the community network.

This initiative is aligned with the Sustainable Development Goals (SDGs) and was recognized at the 2023 ESG Summit Brazil Award, an initiative that rewards business organizations and leaders who have stood out in the Environmental, Social, and Governance (ESG) areas, highlighting the company's commitment to sustainable and socially responsible practices.

“The award in the social category for Statkraft Brazil is the recognition of a solid journey, in which energy generation is combined with social responsibility as a strategic pillar. Our programs transform society and the communities in which we operate. This award is an incentive for us to continue our mission even stronger.”

Aline Ohira,
Sustainability Manager, with a focus on Social and Governance.



Ventos da Gente Program – MdC

In the rural area of Brotas de Macaúbas, where the Morro do Cruzeiro Wind Complex (MdC) is being implemented, the Ventos da Gente Program has brought income, culture, education, entrepreneurship, water security and improvements in welfare infrastructure.

In 2023, Statkraft invested more than 1.9 million BRL in the program, which was structured in ten projects carried out in partnership with community associations in Boa Vista and Mangabeira, in the rural area of the municipality of Brotas de Macaúbas, benefiting approximately 600 people.

Agricultural Project: aims to improve local agricultural activity by providing training and essential equipment for the sustainable development of the community, including the acquisition of equipment and the provision of training to improve livestock and agricultural cultivation to increase productivity and generate income. Among the initiatives are the donation of a stationary shredder, 25 water tanks and irrigation kits, in addition to the distribution of seeds, feed, vaccines, and fertilizers. Rural technical assistance services are offered, and training workshops are held on topics such as animal husbandry, fodder production, vegetable cultivation, pest and disease control, and improvement of fruit and manioc production.

Manioc Farming Project: consists of the expansion of the Reniva program, which is dedicated to the cultivation and processing of manioc, through the donation of 658 kg of the product for regional production. It provides the renovation of the existing flour house in Boa Vista, including the construction of a new oven and the installation of a manioc starch extraction machine. Training activities will be offered on optimizing the production of the vegetable and its by-products, with an

emphasis on increasing productivity and generating income, benefiting a total of 24 families and resulting in the production of 15,920.35 kg of manioc.

Social Welfare Project: consists of the renovation and creation of sports and leisure areas in the community to promote the health and well-being of local residents. This includes leveling and upgrading the existing soccer field, installing a plaza and playground, and purchasing sound equipment for community events.





Frutidoces Project: a program to support the Frutidoces Group, composed of women entrepreneurs who are dedicated to the processing of fruits and vegetables for food production. It includes the construction of an industrial kitchen, the donation of necessary equipment and offering technical training for the production of pulps and jellies, as well as instructions on good practices and hygiene and sanitary standards. Guidance is also provided for the cultivation of fruit plants to increase productivity and generate income for the participants, benefiting a total of 28 people directly and 70 indirectly, with more than 15 thousand BRL in products sold.

Beekeeping Project: a program to support the Natumel group, composed of bee breeders in the community, with a focus on increasing productivity and generating income. It consists of the construction of a honey extraction house, donation of bee boxes and PPE for bee management, equip-

ment for honey extraction and processing, renovation of existing space for the production of cosmetics derived from honey, and creation of a visual identity for the brand, and technical assistance and training in beekeeping and productive management. This initiative contributes to the restoration of biodiversity, recognizing the vital role of bees as pollinators in the semi-arid region and benefiting 21 participating beekeepers, distributed in 5 local communities, and 80 people indirectly.

Water Security Project: investment in facilities and technologies that intend to provide access to quality water in sufficient quantity for human consumption, as well as to guarantee agricultural production and animal husbandry. It includes the drilling of a well; expansion and improvements in the water area for the animals and installation of two water troughs with an automation device in a centralized location, benefiting 204 people.

Artesãs Filhas do Vento Project: the project fosters the supplementation of the income of women artisans who use raw materials native to the semi-arid region for the production of different handicraft products, such as the fiber of the “licuri”, a species of native palm tree used for the production of various utensils, such as chandeliers, bags, baskets, fruit bowls, among others. There are 18 participating artisans, 18 families benefited directly and 100 people benefited indirectly.



Cine Comunidade: at a square in Sumidouro Community, we sought to promote leisure and knowledge to the local population, showing three videos of the wind project and its educational actions. Attended by about 70 people, the film The Boy Who Discovered the Wind conveyed an inspiring message of persistence and the role of education in the social transformation of communities.

Café com Prosa: a periodic event that brings together women to provide an environment for listening, support, and sharing information for personal and professional development. Four meetings were held that addressed topics such as opportunities, motherhood, career, emotional security, and trajectories, as well as similar versions for the men of Morro do Cruzeiro, promoting the exchange of experiences and strengthening interpersonal relationships.



3rd Sustainability Public Notice

Investments via the Sustainability Public Notice are aimed at the **selection of socio-environmental projects of non-governmental organizations that operate in the municipalities where the company has assets in operation or offices (BA, ES, RJ, RS, SE and SC).**

In 2023, the company benefited the Conscious Sustainability project – Vegetable Garden and Orchard in the School Community, selected in the third edition that took place the previous year. This project intends to build a vegetable garden and a school orchard, providing students from the community of Indumel, in Passos Maia-SC, with the opportunity to learn through pedagogical work related to the richness that nature offers. In addition, the project proposes to work on the management of organic waste, including the construction of a composter to produce fertilizer for the school garden and orchard.





Tax Incentive Public Notice

The funds from taxes were used through the 2023-2024 Tax Incentive Notice to allocate to projects throughout the country.

In 2023, it had more than 45 registrations, twice as many as the previous year. The selection criteria included relevance to local socio-environmental challenges, effective methodologies, clear indicators, and financial sustainability to ensure the continuity of the project after the partnership with the company. **Seven projects were selected, three of which were supported by the Federal Law of Incentive to Culture (Law No. 8.313/1991), two by the Law of Incentive to Sports (Law No. 11.438/2006), and two by the Fund for Childhood and Adolescence (Law No. 8.069/1990),** in a total investment of more than 750 thousand BRL, benefiting 18 cities where the company's assets are based. This investment represents a significant increase of 178% compared to the 270 thousand reais available in 2022.



Under the Law of Incentive to Culture, the following were selected:

Clarice Lispector nas escolas Project:

executed by Raquel Leitis Stupp, it includes 24 free presentations of the children's show The egg, the chicken and the typewriter, for children from 5 to 11 years old in the public school system of Santa Catarina, to democratize access to theater and audience formation (SDGs 4, 8 and 11).

Bem Viver Project:

the Bem Viver Association of Nonoai promotes art and culture through the teaching of instrumental popular music for the formation of a marching band, for children and adolescents from public schools in situations of social vulnerability (SDGs 4, 11, and 16).

Project 9th Cine.Ema:

An initiative of Caju Productions, aims to screen films with an environmental theme at the National Environmental Film Festival of Espírito Santo, Cine.Ema (SDGs 2, 4, 8, 11, 13 and 15).

Projects by the Fund for Childhood and Adolescence:

Nossa Horta – Sabores da Terra Project:

carried out by APAE Santa Maria do Jetibá, its goal is to strengthen family farming and its sustainability as a way to complement social assistance actions, promoting the rights and social inclusion for children and adolescents with intellectual/multiple disabilities (SDG 2).

Cuidar e Educar com Qualidade Project:

promotion of cognitive skills to stimulate children and adolescents in the development of psychomotor, affective, and social skills, also ensuring health, nutrition, and hygiene needs (SDG 4). It is developed by the Nossa Senhora da Penha Early Childhood Education Center.

Other initiatives aimed at surrounding communities with significant relevance in 2023 were those aimed at traditional communities and the promotion of environmental education.

Through resources via the Law of Incentive to Sports, the following projects were supported:

Vôlei Castelo Project:

training of volleyball athletes with sporting values, contributing to human and school training (SDGs 4 and 8) and developed by the Association of Parents Friends of Volleyball Castelo.

Karanba Futebol Educacional V Project:

promotion of sports activities offered free of charge after school for children and adolescents, democratizing and enabling access to sports culture (SDGs 6, 4, and 5). It is developed by the Karanba Philanthropic Association – KAF.



Learn more in the Indicators Booklet.



Traditional communities

Statkraft Brazil acts with respect for the traditional communities surrounding its operations.

Through various programs, the company seeks to strengthen the relationship and promote the well-being of these communities, considering their specific needs and respecting their cultural traditions.

In 2023, in the vicinity of the Monjolinho HPP, Statkraft provided technical support for the preparation of the harvest plan, assisting in planting and cultivation techniques for two indigenous communities.

The Basic Indigenous Environmental Plan for these communities is divided into four different programs and seven subprograms, which are:

Administrative management program: ensures better dialogue between the company and the indigenous communities, as well as the institutions involved in the process.

Territorial management program: maps the land occupation and use. Degraded areas to be recovered (riparian forests, hillsides), possibilities of biodiversity corridors, areas of crops (current and expansion), areas of plant extractivism, and so on should be mapped. Economic and environmental aptitudes must be identified, respecting the characteristics of the local relief and other relevant aspects.

When it comes to **Quilombola communities, in the first quarter of 2023 the Olhos D'Água do Badú community, in Ibipeba-BA, received agricultural machinery and implements as part of the Income Generation Action Line of the Quilombola Basic Environmental Plan (PBAQ)**. Three tillers, a trailer, two adjustable furrowers, two brush cutters, a forage plant, a motor, and five planters were delivered, benefiting the community and strengthening local food security.

Socioeconomic strengthening program: values culture and improves the quality of life of indigenous communities and lands in their area of influence.

Environmental enhancement program: contributes to the environmental quality of indigenous communities and lands in their area of influence, especially in forestry, water, and public health aspects.

In addition, **community members participated in training on Associativism and Management of Agricultural Implements, given by experts in the area**, who addressed the importance of associativism, forms of organization, cooperativism, and rights and responsibilities. Collective norms were established for the use and maintenance of the equipment delivered, aiming at the generation of income and the autonomy of the Association of Small Rural Producers Descending from the Quilombolas of Olhos D'Água do Badú.

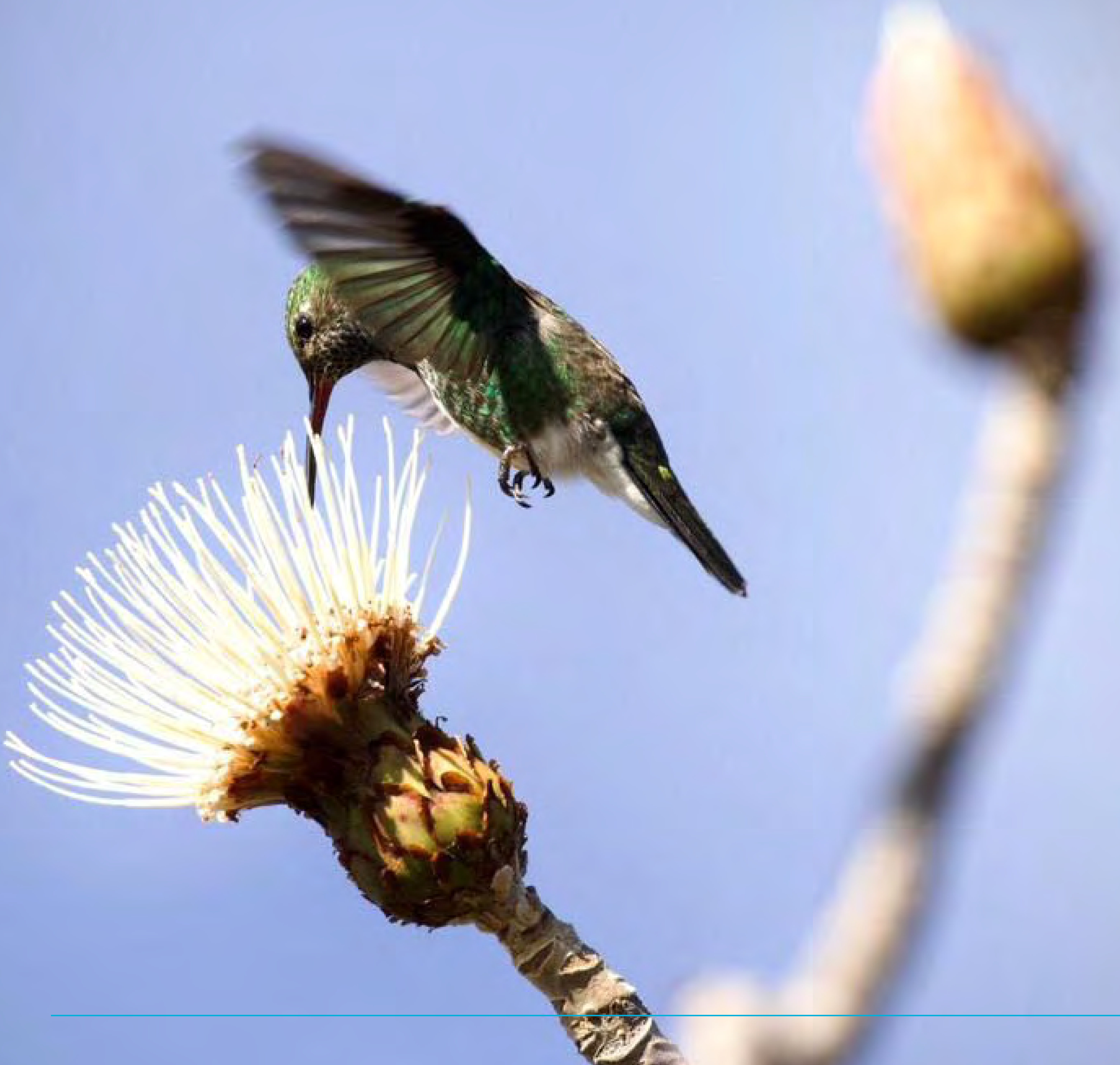
Environmental education and social communication programs

The environmental education and communication program includes activities in schools close to the operations, as well as lectures for internal employees and the distribution of newsletters. In 2023, 600 employees were trained during the peak of construction activities to promote correct environmental postures through lectures, practical activities, and informative materials, highlighting the importance of environmental conservation and the impacts of the company's activities.

In 2023, the program reached 105 schools and more than 1,700 students, representing a significantly larger scope than in 2022, when it involved 23 schools and more than 1,300 students. This increase reflects the growing recognition of the importance of environmental education, awareness, and actions on behalf of the environment. By offering engaging and practical educational content, the program inspires students and educators to adopt more sustainable practices in their daily lives.

The training of local Environmental Agents educated 38 teachers from the municipal pedagogical center of Cocal, in Brotas de Macaúbas (BA), about essential socio-environmental issues, benefiting about 800 students from 20 school units in the 32 communities in the area of direct and indirect influence. The delivery of the certificates happened at the construction site, providing the teachers with direct knowledge of the project.





07

Environmental

Statkraft promotes a culture of environmental responsibility at all levels of the organization, implementing best practices in environmental licensing processes, which include observing environmental sensitivities from the earliest stages of project development and consulting with surrounding communities even before public hearings. The company systematically manages the environmental aspects and impacts of its projects and assets, adopting established environmental management practices in line with ISO 14001 standards and systems for the management and control of key environmental issues and legal requirements.

Thus, in addition to internal policies, it also operates in compliance with the law and actively collaborates with environmental and inspection agencies to implement preventive measures and manage risks in the regions near the plants, including the surrounding communities. It operates with a three-dimensional approach to environmental management: **past, present, and future**. Concerning the past, we seek to identify any vulnerabilities in a recurrent and systematized way, always acting on the long-term solution. In the present, it has reliable control and management measures, with periodic verification of compliance through systems and permanent training of the workforce. In the future, it works with a strategic eye to identify risks and opportunities, keeping up to date with the main trends.

For Statkraft Brazil, investing in environmental prevention measures demonstrates a solid commitment to sustainability, with **the growth of investments** in prevention measures and environmental management of more than **17 million BRL**, considering that in 2023 the construction of another wind asset began. Another example of how important environmental issues are to Statkraft refers to the investment in hours of training and qualification of employees to identify and mitigate not only environmental risks but also health and safety risks.





Commitment to the energy transition

2-6; 2-16; 305-1; 305-2; 305-3

Statkraft Brazil is immersed in a global context marked by the acceleration of the energy transition, taking into account its potential to contribute to global decarbonization, driven by concerns about extreme weather events, such as floods, droughts, and high temperatures. According to the European observatory Copernicus – Earth Observation Programme of the European Union, 2023 recorded **the warmest period ever documented in 125 years**.

This scenario is further driven by growing geopolitical concerns and volatility in energy prices, contributing to global economic uncertainty and turbulence in energy markets. Such challenges have generated **political momentum** towards **energy security** and an **energy transition** to **more agile renewable energy sources**.

“Despite the impact that **global uncertainty** has on the energy transition, the influence of the expansion of renewable energy worldwide is undeniable. There are **three essential pillars** for us to navigate this transition: the development of sustainable and renewable energies, energy efficiency, and security of energy supply.”

Fernando De Lapuerta,
SVP Country Manager
Statkraft Brazil.

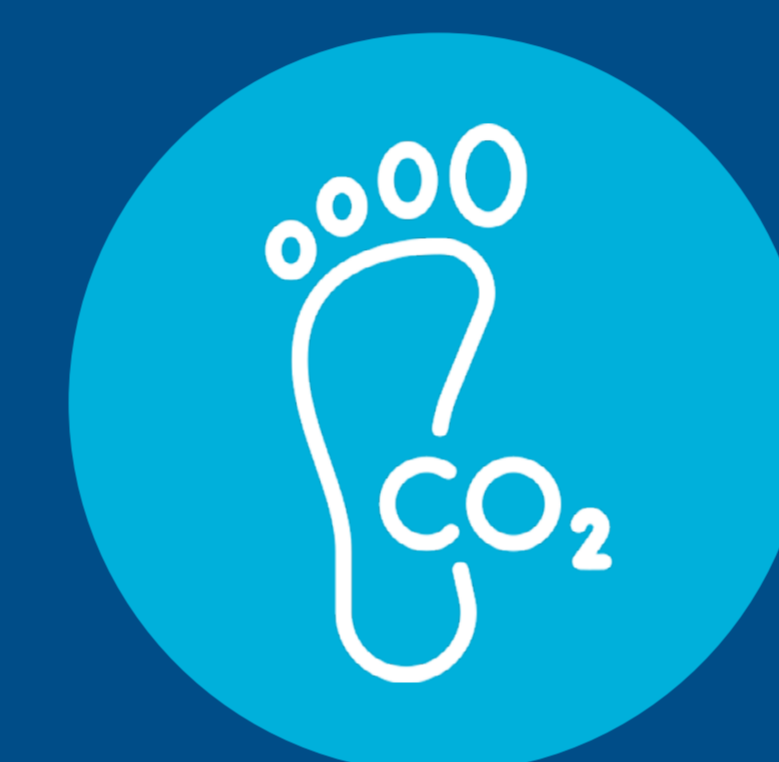
The year 2023 was marked by the **28th United Nations Climate Change Conference – COP28**, held in Dubai, United Arab Emirates, in which leaders from 195 countries met to discuss climate action. The global balance sheet presented at the Conference established as a global goal the transition to renewable and equitable energy, aiming to achieve carbon neutrality by 2050 and reducing the use of fossil fuels in a fair and orderly manner.

Statkraft's participation in this global event reaffirms its **concern for emerging issues** and allows it to closely monitor climate policy discussions, renewable energy trends, and investment opportunities. This information has guided the annual Low Emissions Scenario report, a study conducted by **50 in-house experts** that analyzes guidelines and trends for the global energy transition up to 2050. The study predicts that renewables will meet more than 80% of global energy demand by 2050, with deep electrification of buildings, transport, and industry, key to limiting global warming to 2°C.

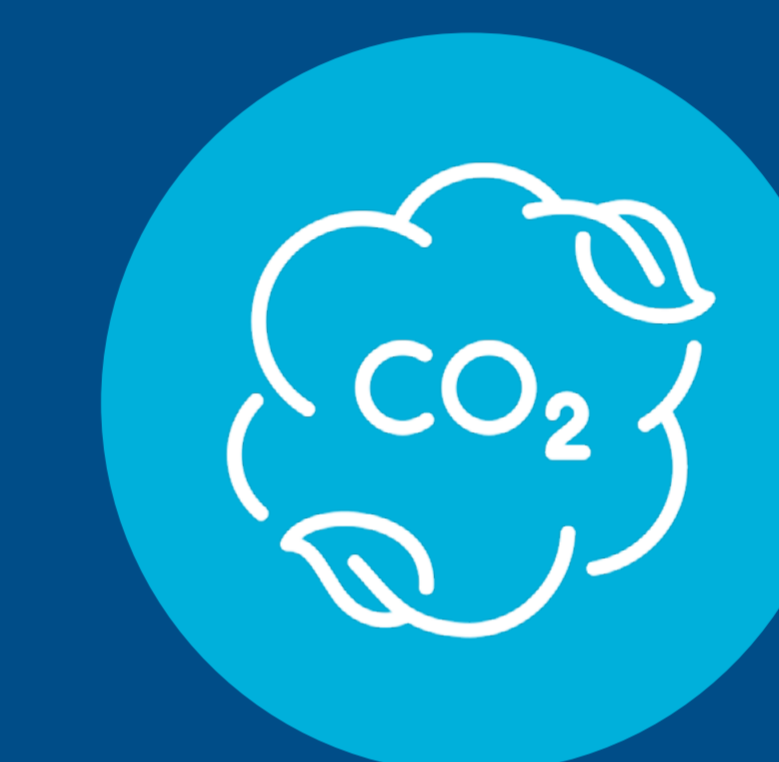
This transition to renewable energy is essential not only to ensure environmental sustainability but also to drive economic and social developments. In this sense, Statkraft positions itself as a protagonist in the decarbonization of the global energy sector, recognizing that this transition represents not only a responsibility but an opportunity to create a more sustainable and resilient future.

Emissions management and mitigation

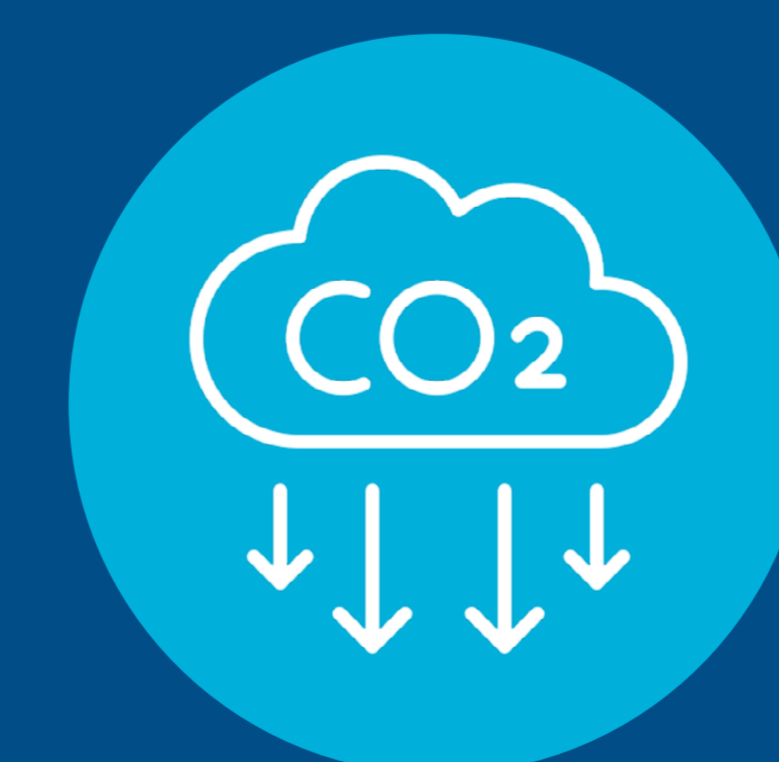
Statkraft Brazil is committed to a strategy aligned with the sustainable development of the energy sector and the goals of the Paris Agreement, which is why it operates exclusively with renewable energy generation to reduce carbon emissions. In the global sustainability strategy for 2023, it set out concrete objectives, including:



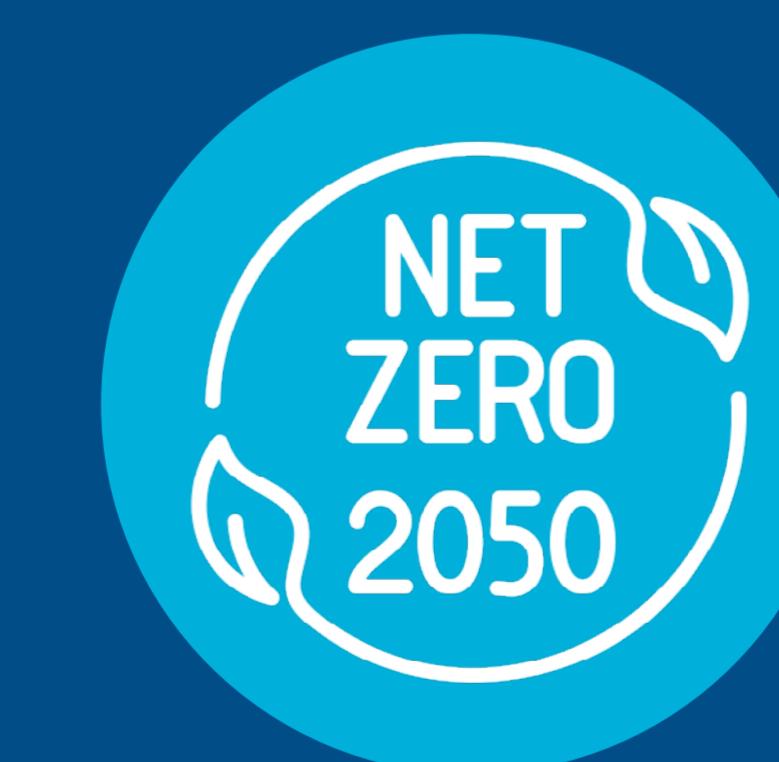
Achieve a carbon footprint (scopes 1 and 2) of less than **50 gCO₂** per kWh by 2025, and less than **35 gCO₂** per kWh by 2030.



Achieve carbon neutrality (scopes 1 and 2) by **2040**.



Reduce emissions in its supply chain (scope 3) by encouraging suppliers to take reduction measures.



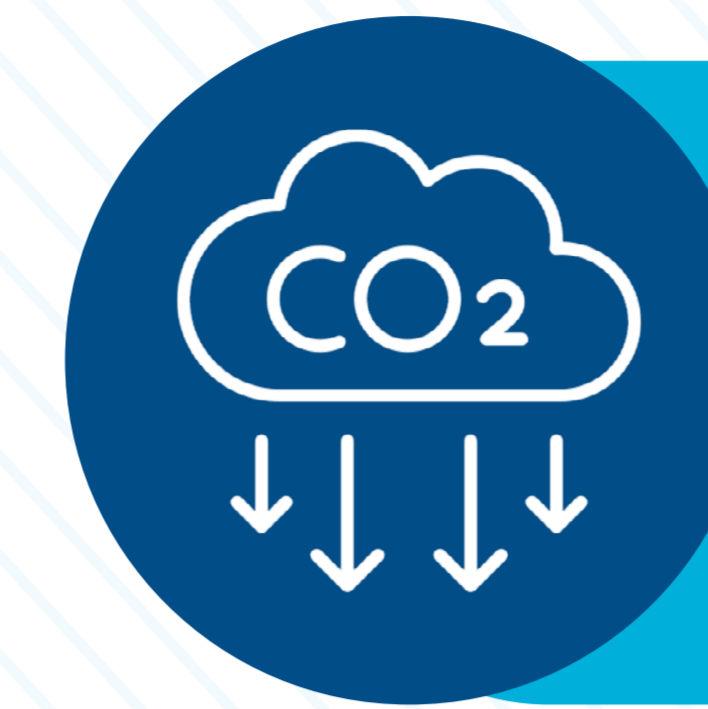
Achieve Net Zero (scopes 1, 2 and 3) by **2050**.

In 2024, the company publishes its **3rd Greenhouse Gas (GHG) Emissions Inventory** and continues to enhance its carbon management year by year by expanding the mapping of its direct and indirect emissions following the GHG Protocol guidelines.

Starting from the 2022 inventory, **Statkraft has been accounting for SF6 gas emissions among the sources of fugitive emissions, which constitute scope 1 of the inventory.** Additionally, each year, it has been expanding the mapping of its scope 3 indirect emissions by including the Purchased Goods and Services and Capital Goods categories in 2022, and the Upstream Transportation and Distribution category in 2023.

As a producer of renewable energy, Statkraft Brazil generates and trades I-RECs (Renewable Energy Certificates). In line with its commitments to mitigate scope 1 and 2 emissions, Statkraft has been retiring I-RECs since its first inventory to offset scope 2 emissions. In 2024, over 3,100 I-RECs will be retired to offset emissions for the period

between January 1, 2023, and December 31, 2023. Statkraft understands the positive impacts of its operations, including the construction of new power plants, in the long term, contributing to decarbonization and the energy transition. The company also supports emission reduction efforts throughout the value chain. For more details on actions and greenhouse gas inventory results, visit the official Statkraft Brazil website: <https://www.stakraft.com.br>



Greenhouse Gas Emissions

SCOPE 1¹: 1.123,6 tCO₂e.

SCOPE 2²: 122,18 tCO₂e

SCOPE 3³: 56.340,49 tCO₂e

57.586,27 tCO₂e

In 2023, **direct emissions (scope 1) reached their lowest value since Statkraft began to inventory its emissions,** representing only 2% of the company's total Greenhouse Gas (GHG) emissions this year. This is justified by the different phases in which the construction of the company's new assets were in this year.

1 The gases considered in the emissions calculation are CO₂, CH₄, N₂O, and SF₆. Biogenic CO₂ equivalent emissions totaled 27 metric tons in 2022, which served as the base year for the company's carbon inventory in 2022. Emission factors and global warming potentials were obtained from the IPCC AR5, and the consolidation approach adopted for emissions was based on the GHG Protocol. 2 Only CO₂ emissions were considered in the calculation. The emission factors and global warming potentials were obtained from MCTi in 2023. The consolidation approach adopted was operational control, and the calculation standards followed the GHG Protocol. 3 The gases considered in the emissions calculation include CO₂, CH₄, N₂O, and SF₆, along with various categories and activities of indirect emissions (scope 3), such as Purchased Goods and Services, Upstream Transportation and Distribution, Business Travel, Capital Goods, Waste Sent to Landfills, and Employee Commuting. Emission factors and global warming potentials were obtained from the IPCC AR5 guidelines, and the calculation standards followed the GHG Protocol.



In 2022, there were still vegetation suppression activities in progress at the construction sites of new developments in the interior of Bahia, resulting in more significant emissions in the Land Use Change category, accounted for in scope 1. However, by 2023, this activity was in its final phase, resulting in a significant reduction in this emission source and, consequently, in scope 1 as a whole. Among the sources within scope 1, there was an increase in SF6 emissions compared to 2022, despite representing small physical emissions. Improving the management of this gas is part of Stakraft Brazil's mitigation efforts, and, in early 2024, various actions were taken to identify and address leaks, therefore, a reduction in this type of emission is expected for the coming years.

The indirect emissions from scope 2, as expected for the company's operational profile, are insignificant. Considering the retirement of I-RECs, these emissions can be considered null.

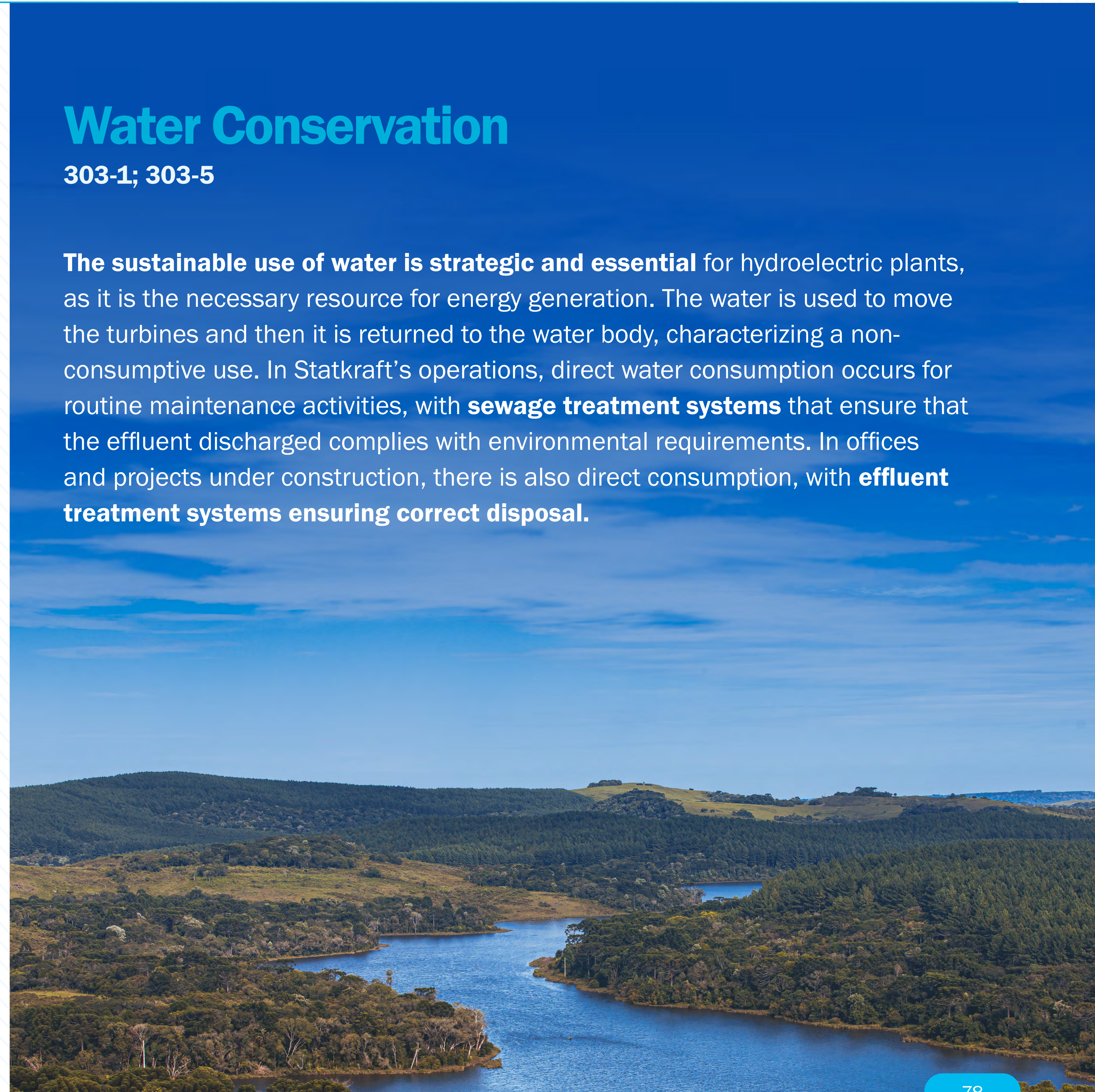
Confirming the pattern observed in 2021 and 2022, scope 3 emissions continue to represent the most relevant portion of the inventory, accounting for approximately 98% of the total emissions in 2023. In this context, **the Capital Goods category stands out, encompassing the life cycle emissions of assets acquired by the company. In 2023, this category is represented by the major components of the wind turbines installed in new projects.** Additionally, the Purchased Goods and Services category represents emissions resulting from contracted services. In 2023, this includes activities related to new project construction works as well as the use of materials such as cement, steel, and their applications.



Water Conservation

303-1; 303-5

The sustainable use of water is strategic and essential for hydroelectric plants, as it is the necessary resource for energy generation. The water is used to move the turbines and then it is returned to the water body, characterizing a non-consumptive use. In Stakraft's operations, direct water consumption occurs for routine maintenance activities, with **sewage treatment systems** that ensure that the effluent discharged complies with environmental requirements. In offices and projects under construction, there is also direct consumption, with **effluent treatment systems ensuring correct disposal.**



In the legal context, Stakraft follows comprehensively strict compliance. Power generation projects are subject to a licensing process that includes an **environmental impact assessment**, especially considering the effects on water resources. The company complies with all the steps and requirements established in the **environmental programs** and licenses of its projects, following the governing regulations.

Additionally, it has internal procedures that establish a **methodology for identifying** and assessing environmental aspects and im-

pacts, as well as occupational hazards and risks arising from its activities. For **impacts classified as “significant” or “very significant”**, the company develops specific monitoring and control measures, **assuring responsible and sustainable management** of water resources.

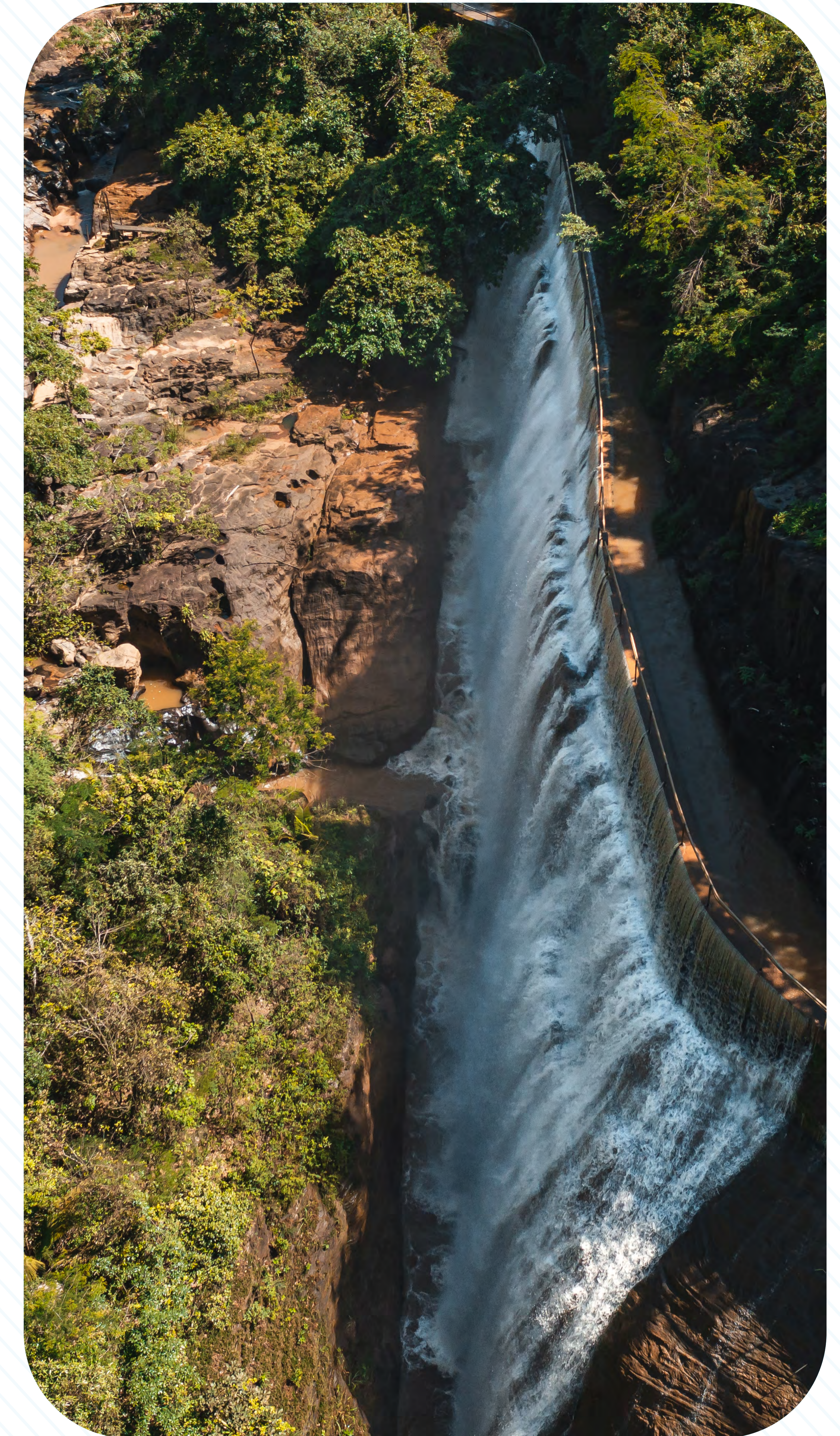
Thus, it implements several **monitoring and control** measures to comply with environmental and legal programs, including:

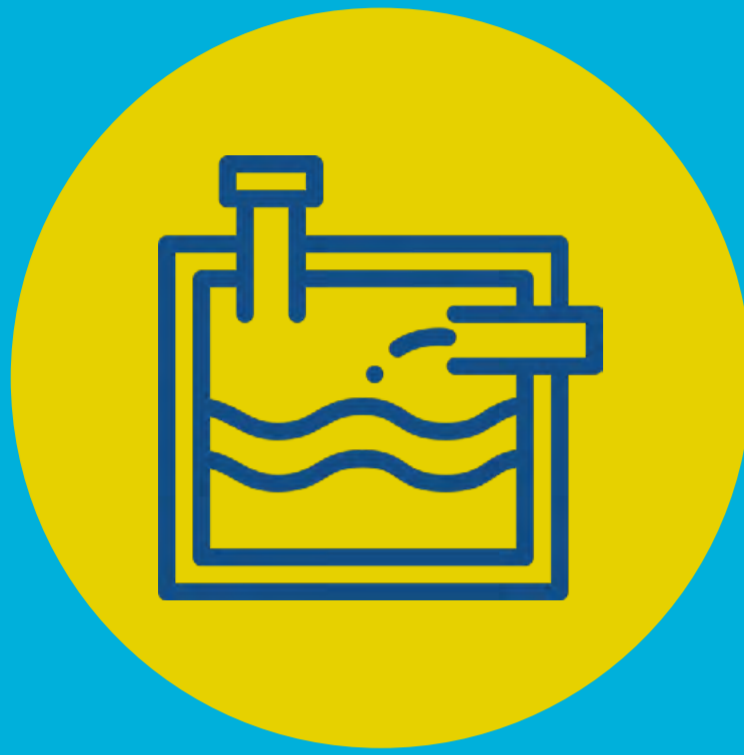


Execution of a monitoring program for the quality of surface water in the reservoirs of the **company’s hydropower plants**. The objective is to identify changes in **water quality** and, when necessary, extend monitoring to water bodies close to projects under construction or **wind farms** in operation, as requested in the licensing process.



Installation and operation of sewage treatment plants (STPs) and water and oil separation systems (OWSS), dimensioned and approved by qualified professionals to prevent **pollution of water bodies**. For plants in operation, sewage treatment systems are **simple**, similar to residential ones. For projects under construction, they are sized to meet a greater demand.

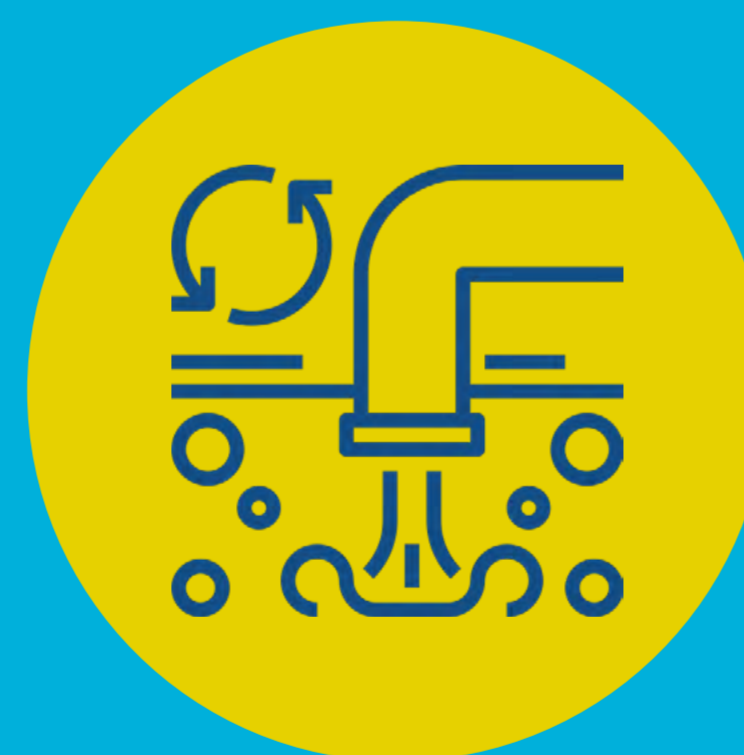




Execution of an effluent monitoring program whenever there is a discharge into water bodies. The objective is to verify compliance with the standards defined in environmental legislation. The company discharges only treated effluents, which pass through **sewage treatment plants (STPs)** before discharge.



Construction of containment systems and emergency response plans (PAEs) to prevent and mitigate oil leaks in the soil and water bodies, with adequate training for the employees involved.



Solid waste management, in accordance with environmental legislation, to avoid contamination of water bodies. The company adopts specific measures for the proper management of solid waste generated in its operations.

Among the assets in operation and the projects under construction, only one is in an area of high water stress, located in the Barra dos Coqueiros Wind Farm, with a total water consumption of 0.24 ML⁴, according to information from the **Aqueduct Water Risk Atlas website**. During 2023, there was a total water consumption of **63.88 ML**.

Although there is no direct monitoring of the amount of effluent generated, the company uses alternative methods to estimate these values, based on water consumption data. This practice allows an approximate assessment of the amount of effluents generated in its facilities, contributing to the control and mitigation of environmental impacts associated with effluent disposal. The total volume of effluent discharge in **2023** was **5,0224.20 m³**, lower than the volume generated in 2022, which was **5,291.53 m³**.



The total volume of effluent discharge in 2023 was 5,0224.20 m³, lower than the volume generated in 2022, which was 5,291.53 m³.

4 Information provided by the operators of the plants, the contractors of the construction projects and the administrative staff of the offices. There is no system for recording the information.



Protecting biodiversity

3-3; 304-1; 304-2; 304-3; 304-4

In 2023, **Statkraft Brazil** reinforced its commitment to sustainability, including specific targets related to biodiversity in the Sustainability Strategy, a document that guides operations in all the group's countries aiming at continuous improvement in the way the company acts on environmental issues.

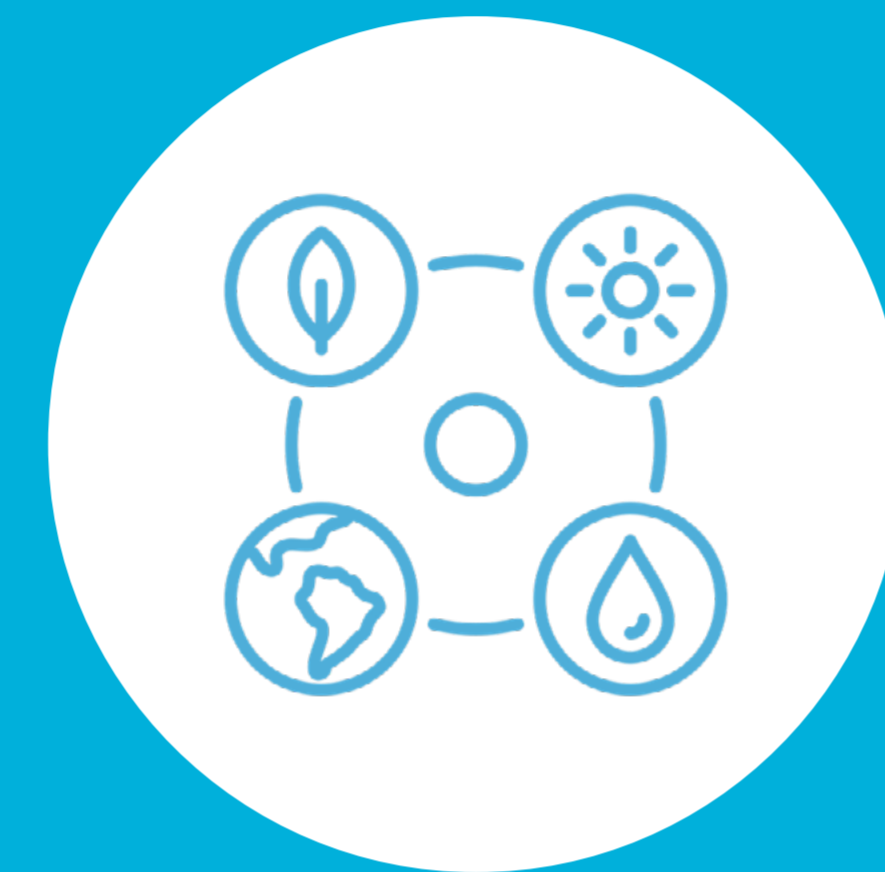
In Brazil, an example is the **Passos Maia SHP**, a Statkraft hydropower plant located near the Araucaria National Park, a federal conservation unit located in the municipalities of **Passos Maia and Ponte Serrada**, in the western region of Santa Catarina. The proximity to the park requires special attention from the company to ensure that operations do not negatively affect local biodiversity.



Among the measures adopted to protect biodiversity and monitor possible impacts, the following stand out:



Implementation of fauna and fish monitoring programs, focusing on the area of the plants and their surroundings, to assess the possible impacts of the company's operations on local biodiversity.



Collaboration with research institutions and environmental agencies to share data and information regarding biodiversity in the areas where the company operates.



Strict compliance with permits and other environmental laws, including specific monitoring and conservation programs outlined in those permits.



Promotion of environmental education and community engagement actions to sensitize local communities about the importance of biodiversity conservation and involve them in the protection of ecosystems.

In Brazil, an example is the Passos Maia SHP, a Statkraft hydropower plant located near the Araucaria National Park. The proximity to the park requires special attention from the company to ensure that operations do not negatively affect local biodiversity.

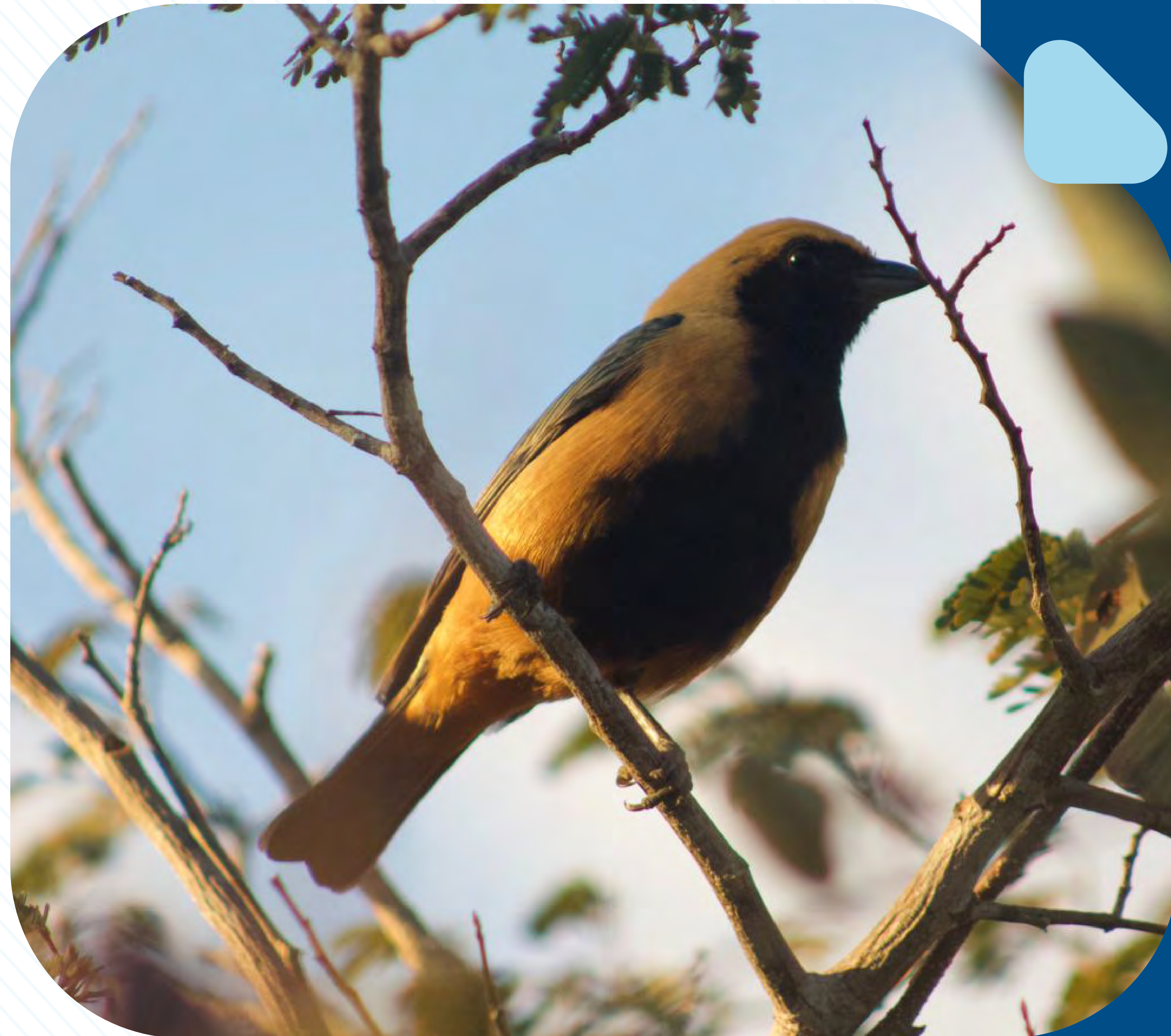
Statkraft Brazil also monitors and protects endangered species that inhabit conservation areas near its operations. In the conservation unit where the Passos Maia SHP is located, for example, species such as the **maned wolf, the yellow-faced woodpecker, the margay, and the puma are protected.** At the **Brotas de Macaúbas Wind Complex**, located in the Northeast Region, monitoring focuses on endangered species, especially birds such as the jacucaca and the zabelê, and mammals such as the three-banded armadillo, the wild cat, the jaguar, and the cougar.

These species are closely monitored by the company, which conducts specific fauna and fish monitoring programs to assess the impact of the plant's operations on these living beings and take measures to mitigate any adverse effects.

The data collected are shared with **environmental agencies and research institutions**, contributing to the understanding of the region's fauna and the development of conservation strategies. According to the official lists of **Brazilian Fauna Species Threatened with Extinction and Extinction Risk Assessment**, of the total number of monitored species, one critically endangered species can be identified; five endangered species; 12 are in vulnerability; eight are near threatened, and **720 species** of least concern.

The company also monitors and records bird accidents caused by collisions with wind turbine blades in wind farms. In **2023**, there were a total of 13 accidents, jeopardizing efforts to conserve biodiversity. However, careful planning of the location of wind farms has been undertaken to reduce this adverse impact on bird populations.





Among the main environmental programs focused on biodiversity carried out by the company within the scope of licensing, the following stand out:

- ✓ Environmental Education Program.
- ✓ Social Communication Program.
- ✓ Program for the Recovery of Degraded Areas.
- ✓ Erosive Process Control Program.
- ✓ Waste Management Program.
- ✓ Fauna Monitoring Program.
- ✓ Effluent Monitoring Program.
- ✓ Water Quality Monitoring Program.
- ✓ Ichthyofauna Monitoring Program.
- ✓ Macrophyte Monitoring Program.
- ✓ Margin Monitoring Program.
- ✓ Groundwater Monitoring Program.
- ✓ Collision Monitoring Program.
- ✓ Monitoring Program for Migratory Avifauna, Chiropteran, and Endangered Fauna.
- ✓ Plan for Scaring and Rescue of Fauna.
- ✓ Flora Conservation Program.
- ✓ Flora Rescue Program.
- ✓ Program for the Saving and Eventual Rescue of Fauna.
- ✓ Water Resources Protection Program.



Regarding the specific activities carried out in 2023, the recovery of degraded areas in the **Ventos de Santa Eugênia Wind Complex, located in the municipalities of Uibaí and Ibipêba (BA)**, where a **total of 51 hectares were recovered, stands out. Of these, 37.30 hectares were recovered** during the construction phase and 13.7 hectares during the operation phase of the asset. The activities included planting, maintenance and are underway as part of the **Degraded Areas Recovery Plan (PRAD)**, which is expected to continue for the next four years. To date, 12,434 seedlings have been planted, with an

additional 840 seedlings planted in 2023.

Statkraft Brazil owns about 1,500 hectares of permanent preservation areas (APP), which play a crucial role in the conservation of endangered species and the environmental preservation of local fauna and flora.



[Learn more about this subject in the Indicators Booklet.](#)



Waste management

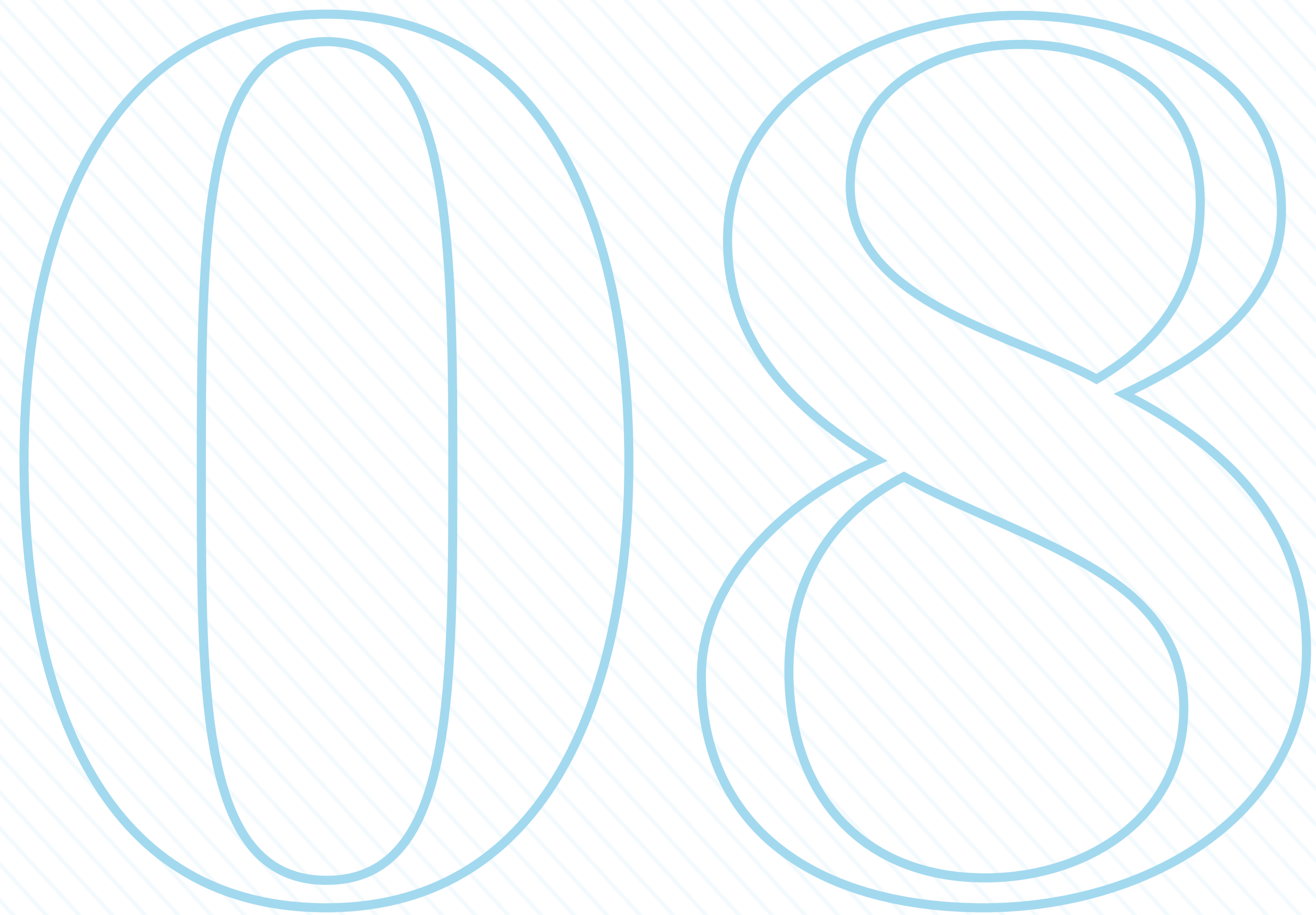
306-1; 306-2; 306-3

Statkraft Brazil implements waste management, both in the plants in operation and projects under construction, in compliance with environmental licensing and other applicable legislation.

For the plants in operation, **the waste is monitored by the company's teams, who weigh it using scales, record data, and forward the information to the environmental area.** In the projects under construction, the contracted companies weigh the waste, and this data is later provided to the company. The importance of the Solid Waste Management Plan (PGRS)

is highlighted as a guiding document in this process, describing all measures and procedures from the generation to the final disposal of waste.

In the offices and projects under construction, the company verifies if the outsourced companies responsible for waste management are legally compliant. If there is non-compliance, an action plan is drawn up to address the identified issues.



Economical



Taxes and financial balance

3-3; 2-23; 201-1; 201-4; 205-3; 207-1; 207-2; 207-3

The financial area of Stakraft Brazil plays a major role in the context of the company's tax management, contributing directly to the **Operational-Economic-Financial Performance through planning and efficient management of resources**. The area pays special attention to the anti-corruption commitment, especially due to the interaction with public tax agents. All interactions with this audience are preceded by authorization from the compliance area and reported in detail to ensure transparency and compliance with the company's internal and external policies. Thus, the company does not tolerate corruption in any form, whether in the public or private sphere and adopts strict measures to prevent and combat any manifestation of bribery or undue advantages. In 2023, there was no record of any case of corruption.

Moreover, it conducts **continuous assessments of tax processes and controls to**

ensure compliance and manage the risks inherent in the complexity of Brazilian tax law. These actions include the adoption of solid and well-documented technical positions, aiming to mitigate unnecessary disputes and ensure ethical and legal conduct in all operations in the country.

In 2023, **Stakraft Brazil achieved outstanding financial results by implementing strategies to reduce operating costs and increase EBITDA margin**. These measures, especially applied to wind and hydro operations, demonstrated the company's financial efficiency, reflected in a significant reduction in costs per megawatt-hour.

Through Banco do Nordeste do Brasil S.A. (BNB), it uses resources subsidized by the Northeast Development Fund (FDNE) to finance electricity generation projects in the area of operation of the Superintendence of the Development of the Northeast

(Sudene). **Throughout 2023, it entered into financing agreements with BNB for several projects, demonstrating a commitment to regional development and the promotion of renewable energy sources.**

Above all, **it is important to note that the company remains attentive to regulatory**

and legislative changes that impact the renewable energy sector in Brazil. In this context, it ensures compliance and constantly looks for innovations that can benefit operations.

“2023 was a unique year for Stakraft, with a well-defined strategy aimed at a growth plan, we were able to reach new regions of Brazil, becoming a major player in renewable energy in the country”

**Leoze Lobo,
Chief Financial Officer.**



Net Operating Revenue

Net operating revenue in 2023 increased by 9.6%, totaling 944.6 million BRL compared to 861.9 million BRL in 2022, resulting from energy supply contracts and reinforced by the higher volume of sales contracts of the trader SKERCOM in the Free Contracting Environment (ACL), Reserve Energy Contract (CER), Regulated Power Purchase Agreement (CCEAR) and Regulated Bilateral Agreement (CBR).

EBITDA and net profit

With the good results coming from energy production considering the start of operations at Ventos de Santa Eugênia and the good availability of wind farms, in addition to commercial operations, EBITDA increased by 33%, reaching 533.3 million BRL and an increase of 10.0 p.p. in the EBITDA margin. In the first quarter of 2023, positively impacted by the reversal of the loan agreement, the company showed recurring EBITDA growth of 23.4% compared to the previous period, and the recurring EBITDA margin changed by 5.9 p.p.,

due to the better results in the period.

Statkraft Brazil, maintaining the pace of growth, was positively impacted by revenue growth. It recorded a 60.2% increase in net profit, totaling 381 million BRL when compared to 2022, which reached 237 million BRL.

Debt

In December 2023, Statkraft Brazil's net debt totaled 2,135.3 million BRL, a variation of 58.3% compared to the previous period. This debt, is represented mainly by financing agreements with Banco do Nordeste do Brazil S.A. for the construction of the Ventos de Santa Eugênia Wind Complex and Morro do Cruzeiro, with an increase of 786 million BRL in bank debts.

Statkraft Brazil also signed contracts with BNB in the amount of 380 million BRL with a total term of 20 years and a two-year grace period. Of this amount, 350 million BRL with a rate of 4.0195% p.y. added to the IPCA were contracted directly with the bank, and 30 million reais, with a rate

MAIN INDICATORS	2023	2022	Var%
Net revenue (BRL thousand)	944.636	861.883	9,6%
EBITDA ICVM 527 (BRL thousand)	533.275	400.900	33,0%
EBITDA Margin (%)	56,5%	46,5%	10,0 p.p
Net profit (BRL thousand)	380.979	237.814	60,2%
Net Debt (BRL thousand)	1.515	637	138%
Energy generated (GWh)	2020,3	1.821	10,9%
Availability (%)	96,9%	95,4%	1,5 p.p
**Recurrent EBITDA (BRL thousand)	494	421	17,3%
Recurrent EBITDA Margin (%)	52,4%	46,5%	5,9 p.p

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

*Note: In accordance with CVM Instruction 381/03, Statkraft's formal procedure is to consult independent auditors in order to ensure that there is no conflict of interest, loss of independence or objectivity. Pricewaterhouse Coopers Auditores Independentes LTDA was the company responsible for the company's external audit.

Additionally, at the end of 2023, acquisition agreements were signed with EDP, involving new acquisitions that held financing contracts with Banco do Brazil, in the amount of 216 million BRL, of which 100% have already been disbursed, and contracts with the National Bank for Economic and Social Development (BNDES), in the amount of 568 million BRL, of which 74% had already been disbursed.



Statkraft Brazil, maintaining its growth rate, was positively impacted by the increased revenues.



Net profit
60,2%



BRL 381 million



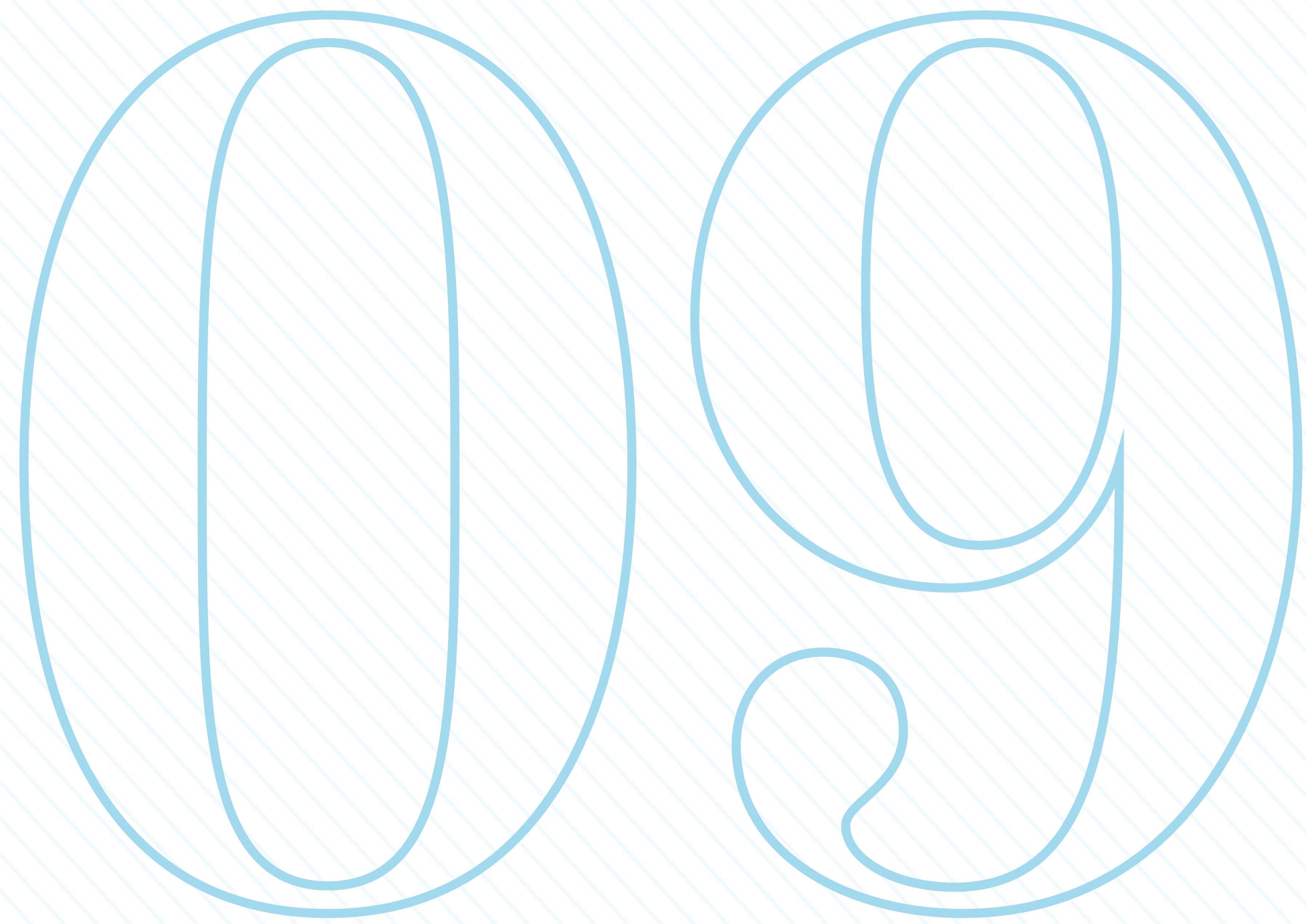
of 11% p.y., were contracted through a financing line with the French Development Agency (AFD). By the end of 2023, the disbursement of the contracts had not yet occurred.

According to Fernando de Lapuerta, CEO and President-Director of Statkraft Brazil, **the company continues its trajectory consolidating the achieved growth, conducting robust integration processes and management processes, focusing on maintaining high-performance standards in operational, technical, ethical, environmental, and social issues and contributing to a fair energy transition.**

Income statement for the financial year

BRL thousand	2023	2022	Var%
Net revenue	944.636	861.883	9,6%
Costs of electricity supply	(419.564)	(461.242)	-9,0%
Cost of services provided	(12.161)	(7.176)	-69,5%
Gross profit	512.911	393.465	30,4%
Expenses	(85.863)	(101.427)	-15,3%
General and administrative	(175.141)	(142.238)	-23,1%
Other (expenses) income	72.323	19.908	263,3%
Equity equivalence	16.764	20.549	-18,4%
Dividends earned	191	354	-46,0%
Result before financial statement and taxes on profit	427.048	292.038	46,2%
Financial Results	41.185	16.253	153,4%
Financial Expenses	(56.817)	(70.404)	19,3%
Financial Income	98.002	86.657	13,1%
Profit before income tax and social contribution	468.233	308.291	51,9%
Income tax and social contribution	(87.254)	(70.476)	23,8%
Net profit for the period	380.979	237.815	60,2%
Parent Company Shareholders	-	-	N/A
Participation of non-controlling interests	-	-	N/A

***Note:** In accordance with CVM Instruction 381/03, Statkraft's formal procedure is to consult independent auditors in order to ensure that there is no conflict of interest, loss of independence or objectivity. Pricewaterhouse Coopers Auditores Independentes LTDA was the company responsible for the company's external audit.



Indicators Handbook



Indicators Handbook

Shareholder composition and legal form

2-1

b. Report the corporate structure and legal form.

For clarification and understanding for all audiences of the companies reported in this Report, their legal names and how they are known are listed, in sequence, between parentheses. Therefore, here

is presented the information regarding: Stakraft Investimentos Ltda. (SKIN); Stakraft Energia do Brazil Ltda. (SKEB); Stakraft Comercialização de Energia S.A. (SKER COM); Stakraft Energias Renováveis S.A. (SKER); Stakraft Energias Renováveis S.A. (Monjolinho HPP); Stakraft Energias Renováveis S.A. (Suíça HPP); Stakraft Energias Renováveis S.A. (Fruteiras SHP); Stakraft Energias Renováveis S.A. (Jucu SHP); Stakraft Energias Renováveis S.A. (Rio Bonito SHP); Stakraft Energias Renováveis S.A. (São João SHP). (PCH São João); Stakraft Energias Renováveis S.A. (Alegre SHP); Stakraft Energias Renováveis

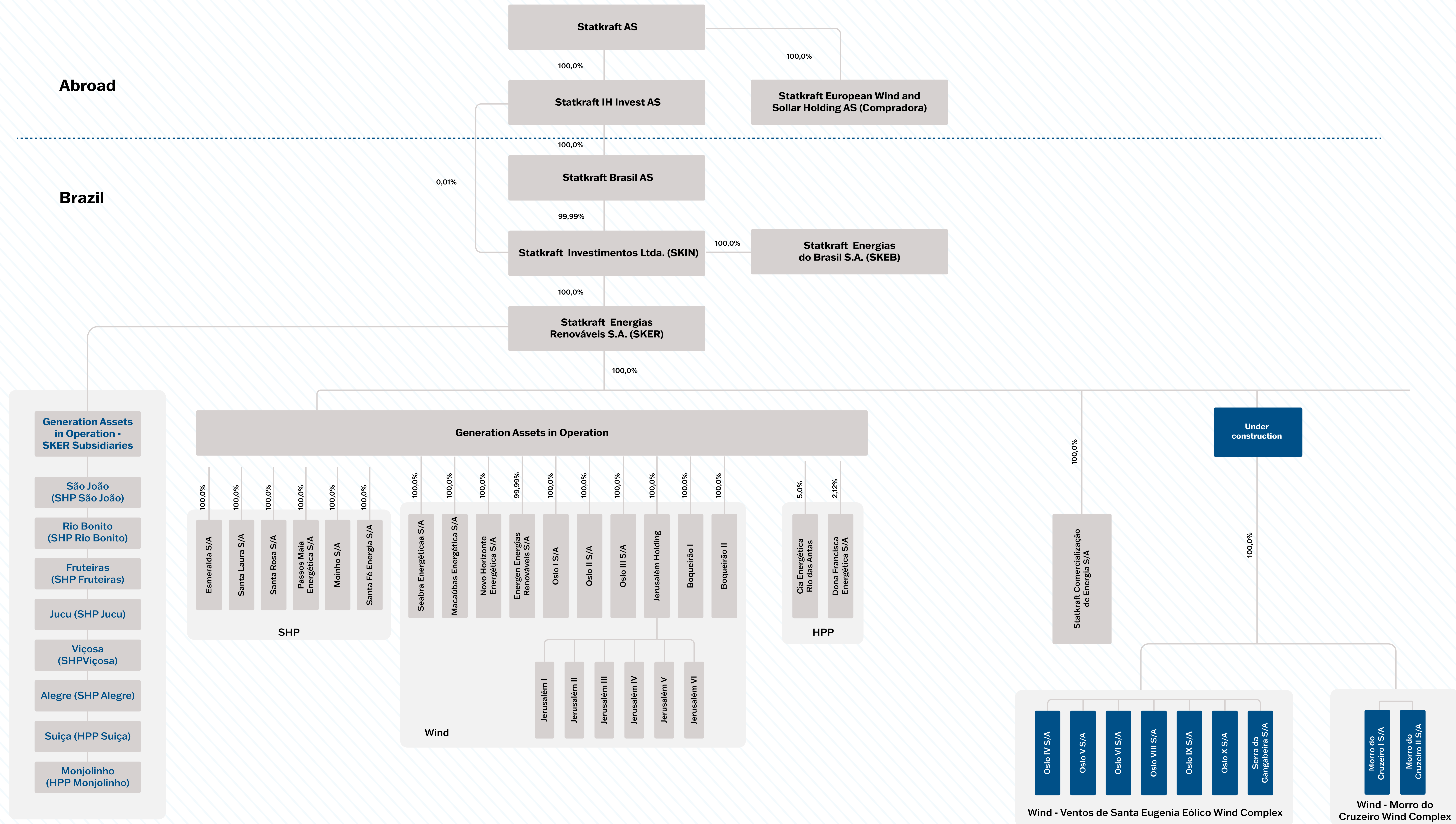
S.A. (Viçosa SHP); Energen Energias Renováveis S.A. (Barra dos Coqueiros Wind Farm); Esmeralda S.A. (Esmeralda SHP); Santa Fé Energia S.A. (Francisco Grós SHP); Moinho S.A. (Moinho SHP); Passos Maia Energética S.A. (Passos Maia SHP); Santa Laura S.A. (Santa Laura SHP); Santa Rosa S.A. (Santa Rosa SHP); Stakraft Energias Renováveis S.A. (Bahia Branch), Seabra Energética S.A., Macaúbas Energética S.A. and Novo Horizonte Energética S.A. (Brotas de Macaúbas Wind Complex); Oslo I, Oslo II, Oslo III, Oslo IV, Oslo V, Oslo VI, Oslo VIII, Oslo IX, Oslo X and Serra da Mangabeira S.A. (Ventos de Santa Eugênia Wind Complex); Morro do Cruzeiro I S.A. and Morro do Cruzeiro II S.A. (Morro do Cruzeiro Wind Complex).

Furthermore, the definition of “Stakraft Brazil” is detailed: it represents the consolidated (sum) of all companies of Stakraft Energias Renováveis S.A. and

autonomous legal entities, as well as Stakraft Investimentos Ltda., Stakraft Energia do Brazil Ltda., Stakraft Comercialização de Energia S.A. and Stakraft Energias Renováveis S.A. (parent company).

To clarify what is being reported for the purposes of the Electricity Sector Accounting Manual, we have: Brotas de Macaúbas Wind Complex (Seabra Energética S.A., Macaúbas Energética S.A. and Novo Horizonte Energética S.A.); Ventos de Santa Eugênia Wind Complex (Oslos I, II, III, IV, V, VI, VIII, IX, X and Serra da Mangabeira); Morro do Cruzeiro Wind Complex (Morro do Cruzeiro I and Morro do Cruzeiro II); Barra dos Coqueiros Wind Farm (Energen Energias Renováveis S.A.); Monjolinho HPP (Stakraft Energias Renováveis S.A.); Suíça HPP (Stakraft Energias Renováveis S.A.).





Remuneration

2-21

Report the ratio of the total annual compensation of the highest-paid individual in the organization to the average total annual compensation of all employees (excluding the highest-paid).

Based on payroll, it was possible to analyze the data = Division of the highest remuneration by the average annual remuneration in kind paid by the company: 27.96.

Division of the company's lowest remuneration by the current minimum wage: considering the company's lowest remuneration – considered the minimum wage (1,320.00 x 12 = 15,840); 13th (110 x 12 = 1,320.00) and 1/3 vacation (36.66 x 12 = 440.00).

Total investment in the company's profit-sharing program (BRL thousand): 8,119,142.68, representing 1 million BRL more compared to 2022.

Employees with 12 months worked in 2023 were considered, excluding interns, apprentices, and sick leave.

Water Conservation

303-5

a. Total water consumption of all areas in megaliters.

Water consumption data were measured with water meters and by the capacity of water trucks or underground wells. In cases where there are no meters on site, the data has not been reported.



Waste management

306-3; 306-4; 306-5

Waste management at Statkraft's offices, located in Florianópolis, Rio de Janeiro and São Paulo, is carried out by a company hired by the condominium, covering both hazardous and non-hazardous waste. To this matter, there is no distinction in the amount of waste generated by Statkraft alone, as it is shared with other companies in the same condominium block where the company's offices are located. All waste, both hazardous and non-hazardous, is sent to a landfill for final disposal, ensuring proper environmental management. **It is important to note that there is no consolidated table by assets, but management covers all units of the company in order to comply with environmental standards and safety in processes.**



Benefits

201-3

Supplementation of benefits offered to full-time employees that are not offered in their entirety to part-time employees.



Health insurance that provides broad coverage, with more than 1,000 procedures, without the need for co-payment. In addition, employees have the option of including dependents, with discount per added person and no waiting period. With coverage including consultations, exams, and therapies, both in the accredited network and through reimbursement, employees are guaranteed access to the health care they need, conveniently and effectively.



Dental insurance provides coverage for approximately 210 procedures.



Food vouchers e meal vouchers

are available according to the unit of operation and collective bargaining agreements. They ensure that employees receive monthly support for their food expenses, with the possibility of anticipating holidays and leave periods, providing flexibility and convenience for managing expenses. Statkraft also offers Christmas Vouchers, equivalent to the value of the monthly voucher, alongside the 13th salary. This additional benefit is a form of recognition and support for employees, especially during the holiday celebrations, contributing to the financial well-being of employees' families.



The **transportation voucher** is an optional benefit that provides a card balance for commuting from home to work, not cumulative with the use of parking. For those who prefer to use private transport, the company offers the **benefit of Parking** at the administrative offices. The spots are rotating and, like the transportation voucher, a discount of BRL 1.00 per month is also offered.



The **childcare allowance** is an essential benefit. Intended for mothers and fathers of children up to 6 years and 12 months of age, this aid is granted following the established collective agreements, providing an amount that helps with school expenses. The reimbursement is carried out practically and transparently, being made available via payroll upon presentation of appropriate receipt. This way, Statkraft seeks to contribute to the well-being of employees' families, promoting a work environment that values the care of children and support for parents during the professional journey.



Life insurance is comprehensive and fully subsidized by the company. This benefit provides coverage of 36 times the salary in the event of an accident, guaranteeing funeral assistance and support in situations, such as the death of the holder, spouse, or children. Life insurance includes special compensation in cases of accident or permanent disability, providing financial peace of mind in difficult times and ensuring the necessary support for employees and family members in adverse circumstances.



The **Statkraft Support Program (PAS)** consists of a professional service that includes psychologists, social workers, lawyers, and financial advisors. The PAS provides an initial service by telephone, allowing practicality and agility in the search for support and guidance. In cases that require face-to-face follow-up, there is the appropriate referral to the necessary support.

PAS is available 24 hours a day, 7 days a week, and is always accessible to meet the needs of employees and dependents at any time.



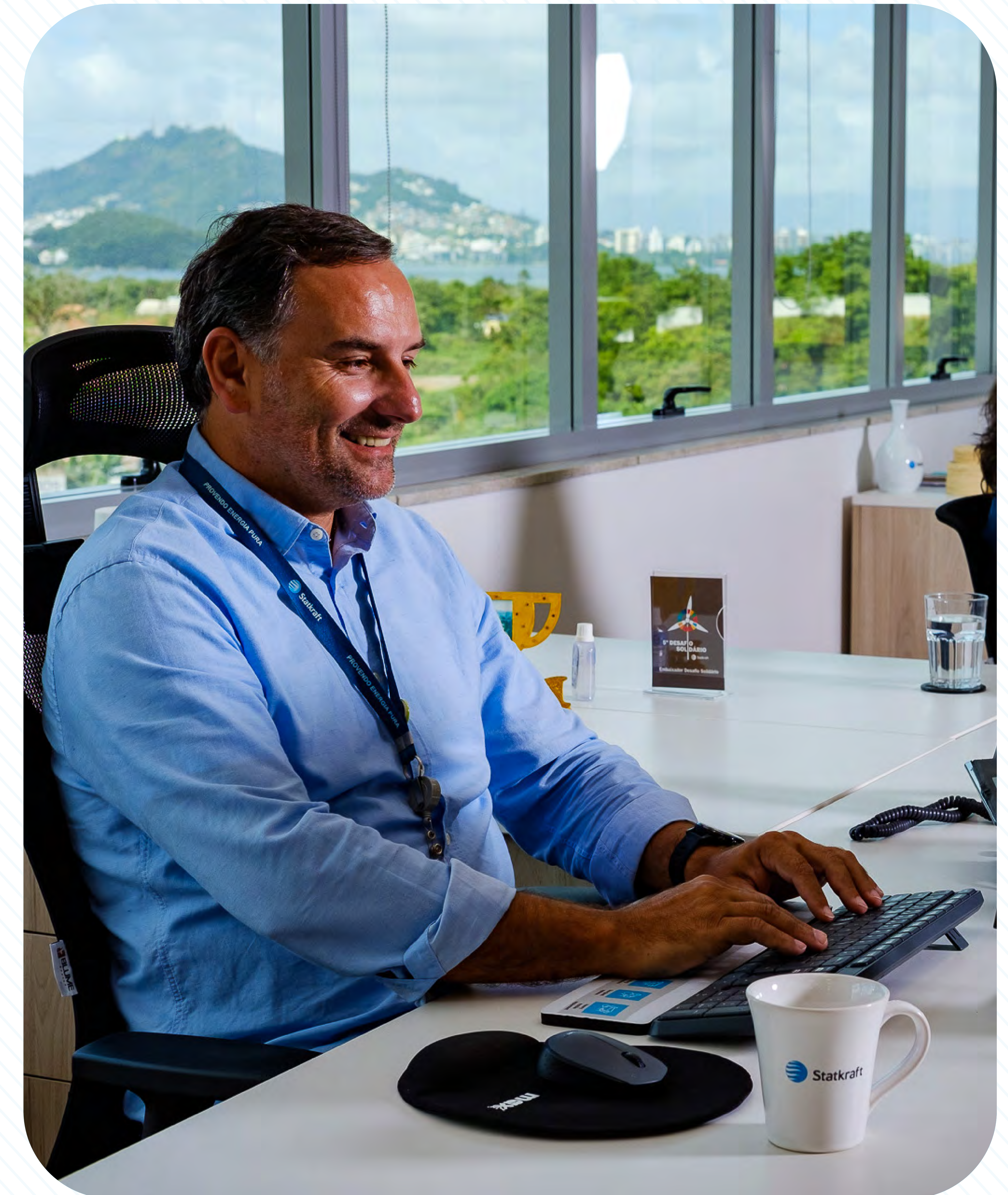
The **pharmacy allowance** is a monthly credit per person in the family group, 100% subsidized by the company.



The **Private Pension Plan** stands out as an essential tool for future financial planning. By joining the company's Private Pension Plan, employees have the opportunity to create a reserve and prepare for the future in a planned and safe way. This plan offers flexibility in redemption, including the company's contribution, providing beneficiaries with control of investments.

As far as contributions are concerned, Statkraft offers a significant portion, ranging from 4% to 6% of the employee's salary, capped at the basic contribution of 6%. Employees also have the option to contribute a percentage from 2% to 6%, and can make additional voluntary contributions of up to 6%, for a total of 12%. In 2023, the amount invested in supplementary pension was R\$ 2,417,382.78.

It is important to note that joining the Private Pension Plan is optional, but the company offers detailed guidance during the onboarding process to ensure that employees make informed decisions. The adhesion or cancellation of the benefit can be requested at any time during the contract, maintaining the established rules.



Health and safety

403-9

Additional information on accidents at work.

Notwithstanding, in 2023 Statkraft Brazil recorded the following total of accidents⁷:

Accidents and Incidents	Direct Collaborators*	Third-party Collaborators**
Serious Accidents	1	1
Incidents of mandatory reporting	2	7

***Justification*:** This incident resulted in serious consequences, although it had an incidence rate of 1.57. Of the incidents that occurred, only 2 were of mandatory reporting, totaling a TRI rate of 3.14 for the period. For the calculation, the 636,145 hours worked recorded by Statkraft employees in Brazil were taken into account.

***Justification*:** This incident resulted in serious consequences, although it had an incidence rate of 0.42. Of the incidents that occurred, only 7 were of mandatory reporting, totaling a TRI rate of 2.95 for the period. For the calculation, the 2,369,874 hours worked recorded by third parties at Statkraft in Brazil were taken into account.

⁷ The indices were calculated based on 200,000 or 1,000,000 hours worked. Hour values are collected directly from the HR team according to the information entered in the employees' time system.





Biodiversity

304-2

Complementation to describe significant direct and indirect impacts, both positive and negative, concerning the affected species.

In addition to the measures mentioned, Statkraft Brazil is also committed to the protection of endangered species that inhabit the conservation areas near the operations. In the conservation unit where the **Passos Maia SHP** is located, for example, species such as the **maned wolf** (*Chrysocyon brachyurus*), the **yellow-faced woodpecker** (*Dryocopus galeatus*), **the margay** (*Leopardus pardalis mitis*), and **the puma** (*Puma concolor capricornensis*) are protected. At the **Brotas de Macaúbas Wind Complex**, **endangered species are monitored, with a focus on birds**, such as the **jacucaca** (*Penelope jacucaca*) and **the zabelê** (*Crypturellus noctivagus zabele*), and **mammals**, such as **the three-banded armadillo** (*Tolypeutes tricinctus*), **the wild cat** (*Leopardus tigrinus*), **the jaguar** (*Panthera onca*) and **the cougar** (*Puma concolor*).



10

Annex





ASSETS

GENERATION ASSETS

Assets	Authorizing Resolutions	Installed Capacity (MW)	Physical Guarantee (average MW)	Start of Operations
WIND				
Barra dos Coqueiros Wind Farm	Authorization Ordinance No. 617/2010	34,5	10,5	2012
Brotas de Macaúbas Wind Complex	Macaúbas: Authorization Ordinance No. 580/2010	95,19	34,7	2012
	Seabra: Authorization Ordinance No. 671/2010			
	Novo Horizonte: Authorization Ordinance No. 673/2010			

WIND COMPLEXES	Company	Wind Generating Station	Regulatory Document	Installed Capacity	Physical Guarantee	Start of Operations
Ventos de Santa Eugênia Wind Complex	Oslo I	VSE 01	PRT 103/2020	51,3	21,9	Partial Commercial 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	Partial Commercial Operation
		VSE 12	PRT 120/2020	39,9	18	2023
	Oslo IV	VSE 05	PRT 107/2020	34,2	16,2	Partial Commercial Operation
		VSE 08	PRT 118/2020	28,5	13,2	Operation in Test
		VSE 09	PRT 119/2020	39,9	16,9	Operation in Test
	Oslo V	VSE 14	REA 10.391/2021	22,8	10,3	Operação em Teste
	Oslo VI	VSE 06	PRT 108/2020	34,2	15,2	Partial Commercial Operation
Oslo VIII	VSE 11	REA 10.390/2021	28,5	13	Partial Commercial Operation	
Oslo IX	VSE 10	REA 10.389/2021	45,6	21,3	Partial Commercial Operation	
Oslo X	VSE 13	PRT 121/2020	45,6	20,2	Operation in Test	



GENERATION ASSETS

Assets	Authorizing Resolutions			Installed Capacity (MW)	Physical Guarantee (average MW)	Start of Operations
Serra da Mangabeira	Serra da Mangabeira	SM	PRT 127/2020	79,8	34,3	Operation in Test
Morro do Cruzeiro Complex	Morro do Cruzeiro I	MdC 1	PRT 620/2022	45,6	23,6	Under Construction
	Morro do Cruzeiro II	MdC 2	PRT 621/2022	34,2	18,6	Under Construction
HYDROELECTRIC				Installed Capacity	Physical Guarantee	Start of Operations
SHP Alegre	Concession Agreement No. 004/2013			2,06	1,16	1999
SHP Esmeralda	ANEEL Resolution No. 605/2001			22,2	12,32	2006
SHP Francisco Gros	ANEEL Resolution No. 482/2001			29	15,6	2009
SHP Fruteiras	Concession Agreement No. 004/2013			8,74	4,93	1999
SHP Jucu	Concession Agreement No. 004/2013			4,84	2,62	1999
SHP Moinho	ANEEL Resolution No. 1.451/2008			13,7	6,95	2011
SHP Rio Bonito	Concession Agreement No. 004/2013			22,5	9,4	1959
SHP Santa Laura	ANEEL Resolution No. 379/2000			15	7,99	2007
SHP Santa Rosa II	ANEEL Resolution No. 197/2001			30	17,07	2008
SHP São João	ANEEL Resolution No. 110/1999			25	12,95	2007
SHP Viçosa	ANEEL Resolution No. 111/1999			4,5	2,53	2001
SHP Victor Baptista Adami	ANEEL Resolution No. 68/2004			25	13,7	2011
HPP Monjolinho	Concession Agreement No. 18/2002			74	39,7	2009
HPP Suíça	Concession Agreement No. 001/2014			35,34	21,6	1965

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

*Note¹: There have been changes to the technical characteristics of the Morro do Cruzeiro Wind Complex. The Physical Guarantees indicated are waiting for the new values to be published.

*Note²: The data for the Jerusalem and Boqueirão wind farms are not presented in this report, as their acquisition by Statkraft was completed at the end of December.

*Note³: The Oslo I and Oslo III assets reached commercial operation in 2023 for part of their generating units.



BOARD OF DIRECTORS AND THE EXECUTIVE BOARD

2-9; 2-11

MEMBERS OF THE BOARD OF DIRECTORS AND THE EXECUTIVE BOARD

COMPANY	BOARD OF DIRECTORS			EXECUTIVE BOARD			
	NAME - ASSTES	NATIONALITY	GENDER	NAME	JOB TITLE	NATIONALITY	GENDER
STATKRAFT ENERGIAS RENOVÁVEIS	Ingeborg Darflot - President CA	Norwegian	Female	Fernando de Lapuerta Montoya	President	Spanish	Masculino
	Marthe Hoff	Norwegian	Female	Leoze Lobo Maia Junior	Vice-President of Finance and Investor Relations	Brazilian	Masculino
	Fernando Cesar Cani	Brazilian	Male	Ana Cláudia de Araújo Lima	Vice-President of Corporate Affairs	Brazilian	Feminino
	-	-	-	Patrícia Cândido Pinto Silva	Vice-President of Legal Affairs	Brazilian	Feminino
	-	-	-	Paula Abrantes Suanno	Vice-President of Development and Regulation	Brazilian	Feminino
	-	-	-	Thiago Maciel Tomazzoli	Vice-President of Operations and Maintenance	Brazilian	Masculino
PASSOS MAIA	José Adami Neto	Brazilian	Male	José Adami Neto	Chief Executive Officer	Brazilian	Masculino
	Maurício Roberto Adami Telck	Brazilian	Male	Maurício Roberto Adami Telck	Administrative Director	Brazilian	Masculino
	Hideo Wilson Ogassawara	Brazilian	Male	Leoze Lobo Maia Junior	Chief Regulatory Officer	Brazilian	Masculino
	Fernando de Lapuerta Montoya	Brazilian	Male	Thiago Maciel Tomazzoli	Head of Engineering	Brazilian	Masculino
	Patrícia Cândido P. Silva	Brazilian	Female	-	-	-	-
	Rafael André Knop	Brazilian	Male	-	-	-	-

Note¹: In 2023 it was decided to uninstall the Company's Audit Council.

Note²: There are no substitutes for the Board of Directors.

Note³: Only the President of the Board of Directors of Passos Maia holds an executive position in the company.



OPERATIONAL AND PRODUCTIVITY INDICATORS

	Statkraft Brazil		Brotas de Macaúbas Wind Complex		Morro do Cruzeiro Wind Complex		Ventos de Santa Eugênia Wind Complex		Barra dos Coqueiros Wind Farm		Monjolinho HPP		Suíça HPP	
Volume of energy traded on the market: Energy Purchased (GWh)	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Self-producer	171,16	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Retailer	6.142,59	4.297,00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	12	245,58	28
Special Consumer	53,68	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Free Consumer	224,42	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Independent Producer	733,37	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Generator	11,12	361	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Distributor	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Others (Consumers)	N/A	179	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 (GWh)														
Self-producer	190,49	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Retailer	4.709,81	3.412,00	N/A	N/A	N/A	N/A	124,90	2,5	N/A	N/A	N/A	N/A	139,09	231,00
Special Consumer	282,57	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Free Consumer	1.287,33	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Independent Producer	1.095,34	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	255,41	N/A
Generator	323,41	1058,00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0,7
Distributor	1.350,56	973	596,5	311,19	N/A	N/A	N/A	N/A	68,66	67	367,92	369	N/A	N/A
Energy sales by installed capacity	9.624,50	N/A	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	28,61	21,20	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	N/A	N/A
Consumer and customer profiles														
Distributors - ACR	15%	15%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Free consumers - ACL - %	14%	18%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Generation Agents - ACL - %	4%	16%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Retailers - ACL - %	51%	52%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Market - Energy Sold (GWh)														
Regulated Market	1.350,56	973	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ACL Market	7.888,96	5.642,00	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), Information Unavailable/Incomplete (N/I), Not Operational (N/O), Not Monitored (N/M).

***Note¹:** New indicators open: Self-producer, Special Consumer, Free Consumer, Independent Producer, Distributor.

***Note²:** The data for the Jerusalem and Boqueirão wind farms are not presented in this report, as their acquisition by Stakraft was completed at the end of December.



OPERATIONAL AND PRODUCTIVITY INDICATORS

Productivity and operational indicators	Stakraft Brazil		Brotas de Macaúbas Wind Complex		Morro do Cruzeiro Wind Complex		Ventos de Santa Eugênia Wind Complex		Barra dos Coqueiros Wind Farm		Monel Monjolinho HPP		Suíça HPP	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Substations (in units)	10	19	1	1	1	1	1	1	1	1	2	2	1	1
Transmission lines (in km)	109	127	0,05	0,05	0,05	0,05	60	60	N/A	N/A	18	18	N/A	N/A
Distribution lines (in km)	61	80	N/A	N/A	N/A	N/A	N/A	N/A	0,05	0,05	N/A	N/A	0,035	0,035
Voltage Level (High Voltage Side)	0	0	230kV	230kV	230kV	230kV	500kV	500kV	69kV	69kV	138kV	138kV	138kV	138kV
Elevator Transformer (in units)	10	22	3	3	1	1	2	2	2	2	2	2	2	2

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

***Note¹:** The data for the Jerusalem and Boqueirão Wind Farms are not presented in this report, as their acquisition by Stakraft was completed at the end of December.

Assets	Capacity Instalada (MW)		Physical Guarantee (MWm)		Operacional Start		Expiry Year of Concession / Authorization	
	2023	2022	2023	2022	2023	2022	2023	2022
Brotas de Macaúbas Wind Complex	95,19	95,19	35,70	34,79	2012	2012	2045	2045
Morro do Cruzeiro Wind Complex	79,80	78,90	42,25	N/A	2023	N/A	2057	N/A
Ventos de Santa Eugênia Wind Complex	518,70	518,70	230,50	230,50	2022	2022	2055	2055
Monjolinho HPP	74,00	74,00	39,70	39,70	2009	2009	2043	2037
Suíça HPP	35,34	35,34	21,61	21,60	1965	1965	2027	2025
Total Stakraft Brazil								
Hydraulic	311,88	311,88	169,16	168,52				
Wind	728,19	727,29	318,95	275,79				
Solar	N/A	N/A	N/A	N/A				

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

***Note¹:** The data for the Jerusalem and Boqueirão Wind Farms are not presented in this report, as their acquisition by Stakraft was completed at the end of December.



Net energy production (GWh)

Asset	Generation Source	2023	2022
Brotas de Macaúbas Wind Complex			
- Macaúbas	Wind	135,41	123,80
- Novo Horizonte	Wind	136,59	130,44
- Seabra	Wind	125,94	116,80
Morro do Cruzeiro Wind Complex	Wind	N/A	N/A
Ventos de Santa Eugênia Wind Complex	Wind	N/A	N/A
Barra dos Coqueiros Wind Farm	Wind	67,61	71,59
Monjolinho HPP	Hydraulic	308,33	359,23
Suíça HPP	Hydraulic	158,75	144,13

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

***Note¹:** The data for the Jerusalem and Boqueirão Wind Farms are not presented in this report, as their acquisition by Statkraft was completed at the end of December.

Average plant availability factor (%)

Asset	Geração	2023	2022
Brotas de Macaúbas Wind Complex			
- Macaúbas	Wind	95,49	88,36
- Novo Horizonte	Wind	96,82	94,19
- Seabra	Wind	88,18	85,28
Morro do Cruzeiro Wind Complex	Wind	N/A	N/A
Ventos de Santa Eugênia Wind Complex	Wind	N/A	N/A
Barra dos Coqueiros Wind Farm	Wind	95,02	96,40
Monjolinho HPP	Hydraulic	99,59	97,91
Suíça HPP	Hydraulic	95,09	96,77

Overall average Statkraft Brazil

Average	Hydraulic	97,45	96,97
Average	Wind	93,88	91,06
Average	Solar	N/A	N/A

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

***Note¹:** The data for the Jerusalem and Boqueirão Wind Farms are not presented in this report, as their acquisition by Statkraft was completed at the end of December.



SOCIAL INDICATORS

405-1

INDICATOR	Statkraft Brazil		Brotas de Macaúbas Wind Complex		Morro do Cruzeiro Wind Complex		Ventos de Santa Eugênia Wind Complex		Barra dos Coqueiros Wind Farm		Monjolinho HPP		Suíça HPP		
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	
President - Men	1	N/M	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	N/M	0	N/M
President - Women	0	N/M	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	N/M	0	N/M
Vice-President - Men	2	N/M	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	N/M	0	N/M
Vice-President - Women	4	N/M	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	N/M	0	N/M
Senior Management - Men	7	5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0
Senior Management - Women	1	4	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0
Management - Men	26	34	N/A	N/A	N/A	N/A	N/A	2	N/A	N/A	0	1	0	0	
Management - Women	14	11	N/A	N/A	1	N/A	N/A	N/A	N/A	N/A	0	0	0	0	
Coordination - Men	7	N/M	N/A	N/A	N/A	N/A	1	N/A	N/A	N/A	1	N/M	0	N/M	
Coordination - Women	2	N/M	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	N/M	0	N/M	
Supervision - Men	4	N/M	1	N/A	N/A	N/A	N/A	N/A	1	N/A	0	N/M	0	N/M	
Supervision - Women	0	N/M	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	N/M	0	N/M	
Other Professionals - Men	142	153	25	14	3	N/A	2	15	6	9	4	4	5	5	
Other Professionals - Women	71	68	2	2	N/A	1	2	2	1	1	0	0	1	2	
Trainees - Men	13	17	N/A	N/A	N/A	3	N/A	N/A	N/A	N/A	0	0	0	0	
Trainees - Women	25	17	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	
Apprentices - Men	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	
Apprentices - Women	3	3	N/A	N/A	1	N/A	N/A	N/A	N/A	N/A	0	0	0	0	
Total - Men	202	209	26	14	3	3	3	17	7	9	5	5	5	5	
Total - Women	120	103	2	2	2	1	2	2	1	1	0	0	1	2	
Total employees	322	312	28	16	5	4	5	19	8	10	5	5	6	7	

Employees by
job category
and gender



INDICATOR	Statkraft Brazil		Brotas de Macaúbas Wind Complex		Morro do Cruzeiro Wind Complex		Ventos de Santa Eugênia Wind Complex		Barra dos Coqueiros Wind Farm		Monjolinho HPP		Suíça HPP	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Number of women in relation to total employees (Quant.) (FTE,temp, intern apprentice)	120	103	2	N/A	2	1	2	3	1	1	0	0	1	1
Number of women in relation to all employees (%)	37%	33%	7%	N/A	40%	25%	40%	15%	13%	10%	0%	0	17%	14%
Women in management positions - in relation to total management positions (%)	28%	24%	0%	N/A	100%	1	N/A	N/A	0%	0	0%	0	0%	0
Women in management positions - in relation to total SVP and VP management positions (%)	57%	44%	N/A	N/A	N/A	N/A	N/A	N/A	0%	0	N/A	N/A	0%	0
Number of black women employees (black and brown)	19	N/A	2	N/A	1	N/A	N/A	N/A	N/A	N/A	0	N/A	1	N/A
Black women employees (black and brown) - in relation to all employees (%)	6%	N/A	7%	N/A	20%	N/A	N/A	N/A	N/A	N/A	0%	N/A	17%	N/A
Number of black men employees (black and brown)	59	N/A	20	N/A	2	N/A	2	N/A	6	N/A	0	N/A	3	N/A
Black men employees (black and brown) - in relation to all employees (%)	18%	N/A	71%	N/A	40%	N/A	40%	N/A	75%	N/A	0%	N/A	50%	N/A
Number of Black and Brown Employees (men and women) in Management Positions	6	N/A	1	N/A	N/A	N/A	N/A	N/A	1	N/A	0	N/A	0	N/A
Black employees (black and brown) in management positions in relation to total management positions %	9%	N/M	100%	N/M	N/A	N/A	N/A	N/M	100%	N/M	0%	N/M	0%	N/M
Number of women who left the company	12	26	N/A	N/A	N/A	N/A	N/A	1	0	0	0	0	1	0
Number of men who left the company	31	24	8	N/A	N/A	N/A	1	1	0	0	0	0	0	0
Number of trainees	45	34	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	N/A	0	N/A
Trainees in relation to total employees (%)	14%	11%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%	N/A	0%	N/A
Number of young apprentices	5	3	N/A	N/A	1	N/A	N/A	1	N/A	N/A	0	N/A	0	N/A
Employees in the apprenticeship program (%)	2%	1%	N/A	N/A	20%	N/A	N/A	5%	N/A	N/A	0%	N/A	0%	N/A
Employees with disabilities	3	3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	N/A	0	N/A



INDICATOR		Statkraft Brazil		Brotas de Macaúbas Wind Complex		Morro do Cruzeiro Wind Complex		Ventos de Santa Eugênia Wind Complex		Barra dos Coqueiros Wind Farm		Monjolinho HPP		Suíça HPP	
		2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Collaborators	Outsourced	1491	1705	51	N/I	742	N/I	542	N/I	38	N/I	4	N/I	6	N/I
	Direct (companies)	80	156	11	N/I	7	N/I	12	N/I	10	N/I	3	N/I	2	N/I
	Indirect (companies)	114	423	7	N/I	46	N/I	53	N/I	N/I	N/I	0	N/I	N/I	N/I
Profit sharing	Division of the highest remuneration by the lowest remuneration in cash paid by the company	34	N/I	2,47	N/A	1,72	N/A	1,36	N/A	1,50	N/I	2,14	N/I	1,22	N/I
	Division of the company's lowest wage by the minimum wage in force	95	N/I	3,97	N/A	9,62	N/A	7,96	N/A	3,18	N/I	7,37	N/I	6,92	N/I
	Total investment in the company's profit-sharing program (BRL thousand)	8.119.142,68	7.173.466,01	228.971,45	N/A	79.864,71	N/A	86.422,05	N/A	106.377,55	N/I	77.087,49	N/I	66.623,41	N/I
	Amounts distributed in relation to gross payroll (%)	11,14%	12,74%	5,73%	N/A	7,63%	N/A	5,57%	N/A	8,41%	N/I	8,13%	N/I	8,11%	N/I
Retirement	Investments in complementary pensions (BRL thousand)	2.417.382,78	2.028.811,66	61.077,54	22.489,52	25.545,92	9.217,17	28.420,90	64.566,65	12.659,52	23.721,70	31.558,57	37.005,02	25.204,90	35.299,96
	Percentage of people benefiting from the complementary pension program	250	248	18	9	2	2	3	17	5	8	5	5	7	8
	Percentage of people benefiting from the complementary pension program	77,64%	N/M	64%	N/I	40%	N/I	60%	N/A	63%	N/I	100%	N/I	100%	N/I
Behavior in the face of layoffs	Turnover rate (%)	4,5%	11,30%	1,50%	31%	N/A	N/A	N/A	5%	0%	0%	0%	0%	0%	0%
	Recruitment rate (%)	69%	N/M	100%	N/M	N/A	N/A	N/A	N/A	N/M	N/M	0%	N/M	0%	N/M



INDICATOR	Statkraft Brazil		Brotas de Macaúbas Wind Complex		Morro do Cruzeiro Wind Complex		Ventos de Santa Eugênia Wind Complex		Barra dos Coqueiros Wind Farm		Monjolinho HPP		Suíça HPP	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Gross payroll	72.852.488,75	56.286.362,22	3.994.785,69	1.865.374,99	1.046.395,38	335.842,98	1.551.503,64	2.342.993,18	1.265.426,04	1.491.921,93	948.698	813.052,70	821.428	1.138.558,92
Compulsory social security charges	22.353.862,65	19.041.474,79	1.305.830,21	680.029,39	354.778,09	121.112,12	405.262,30	806.209,94	405.687,33	510.705,21	290.303	266.673,73	263.152	408.215,59
Food allowance	5.225.605,76	4.357.673,43	600.989,83	259.782,10	80.713,32	30.550,64	101.857,88	240.292,91	162.991,60	159.715,61	82.876	75.475,90	128.317	136.848,44
Transport allowance	174.814,99	256.716,96	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	331,40
Parking	439.036	N/M	N/A	N/M	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Charter	2.800	N/M	N/A	N/M	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Life insurance	342.239,73	N/M	15.762,74	N/M	4.679,16	N/M	6.922,74	N/A	4.957,89	N/M	3.549,20	N/M	3.256,70	N/M
Health	5.295.837,93	4.281.169,88	579.596,62	239.665,70	74.235,22	22.877,76	88.624,10	224.535,04	206.570,04	201.896,54	81.465,66	77.422,00	119.012,58	129.237,98
Private Pension (company part)	2.417.382,78	N/M	61.077,54	N/M	25.545,92	N/M	28.420,90	N/A	12.659,52	N/M	31.558,57	N/M	25.204,90	N/M
PAS (serial assessment program)	42.546,30	N/M	4.240,20	N/M	643,80	N/M	865,80	N/A	1.165,50	N/M	666,00	N/M	821,40	N/M
Pharmacy	62.927,09	N/M	8.454,71	N/M	1.080,62	N/M	1.293,70	N/A	3.013,56	N/M	913,20	N/M	1.735,08	N/M
Children's day care centers	347.961,43	317.619,77	33.143,48	8.326,08	N/A	N/A	10.583,10	14.879,04	5.449,31	7.969,68	4.290,65	3.150,00	N/A	N/A
Other (funeral allowance, exceptional allowance, retirement bonus)	N/A	N/A	N/A	N/A	N/A	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	N/A	N/A	N/A	N/A	N/A
Culture (for the employee)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Education	211.258,32	174.307,42	N/A	N/A	2.700,00	N/A	3.000,00	2.962,50	3.565,00	2.360,00	1.350,00	N/A	N/A	N/A
Senior management positions Women	16,00	N/I	N/A	N/M	N/A	N/M	N/A	N/M	N/A	N/M	N/A	N/M	N/A	N/M
Senior management positions Men	28,13	N/I	N/A	N/M	N/A	N/M	N/A	N/M	N/A	N/M	N/A	N/M	N/A	N/M
Management positions Women	14,60	N/I	N/A	N/M	N/A	N/M	N/A	N/M	N/A	N/M	N/A	N/M	N/A	N/M
Management positions Men	35,50	N/I	N/A	N/M	N/A	N/M	N/A	N/M	N/A	N/M	N/A	N/M	N/A	N/M
Administrative/operational positions Women	32,03	N/I	N/A	N/M	N/A	N/M	N/A	N/M	N/A	N/M	N/A	N/M	N/A	N/M
Administrative/operational positions Men	85,30	N/I	5,20	N/M	N/A	N/M	14,86	N/M	1,78	N/M	9,60	N/M	4,00	N/M



INDICATOR	Statkraft Brazil		Brotas de Macaúbas Wind Complex		Morro do Cruzeiro Wind Complex		Ventos de Santa Eugênia Wind Complex		Barra dos Coqueiros Wind Farm		Monjolinho HPP		Suíça HPP		
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	
Professional Development	Amount invested in professional development and education (BRL thousand)	657.843,23	475.614,05	5.204,77	3.653,85	2.700,00	N/A	9.935,00	2.962,50	5.132,50	9.805,15	5.653,30	550,00	3.300,00	N/A
	Professional development and training	446.584,91	301.306,63	5.204,77	3.653,85	N/A	N/A	6.935,00	N/A	1.567,50	7.445,15	4.303,30	550,00	3.300,00	N/A
Employees receiving performance reviews by job category	Directors	8,00	9,00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Managers	40,00	45,00	N/A	N/A	1,00	N/A	N/A	2,00	N/A	1,00	N/A	1,00	N/A	N/A
	Other professionals	226,00	221,00	28,00	16,00	3,00	1,00	5,00	17,00	8,00	9,00	5,00	4,00	6,00	7,00
	Trainees	38,00	34,00	N/A	N/A	N/A	3,00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Young Apprentices	3,00	3,00	N/A	N/A	1,00	N/A	N/A	1,00	N/A	N/A	N/A	N/A	N/A	N/A
Employees receiving performance reviews, by gender	Men (Quantity)	202	209	26	16	3	3	3	17	7	10	5	5	5	5
	Men %	63%	67%	92,9%	100%	60,0%	75%	60%	85%	87,5%	100%	100,0%	100%	83,3%	71%
	Women (Quantity)	120	103	2	N/A	2	1	2	3	1	N/A	0	N/A	1	2
	Women %	37%	33%	7%	N/A	40%	25%	40%	15%	13%	N/A	0%	N/A	17%	29%
Employees by age group	Number of employees under 30 years old	53	88	9	4	1	N/A	1	5	1	2	0	0	0	0
	Employees under 30 years old (%)	16%	28%	32%	25%	20%	N/A	20%	25%	13%	20%	0%	0	0%	0
	Number of employees between 31 and 40 years old	142	148	12	8	1	2	3	10	3	4	5	5	4	4
	Employees between 31 and 40 years old (%)	44%	47%	43%	50%	20%	50%	60%	50%	38%	40%	100%	100%	67%	57%
	Number of employees between 41 and 50 years old	76	64	6	4	3	2	1	4	3	3	0	0	1	1
	Employees between 41 and 50 years old (%)	24%	21%	21%	25%	60%	50%	20%	20%	38%	30%	0%	0	17%	14%
	Number of employees over 50 years old	13	12	1	0	N/A	N/A	N/A	1	1	1	0	0	1	2
	Employees over 50 years old (%)	4,0%	4%	4%	0	N/A	N/A	N/A	5%	13%	10%	0%	0	17%	29%



INDICATOR	Statkraft Brazil		Brotas de Macaúbas Wind Complex		Morro do Cruzeiro Wind Complex		Ventos de Santa Eugênia Wind Complex		Barra dos Coqueiros Wind Farm		Monjolinho HPP		Suíça HPP		
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	
Education Profile	Completed high school	1%	7%	7%	25%	N/A	25%	N/A	20%	0%	10%	0%	0%	17%	29%
	Incompleted Technician	0%	0%	4%	N/A	N/A	N/A	N/A	N/A	0%	0%	0%	N/A	0%	N/A
	Completed Technician	9%	7%	32%	25%	25%	N/A	N/A	20%	13%	20%	0%	20%	50%	29%
	Incompleted Higher Education	11%	24%	25%	19%	N/A	N/A	20%	35%	63%	50%	60%	60%	33%	0%
	Higher Education	29%	28%	29%	19%	N/A	N/A	N/A	25%	0%	10%	20%	20%	0%	29%
	Postgraduate	41%	37%	4%	6%	75%	75%	80%	20%	25%	0%	20%	20%	0%	0%
	Doctorate	0%	N/M	0%	N/I	N/A	N/A	N/A	N/A	0%	N/A	0%	N/A	0%	N/A
	Masters	9%	N/M	0%	N/I	N/A	N/A	N/A	N/A	0%	N/A	0%	N/A	0%	N/A
Remuneration profile by category - average salary for the current year (BRL)	Operational positions (trainees and apprentices)	N/I	N/M	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/A	N/A	N/I	N/A	N/I
	Administrative positions	22.061.473	N/M	N/A	N/I	621.899	N/I	920.099	N/I	N/A	N/A	N/A	N/I	N/A	N/I
	Technical positions	6.486.380	N/M	2.049.948	N/I	N/A	N/I	N/A	N/I	658.945	N/A	502.261	N/I	428.403	N/I
	Management positions	12.301.938	N/M	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/A	N/A	N/I	N/A	N/I
	Senior Management positions	3.110.038	N/M	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/A	N/A	N/I	N/A	N/I
	Positions (Presidency and vice presidency)	9.935.732	N/M	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/A	N/A	N/I	N/A	N/I
	Outsourced	N/A	N/M	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/A	N/A	N/I	N/A	N/I
Employees by region	North	4	4	1	1	N/A	N/A	N/A	0	0	9	0	0	0	0
	Northeast	44	46	25	14	3	2	2	15	7	0	0	0	0	0
	Midwest	9	6	0	0	1	1	N/A	N/A	0	0	0	0	0	0
	Southeast	100	96	1	0	1	1	2	4	1	1	0	0	6	7
	South	160	155	1	0	N/A	N/A	1	1	0	0	5	5	0	0
	Other Countries	5	5	0	1	N/A	N/A	N/A	N/A	0	0	0	0	0	0

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

***Note¹:** Reported SKEB data from SKEB FLN and SKEB RJ and not SKEB RJ and SKEB SP.

***Note²:** Data for VSE is only in OSLO III and data for Brotas de Macaúbas is in SKER BA.

***Note³:** Accumulated turnover rate in 2022 (there was no stratified monitoring) and in 2023 considered as a monthly average.



HEALTH AND SAFETY

403-9; 403-10

Occupational Health and Safety Indicators (OSH)	Statkraft Brazil		Brotas de Macaúbas Wind complex		Morro do Cruzeiro Wind Complex		Ventos de Santa Eugênia Wind Complex		Barra dos Coqueiros Wind Farm		Monjolinho HPP		Suíça HPP	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Total TF index (frequency/attendance rate) of the company in the period, for employees	3,14	0	26,6	0	0	0	0	0	47,02	0	0	0	0	0
TG index (gravity rate) in the period, for employees	N/A	N/I	N/A	0	N/A	N/I	N/A	N/I	N/A	N/A	N/A	N/A	N/A	N/A
Total TF index (frequency/attendance rate) of the company in the period, for outsourced/contracted workers	2,95	3,23	14,5	29.1	0,84	3,55	4,45	2,75	0	0	0	0	0	0
TG index (gravity rate) in the period, for outsourced/contracted workers	N/A	N/I	N/A	286.9	N/A	N/I	N/A	N/I	N/A	N/A	N/A	N/A	N/A	N/A
TF index (frequency/attendance rate) of the company in the period, for the workforce (own + outsourced)	2,99	2,74	18,2	20.3	0,84	3,46	4,45	2,74	20,2	0	0	0	0	0
TG index (gravity rate) in the period, for the workforce (own + outsourced)	N/A	N/I	N/A	181.3	N/A	N/I	N/A	N/I	N/A	N/A	N/A	N/A	N/A	N/A
Deaths - own	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaths - outsourced	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Occurrences registered in the last three years - Own employees														
Number of hours of risk exposure (hrs/time)	636.145	612.314	37.655	N/I	11.187	N/I	14.508	N/I	21.183	N/I	37.468	N/I	49.347	N/I
Number of work accidents and commuting accidents with and without time off work	2	1	1	N/I	0	N/I	0	N/I	1	N/I	0	N/I	0	N/I
Number of days lost - accidents at work with time off work	N/A	0	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I
Deaths - Typical	0	0	0	N/I	0	N/I	0	N/I	0	N/I	0	N/I	0	N/I
Deaths - Commute	0	0	0	N/I	0	N/I	0	N/I	0	N/I	0	N/I	0	N/I
Absenteeism rate	Omission*	0,79	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A



Occupational Health and Safety Indicators (OSH)	Statkraft Brazil		Brotas de Macaúbas Wind complex		Morro do Cruzeiro Wind Complex		Ventos de Santa Eugênia Wind Complex		Barra dos Coqueiros Wind Farm		Monjolinho HPP		Suíça HPP	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Occurrences registered in the last three years - Outsourced employees														
Number of hours of risk exposure (hrs/time)	2.369.874	3.408.212	68.951	N/I	1	1.174.831	883.746	N/I	28.313	N/I	17.132	N/I	154.743	N/I
Number of work accidents and commuting accidents with and without time off work	7	11	1	N/I	N/A	1	4	N/I	0	N/I	0	N/I	1	N/I
Number of days lost - accidents at work with time off work	N/A	N/A	N/A	0	0	N/A	N/A	0	N/A	0	N/A	0	N/A	0
Deaths - Typical	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaths - Commute	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Absenteeism rate	N/M	N/M	N/M	N/M	N/M	N/M	N/M	N/M	N/M	N/M	N/M	N/M	N/M	N/M
Total number of non-compliance cases related to the impacts caused on health and safety and legal claims														
Total number of accidents without fatalities in the population	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total number of fatal accidents involving the population	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

*Note¹: The values for the small hydroelectric plants Alegre, Jucu, Viçosa, Rio Bonito, Francisco Grós, Fruteiras, Santa Rosa, Suíça and São João are referred to as the SOUTHEAST REGIONAL, there is no stratified separation but rather the same value for all the plants.

*Note²: The values for the small hydroelectric plants Monjolinho, Moinho, Esmeralda, Santa Laura and Passos Maia are referred to as SOUTHERN REGIONAL. There is no stratified separation, but rather the same value for all the plants.

*Note³: The data for the Jerusalem and Boqueirão Wind Farms are not presented in this report, as their acquisition by Stakraft was completed at the end of December.

Justificativa: 2023 - cálculo não realizado.

Table in the Annexes Booklet - Health and safety

Note 1: Hour values are collected directly from the HR team according to the information entered in the employee time and attendance system (ADP).

Note 2: For third-party employees, the hour values are collected by the local managers (plants and projects) and are later entered into the system by the Corporate HSS team, to integrate the HHT value for calculating the area's KPIs.

Note 3: The Attendance Rate (TF) is calculated using the information of incidents recorded in the EMENDO system and the total hours of reported work.

Note 4: The Severity Rate (TG) was not calculated because it is not a key indicator for the organization. The company is in the process of mapping the information for 2024.



EXTERNALS SOCIAL

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INDICATOR	Statkraft Brazil		Brotas de Macaúbas Wind Complex		Morro do Cruzeiro Wind Complex		Ventos de Santa Eugênia Wind Complex		Barra dos Coqueiros Wind Farm		Monjolinho HPP		Suíça HPP		
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	
Proportion of expenses with local suppliers	Network infrastructure	N/A	1.295.291,84	N/A	N/I	N/I	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I
	Commercial products	N/A	44.097.217,66	N/A	N/I	N/I	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I
	IT	N/A	1.280.962,31	N/A	N/I	N/I	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I
	Professional technical services	N/A	121.308.949,85	N/A	N/I	N/I	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I
	Others	N/A	N/A	N/A	N/I	N/I	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I
	Local suppliers	N/A	167.982.421,66	N/A	N/I	N/I	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I
	Percentage of budget spent on local suppliers	N/A	95%	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I
Local Purchases - Hiring Volume 2023 Support for assets in operation + Administrative Services	General	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Civil	11.154.788,89	N/A	1.348.610,40	N/A	668.249,39	N/A	304.800,00	N/A	702.185,00	N/A	N/A	N/A	N/A	N/A
	Solar	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Wind	44.594.227,06	N/A	4.029.061,71	N/A	19.901.599,75	N/A	20.483.269,19	N/A	145.784,18	N/A	3.664,67	N/A	N/A	N/A
	Hydro	2.596.351,53	N/A	157.087,01	N/A	N/A	N/A	N/A	N/A	7.859,28	N/A	N/A	N/A	648.640,19	N/A
	Indirects	19.479.163,13	N/A	1.390.556,43	N/A	1.492.317,64	N/A	4.168.344,70	N/A	14.408.348,92	N/A	324.759,34	N/A	160.314,24	N/A
	Minor Purchases	10.659.564,60	N/A	1.019.898,11	N/A	787.863,05	N/A	1.793.177,04	N/A	1.561.588,67	N/A	651.256,92	N/A	408.325,50	N/A
	IT	2.158.168,12	N/A	137.629,89	N/A	1.084.485,91	N/A	101.771,05	N/A	16.754,00	N/A	53.208,01	N/A	5.370,00	N/A
	Professional technical services	15.356.823,43	N/A	1.885.103,42	N/A	933.641,00	N/A	7.746.004,30	N/A	352.805,24	N/A	1.207.380,17	N/A	389.200,00	N/A
	HV & Control System	2.440.564,97	N/A	1.292.588,12	N/A	378.483,88	N/A	401.270,93	N/A	310.897,72	N/A	N/A	N/A	36.000,00	N/A
Total	108.439.651,73	N/A	11.260.535,09	N/A	25.246.640,62	N/A	34.998.637,21	N/A	4.506.223,01	N/A	2.240.269,11	N/A	1.647.849,93	N/A	
Proportion of expenses with foreign suppliers	Foreign suppliers	N/A	8.734.276,45	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I
	Network infrastructure	N/A	N/A	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I
	Commercial products	N/A	8.476.127,80	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I
	IT	N/A	N/A	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I
	Professional technical services	N/A	258.148,65	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I
	Others*	N/A	N/A	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I
Total	N/A	176716698,11	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	



INDICATOR		Statkraft Brazil		Brotas de Macaúbas Wind Complex		Morro do Cruzeiro Wind Complex		Ventos de Santa Eugênia Wind Complex		Barra dos Coqueiros Wind Farm		Monjolinho HPP		Suíça HPP	
		2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Foreign currency purchases - 2023 Contracting Volume Support for assets in operation + Administrative Services	General	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I
	Civil	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I
	Solar	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I
	Wind	5.047.247,67	N/I	1.019.587,43	N/I	N/A	N/I	753.511,90	N/I	3.324.801,28	N/I	N/A	N/I	N/A	N/I
	Hydro	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I
	Indirects	990.931,11	N/I	59.707,95	N/I	23.261,23	N/I	474.458,15	N/I	N/A	N/I	N/A	N/I	N/A	N/I
	Minor Purchases	278.326,50	N/I	N/A	N/I	N/A	N/I	266.790,00	N/I	N/A	N/I	N/A	N/I	N/A	N/I
	IT	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I
	Professional Services	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I
	HV & Control System	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I	N/A	N/I
Total	6.316.505,27	N/I	1.079.295,38	N/I	23.261,23	N/I	1.494.760,05	N/I	N/A	N/I	N/A	N/I	N/A	N/I	
Project Procurement Projects under Construction (Greenfield) - Ventos de Santa Eugênia	Wind	218.547.094,47	N/A	N/A	N/A	N/A	N/A	218.547.094,47	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Professional Services	3.381.852,74	N/A	N/A	N/A	N/A	N/A	3.381.852,74	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	HV & Control System	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Civil	13.293.283,37	N/A	N/A	N/A	N/A	N/A	13.293.283,37	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Project Procurement Projects under Construction (Greenfield) - Morro do Cruzeiro	Wind	250.196.266,12	N/A	N/A	N/A	250.196.266,12	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Professional Services	4.355.732,26	N/A	N/A	N/A	4.355.732,26	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	HV & Control System	24.148.550,98	N/A	N/A	N/A	24.148.550,98	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Civil	75.066.068,06	N/A	N/A	N/A	75.066.068,06	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total	588.988.848,00	N/A	N/A	N/A	353.766.617	N/A	235.222.230,58	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), Information Unavailable/incomplete (N/I), Not Operational (N/O), Not Monitored (N/M).

*Note¹: New form of internal organization in the procurement area, reporting format adopted due to reorganization and internal cataloguing. In 2022 the data was unavailable.

*Note²: The data for the Jerusalem and Boqueirão wind farms are not presented in this report, as their acquisition by Statkraft was completed at the end of December.



CONTINGENCIES AND PROVISIONS

Labor claims	Statkraft Brazil		Barra dos Coqueiros Wind Farm		Brotas de Macaúbas Wind Complex		Morro do Cruzeiro Wind Complex		Ventos de Santa Eugênia Wind Complex		Monjolinho HPP		Suíça HPP	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Total in BRL - thousand (Amount provisioned in the period)	475.038	873.000	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 labor lawsuits filed against the company in the period	2	0	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 labor lawsuits judged in the period	0	0	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 labor lawsuits judged unfounded in the period	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total amount of compensations and fines paid to the company's former employees by court order in the period (BRL thousand)	350.000	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Impacts caused on health and safety														
Total number of lawsuits arising from accidents involving the population	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Contingencies and Provisions														
Civil Provision - Total in BRL - thousand	1.924.764	2.760.000	N/A	N/A	N/A	N/A	N/A	N/A	88.745	N/A	127.543	N/A	N/A	N/A
Civil Portfolio - Quantity	141	121	N/A	N/A	N/A	N/A	N/A	N/A	4	N/A	10	N/A	N/A	N/A
Civil Contingency Paid - Total in BRL - thousand	1.060.750,20	350.000		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Labor Provision - Total in BRL - thousand	475.038	630.000	70.658	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Labor Portfolio - Quantity	32	45	6	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Labor Contingency Paid - Total in BRL - thousand	430.363	160.000	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Tax Provision - Total in BRL - thousand	5.118.731	7.600.000	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Tax Portfolio - Quantity	85	84	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Tax Contingency Paid - Total in BRL - thousand	0	490.000	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 Provision - Total in BRL - thousand	N/A	0	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 Portfolio - Quantity	N/A	9	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 Contingency Paid - Total in BRL - thousand	N/A	0	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), Information Unavailable/Incomplete (N/I), Not Operational (N/O), Not Monitored (N/M).

*Note¹: The data for the Jerusalem and Boqueirão wind farms are not presented in this report, as their acquisition by Stakraft was completed at the end of December.



ACTIONS AND SOCIAL PROJECTS

Involvement in Social Action (Volunteers) BRL (thousand)	Statkraft Brazil		Brotas de Macaúbas Wind Complex		Morro do Cruzeiro Wind Complex		Ventos de Santa Eugênia Wind Complex		Barra dos Coqueiros Wind Farm		Monjolinho HPP		Suíça HPP	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Resources invested in education - Non compulsory investments	287.046,42	637.620,22	N/A	N/A	N/A	N/A	222.273,43	577.620,22	N/A	N/A	N/A	N/A	N/A	N/A
Resources invested in health and sanitation - Non compulsory investments	0	0	N/A	N/A	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Resources invested in culture - Non compulsory investments	430.000,00	181.186,85	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 - Non compulsory investments	215.000,00	45.296,71	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 - Non compulsory investments	2.369.010,55	1.973.060,86	N/A	N/A	1.872.434,78	435.331,57	444.546,86	1.475.353,74	N/A	N/A	N/A	N/A	N/A	N/A
Employees who volunteer in the community outside of the company / total number of employees (%)	0	0	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 hours per month donated (released from normal working hours) by the company for employee volunteer work.	0	0	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	3.301.056,97	2.837.164,64	N/A	N/A	1.920.063,69	435.331,57	666.820,29	2.052.973,96	N/A	N/A	N/A	N/A	N/A	N/A
Amount of resources allocated to the largest project	1.920.063,69	1.732.860,66	N/A	N/A	1.920.063,69	435.331,57	666.820,29	1.732.860,66	N/A	N/A	N/A	N/A	N/A	N/A

Involvement in cultural, sports and social projects (Culture Incentive Law, Sports Incentive Law, Children and Adolescents Fund and others) - BRL (thousand)	Statkraft Brazil		Brotas de Macaúbas Wind Complex		Morro do Cruzeiro Wind Complex		Ventos de Santa Eugênia Wind Complex		Barra dos Coqueiros Wind Farm		Monjolinho HPP		Suíça HPP	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Amount of resources allocated to projects via the Childhood and Adolescence Fund	107.000,00	45.296,71	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 via the Culture Incentive Law	430.000,00	181.186,85	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 via the Sports Incentive Law	215.000,00	45.296,71	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	752.000,00	271.780,27	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	221.609,42	181.186,85	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), Information Unavailable/Incomplete (N/I), Not Operational (N/O), Not Monitored (N/M).

*Note¹: The data for the Jerusalem and Boqueirão wind farms are not presented in this report, as their acquisition by Statkraft was completed at the end of December.



ENVIRONMENTAL

303-5; 305-1;305-2; 305-3; 306-3; 306-4; 306-5

INDICATOR	Statkraft Brazil		Brotas de Macaúbas Wind Complex		Morro do Cruzeiro Wind Complex		Ventos de Santa Eugênia Wind Complex		Barra dos Coqueiros Wind Farm		Monjolinho HPP		Suíça HPP		
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	
Emissions	Annual volume of greenhouse gases (CO2, CH4, N2O, HFC, PFC, SF6) emitted into the atmosphere (in tons of CO2 equivalents)	78.331,16	3.314,68	249,27	71,25	17.548,67	23,89	59.417,49	3.071,31	671,46	24,70	22,41	13,8	32,29	5,49
	Annual volume of ozone-depleting gas emissions (in tons of CFC equivalents)	N/M	N/M	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Effluent	Total water disposal, by quality and destination (m3/year)	78.331,16	3.314,68	249,27	71,25	17.548,67	23,89	59.417,49	3.071,31	671,46	24,70	22,41	13,8	32,29	5,49
Solids	Annual quantity (in tons) of solid waste generated (garbage, waste, rubble, etc.)*	1.365,87	2.614,75	13,13	5,87	423,93	1,73	905,32	2.558,77	2,72	24	1,24	0,91	6,26	3,38
	Quantity of waste contaminated by PCBs (Ascarel) destined for energy generation	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Annual quantity (in tons) of hazardous solid waste generated	56,20	12,46	9,13	3,3	3,41	0,137	38,30	1,58	1,07	1,29	0,18	0,32	0,37	0,78
	Annual quantity (in tons) of non-hazardous solid waste generated	630,18	2.562,06	4,00	0,00	420,52	1,7382	187,52	2.558,78	1,65	0	1,06	0	5,89	0
	a) Waste destined to be recycled	155,41	1.052,92	3,50	7,04	42,06	N/A	101,08	1.021,21	1,65	16,2	0,7	0,38	1,895	3,12
b) Rejects	416,76	1.553,08	0,50	1,02	378,46	N/A	28,43	1.537,57	0	8	0,36	0,53	3,99	0,26	
c) Reuse	0,00	1.183,50	N/M	N/M	N/M	N/M	N/M	1.182,21	N/M	N/M	N/M	N/M	N/M	N/M	N/M



INDICATOR	Statkraft Brazil		Brotas de Macaúbas Wind Complex		Morro do Cruzeiro Wind Complex		Ventos de Santa Eugênia Wind Complex		Barra dos Coqueiros Wind Farm		Monjolinho HPP		Suíça HPP		
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	
Total energy consumption by source	Energy consumption per kWh distributed (sold)	0,25	0,51	0	N/M	N/A	N/A	0	N/A	0	N/M	0,19	0	1,45	0,49
	Direct energy consumption detailed by primary energy source	61.703,77	69.317,53	0	1.026,47	37.194,06	9.510,64	21.713,34	46.847,44	374,79	386,13	160,56	203,79	83,25	81,14
	Diesel (GJ)	48.430,95	56.940,33	N/A	1026,47	34.702	9.048,01	11.379,15	44.881,44	212,40	220,04	152,7565	197,14	79,378	77,70
	Gasoline (GJ)	13.218,02	2.662,75	N/A	0	2.492,06	462,63	10.334,19	1966,00	162,40	166,09	7,80208	6,65	3,8688	3,45
	Ethanol (GJ)	0,60	0	N/A	0	0,60491	0	0	0	0	0	N/A	0	N/A	0
	Natural Gas - GLP (GJ)	54,20	0	N/A	0	18,13	0	36,07	0	0	0	N/A	0	N/A	0
Resource use in the production process	Supply (public network)	2.126,82	2.803,87	0	0	0	0	525	645,99	0	0	0	N/A	0	564,00
	Underground source (well)	61.147,95	468.710,23	0	383,25	56.442,95	12491	4.465	455.247	240	360	0	48,98	0	N/A
	Surface collection (watercourses)	613,15	4.465,00	0	0	68,95	0	0	0,00	0	0	293,88	N/A	0	N/A
	Total water consumption (in m³)	63.887,92	475.979,10	0	383,25	69002,9	12.491	460.883	455.892,99	240	360	293,88	48,98	0	564,00
	Water consumption per employee (in m³)	12.492,09	1.057,52	0	25,55	11.302,38	39,91	998	284,93	30	24	58,76	8,16	N/A	40,29
Environmental education and awareness	Number of employees trained in environmental education programs*	27	337	5	16	8	0	3	294	N/A	N/A	3	4,00	N/A	5,00
	Percentage of employees trained in environmental education programs / total number of employees	8,39%	89,00%	1,55%	100%	2,48%	0	0,93%	35%	N/A	N/A	0,93%	100%	N/A	71%
	Estimated number of hours of environmental training for own employees	857,00	43,00	40	12	805	0	7	2		4	1	1,00	N/A	4,00



INDICATOR	Statkraft Brazil		Brotas de Macaúbas Wind Complex		Morro do Cruzeiro Wind Complex		Ventos de Santa Eugênia Wind Complex		Barra dos Coqueiros Wind Farm		Monjolinho HPP		Suíça HPP			
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022		
Environmental education and awareness In the community	Number of primary and secondary school units attended	105,00	23,00	3	5	20	0	7	7	0	0	0	4,00	N/A	0	
	Number of students attended	1.721,00	1.358,00	67	69	800	0	120	600	0	0	0	213,00	141	0	
	Number of qualified teachers	53	71	0	5	38	0	15	66	0	0	0	N/M	N/A	0	
	Number of technical and higher education units attended	0	0	0	0	0	0	0	0	0	0	0	0	N/A	0	
	Number of students attended	0	0	0	0	0	0	0	0	0	0	0	0	N/A	0	
Hydraulic Generation Source	Electricity consumption by generator and auxiliary units (KWh)	3044735375,00	2.698,46	0	0	0	0	0	0	0	0	70470000	281,79	570430000	506,13	
	Water consumption per KWh generated	78,38	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6,388134	0	1,74	0	
	Restoration of riparian forest	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
	Kg of fish per machine shutdown	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
	Number of fry released into reservoirs per year	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
	Leakage of lubricating and hydraulic oils in turbines	Omission*	0,36	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	50	N/A	N/A	N/A
	Recovery of areas degraded by the extraction of coal and its residues	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Replacement water consumption during generation (m³/MWh)	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	



	INDICATOR	Statkraft Brazil		Brotas de Macaúbas Wind Complex		Morro do Cruzeiro Wind Complex		Ventos de Santa Eugênia Wind Complex		Barra dos Coqueiros Wind Farm		Monjolinho HPP		Suíça HPP	
		2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Wind Generation Source	Noise associated with power generation	248,18	157,00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Noise associated with power generation - Daytime Monitoring	142,88	N/A	N/A	N/A	52,97	N/A	40,16	N/A	49,755	N/A	N/A	N/A	N/A	N/A
	Noise associated with power generation - Night Monitoring	105,30	N/A	N/A	N/A	N/A	N/A	43,42	N/A	61,88	N/A	N/A	N/A	N/A	N/A
	Radio wave interference	0,00	N/M	N/A	N/A	N/A	N/M	N/A	N/M	N/A	N/A	N/A	N/A	N/A	N/A
	Death of Birds	13,0	8,0	12,00	8	N/A	N/A	N/A	N/M	1	0	N/A	N/A	N/A	N/A
Environmental investments (in BRL thousand)	Penalties resulting from non-compliance with environmental laws and regulations	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Waste disposal costs	198.016,00	157.033,00	44,42	8	N/A	N/A	N/A	N/A	15,09	34,26	34,76	31,41	3,2	2,45
	Environmental prevention and management costs	11.915,96	2.083,47	N/A	655,47	N/A	488,02	N/A	676,30	N/A	64,47	N/A	46,44	N/A	3,01
	Environmental prevention and management costs - Construction	6.391,58	N/A	0	N/A	3.360,00	N/A	3.031,58	N/A	0	N/A	0	N/A	0	N/A
	Environmental prevention and management costs - Operation	5.524,38	N/A	762,64	N/A	0	N/A	862,75	N/A	190,13	N/A	779,52	N/A	155,51	N/A
	Total environmental protection expenses	105,91	166,65	0	86,06	0	0	0	0	0	35,29	19,89	35,00	0	0
Environmental services contracted	5.418,48	8.101,81	762,64	754,36	0	1.761,39	862,75	2.287,28	190,13	120,47	759,63	700,81	155,51	42,10	

*Legend: Not Applicable (N/A), Legal Prohibitions (P/L), Confidentiality Restrictions (R/C), Information Unavailable/Incomplete (N/I), Not Operational (N/O), Não Monitorado (N/M).

*Note¹: Omission - Leakage of lubricating and hydraulic oils in turbines: indicator was not measured in 2023 due to adaptation and improvement of the measurement and monitoring procedure.

*Note²: Annual quantity (in tons) of solid waste generated (garbage, waste, rubble, etc.): The waste from Statkraft's offices, those in Florianópolis, Rio de Janeiro and São Paulo, are all managed by a company contracted by the condominium. As such, there is no distinction between the amount of waste generated by Statkraft's offices alone, but rather by various companies in the same block of the condominium. An estimate was made for 2022, but it was decided not to report the data anymore as the calculation is not precise.

*Note³: The data for the Jerusalem and Boqueirão wind farms are not presented in this report, as their acquisition by Statkraft was completed at the end of December.



ECONOMIC - FINANCIAL

Added Value Statement (In thousands of Brazilian Reals)	Statkraft Energias Renováveis S.A. (Consolidated)		Statkraft Energia do Brazil LTDA		Statkraft Comercialização de Energia S.A.		Statkraft Energias Renováveis S.A. (Parent Company)	
	2023	2022	2023	2022	2023	2022	2023	2022
Revenues	1.112.905	1.535.110	850.786	618.346	405.902	312.954	446.752	933.804
Electricity sales	1.038.605	1.533.158	850.750	618.346	405.847	312.954	352.228	933.804
Service sales	119	1.952	36	0	55	0	13.969	0
Other revenues	74.181	0	0	0	0	0	80.555	0
Provision for doubtful receivable	0	0	0	0	0	0	0	0
Reversal / (Constitution)	0	0	0	0	0	0	0	0
Inputs acquired from third parties	-408.657	-847.677	-702.368	-447.020	-256.165	-270.830	-139.048	-410.778
Energy generation costs	-319.840	-943.387	-685.406	-601.241	-255.354	-271.750	-90.339	-359.077
Cost of services provided	-1.411	-87.471	-16.962	-10.373	0	-368	-411	-75.710
General and administrative expenses	-83.391	0	0	0	-811	0	-45.010	0
Other expenses	-4.015	183.181	0	164.594	0	1.288	-3.288	24.009
Gross added value	704.248	687.433	148.418	171.326	149.737	42.124	307.704	523.026
Depreciation and amortization	-106.228	-160.820	0	-1.750	0	0	-52.373	-108.864
Net added value produced by the company	598.020	526.613	148.418	169.576	149.737	42.124	255.331	414.162
Added value received in transfer	114.766	128.465	9.461	6.136	4.743	603	324.035	107.560
Equity equivalence result	16.764	20.541	0	0	0	0	246.394	20.549
Financial revenues	98.002	107.570	9.461	6.136	4.743	603	77.641	86.657
Earned dividends	0	354	0	0	0	0	0	354
Total added value to be distributed	712.786	655.078	157.879	175.712	154.480	42.727	579.366	521.722

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

*Note¹: Statkraft Investimentos LTDA (SKIN) not disclosed due to calculation deadline. Publication will be available later both in the Investor Report and in the Balance Sheet Center via the link <https://www.stakraft.com.br/relacoes-com-investidores/informacoes-financeiras/>.

*Note²: Companies being considered as part of Statkraft Energias Renováveis S.A. (Consolidated): Statkraft Energias Renováveis S.A., Santa Rosa S.A., Santa Laura S.A., Moinho S.A., Esmeralda S.A., Macaúbas Energética S.A., Seabra Energetica S.A., Novo Horizonte Energética S.A., Energen Energias Renováveis S.A., Santa Fé Energia S.A., Sol de Brotas 6 S.A., Ventos de São Vitorino Energias Renováveis S.A., Oslo I S.A., Oslo II S.A., Oslo III S.A., Oslo IV S.A., Oslo V S.A., Oslo VI S.A., Sol de Brotas 4 S.A., Oslo VIII S.A., Oslo IX S.A., Oslo X S.A., Serra da Mangabeira S.A., Statkraft Comercialização de Energia S.A., Sol de Brotas 2 S.A., Sol de Brotas 1 S.A., Sol de Brotas 3 S.A., Sol de Brotas 5 S.A., Morro do Cruzeiro I S.A., Morro do Cruzeiro II S.A., Sol de Brotas 7 S.A.

*Note³: The data for the Jerusalem and Boqueirão Wind Farms are not presented in this report, as their acquisition by Statkraft was completed at the end of December.



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Added Value Statement (In thousands of Brazilian Reais)	Brotas de Macaúbas Wind Complex			Morro do Cruzeiro Wind Complex				Barra dos Coqueiros Wind Farm		Monjolinho HPP		Suíça HPP	
	Seabra Energy	Macaúbas Energy	Novo Horizonte Energy	Brotas de Macaúbas Wind Complex	Morro do Cruzeiro I	Morro do Cruzeiro II	Morro do Cruzeiro Wind Complex	Barra dos Coqueiros Wind Farm	Monjolinho HPP	Monjolinho HPP	Suíça HPP	Suíça HPP	
	2023	2023	2023	2022	2023	2023	2022	2023	2022	2023	2022	2023	2022
Revenues	35.358	40.131	36.347	100.265	0	0	0	27.175	21.613	N/I	N/I	N/I	N/I
Electricity sales	34.375	40.130	36.347	100.265	0	0	N/A	26.266	21.613	N/I	N/I	N/I	N/I
Service sales	0	0	0	N/A	0	0	N/A	1	0	N/I	N/I	N/I	N/I
Other revenues	983	1	0	N/A	0	0	N/A	907	0	N/I	N/I	N/I	N/I
Provision for doubtful receivables Reversal / (Constitution)	0	0	0	N/A	0	0	N/A	0	0	N/I	N/I	N/I	N/I
Inputs acquired from third parties	-8.781	-7.381	-8.112	-23.498	-3.929	-3.448	-4.618	-7.964	-8.365	N/I	N/I	N/I	N/I
Energy generation costs	-2.820	-5.425	-2.816	-16.140	-1.009	-1.178	-565	-3.389	-3.773	N/I	N/I	N/I	N/I
Cost of services provided	-2.521	0	-2.517	-9.460	0	0	-4.053	-337	-4.592	N/I	N/I	N/I	N/I
General and administrative expenses	-3.440	-1.956	-2.780	0	-2.919	-2.270	0	-4.494	0	N/I	N/I	N/I	N/I
Other expenses	0	0	0	2.102	0	0	0	256	0	N/I	N/I	N/I	N/I
Gross added value	26.577	32.750	28.234	76.767	-3.929	-3.448	-4.618	19.210	13.248	N/I	N/I	N/I	N/I
Depreciation and amortization	-5.450	-6.949	-5.607	-25.773	-21	-16	-12	-4.925	-7.827	N/I	N/I	N/I	N/I
Net added value produced by the company	21.127	25.801	22.627	50.994	-3.950	-3.465	-4.630	14.286	5.421	N/I	N/I	N/I	N/I
Added value received in transfer	2.216	1.177	1.709	3.561	4.771	3.642	46	3.895	3.034	N/I	N/I	N/I	N/I
Equity equivalence result	0	0	0	0	0	0	N/A	0	0	N/I	N/I	N/I	N/I
Financial revenues	2.216	1.177	1.709	3.561	4.771	3.642	46	3.895	3.034	N/I	N/I	N/I	N/I
Earned dividends	0	0	0	N/A	0	0	N/A	0	0	N/I	N/I	N/I	N/I
Total added value to be distributed	23.343	26.978	24.336	54.555	821	177	-4.584	18.181	8.455	N/I	N/I	N/I	N/I

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

*Note¹: In 2022, the values for the Brotas de Macaúbas Wind Complex and the Ventos de Santa Eugênia Wind Complex were presented in a unified form.

*Note²: The data for the Jerusalem and Boqueirão wind farms are not presented in this report, as their acquisition by Stakraft was completed at the end of December.



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Ventos de Santa Eugênia Wind Complex

Added Value Statement (In thousands of Brazilian Reais)	Oslo I	Oslo II	Oslo III	Oslo IV	Oslo V	Oslo VI	Oslo VIII	Oslo IX	Oslo X	Serra da Mangabeira	Ventos de Santa Eugênia Wind Complex
	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	2022
Revenues	4.377	18.474	6.335	4.551	1.398	1.506	2.422	1.670	975	487	1.647
Electricity sales	4.377	18.474	6.335	4.551	1.398	1.506	2.422	1.670	975	487	1.647
Service sales	0	0	0	0	0	0	0	0	0	0	N/A
Other revenues	0	0	0	0	0	0	0	0	0	0	N/A
Provision for doubtful receivables Reversal / (Constitution)	0	0	0	0	0	0	0	0	0	0	N/A
Inputs acquired from third parties	-7.937	-9.133	-12.546	-8.488	-8.290	-4.885	-3.925	-5.553	-5.927	-8.038	-22.919
Energy generation costs	-5.621	-7.086	-7.997	-5.801	-5.035	-2.986	-2.581	-3.980	-4.125	-5.955	-11.224
Cost of services provided	-425	-381	-774	-737	-607	-482	-346	-222	-331	-10	-11.725
General and administrative expenses	-1.891	-1.666	-3.774	-1.950	-2.648	-1.417	-997	-1.351	-1.471	-2.073	N/A
Other expenses	0	0	0	0	0	0	0	0	0	0	30
Gross added value	-3.560	9.341	-6.211	-3.937	-6.893	-3.379	-1.503	-3.883	-4.952	-7.551	-21.272
Depreciation and amortization	-766	-6.004	-927	0	0	0	0	0	0	0	-238
Net added value produced by the company	-4.326	3.336	-7.138	-3.937	-6.893	-3.379	-1.503	-3.883	-4.952	-7.551	-21.510
Added value received in transfer	326	717	611	436	1.034	226	229	982	415	1.867	22.544
Equity equivalence result	0	0	0	0	0	0	0	0	0	0	N/A
Financial revenues	326	717	611	436	1.034	226	229	982	415	1.867	22.544
Earned dividends	0	0	0	0	0	0	0	0	0	0	N/A
Total added value to be distributed	-4.000	4.053	-6.528	-3.501	-5.859	-3.153	-1.274	-2.901	-4.536	-5.683	1.034

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

*Note¹: In 2022, the values for the Brotas de Macaúbas Wind Complex and the Ventos de Santa Eugênia Wind Complex were presented in a unified form.

*Note²: The data for the Jerusalem and Boqueirão wind farms are not presented in this report, as their acquisition by Stakraft was completed at the end of December.



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Added Value Distribution (In thousands of Brazilian Reals)	Statkraft Energias Renováveis S.A. (Consolidated)		Statkraft Energia do Brasil LTDA		Statkraft Comercialização de Energia S.A.		Statkraft Energias Renováveis S.A. (Parent Company)	
	2023	2022	2023	2022	2023	2022	2023	2022
Total Added Value Distributed	712.786	655.078	157.879	175.712	77.574	42.727	579.366	521.722
Personnel	72.767	71.392	20.084	14.923	1	0	66.896	56.939
Direct remuneration	55.871	55.439	13.384	12.244	1	0	51.665	43.665
Benefits	12.795	11.382	5.508	1.782	0	0	11.371	9.600
FGTS (Social Security)	4.101	4.571	1.192	897	0	0	3.860	3.674
Taxes, fees and contributions	200.507	252.163	116.133	114.845	77.428	33.574	80.423	154.985
Federal	195.146	252.027	116.133	114.845	77.428	33.574	75.064	154.849
State	4.844	0	0	0	0	0	4.844	0
Municipal	516	136	0	0	0	0	515	136
Remuneration of third-party capital	41.533	81.822	863	1.216	145	102	34.068	71.984
Interest rates	29.509	46.209	5	255	143	50	23.670	45.954
Rentals	1.717	1.453	-46	-126	0	0	1.994	1.580
Earned dividends	5.806	0	0	0	0	0	5.806	0
Other financial expenses	4.501	34.160	904	1.087	2	52	2.598	24.450
Equity remuneration	397.979	249.701	20.791	44.728	0	9.051	397.979	237.814
Profit for the year	362.882	209.818	0	44.728	0	6.902	362.882	226.518
Interest on equity	17.000	0	0	0	0	0	17.000	0
Dividends	18.097	2.111	20.791	0	0	2.149	18.097	11.296

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

*Note¹: Statkraft Investimentos LTDA (SKIN) not disclosed due to calculation deadline. Publication will be available later both in the Investor Report and in the Balance Sheet Center via the link <https://www.stakraft.com.br/relacoes-com-investidores/informacoes-financeiras/>.

*Note²: Companies that are being considered by the financial team within Statkraft Brazil (consolidated): Statkraft Energias Renováveis S.A., Santa Rosa S.A., Santa Laura S.A., Moinho S.A., Esmeralda S.A., Macaúbas Energética S.A., Seabra Energetica S.A., Novo Horizonte Energética S.A., Energen Energias Renováveis S.A., Santa Fé Energia S.A., Sol de Brotas 6 S.A., Ventos de São Vitorino Energias Renováveis S.A., Oslo I S.A., Oslo II S.A., Oslo III S.A., Oslo IV S.A., Oslo V S.A., Oslo VI S.A., Sol de Brotas 4 S.A., Oslo VIII S.A., Oslo IX S.A., Oslo X S.A., Serra da Mangabeira S.A., Statkraft Comercialização de Energia S.A., Sol de Brotas 2 S.A., Sol de Brotas 1 S.A., Sol de Brotas 3 S.A., Sol de Brotas 5 S.A., Morro do Cruzeiro I S.A., Morro do Cruzeiro II S.A., Sol de Brotas 7 S.A.

*Note³: The data for the Jerusalem and Boqueirão Wind Farms are not presented in this report, as their acquisition by Statkraft was completed at the end of December.



ECONOMIC - FINANCIAL

201-1

Added Value Distribution (In thousands of Brazilian Reais)	Brotas de Macaúbas Wind Complex			Morro do Cruzeiro Wind Complex			Morro do Cruzeiro Wind Complex	Barra dos Coqueiros Wind Farm	Monjolinho HPP	Suíça HPP				
	Seabra Energy	Macaúbas Energy	Novo Horizonte Energy	Brotas de Macaúbas Wind Complex	Morro do Cruzeiro I	Morro do Cruzeiro II					2023	2022	2023	2022
	2023	2023	2023	2022	2023	2023					2022	2023	2022	2023
Total Added Value Distributed	2.988	3.435	2.876	54.555	2.353	1.814	-4.584	5.831	8.455	N/I	N/I	N/I	N/I	
Personnel	10	0	0	-72	75	51	202	1.765	2.076	N/I	N/I	N/I	N/I	
Direct remuneration	10	0	0	-65	68	51	172	1.244	1.568	N/I	N/I	N/I	N/I	
Benefits	0	0	0	0	7	0	17	431	397	N/I	N/I	N/I	N/I	
FGTS (Social Security)	0	0	0	-7	0	0	13	90	111	N/I	N/I	N/I	N/I	
Taxes, fees and contributions	2.950	3.371	2.819	7.752	2.070	1.582	59	3.415	3.143	N/I	N/I	N/I	N/I	
Federal	2.950	3.371	2.819	7.746	2.070	1.582	59	3.415	3.143	N/I	N/I	N/I	N/I	
State	0	0	0	0	0	0	0	0	0	N/I	N/I	N/I	N/I	
Municipal	0	0	0	6	0	0	0	0	0	N/I	N/I	N/I	N/I	
Remuneration of third-party capital	37	64	58	1.093	209	182	148	651	1.783	N/I	N/I	N/I	N/I	
Interest fees	1	5	1	253	33	21	129	29	18	N/I	N/I	N/I	N/I	
Rentals	23	33	35	148	0	0	0	175	93	N/I	N/I	N/I	N/I	
Earned dividends	0	0	0	0	0	0	0	0	0	N/I	N/I	N/I	N/I	
Other financial expenses	13	26	22	692	176	160	19	447	1.672	N/I	N/I	N/I	N/I	
Equity remuneration	0	0	0	45.782	0	0	-4.993	0	1.453	N/I	N/I	N/I	N/I	
Profit for the year	0	0	0	34.909	0	0	-4.993	0	1.453	N/I	N/I	N/I	N/I	
Interest on equity	0	0	0	0	0	0	0	0	0	N/I	N/I	N/I	N/I	
Dividends	0	0	0	10.873	0	0	0	0	0	N/I	N/I	N/I	N/I	

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*Note¹: In 2022, the values for the Brotas de Macaúbas Wind Complex and the Ventos de Santa Eugênia Wind Complex were presented in a unified form.

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ECONOMIC - FINANCIAL

201-1

Added Value Distribution (In thousands of Brazilian Reais)	Ventos de Santa Eugênia Wind Complex										
	Oslo I	Oslo II	Oslo III	Oslo IV	Oslo V	Oslo VI	Oslo VIII	Oslo IX	Oslo X	Serra da Mangabeira	Ventos de Santa Eugênia Wind Complex
	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	2022
Total Added Value Distributed	2.242	6.654	4.959	3.305	2.018	1.077	1.283	3.569	2.108	2.900	1.034
Personnel	105	49	573	135	122	65	58	99	93	165	1.850
Direct remuneration	104	49	186	134	121	64	58	99	92	164	1.096
Benefits	0	0	385	0	0	0	0	0	0	0	671
FGTS (Social Security)	1	0	2	1	1	0	0	0	0	1	83
Taxes, fees and contributions	1.017	1.768	2.120	1.043	954	464	525	807	346	1.205	8.274
Federal	1.017	1.768	2.120	1.043	954	464	525	807	346	1.205	8.274
State	0	0	0	0	0	0	0	0	0	0	0
Municipal	0	0	0	0	0	0	0	0	0	0	0
Remuneration of third-party capital	1.120	4.837	2.266	2.127	943	549	700	2.663	1.669	1.530	1.278
Interest fees	922	4.019	1.980	2.041	859	502	624	2.570	1.610	1.455	304
Rentals	2	2	4	2	3	2	1	3	15	1	1
Earned dividends	0	0	0	0	0	0	0	0	0	0	0
Other financial expenses	196	816	283	83	80	45	74	91	44	75	973
Equity remuneration	0	0	0	0	0	0	0	0	0	0	-10.368
Profit for the year	0	0	0	0	0	0	0	0	0	0	-10.368
Interest on equity	0	0	0	0	0	0	0	0	0	0	0
Dividends	0	0	0	0	0	0	0	0	0	0	455

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

*Note¹: In 2022, the values for the Brotas de Macaúbas Wind Complex and the Ventos de Santa Eugênia Wind Complex were presented in a unified form.

*Note²: The data for the Jerusalem and Boqueirão wind farms are not presented in this report, as their acquisition by Stakraft was completed at the end of December.



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GRI Summary





GRI Summary

MATERIAL THEMES					
STANDARD	CONTENT	DIRECT REFERENCE/RESPONSE	Omission of requirement	Reason	Explanation
GRI 2: General Content 2021	2-1	Organization details	20; 94 - Statkraft Brasil's head office is located at Rod. José Carlos Daux, SC 401, No. 5.500, Saco Grande, Florianópolis, Santa Catarina.		
	2-1	Entities included in the organization's sustainability report	7; 20		
	2-3	Reporting period, frequency and contact point	7		
	2-4	Information reformulations	There were no reformulations.		
	2-5	External verification	There will be no external verification in 2023.		
	2-6	Activities, value chain and other business relationships	14; 22; 26; 28; 41; 75		
	2-7	Employees	47		
	2-8	Workers who are not employees	47		
	2-9	Governance structure and its composition	32;39; 105 - The Board of Directors members do not hold any executive positions in the Company.		
	2-10	Nomination and selection of the highest governance body	32		
	2-11	President of the highest governance body	32; 105 - The Board of Directors members do not hold any executive positions in the Company.		
	2-12	Role played by the highest governance body in supervising the impact management	39; 40		
	2-13	Delegation of responsibility for the impact management	40		
	2-14	Role of the highest governance body in the sustainability report	11		
	2-15	Conflicts of interest	34		
	2-16	Communication of critical concerns	36; 40; 75		



MATERIAL THEMES						
STANDARD	CONTENT	DIRECT REFERENCE/RESPONSE	OMISSION			
			Omission of requirement	Reason	Explanation	
GRI 2: General Content 2021	2-17	Collective knowledge of the highest governance body	39			
	2-18	Assessment of the highest governance body's performance	32			
	2-19	Remuneration policies	32			
	2-20	Process to determine remuneration	32			
	2-21	Proportion of total annual remuneration	96			
	2-22	Declaration about sustainable development strategy	3			
	2-23	Policy commitments	34; 36; 45; 62; 89			
	2-24	Incorporation of policy commitments	34			
	2-25	Processes to repair negative impacts	34; 36; 40			
	2-26	Mechanisms for advising and raising concerns	36			
	2-27	Compliance with laws and regulations	36 - In 2023 there were no significant cases or fines for legal non-compliance.			
	2-28	Memberships	21			
	2-29	Stakeholders engagement approach	21; 26; 45			
	2-30	Collective negotiation agreements	47			
MATERIAL THEMES						
GRI 3: Material Themes - 2021	3-1	Process of defining material themes	11			
	3-2	List of material themes	11			



MATERIAL THEMES						
STANDARD	CONTENT	DIRECT REFERENCE/RESPONSE	OMISSION	Reason	Explanation	Omission of requirement
BIODIVERSITY						
GRI 3: Material Topics 2021	3-3	Management of material topics	82			
GRI 304 - Biodiversity 2016	304-1	Operational units owned, leased or managed within or adjacent to environmental protection areas and areas of high biodiversity value located outside environmental protection areas	82			
	304-2	Significant impacts of activities, products and services on biodiversity	82			
	304-3	Protected or restored habitats	82			
	304-4	Species included in the IUCN Red List and in national conservation lists with habitats in areas affected by the organization's operations	82			
GRI 303 - Water and Effluents 2018	303-1	Water interactions as a shared resource	78			
	303-5	Water consumption	78; 121			
GRI 305 - Emissions 2016	305-1	Direct emissions (Scope 1) of greenhouse gases (GHG)	75; 121			
	305-2	Indirect emissions (Scope 2) of greenhouse gases (GHG) from energy purchases	75; 121			
	305-3	Other indirect emissions (Scope 3) of greenhouse gases (GHG)	75; 121			
GRI 306 - Residues 2020	306-1	Waste generation and significant waste impacts	87			
	306-2	Management of significant waste impacts	87			
	306-3	Waste generated	87; 96; 121			
	306-4	Waste not destined for final disposal	96; 121			
	306-5	Waste destined for final disposal	96; 121			
LOCAL COMMUNITIES						
GRI 3: Material Topics 2021	3-3	Material topics management	45; 62; 63			
GRI 411 - Indigenous peoples' rights 2016	411-1	Violation cases against the indigenous peoples rights	63			



MATERIAL THEMES						
STANDARD	CONTENT		DIRECT REFERENCE/RESPONSE	Omission of requirement	OMISSION	Explanation
				Reason		
GRI 413 - Local Communities 2016	413-1	Operations with engagement, impact assessments and development programs aimed at the local community	60; 63			
	413-2	Operations with significant actual or potential negative impacts on local communities	62; 63			
OPERATIONAL - ECONOMIC - FINANCIAL PERFORMANCE						
GRI 3: Material Topics 2021	3-3	Material topics management	28; 29; 89			
GRI 201 - Economic Performance 2016	201-1	Direct economic value generated and distributed	89; 126 a 10			
	201-3	Defined benefit plan obligations and other retirement plans	47; 97			
	201-4	Financial support received from the government	89			
GRI 203 - Indirect economic impacts 2016	203-1	Investments in infrastructure and support services	63			
	203-2	Significant indirect economic impacts	63			
GRI 207 - Taxes 2019	207-1	Tax approach	89			
	207-2	Governance, control and tax risk management	89			
	207-3	Stakeholder engagement and managing their concerns about taxes.	89			
ETHICS AND INTEGRITY						
GRI 3: Material Topics 2021	3-3	Material topics management	36			
GRI 205 - Fight against Corruption 2016	205-1	Operations assessed for risks related to corruption	36			
	205-2	Communication and training on anti-corruption policies and procedures	36; 41			
	205-3	Confirmed cases of corruption and measures taken	89			
GRI 406 - Non-discrimination 2016	406-1	Discrimination cases and corrective measures taken	Three cases of discrimination were identified. All cases were investigated and dealt with. In one case, the employee who committed the discriminatory act was dismissed from the company.			
GRI 418 - Customer privacy 2016	418-1	Proven complaints about privacy breaches and loss of customer data	36			



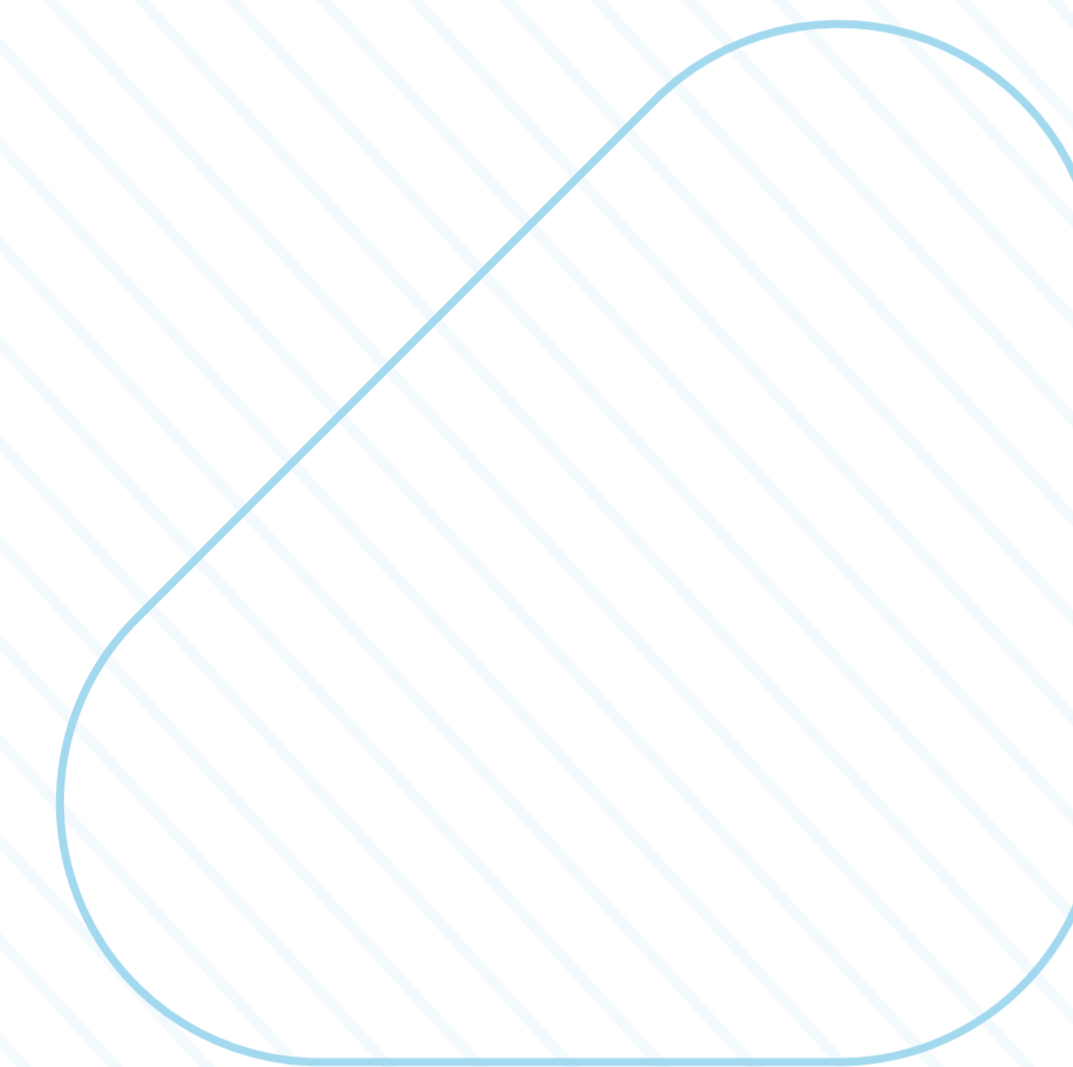
MATERIAL THEMES				
STANDARD	CONTENT	DIRECT REFERENCE/RESPONSE	OMISSION	
			Omission of requirement	Reason Explanation
CORPORATE GOVERNANCE AND RISK MANAGEMENT				
GRI 3: Material Topics 2021	3-3	Material topics management	31; 41; 40	
GRI 204 - Purchasing Practices 2016	204-1	Proportion of expenses with local suppliers	41; 117	
GRI 308 - Environmental Assessment of suppliers 2016	308-1	New suppliers selected based on environmental criteria	41	
GRI 405 - Diversity and Equality of Opportunity 2016	405-1	Diversity of governance bodies and employees	32; 47; 109	
GRI 407 - Union Freedom and Collective Negotiation 2016	407-1	Operations and suppliers where the right to union freedom and collective negotiations may be at risk	41 - No risks were identified in Brazil's operations and suppliers	
GRI 408 - Child labor 2016	408-1	Operations and suppliers with a significant risk of child labor cases	41	
GRI 409 - Forced or slave like labor 2016	409-1	Operations and suppliers with a significant risk of cases of forced or slavelike labor	41	
GRI 414 - Supplier Social Assessment 2016	414-1	New suppliers selected based on social criteria	41	
HEALTH, SAFETY AND WELLBEING AT WORK				
GRI 3: Material Topics 2021	3-3	Material topics management	47; 56	
GRI 401 - Employment 2016	401-1	New hirings and employee turnover	47	
	401-2	Benefits offered to full-time employees that are not offered to temporary or part-time employees	47	
	401-3	Maternity/paternity leave	47	



MATERIAL THEMES					
STANDARD	CONTENT		DIRECT REFERENCE/RESPONSE	Omission of requirement	OMISSION
				Reason	Explanation
GRI 403 - Occupational Health and Safety 2016	403-1	Occupational health and safety management system	39; 56		
	403-2	Hazard identification, risk assessment and incident investigation	36; 56		
	403-3	Occupational health services	56		
	403-4	Worker participation, consultation and communication with workers regarding health and safety at work	56		
	403-5	Occupational health and safety training for workers	56		
	403-6	Promoting employee health	56		
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relations	56		
	403-8	Workers covered by an occupational health and safety management system	40; 56		
	403-9	Accidents at work	56; 100; 115		
	403-10	Occupational illnesses	56; 115		
GRI 404 - Training and Education 2016	404-1	Average hours of training per year, per employee	47		
	404-2	Programs for improving employee skills and career transition assistance	47 - We don't have any specific program developed in this regard.		
	404-3	Percentage of employees receiving regular performance and career development reviews	47		



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LAYOUT AND GRAPHIC PROJECT

Lacomunica Agency

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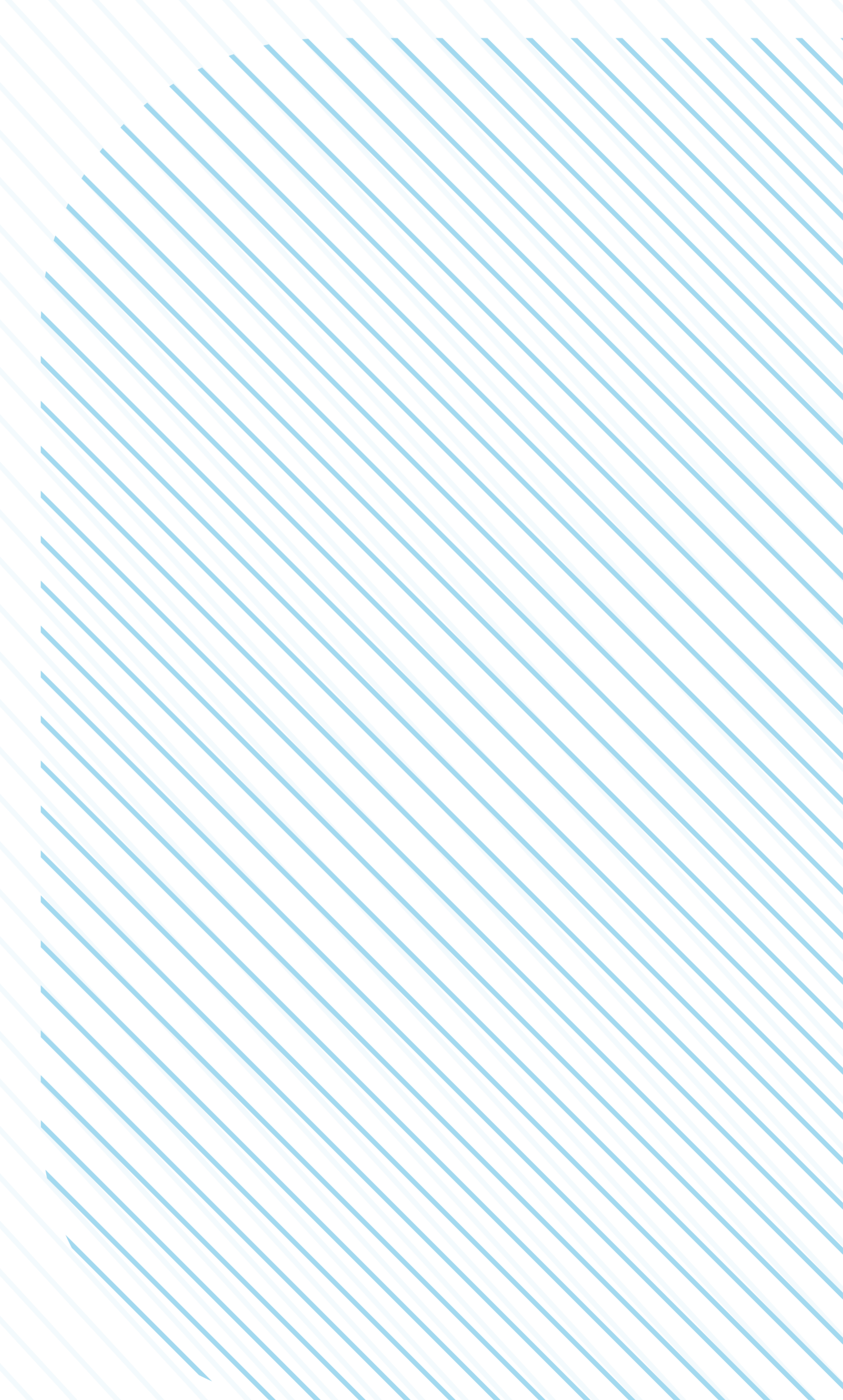
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COMPOSITION AND GRI CONTENT

Aura Socioambiental

PHOTOS

Stakraft image bank and
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Statkraft

