


A low-angle, close-up photograph of a wind turbine's blade and nacelle against a clear blue sky. The sun is visible on the right side, creating a bright lens flare and illuminating the scene. The blade is white with a red stripe near the hub.

# ***Sustainability Report***

**2024**



# Summary

 Click on the topics to go straight to the content.

<i>Introduction</i>	<i>Statkraft Brazil</i>
<i>Renewing the energy that drives the world</i>	<i>Environmental: we make a difference</i>
<i>Social: we grow together</i>	<i>Governance: we act responsibly</i>
<i>Indicators Booklet</i>	<i>GRI Content Summary</i>





# 1. *Introduction*

- Welcome to the reader
- Message of the CEO
- Highlights of the year







# 1.1 Welcome to the reader

## GRI 2-3

This is Statkraft Brazil's sustainability report. This publication lists and describes the main initiatives concerning sustainability and Statkraft Brazil's results in the period between January 1 and December 31, 2024. The document, which is in its fourth edition, was prepared based on the guidelines of the Global Reporting Initiative (GRI) – an international reference in reporting. It includes the topics mapped in the new materiality matrix, which is part of Statkraft's Global Sustainability Strategy.

For the construction of the matrix, the double materiality methodology was used, which considered the most relevant aspects from the point of view of positive and negative impacts on the environment, the economy, and people, in addition to the financial risks and opportunities for the business. This work led to the identification of the following key topics: biodiversity and ecosystems, climate, resource use and circular economy, communities, direct employees, workers within the supply chain, and business conduct. *(learn more on page 27)*.

The 2024 Report portrays the evolution of Statkraft Brazil throughout the year, its challenges, and main future perspectives. It also presents an overview of the macroeconomic scenario, our business strategy, operational, economic and financial results and the company's environmental, social and governance initiatives. Finally, it has an Indicators Booklet., making it easier to consult and find the information.

We wish you all good reading!



**For questions, suggestions or more information, please contact us by email [socioambiental@statkraft.com](mailto:socioambiental@statkraft.com).**





# 1.2 Message of the CEO

## GRI 2-22

In 2024, Stakraft Brazil consistently expanded its presence in the renewable energy sector and became one of the 10 largest wind energy generators in the country. In a scenario marked by macroeconomic uncertainties and high volatility, we expanded our portfolio, integrated new assets, and delivered results that reinforce the solidity of our strategy.

By leveraging a data-driven approach and a strategic vision for the medium and long term, we expedited project development and enhanced our installed infrastructure. The launch of the Seabra Repowering project — which provides for the installation of the largest onshore wind turbine in the country — is a milestone in this trajectory. Featuring a 172-meter rotor, enhanced wind-capturing efficiency, and significant performance improvements, this initiative strengthens our commitment to competitiveness and technological advancement.

Operational performance reflected this movement. We increased net revenue, transaction volume, and the number of contracts in the free energy market—clear evidence of the trust our customers and partners place in us.

We keep getting stronger and using technology to our advantage. The creation of the Integrated Operations Center — focused on remote monitoring, predictive analytics and lifecycle management of our portfolio — expands our responsiveness and improves real-time asset management.

People are the basis of our strategy. With a team of 341 employees, the continuity and success of our projects rely directly on the talent and commitment of those who support us daily.



**Stakraft Brazil consistently expanded its presence in the renewable energy sector and became one of the 10 largest wind energy generators in the country.**





The integration of the Enerfín team reinforces this principle, with 82% of professionals choosing to remain at Statkraft—demonstrating a culture built on trust, engagement, and shared purpose. We continuously invest in training, safety, and inclusion. We foster an environment that embraces diversity, values performance, and inspires each individual to excel.

Our commitment to sustainable development is a structuring part of our actions. In 2024, we allocated more than R\$ 15 million to environmental actions and R\$ 2.6 million to social initiatives. We grew together in the regions where we operate, with responsibility and partnership. Our professional training and environmental education programs strengthen the resilience of communities, expand opportunities and promote a more balanced regional development. In the environmental field, we prioritize the preservation of natural resources, the protection of biodiversity, and the adoption of sustainable practices at all stages of our projects.

The Green Transition Scenarios study, developed by Statkraft with contributions from over 50 experts, highlights that solar and wind power generation could increase fourfold by 2030. It is based on this scenario that we continue to move forward. Statkraft Brazil is prepared to contribute to this movement, with discipline, ambition and strategic vision.

As I assume the role of CEO in 2025, I reaffirm our commitment to the future. We will continue to renew the energy that drives the world, guided by responsibility, operational excellence, and real impact. This report highlights the results of a year marked by key deliveries and strategic decisions. More than just numbers, it embodies the convergence of vision, execution, and transformation.

I invite you to learn about the details of what we built in 2024 — and what we are prepared to build from now on.

Good reading!



**Thiago Tomazzoli**  
CEO – Statkraft Brazil





# 1.3 Highlights of the year



Increase of **74.6%** in the installed capacity of Statkraft Brazil with the acquisition of three wind complexes and a solar plant (under construction) from Enerfín do Brasil and a Wind Complex from EDP Renováveis.

Inauguration of the **Santa Eugênia** (518.70 MW) and **Morro do Cruzeiro** (79.80 MW) complexes.



Stakraft invested more than **R\$ 15 million** in environmental actions in 2024.

In 2024, **680 people** from the educational community (students and teachers) were benefited from environmental education campaigns.



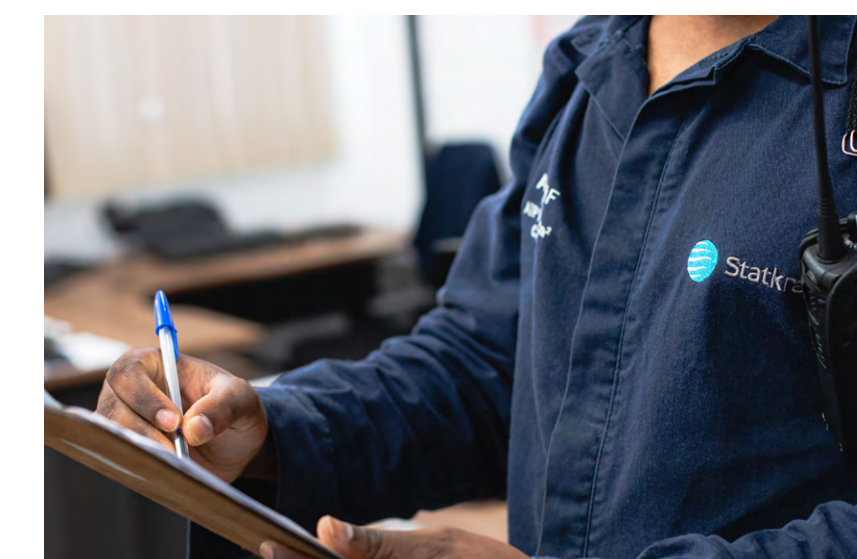
About **10 thousand people<sup>1</sup>** benefited from social projects and actions in 2024, with investments totaling over **R\$ 2 million**.



An increase of **73%** in the volume of electricity transacted compared to 2023.

**15 GWh of energy** were sold, of which 1,458 GWh went to the regulated market and **more than 14 GWh** to the free energy market (ACL).

Approximately **6 GWh of net power generation** by Statkraft's plants.



Increase of **62%** in the number of contracts with customers, highlighting portfolio growth.

<sup>1</sup> The count considers participants per project, and if the same person participates in more than one project, they are counted again.





# *Stakraft Brazil*

## *2-22*



- Stakraft worldwide
- Who we are
- Vision, values, and principles
- Timeline: Stakraft's journey in Brazil





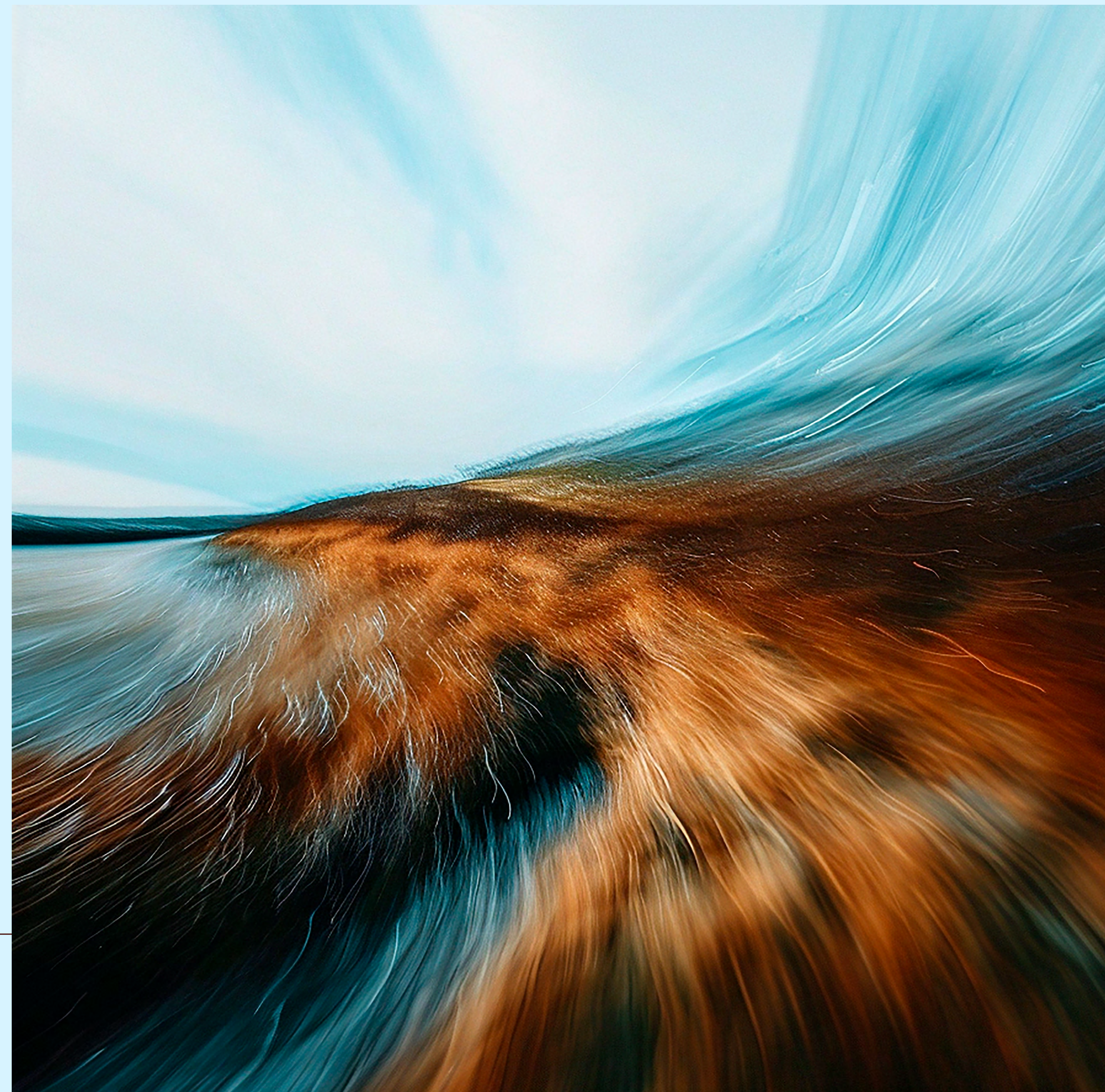
## 2.1 *Statkraft worldwide*

The Statkraft Group is one of the leading players of transformation in the global energy sector, a leader in hydropower internationally and the largest generator of renewable energy in Europe. With almost 130 years of history, it is present in more than 20 countries, and operates focused on the production of hydroelectric, wind, solar and gas energy, as well as energy trading and urban heating supply.

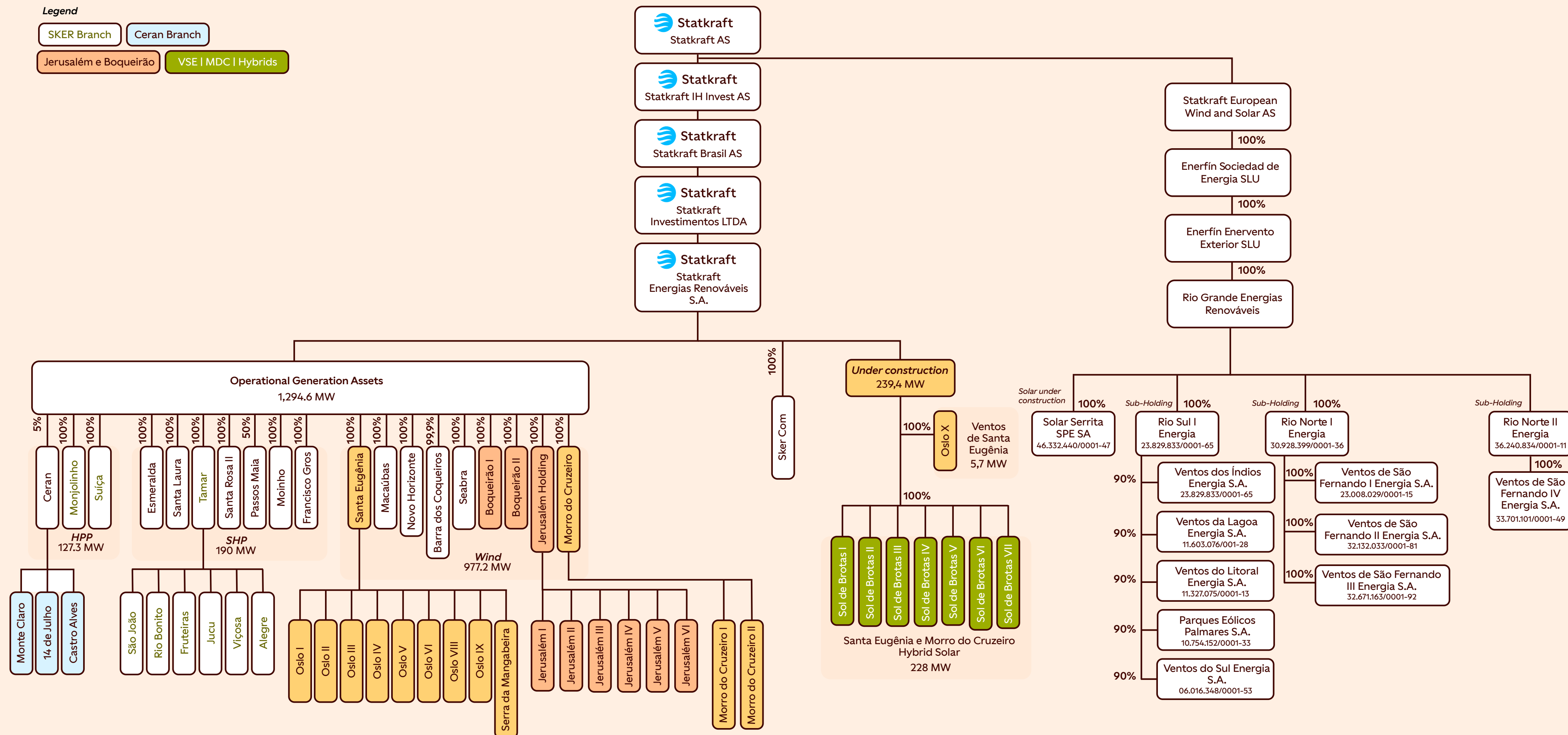
Statkraft combines tradition with energy diversity and innovation, offering efficient and sustainable solutions. Its strategy is based on the growing demand for clean energy, adapting to dynamic energy systems, and innovating to meet the challenges of energy transition, creating value to societies and markets around the world.

With approximately 7 thousand employees around the world, the company consolidated its position as a global reference in the sector, ensuring stable operations and expressive returns even in the face of geopolitical challenges and extreme weather events.

**Statkraft combines tradition with energy diversity and innovation, offering efficient and sustainable solutions.**











## 2.2 Who we are

With a diversified portfolio of assets and a strong commitment to sustainability, Statkraft Brazil invests in its strategic growth to provide clean and efficient energy solutions to its customers, aligned to the Group's positioning. In Brazil, it began its activities in 2008 with the establishment of its first office.

In 2011, it started trading energy, through its trading company. In 2012, it expanded its activities to the generation of renewable energy, when it acquired stakes of some assets, but still without their operational control. In 2015, it acquired 100% of Desenvix's assets, effectively assuming operational control of the plants.

The company currently operates 22 renewable assets across Bahia, Sergipe, Espírito Santo, Rio de Janeiro, Santa Catarina, Rio Grande do Sul, and, most recently, Rio Grande do Norte. Its headquarters are based in Florianópolis (SC), with two additional commercial offices in Rio de Janeiro (RJ) and São Paulo (SP). Additionally, three power plants are under construction—two in Bahia and one in Pernambuco.

Statkraft Brazil's renewable energy generation matrix includes hydro, solar and wind sources, with the following operating assets:

Finally, Statkraft Brazil owns three hydroelectric power plants (HPPs) with a minority interest and installed capacity of 6.4 MW, equivalent to our stake.

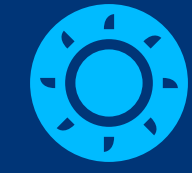
*8 wind farms or complexes in operation, including:*

**12**  
Small Hydroelectric Power Plants (SHPs)  
totaling 202.5 MW of installed power.

**2**  
Hydroelectric Power Plants (HPPs)  
with a total capacity of 109.3 MW, 100% controlled by Statkraft.

<i>Barra dos Coqueiros Wind Farm (34.5 MW)</i>	<i>Brotas de Macaúbas Wind Complex (95.2 MW)</i>
<i>Ventos de Santa Eugênia Wind Complex (518.7 MW)</i>	<i>Morro do Cruzeiro Wind Complex (79.8 MW)</i>
<i>Ventos de São Fernando Wind Complex (256.42 MW)</i>	<i>Osório Wind Complex (317.9 MW)</i>
<i>Jerusalem and Boqueirão Wind Complex (260.40 MW)</i>	<i>Palmares Wind Farm (57.5 MW)</i>

*In addition to these, the following assets under construction:*

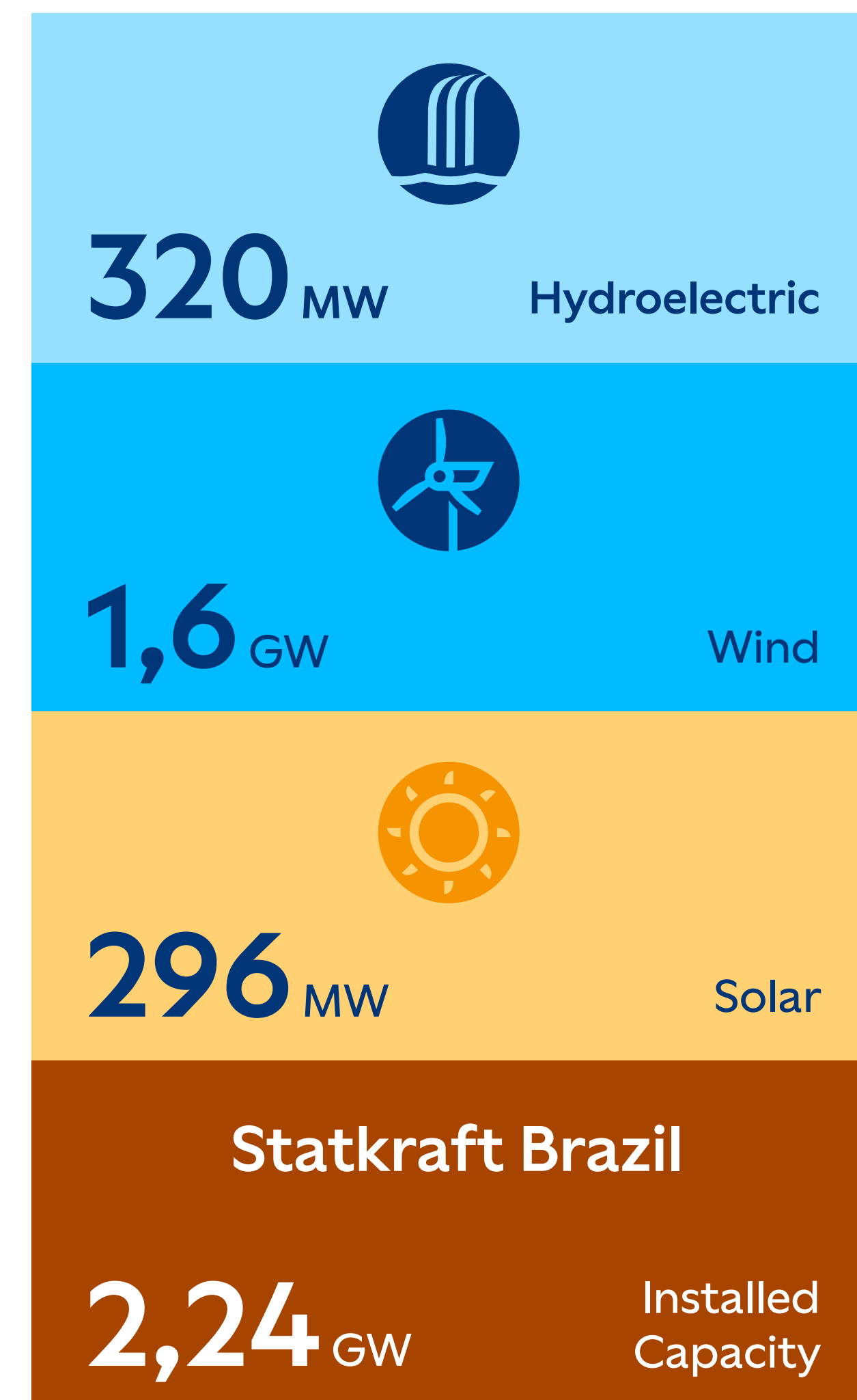
<b>3</b>  solar projects under construction, totaling 299.3 MW of installed capacity:
<i>Morro do Cruzeiro Solar Plant (76,1 MW)</i>
<i>Santa Eugenia Solar Plant (163,2 MW)</i>
<i>Serrita Solar Plant (60 MW)</i>



# Our assets



\*Suíça (35,3 MW), São João (25 MW), Rio Bonito (22,5 MW), Fruteiras (8,7 MW), Jucu (4,8 MW), Viçosa (4,5 MW), Alegre (2 MW), and Francisco Gros (29 MW)







In total, 341 professionals work at Statkraft Brazil, 114 women and 227 men. Most of them, 92.7% (316 professionals), work full-time, with an indefinite term contract.

Statkraft Brazil also operates with the generation and commercialization of electricity in Brazil, facilitating the financing of renewable energy and offering customized energy solutions to customers of different sizes and segments.

**341**

professionals  
work at  
Statkraft Brazil

**114** women  
**227** men

**92,7%**  
(316 professionals)

work full-time, with an  
indefinite term contract.





**With the inauguration of the Ventos de Santa Eugênia and Morro do Cruzeiro wind complexes in Bahia, and the acquisition of new assets, we expanded our installed capacity from 450 MW to 2.2 GW.**



## *Acquisitions and growth in 2024*

The year 2024 was marked by strategic advances for Statkraft in Brazil. The company expanded its installed capacity, consolidated new acquisitions and invested in complementary technologies through the construction of hybrid solar parks, which reflected the company's growth.

A key milestone is the successful completion of the acquisition of Enerfín, a renewable energy subsidiary of the Spanish company Elecnor. This acquisition brings nine wind farms to Brazil, spread across the states of Rio Grande do Sul and Rio Grande do Norte, along with a solar park currently under construction in Pernambuco. The transaction adds 632 MW of energy to the portfolio. The integration of the Jerusalem and Boqueirão wind farms in Rio Grande do Norte – recently acquired from EDP Renováveis – was another key milestone. Together, these assets contribute 260 MW of installed capacity.

In early 2024, the company celebrated the inauguration of the Santa Eugênia Complex in Bahia. The addition of new wind farms expanded its installed capacity from 710 MW to 1,229 MW. The complex spans 14 parks, equipped with 91 wind

turbines of 5.7 MW each. With a generation capacity of 2,300 GWh per year, it can meet the energy demands of 1.17 million homes.

Also in Bahia, Statkraft inaugurated the Morro do Cruzeiro Complex, expanding the Brotas de Macaúbas Wind Complex with additional wind farms. Composed of 14 turbines and 79.8 MW of installed capacity, the project has the potential to supply 190 thousand homes.

During 2024, the company advanced in the implementation of hybrid projects, combining wind energy from the recently opened parks of Santa Eugenia and Morro do Cruzeiro with solar technologies, investing in diversifying and enhancing the generation of renewable energy in Bahia.

With these initiatives, Statkraft has surpassed 2.2 GW of installed capacity in Brazil, consolidating itself as one of the main generators of renewable energy in the country. This growth strengthens the national electricity infrastructure and drives the transition to a cleaner matrix, generating a positive impact on the local economy.





## 2.3 Vision, values, and principles

### Our Vision

Renew the energy that drives the world.

### Our Values

**We act responsibly:** through care and empowerment. We are thoughtful and aware of how our action impacts our colleagues, customers, society, and the environment.

**We grow together:** through our team spirit, learning from successes and failures. We are Statkraft. With our expertise, we recognize the value of diversity and learn at all times.

**We make a difference:** through our innovative look to find the best paths towards development and adding value. We take on challenges, focus on what matters, and deliver solutions that drive positive change in the world.

### Our Principles

- Respect for people
- Acting responsibly and ethically
- Respect and concern for the environment and future generations
- Open and transparent communication
- Constant development of professionals
- Celebration of achievements

**“We grow together in the regions where we operate, with responsibility and partnership.”**

**Thiago Tomazzoli**  
CEO – Statkraft Brazil

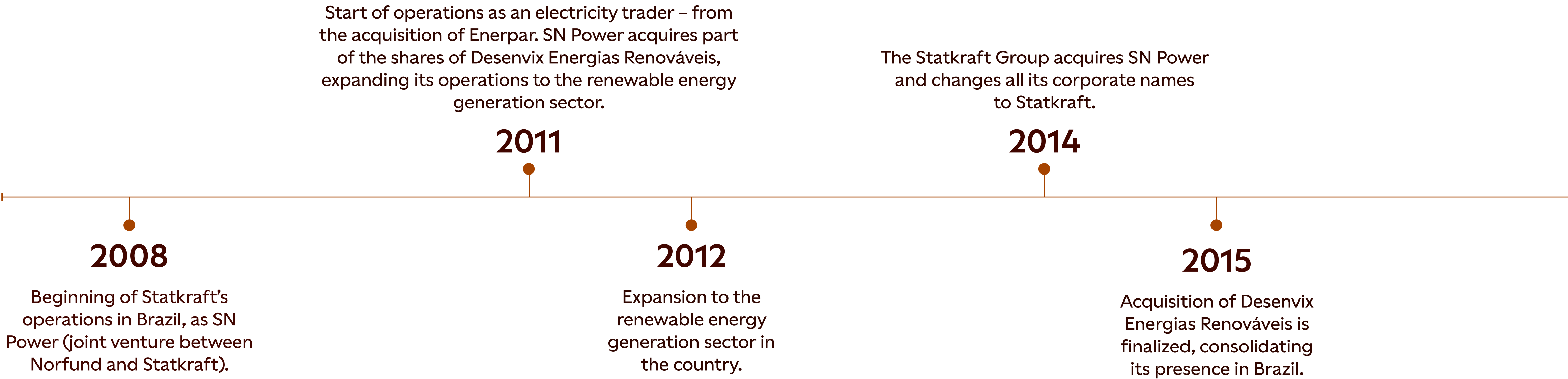
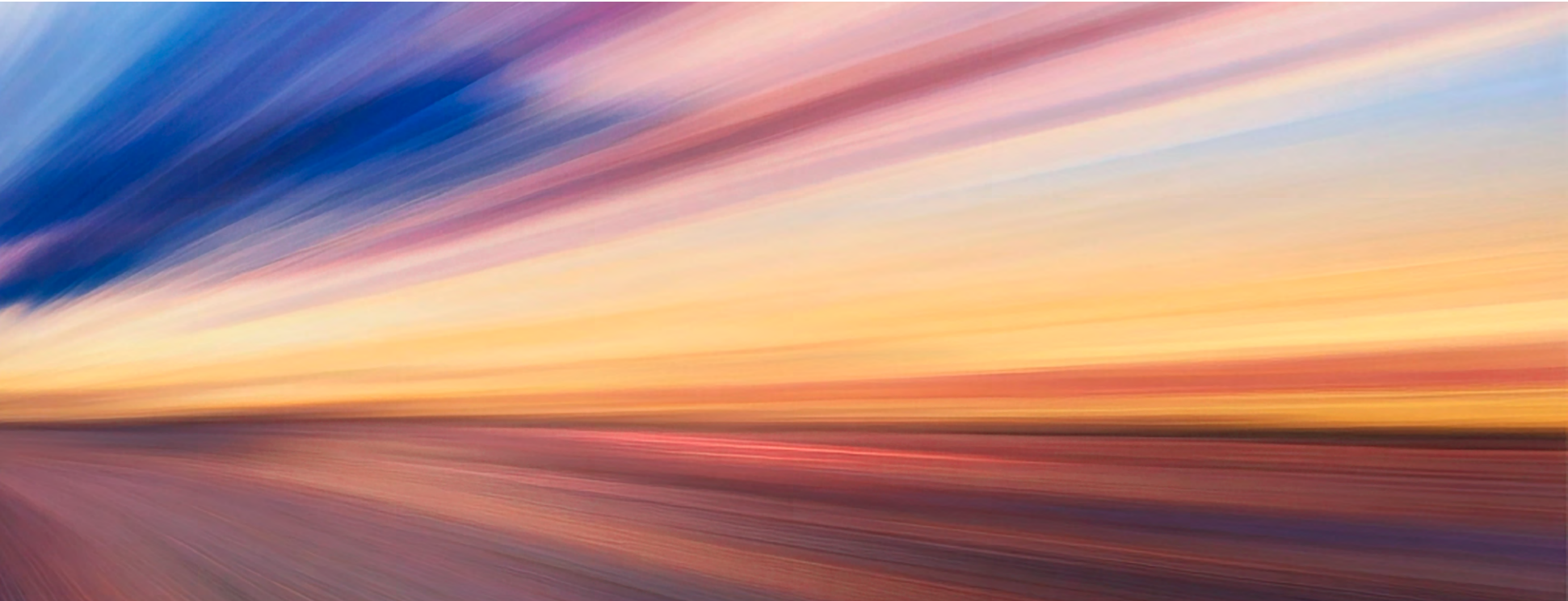






# 2.4 Timeline: Statkraft’s journey in Brazil

Learn about the main milestones in Statkraft Brazil’s journey, reinforcing its commitment to sustainable development and the generation of clean energy in the country.







Statkraft began its journey in Brazil in 2008 and, since then, has been working with clean energy generation in the country.



Start of construction of the Ventos de Santa Eugênia Wind Complex, in Bahia.

2021

Inauguration of the Ventos de Santa Eugênia Wind Complex and the Morro do Cruzeiro Wind Complex, both in Bahia. Completion of the acquisition of Enerfín, adding nine operating farms to the portfolio, in Rio Grande do Sul and Rio Grande do Norte, and a solar park under construction in Pernambuco. Expansion of investments in hybrid projects.

2024

2018

Expansion of the portfolio with the acquisition of new hydroelectric generation assets in the state of Espírito Santo.

2023

Expansion of the asset portfolio through the acquisition of two wind projects in Rio Grande do Norte. The construction of the Morro do Cruzeiro Wind Complex begins. Statkraft now holds 100% of the shares of the Brazilian subsidiary Statkraft Energias Renováveis S.A. in Brazil (Sker), of which 18.69% previously belonged to Fundação dos Economistas Federais (Funcfe).

*Growth in the free energy market.*





# *3. Renewing the energy that drives the world*

- Stronger and more resilient energy sector
- Economic and operational performance
- Research, development and innovation
- Commitment to sustainability





# 3.1 Stronger and more resilient energy

## GRI 2-3

The macroeconomic scenario of 2024 brought opportunities and challenges for our performance in the energy sector.

During the first quarter of the year, there was a 5% increase in energy consumption in the country when compared to the same period in 2023. Considering the total consumption, 38% was obtained through the free energy market.

Statkraft in Brazil holds a very competitive position due to its expertise and ability to identify and customize opportunities for clients from a market-centric approach.

The regulatory landscape has undergone significant changes, presenting challenges for the electricity sector. The discontinuation of incentivized energy benefits and the constrained-off impact, which primarily affected wind farms in the

Northeast, have been key. In December 2024, regulations were approved for partial reimbursement of constrained-off costs for wind farms, though discussions regarding full compensation remain ongoing.

The publication of Aneel's Normative Resolution No. 1,098/2024, which updated rules for distributed generation, accelerated the decentralization of energy generation and brought new stimuli to the market, increasing the dynamics of commercialization.

Faced with this scenario, we reinforced our risk mitigation strategies, optimized our investments and remain attentive to market transformations, ensuring that our decisions are sustainable and aligned with long-term growth.



## Action strategy

In view of the Brazilian regulatory scenario, our operating strategy has been strengthened with a strong focus on the development of hybrid projects, which combine different sources of renewable energy generation to ensure greater flexibility, efficiency, resilience, and competitiveness.

In addition to ensuring greater operational safety, hybrid projects make it possible to expand generation in areas already used by other technologies, promoting a more stable and efficient model. By integrating complementary technologies, energy supply remains more stable throughout the day and across seasons, allowing for improved generation forecasting and optimized management.

With this approach, Statkraft Brazil ensures growth in line with industry best practices and market demands, reinforcing our resilience in a dynamic and challenging environment.





# 3.2 Economic and operational performance

In 2024, Statkraft Brazil consolidated its operations in the electricity sector, expanding its installed capacity and improving its operational efficiency. The company maintained its commitment to sound financial management, directing strategic investments that boost its competitiveness and strengthen its presence in the renewable energy market.

This growth had a direct impact on the company’s economic and financial performance, driven by the expansion of generation capacity from 450 MW to more than 2.2 GW.

This significant advance was the result of the implementation of improved strategic planning in 2023, which consolidated the integration of the acquired assets and new projects into the operational portfolio.

As the portfolio was integrated throughout the year, the company encountered challenges such as rising data volumes and contract diversity, which made it essential to improve the modernization of internal controls and process automation.

In addition to internal challenges, external factors also influenced our performance. Our net revenue (considering energy generation and trading) was around R\$ 3.3 billion, while the Ebitda margin was 16.3%.

We continue to strengthen our financial structure and consolidate our growth strategy. We remain focused on the operational efficiency and resilience of our model ensuring a sustainable and competitive economic and financial performance in the long term.



ITEMS	CONSOLIDATED (KBRL) *
Net Revenue 2024	3,342,257
2024 Ebitda	543,214
2024 Adjusted Ebitda	744,797
2024 Ebitda Margin	16.3%
2024 Adjusted Ebitda Margin	22.3%

\* Includes the Statkraft Energias Renováveis S.A., the Statkraft Energia do Brasil Ltda, and the Rio Grande Energias Renováveis Ltda.





# Operational highlights

Among the operational highlights, we expanded our power generation portfolio through the acquisition of wind and solar assets, including Enerfín's development portfolio, finalized in 2024. The start-up of new wind farms has strengthened the company's ability to meet the growing demand for renewable energy. Notably, net energy generation reached 6,065 GWh, with 4,487 GWh (74%) sourced from wind power and 1,578 GWh (26%) from hydro sources.

Energy commercialization also registered significant growth, with a 73% increase in energy volume transacted compared to the previous year. The company stands out for its flexibility in negotiating long-term contracts, ensuring financial predictability and stability especially in the free energy market, in which the volume of transactions grew significantly in 2024.

This growth underscores the rising consumer demand for certified renewable energy, solidifying Statkraft as a key supplier to industrial and commercial sectors. The customer portfolio expanded by 62% over the previous year, encompassing strategic industries such as steel, food, and chemicals, alongside new partnerships in the free energy market.

**Energy commercialization registered a significant growth, with a 73% increase in the volume of electricity traded compared to the previous year.**







## 3.3 Research, development, and innovation

Innovation is a strategic pillar of our operations, driving efficiency, competitiveness, and sustainability. We constantly seek to optimize energy generation and improve the use of resources, ensuring growth in line with the transition to a cleaner and renewable matrix.

Our investments in research and innovation have a clear purpose: to improve asset performance, reduce operational costs and strengthen our ability to adapt in a dynamic market and challenges related to the energy transition.

By using data analysis, predictive maintenance, and optimization of resources – such as wind and water – we advance on operational reliability and long-term value creation.

Beyond operational efficiency, we explore new technologies and solutions aligned with sector transformations. Projects integrating digitalization, data intelligence, and process modernization drive this movement, ensuring innovation is embedded in every aspect of our business.

Partnerships are also a way to keep up to date from a technological point of view. That's why we cultivate close relationships with our suppliers, anticipating changes and ensuring that our projects integrate efficient solutions based on our sustainability commitments.

**Innovation is a strategic pillar of our operations, driving efficiency, competitiveness, and sustainability.**

We have also adopted new technologies in the works, strengthening our management and monitoring capacity. In 2024, we implemented drone inspections to improve the supervision of the works, reducing the need for manual inspections and expanding accuracy in data analysis. Moreover, we developed intelligent reports for project monitoring, allowing for more agile control of deadlines and costs.

To enhance office efficiency, we advanced in automation by leveraging robots to optimize internal processes. Additionally, we invested in employee training to develop digital solutions that streamline workflow and improve productivity.







## Seabra Repowering

In 2024, we started the construction of our pilot project: to modernize and repower our assets with the Seabra Partial Repowering project, which aims to optimize efficiency at the Brotas de Macaúbas Wind Complex, in Bahia. The initiative involved replacing Alstom Eci-86 turbines with state-of-the-art wind turbine technology. This upgrade was carried out in partnership with WEG, a globally recognized company active in renewable energy.

The new AGW172/7.0 MW wind turbine represents a technological leap. With 172-meter rotor and greater generation capacity, the solution will allow better use of the winds, reducing operational costs and increasing the reliability of renewable generation.

In 2024, we completed the construction of the civil part and assembly of the wind turbine parts. The commissioning and commercial operation of the wind turbine is set to begin in the first half of 2025.

Our commitment to local development is also included in the project. We started hiring regional labor and promoted technical training, expanding professional qualification in the community.



## Performance Center Expansion

In 2024, we integrated the System Operations Center (SOC) with the Performance Center (CP), creating the Integrated Operations Center (IOC). This initiative improved the synergy between real-time operation and performance analysis of wind, solar and hydro assets, resulting in greater efficiency and better equipment availability.

The creation of the IOC is innovative in the electricity sector, uniting operations, performance and remote safety, representing a competitive advantage. We use advanced tools for monitoring and data analysis, predicting failures and optimizing the performance of the plants.

With the IOC, we reaffirm our commitment to safety, innovation, and operational efficiency, setting a new standard for integrated operations management and ensuring a safer and more productive future for power generation.





## 3.4 Commitment to sustainability

Sustainability is at the core of our business strategy and defines the way we grow and generate value for society. The Sustainability Strategy is part of the company's corporate strategy, with dedicated governance aligned with Statkraft's global ambitions for 2030 and 2040. The matrix model adopted in the company ensures that environmental and social aspects are considered and integrated from the beginning of the projects, connecting teams specialized in sustainability – social and environmental – to all phases of the projects. This means that our initiatives are shaped by environmental, social, economic, and governance criteria from conception to operation.

This strategy is based on the United Nations (UN) Sustainable Development Goals (SDGs), which guide our initiatives for responsible and long-term growth. Our strategy is structured on four priority fronts: climate, biodiversity, circular economy, and fair transition. Every one of these areas has a defined action plan, with concrete goals to be achieved.

**Sustainability is at the core of our business strategy and defines the way we grow and generate value for society.**







## ODS e Agenda 2030

Statkraft Brazil joins global and local efforts to build a more sustainable world. For this purpose, we act following the Global Compact and the ODS SC Movement.

Moreover, Statkraft's operations are conducted in alignment with the United Nations (UN) Sustainable Development Goals (SDGs), in a three-tier approach: as part of the global commitment, in the core business and in the way we work.

Statkraft maintains a business commitment to climate issues, highlighting its contribution to SDG 13 (Action Against Global Climate Change) and SDG 7 (Affordable and Clean Energy), the main corporate activity, expanding the generation of renewable energy and implementing solutions aimed at decarbonization and Net Zero. The company complies with all environmental licensing guidelines and promotes mitigation actions on environmental risks, recovery of degraded areas, and climate resilience. It adopts a sustainable management and production model, aligned with SDG 12 (Responsible Consumption and Production) and SDG 15 (Life on Land), focusing on efficiency in the use of natural resources, waste management and circularity, as well as the conservation of biodiversity.

**Statkraft Brazil performs social and economical development actions in local communities, such as professional training, income generation, and education.**

Committed to a fair transition, Statkraft promotes safe and fair working conditions (SDG 8), with the strengthening of governance, transparency, and compliance. It also reinforces the commitment to gender equity, diversity, and inclusion (SDG 5).

Statkraft Brazil, recognizing the country's challenges and its social responsibility, also acts for the social and economic development of local communities, with professional training, income generation, and education. (SDG 1 and SDG 4).







# Statkraft’s Sustainability Strategy and relationship with the SDGs

AREA	GOALS AND COMMITMENTS	SDGS
Climate	Developing a net-zero value chain	<div><div>7 ENERGIA LIMPA E ACESSÍVEL </div><div>13 AÇÃO CONTRA A MUDANÇA GLOBAL DO CLIMA </div></div>
Biodiversity	Growing within planetary boundaries	<div><div>12 CONSUMO E PRODUÇÃO RESPONSÁVEIS </div><div>15 VIDA TERRESTRE </div></div>
Circular Economy	Leveraging the principles of the circular economy	<div><div>12 CONSUMO E PRODUÇÃO RESPONSÁVEIS </div><div>15 VIDA TERRESTRE </div></div>
Fair Transition	Manage potential impacts on people	<div><div>1 ERRADICAÇÃO DA POBREZA </div><div>4 EDUCAÇÃO DE QUALIDADE </div><div>5 IGUALDADE DE GÊNERO </div><div>8 TRABALHO DECENTE E CRESCIMENTO ECONÔMICO </div><div>16 PAZ, JUSTIÇA E INSTITUIÇÕES EFICAZES </div></div>
For more information, access the sustainability strategy.		





# Materiality

## GRI 3-1, 3-2

In 2024, Statkraft’s materiality matrix was revised globally to reflect the company’s current challenges and priorities, as well as stakeholders’ perceptions and expectations about Statkraft. The matrix update followed the double materiality approach, considering both the impacts on the environment and society and the financial risks and opportunities associated with these topics.

The process consisted of three stages. The process began with the mapping and description of the value chain, followed by the identification of impacts, risks and opportunities, and relevant topics were selected in accordance with the European Sustainability Reporting Standards (ESRS). Next, the evaluation of impact, risk and opportunity based on interviews and analysis of the information collected. During the third stage, the materiality limits and final material topics were established. The process was validated and approved by leaders of the material topics and representatives of the business units. It also involved several consultation mechanisms such as interviews, workshops, validation meetings and bilateral discussions. This comprehensive approach ensures that key sustainability-

related topics are prioritized and integrated into the company’s strategy and risk management.

In the evaluation stage, the impacts, risks, and opportunities (IROs) were measured through a severity matrix, generating the main material topics for the company.

Compared to the previous list, the topics of “Biodiversity” and “Local Communities” remained among the material themes in both versions of the study.

The topic “Health, Safety and Well-being at Work”, considered material in 2021, is contained in the themes “Our workers” and “Workers in the supply chain”. “Ethics and Integrity” and “Corporate Governance and Risk Management” are included in the topic “Business Conduct”.

The main change was the inclusion of the topics “Climate” and “Use of Resources and Circular Economy”, and the deprioritization of the theme of “Operational - Economic - Financial Performance” compared to materiality used in 2023 Statkraft Brazil’s sustainability report.

### STATKRAFT’S MAIN MATERIAL TOPICS

- Biodiversity and ecosystems
- Climate
- Resource use and circular economy
- Communities
- Workers (ours)
- Workers (supply chain)
- Business conduct





# *4. Environmental: we make a difference*

- Climate
- Biodiversity and Ecosystems
- Resource use and circular economy







# 4.1 Climate

## GRI 3-3, 201-2

Climate change is a reality all over the planet and is among the main themes in business strategies and environmental, social, and governance trends. Thus, understanding and anticipating possible scenarios, preventing and mitigating risks, seeking effective solutions, become a priority. According to the United Nations Country Team in Brazil, the energy sector, a major global emitter of GHGs due to fossil fuels, needs to reduce emissions by 42% by 2030 and 57% by 2035, in the next round of Nationally Determined Contributions (NDCs) (Source: [www.brasil.un.org](http://www.brasil.un.org)).<sup>2</sup>

In this scenario, the expansion of clean sources is essential to limit global warming and reinforce Brazil's role as a protagonist in the process of decarbonizing the economy. Stakraft has set the goal of achieving net-zero emissions by 2040, following the commitments of the Paris Agreement and the Sustainable Development Goals (SDGs). To achieve these goals, the company conducts an inventory of GHG emissions, monitoring its carbon footprint and identifying opportunities to reduce emissions.

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<sup>2</sup> Source: [www.brasil.un.org](http://www.brasil.un.org)

**In this scenario, the expansion of clean sources is essential to limit global warming and reinforce Brazil's role as a protagonist in the process of decarbonizing the economy.**





In 2024, the company avoided the emission of 330.535,15 tCO<sub>2</sub>eq, by supplying 6.064.865,20 MWh of renewable energy to the National Interconnected System (SIN). This action contributes to reducing dependence on fossil sources and mitigating environmental impacts.

Still on the topic of Climate, in order to deepen the understanding of the possible impacts of climate change on Statkraft's assets, a global working group on climate change was created internally. It is composed of experts in sustainability and representatives of the business areas, including the social and environmental teams of Statkraft Brazil. This group developed an internal tool to map climate risks, focusing on physical risks that can affect performance or damage assets, aligned with the European Taxonomy. The analysis was carried out for Statkraft Brazil's assets,

grouped by geographic location and technology (solar, wind, hydro). Using the Climate Impact Explorer tool, medium and long-term scenarios and different levels of global warming were evaluated, identifying material risks for each group of assets.

After identifying the risks, workshops were held with the technical areas involved in the operation of the assets, such as Dam Engineering and Safety. The analysis indicated that current monitoring activities help predict the confirmation of climate scenarios and, if necessary, measures for adaptation and mitigation, such as structural reinforcement, will be implemented. The adoption of this practice and technology is particularly significant in Brazil, given the country's climatic influences, which vary according to the dynamics of geographic locations.

The main material risks to water assets include changes in precipitation patterns, floods and landslides, which can affect power generation and infrastructure. To wind assets, the risks involve changes in wind patterns, soil erosion, sea level rise, and storms. Concerning solar assets, risks include changes in precipitation patterns and water stress, which can affect the productivity of the panels.

The risk mapping centered on physical risks, without an in-depth financial analysis. Monitoring and mitigation activities include hydrological studies, dam safety assessments, emergency planning, erosion control, transmission line inspections, and meteorological monitoring. These activities are integrated into the operational routine and provide input for decisions on investments and climate adaptations.

**Around 6 GWh**  
*of renewable energy  
supplied to SIN*

accounting for  
**330,000 tCO<sub>2</sub>eq**  
in avoided emissions.

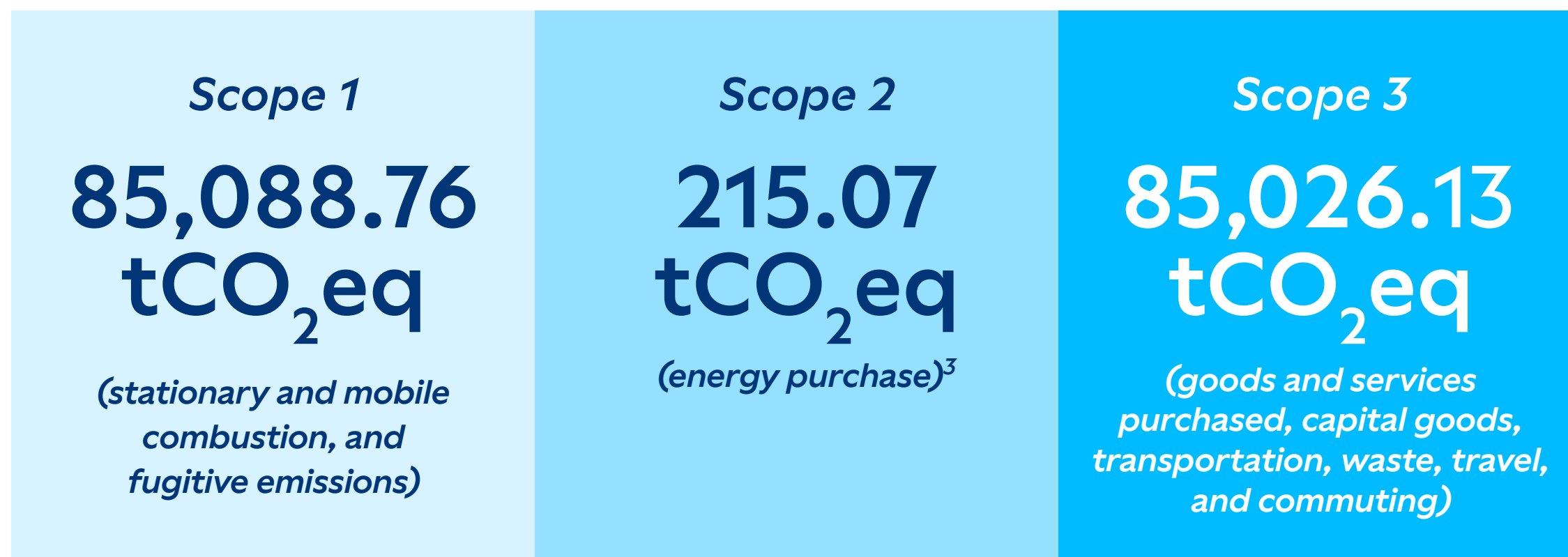






## Key highlights of the 2024 GHG Inventory

### *Distribution of emissions by scope:*



<sup>3</sup> In 2024, scope 2 emissions represented 0.13% of total emissions.

### *Additional indicators:*



Stakraft's operations in Brazil are dynamic, resulting in constant organizational and operational changes reflected in the inventory. At the end of 2023 and the first half of 2024, the company acquired 12 new assets (11 wind and 1 solar), which are being incorporated into the inventory as Stakraft takes operational control over them.

Annual monitoring of emissions inventory results serves as a baseline for emissions management, giving visibility to potential opportunities for improvement. The data also allow monitoring the goal of reaching net-zero emissions by 2040, as well as other Stakraft targets:

**By 2025**  
Setting emissions intensity benchmarks by technology

**From 2026**  
Developing climate and circularity tools in new projects

**By 2030**  
Achieve emission intensity of less than 20g CO<sub>2</sub>e/kWh in Scope 1+2





The company stands out as a pioneer in the offer of traceable renewable energy with guarantees of origin in Brazil. Through the I-REC (International Renewable Energy Certificate), it ensures the origin of the energy it produces, assuring more sustainability to its operations and contributing to a cleaner and more efficient energy future. Throughout 2024, more than 64,300 I-REC certificates were sold to customers from different segments operating in the Brazilian market.

**The company stands out as a pioneer in the offer of traceable renewable energy with guarantees of origin in Brazil.**



## Green Transition Scenarios 2024: Scenarios and paths for the future of energy

The global energy transition is advancing at different paces, being influenced by geopolitical factors, technological advances and climate policies. To analyze these trends, Stakraft launched the 9th edition of the Green Transition Scenarios, a robust study developed by more than 50 analysts and experts from the company. This study projects the future of the sector until 2050 and reinforces the need to expand renewable energy to mitigate climate change.

The report points out that by 2030, solar and wind power generation could quadruple, while the use of fossil fuels, such as coal, oil and gas, is likely to decline significantly. In the most optimistic scenario, the projection is even more ambitious: solar and wind sources could grow up to 13 times by 2050. This growth will be driven by the continued reduction in the costs of clean technologies, with a forecast of a 25% drop for solar and 20% for onshore wind productions by 2030.





### *Three possible paths were analyzed:*

#### ***Green Transition:***

driven by innovation and ambitious policies, it accelerates the adoption of renewable sources and drastically reduces global emissions.

#### ***Technological Rivalry:***

Trade disputes among countries impact the advancement of clean energy, resulting in uneven transitions.

#### ***Delayed Transition:***

o progress on decarbonization occurs slowly, making it difficult to meet climate goals.

Regardless of the scenario, the report reinforces that the electrification of the economy and the expansion of renewable sources are urgent. The time to act is now and, for Stakraft Brazil, this means intensifying investments in hybrid projects and energy storage and flexible hydroelectric plants – initiatives that strengthen the stability and competitiveness of the national electricity system.

With a solid presence in the country, the company acts strategically to transform the Brazilian potential into concrete solutions, aligned with the objectives of the Green Transition Scenarios. Brazil must be an essential part of this journey, as one of the world's most promising markets for renewable energy.

*To access the full report, click here*

## Brazil as a protagonist in the energy transition

The report also highlights Brazil's key role in this global process. With an electricity matrix that is already mostly renewable, the country has a natural vocation and great potential to expand its capacity in solar and wind energy. Regions with high solar incidence and constant winds position Brazil as a potential world leader in these technologies.

It is worth mentioning Brazil's leading role in global climate discussions with the presidency of the G20 in 2024 and the future holding of COP30 (30<sup>th</sup> United Nations Climate Change Conference), in 2025, in Belém. These events reinforce the country's relevance in the search for sustainable solutions and in the advancement of international energy diplomacy.







## 4.2 Biodiversity and ecosystems

*GRI 3-3, 101-1, 101-4, 101-6*

Statkraft Brazil takes a responsible and integrated approach to ensure its operations have the least possible impact on biodiversity and the ecosystems. In general, the main impacts on biodiversity that the electricity sector can cause in its operations are the change in land use due to the suppression of vegetation when necessary, and, in the case of hydroelectric plants, the creation of reservoirs, which cause loss of habitats, alteration of water quality, impacts on the food chain and contribution to climate change. With temporary effect, the generation of pollutants during construction activities can also affect the biodiversity.

In its global sustainability strategy and operational framework, Statkraft Brazil is committed to biodiversity. This strategy is aligned with the goals of the 2030 Agenda and includes the concept of net gain in biodiversity for new projects. It seeks not only to compensate for any impacts, but also to promote the recovery and increase of biodiversity in the

places where it operates. Such commitments are in line with the Kunming-Montreal Global Biodiversity Framework adopted at the 15<sup>th</sup> Conference of the Parties at the UN Convention on Biological Diversity (UN, 2022), which 2050 goals and 2030 targets aim to halt and reverse biodiversity loss on a global scale and restore areas of high ecological importance.

Statkraft Brazil fully abides by the Brazilian environmental legislation in all its projects according to its different stages. When there is a need for vegetation suppression for the construction of a new project, renovations or expansions, we do forest replacement in accordance with governing legislation, through the planting of seedlings, financial compensation or conservation of forested areas. Environmental licensing also requires the recovery of degraded areas with native seedlings and the establishment of measures to control and mitigate environmental impacts, from the construction phase and throughout



**Statkraft Brazil fully abides by the Brazilian environmental legislation in all its projects according to its different stages.**





the operational period of the projects. In some cases, we also provide support to conservation units established by the government.

These policies and commitments apply to all of Statkraft Brazil's ventures, as well as to its business relationships. The objectives and targets concerning biodiversity have specific indicators and established timeline, allowing for continuous progress monitoring and informing responsible decision-making.

Beyond the established goals, Statkraft Brazil actively implements consistent biodiversity conservation practices. These include programs for fauna monitoring and deterrance, the Wild Animal Screening Center (Cetas) and innovative initiatives such as the digital catalog of the Morro do Cruzeiro Complex, which records all the species within the projects' area of influence.

Only one of our assets is in the vicinity of an Environmental Protection Area. The Passos Maia SHP borders the Araucárias National Park (Parana). As it is a federal conservation unit, its management is carried out by the Chico Mendes Institute for Biodiversity Conservation (ICMBio). The park is located in the Atlantic Forest Biome of the state of Santa Catarina and has an area of 12,809.59 hectares.

*More information is available in the ICMBio management plan.*

**These policies and commitments apply to all of Statkraft Brazil's ventures, as well as to its business relationships.**

## Managing impacts on biodiversity

### GRI 101-2, 101-5, 101-7

For good biodiversity management in our areas of influence, we comply with the environmental licensing requirements in all our projects. We also adopt measures such as fauna monitoring programs and forest replacement following environmental impact studies carried out before construction: choosing the appropriate location, selecting sites that cause the least possible impact on ecosystems, conservation units and sensitive habitats; and guaranteeing the preservation of Permanent Preservation Areas (APPs).

In some of our operational areas, we are creating ecological corridors to allow the movement of terrestrial fauna species, gene flow, and connectivity between habitats. This action is carried out, for instance, in the Santa Eugênia Complex and the Morro do Cruzeiro Complex (see the box on page 36 to learn more about the corridors). We also develop environmental monitoring programs during the construction and operation of the plants, and Environmental Education initiatives are implemented with populations close to the assets and plant workers.

With the objective of restoring and rehabilitating ecosystems, we have developed measures such as the recovery of degraded areas, with reforestation activities by planting native seedlings.



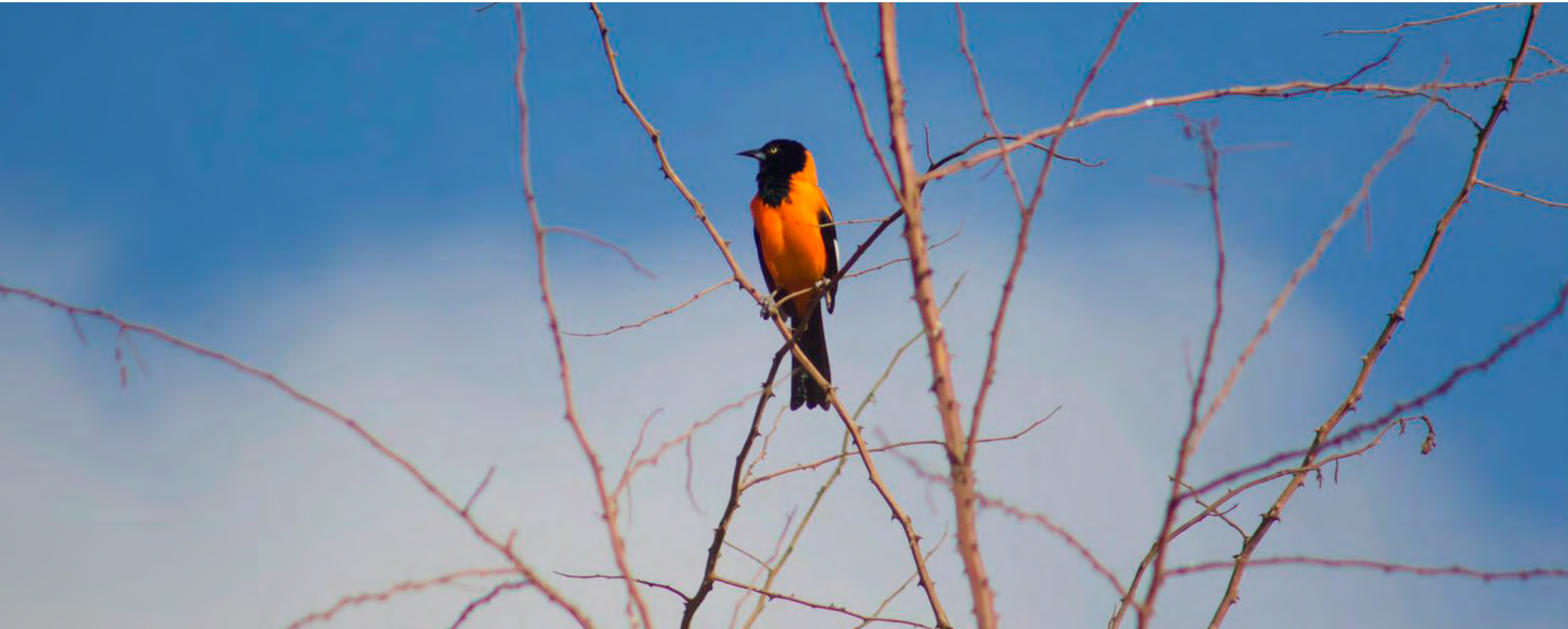


The removal of native vegetation due to the implementation of projects must be compensated as well, aiming at the conservation of biodiversity, maintenance of ecosystemic services and reduction of habitat fragmentation.

Offset activities are approved by environmental agencies and follow technical and normative instructions.

SIZE OF AREAS UNDER RESTORATION OR REHABILITATION AND RESTORED AND REHABILITATED AREAS (HECTARES) GRI 101-2	
	2024
Area under restoration or rehabilitation	73,4
Restored or rehabilitated area	16,0

*Further information on the company’s environmental indicators can be found in the Indicators Booklet.*



## Connectivity Plans

In the Santa Eugênia and Brotas de Macaúbas complexes (both include wind and solar generation), located in the state of Bahia, ecological corridors are being implemented focusing on the conservation and perpetuation of local biodiversity. These initiatives aim to integrate the fragments of native vegetation present in the immediate surroundings of the projects, promoting connectivity between them, and allowing gene flow among populations of fauna and flora.

In the Santa Eugênia Complex, which covers the municipalities of Uibaí and Ibipeba, the strategy provides for the protection of approximately 900 hectares strategically distributed, prioritizing the connection among Permanent Preservation Areas (APPs) and Legal Reserves. In Morro do Cruzeiro and Brotas de Macaúbas Complexes, the plan provides for the protection of approximately 100 hectares and includes actions aimed at the recovery of degraded areas.

During the operation phase, the effectiveness of the plans will be monitored through a series of actions: environmental education aimed at valuing local fauna and flora, annual monitoring of vegetation to assess the process of ecological succession and conservation status , in addition to monitoring of fauna every six months, focusing on the use of ecological corridors by animals in the region. The inspections will record and prevent any natural or anthropic disturbances that may affect the environmental integrity in the area.





## 4.3 Use of resources and circular

### GRI 3-3

In line with the growing attention to global needs for optimization in the use of natural resources and manufactured raw materials, the company's business model has been improved to incorporate the principles of the circular economy. This includes producing renewable energy with long-term horizons and extending the life cycle of its assets through monitoring, repowering, and upgrades.

By establishing these targets, the company is committed to moving towards a circular business model until 2050, promoting strategies that allow the reuse, recycling, and revaluation of materials. To this end, it works closely with suppliers and strategic partners, working on the development of solutions that increase efficiency in the use of resources and reduce the environmental footprint of its operations.

As part of its strategy for the use of resources and circular economy, Statkraft implements integrated and efficient waste management in its operations and projects under construction, following environmental standards, the National Solid Waste Policy (Law no. 12.305, 2010) and the concept of circular economy. To this end, it adopts practices such as:

- Continuous monitoring of waste generation and proper disposal according to governing legislation.
- Application of the Solid Waste Management Plan (PGRS), ensuring that all stages are controlled – from generation to final disposal.

- Assessment of the legal compliance of outsourced companies tasked with waste management.

In 2024, the total amount of waste generated was 29,160.40 tons. Regarding nonhazardous waste, 4,544.22 tons were destined for final disposal (landfill and incineration), while 24,616.22 tons were not destined for final disposal (recycling, reuse or other forms of disposal, for example, donation to third parties). Through these initiatives, the company reinforces its commitment to the responsible management of its waste in order to save natural resources and ensure that its operations are aligned with the best environmental practices.

*More information in the Indicators Booklet.*

*In 2024*  
**29,160.40**  
*tons of waste generated*

*Regarding nonhazardous waste*  
**4,544.22**  
*tons were destined for final disposal*

*While*  
**24,616.22**  
*tons were not destined for final disposal*





# 5. Social: we grow together

- Communities
- Our workforce
- Supply chain workers
- Clients







# 5.1 Communities

## GRI 3-3

Statkraft aims to contribute to the social and economic development in the regions where it operates by acting responsibly and transparently in partnership with local communities. More than generating renewable energy, we seek to foster the development of these regions, boosting initiatives that promote a positive impact on the economy, the environment, and people's quality of life.

During the construction of new projects, in which the flow of people and equipment can generate changes in the daily lives of communities, we maintain professionals dedicated to monitoring and mitigating potential social-environmental impacts. These teams closely monitor the implementation of social-environmental programs and grant active listening to local populations, promoting adjustments whenever necessary.



**In order to enhance positive impacts, the company carries out social-environmental projects and initiatives to strengthen the income generation, training and other aspects that are relevant to the local reality.**





# Ventos da Gente Program

The Ventos da Gente Program consists of social investments aimed at strengthening the potential of the communities close to the wind projects, contributing to social, economic and environmental development.



## Ventos da Gente – Morro do Cruzeiro

In the municipality of Brotas de Macaúbas (BA), the projects started in 2023 continued in 2024 with the end of part of the activities. The Program was the result of a partnership with two local community associations based on the company's commitment to invest in actions prioritized by the communities: income generation, water security and well-being, benefiting about 150 people. In total, there were ten projects developed in partnership with community associations. Among other actions, the following stand out:



### BEEKEEPING PROJECT

Structuring of the honey production chain, to increase productivity and income generation. It consisted of the construction of a honey extraction house, donation of equipment for bee management, honey extraction and processing, renovation of an existing space for the production of cosmetics derived from honey, and creation of a visual identity for the brand. In addition, it provided technical assistance and training in beekeeping and productive management.







## WATER SECURITY PROJECT

Installation of wells, supply and storage systems, such as water tanks and irrigation kits to expand access to water for consumption and agricultural production, allowing the cultivation and harvesting of rural products throughout the year. The focus is on providing security, increased productivity, and income generation to local producers.

## AGRICULTURAL PROJECT

Actions to strengthen the generation of agricultural income for small rural producers. Equipment, inputs, and workshops for training and rural technical assistance (Ater) were provided. As a highlight, irrigation techniques and equipment contributed to the mitigation of losses in periods of drought and the genetic improvement of the animals from the insertion of appropriate breeding animals, which brought gains of up to 200% to animal breeders in increased sales value of genetically improved animals.



## FRUTIDOCES PROJECT

Support for the local group of female entrepreneurs with the construction of an industrial kitchen and donation of equipment, technical training for the production of pulps and jellies, as well as as well as in good practices, hygiene, and sanitary standards. There was also guidance on the cultivation of fruit plants to improve production, focusing on increased productivity, income generation and female empowerment.

## MANDIOCULTURA PROJECT

Incentive to local production with donation of seedlings, renovation of the existing flour house and construction of a new house, installation of more robust equipment such as a kiln and a starch extraction machine, as well as training on optimizing the production of cassava and its by-products, aimed on increasing productivity and generating income.

## SOCIAL WELFARE PROJECT

Renovation and creation of sports and leisure spaces for the community, such as the construction of a sports court, a playground, and the renovation of a soccer field, providing health and well-being to the residents of the region. Moreover, the donation of costumes and sound equipment to strengthen cultural groups in the community.





## Sol do Amanhã Program

As part of our commitment to community development, we invest in professional training to expand opportunities and boost the local economy. In 2024, in partnership with the National Service for Industrial Learning (Senai) – Regional Department of Bahia, we offered the free course on Installation of Photovoltaic Systems, aimed at residents of Brotas de Macaúbas, Uibaí and Ibipeba, in Bahia. The initiative is part of the Sol do Amanhã Program and aims to invest in training actions with communities in the areas of influence of solar assets, in order to increase the employability for locals.

So far, 82 students have been certified, 38 of whom are women (46% of the total). In Morro do Cruzeiro Solar, almost 50% of the graduates were hired for the assembly of photovoltaic systems, boosting income generation in the region.

**The course is part of our strategy to promote sustainable growth and is aligned with the Sustainable Development Goals (SDGs).**







## Joining efforts

In Rio Grande do Norte, Statkraft carried out environmental compensation and community strengthening actions. As part of the Environmental Compensation Term for the Jerusalém Wind Farm, the following were carried out: investments for the infrastructure improvement of the Dunas de Natal State Park.

The initiatives include the acquisition and installation of benches and tables for the picnic area, the implementation of recreation and leisure equipment, and adequate signaling of the structures, promoting greater comfort and safety for visitors and encouraging the sustainable use of the space.

From the continuous dialogue with communities in the region of the Ventos de São Fernando Wind Complex, requests for support generated positive partnerships for families in the Alto do Oriente Settlement:

### ACCESS TO WATER FOR AGRICULTURAL PRODUCTION:

We installed well for irrigation, benefiting at least 60 people in a mostly female community leadership group. As a direct impact, there is the strengthening of local agriculture and the generation of income opportunities for families.

### RENEWABLE ENERGY FOR WATER SUPPLY

In view of the water shortage in the region, a photovoltaic system was installed to ensure the operation of the water supply infrastructure in Alto do Oriente Settlement. The initiative has the capacity to generate 1,600 kWh/month, allowing the treatment of up to 163,200 liters of water per month and benefiting approximately 344 people.

### SUPPORT FOR SPORT

Stimulation of health and well-being to 149 young people benefited by the Caranguejo Project, with the donation of sports materials for the practice of sports as a tool for social inclusion.





# Solidarity: Emergency support

In light of the recent climate events of 2024, we mobilized to support affected communities close to our assets, promoting solidarity emergency actions to and contributing with essential donations to minimize the impacts of this humanitarian crisis.

In Rio Grande do Sul, where the floods caused severe damage, we donated more than 25 thousand liters of mineral water to the Civil Defense of Passo Fundo. In the region of Porto Alegre not only water, but also of 400 cleaning kits, 1,060 personal hygiene kits and 25 boxes of clothes were donated. We also directed 49 pieces of furniture to companies that operate in the affected areas.

These donations were part of several internal solidarity actions, such as a redirection of the social strategy of the annual internal campaign called Desafio Solidário (Solidarity Challenge), which also collected and sent seven boxes of clothing to local institutions, with the engagement of our teams.

In Espírito Santo, in response to the floods resulting from the rains of March 2024, we donated 290 cleaning products and bed and bath linens, reinforcing our commitment to the local communities near the Francisco Gros plant.

In São Paulo, we reallocated 44 pieces of furniture from the demobilization of the Enerfin office, aligning our social action with the responsible reuse of resources.

In the city of Rio de Janeiro, seven boxes of clothes were donated from the social action of Desafio Solidário (Solidarity Challenge) held in the offices of Rio de Janeiro and São Paulo.

In addition to donations, we maintained a close dialogue channel with local authorities, offering essential hydrological data from the regions near our assets and collaborating directly with the Civil Defense in situations related to climate resilience.







# New tax Incentive Projects 2024-2025

An important mechanism to ensure transparency in processes, create opportunities for stakeholders and direct Statkraft Brazil's social investments is the Tax Incentive Notice, which allows supporting structured projects aligned with local demands. The company invested more than R\$ 2 million in 10 social-environmental initiatives selected through the 2024-2025 Notice. The contemplated projects will benefit communities in seven states, covering areas such as culture, sports, education, and health.

The investments will be distributed among six projects made possible by the Federal Law of Incentive to Culture (Law No. 8,313/1991), three by the Sports Incentive Law (Law No. 11,438/2006), one by the Fund for Childhood and Adolescence (Law No. 8,069/1990) and one by the National Fund for the Elderly (Law No. 12,213).

The selection process, which received 214 applications – almost five times the previous year – followed strict criteria. Priority was given to projects with relevance to local social-environmental challenges, effective methodologies for implementation, clear indicators, and financial sustainability, making sure that the initiatives continue after the partnership with the company.

The selected actions are aligned with a set of Sustainable Development Goals (SDGs), including Health and Well-Being (SDG 3), Quality Education (SDG 4), Gender Equality (SDG 5), Clean Water and Sanitation (SDG 6), Affordable and Clean Energy (SDG 7), Reduced Inequalities (SDG 10), Sustainable Cities and Communities (SDG 11), Consumption and Responsible Production (SDG 12), Climate Action (SDG 13), Life on Land (SDG 15) and Peace, Justice and Effective Institutions (SDG 16).

**The company invested more than R\$ 2 million in 10 social and environmental initiatives selected through a tax incentive notice.**







See below the selected initiatives:

## LAW OF INCENTIVE TO CULTURE

- **CIRCO AMBIENTAL (ENVIRONMENTAL CIRCUS) – 2<sup>ND</sup> | VIK PRODUCÇÕES LTDA.**

Circus show with an environmental theme, promoting awareness on topics such as recycling and responsible consumption. With 22 presentations, for audiences from 300 to 500 people.

- **BRINQUEDOTECA – CONSTRUINDO CULTURA (TOY LIBRARY - BUILDING CULTURE) | GCN ANTONIO PRODUCÇÕES ARTÍSTICAS**

Mobile libraries with books and educational toys, encouraging reading and creativity. It included the donation of seven chests with 560 books and 280 toys, in addition to seven storytelling workshops.

- **TEATRO SUSTENTÁVEL (SUSTAINABLE THEATER) | BRASIL ENTRETENIMENTO INFANTIL REPRESENTAÇÃO LTDA.**

Interactive plays address environmental and social themes, bringing culture to remote communities. There are 24 presentations in two states, reaching up to 200 spectators per session.



- **CINE SUSTENTÁVEL (SUSTAINABLE CINEMA) | CINEAR PRODUCÇÕES E EXIBIÇÕES CINEMATOGRAFICAS LTDA.**

Outdoor cinema sessions, powered by solar energy, with free popcorn and internet. It intends to carry out four photography workshops and the production of mini-documentaries about the communities visited.

- **PEC EU FAÇO PARTE (I TAKE PART) – 2<sup>ND</sup> EDITION | CULTURA AMBIENTAL PRODUCÇÕES LTDA.**

Social-environmental education project for public schools, with workshops, visits to conservation units and photographic exhibitions. It will benefit 3 thousand students in two locations.

## SPORTS INCENTIVE LAW

- **PROJETO VÔLEI CASTELO – YEAR II | ASSOCIAÇÃO DE PAIS AMIGOS DO VÔLEI DE CASTELO**

Volleyball classes for children and teenagers, promoting inclusion and sports training. It intends to reach 300 students in the municipality of Castelo, divided equally between boys and girls.

- **MOVIMENTO OLÍMPICO (OLYMPIC MOVEMENT) | INSTITUTO MAICON FRANÇA**

Event to encourage judo in Bahia, promoting integration among children. It will benefit 120 participants and will donate 130 tatami mats and 480 kimonos to the cities involved.

- **JUDÔ TRANSFORMA (JUDO TRANSFORMS) | INSTITUTO MAICON FRANÇA**

Free judo course for young people from 6 to 14 years old in social vulnerability. It will help 600 students, with the donation of tatami mats and kimonos to schools at the end of the project.







## FUND FOR CHILDHOOD AND ADOLESCENCE

- **VISÃO, INCLUSÃO E EDUCAÇÃO (VISION, INCLUSION AND EDUCATION) | CRECHE COMUNITÁRIA BEBÊ FELIZ**

Eye exams and donation of glasses for children and adolescents in social vulnerability. 365 exams will be carried out and up to 330 glasses will be distributed.

## NATIONAL FUND FOR THE ELDERLY

- **VISÃO PARA INCLUSÃO (VISION FOR INCLUSION) | INSTITUTO OÁSIS PARA O DESENVOLVIMENTO HUMANO E SOCIAL**

Ophthalmological care for the elderly, with exams and donation of prescription glasses. It will benefit more than 350 elderly people in two municipalities, with the distribution of up to 330 glasses.

## DIALOGUE AND TRANSPARENCY IN THE RELATIONSHIP WITH COMMUNITIES

To strengthen dialogue and increase transparency, Stakraft maintains Information Centers (ICs) in regions where assets are under construction. These spaces work as spaces for welcoming local demands, a point of direct contact with the community, creating an open environment for listening and interaction with these audiences.

In the ICs, residents and local representatives can clarify questions, follow updates on the projects and report demands. A social consultancy is present to record all demands and assist in directing issues that may arise during the construction stage. The demands received in the ICs are evaluated by Stakraft Brazil teams that work to ensure the necessary feedback.

Other communication channels are made available to listen to and answer questions from communities, workers, and partners. In addition to Stakraft Brazil institutional channel ([channel-aberto@stakraft.com](mailto:channel-aberto@stakraft.com)), a direct contact with the social-environmental team ([socioambiental@stakraft.com](mailto:socioambiental@stakraft.com)) enables the reception, forwarding, and feedback of demands and which dissemination is prioritized throughout the communities.

Besides, there is a free-toll phone number (0800 877 7100) that can be used to register questions and suggestions. The calls are recorded and forwarded to the responsible technical team for analysis and feedback.

**All demands received are registered internally in a system for monitoring the negotiations, until feedback is given to the claimant, with the proper analytical follow-up on the demands. The aim is to reduce waiting time, increasing the assertiveness of the clarifications provided, and monitor possible situations that need improvement.**





# Approach to engagement

## GRI 2-29

The organization engages with various stakeholder groups, such as communities, NGOs, social movements, public authorities, environmental agencies, partner institutions for social-environmental projects, and educational institutions.

Engagement is promoted through the sharing of information, receiving questions and demands, relationship management, reporting of license conditions, technical meetings, project support, dissemination of initiatives and campaigns, and environmental education activities.

In the ventures in the state of Bahia, periodic meetings are held with representatives of the community and local authorities in the model of the Project Monitoring Commission (CAE).

In one of the projects under construction in Bahia, the Santa Eugenia Solar Project, a lawsuit was filed that questions (wrongly) the holding of public hearings and the conduction of environmental studies on site. Stakraft Brazil reaffirms its commitment to transparency and sternness in environmental and social management, acting in full compliance with Brazilian legislation and respect for human rights. As a result of questions brought by local social groups about the environmental studies, the company promoted presentation workshops, as well as meetings and support materials. Our procedures, which meet and exceed technical and legal requirements, demonstrate our responsibility and transparency.

**The Guided Tours program received about 300 visitors in 2024, a 20% increase compared to the previous year.**

## Welcome home: our Guided Tour Program

Stakraft Brazil's Guided Tours Program is an initiative that contributes to bringing the company and the community closer. By receiving visits from the community at the plants, Stakraft strengthens transparency and dialogue with audiences such as students, researchers, and communities, providing a brief immersion in renewable energy.

In 2024, the program received about 300 visitors, a 20% increase compared to the previous year, and had the participation of 11 educational institutions. The visits took place in Rio Bonito, São João and Francisco Gros SHPs, in Espírito Santo, and in the Barra dos Coqueiros Wind Farm, in Sergipe. The highlight of the year was the diversification of the audience, with the inclusion of new institutions and the strengthening of the partnership with municipal schools.





## 5.2 Our workforce

### GRI 3-3

People are priorities for Statkraft Brazil. We invest continuously in valuing and training our employees, promoting a diverse, equitable and safe work environment. To ensure that this culture is embedded, we constantly monitor requirements such as working conditions and labor issues. The initiatives developed in 2024 reinforce our commitment to inclusion, professional growth and well-being.

In 2024, with the integration of the acquired assets, Statkraft Brazil's staff increased, reaching a total of 341 employees, representing a 5% growth compared to the previous year (322 professionals). We maintain a strategic approach to valuing and retaining talent, ensuring a dynamic and attractive work environment for professionals from different areas.

In addition to direct employees, Statkraft Brazil also monitors the health, safety, and labor conditions of outsourced workers. In 2024, the company reached the number of 905 outsourced employees.



**In 2024, with the integration of the acquired assets, Statkraft Brazil's staff increased, reaching a total of 341 employees, representing a 5% growth compared to the previous year (322 professionals).**





# The acquisition of Enerfín and valuing professionals

The acquisition of Enerfín, a renewable subsidiary of the Spanish company Elecnor, marked a strategic moment for Stakraft, significantly expanding its wind generation capacity in Brazil. In addition to the incorporation of nine wind farms in the states of Rio Grande do Sul and Rio Grande do Norte, the transaction also brought a positive impact on people management.

Stakraft offered all Enerfín employees the opportunity to integrate its staff, keeping talents and valuing the existing technical knowledge. To facilitate the transition between companies, for the first six months additional benefits were offered to employees who were transferred, and these were included in Stakraft's standard benefits. As a result, 82% of Enerfín professionals chose to stay with Stakraft, reinforcing the company's commitment to talent retention and operational continuity.

As part of this commitment, Stakraft maintained Enerfín's office in Porto Alegre until January 2025, allowing employees and their families to have an adaptation period. This decision reinforces the company's care in a structured and humanized transition, offering support to professionals.

## Acquisition of Enerfín

*Integration and valuing employees.*

**9** *Wind farms incorporated into Stakraft's portfolio.*



*An opportunity offered to all Enerfín employees to continue with Stakraft.*

*For those who chose not to continue with the company, Stakraft offered relocation assistance.*

*One-year language scholarship available to 100% of professionals who chose to stay with Stakraft.*

*Keep the Porto Alegre office open until January 2025 to facilitate the transition.*

**82%**  
*of Enerfín employees have chosen to work with Stakraft.*





# Gender equity and plurality at Stakraft

We value respect and equity, ensuring an environment in which everyone can develop their potential in a fair, transparent, and equitable manner. With a work environment conducive to gender equality, Stakraft's top leadership in Brazil is made up of 63% women. This means that of the eight senior leadership positions, five are held by women.

Additionally, Stakraft also stands out globally with the appointment of Birgitte Ringstad Vartdal as the company's global CEO. It should be noted that the company has a global goal of reaching at least 40% of women at all levels of the organization by 2030, and has been implementing actions to make sure that more and more women take on functions historically held by men.

**The focus on gender equity is part of a broad diversity and inclusion strategy, with Stakraft's Diversity and Inclusion Committee as a relevant and active corporate segment, guiding strategic actions and promoting a more representative and equitable organizational environment.**

## Top Diversity & Inclusion Initiatives in 2024

### ***Diversity Dialogues***

Quarterly meetings that encourage discussions on inclusion, equity, and representation.

### ***Inclusive leadership training***

Continuous training for managers, granting a more diverse and welcoming organizational environment.

### ***Inclusion Index***

New indicator developed to measure the perception of employees about diversity within the Company.

### ***Literacy booklets***

Educational materials on racial equity, LGBTQIAPN+, accessibility, and respect for cultural diversity.

### ***Values Workshop***

Program developed in Brazil to reinforce the company's culture and improve inclusion in the workplace.





# Excellence and talent development

Stakraft Brazil adopts a robust talent management model, which identifies, develops and values strategic professionals within the organization.

For knowledge sharing, an important annual program for Stakraft, existing since 2018, is the Energy Academy, which offers in-house courses with basic and advanced levels, led by Stakraft experts and managers. The program offers a learning journey that addresses the different areas of activity within the energy sector: generation, transmission, distribution, and consumption of electricity.

In 2024, we also launched the Finance Academy, which offers a structured and practical program designed for all employees who want to expand their knowledge of finance, making it more accessible and appealing.

The Education Support Program consists of providing scholarships for language courses and postgraduate scholarships for eligible employees. And, through the Internship Program, we insert young people into the labor market, complementing

their school background and developing new talents with activities such as conversation meetings, lectures, and career workshops for interns and apprentices. To those who are not hired, Stakraft Brazil offers specialized professional guidance.

In 2024, we had 7,143 hours invested in people development with 1,012 employees' participations in training events. This continuous investment in improving employee skills reinforces Stakraft Brazil's commitment to building solid long-term careers whether in Brazil or in global operations.

We also provide our employees with opportunities to work on strategic projects in Norway and other countries, highlighting the quality of training and talent development in Brazil.

Recognizing our professionals demonstrates our commitment to the career development of our entire staff. As a result, we maintain a low turnover rate among employees, demonstrating effectiveness in our engagement and professional appreciation policies.

**In 2024, we invested 7,000 hours in people development, with 1,000 employee participations in training and development events.**







## Top talent development programs and retention

### GRI 404-2

#### ANNUAL DEVELOPMENT PLAN

Customized training for each hierarchical level. Entry (prepares beginning leaders), Growth (develops and improves skills to lead businesses and people and also develops employees in behavioral and technical competencies), and Expansion (prepares leaders for new challenges).

#### UNLOCK POTENTIAL PROGRAM

Created in Brazil to develop potentials and accelerate the performance of key people through development journeys.

#### PROFESSIONAL EXCHANGE PROGRAMS

In 2024, several employees from Brazil participated in experiences in Norway, just as Brazil received trainees from other countries.

#### EMPLOYEE EXPERIENCE

2024 initiative that accompanies the entire employee journey within the company.

**We provide our employees with opportunities to work on strategic projects in Norway and other countries.**

#### ENERGY AND FINANCE ACADEMY

Offers internal courses taught by internal multipliers, promoting knowledge sharing.

#### LANGUAGE PROGRAM

Provides language scholarships to eligible employees to improve fluency for daily use.

#### GRADUATE PROGRAM

Support for graduate courses with scholarships.

#### INTERNSHIP PROGRAM

Develops young people and contributes to their insertion in the job market with specific activities such as conversation meetings, lectures, and workshops on careers.





# Benefits offered to employees

## GRI 401-2

Statkraft Brazil reaffirms its commitment to providing quality and competitive benefits to its employees. Annually, the company conducts a comprehensive review of its benefits, based on a detailed market research analysis. This process is essential to ensure that the benefits offered are in line with current market practices and expectations. It also aims to meet the main needs of its employees, providing safety and well-being through a comprehensive benefits package. The particularities of each location are observed and aligned to negotiations with specific unions.

Statkraft Brazil values work-life balance for physical and mental well-being. An important action that allows the dedication of more time to the family at a special moment in life is the guarantee of extended maternity leave (+60 days) and extended paternity leave (+15 days). These policies aim to offer support to employees during the arrival of a new member to the family.

In 2024, 19 employees took extended maternity/paternity leave, 13 men and 6 women. The rate of return to work was 100%.

*More information in the Indicators Booklet.*

## Living Wage: a commitment to decent remuneration

Statkraft is committed to valuing and dignifying workers, being one of the few companies in the sector that works globally with a decent pay implementation plan. This initiative aims that direct and outsourced employees who work on the company's premises receive sufficient remuneration to cover basic needs and provide quality of life.

During 2024, the work continued with partner companies for projects under construction with the monitoring of requirements agreed upon in the contract to guarantee decent remuneration for workers. In an integrated manner, the analysis of scenarios for the expansion of the initiative with the other partner companies continued.







# Occupational Health and Safety

## GRI 403-1, 403-4, 403-5

Safety and Health are priorities for Statkraft and every leader has a commitment and mission to ensure a safe and healthy work environment for all. The company adopts an occupational health and safety management system in all its facilities, based on risk management and in line with legal requirements and global corporate guidelines. In 2024, an action strategy was established which main management focuses were: Culture of Prevention, which addresses concepts based on the new vision of safety, Risk Management, and Health and Safety Management for contractors. Several projects and preventive actions were implemented and reinforced throughout the year, and should remain in place in 2025.

One of its main objectives is the maturation of Statkraft's safety culture, in the search for an increasingly safe and healthy environment, with empowered leaders and teams working in a psychologically safe environment for correct decision-making, preserving the life and health of each professional.

Among the actions carried out throughout the year, periodic training on safety stands out, aimed at all employees and outsourced workers, to strengthen the culture of safety and prevention of accidents and occupational diseases, in accordance with the Regulatory Standards of the Ministry of Labor and internal guidelines. All Statkraft professionals have access to a rich internal online platform, called Motimate, with various courses in HSS: 35 courses on occupational safety, 12 on property security and five on occupational health. Safety talks with leaders and operational teams were also continued, with even more quality and assertiveness, encouraging good practices and more effective communication about risks and preventive measures.



**Among the actions carried out throughout the year, periodic training on safety stands out, aimed at all employees and outsourced workers, to strengthen the culture of safety and prevention of accidents and occupational diseases.**





The company maintains an Internal Commission for the Prevention of Accidents (CIPA), made up of employees' and company's representatives, volunteer firefighters and open meetings for discussions on the subject, such as Safety Day, in which 100% of operations and offices participate. The company also has an HSS Committee, composed of senior leadership, which met quarterly to review health and safety indicators and strategies.

Statkraft has improved the monitoring of health and safety indicators, including proactive indicators. Another relevant initiative was the continuation of the "Stop Unsafe Work" Program, which allows any employee to immediately interrupt an activity that represents an imminent risk to their physical integrity, promoting a culture of care and active safety.

To complement these actions, the Defensive Driving Campaign – Practical Module was carried out, aimed at employees with greater exposure to risk. This campaign included real simulations of emergency situations, providing practical training and contributing to the reduction of traffic and work environment incidents.

An extremely important factor within the company's Health and Safety Management System is that the health and safety area is an integral part of the business cycle, since acquisition, construction, operation, and eventual demobilization. This area acts strongly in risk assessment, selection of contractors, evaluation of contractors, health and safety management in works, among others.

The Security area is also an important topic on the health and safety team's and business leaders' agenda in the implementation of good practices for the protection of assets and people. This always happens with interaction with reference companies and good internal practices to seek appropriate solutions for each scenario of the company. The security risk assessments served as the basis for a series of implemented actions.

As a background to all these actions are the Life Saving Rules, associated with the main risks, generating constant attention to these issues and directing a series of specific initiatives and guidelines. They are: Basic Safety Rules, Safe Driving of Vehicles, Working at Heights, Suspension Operations, Energized Systems, Heavy Mobile Equipment, Ground Work, and Confined Spaces.

For the Leadership, in 2024, a Specialized HSS Training was started, in a pilot format for further developments in 2025. The content includes not only the company's health and safety management system, but also the company's health and safety management system, as well as HSS culture principles, which are based on HOP (Human and Organizational Performance) and safety principles for leaders.







## Accidents and impacts

### GRI 403-9

Part of consolidated processes within Stakraft, incidents with and without injury are reported, dealt with and investigated according to severity and respective flows. Lessons learned are generated and communicated to everyone involved, generating learning within the organization. As a great facilitator of this action, it evolves with the Lessons Learned forum, with the participation of the leadership and the HSS team, in rich discussions of learning and prevention of new occurrences.

In the events with loss of time that occurred in 2024, 50% of them were related to the hands, 37.5% related to the face, and 12.5% to the lower limbs.

In addition to the investigations and lessons learned, a series of other initiatives was implemented as campaigns and projects throughout the organization.

Special attention was also given to accidents without lost time and without injuries.

As one of the ways of recognizing good results, the company maintains the routine of awards in health, safety, property safety, and environmental issues. Internally called HSSE Award, this is an annual event that rewards the main HSSE projects implemented in the year.

**The Health and Well-being Program ensures psychological support and occupational health monitoring for employees.**



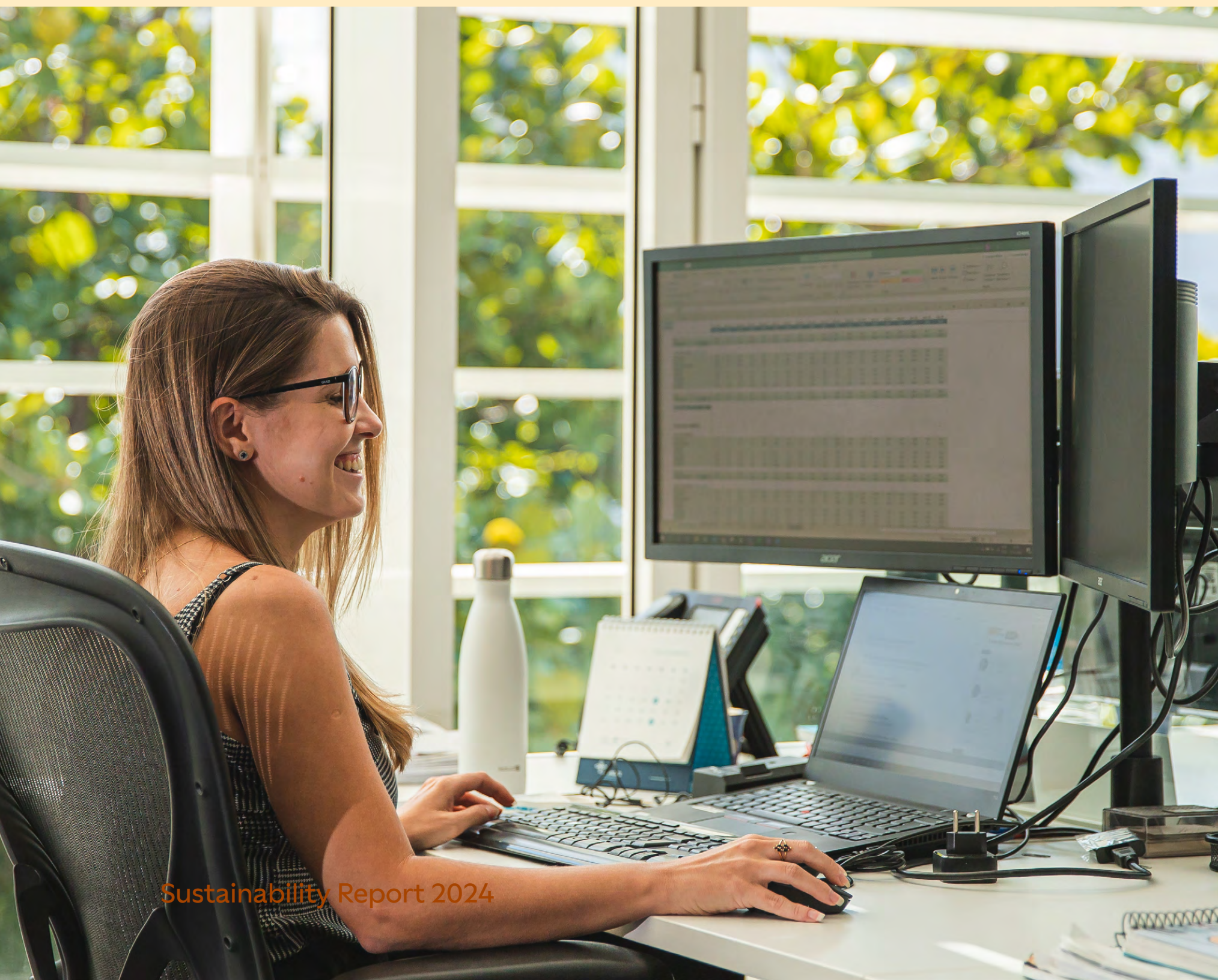




## Health and Well-being Program

### GRI 403-3

Besides preventive initiatives, Stakraft strengthened its Health and Well-being actions, ensuring psychological support, ergonomics in the work environment and continuous monitoring of the occupational health of employees.



## *In 2024, notable initiatives include:*

Family Day in Brotas de Macaúbas, an event that promoted family interaction to strengthen bonds, with an additional focus on safety and health.

Regular physical activity in the workplace and quick massage sessions at the Florianópolis office.

Vaccination campaigns.

Improvement of ergonomics education actions.

Systematic performance of periodic examinations, according to the guidelines of the Occupational Health Medical Control Program (PCMSO).

Stakraft Employee Support Program, offering psychological, legal and financial support, from Monday to Friday and, in serious cases, 24 hours a day.

Improvement of ergonomics education actions.

All health programs are accessible to all professionals and adapted according to the work environment.





## 5.3 Workers in the value chain

### GRI 3-3

We believe that sustainability is not just restricted to clean energy generation, but extends throughout our value chain. This means that from the first contact, potential partners are evaluated based on their adherence to our internal policies. In constant process evolution, this analysis covers several aspects, respect for human rights and healthy and safe ways of working, ethical conduct of the business partner, compliance with safety and health standards.

Statkraft Brazil has a Third-Party Management area that ensures the compliance of operations and suppliers with labor, health and safety legislation. Through the use of a contracted platform, supplier documentation is recorded, analyzed, and validated, making sure that suppliers' workers are able to access the company's assets. On a monthly basis, we monitor pending labor documents, communicating them to suppliers for immediate resolutions, with periodic reports to senior management, which may decide to discontinue the supplier, if necessary.

Statkraft Brazil also carries out the due diligence process during the contracting process, with a risk-based approach, assessing the information from service providers by the responsible areas, including Compliance. If during the execution of the activities provided for in the contract divergences are identified, an action plan is implemented to ensure that all legal requirements, especially related to health and safety, are met.







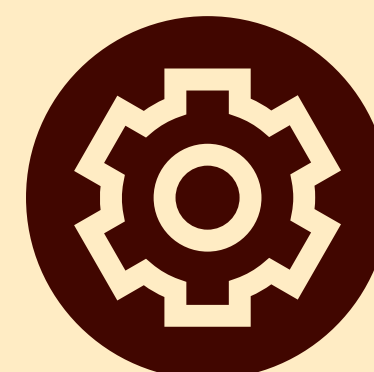
## ENVIRONMENTAL

We have contractual requirements with our suppliers, and continuously manage environmental risks, aspects, and impacts.



## SOCIAL

We demand that our suppliers respect human rights, ensure fair working conditions, promote diversity, and grant safe environment to their workers. In addition, we encourage them to adopt practices that contribute to a fair transition, creating employment opportunities and local development.



## GOVERNANCE

We maintain a rigorous compliance standard, requiring transparency in processes, fight against corruption and commitment to ethical practices. Continuous monitoring includes periodic audits and reports to ensure alignment with international guidelines.

# Sustainable supply chain management

A Statkraft Brazil busca estabelecer parcerias estratégicas com fornecedores que compartilhem seu compromisso com a sustentabilidade. O processo de qualificação e monitoramento dos fornecedores considera aspectos sociais e de governança, alinhados com as melhores práticas globais.





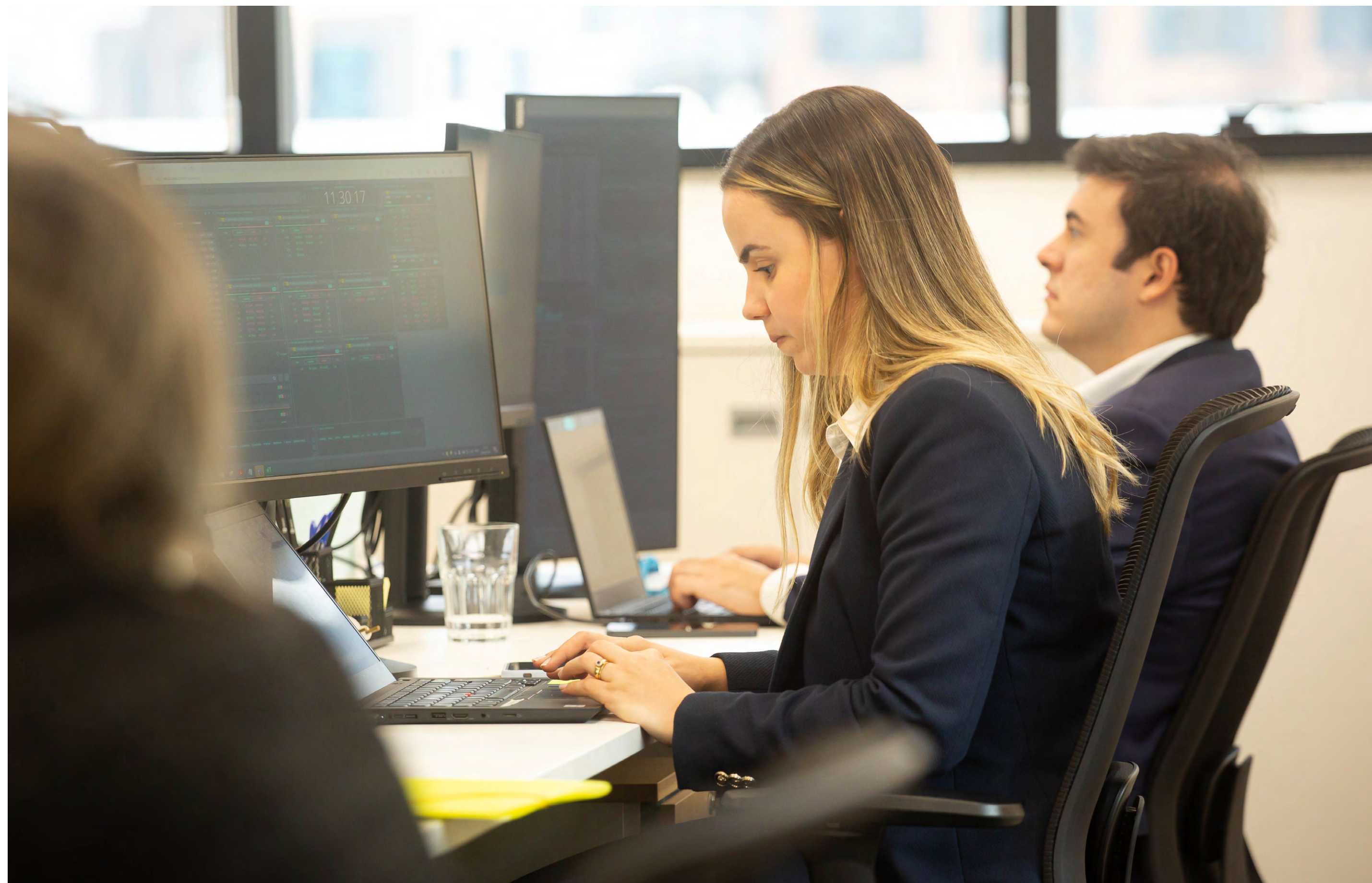
## 5.4 Clients

Statkraft Brazil holds a solid commitment to the customer experience, ensuring excellent service and innovative energy solutions. The company also invests in the transparency and traceability of the energy supplied, guaranteeing that its consumers have access to 100% renewable and certified energy.

### Commitment to customer experience

Statkraft strengthened its presence in the Brazilian market in 2024, expanding its customer base and improving its commercial structure to ensure an even more efficient and closer service to the consumer. In the period, the company recorded a significant growth in its customer portfolio, consolidating its performance as a commercial reference in the energy sector. There was a 62% increase in the customer portfolio compared to 2023.

To keep up with this expansion and maintain an increasingly closer and more personalized service, the company expanded its commercial office in São Paulo and relocated its base to a larger space, absorbing Enerfin's operations and further strengthening its relationship with consumers.



**There was a 62% increase in the client portfolio in 2024 compared to 2023.**





# *6. Governance: we act responsibly*

- Business conduct
- Risk Management





# 6.1 Business conduct

## GRI 3-3

Statkraft's presence in Brasil is through a group of companies that work in an integrated way to offer solutions in renewable energy. This structure includes Statkraft Energias Renováveis S.A., Statkraft Energia do Brasil Ltda. and Statkraft Investimentos Ltda., as well as subsidiaries and minor shareholdings. We currently hold 65 directly controlled companies, in addition to minor investments in assets considered strategic for the expansion of the renewable matrix in the country.

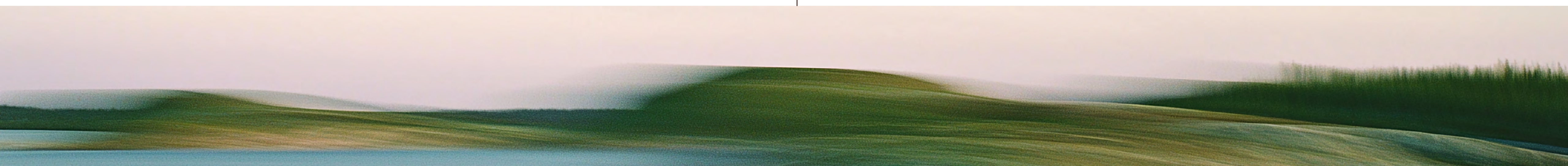
Following the governance standards established by Statkraft Global, Statkraft Brazil ensures strategic alignment and compliance with international standards.

Our operations are coordinated by Statkraft Energias Renováveis S.A., which holds its Board of Directors as the highest level of governance in the company. This is composed of three members: Mrs. Ingeborg Darflot - Chair of the Board of Directors, Mrs. Marthe Hoff - Board Member and Mr. Fernando Cesar Cani - Board Member, reinforcing our commitment to gender equity and diversity. It should also be noted that the members of the Board do not hold executive functions or positions in the company.

Concerning partially owned subsidiaries, we have the Board of Directors as the highest degree of governance, as follows: (i) Passos Maia Energética, (ii) Ventos dos Índios Energia, (iii) Ventos da Lagoa Energia,

(iv) Ventos do Litoral Energia, (v) Ventos do Sul Energia and (vi) Palmares Wind Farms. Regarding the wholly-owned subsidiaries, we have the respective boards of directors as the executive management body. Both the Boards of Directors and the Executive Officers strictly follow the provisions of their bylaws and articles of incorporation, governing law (national and international), as well as regulations and policies established by Statkraft Global.

**As part of the evolution in corporate management practices, we have improved governance processes, with the adoption of digital tools that increase decision-making transparency and efficiency. Moreover, we reassessed internal guidelines, implementing policies that ensure operational efficiency and engagement of senior leadership in strategic issues.**







## Institutional performance and relationship with the electricity sector

### GRI 2-28

The company plays an active role in building a more sustainable and secure energy sector. In 2024, we continued to act as an associate and member of the Board of Directors of the Brazilian Renewable Energy Association (Abrapel). We also contribute to entities representing the energy sector, such as the Brazilian Association of Independent Energy Producers (Apine), the Brazilian Wind Energy Association (ABEEólica), the Brazilian Association of Photovoltaic Solar Energy (Absolar) and the Brazilian Association of Energy Traders (Abraceel).

Stakraft Brazil also maintains constant interaction with public and regulatory agencies, such as the National Electric Energy Agency (Aneel), the Energy Research Company (EPE), the Ministry of Mines and Energy (MME), the National Electric System Operator (ONS) and the Electric Energy Trading Chamber (CCEE). This relationship is conducted transparently and aligned with the company's Compliance Program. Furthermore, Stakraft actively participates in public hearings, consultations and sectoral events such as the National Meeting of Electricity Sector Agents (Enase), Brazil Windpower, and the Free Market Meeting, reinforcing its position as an agent committed to the sustainable development of the national electricity sector.

## *Ethics and integrity*

Stakraft adopts international corporate governance standards to ensure the ethical and upright conduct of its activities in Brazil. This direction is supported by a structured Compliance Program, which promotes an organizational culture aligned with business ethics and adopts zero tolerance for practices such as corruption, fraud, or other inappropriate conduct.

The program is based on six core pillars: risk assessment, due diligence, procedures and controls, monitoring and review, tone from the top, and training and communication. The

identification of risks mitigate vulnerabilities in operations, while due diligence processes ensure that business partners are in compliance with the company's ethical principles. Internal procedures are governed by controls that clearly and consistently guide conduct and decisions.

This framework is continuously monitored and reviewed, ensuring adherence to global best practices. The performance of senior leadership also plays a fundamental role by incorporating and disseminating the expected ethical values throughout the organization.

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**To reinforce this integrity environment, Stakraft Brazil promotes constant training and communication actions aimed at employees and partners, with a focus on disseminating topics related to ethics and compliance.**



## Code of Conduct and Internal Policies

Statkraft Brazil's Code of Conduct establishes clear guidelines for employees and suppliers, ensuring that all decisions and interactions are aligned with the company's ethical and legal principles. The document addresses topics such as anti-corruption, conflict of interest, fair competition and data protection.

Code of Conduct for Employees

Code of Conduct for Suppliers

Moreover, the company owns a set of internal and regulatory policies, ensuring that its operations comply with national and international laws, including topics such as data protection, human rights, and environmental protection.

## Conflicts of interest

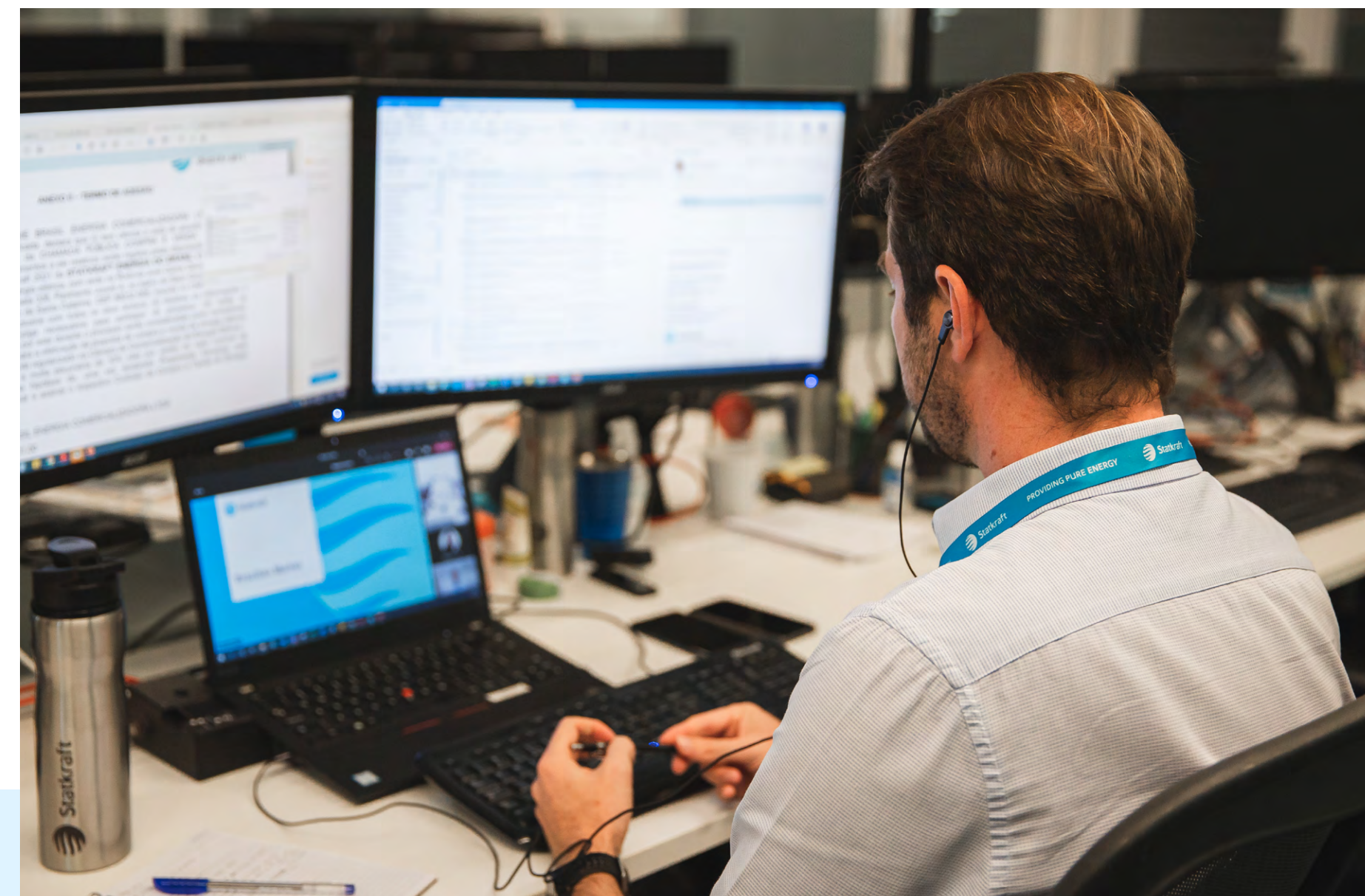
### GRI 2-15

In order to prevent and mitigate conflicts of interest, all Statkraft employees, globally, respond to a digital declaration in a system to identify potential situations of conflict of interest and competition risks. The statements are visible only to leaders and the Compliance team, which enables the management of any conflicts and ensures the confidentiality of this information. Employees must update the information annually, so that the history of records stored in the system allows monitoring the reported situations and the agreed mitigation measures.

During the recruitment and selection process, conducted by Statkraft Human Resources team, the attraction and selection policy incorporates defined stages requiring mandatory compliance actions, including completing the

security questionnaire to identify potential conflicts of interest and determine necessary mitigation measures. In cases where there is a risk of conflict of interest, the profile is forwarded for evaluation by the Compliance area, regardless of the position. All leadership positions, from supervisors and including senior management, undergo a background check, to verify integrity information, in accordance with current Brazilian legislation.

Trainings and institutional communications are held periodically to reinforce the instruction that potential, apparent or actual situations of conflicts of interest must be immediately reported to the Compliance area and to direct leadership.







## Reporting Channel

### GRI 2-26

Stakraft Brazil believes that transparency and open communication promote a more ethical and safe work environment.

Therefore, it provides an independent and confidential Reporting Channel, that can be accessed by employees, suppliers and other interested parties to report suspicions or knowledge of a violation of the Stakraft Code of Conduct, our policies, or the laws, such as harassment, discrimination, fraud, corruption, and violations of human rights and environmental laws.

Complaints can be made anonymously and are managed by the company's Corporate Audit, ensuring a fair and independent process.

## Available reporting channels:



**E-mail:**  
[etica@stakraft.com](mailto:etica@stakraft.com)



**Tell free:**  
0800 887 0180  
(Code: 9397)



Online platform





## *Statkraft adopts the following principles for handling complaints:*

- Absolute confidentiality
- Fair and objective process
- Protection of sources and personal data
- Guarantee against retaliation to the claimant in good faith
- Preservation of the legal rights of the parties involved

**Throughout 2024, 50 complaints were registered for Brazil, of which 33 were received through the Report Channel system.**

The Report Channel operates 24 hours a day, seven days a week, ensuring that employees and third parties can report, anonymously or not, suspected irregularities. All complaints received are analyzed by the Corporate Audit, ensuring a safe and confidential process, with protection against retaliation.

The Corporate Audit is an independent area, which reports to the Board of Directors and is responsible for processing the complaints received. Throughout 2024, 50 complaints were registered in Brazil, of which 33 were received through the Report Channel system available on the Statkraft website, one was received by the toll-free phone available for complaints, five were received by the ethics email and 11 were reported verbally.

### General Data Protection Law (LGPD)

Respect to privacy and the protection of personal data is part of Statkraft's corporate culture. The company strictly follows the General Data Protection Law (LGPD), Law No. 13,709/2018, ensuring that all information is treated securely, preventively, responsibly and transparently.

Customers, suppliers, and other interested parties can have more information about Statkraft's privacy policy by accessing the [Privacy Notice](#).

For questions or requests related to data protection, please contact the Data Protection Officer (DPO) by e-mail: [compliancebrasil@stakraft.com](mailto:compliancebrasil@stakraft.com).



## 6.2 Risk management

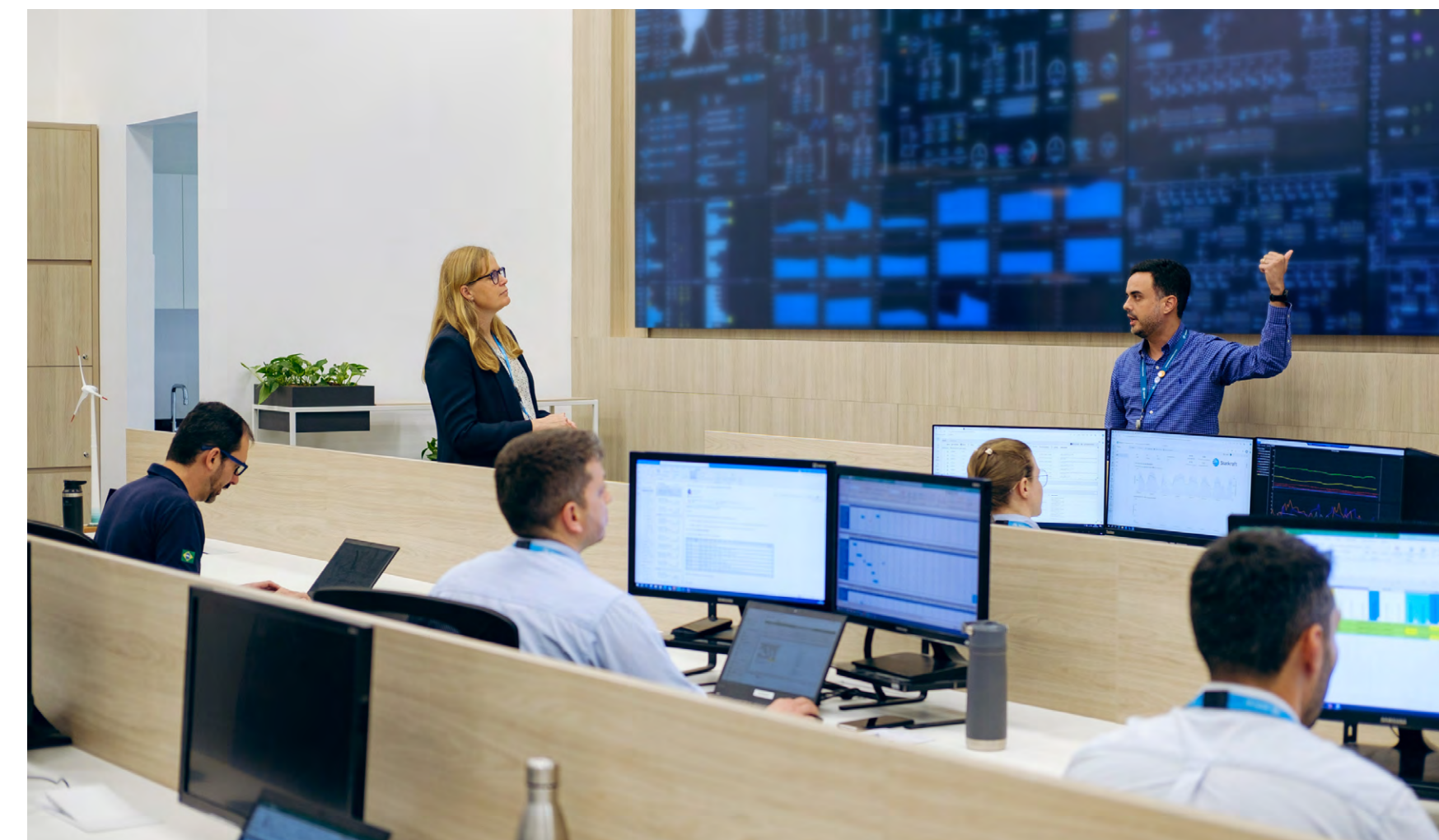
### GRI 2-13

In 2024, we consolidated a systematic and integrated annual approach to risk management, covering all areas of the company. This continuous process involves identifying, assessing and monitoring risks that may impact operations, finances, reputation, and the achievement of strategic objectives, with the direct participation of the company's vice presidents. Every new project, or at least annually, an analysis of risks and impacts is carried out from the perspective of several areas (health and safety, environment, social, financial, legal, compliance, among others).

In 2024, we maintained the annual risk assessment cycle, making it possible to identify vulnerabilities and opportunities in a dynamic scenario. Assessments are conducted collaboratively, involving areas such as operations, compliance, and finance, ensuring an integrated and systemic approach.

In addition to the risk survey, annually, the leadership in Brazil meets to align the strategic direction for the country, in line with the global strategy defined and disseminated by the group's headquarters in Oslo. This event, locally known as Country Ambitions, is a key moment to revise the priorities established in previous cycles, ensuring their relevance and alignment with the global goals. Moreover, new initiatives are defined for monitoring over the next year and subsequent cycles.

The priority actions defined in Country Ambitions serve as a central reference for strategic planning, guiding the budgeting process, the definition of KPIs for monitoring, operational planning and portfolio management. Thus, they ensure coherence and alignment among strategy, execution, and performance.



**The company continues to invest in technology and innovation to improve its monitoring systems, allowing for more agile detection of deviations and rapid implementation of corrective measures. This proactive approach strengthens Statkraft's resilience, ensuring that risks are managed strategically and effectively.**





# *7. Indicators Booklet*





# Organization details

## GRI 2-1

The legal names of the organizations included in this report are: Statkraft Energias Renováveis S/A, Statkraft Energia do Brasil Ltda, Seabra Energética S/A, Macaúbas Energética S/A, Novo Horizonte Energética 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, OSLO VIII S/A, OSLO IX S/A, OSLO X S/A, Serra da Mangabeira S/A, Morro do Cruzeiro I S/A, Morro do Cruzeiro II S/A, Jerusalem Holding S/A, Jerusalem Wind Power Plant I S/A, Jerusalem Wind Power Station II S/A, Jerusalem Wind Power Station III S/A, Jerusalem Wind Power Station IV S/A, Jerusalem Wind Power Plant V S/A, Jerusalem Wind Power Station VI S/A, Boqueirão Wind Power Plant I S/A, Boqueirão Wind Power Plant II S/A, Ventos de São Fernando I Energia S/A, Ventos de São Fernando II Energia S/A, Ventos de São Fernando III Energia S/A, Ventos de São Fernando IV Energia S/A, Ventos do Sul Energia S/A, Ventos da Lagoa Energia S/A, Ventos do Litoral Energia S/A, Ventos dos Índios Energia S/A, Parques Eeólicos Palmares S/A, Energen Energias Renováveis S/A, Esmeralda S/A, Santa Fé Energia S/A, Moinho S/A, Passos Maia Energética S/A, Santa Laura S/A, Santa Rosa S/A, Solar Serrita Energia – SPE S/A, Sol de Brotas 1 S/A, Sol de Brotas 2 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, Sol de Brotas 7 S/A, Statkraft Investimentos Ltda, Statkraft Comercialização de Energia S/A, Ventos de São Vitorino Energias Renováveis S/A, Solar São Fernando I Energia S/A, Gran Sul Geração de Energia Renováveis Ltda, Enerfin do Brasil Sociedade de Energia Ltda, Rio Sul 1 Energia Ltda, Rio Norte I Energia Ltda, Rio Norte II Energia Ltda, Rio Sul 2 Energia Ltda, Ventos de São Fernando V Energia S/A, Ventos de São Fernando VI Energia S/A, Ventos de São Fernando VII Energia S/A, Ventos de São Fernando VIII Energia S/A, Sol de Brotas 8 S/A, Sol de Brotas 16 S/A and Sol de Brotas 17 S/A.

Regarding the legal form and purpose of the organization, eight companies that are limited liability companies (of which only Statkraft Energia do Brasil Ltda. has two branches, and the others do not have branches); one publicly-held corporation (Ventos do Sul with one branch); and the 59 are Closed Corporations, totaling 52 branches.

Most of the companies have their headquarters located in Florianópolis (SC), with the exceptions of: Passos Maia Energética, in Caçador (SC); Solar Serrita Energia – SPE, in Recife (PE); and Rio Sul 2 Energia Ltda., in Porto Alegre (RS). All companies operate in Brazil. The Statkraft Brazil definition represents the consolidated (sum) of all Statkraft companies in Brazil.





## Entities included in the organization’s sustainability report

### GRI 2-2

The companies reported in the sustainability report are the same as those included in the financial statements.

## Reporting period, frequency, and point of contact

### GRI 2-3

The reported period is from January 1, 2024 to December 31, 2024. The sustainability report is released annually with the same frequency as the financial report.

For information on the report or on sustainability strategy and management, please contact: [socioambiental@statkraft.com](mailto:socioambiental@statkraft.com).

## External verification

### GRI 2-5

There was no external assurance.

## Activities, value chain, and other commercial relationship

### GRI 2-6

The organization operates in the Renewable Energy Generation sector. Its value chain includes different sectors of industry and commerce, public agencies and individuals from all over the country who consume energy from the National Interconnected System (SIN), the categories of suppliers, as defined in Statkraft’s procurement spreadsheet, and downstream entities, which include B2B and B2C customers, investors, communities, NGOs, social movements, public authorities, environmental agencies, regulatory agencies, partner institutions for social-environmental projects and educational institutions.

## Employees

### GRI 2-7

EMPLOYEES BY REGION AND GENDER <sup>5</sup> GRI 2-7		
		2024
North		0
Northeast		38
Midwest		0
Southeast		58
South		245
EMPLOYEES BY CONTRACT TYPES AND GENDER GRI 2-7		
		2024
	Term indefinite	Term definite
Men	207	20
Women	95	19
Total	302	39
EMPLOYEES BY CONTRACT TYPES AND REGION GRI 2-7		
		2024
	Term indefinite	Term definite
North	0	0
Northeast	38	0
Midwest	0	0
Southeast	53	5
South	211	34
Total	302	39

<sup>5</sup> The data for 2022 and 2023 were reviewed and therefore not published.





EMPLOYEES BY TYPE OF EMPLOYMENT AND GENDER GRI 2-7		
2024		
	Full Time	Part Time
Men	215	12
Women	101	13
Total	316	25

EMPLOYEES BY CONTRACT TYPES AND REGION GRI 2-7		
2024		
	Full Time	Part Time
North	0	0
Northeast	35	0
Midwest	0	0
Southeast	53	5
South	225	20
Total	316	25

## Workers who are not employees GRI 2-8

TOTAL NUMBER OF WORKERS WHO ARE NOT EMPLOYEES BUT PROVIDE SERVICES TO THE COMPANY GRI 2-8			
	2022	2023	2024
Interns	34	38	23
Apprentices	3	3	2
Total	37	41	25

## Governance structure and its composition GRI 2-9

MEMBERS OF THE BOARD OF DIRECTORS GRI 2-9, GRI 2-11			
COMPANY	BOARD OF DIRECTORS		
	Names	Nationality	Gender
STATKRAFT ENERGIAS RENOVÁVEIS	Ingeborg Darflot - Presidente CA	Norwegian	Female
	Marthe Hoff	Norwegian	Female
	Fernando Cesar Cani	Brazilian	Male
	José Adami Neto	Brazilian	Male
PASSOS MAIA	Maurício Roberto Adami Telck	Brazilian	Male
	Hideo Wilson Ogassawara	Brazilian	Male
	Fernando de Lapuerta Montoya	Spanish	Male
	Patrícia Cândido P. Silva	Brazilian	Female
	Rafael André Knop	Brazilian	Male

MEMBERS OF THE BOARD OF DIRECTORS GRI 2-9, GRI 2-11			
COMPANY	BOARD OF DIRECTORS		
	Names	Nationality	Gender
Ventos dos Índios Energia / Ventos da Lagoa Energia / Ventos do Litoral Energia / Ventos do Sul Energia / Parques Eólicos Palmares	Fernando de Lapuerta Montoya	Spanish	Male
	Leoze Lobo Maia Junior	Brazilian	Male
	Thiago Maciel Tomazzoli	Brazilian	Male
	Patrícia Cândido Pinto Silva	Brazilian	Female
	Paula Abrantes Suanno	Brazilian	Female
	Ana Cláudia de Araújo Lima	Brazilian	Female
	Rafael André Knop	Brazilian	Male
	Alexandre Eizo Murakami	Brazilian	Male
	Ewerton Flavio Carneiro	Brazilian	Male
	Juliane Kanitz	German	Female



MEMBERS OF THE EXECUTIVE OFFICERS GRI 2-9, GRI 2-11				
EMPRESA	EXECUTIVE OFFICERS			
	Names	Position	Nationality	Gender
STATKRAFT ENERGIAS RENOVÁVEIS	Fernando de Lapuerta Montoya	President	Spanish	Male
	Leoze Lobo Maia Junior	Vice President of Finance and Investor Relations	Brazilian	Male
	Ana Cláudia de Araújo Lima	Vice President of Corporate Affairs	Brazilian	Female
	Patrícia Cândido Pinto Silva	Vice President Legal	Brazilian	Female
	Paula Abrantes Suanno	Vice President of Development and Regulation	Brazilian	Female
	Thiago Maciel Tomazzoli	Vice President of Operations and Maintenance	Brazilian	Male
PASSOS MAIA	José Adami Neto	Managing Director	Brazilian	Male
	Maurício Roberto Adami Telck	Administrative Director	Brazilian	Male
	Leoze Lobo Maia Junior	Regulatory Director	Brazilian	Male
	Thiago Maciel Tomazzoli	Engineering Director	Brazilian	Male
Ventos dos Índios Energia / Ventos da Lagoa Energia / Ventos do Litoral Energia / Ventos do Sul Energia / Parques Eólicos Palmares	Fernando de Lapuerta Montoya	Managing Director	Spanish	Male
	Leoze Lobo Maia Junior	Director	Brazilian	Male
	Thiago Maciel Tomazzoli	Director	Brazilian	Male

Note<sup>1</sup>: In 2023, it was decided to dismantle the Company’s Fiscal Council.  
Note<sup>2</sup>: There are no alternates for the Board of Directors.  
Note<sup>3</sup>: Only the Chairperson of the Board of Directors of Passos Maia accumulates an executive position in the Company.

## Appointment and selection to the highest governance body

### GRI 2-10

A seleção de conselheiros para o Conselho de The selection of directors for the Board of Directors and its committees, as well as the members of the Executive Board, must meet the requirement of unblemished reputation, according to paragraph 3, article 147 of Law No. 6,404/76. They are appointed by the Company’s shareholder, that is responsible for designating and evaluating diversity and experience.

## Chairperson of the highest governance body

### GRI 2-11

The Chairperson of the Board of Directors does not hold an executive position in the Company. The Chief Executive Officer, on the other hand, holds executive activity.

## Role played by the highest governance body in supervising impact management

### GRI 2-12

Information presented in Chapter 6.





## Delegation of responsibility for impact management

### GRI 2-13

The Vice President of Business Support receives mandate from Board of Directors or shareholders to manage issues related to social and environmental impacts through the sustainability area, including the Social & Governance and Environment & Permissions areas. More information on the subject is addressed in chapter 6.

## Role played by the highest governance body in sustainability reporting

### GRI 2-14

The CEO and management team are responsible for approving the information contained in the Sustainability Report. The materiality analysis is conducted by the global corporate team.

## Conflicts of interest

### GRI 2-15

Information presented in chapter 6.

## Communication of critical concerns

### GRI 2-16

The Executive Board passes on crucial concerns to the Board of Directors in collegiate meetings held weekly, via e-mailor through the participation of a Compliance representative in specific meetings. There are also monthly meetings with the SVP and senior leadership. In 2024, five conflicts of interests were identified and solved and five main compliance risks for the company were found.

## Collective knowledge of the highest governance body

### GRI 2-17

The Board of Directors is supported by the company's senior leadership team, which has expertise in managing environmental, social and governance issues and who lead the management of sustainability issues at Statkraft.

The company adopts the 2024 annual Development Plan, which includes the PDA and the Nomination Process, including the following premises: the alignment of development strategies with the business demands and the strengthening of culture; integration of local initiatives with global ones (Statkraft U); the optimization of actions for a better balance between time and quantity, greater consistency and adherence to demands; and customized actions according to the priorities of the areas and participants. The focus of the plan is the development of people's and business' behavioral, technical, business, and leadership skills.

*More information on actions related to the development of professionals can be accessed in chapter 5.*





# Performance evaluation of the highest governance body

## GRI 2-18

The organization evaluates the performance of the highest governance body in overseeing impacts on the economy, the environment, and people through the Goals and Development – GaD.

The stages of GaD include the feedback meeting for the development of the leader and subordinate, the discussion for development opportunities and the definition of the individual plan. The discussion of short, medium and long-term career prospects, and the definition and validation of goals for the year are also part of this meeting. All employees, except interns and apprentices, participate in the process and receive performance review feedback.

# Compensation policies

## GRI 2-19

As for the compensation policies of senior leadership and the Board of Directors, the organization adopts a combination of fixed and variable compensation, in which leaders receive 13 salaries per year and up to 25% of the annual compensation. The payments of Termination follow the statutory rules, that is, according to the contract, and retirement benefits include the offer of a private pension plan, in which the company’s contribution can reach up to 6% of the executive’s salary.

Regarding the relation to impacts, the compensation policy for the members of the highest governance body and the top executives is directly related to the achievement of the organization’s strategic objectives, encompassing the management of economic, environmental and social impacts.

# Process for determining compensation

## GRI 2-20

The compensation policies are developed by Statkraft and passed on to the locations where it operates.

# Proportion of total annual compensation

## GRI 2-21

RATIO OF THE TOTAL ANNUAL COMPENSATION OF THE ORGANIZATION’S HIGHEST-PAID INDIVIDUAL TO THE AVERAGE TOTAL ANNUAL COMPENSATION OF ALL EMPLOYEES (EXCLUDING THE HIGHEST-PAID)	
2023	2024
27,96	11,73

Note 1: The increase in headcount and new leadership positions contributed to a reduction in this difference. In 2023, some of these positions were not filled for the entire 12-month period, whereas in 2024 they were fully occupied. Only positions that were filled for the full 12 months were taken into account.  
Note 2: The indicator on the proportion of the highest-paid individual’s remuneration increase and the average remuneration increase was not reported.

# Commitments reflected in policies

## GRI 2-23

Statkraft has policies and commitments that establish its responsible business conduct and the respect for human rights, as outlined in the global commitments. As a responsible company, it is committed to creating value while caring for people and the environment, promoting and respecting human rights.

Statkraft’s commitment in respecting people is detailed in item 5 of the Sustainability Report, with description of the interaction approach with communities impacted by the projects under construction and valuing the local workforce.





## Incorporation of policy commitments

### GRI 2-24

The organization delegates responsibilities for the implementation of commitments at different organizational levels through integration on human rights issues. In addition the commitments are integrated into organizational strategies, policies, and operations through conducting due diligence, monitoring of working conditions requirements, supplier self-assessment on human rights, as well as contractual requirements and clauses.

## Processes to repair negative impacts

### GRI 2-25

The company owns risk and impact assessment processes (including social-environmental and environmental processes), which are presented and monitored by the company's Management Team. With each new project, or at least annually, a risk and impact analysis is carried out from the perspective of several areas (HSS, environment, social, financial, legal). The action plans for mitigating impacts follow the same reporting and monitoring structure.

## Mechanisms for advising and raising concerns

### GRI 2-26

Chapter 6 presents the complaint mechanisms that are open and disseminated to internal and external audiences. In chapter 5, the institutional and social-environmental channels used as mechanisms for focusing on communities are presented.

## Compliance with laws and regulations

### GRI 2-27

During the reporting period, non-conformities were identified at the Ventos de São Fernando plants. Others, such as Jerusalem I to IV, Ventos de Santa Eugênia, Osório Wind Farm, Sangradouro were notified, but not fined after the presentation of counter-arguments. SHP Santa Rosa was fined by Aneel, and the answer brief presented in 2024.

## Participation in associations

### GRI 2-28

In 2024, Statkraft Brazil remained a member of the Board of Directors of the Brazilian Clean Energy

Association (Abragel), participating in projects and technical working groups with this association.

It is also part of 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).

## Approach to stakeholder engagement

### GRI 2-29

Information presented in Chapter 5.

## Collective bargaining agreements

### GRI 2-30

100% of employees are covered by the Collective Bargaining Agreement (ACT).

## Process for defining material issues

### GRI 3-1

Information presented in Chapter 3.





## List of material topics

### GRI 3-2

Information presented in Chapter 3.

## Management of material issues – Biodiversity and Ecosystems

### GRI 3-3

Information presented in Chapter 4.

## Management of material issues – Use of resources and circular economy

### GRI 3-3

Information presented in Chapter 4.

## Management of material issues – Business conduct

### GRI 3-3

The organization, from the Compliance perspective, assessed the economic, environmental and social impacts of its activities, including human rights. This approach reinforces the commitment to ethical practices, strengthening stakeholders' trust and promoting sustainability and long-term success. Additionally, it improves reputation, attracts investors and customers, and reduces legal and financial risks. Statkraft avoids activities that may damage its image and only establishes partnerships with organizations that meet the ethics and integrity criteria defined by the Compliance and Procurement teams.

To mitigate negative impacts, the Compliance team conducts annual integrity risk assessments and proposes action plans with the areas involved. Mitigation measures are monitored, including key business partners who are reviewed according to the company's risk matrix. In specific cases, training can be carried out to reduce risks.

The efficacy of the measures is monitored through annual risk assessments, including interviews and mapping of compliance risks in the processes. The business partner's integrity assessment generates recommendations and mitigating actions. The Compliance team monitors the implementation of actions through meetings, audits, and process verification.

Compliance goals are mandatory for all employees, including senior management. The Compliance area generates an annual risk assessment report and defines action plans with the company areas.

Contractors must adopt the principles of the Code of Conduct and undergo Compliance integration. Reporting channels are available, and third parties must file action plans to resolve cases of violation. There is an annual general training, and specific compliance training is conducted based on identified risks or upon request.





Management of material issues - Climate

GRI 3-3

Information presented in Chapter 4.

Management of material issues – Communities

GRI 3-3

Continuous processes of risk assessment, impacts, and mitigation programs are carried out not only by project, but also by type of activity performed. The ombudsman channels also contribute to the impact assessment process, since complaints and suggestions are assessed and feed continuous improvement processes.

Management of material topics - Employees (ours)

GRI 3-3

Information presented in Chapter 5.

Management of material issues - Workers (supply chain)

GRI 3-3

Information presented in Chapter 5.

Policies to halt and reverse biodiversity loss

GRI 101-1

Information presented in Chapter 4.

Management of impacts on biodiversity

GRI 101-2

Information presented in Chapter 4.

SIZE OF AREAS UNDER RESTORATION OR REHABILITATION AND OF RESTORED AND REHABILITATED AREAS (HECTARES)	
	2024
Area under restoration or rehabilitation	73,4
Restored or rehabilitated area	16,0

Identification of impacts on biodiversity

GRI 101-4

Information presented in Chapter 4.

Locations with impacts on biodiversity/Content 101-7 Changes in the state of biodiversity

GRI 101-5, 101-7, 101-5

Information presented in Chapter 4.

Direct drivers of biodiversity loss

GRI 101-6

Information presented in Chapter 4.





## Direct economic value generated and distributed

### GRI 201-1

STATEMENT OF ADDED VALUE (IN THOUSANDS OF REAIS)			
	2022	2023	2024
Revenues	1.535.110	1.112.905	4.037.291
Electricity sales	1.533.158	1.038.605	3.926.348
Service sales	1.952	119	6.350
Other revenues	-	74.181	104.592
Total revenues	1.535.110	1.112.905	4.037.291
Cost of power generation	(943.387)	(319.840)	(2.423.900)
Intercompany service costs	-	-	(63.209)
Cost of goods resold	-	-	(5.193)
General and administrative expenses	-	(83.391)	(201.122)
Intercompany service expenses	-	-	-
Cost of services rendered	(87.471)	(1.411)	-
Other expenses and income	183.181	(4.015)	3.784
Total inputs acquired from third parties	(847.677)	(408.657)	(2.689.639)
Gross value added	687.433	704.248	1.347.651
Depreciation amortization and impairment	(160.820)	(106.228)	(551.295)
Net value added produced by the company	526.613	598.020	796.356
Transferred value added	128.465	114.766	(34.597)
Equity in earnings of investees	20.541	16.764	(184.347)
Financial income	107.570	98.002	149.750
Total transferred value added	128.465	114.766	(34.597)
Total value added to distribute	655.078	712.786	761.759

STATEMENT OF ADDED VALUE (IN THOUSANDS OF REAIS)			
	2022	2023	2024
Direct remuneration	55.439	55.871	145.721
Benefits	11.382	12.795	18.695
FGTS	4.571	4.101	8.181
Total personnel	71.392	72.767	172.597
Federal	252.027	195.146	490.840
State	-	4.844	1.548
Municipal	136	516	3.537
Taxes, fees and contributions	252.163	200.507	495.925
Interest	46.209	29.509	204.119
Rent	1.453	1.717	10.958
Financial expense – use of public assets	-	5.806	16.486
Other financial expenses	34.160	4.501	88.680
Total remuneration from third-party capital	81.822	41.533	320.244
Retained earnings/Accumulated losses	209.818	362.882	(380.264)
Interest on equity	-	17.000	4.500
Dividends	2.111	18.097	148.757
Total remuneration from own capital	211.929	397.979	(227.007)
Total added value distributed	655.078	712.785	761.758





## Financial implications and other risks and opportunities arising from climate change

### GRI 201-2

Information presented in Chapter 4.

## Defined Benefit Plan Obligations and Other Retirement Plans

### GRI 201-3

The strategy adopted by the employer to ensure full coverage of the pension plan involves the annual review of benefits, adjusting them to assure long-term sustainability. In addition to the establishment of an ongoing monitoring and assessment process of the plan to quickly identify and correct any deficits.

## Financial support received from the government

### GRI 201-4

The organization has not received financial support from governments and no government has an equity stake in the organization's structure here in Brazil

## Ratio of the lowest wage to the local minimum wage, by gender

### GRI 202-1

RATIO OF LOWEST WAGE TO MINIMUM WAGE BY GENDER	
	2024
Men	102,09
Women	102,09

The company adopts a structured salary scale, in which the definition of salary grids is carried out according to the responsibility of each position. This transparent system reflects our commitment to sustainable people management practices, ensuring that all employees are compensated appropriately and fairly, in line with the principles of social responsibility and corporate sustainability.

## Investments in infrastructure and support for services

### GRI 203-1

We did not make significant investments in infrastructure or services.

## Indirect economic impacts

### GRI 203-2

Regarding potential negative impacts, there may be temporary population changes as well as higher demands over the local infrastructure. These impacts are previously mapped and mitigation programs implemented.





# Proportion of expenses with local suppliers

GRI 204-1

PROPORTION EXPENSES WITH LOCAL SUPPLIERS GRI 204-1		
2022	2023	2024
95%	N/I	98%

Note: Due to the organization’s large geographical presence, all suppliers located in Brazil are considered local suppliers.

# Operations assessed for risks related to corruption

GRI 205-1

TOTAL NUMBER AND PERCENTAGE OF TRANSACTIONS SUBMITTED TO CORRUPTION-RELATED RISK ASSESSMENTS GRI 205-1		
	2023	2024
Total number of operations	-	945
Total number of assessed operations	224	945
Percentage of assessed operations	-	100

Note: The number of operations evaluated reflects the implementation of third-party management tools and the integration of contracts resulting from asset purchase and sale processes.

A robust work is carried out annually forthe ethics and integrity team at Stakraft Brazil. More details in chapter 6.

# Communication and training in anti-corruption policies and procedures

GRI 205-2

100% of the eight members that make up the presidency and vice-presidency of Stakraft Brazil were informed about the anti-corruption procedures and policies adopted by the organization. All members work in the southern region of Brazil, in the city of Florianópolis (SC).

100% of the 341 employees who make up the staff of Stakraft Brazil were informed of the anti-corruption procedures and policies adopted by the organization.

Throughout 2024, the Procurement team had a total of 2,832 contractual instruments negotiated with business partners. All business partners have visibility and/or receive the Stakraft Code of Conduct for Suppliers (“Code”), through the inclusion of the Code in the contractual annexes, or through the integrations carried out before the start of the provision of the services.

# Confirmed cases of corruption and measures taken

GRI 205-3

As in 2022 and 2023, last year there were no cases of corruption.





# Unfair competition

## GRI 206-1

There are no lawsuits pending or terminated during the covered period that relate to unfair competition and violation of antitrust laws and monopoly regulation.

# Tax approach

## GRI 207-1

Statkraft follows a tax strategy based on principles, transparency, and sustainability. We comply with tax laws and practices in all the countries in which we operate. We believe that a responsible approach concerning taxes is essential to the long-term sustainability of the societies in which we do business and to businesses around the world.

Taxes are an essential part of our corporate responsibility and governance and are supervised by the Board of Directors. The day-to-day management of Statkraft’s tax affairs is handled by

a centralized global tax team. The tax team is involved in all significant business developments so that we can assess in advance any potential tax consequences of our decisions.

# Governance, control and management of fiscal risk

## GRI 207-2

The Tax Group is the main governance body responsible for Statkraft’s tax compliance, with a mission to support the business areas, manage tax risk and ensure compliance with tax legislation.

Present in Oslo, Stockholm, London, Düsseldorf and Florianópolis, the group collaborates closely with the business areas to consider all tax aspects in operations and transactions.

The company has a quarterly procedure for managing tax risks, identifying, measuring, and reporting on risks, as well as seeking external advice on complex cases.

Regarding business conduct, the company adopts a uniform interpretation of tax rules, ensuring compliance with local and international laws. Statkraft avoids artificial tax arrangements by focusing on tax planning that is based on genuine business activities and full disclosure to the tax authority.

# Stakeholders’ engagement and management of their tax concerns

## GRI 207-3

We are committed to complying with all legal obligations and ensuring full transparency to the tax authorities. We maintain interactions based on honesty, integrity and mutual respect, seeking to resolve disputes collaboratively, but ready to litigate when necessary.

Additionally, we conduct ongoing assessments of tax processes to ensure compliance and manage the risks of

Brazilian tax legislation, adopting solid technical positions to avoid litigation and ensure ethical and legal conduct in all operations.

# Energy consumption within the organization

## GRI 302-1

ENERGY CONSUMPTION WITHIN THE ORGANIZATION GRI 302-1	
	2024
Non-renewable (MJ)	
Diesel	2.795.592.946
Gasoline	1.553.302.114
Total	1.553.302.114
Renewable (MJ)	
Ethanol	5.543.630
Total	5.543.630
Electricity consumption (MW)	3.564
Electricity consumption (MJ)	12.883.820.000
Total energy consumption (MJ)	17.098.258.692





The data were calculated based on the purchase invoices and/or information passed on by the supply control system.

For electricity, we use the energy bills and/or information passed on by the supervisory system of the plants.

## Interactions with water

### GRI 303-1

The interaction with water varies according to the type of plant and the phase of the project. At the hydroelectric plants in operation, the water is used to generate energy, without direct consumption, and is returned to the river after passing through the turbines.

Direct consumption is minimal, used in administrative activities, and the water is treated before being returned to the environment. In wind farms there is also no direct consumption, only for administrative activities, and the water is treated before being returned to the environment. In the case of solar

plants, when they start operating, in addition to administrative activities, it will be necessary to consume treated water to wash the panels.

In projects under construction, water consumption is higher due to the number of workers and construction processes, with the water treated and discarded into the ground after use, or treated before proper disposal.

Possible environmental impacts may include changes in river flows, silting, degradation in water quality, contamination, decreased water availability, and soil erosion.

The company monitors and mitigates these possible impacts in accordance with environmental legislation, carrying out programs to monitor water quality, effluents, and installation of appropriate treatment systems. It also adopts containment measures, emergency plans, solid waste management and drainage systems to prevent erosion and to preserve the quality of water in water bodies near the projects.

## Impacts on water discharge

### GRI 303-2

The organization disposes of water and liquid effluents within the minimum standards in accordance with environmental legislation. At the federal level, we follow Conama resolution No. 357/2005 and Conama resolution 430/2011. Both provide guidance on the minimum standards for the release of water and effluent quality.

However, at state level, there may be specific standards that are more restrictive than these two resolutions. In general, the standard that must be followed is defined in the environmental licenses for the projects, and the company fully follows what is requested through contracts with specialized companies.

## Water catchement

### GRI 303-3

FRESHWATER CATCHMENT BY SOURCE (MEGALITERS)

	2024	
	Areas without water stress	Water-stressed areas
Surface water	0,00076	0,0000
Underground water	0,01945	0,0000
Third-party water	0,00964	0,00795
Total	0,02985	0,00795





# Water disposal

## GRI 303-4

FRESHWATER DISCHARGE BY SOURCE (MEGALITERS)	
	2024
Surface water	0,00037
Groundwater	0,02351
Total	0,02388

Note: The release standard follows the applicable environmental legislation to each unit.

# Water consumption

## GRI 303-5

WATER CONSUMPTION (MEGALITERS)	
	2024
Water-stress-free area	0,00630
Water-stressed area	0,00159

# Direct greenhouse gas emissions

## GRI 305-1

GREENHOUSE GAS EMISSIONS (TCO2 E) GRI 305-1 GRI-305-2 GRI 305-3			
	2022	2023	2024
Scope 1	3.761,65	1.123,60	85.088,76
Biogenic emissions (Scope 1)	27	-	-
Scope 2	121,65	122,18	215,07
Scope 3	74.447,86	56.340,49	85.026,13
Total emissions	78.358,16	57.586,27	170.329,96







## Waste generation and significant waste-related impacts

### GRI 306-1

The impacts of waste are mainly related to the pollution of ecosystems near the plants, which can result in various environmental effects. During the construction phase, waste generation reaches its peak in the life cycle of the projects.

Most of the waste generated is classified as non-hazardous and non-inert, originating mainly from civil construction and domestic activities, with a smaller amount of hazardous waste. In the operational phase, the waste generation is significantly reduced, being composed mainly of non-hazardous domestic waste and hazardous waste generated by administrative activities and equipment maintenance.

## Management of significant waste-related impacts

### GRI 306-2

The plants in operation and the projects under construction undergo environmental licensing, which includes an impact assessment and the request for specific programs and measures for waste management. The main highlight is SolidWaste Management Plan (PGRS), which guides all actions from generation to final disposal of waste.

Stakraft adopts the procedure “Environmental Aspects and Impacts, Occupational Hazards and Risks PS-SGI-R 005”, and for all significant impacts, implements monitoring and control measures. For the plants in operation, waste management is carried out by the company’s teams, and only transportation and final disposal are carried out by outsourced companies duly qualified.

Stakraft ensures that these companies have all the necessary licenses and permits.

In offices and projects under construction, waste management is carried out by third-party companies. To ensure compliance with the legislation, Stakraft’s teams verify that service providers are compliant, either through contract management or internal audits.

The amount of waste generated is assured through the information provided by the transportation companies. Waste transportation is documented by filling out the Waste Transport Manifest (MTR) and issuing the Final Disposal Certificate (CDF), which contain data on the amount transported, the type of waste and other essential information for waste monitoring.

## Waste generated

### GRI 306-3

#### WASTE GENERATED (TONS) GRI 306-3

	2022	2023	2024
Hazardous waste	12,46	56,20	231,27
Non-hazardous waste	3.789,50	572,17	28.929,13
Total	3,801.96	628,37	29.160,40

It is important to give context that Stakraft Brazil significantly expanded its portfolio in 2024 with the integration of new assets, in addition to having three solar projects under construction. These factors contributed to the increase in the amount of waste generation in 2024 compared to previous years.





# Waste not bound for final disposal

## GRI 306-4

WASTE NOT BOUND FOR FINAL DISPOSAL BY TYPE OF WASTE AND RECOVERY (TONS) GRI 306-4			
	2022	2023	2024
Hazardous waste			
Recycling	-	-	147,25
Total	-	-	147,25
Non-hazardous waste			
Recycling	1.052,92	155,41	24.460,93
Preparation for reuse	1.183,50	0,00	8,04
Total	2.236,42	155,41	24.468,93
TOTAL	2.236,42	155,41	24.616,22

Note: All waste recovery operations are carried out outside the organization.

# Waste bound for final disposal

## GRI 306-5

WASTE BOUND FOR FINAL DISPOSAL BY TYPE OF FINAL DISPOSAL (TONS) GRI 306-5			
	2022	2023	2024
Hazardous waste			
Incineration (with energy)	-	-	74,79
Incineration (no energy)	-	-	0,00
Landfill confinement	-	-	9,23
Total	-	-	84,02
Non-hazardous waste			
Incineration (with energy)	-	-	32,07
Landfill confinement	-	-	165,03
Other operations disposal	-	-	4.263,10
Total	1.553,08	416.76	4.460,20
TOTAL	1.553,08	416.76	4.544,22





# New hirings and employee turnover

## GRI 401-1

NEW HIRINGS AND EMPLOYEE TURNOVER (MEN INDEFINITE TERM), BY AGE GROUP GRI 401-1				
	Total employees hired	New hirings rate	Terminations	Turnover rate
Up to 30 years old	11	3,6%	12	4,0%
From 31 to 40 years old	12	4,0%	6	2,0%
From 41 to 50 years old	3	1,0%	5	1,7%
From 51 years old on	0	0,0%	0	0,0%

NEW HIRINGS AND EMPLOYEE TURNOVER (MEN DEFINITE TERM), BY AGE GROUP GRI 401-1		
	Total employees hired	New hirings rate
Up to 30 years old	3	1,0%
From 31 to 40 years old	2	0,7%
From 41 to 50 years old	2	0,7%
From 51 years old on	0	0

Note: There is no turnover calculation because as it is a definite-term contract, once the contract ends, there is no replacement. This type of contract aims to meet a specific demand and, once it is terminated, there is no renewal or replacement.

NEW HIRINGS AND EMPLOYEE TURNOVER (WOMEN INDEFINITE TERM), BY AGE GROUP GRI 401-1				
	Total employees hired	New hirings rate	Terminations	Turnover rate
Up to 30 years old	4	1,3%	3	1,0%
From 31 to 40 years old	4	1,3%	4	1,3%
From 41 to 50 years old	1	0,3%	4	1,3%
From 51 years old on	2	0,7%	0	0,0%

NEW HIRINGS AND EMPLOYEE TURNOVER (WOMEN DEFINITE TERM), BY AGE GROUP GRI 401-1		
	Total employees hired	New hirings rate
Up to 30 years old	2	0,7%
From 31 to 40 years old	3	1,0%
From 41 to 50 years old	0	0,0%
From 51 years old on	1	0

Note: There is no turnover calculation because as it is a definite-term contract, once the contract ends, there is no replacement. This type of contract aims to meet a specific demand and, once it is terminated, there is no renewal or replacement.





NEW hirings and employee turnover (Men definite term - internship), by age group GRI 401-1

	Total employees hired	New hirings rate
Up to 30 years old	8	2,6%
From 31 to 40 years old	0	0,0%
From 41 to 50 years old	0	0,0%
From 51 years old on	0	0

Note: There is no turnover calculation because as it is a definite-term contract, once the contract ends, there is no replacement. This type of contract aims to meet a specific demand and, once it is terminated, there is no renewal or replacement.

NEW hirings and employee turnover (Women definite term - internship), by age group GRI 401-1

	Total employees hired	New hirings rate
Up to 30 years old	7	2,3%
From 31 to 40 years old	0	0,0%
From 41 to 50 years old	0	0,0%
From 51 years old on	0	0,0%

Note: There is no turnover calculation because as it is a definite-term contract, once the contract ends, there is no replacement. This type of contract aims to meet a specific demand and, once it is terminated, there is no renewal or replacement.

NEW hirings and employee turnover (definite term), by gender GRI 401-1

	Total employees hired	New hirings rate	Terminations	Turnover rate
Men	26	8,6%	23	7,7%
Women	11	3,6%	11	3,6%

NEW hirings and employee turnover (indefinite term), by region GRI 401-1

	Total employees hired	New hirings rate	Terminations	Turnover rate
North	0	0,0%	0	0,0%
Northeast	7	2,31%	5	1,66%
Midwest	0	0,0%	0	0,0%
Southeast	7	2,31%	7	2,33%
South	23	7,58%	22	7,31%

Benefits offered to full-time employees that are not offered to temporary or part-time employees GRI 401-2

All full-time employees, whether in permanent or temporary positions, have the same benefits. The part-time employees receive the benefit of proportional meal vouchers.





# Maternity/Paternity leave

## GRI 401-3

LICENÇA-MATERNIDADE/PATERNIDADE		
	2023	2024
Total number of employees entitled to maternity/paternity leave		
Men	*	215
Women	*	101
Total number of employees who took maternity/paternity leave during the reporting year		
Men	9	13
Women	3	6
Total number of employees who returned to work during the reporting period after maternity/paternity leave		
Men	9	13
Women	3	6
Total number of employees who returned to work after maternity/paternity leave and were still employed 12 months after returning		
Men	*	8
Women	*	3
Return rate		
Men	100%	100%
Women	100%	100%
Retention rate		
Men	*	100%
Women	*	100%

\* Data not reported in 2023.

# Occupational health and safety management system

## GRI 403-1

A empresa adota um sistema de gestão de saúde e segurança do trabalho em todas as suas instalações, baseado na gestão de riscos e alinhado aos requisitos legais e diretrizes globais (Noruega).

*The system follows the national regulatory standards, available here.*

The global guidelines can be found on Statkraft’s internal HSS portal, available to all employees, which includes the main corporate drivers: Safety, Occupational Health, Property Security, Emergency Readiness and Response, and Safety Culture.

In 2024, the main management focuses were: Safety Culture, Risk Management and HSS Management with Contractors. Several projects and preventive actions were implemented and reinforced in this context throughout the year, and these directions will continue in 2025.





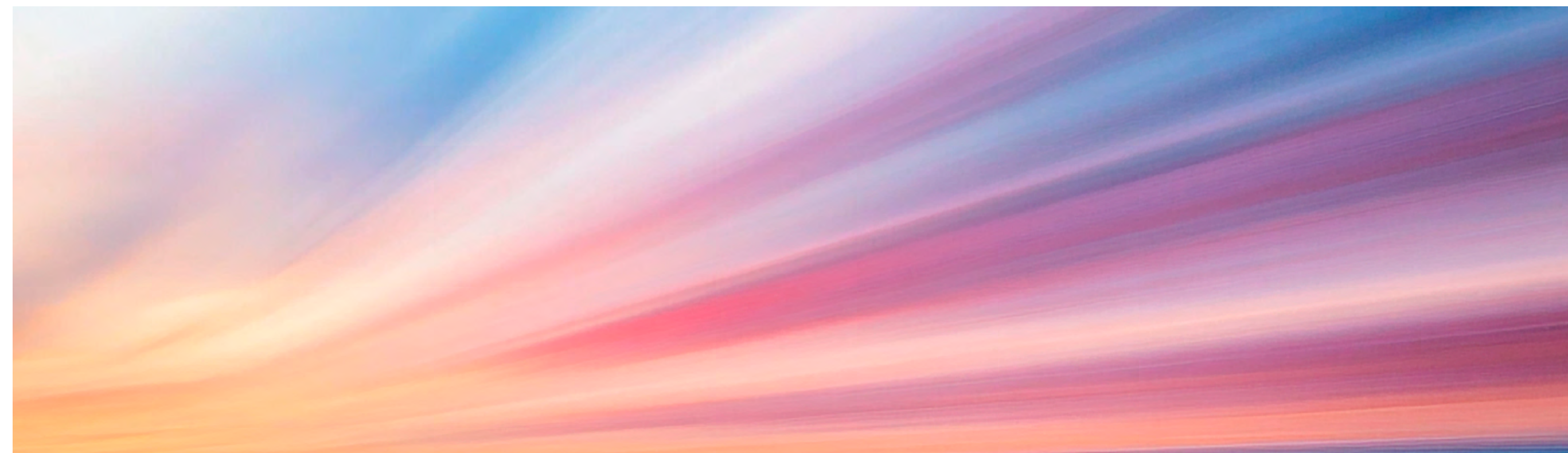
## Hazard identification, risk assessment and incident investigation

### GRI 403-2

Statkraft identifies hazards and evaluates risks based on specialized reports (Risk Management Program Report - PGR and Technical Report on Environmental Work Conditions - LTCAT), validated by its HSS technical team. In addition to legal programs, the risk analysis for occupational diseases and accidents is detailed, ensuring that preventive and corrective actions are implemented and monitored by indicators for continuous adjustments. For risks involving driving vehicles, defensive driving training is carried out, use of telemetry and compliance with fleet policy.

The company's approach is mainly preventive, prioritizing the elimination of risks, their control and, when necessary, the application of actions to mitigate risks.

Risk identification and incident investigation follow global and local procedures. For minor or low-impact incidents, methods such as the 5 Whys and the fishbone diagram are employed. For more severe or potentially more serious cases, advanced methodologies such as Taproot are used.



## Occupational health services

### GRI 403-3

Statkraft relies on a specialized external company to provide reports such as the Risk Management Program Report (PGR) and the Medical Occupational Health Control Program Report (PCMSO), which quantify the risks that are monitored and validated by internal professionals. In addition to these legal reports, the company deepens the risk analysis of occupational diseases and accidents, ensuring the implementation of effective actions and the monitoring of preventive and reactive indicators to measure the progress of the programs and adjust them when necessary. Health programs are accessible to all employees, adapted to different work environments and specific risks. Among the main occupational health initiatives, periodic examinations derived from the PCMSO, vaccination campaigns, the Employee Support Program (PAS), workplace gymnastics, quick massage for the office in Florianópolis, ergonomics education actions, use of ergonomic equipment, health training, among others.





## Worker participation, consultation and communication to workers regarding occupational health and safety

### GRI 403-4

A organização envolve seus The organization involves its employees in the development, implementation, and assessment of the occupational health and safety management system through various initiatives. The Emendo system allows the recording of risk observations and suggestions for improvement, accessible to all employees. Additionally, workers actively participate in the Internal Commission for the Prevention of Accidents and Harassment - Cipa, volunteer firefighters and open meetings for discussions, questions, and answers. The company also owns formal health and safety committees,

such as the HSS Committees, composed of VPs, directors and managers, which meets bimonthly as of 2025 (previously, quarterly) to discuss improvements, review indicators, address risk activities and develop mitigation strategies.

## Training workers in occupational health and safety

### GRI 403-5

The company offers training and qualification in health and safety in line with critical activities, the Regulatory Standards of the Ministry of Labor, and internal requirements.

For activities that involve climbing wind turbines, GWO – Global Wind Organisation training is required. This aims to ensure safe working practices and reduce associated risks, focused on basic safety, working at heights, and others associated with the risks of the Wind Industry. Statkraft employees are also trained

in defensive driving. Upon joining the company, all employees participate in integration training in health, safety, and the environment (HSS) and have access to complementary training on the Motimater platform, which offers 35 courses on security, 12 on property security and 5 on health.

## Promotion of workers' health

### GRI 403-6

Statkraft offers several health-related benefits outside the workplace, such as Bradesco health insurance and the dental plan. The health insurance also covers a psychological support channel for the employees and their families. The company offers the Psychological Support Program (PAS) as well, offering support from Monday to Friday and, in serious cases, 24 hours a day, for financial, legal and psychological issues.





# Prevention and mitigation of occupational health and safety impacts directly linked to business relations

## GRI 403-7

The company maps risks in activities carried out by partners, using preventive measures and training to ensure compliance with legal requirements and the protection of employees.

# Workers covered by an occupational health and safety management system

## GRI 403-8

All workers are covered by health and safety management. In addition to meeting Statkraft’s requirements, the contractors also adopt complementary actions and specific programs for activities such as construction, strengthening risk management and prevention.

# Occupational accidents

## GRI 403-9

Please refer to the table in indicator 403-10.

# Occupational diseases

## GRI 403-10

AOCCUPATIONAL ACCIDENTS AND DISEASES GRI 403-9 GRI-403-10		
	2024	
	Employees	Non-employees workers
N° of hours worked	706.224,31	2.512.094,59
Number of deaths resulting from occupational accidents;	0	0
Rate of deaths resulting from occupational accidents	0	0
Number of occupational accidents with serious consequences (except deaths)	0	0
Rate of occupational accidents with serious consequences (except deaths)	0	0
Number of occupational accidents that must be reported (deaths included)	2	6
Rate of occupational accidents that must be reported (deaths included)	2,82	2,39
Number of deaths resulting from occupational diseases	0	0
Number of occupational diseases cases that must be reported (include deaths)	0	0

Note: Base number of hours worked: 1,000,000.





# Average training hours per year, per employee

GRI 404-1

AVERAGE TRAINING HOURS GRI 404-1		
	2024	
	Men	Women
VPs/Directors	7,6	7,6
Managers/Coordinators	9,9	9,6
Operational/Administrative	9,9	9,6

Note: In 2023 we had an average total of 35.26 training hours.

# Programs for the improvement of employees' skills and assistance in career transition

GRI 404-2

Information is in chapter 5.

# Percentage of employees who regularly receive performance and career development reviews

GRI 404-3

All employees received regular performance and career development reviews annually, with check-in meetings throughout the year for development monitoring.

# Diversity in governance bodies and employees

GRI 405-1

PERCENTAGE OF INDIVIDUALS WHO ARE PART OF THE ORGANIZATION'S GOVERNANCE BODIES BY AGE GROUP GRI 405-1	
	2024
Up to 30 years old	0,00
From 31 to 40 years old	44,44
From 41 to 50 years old	44,44
From 51 years old on	11,11

PERCENTAGE OF INDIVIDUALS WHO ARE PART OF THE ORGANIZATION'S GOVERNANCE BODIES BY GENDER GRI 405-1	
	2024
Men	66,67
Women	33,33







PERCENTAGE OF EMPLOYEES, BY WORKING CATEGORY AND GENDER GRI 405-1		
	2024	
	Men	Women
President	100%	0,0%
Vice President	37,0%	63,0%
Board of Directors	85,7%	14,3%
Management	67,5	32,5%
Coordination	84,6%	15,4%
Supervision	100%	0,0%
Other professionals	66,9%	33,1%

The percentage of employees, by working category and age group (GRI 405-1) was not reported.

*EMPLOYEES, BY WORKING CATEGORY AND GENDER GRI 405-1			
	2022	2023	2024
President - Men	N/M	1	1
President - Women	N/M	0	0
Vice President – Men	N/M	2	2
Vice President – Women	N/M	4	5
Board of Directors – Men	5	7	6
Board of Directors – Women	4	1	1
Management – Men	34	26	26
Management – Women	11	14	15
Coordination – Men	-	7	11
Coordination – Women	-	2	2
Supervision – Men	-	4	11
Supervision – Women	-	0	0
Other professionals – Men	153	142	158
Other professionals – Women	68	71	78

\*Reported in number of employees.





## Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

### GRI 407-1

Statkraft strictly complies with labor laws, ethical principles and compliance standards, signing collective bargaining agreements, transparently negotiating and following the governing laws. This commitment also extends to service providers with allocated labor, which must comply with legal obligations, proven through contractual clauses that address labor, health and safety aspects, among other specific requirements from Statkraft. Respect for the laws and the rights of employees and third parties is non-negotiable.

If divergences are identified in the providers' management process, the contracted company is accompanied by an action plan for regularization, ensuring that all those involved are in legal compliance, especially with regard to health and safety. Statkraft monitors service providers based on collective agreements and the minimum wage, but does not require annual information for the preparation of its sustainability report.

## Operations and suppliers with significant risk of child labor cases

### GRI 408-1

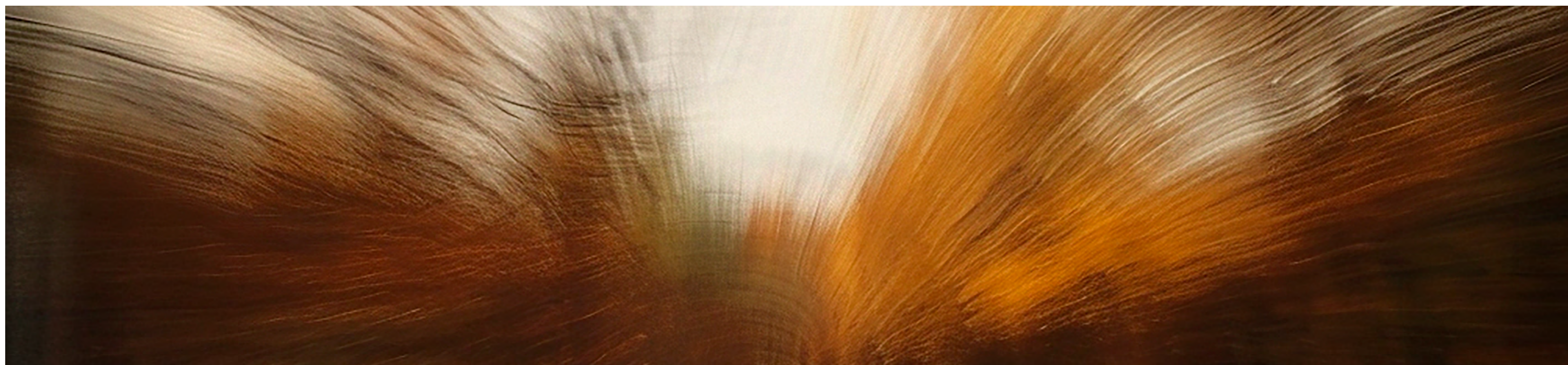
No risks related to child labor or exposure of young workers to hazardous activities in Statkraft's operations and suppliers in Brazil. For local suppliers, the company adopts strict measures to fight against child labor, including self-assessments through the Jaegger Procurement platform, specific contractual clauses in the provision of services and requirements for subcontractors. In addition, it performs document control and monitoring of all direct and outsourced workers at Statkraft's facilities, granting compliance with the prohibition on the use of child labor, as set out in the suppliers' code of conduct.

## Operations and suppliers with significant risk of forced or slave-like labor

### GRI 409-1

No risks related to forced or slave-like labor were identified in Statkraft's operations and suppliers in Brazil. For local suppliers, strict measures are adopted to fight against forced labor, including the self-assessment of suppliers through the Jaegger platform (used by Procurement), the inclusion of specific contractual clauses in the provision of services, and requirements for subcontractors.

Additionally, the company carries out document control and monitoring of all direct and outsourced workers at Statkraft's facilities, making sure that forced or slave-like labor is strictly prohibited, as established in the suppliers' code of conduct.







## Cases of violation of the rights of indigenous peoples

### GRI 411-1

We had no record of cases regarding violation of the rights of indigenous people.

## Operations with engagement, impact assessments and development programs aimed at the local community

### GRI 413-1

All Stakraft Brazil assets have activities to assess and monitor possible impacts. As engagement interventions and programs with the local communities, there are awareness-raising actions and/or social-environmental projects and actions.

## Operations with actual and potential significant negative impacts on local communities

### GRI 413-2

Infrastructure projects can present impacts, which nature is determined mainly by the size of the project and the area extension. In electric power generation assets, the most significant impacts usually occur in the construction phase. Throughout 2024, three solar parks were under construction by Stakraft.

## New suppliers selected based on social criteria

### GRI 414-1

Suppliers are evaluated according to a sum of criteria that include technical capacity and price, and for services with activities carried out in Stakraft locations, health requirements, safety, environment and human rights are part of the assessment and monitoring.

## Negative social impacts on the supply chain and action taken

### GRI 414-2

No significant negative social impacts were identified in operations and suppliers in Brazil.

## Political contributions

### GRI 415-1

There was no allocation of resources for political contributions.

## Proven complaints regarding violation of privacy and loss of customer data

### GRI 418-1

There were no complaints received regarding the violation of customer privacy from outside the organization.





# *GRI Content Summary*







Statement of Use  
GRI 1 used

Statkraft has reported the information cited in this GRI content summary for the period from January 1 to December 31, 2024, based on GRI Standards  
GRI 1: 2021 Fundaments

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	SDGS
General content	2-1 Organization details	70	
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	3-2 List of material themes	27, 77	





GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	SDGS
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GRI 3: 2021 Material Themes	3-3 Management of material themes	34, 77	
GRI 101: Biodiversity	101-1 Policies to stop and revert biodiversity loss	34, 78	14,15
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GRI 3: 2021 Material Themes	3-3 Management of material themes	29, 78	
GRI 201: 2016 Economic performance	201-2 Financial implications and other risks and opportunities arising from climate change	30, 31, 32, 33, 78	13
GRI 305: 2016 Emissions	305-1 GHG Direct emissions (Scope 1)	84	3, 12, 13, 14, 15
GRI 305: 2016 Emissions	305-2 GHG indirect emissions (Scope 2) from energy acquisition	84	3, 12, 13, 14, 15
GRI 305: 2016 Emissions	305-3 Other GHG indirect emissions (Scope 3)	84	3, 12, 13, 14, 15
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GRI 203: 2016 Indirect economic impacts	203-1 Investments in infrastructure and service support	80	5, 9, 11
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GRI 413: 2016 Local communities	413-1 Engagement operations, impact assessment, and development programs aimed at local communities	39 a 48, 96	
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GRI 3: 2021 Material Themes	3-3 Management of material themes	63, 77	
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GRI 206: 2016 Unfair competition	206-1 Legal actions regarding unfair competition, trust, and monopoly	82	16
GRI 207: 2019 Taxes	207-1 Tax approach	82	1, 10, 17
GRI 207: 2019 Taxes	207-1 Fiscal risks governance, control and management	82	1, 10, 17
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GRI 415: 2016 Public policies	415-1 Political contributions	96	16
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GRI 201: 2016 Economic performance	201-3 Obligations about benefit plan and other retirement plans	80	
GRI 401: 2016 Employment	401-1 New hirings and employee turnover	87, 88	4,5,8,10





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GRI 401: 2016 Employment	401-2 Benefits offered to full-time employees that are not offered to temporary or part-time employees	54, 88	3,5,8
GRI 401: 2016 Employment	401-3 Maternity/paternity leave	89	5,8
GRI 403: 2018 Occupational health and safety	403-1 Occupational health and safety management system	55, 89	8
GRI 403: 2018 Occupational health and safety	403-2 Hazard identification, risk assesment, and incident investigation	90	8
GRI 403: 2018 Occupational health and safety	403-3 Occupational health services	58, 90	8
GRI 403: 2018 Occupational health and safety	403-4 Worker's participation, consultation, and communication to workers regarding occupational health and safety	55, 91	8,16
GRI 403: 2018 Occupational health and safety	403-5 Workers training on occupational health and safety	55, 91	9
GRI 403: 2018 Occupational health and safety	403-6 Promoting worker's health	91	3
GRI 403: 2018 Occupational health and safety	403-7 Prevention and mitigation of impacts on occupational health and safety directly associated to business relationships	92	8
GRI 403: 2018 Occupational health and safety	403-8 Workers covered by an occupational health and safety management system	92	8
GRI 403: 2018 Occupational health and safety	403-9 Occupational accidents	57, 92	3,8, 16
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GRI 404: 2016 Training and education	404-1 Average hours of training per year, per employee	93	4,5,8,10
GRI 404: 2016 Training and education	404-2 Programs for employee skills development and career transition assistance	53, 93	8
GRI 404: 2016 Training and education	404-3 Percentage of employees receiving regular performance and career development evaluations	93	5, 8, 10
GRI 405: 2016 Diversity and equal opportunities	405-1 Diversity in governance bodies and employees	93,94	5,8
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GRI 408: 2016 Child labor	408-1 Operations and suppliers with significant risk of child labor cases	95	5,8,16
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GRI 303: Water and effluents	303-1 Interaction with water as a shared resource	83	6, 12
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GRI 306: 2020 Waste	306-4 Waste not bound for final disposal	86	3, 11, 12
GRI 306: 2020 Waste	306-5 Waste bound for final disposal	86	3, 6, 11, 12, 15





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