

2025

Sustainability Report



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Introduction



Introduction

⊕ GRI 2-3, 2-14

Over the following pages, we are proud to be able to share the results of a year of progress and learning, and we reaffirm our commitment to creating long-term value by responsibly and sustainably driving the energy transition.

This Sustainability Report compiles information on Statkraft Brasil's strategy, management, and environmental, social, and governance performance for the period from January 1 to December 31, 2025, in alignment with the cycle of our financial reporting.

The document was prepared in accordance with the guidelines of the Global Reporting Initiative (GRI). For ease of reference, content related to the indicators is presented throughout the report and supplemented in a separate appendix, which also includes a cross-reference index to help locate the data.

The information was reviewed and approved by Statkraft's highest governing body in Brazil, which is responsible for overseeing and validating the content published. The material topics, in turn, are based on an assessment conducted by the Company's global governing body, headquartered in Oslo, Norway, which provides analysis to guide the Group's sustainability strategy and priorities across all its operations.

For questions, suggestions, or more information about this report or Statkraft Brasil's sustainability strategy, please contact us at socioambiental@statkraft.com

*We hope you
enjoy the
report!*



A Message from the CEO

🌐 GRI 2-22

2025 marked a period of growth and consolidation for Statkraft Brasil. Following a significant period of expansion in recent years, our focus lay on consolidating the integration of the assets acquired since 2023, strengthening our operations, maintaining the portfolio's profitability, and preparing the company for an increasingly competitive electricity sector.

Factors such as price volatility and curtailment have started to have a more direct impact on the electricity sector's performance. Within this context, our challenge was to adjust our operations to maintain the company's financial stability and continue to generate long-term value.

The answer lay in operational discipline and active portfolio management. Throughout the year, we worked to streamline processes, review business strategies, and improve efficiency. We also made progress in digitalizing our operations, standardizing projects, and adopting new construction methods, thereby increasing economies of scale and productivity.

2025 was also notable for a number of major milestones. The Morro do Cruzeiro Solar project, several parks within the Santa Eugênia Solar Complex, and the Solar Serrita project have moved into operation,

expanding our renewable generation capacity in Brazil and strengthening our portfolio.

Another key pillar of our strategy is diversification. Statkraft Brasil operates in various regions of the country and utilizes a range of renewable energy technologies. This balance between sub-markets and energy sources is essential for mitigating regulatory and market changes and making the operation more resilient. We are therefore continuing to make progress on hybrid solutions and the development of battery projects, which will play an increasingly important role in the flexibility of Brazil's power grid. In 2025, we approved the construction of two hybrid projects in Rio Grande do Norte, totaling approximately 150 MW.

At Statkraft, growth and sustainability go hand in hand. We adhere to international standards in areas such as biodiversity, human rights, governance, health, and safety. These principles guide all our investment decisions and underpin the license to operate. This commitment is also reflected in our relationships with the communities where we operate. Ongoing dialogue, active listening, and responsible project development are integral to how we build sustainable, long-term operations.

2025 was notable for operational discipline and active portfolio management.

None of these results would have been possible without the hard work of our people. Statkraft Brasil has an organizational culture based on respect, transparency, and collaboration. We value an environment where professionals can contribute ideas, participate in decision-making, and act responsibly. We believe that consistent results depend on engaged teams and a healthy and safe working environment.

As I come to the end of my first year as CEO, one lesson has become clear: in a rapidly changing industry, anticipating changes and making quick decisions makes all the difference. The ongoing challenge is to look ahead, adjust the portfolio, and ensure that the company is prepared for future cycles in the electricity sector.

We remain committed to developing projects that contribute to a just and inclusive energy transition—always with a sense of responsibility, discipline, and a focus on creating sustainable value.



Thiago Tomazzoli
CEO of Statkraft Brasil



The Year's Highlights



***Morro do Cruzeiro
and Santa Eugênia***
Completion of construction
of the solar farms in Bahia



40.24 TWh
of electricity sold in 2025



***Hybridization
strategy***
Portfolio diversification and
improved asset efficiency

Total energy generated,
by source

POWER SOURCE	GWH	%
Water	1,180.58	19.4%
Wind	4,850.16	79.7%
Solar	54.47	0.9%
Total	6,085.21	100%



Partnership with Tigre
Self-generated energy
for the decarbonization
of the sector



103%
growth in the customer
base for the year

Seabra Repowering
Modernization of the wind
farm, including the installation
of a 7-MW wind turbine

***Licensing of
BESS Lagoa***
Pilot project for
battery storage

Profile



Global reach, local commitment



Over the course of more than a century, Statkraft has built a history characterized by long-term vision, adaptability, and a commitment to renewable energy. This historical foundation underpins our operations and guides our decisions in an increasingly dynamic and challenging sector, where we combine international scale, strategic discipline, and a commitment to the regions where we operate.



Statkraft Worldwide

In 2025, the Statkraft Group celebrated its 130th anniversary, solidifying its position as Europe's biggest renewable energy producer. Organized as a state-owned company, with the Norwegian government as its sole shareholder, we operate in 20 countries, with approximately 21 GW of installed capacity and a workforce of more than 6,500 employees.

Even amid a landscape marked by geopolitical shifts, climate pressures, and increasingly complex regulatory demands, Statkraft delivered solid financial results in 2025, with strong cash flow and new production records.

We are investing in scale and competitiveness as an international renewable energy company.

Over the course of the year, we also reviewed our activities and priorities. We are now focusing our efforts on strengthening our competitiveness as an international renewable energy company by building a resilient platform for value creation in the Nordic countries, Europe, and South America.

We direct our investments toward assets and technologies with the greatest potential for scale and return in the short and medium terms, with a focus on efficiency, capital discipline, and excellence in execution. The combination of these capabilities, coupled with our technical expertise and in-depth knowledge of the energy markets, strengthens our position across the entire value chain.

The expansion of renewable energy generation remains our primary driver of global decarbonization. Even in a transitional year like 2025, we expanded our installed capacity, achieving low emissions intensity in the sector—15.63 g CO₂eq/kWh—a result that reflects the alignment between our strategy, execution, and commitment to building a cleaner and more resilient energy system.

6,500+
employees

20
countries

15.63_g
CO₂eq/kWh
low emissions
intensity in the sector



Learn more at
www.statkraft.com

Our essence

These values and principles underpin our strategy and guide our decisions in all the markets where we operate:



VISION

*Renew the
way the
world is
powered*



VALUES

We act responsibly

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

We grow together

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

We make an impact

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



PRINCIPLES

- Respect for people
- Acting responsibly and ethically
- Commitment to the environment and future generations
- Open and transparent communication
- Continuous professional development
- Recognition and celebration of achievements



Statkraft Brasil

 GRI 2-1

Statkraft has been operating in Brazil since 2008. We began our operations with a focus on developing power generation projects and, since 2011, we have also been active in energy trading, making an important contribution to the National Energy Grid (SIN).

Over the past 18 years, we have expanded and diversified our portfolio, building a renewable energy matrix consisting of water, wind, and solar assets. In 2025, we reached a new level of prominence on the national stage, establishing ourselves as one of the country's biggest renewable energy companies. The acquisition of Enerfín, completed in 2024, strengthened our presence and established us as one of the top ten wind-power generators in Brazil.

With the completion of flagship projects in 2025, and taking into account our assets under construction, our installed capacity has exceeded 2.3 GW, reflecting a strategy of selective, disciplined growth guided by criteria of profitability, risk, and sustainability. Advances in asset hybridization and the development of battery energy storage systems (BESS) are broadening our technological diversification and strengthening our ability to meet the challenges of a sector in transformation.

We are among the biggest renewable energy companies in the country.



International governance

Statkraft's corporate governance in Brazil complies with Brazilian law and is integrated into the global management model adopted by the group, which is headquartered in Norway. This model establishes common guidelines for governance, risk management, and decision-making for all international operations, ensuring consistency between local practices and the company's corporate standards. Information on the structure, appointment processes, compensation policies, leadership development, and performance evaluation of the governance bodies can be found in the [Appendix](#) to the report.

Value Chain



Suppliers of technical goods and services,

including civil engineering firms, electrical contractors, specialized consulting firms, administrative service providers, and suppliers of electromechanical equipment and other operational inputs.



Energy customers and consumers,

in both the over-the-counter market and the regulated market.



Investors and financial partners,

that support the development and expansion of projects.



Local communities,

especially in regions where the company operates power generation facilities.



Government, regulatory,

and environmental agencies responsible for the governance, licensing, and regulation of the sector.



Civil society organizations,

educational institutions and social and environmental partners involved in local development initiatives and sustainability projects.



National presence

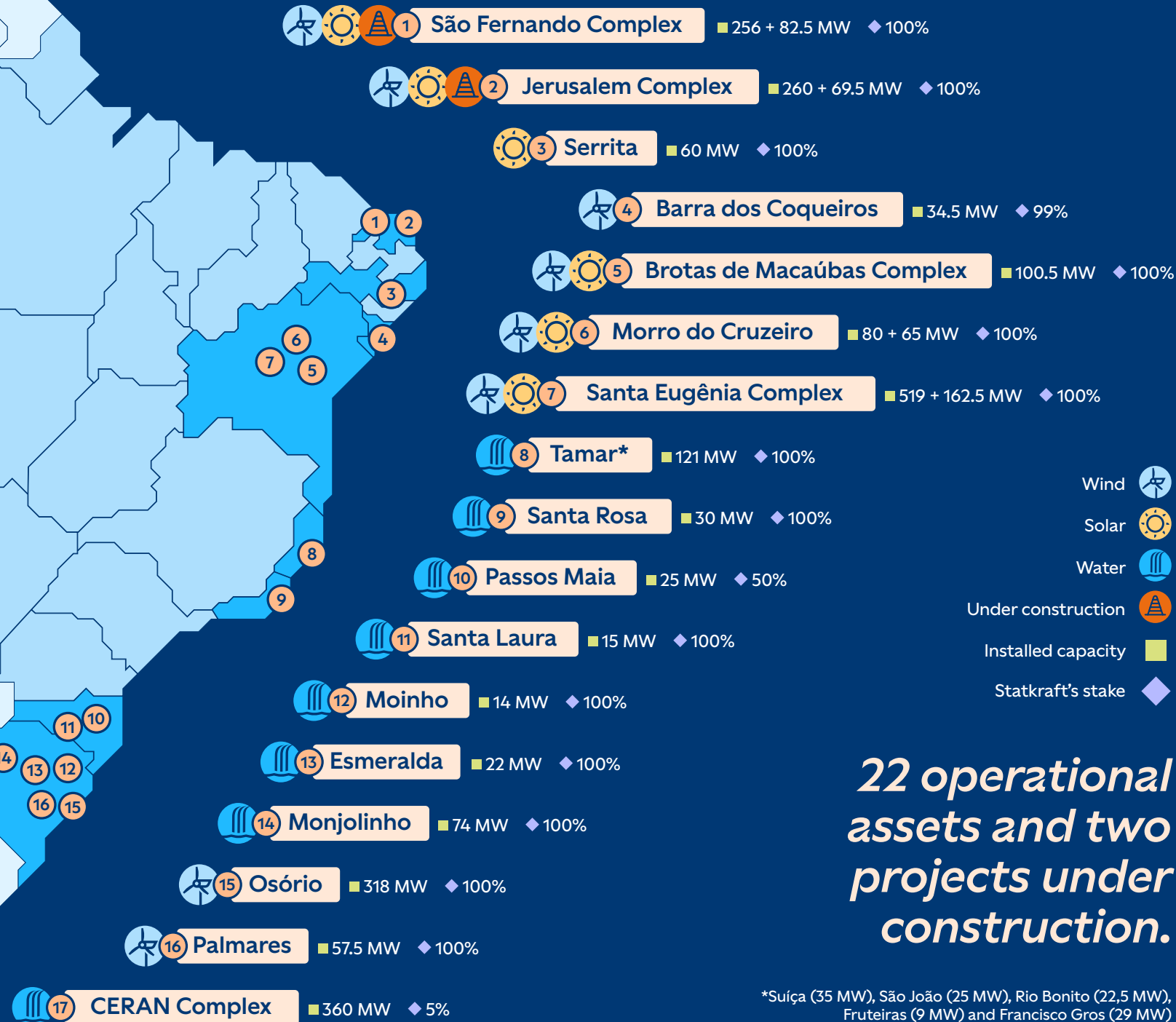
We operate in nine Brazilian states, focusing on the country's key regions with renewable energy potential. Our head offices are located in Florianópolis (SC), with branch offices in Rio de Janeiro (RJ) and São Paulo (SP).

We currently have 22 renewable energy facilities in operation. Moreover, two hybrid solar projects are under construction in Rio Grande do Norte with operations expected to begin in 2027. [View map.](#)

Since the full acquisition of Desenvix's assets in 2015, we have assumed operational control of the plants, strengthening our governance and operational excellence. Our operations in Brazil are currently guided by three non-negotiable commitments: safety, sustainability, and integrity—the cornerstones of our license to operate and our long-term value creation.

*Safety,
sustainability,
and integrity.*

Our assets



*22 operational
assets and two
projects under
construction.*

*Suíça (35 MW), São João (25 MW), Rio Bonito (22,5 MW), Fruteiras (9 MW) and Francisco Gros (29 MW)

Hydroelectric

318.5 MW



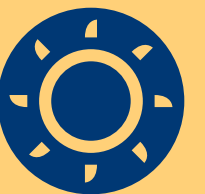
Wind

1.6 GW



Solar

439.5 MW



Statkraft Brasil

2.3 GW
Installed capacity

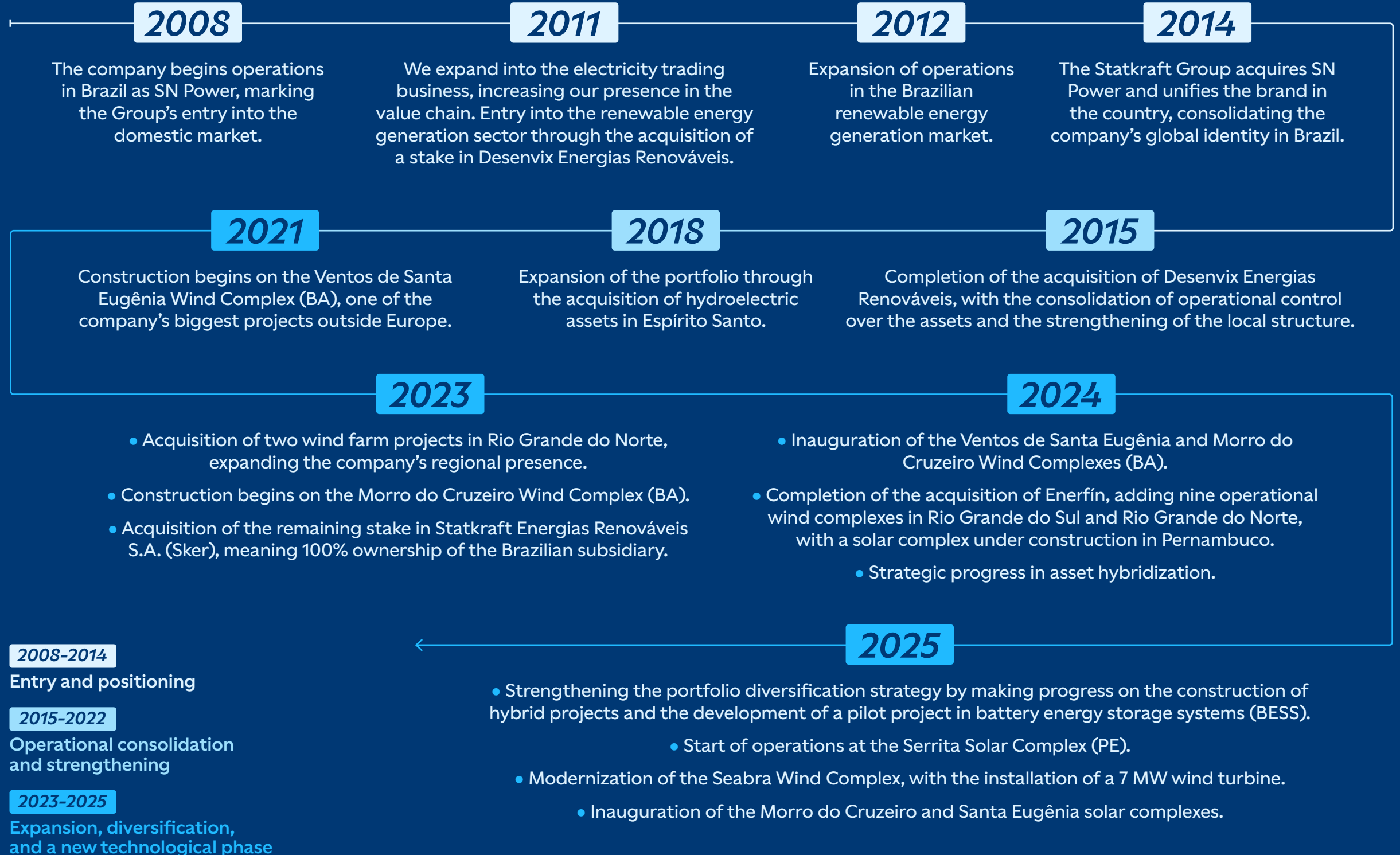


Our history in Brazil

Over the course of nearly two decades, Statkraft's history in Brazil can be understood by looking at three strategic moves that have solidified our presence in the generation of clean and sustainable energy:



We have expanded and diversified our portfolio, which consists of water, wind, and solar assets.



Business in 2025



Disciplined execution of strategy



The consolidation of Statkraft Brasil in 2025 was marked by strategic decisions guided by discipline, risk management, and operational excellence. In a rapidly evolving industry, we prioritize sustainable growth, strengthening of the portfolio, and technological innovation, ensuring consistent performance and resilience in an increasingly competitive and volatile environment.



The evolving electricity sector

2025 marked a period of structural transformation for the Brazilian electricity sector. In an environment marked by record-breaking curtailments, regulatory changes, price volatility, and severe weather events—which have created greater competitive challenges—Statkraft Brasil has adopted a strategy of strategic discipline and operational excellence, turning complexity into a competitive advantage.

Despite physical constraints on power generation (due to oversupply and transmission bottlenecks, particularly in the Northeast), we maintained high operational reliability, strengthened our ability to foresee risks, and made progress on key projects. Our response to the adverse environment was not expansionary, but selective: we prioritized high-quality growth, scaled back acquisitions, and directed capital towards internally developed assets, which offer greater technical control and strategic synergy.

In the regulatory sphere, the enactment of Law No. 15,269/2025 brought about significant advances, such as new guidelines for opening up the free market and measures in the social sphere. However, structural challenges, such as financial compensation for curtailments, remained under discussion. At the same time, the law established the legal framework for energy storage, creating regulatory conditions aligned with our strategy for hybridization and investments in battery energy storage systems (BESS).

Within this context, our operational maturity and marketing expertise has allowed us to implement strategic hedging of the portfolio, thereby mitigating credit and liquidity risks. By integrating sustainability, governance, and risk management as core decision-making criteria, we ended 2025 not only larger in scale, but also more resilient and better prepared for an increasingly renewable but intermittent power system.



We invest capital in assets with greater strategic synergy.



287.5 MW
was the increase in
installed capacity
resulting from the
commissioning of three
solar projects developed
and implemented by
Statkraft Brasil in 2025.



Hybridization strategy

If 2025 was a year of strategic discipline, it was also a year of technological consolidation. Following a period of rapid expansion that began in 2022, notable for major acquisitions, we focused our efforts on optimizing our portfolio, integrating assets, and strengthening our presence in hybrid and solar projects that we develop ourselves.



Wind-solar integration

The commissioning of the Morro do Cruzeiro Solar and Santa Eugênia Solar projects in Bahia marked a decisive step in this strategy. These projects share connection points with existing wind complexes, allowing for better use of the infrastructure and greater efficiency in grid usage. Together, they expanded our installed capacity by 227.5 MW and practically demonstrated how the complementary nature of wind and solar power can provide a better understanding of the future of power generation.

Hybridization proved to be particularly relevant in light of the record number of curtailments experienced in the country. By consolidating sources and optimizing connections, we have been able to reduce exposure to constraints on flow and improve the operational efficiency of our assets. This approach will also be applied in the São Fernando Solar and Rio Solar

projects in Rio Grande do Norte, at which construction began in 2025 following approval of the investments. Once completed, they will add approximately 152 MW to our installed capacity and further strengthen our regional diversification.

Also in 2025, the Serrita Solar Complex in Pernambuco began operations. This project, developed through a public-private partnership, added 60 MW to our energy matrix and expanded our presence in the Northeast.

At the same time, we have made strategic adjustments to our portfolio, including the sale of smaller-scale hydroelectric assets, with the aim of freeing up capital and directing investments towards technologies with greater potential for scale and synergy—such as hybrid projects and storage systems.

Batteries: the new frontier

The natural progression of hybridization is storage. In 2025, we made progress in developing pilot projects for battery energy storage systems (BESS), which are currently in the final stages of connection. The goal is to test the technical feasibility of storing energy during periods of limited generation for later injection into the grid, thereby increasing the flexibility of the system.

The prospect of commercial-scale deployment of batteries is linked to the Capacity Reserve Auction scheduled for 2026. Anticipating this trend, we have made progress not only on the technical front, but also in terms of regulatory and environmental compliance (as demonstrated by the licensing process for the Lagoa BESS), ensuring we are ready to act as soon as market signals become clear.

Financial and Operational Performance

GRI 201-1

In 2025, the expansion of Statkraft Brasil’s installed capacity allowed the company to firmly establish its position among the country’s leading wind power generators. Regional and energy-source diversity helped maintain stable power generation and mitigate risks associated with transmission constraints and weather events.

The year was also notable for discipline in capital allocation. The selective sale of hydroelectric assets made it possible to redirect funds toward larger-scale projects with greater technological synergy. In an environment of tight margins and price volatility, we prioritize risk-adjusted returns, the preservation of liquidity, and rigorous credit management.

The integrated approach between generation and sales enabled strategic hedging of the portfolio, protection of cash flow, and strengthening of the financial sustainability of the business.



Financial results [GRI 201-1](#)

METRICS	CONSOLIDATED RESULT (KBRL)	
	2024	2025*
Total net revenue	BRL 3,342,257	4,747,918
Ebitda	BRL 543,214	957,153
Adjusted Ebitda	BRL 744,797	952,356
Ebitda margin	16.3%	20%
Adjusted Ebitda margin	22.3%	20%

* The figures include all Statkraft companies in Brazil. As of the date of this report, the financial audit was in progress. As such, the figures may be subject to minor adjustments.

Regional and energy source diversity helped protect cash flow.

Principal achievements and projects

The implementation of the strategic growth plan has resulted in the delivery and development of key projects, with a focus on hybridization, optimization of the infrastructure, and regional expansion.



Morro do Cruzeiro Solar Complex

Installed capacity: 65 MW
Location: Bahia

A hybrid solar project that shares a connection point with the Morro do Cruzeiro Wind Complex, thereby increasing the efficiency of the existing infrastructure and reinforcing the alignment between the energy sources.



Serrita Solar Complex

Installed capacity: 60 MW
Location: Pernambuco

A solar power plant developed under a public-private partnership (PPP) with the Pernambuco State Government, expanding the company's regional presence and contributing to the growth of the renewable energy matrix in the Northeast.



Rio Solar Complex (under construction)

Installed capacity: 69.5 MW
Location: Rio Grande do Norte

Scheduled for 2026, this is a hybrid project connected to the Jerusalém Wind Complex, enhancing the alignment between energy sources and the efficiency of the portfolio in Rio Grande do Norte.



Santa Eugênia Solar Complex

Installed capacity: 162.5 MW
Location: Bahia

A hybrid solar project connected to the Ventos de Santa Eugênia Wind Complex, strengthening the technological diversification of the portfolio and optimizing energy distribution.



São Fernando Solar Complex (under construction)

Installed capacity: 82.5 MW
Location: Rio Grande do Norte

Scheduled for completion in 2026, this solar project will use the same grid connection point as the Ventos de São Fernando Wind Complex, reinforcing the strategy of developing a hybrid operation and optimizing infrastructure.

We are strengthening our presence in hybrid and solar projects.

N.B.: The generation figure shown is an estimate and subject to change, primarily due to curtailments.



We structure long-term contracts that offer greater financial security.

Customers: greater engagement and personalized service

Statkraft Brasil's commercial operations have established themselves as one of the key pillars of the business' resilience in 2025. In a market characterized by volatility and stricter credit analysis, we have strengthened our relationships with clients and adopted even more selective criteria in risk management.

Our integrated operations as both a power generator and a retailer—backed by our own assets—have expanded our ability to offer customized solutions, with reliable supply and price stability. The asset-backed business model has enabled us to structure long-term contracts (PPAs) with greater financial security, strengthening our position in strategic sectors such as steel, food, and chemicals.

In 2025, we recorded a 35.08% increase in the volume of energy traded and a 103% expansion in our customer base. This progress was accompanied by rigorous credit and liquidity analysis, mitigating risks in an environment still affected by crises in the trading sector.

Demand for environmental certifications remained high. The increase in the availability of I-RECs has strengthened our support for our customers' decarbonization goals, cementing Statkraft's position as a strategic partner in the energy transition ([see page 22](#)).

The structured use of market intelligence—combining regulatory data, price forecasts, and climate scenarios—has made it possible to anticipate market movements and turn information into a competitive advantage.

40.24^{TWh}
Electricity sold in 2025

103%
Growth in the customer base for the year

Tigre: partnership for decarbonization

Brazilian industry's decarbonization efforts reached a new milestone with the signing of a strategic agreement between Statkraft and Tigre—a leading multinational provider of construction solutions—for on-site energy production over a 15-year period. Worth more than BRL 300 million, the contract provides for an average annual supply of 11.5 MW, ensuring that approximately 70% of Tigre's current energy needs in Brazil are met with 100% renewable energy.

The partnership reinforces Statkraft's role in enabling the energy transition for large businesses, combining competitiveness, predictability, and security of supply.

The agreement demonstrates the strength of the asset-backed business model which is backed by the company's own assets, ensuring financial and energy stability for the client's long-term planning. For Tigre, this represents a significant step forward in its climate agenda, with an estimated 70% reduction in greenhouse gas emissions related to electricity consumption (Scope 2).

This structured solution demonstrates how long-term contracts can generate measurable climate impact and shared value, aligning business strategy with contributions to the Sustainable Development Goals.



11.5 MW
provided annually

70%
of Tigre's energy requirements

Innovation for efficiency

Operating in an increasingly intermittent and competitive electricity system requires technical precision, the ability to foresee trends, and data-driven decisions. At Statkraft Brasil, innovation has become a cornerstone of the business model, underpinning operational efficiency, safety, and long-term performance.

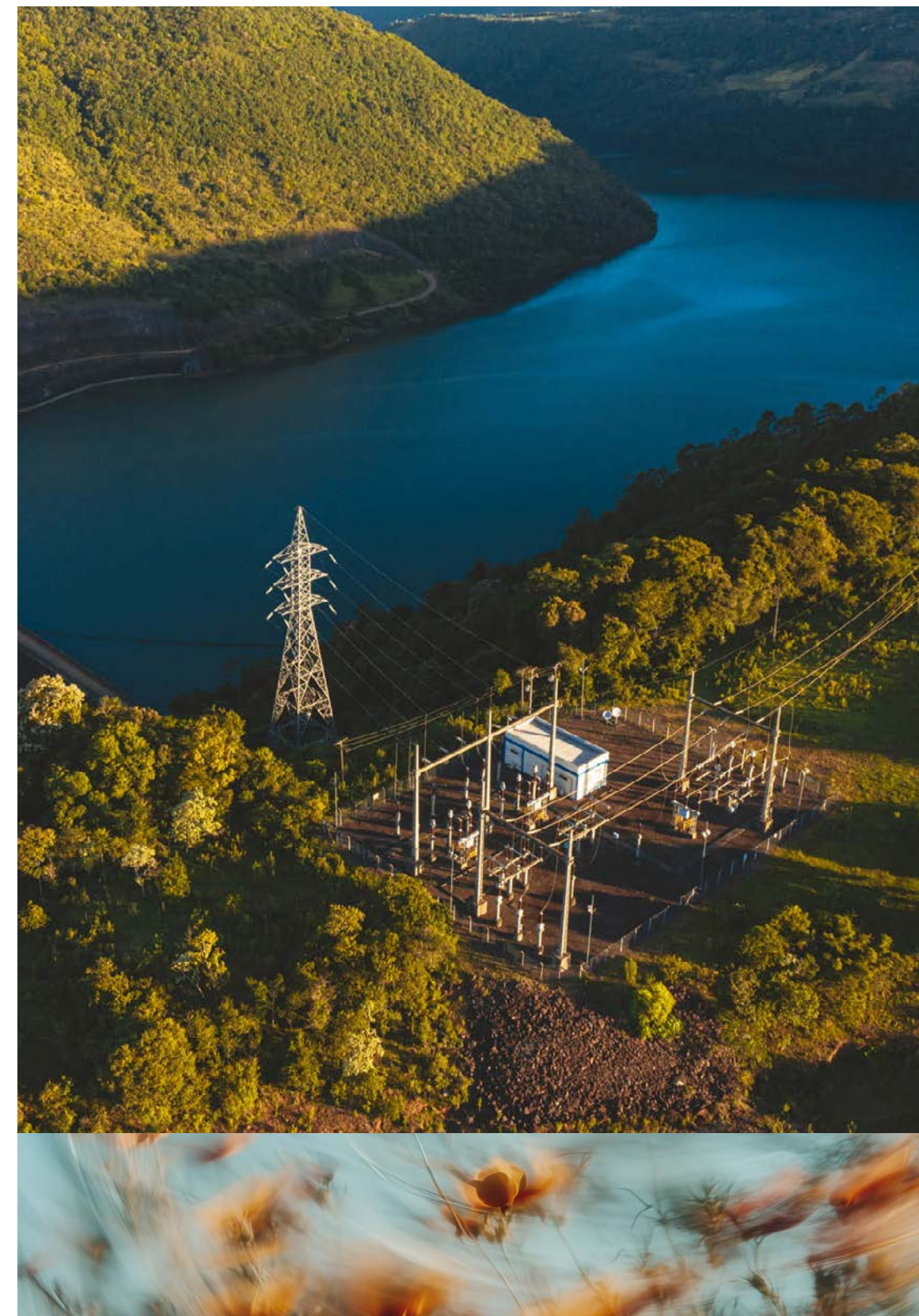
The establishment of the Integrated Operations Center (IOC) marked a decisive step forward in this process. By integrating the System Operations Center (SOC) and the Performance Center (PC), we are now able to monitor 100% of our wind, solar, and hydro assets in real time. The integration of performance data, high-precision weather forecasts, and predictive failure analysis has increased our ability to anticipate maintenance needs, reduce downtime, and optimize operating costs (OpEx).

Investment in our own monitoring infrastructure—including weather towers and high-precision sensors—has improved the reliability of generation forecasts and allowed for dynamic operational adjustments. This approach is particularly relevant in a context of greater climate variability and transportation constraints, where agility and precision are key competitive advantages.

End-to-end digitalization has progressed steadily. Processes that were previously manual—such as field inspections, monitoring of construction sites, compliance checks, and contract management—are now performed on integrated platforms, enhancing traceability, transparency, and governance, while also speeding up decision-making.

The use of AI-powered drones, initially deployed at the São Fernando Solar Hybrid construction project (RN), has improved the monitoring of construction work, including in hard-to-reach areas. The images captured each week provide a basis for detailed reports on physical progress, supplier performance, and risk management, thereby strengthening operational control. The rollout of this technology to other assets is scheduled to begin in 2026.

With the integration of our operations and control centers, we are now able to monitor 100% of our assets in real time.



Continuous monitoring of blades

In 2025, we entered into a strategic partnership with AQTech to develop BladeOne, a solution designed to be able to continuously monitor wind turbine blades.

The system combines acoustic sensors and lightning detection technology to provide early detection of structural damage, such as lightning strikes or microcracks that cannot be detected by conventional inspections.

The initiative is part of the ANEEL-regulated Research, Development, and Innovation Program (RD&I), and reinforces the company's predictive maintenance strategy.

Expected to be in operation for a period of 24 months, the project calls for the installation of 10 units in its pilot phase with the aim of reaching Technology Readiness Level 8—validation in a real-world operational environment. The goal is to establish a model that can be replicated across the entire wind turbine fleet, thereby enhancing safety, reliability, and efficiency.

Strategic contributions of BladeOne:

- 1 **Strengthening of the operational safety of wind farms**
- 2 **Reduction of the reliance on manual inspections**
- 3 **Mitigation of the risks of undetected critical failures**
- 4 **Avoidance of high-cost emergency procedures**
- 5 **Consolidation of a predictive approach to asset management**

Repowering of Seabra: modernize to grow

In 2025, we completed the modernization of the Seabra Wind Complex (BA) with the start of commercial operations of the WEG AGW172/7.0MW wind turbine.

The 7-MW turbine replaces four older units, contributing to an estimated increase of 29 GWh in the wind farm's annual output and extending its operational life by an additional 13 years. In addition to energy savings, the project reduces future operating and maintenance costs by concentrating technical activities in a more efficient system.

Repowering also enhances operational safety by reducing crews' exposure to recurring maintenance work and consolidates acquired technical, logistical, and engineering knowledge that can be replicated at other assets in the portfolio, thereby increasing the competitiveness and longevity of the projects.

Sustainability strategy



Promoting a green and just transition



The energy transition must be environmentally responsible and socially inclusive. At Statkraft Brasil, sustainability guides portfolio decisions, project development, and stakeholder relations. We are committed to promoting a green and just transition, combining competitiveness, governance, and value creation.





Sustainability that guides decisions

🌐 GRI 2-12, 2-13, 2-19

Sustainability guides Statkraft Brazil's strategic decisions at every stage of the business. In line with the Statkraft Group's global ambitions for 2030 and 2040, it is part of our set of priorities and is incorporated into the matrix management model, thus ensuring the systematic consideration of socio-environmental impacts, from project evaluation and the definition of priority areas to feasibility studies, detailed design, licensing, and construction.

We monitor risks and impacts.

More than just a stated commitment, sustainability guides portfolio decisions, the development of new ventures, and our relationships with local communities, suppliers, and customers. We identify impacts, risks, constraints, and opportunities in an integrated manner, recognizing that the energy transition must be environmentally responsible and socially inclusive.

Oversight of these impacts is exercised by senior leadership and the highest governance body, which monitor the evolution of strategic priorities and ensure that social and environmental guidelines are integrated into risk management and business planning.

Executive management of these issues is overseen by the Vice Presidency of Business Support, which is responsible for coordinating the implementation of sustainability guidelines and the ongoing monitoring of risks and impacts in Brazilian operations, in collaboration with departments such as Operations, Compliance, and Finance.

Alignment between local strategy and the group's global priorities is reinforced at an annual event, which sets goals, operational priorities, and performance metrics that guide strategic and budgetary planning for the Brazilian operation.

The incorporation of these commitments is also reflected in the leadership's incentive mechanisms. Part of the variable compensation is tied to the achievement of strategic objectives and ESG criteria, including environmental indicators (such as emissions and efficiency), social aspects (such as safety, diversity, and community development), and governance criteria related to ethics and compliance. The model aims to ensure that executive management is aligned with the organization's sustainable value creation and responsible growth.

Dialogue with stakeholders

We maintain ongoing relationships with communities, civil society organizations, government agencies, regulatory bodies, educational institutions, customers, and business partners through formal communication channels, technical meetings, field visits, and institutional engagement initiatives. These mechanisms enable the sharing of information about projects and operations, help us understand local needs, and strengthen relationships of trust with various stakeholders, while ensuring that all feedback received is recorded and tracked internally.



2025 Strategic Milestones

In 2025, this approach was seen in the disciplined and selective portfolio management. The economic viability of each project was analyzed together with their social and environmental impacts and the company's governance standards. As part of the portfolio optimization plan, we have prioritized investments in regions and technologies with lower exposure to social and environmental risks, adjusting the company's portfolio of projects under development from 3.9 GW to 2.2 GW and concentrating on more competitive projects in the South of the country, whilst also reinforcing the strategic focus on wind and solar energy and battery energy storage systems (BESS).

The strategic decision regarding the hydroelectric power plant portfolio illustrates this increasing maturity. We prioritize the optimization of existing assets and the acquisition of operational plants in established regions (the South and Southeast). In line with global guidelines, we do not have a mandate to build new hydroelectric plants or to invest in the North of the country. This decision reduces exposure to complex licensing risks and directs capital towards technologies that offer greater synergy and predictability within the wind and solar portfolio.

We prioritize investments in regions and technologies with lower exposure to social and environmental risks.

Best practices from development to delivery

The integration of sustainability into engineering practices has established itself as a competitive advantage for Statkraft Brasil. In 2025, we expanded our cross-sectional collaboration across the areas of engineering, the environment, social issues, and sustainability, thereby strengthening the planning, approval, and delivery of projects with greater predictability and technical discipline.

This integration extends from feasibility studies and project design through to the operational phase, ensuring that business decisions are aligned with the sustainability strategy and grounded in risk and impact analysis. The environmental team's proactive efforts, in close collaboration with the Operations department, help to minimize risks, predict challenges, and prevent regulatory noncompliance.

The company's licensing capabilities have become a strategic asset, increasing the speed with which it obtains authorizations and strengthening the robustness of its governance. We understand that the long-term viability of the business depends on portfolio management that can balance geographic, climatic, and social risks, ensuring that every megawatt generated reflects not only technical efficiency but also social and environmental responsibility.

Team synergy speeds up construction permits

In Rio Grande do Norte, for example, the collaboration between technical and socio-environmental teams was key to streamlining the transition from the approval phase to the start of construction for the Rio Solar and São Fernando hybrid projects in 2025. The work performed in the region has become an internal benchmark for the practical application of the matrix model.

The accumulated expertise of our technical leaders, combined with our established relationships with regulatory agencies and local communities, has strengthened transparent dialogue and the trust built on a history of environmental compliance and low environmental impact.

As a result, the processing of the cases was swift and secure, reinforcing the social acceptance necessary for the expansion of the assets.

The company first established its presence in the state in 2023, with the acquisition of the Jerusalém and Boqueirão wind complexes. Together, these projects consist of 62 turbines and an installed capacity of 260 MW, solidifying Statkraft's presence in Rio Grande do Norte.



260MW
of installed capacity in
Rio Grande do Norte

Pioneering licensing for battery systems

Statkraft Brasil has also made progress in the regulatory arena by leading the environmental licensing process for BESS Lagoa, a battery energy storage system, in Rio Grande do Sul. Since this technology is still in its infancy in Brazil, we work closely with environmental agencies to establish technical safety standards, impact assessment criteria, and regulatory guidelines.

In November, the project received the Unified Preliminary and Installation Licenses (LPI No. 321/2005) from the state environmental agency, four months after the application was filed—a significant milestone for an emerging technology in Brazil.

The project reinforces our position as innovators who are well-prepared for the next phase of the country's energy transition, increasing the flexibility of the electricity grid through competitive solutions developed with a focus on risk mitigation and the incorporation of technical and regulatory insights.

We support environmental agencies in establishing technical standards for this technology, which is still in its infancy in Brazil.

Values in practice

Consistency between words and actions is one of the cornerstones of our governance. In 2025, in the face of operational, regulatory, and organizational challenges, our corporate principles were put to the test and guided concrete decisions. The table on the right illustrates how values such as ethics, caring for people, sustainability, and social impact have been translated into actions and lessons learned, strengthening the company's culture and its ability to generate value responsibly.

***What we learn
strengthens
our culture.***

<i>Corporate principle</i>	<i>The challenge in 2025</i>	<i>Actions and lessons learned</i>
 Ethics and transparency	Doubts concerning the licensing processes and environmental studies of projects under construction	With the aim of reinforcing its ethical and transparent stance, the company holds meetings with the communities and authorities.
 Caring for people	To maintain high safety standards during a year of intense construction and operations.	We achieved our best safety performance (TRI) in the last five years, thanks to the collaboration between Engineering and HSS since the start of construction, which has strengthened our safety culture and operational risk management.
	Minimize the impact of the company's global restructuring process.	We are carrying out the restructuring with careful planning and a sense of responsibility, prioritizing the redeployment of talent, the retention of skills, and the judicious management of job vacancies. Brazil's performance has become a benchmark within the Group (see the Social chapter for more information).
 Sustainability	To balance portfolio growth with environmental sensitivity and socio-environmental risks.	We have implemented selective portfolio management, divesting from more sensitive regions, and focusing on operational assets and hybrid and battery energy storage systems (BESS) in established markets, thereby reinforcing the alignment between growth and environmental responsibility.
 Social impact	To ensure fair remuneration for the employees and contractors working at our facilities and on our projects	We continued our efforts to implement a living wage for the contractors working on our construction sites and began a structured assessment to implement it across our facilities and offices. We have thus strengthened our commitment to decent work, aligning business expansion with consistent ethical standards (learn more in the Social chapter).

Adjusted materiality

 GRI 3-1

Statkraft's materiality matrix underwent specific adjustments in 2025. The most comprehensive review ever was completed in 2024, with the aim of more accurately reflecting the business' key challenges, impacts, risks, and opportunities, as well as the expectations and perceptions of stakeholders.

The 2024 review was conducted by Statkraft Global's corporate sustainability team, with a focus on applying the principle of double materiality, in line with the new requirements of the European Corporate Sustainability Reporting Directive (CSRD). This approach takes into account both the positive and negative impacts of the company's activities on the environment and people—including impacts on human rights—as well as the financial risks and opportunities for the business. The process also aimed to define the scope of Statkraft's sustainability reporting in accordance with the European Sustainability Reporting Standards (ESRS) and to guide the development of the company's strategy and risk management.

The seven priority material topics identified in the previous review were retained in 2025 ([see the highlight](#)). The changes made focused on adjustments to the scope of certain subtopics and the reclassification of two of them as non-material: Equal Treatment, previously linked to the topic of Workers in the Value Chain, and Supplier Relationship Management, under the heading of Business Conduct.

Moreover, the scope was narrowed for the following subtopics:

- Supplier Relationship Management (Business Conduct);
- Working Conditions (Own Workforce);
- Equal Treatment and Opportunities for All (Workers in the Value Chain).



The adjustments reflect the evolution of the impact analysis and the prioritization of issues for the strategy and the creation of sustainable value.

Material topics at Statkraft

GRI 3-2


Climate

**Biodiversity and
ecosystems**

**Use of resources and
the circular economy**

**Own
workforce**

**Workers
in the supply chain**

Communities

**Business
conduct**

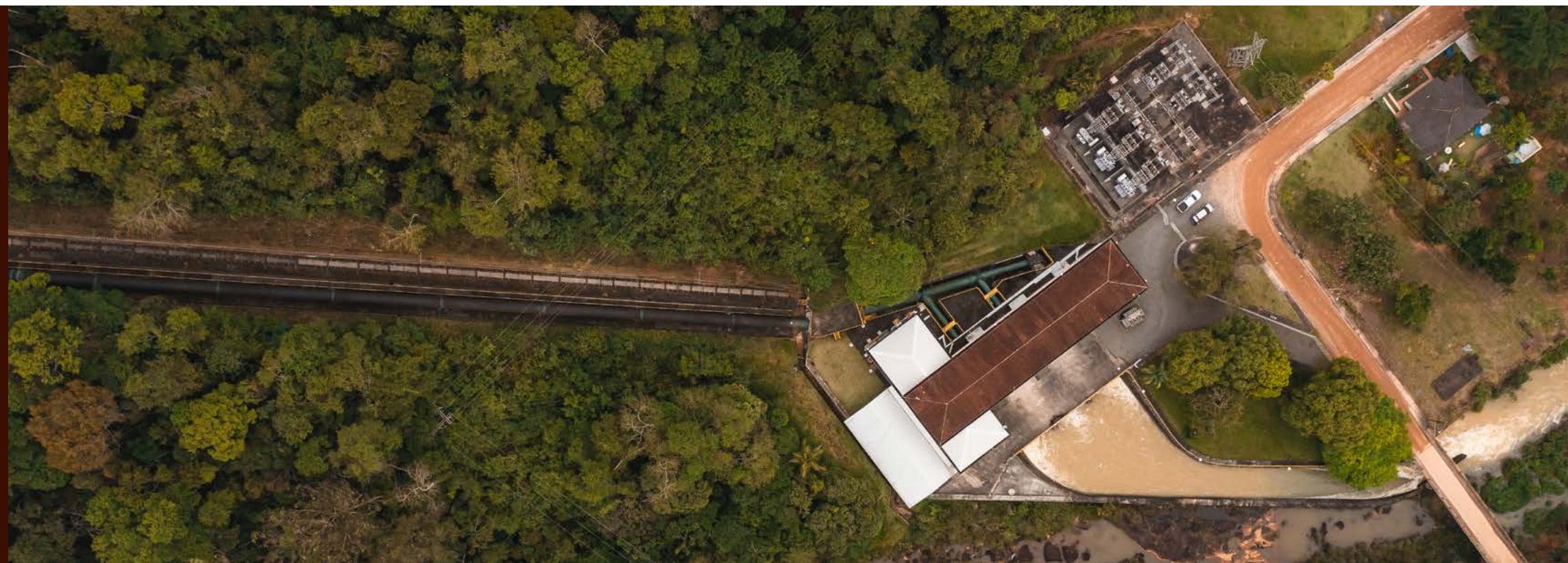
Sustainability priorities

Area	Approach	Priorities
Environmental	Climate action Developing a net-zero value chain	Scale up renewable energy generation. Set targets and initiatives to decarbonize our operations and supply chains.
	Biodiversity Growing within the planet's limits	Standardize the assessment and management of biodiversity in projects and assets. Develop and test methods for the compensation of biodiversity, supporting our commitment to net gain.
	Circular economy Applying the principles of the circular economy	Ensure that wind turbine blades are not sent to landfills. Reduce the amount of construction waste sent to landfills.
Social	Safety A safe and healthy working environment, free from injuries or damage	Ensure the effective and safe management of health and safety (HSS) risks. Simplify and improve the usability of the HSS management system. Promote a culture of learning and continuous improvement.
	People A qualified and dedicated team within an efficient organization	Develop the organization to increase agility and cooperation. Attract, develop, and retain people and skills. Promote a culture of inclusion, learning, and continuous improvement.
	Fair transition Managing our impact on people	Respect for human rights. Engagement with stakeholders. Fair and decent working conditions. Positive economic and social impact.
Governance	Ethical operations Zero tolerance for corruption and unethical practices	Simplify and professionalize our integrated, process-oriented governance model (TSW). Zero tolerance for corruption and unethical practices.

Environment



Growth within the planet's limits



Expanding renewable energy generation requires simultaneously reducing emissions, protecting ecosystems, and strengthening the resilience of assets in the face of growing climate risks. Our approach combines a commitment to decarbonization with responsible stewardship of the regions where we operate, ensuring that growth and conservation go hand in hand.





Climate and the future of energy

🌐 GRI 3-3

As a renewable energy producer, our main contribution to the climate agenda is structural: expanding the supply of low-carbon electricity and accelerating the replacement of fossil fuels. The [Green Transition Scenarios 2025](#) report, published by the Statkraft Group, emphasizes that electrification based on renewable energy will be crucial to limiting global warming. In the most ambitious scenario, the temperature rise could be limited to 1.9°C, with solar and wind power leading global electricity generation by 2040.

Statkraft's participation in COP30 in Belém reinforced this stance. At the Norwegian pavilion, we officially launched the hybrid solar power plants in Bahia, solidifying our entry into the Brazilian solar market and enhancing the alignment between energy sources. The projects are in line with the Group's global ambition to triple renewable capacity, promote a fair transition, and accelerate emissions reductions at scale.

Our role is to expand the supply of low-carbon electricity to accelerate the energy transition.

Policies and stakeholder engagement

In addition to offering more sustainable alternatives in the context of global warming, our approach to this topic is guided by Statkraft's Global Sustainability Strategy. This commitment is also reflected in the requirements agreed upon with clients, regulators, and financial institutions, including reporting obligations related to emissions avoided and climate performance in financed projects.

Climate management also takes into account the stakeholders' needs and expectations. Through ongoing active listening mechanisms and channels of dialogue with government agencies, civil society, suppliers, business partners, industry associations, and regulatory bodies, we continually refine and improve our approach to planning and implementing mitigation and adaptation measures.

Decarbonization of the energy mix

In addition to contributing to the decarbonization of Brazil's electricity grid through renewable energy generation, we seek to incorporate opportunities to reduce the carbon footprint of our operations.

To track this progress, we conduct an annual Greenhouse Gases (GHG) Inventory, mapping direct and indirect emissions and identifying opportunities for reduction in our own operations and those of the value chain. Climate management integrates planning processes, operational efficiency, and investment decisions, helping to guide mitigation and adaptation actions throughout the lifecycles of the projects. During the construction phase of new assets—a stage in which the majority of emissions associated with the company's activities occur—temporary impacts may arise, such as greenhouse gas emissions and waste generation, primarily associated with the removal of licensed vegetation and the procurement of goods and services. These impacts are assessed as part of the environmental licensing process and mitigated by means of specific programs ([see more in the Biodiversity and Territories chapter](#)).

In the medium and long term, the positive impacts resulting from the emissions avoided through renewable energy generation outweigh the impacts associated with the project implementation phase.

The emissions avoided through renewable energy outweigh the environmental impacts of implementing these projects.

Greenhouse Gases Inventory

[GRI 305-1, 305-2, 305-3](#)

For the fifth consecutive year, we published our Greenhouse Gases (GHG) Inventory, prepared in accordance with the principles and guidelines of the GHG Protocol, the leading international standard for calculating emissions. The survey covered 22 assets (including operations and construction), as well as three offices.

The inventory covers Scopes 1, 2, and 3 emissions and serves as a key tool for the company's climate management, allowing it to identify the main sources of emissions, guide mitigation initiatives, and support the tracking of corporate goals.

Each scope of emissions has its own characteristics, which vary depending on the company's operations. In the case of Statkraft, the details of each scope are:

Our emissions profile

1

Scope 1

Scope 1 refers to direct emissions from sources that the company owns or controls. For example, emissions resulting from the burning of fuels and changes in land use.

2

Scope 2

Scope 2 emissions are indirect emissions related to the purchase of energy. In the case of Statkraft, this refers to the electricity purchased from the National Interconnected Grid (SIN). In recent years, this segment has accounted for less than 1% of the total inventory—a level to be expected for a company with renewable energy generation as its core business. The company offsets these emissions annually by retiring I-RECs.

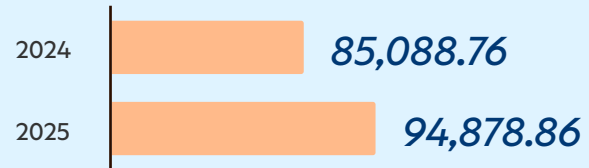
3

Scope 3

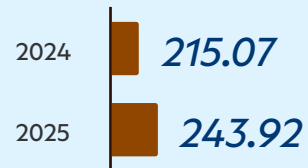
Scope 3 refers to indirect emissions in the value chain. In 2025, we made progress in monitoring and consolidating this data. Emissions are closely linked to the construction phase of new assets and the procurement of goods and services. Statkraft Brasil is a pioneer within the Group in the structured measurement of this scope, recognizing that managing emissions across the value chain requires supplier engagement, methodological refinement, and strategic integration.

Greenhouse gas (GHG) emissions in tCO₂e

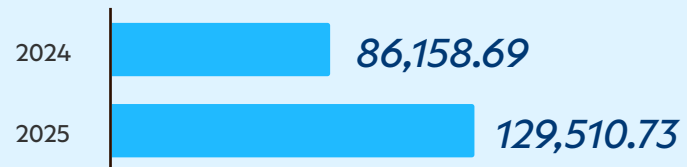
Scope 1



Scope 2



Scope 3



In Scope I, the changes from 2024 to 2025 reflect the construction phases of two hybrid projects, while Scope III was influenced by improvements to the methodology for calculating the carbon footprint of equipment.

Physical and transition risk management

 GRI 201-2

We recognize that, even with mitigation efforts, the impacts of climate change are already a reality. This is why we have strengthened our ability to adapt and manage risks.

In 2025, we consolidated our risk mapping efforts through the Global Working Group on Climate Change, with the participation of experts in the environmental, social, and engineering fields in Brazil. Using the Climate Impact Explorer tool, in line with the European Taxonomy, we assess medium- and long-term physical and transition risks.

After identifying the risks deemed material, we conducted workshops with the company's technical departments to evaluate existing monitoring and mitigation measures, such as hydrological studies, structural inspections, and contingency plans for the assets. Additional measures may be implemented if the analyzed scenarios indicate an increased exposure to climate risks.



THE ANALYSIS TAKES INTO ACCOUNT THE SPECIFIC CHARACTERISTICS OF THE ASSETS:

Water assets

Changes in rainfall patterns, flooding, and landslides.

Wind assets

New patterns of wind, storms, soil erosion, and rising sea levels.

Solar assets

Water stress, variations in rainfall, and impacts on irradiance.

The next step is to measure the financial impacts of climate change.

In addition to the risks, the transition to a low-carbon economy also presents strategic opportunities for the business. These include the potential appreciation of renewable energy certificates (I-RECs) and markets related to decarbonization, as well as the strengthening of the company's competitive position in the face of growing sustainability demands from investors, customers, and regulators.

At the same time, the Statkraft Group is developing a corporate tool to measure the financial impacts associated with climate change, with the aim of improving the assessment of climate-related risks and opportunities in strategic planning and investment management.



This data is published in the GHG Inventory report; click here to learn more.

Biodiversity and regions

🌐 GRI 3-3, 101-1, 101-2

Our growth aims to respect the planet’s limits and preserve the ecosystem services essential to climate and social balance. At Statkraft Brasil, biodiversity management goes beyond legal compliance: it is a strategic commitment to the conservation of the biomes in which we operate. Our global biodiversity policy establishes our commitment to avoid and reduce impacts on ecosystems and species, and to refrain from developing new projects in areas designated as World Natural Heritage Sites. We currently have no projects in operation or under development in these sorts of areas in Brazil.

These guidelines are aligned with the Kunming-Montreal Global Biodiversity Framework, which sets international targets to halt and reverse biodiversity loss by 2030 and promote ecosystem restoration by 2050.

In Brazil, a country with enormous biological diversity, this commitment is reflected in everything from the selection of sites to the implementation of mitigation, offsetting, and environmental monitoring measures throughout the projects’ lifecycles. We comply with Brazilian environmental laws and have implemented initiatives to assess wildlife, relocate species, and conduct ongoing monitoring.

Starting in 2030, the Group intends to proceed with studies on biodiversity net gain for new onshore wind, solar, and battery energy storage system (BESS) projects that have not yet received a final investment decision.

As a preparatory step, four new global projects launched pilot programs in 2025 to test the “no net loss” and “net gain” methodologies, including initiatives in Brazil. Given the methodology used, the Osório Wind Farm was selected as a priority site for pilot studies on biodiversity-related methodologies.



From selection to management of the portfolio

⊕ GRI 101-4, 101-5, 101-6, 101-7, 101-8, 304-2

Portfolio selectivity serves as our first social and environmental filter. With the involvement of the corporate division, we prioritize the development of projects in less environmentally-sensitive regions with greater regulatory predictability. These commitments also guide our relationships with partners and suppliers involved in the development and implementation of our projects.

In the electricity sector, the main potential impacts on biodiversity are related to the change in land-use. These risks are identified in studies conducted during the environmental licensing process, which assess wildlife, flora, and habitats to understand the extent of the impacts and guide control, mitigation, and monitoring measures. Although our operations utilize renewable natural resources (such as water, wind, and sunlight), our projects may have impacts related to land use, habitat alteration, and, in some cases, risks of pollution or the introduction of invasive alien species. These factors are all taken into account in the environmental assessments for each project.

In the case of hydroelectric power plants, reservoirs can affect habitats, water quality, and food chains. In line with this risk analysis, we have decided not to invest in the construction of new hydroelectric plants or to operate in the North of the country, thereby reducing our exposure to more socio-environmental sensitive areas.

Impact prevention guides project development from the feasibility phase onwards. We strive to avoid interventions in environmentally sensitive areas and minimize the need to clear vegetation. During construction, the work is continuously monitored to optimize land use and minimize impacts. When unavoidable, the impacts are mitigated through measures such as the rescue and relocation of wildlife, environmental restoration, and monitoring programs.

We have also adopted the establishment of Wildlife Screening Centers (CETAs) as a best practice for the care and rehabilitation of rescued wildlife.

Active Management I: Santa Eugênia Solar Complex

For the Santa Eugênia Solar project, located in the Caatinga biome (Bahia), we have developed a robust environmental management program involving 15 initiatives aimed at protecting wildlife and flora and fostering relationships with local communities. Among these, we should highlight the environmental education initiatives, such as the Little Giants project, which has already involved approximately 1,200 people, promoting awareness about native bees in public schools in the region.

In 2025, the public civil action (ACP) filed by the Bahia Public Prosecutor's Office remained pending, with the court ruling in favor of the Company still in effect. The class-action lawsuit was filed on the grounds that the implementation of the project posed a risk of alleged environmental impacts that had not been properly assessed. The Company submitted robust and detailed technical studies demonstrating the project's environmental compliance.

The incident underscored the importance of foresight, transparency, and ongoing dialogue. The coordinated efforts of the legal, environmental, and construction departments provided the basis for a consistent technical response and ensured the project's legal certainty.

As a result, we have strengthened our preventive measures, including the decision to hold public meetings even when not legally required, as well as intensifying structured dialogue with local communities in the regions where we operate.

*Proactive planning,
transparency, and
ongoing dialogue.*





Active Management II: Rio Solar Complex

The Rio Solar project, located in Rio Grande do Norte, covers an area of 160 hectares of Caatinga forest and shrubland, with construction having begun in 2025. The area is not located in or near ecologically sensitive or protected areas, although it is a semi-arid region with high water risk, characterized by periods of water scarcity alternating with heavy rainfall. It is considered an important area for biodiversity and has good ecosystem integrity.

Environmental surveys conducted during the project recorded 80 species of wildlife classified as having a low risk of extinction (LC).

Among the main environmental aspects related to construction are:

- Use of water resources and removal of vegetation cover;
- Generation of particulate matter and the risk of erosion processes;
- Changes in vegetation dynamics and the behavior of local wildlife;
- Changes to the landscape and the visual effects associated with the presence of solar panels.

The project is being implemented under the supervision of environmental experts from the construction company and Statkraft, with monitoring and mitigation programs having been implemented in accordance with the requirements of the environmental license.

Among the mitigation measures adopted, one of the most notable is the relocation of native stingless bees to vegetated areas, which helps preserve pollinators and support local ecological dynamics. Measures are also taken to control the dispersion of particulate matter during soil disturbance and the transportation of materials, as well as the proper disposal of plant material, thereby promoting the cycling of nutrients and contributing to the maintenance of the area's ecological processes.

The project's area of influence includes nearby rural communities—comprising approximately 26 families—which are closely monitored by the project's team of social workers. The project has created job opportunities and led to the hiring of local workers, helping to increase household income and boost the regional economy.

Active Management III: Morro do Cruzeiro Solar Complex

Located in the state of Bahia (BA), within the Caatinga biome, the Morro do Cruzeiro Solar project was also developed with a focus on impact mitigation and environmental and operational compliance.

The coordinated efforts between technical teams and environmental agencies ensured streamlined processes and full compliance with regulatory

requirements, culminating in the issuance of the project's operating permits.

A total of BRL 3.1 million was invested in the implementation of 17 social and environmental programs, including: Noise Control and Monitoring Program, Flora Rescue Program, Wildlife Scaring and Rescue Plan, and Forest Fragment Connectivity Plan.

As compensatory and mitigation measures:

We produced
25,000
native
seedlings for
reforestation

We have
relocated
315
native plants

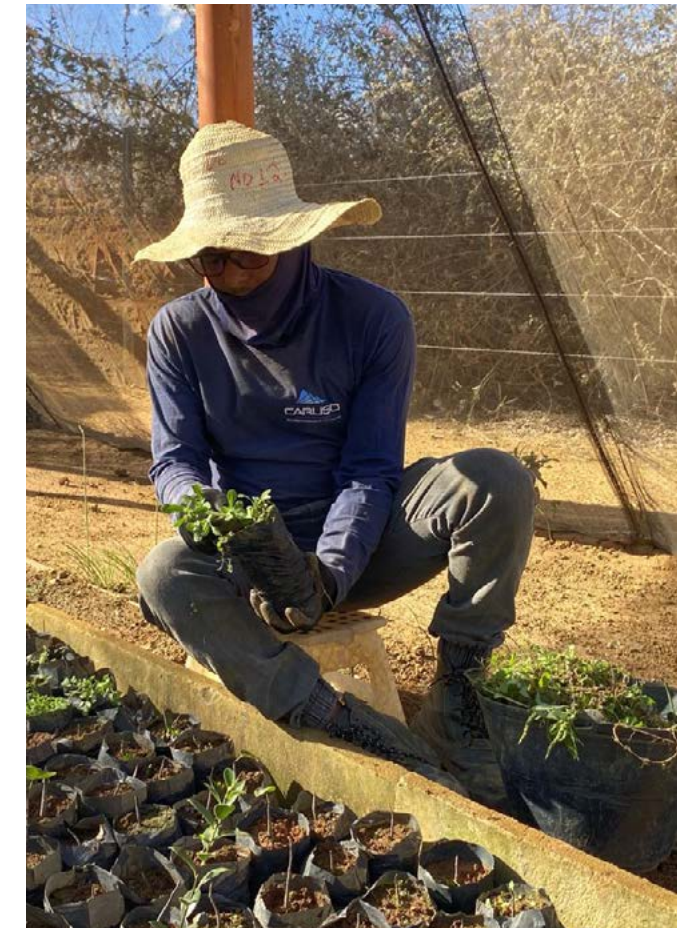
We conducted
773
field inspections
as part of
continuous
monitoring

We rescued
748
animals, of which
122 received
treatment and 103
were rehabilitated

We have
recorded
98
species through
a digital catalog
that documents
the biodiversity
of the project's
area of influence



These actions demonstrate that the expansion of renewable energy can be carried out with technical discipline, transparency, and respect for local ecosystems.





Reforestation in the Atlantic Rainforest

In 2025, we made progress in environmental restoration by planting 20,000 seedlings of native Atlantic Forest species in the Permanent Preservation Area (APP) surrounding the Santa Rosa Small Hydroelectric Power Plant in the state of Rio de Janeiro.

The initiative aims to protect the reservoir's banks, restore native vegetation, and enhance local

biodiversity. The project calls for the restoration of just over 37 hectares and is in line with Statkraft's overall strategy of promoting environmental benefits in the regions where it operates, while also complying with legal requirements.

By 2026, the initiative is set to expand, with the planting of an additional 31,000 seedlings, continuing the ecological restoration process and

reinforcing the long-term commitment to the conservation of Brazil's biomes.

The experience gained over the years has also contributed to the improvement of ecological restoration and biodiversity monitoring methodologies, particularly in the Caatinga and Atlantic Rainforest biomes, leading to greater efficiency in compensatory planting and more accurate monitoring of fauna and flora in the project's areas of influence.

20,000
seedlings planted
around the Santa Rosa
SHPP in the state of
Rio de Janeiro



Use of resources and the circular economy

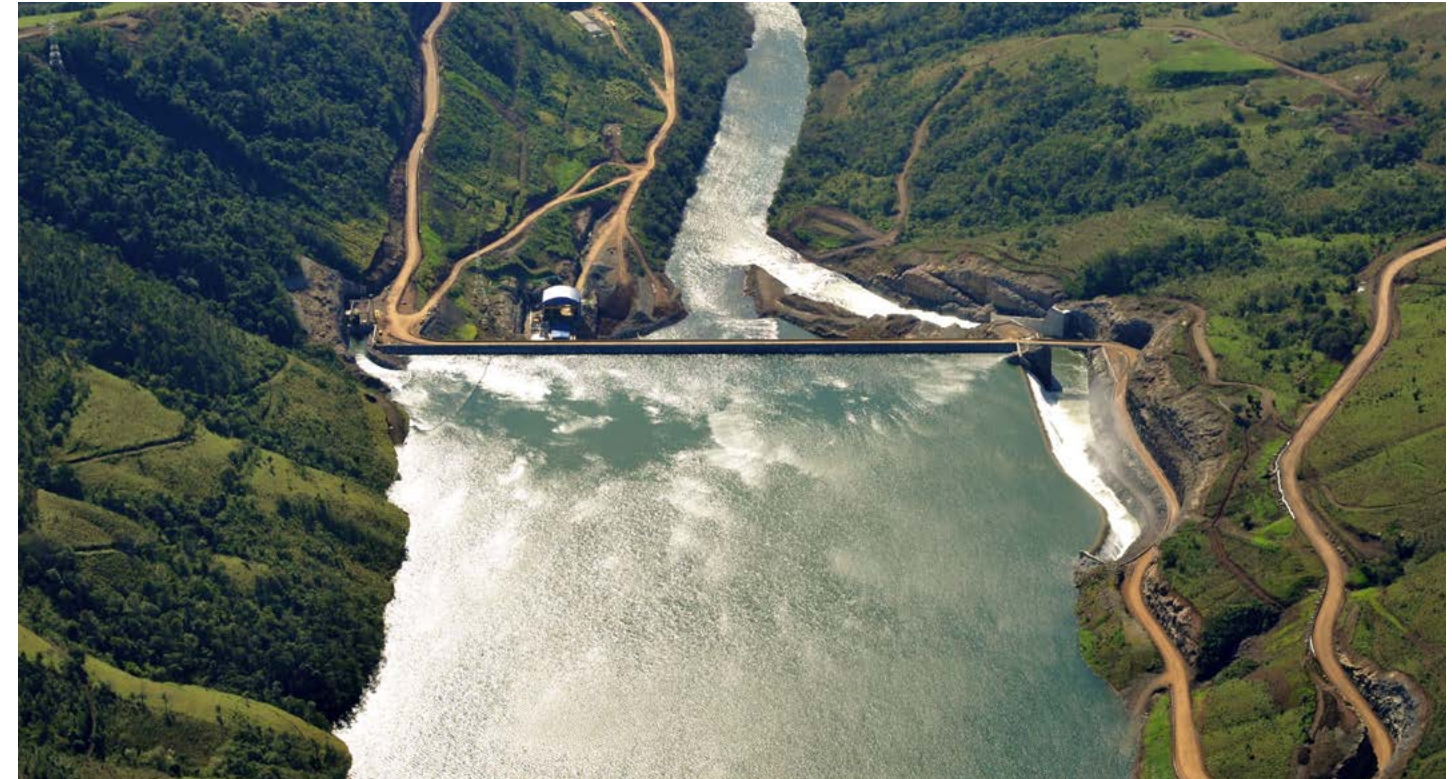
🌐 GRI 3-3

We are committed to protecting air, soil, and water quality; preventing environmental pollution; and using natural resources responsibly. In the area of circularity, our efforts focus primarily on proper management of the waste generated during operations and throughout the value chain, in accordance with applicable laws and environmental licensing requirements.

The management of the use of natural resources and waste generation is integrated into the planning and implementation of Statkraft's projects from the earliest stages of development. The environmental impact assessment process—particularly in the context of licensing—defines measures for prevention, mitigation, and control.

These analyses are periodically reviewed throughout the projects' lifecycles, allowing for adjustments to operational measures, providing guidance on environmental constraints, and establishing specific requirements for the contractors involved in the construction and operation of the projects. This approach contributes to the efficient use of resources and to reducing the environmental impacts associated with these activities.

We review our analyses periodically to adjust operational measures and address environmental constraints.



Management of water resources

🌐 GRI 303-1, 303-2

We use water from surface and groundwater sources, as well as water supplied by utilities, water trucks, or artesian wells, depending on the characteristics of each operating site.

The impacts associated with water use are assessed in environmental studies and in the assessments of the aspects and impacts of each project, taking into account the frequency of use and water availability in the local context. At wind and solar complexes, water is consumed mostly during the construction phase and in support activities at the construction sites. In the case of hydroelectric projects, management takes into account the

dynamics of water bodies, water quality, and the multiple uses of the resource, often as part of environmental programs required under licensing regulations and in consultation with local stakeholders.

Water and wastewater are disposed of into disposal systems following the appropriate treatment, involving septic tanks, filtration systems, discharge of treated effluents into bodies of water, or collection for off-site disposal, when necessary. The minimum quality standards comply with applicable environmental laws and regulations, including CONAMA Resolutions No. 430/2011 and No. 357/2005, as well as specific state laws where applicable.



Waste management

🌐 GRI 306-1, 306-2

Waste generation varies depending on the stage of the projects:

1

During the operational phase, the most significant amounts of waste arise from maintenance activities, such as lubricating oils, grease, and the hydraulic fluids used in turbines, generators, and transformers, as well as metallic and electromechanical materials and administrative waste.

2

During the construction phase, when there is a greater consumption of materials, the waste generated is primarily associated with construction and the installation of equipment, such as concrete, steel, wood, and electromechanical components, as well as chemicals, oils, and grease used in construction activities. A significant portion of this waste is generated by contractors working at the project site.

Each development has a Solid Waste Management Plan (SWMP), which establishes guidelines for the identification, sorting, storage, and final disposal of waste. The management involves in-house staff and third-party teams responsible for sorting and temporary on-site storage, while transportation and final disposal are handled by specialized, licensed companies.

The organization continuously monitors waste management, including verifying the legal documentation of the companies responsible for waste disposal and monitoring the movements recorded in official waste control systems, such as the National Information System on Solid Waste Management (SINIR) and equivalent state systems.

Waste intended for public collection is recorded based on weight estimates provided by local teams, while materials possibly donated to the community—especially at construction sites—are monitored using donation certificates issued by the organization.

The complete tables on water use and waste disposal are available in the [Appendix](#).

Social



People at the center of the transition



The energy transition requires more than just technology and capital: it requires trust, responsibility, and caring for people. Our social initiatives encompass talent management, protection of workers throughout the supply chain, and respect for local communities, ensuring that sustainable growth generates shared value and strengthens the regions where we operate.





Our workforce

🌐GRI 3-3

At Statkraft Brasil, people—their talent, commitment, and well-being—are central to the strategy and implementation of the energy transition. Delivering renewable energy with excellence depends on the technical expertise and commitment of our employees, which is why we continually invest in an environment that fosters initiative, professional growth, and shared responsibility.

Our personnel management is guided by corporate policies, the Group's global guidelines, and Brazilian labor laws, covering topics such as diversity and inclusion, professional development, and health and safety.

We value leadership, development, and shared responsibility.

Workforce-related impacts are monitored through management indicators, periodic performance evaluations, training data, health and safety results, and internal engagement surveys, enabling us to track the effectiveness of the practices adopted and guide continuous improvements in the workplace.

To ensure alignment and a top level of performance, we have adopted a management model based on cross-functional collaboration, clear roles, and transparency in decision-making. The digitalization of processes has reinforced this momentum, boosting efficiency, empowering teams, and sharpening the focus on results, all without compromising the quality and safety standards that define Statkraft's operations worldwide.

We ended 2025 with 308 employees, an increase of about 10% compared to the previous year. We have maintained a strategic approach to attracting, developing, and retaining talent, fostering a dynamic, diverse, and performance-oriented working environment.

Respect and transparency in the review of the structure

In 2025, Statkraft underwent a global restructuring process amid geopolitical challenges and their impact on the business. In Brazil, the process was guided by planning, transparency, and accountability. We have implemented preventive measures, such as strategically freezing job vacancies and internally reassigning staff to priority areas, with each case being reviewed on an individual basis. This approach has made it possible to mitigate direct impacts, preserve critical skills, and ensure respectful treatment throughout the process.

The structural review was aimed not only at cost efficiency, but also at aligning the organization with future strategic priorities. We have sought to ensure that the right talents are placed in the areas most critical to the business's sustainability, while maintaining a focus on psychological security and clear communication throughout the entire process.

The results of the internal Pulse survey, which measures engagement, reflected the strength of this leadership. Even in the face of these changes, Brazil has maintained high satisfaction rates, demonstrating the resilience of the culture of trust built up over recent years.

For professionals who are made redundant, we engage specialized outplacement firms to provide structured support during their career transition, including resume reviews and guidance on the job market. In certain cases, we extend benefits, such as health insurance, for an additional period, providing greater stability during the transition period.

The way the process is handled in Brazil has been recognized internally as a model within the Statkraft Group, demonstrating that it is possible to pursue operational efficiency while remaining committed to people.



Representation and inclusion

🌐 GRI 406-1

In 2025, we established the Diversity, Equity, and Inclusion agenda as an integral part of our organizational management. The issue has evolved from formal commitments to structured mechanisms for governance, monitoring, and accountability, thereby strengthening a culture of respect and broadening the range of perspectives in decision-making.

The Diversity, Equity, and Inclusion Committee played a central role in this progress, working throughout the organization to integrate these issues into the personnel management, leadership practices, and corporate culture.

We promote respect and a diversity of perspectives in decision-making.

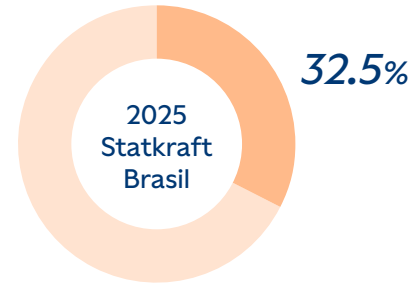
As a practical follow-up, we developed four literacy booklets—"Cultural Diversity", "Gender Equity", "Black Awareness Month", and "LGBTQIAPN+ Pride Month"—which were released quarterly throughout the year. The publications were based on an internal DEI assessment, which provided a better understanding of the audience profile and helped define priorities based on real-life situations within the organization.

The handbooks serve as tools to support leaders and teams, promoting inclusive behavior, mitigating biases, and preventing reputational and compliance risks. The material is incorporated into management routines, particularly in "diversity conversations", reinforcing the shared responsibility for creating a respectful work environment.

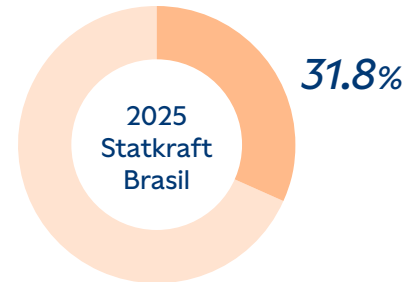
Diversity goals continue to evolve, with a focus on gender equity and increasing the representation of underrepresented groups in leadership positions. In 2025, women made up 32.5% of the workforce and held 31.8% of leadership positions at Statkraft Brasil. These indicators demonstrate the ongoing progress of our development initiatives and our commitment to building a more diverse organization that is better aligned with the society in which we operate. With regard

to the principles of respect and equal opportunity, no cases of discrimination were reported at Statkraft Brasil in 2025, a result attributed to the strengthening of governance mechanisms, awareness-raising efforts, and measures to prevent inappropriate conduct in the workplace.

Workforce composed of women



Leadership positions held by women





Sowing the seeds for the future of women in engineering

The Inspiration Program aligns Statkraft Brazil's strategy with the future needs of the electricity sector. Developed in partnership with Corali and Minatech, the initiative aims to increase the number of women in engineering and technology careers by using female employees within the company as role models for career paths.

In 2025, the program celebrated its third edition, featuring a roundtable discussion that brought together professionals from Statkraft's

Engineering, Technology, and Sustainability departments. Previous editions took place in 2022 and 2023, establishing the initiative as an ongoing effort to encourage the development of talent.

The proposal addresses a structural challenge in the market: it is estimated that only 26% of women who enroll in engineering and technology programs go on to complete their degrees. By providing mentoring, visibility, and guidance starting in their academic years, the program helps build

students' confidence and increase the number of individuals who remain in the sector.

For Statkraft Brasil, the Inspiration program is also part of its long-term strategy to achieve the global goal of women making up 40% of the company's workforce by 2030. More than just attracting talent, it is about strengthening the pipeline for professional training, contributing to a more diverse, innovative, and competitive electricity sector.



Talent development and retention

🌐 GRI 404-2, 404-3

Talent retention at Statkraft Brasil is the result of a structured personnel management strategy that combines employee experience, continuous development, and market competitiveness. In 2025, we will solidify the concept of the Employee Experience (EX), redesigning the employee journey—from onboarding to leadership development—with a focus on clarity of purpose, cultural alignment, and sustainable performance.

One of the cornerstones of this evolution was the overhaul of the onboarding process, which strengthened the integration of new employees and accelerated their adaptation to the organizational environment, especially following recent periods of expansion. At the same time, we have made progress in digitizing Human Resources processes,

reducing operational tasks and expanding the strategic role of the Personnel department, with greater analytical capabilities and a focus on development.

Our strategy combines a respectful work environment, structured opportunities for growth, and a competitive remuneration package. We conduct salary and market surveys to ensure that our remuneration and benefits package remains competitive, thereby contributing to consistent levels of employee engagement and helping to maintain a low turnover rate.

All employees participate annually in formal performance evaluation and career development processes, which help align individual expectations, identify growth opportunities, and guide development plans. Skills development is structured

through the Annual Development Plan (ADP) and the Nomination Process, which align training strategies with business priorities and employees' career paths, integrating local and global learning initiatives such as Statkraft U, our corporate university. In 2025, we expanded our investments in leadership development, with a focus on change management, transparent communication, and building trust and collaboration within teams. The goal is to develop leaders who are equipped to maintain performance, support individual development, and foster safe and productive working environments.

🌐 GRI 404-1

9,000 hours

This was the total amount of training conducted in 2025, representing an average of more than 28 hours of training per employee. The initiatives included technical training, behavioral development, and team-building activities, strengthening skills, building confidence, and preparing our people to tackle challenges with consistent performance and the creation of sustainable value.



Health, safety, and well-being: preventive management

🌐 GRI 403-1, 403-2, 403-7, 403-8

We take an integrated approach to health and safety, encompassing the physical, mental, and social dimensions. For us, protecting people's well-being is a fundamental principle of operational excellence.

Health and safety management at Statkraft Brasil is structured around a system based on three pillars (a Culture of Safety, Risk Management, and Contractor Management), as defined in the Brazil HSS Management Manual. This system covers all of the company's operations, offices, and construction sites in the country and guides the implementation of preventive measures in accordance with applicable laws and global guidelines.

The dynamic and continuous mapping of hazards and risks across all the units—both administrative and operational—ensures that prevention takes precedence over any activity, through the early identification of vulnerabilities and the establishment of appropriate control measures.

In 2025, the management of so-called high-risk issues evolved through the identification of critical activities, specific mitigation measures, and new governance mechanisms, contributing to a reduction of more than 60% in the number of risks.

Incident investigations are conducted in accordance with applicable legal requirements and internal occupational risk management guidelines. The analyses are conducted by multidisciplinary teams, generating insights that are shared across the operations. In 2025, we established the Lessons Learned process, which, among other initiatives, led to the organization of nine discussion forums focused on safety learning. These forums resulted in 198 nationwide initiatives, 92% of which have already been implemented.

***We have reduced
the number
of activities
considered to be
high-risk by 60%.***

José Somensi Fotografia



Worker participation and governance

🌐GRI 403-4, 403-9

Employees contribute to the development and improvement of preventive practices through channels for dialogue and the recognition of best practices, such as the HSSE Award, a global program that recognizes outstanding initiatives in health, safety, security, and the environment. In 2025, Statkraft Brasil held a special edition of the awards with five categories, expanding participation among teams.

The Internal Accident Prevention Committee (CIPA) is another avenue for active worker participation.

The operational teams also hold regular meetings and Daily Safety Dialogues (DDS), while projects in the construction phase are subject to specific routines for ongoing monitoring. Governance of this area also takes place at the strategic level, through the HSS Strategic Committee (composed of vice presidents and the CEO of Statkraft Brasil), which meets regularly to monitor the division's planning and results.

At the same time, HSS leaders participate in the Statkraft Group's regional and global forums, fostering alignment across countries and the ongoing sharing of lessons learned and best practices.

We maintain strict health and safety performance standards. In 2025, we recorded a 48% reduction in the accident rate (TRI – Total Recordable Injury) compared to 2024, an indicator that is integrated into the management system, reinforcing the leaders' responsibility for safety results.

*In 2025, we
reduced the
accident rate
by 48%.*



Training and safety culture

🌐GRI 403-5

The culture of prevention is supported by an ongoing training program. Employees receive health and safety training starting with the onboarding process, including mandatory training required by law and training designed to strengthen the culture of safety.

All the employees take part in quarterly training sessions on accident prevention, traffic safety, health and wellness, and asset protection. Preparation for potential critical or conflict situations—which we refer to as “HSS dilemmas”—also follows a structured approach: emergency response teams at all the facilities undergo annual refresher training, while senior leaders participate in specialized emergency management training conducted by Statkraft Group experts in Norway.

Professionals who drive vehicles as part of their job receive training in defensive driving and off-road driving, thereby enhancing safety during operational travel, especially in remote areas.

In 2025, we held another Safety Day—a day when all operations come to a halt at the same time to take part in an event dedicated to celebrating life.

*Senior leadership
participates
in emergency
management
training with
experts in
Norway.*

Mental Health in Focus

🌐GRI 403-3, 403-6

The mental health agenda also gained additional prominence during this period. We have established formal channels for listening and guidance, helping to normalize the issue and strengthen a culture of care, in accordance with NR-1. The initiative also includes roundtable discussions with medical specialists, expanding access to reliable information on health and well-being.



Charity Challenge

In 2025, we held the seventh edition of the Solidarity Challenge, an internal campaign that combines sports with social impact. For every 130 kilometers of physical activity logged by employees, food baskets are donated to nonprofit organizations that assist people in vulnerable situations.

This year, the overall goal of 45,000 kilometers was exceeded. Statkraft Brasil teams covered 48,897 kilometers, resulting in the donation of 376 food baskets. The campaign also involved all of the company's branches and offices nationwide collecting 681 children's books.

The initiative is part of our corporate wellness program and reinforces our collective commitment to social responsibility initiatives, strengthening our sense of belonging and our connection to the communities where we operate.

376
food baskets
donated

Workers in the value chain

⊕ GRI 3-3, 414-1

The sustainability criteria that guide our operations extend throughout the entire supply chain. The selection and monitoring of partners follows a structured assessment of compliance with Statkraft Group's internal policies and corporate standards, ensuring alignment with commitments to integrity, human rights, and social and environmental responsibility.

The process is managed by the Third-Party Management department, which conducts due diligence and document approval procedures via a digital platform prior to the formalization of contracts and before workers are granted access to premises, construction sites, or offices. The reviews cover compliance with labor, social security, and health and safety regulations, as well as social criteria related to human rights in larger contracts. Suppliers that do not meet the established minimum requirements may be disqualified from the procurement process.

In 2025, we consolidated sustainable supply-chain management based on three pillars:

Governance Pillars

How we manage the supply chain

1

Monitoring

We have expanded our third-party document tracking by digitalizing processes and utilizing a digital platform, thus enabling faster and more in-depth analyses. The system ensures that only workers with valid documentation are allowed access to premises and construction sites. Outstanding issues or irregularities are monitored on a monthly basis by the Human Resources and HSS departments, which develop action plans and monitor the issues until they are resolved.

2

Ongoing review of risks

We have updated the risk matrix for contract workers, with a particular focus on field operations. Risk management now includes periodic audits and continuous monitoring, making it possible to identify vulnerabilities and implement preventive measures before they turn into incidents.

3

Guaranteeing decent working conditions

We have raised the bar for our Health, Safety, and Security (HSS) protocols and sustainability requirements, ensuring that service providers are held to standards equivalent to those applied to our own employees.



By establishing clear standards for integrity and safety, we drive improvements in our partners' management practices and strengthen worker protection throughout the value chain.

This integrated approach strengthens supply chain governance, enhances operational predictability, and ensures that Statkraft's standards for integrity, health, safety, and labor compliance are upheld at every stage of the operation.

Commitment to fair remuneration

Statkraft has made a global commitment to implementing the Living Wage, ensuring that its own employees as well as contractors receive sufficient pay to guarantee a decent and adequate standard of living. This concept includes essential expenses such as food, housing, healthcare, education, transportation, and clothing, whilst also providing a buffer for unforeseen expenses, with variations based on the regional cost of living. The definition of a living wage follows internationally recognized methodologies, such as the parameters established by the Anker Research Institute and the WageIndicator database.

The calculation takes into account the cost of a decent standard of living for a family, the average household size, and the average number of people contributing to household income.

Efforts to implement a living wage began in Brazil as early as 2023, during the selection processes for the main suppliers of construction projects in Bahia. In 2024, we made progress in standardizing contractual requirements for construction projects and, in 2025, we increased our monitoring of the implementation of this standardization in projects in the construction phase. Implementation is monitored through contractor reports, on-site inspections, document reviews, and independent audits.

Starting in 2026, the company will include a living wage in new contracts for projects under construction, gradually expanding its adoption. Our goal is that, by 2028, all contracts will ensure fair remuneration for both our own employees and the employees of subcontractors who work on-site at our assets and projects.



By 2028, all of our contracts will provide for fair remuneration for workers employed by our contractors who are working at our assets and projects.

Communities

⊕ GRI 3-3, 203-2, 308-2, 413-1, 413-2, 414-2

At Statkraft Brasil, our social license to operate is developed through our presence, structured dialogue, and transparent relationships with the communities in the regions where we operate. Managing this issue involves identifying and continuously monitoring potential and actual impacts—both positive and negative—on the local economy, the environment, and people, including aspects related to human rights.

The analysis of these impacts begins as early as the feasibility phase of the projects, when studies are conducted on the areas directly and indirectly affected by the projects. These surveys are complemented by participatory social assessments and structured listening processes, allowing us to understand the local socioeconomic dynamics, identify vulnerabilities, and develop strategies to mitigate impacts and support regional development.



Impact management

The most significant impacts tend to occur in the construction phase of the assets, during which time the greatest efforts are focused on damage prevention, monitoring, and mitigation. These negative impacts include increased dust, heavy vehicle traffic, and noise. In some contexts, the temporary increase in population during construction can also lead to a greater demand for local public services. To mitigate this effect, we have implemented robust impact-monitoring programs. We also encourage the hiring of workers from the local areas and provide housing for visiting teams.

Some of these impacts may be linked to the activities of suppliers and contractors working on the projects. As such, we

continuously monitor the activities of our partner companies and establish operational guidelines to prevent adverse effects on communities and the environment, requesting adjustments or improvements whenever necessary.

Among the positive impacts, particularly during the construction phase, the most notable are job and income creation, strengthening of the local economy, and increased municipal tax revenue. There is generally also a rise in demand for services such as retail, lodging, food, transportation, and equipment rental, which stimulates regional supply chains and creates both direct and indirect job opportunities. The presence of these developments also generates additional income for landowners through contracts and leases conducted with transparency, respect for human rights, and ongoing dialogue with the stakeholders.

***We encourage
the hiring of
local workers for
our projects.***

Local development and community investments

GRI 203-1

In addition to stimulating the local economy through our operations, we invest in community infrastructure, professional training, and courses that foster local talent in the areas surrounding our projects. These initiatives are carried out on three fronts: through environmental permitting, tax incentive mechanisms, and private social investment. Over the following pages, we present some of the initiatives carried out in 2025 across our three focus areas.

5,000
people served
by our projects

Social investment through environmental licensing

Initiatives related to environmental licensing form part of the legal commitments made during the implementation and operation of projects. These programs include environmental education initiatives, efforts to strengthen local public services, improvements to infrastructure, and measures to mitigate socio-environmental impacts. These measures ensure that the expansion of renewable energy generation is accompanied by tangible benefits for the communities surrounding the assets.

For 2025, we can highlight the initiatives carried out at our facilities and projects in Bahia. We carried out educational, communication, training, and social mobilization activities. The initiatives were aimed at raising environmental awareness, strengthening dialogue with the surrounding communities, and fulfilling the social and environmental commitments made during the licensing process. All together, these initiatives benefited approximately 25,000 people in 2025.

Read about some of the initiatives:



SABERES DA CAATINGA PROJECT

In July and September, we held two sessions of the *Saberes da Caatinga* (Caatinga Knowledge) project, helping to increase understanding of the Caatinga biome and raise awareness about the preservation of its flora and fauna. Conducted in public schools in the municipalities of Ibipeba, Uibaí, and Irecê, in Bahia, the project involved a total of 382 students in elementary and middle school, as well as in EJA (Youth and Adult Education). The activities, aligned with the Sustainable Development Goals (SDGs 4, 7, 13, and 15), made use of the board game “Explorers of the Caatinga” and the interactive booklet “Winds of Learning”, taking a playful approach that is adaptable to different age groups, and addressing topics such as biodiversity, environmental impacts, and conservation practices.

382
students
benefited



PATHWAYS TO HIGHER EDUCATION

Awareness-raising talks provided guidance for 179 young people from public schools in Ibipeba and Uibaí (BA) on how to gain admission to higher education and technical programs. A Careers Fair was also held in Uibaí, featuring guest speakers. The activities contributed to career guidance, academic planning, and increased access to information, with an 85.33% approval rating in the evaluation surveys.

179
young people
received guidance

Social investment through tax incentives

We invested an additional BRL 2.19 million through tax incentive programs, supporting 10 projects, seven of which were in Bahia, a state that accounts for a significant portion of the company's wind and solar assets. The selection process was conducted by an independent, multidisciplinary committee responsible for evaluating criteria related to social impact, governance, and the initiatives' potential for sustainability.

The call received 214 applications—a 450% increase compared to 2024—demonstrating the initiative's broader reach and visibility. The funds were allocated to projects covered by laws promoting culture and sports, as well as to the Funds for Children and Adolescents and the Fund for the Elderly.

Read about some of the tax incentive projects sponsored by Statkraft in 2025:

BRL 2.19 million
invested in 10 initiatives
providing social support



JUDO TRANSFORMS (SPORTS INCENTIVE LAW)

Launch of a free, extra-curricular judo program for socially vulnerable children and young people aged between 6 and 14. The project aims to promote students' health and civic education through sports, and involves donating kimonos and making improvements to schools in the municipal school system. In 2025, the project benefited 248 students from communities surrounding the Santa Eugênia and Morro do Cruzeiro Solar facilities in rural Bahia.

Investment:

BRL 187,100



SUSTAINABLE CINEMA (FEDERAL CULTURAL INCENTIVE LAW)

A mobile, solar-powered cinema that offers socially vulnerable young people and seniors free film screenings and a photography workshop in each city, as well as production of a short documentary on the local culture of the municipality. In 2025, the project benefited four municipalities in Espírito Santo where Statkraft operates hydroelectric power generation units. In total, 2,400 people attended the free film screenings, and 85 people participated in free photography workshops.

Investment:

BRL 224,000



VISION FOR INCLUSION (FUND FOR THE ELDERLY)

A mobile initiative designed to provide eye exams and donate prescription glasses to socially vulnerable seniors. The project provided 373 free eye exams and distributed 340 pairs of free prescription glasses in two municipalities in Rio Grande do Norte, in the areas surrounding the Jerusalém & Boqueirão Complexes, where construction of the Rio Solar Complex is currently underway.

Investment:

BRL 274,000

Private Social Investment

Our Private Social Investment (PSI) complements legal obligations and invests the company’s own resources in structural initiatives focused on professional training, income generation, education, and community building, with a special focus on young people and women. The projects we support aim to promote economic self-sufficiency, expand opportunities, and leave a positive, long-term legacy in the regions where we operate.

Through our initiatives, we aim to empower young people and women.



ENERGY IN MOTION

Construction of a multi-purpose sports court in the Asprus area (Sumidouro and Baixo do Sumidouro Residents' Association), near the Brotas de Macaúbas Complex. The initiative promotes health benefits, community well-being, and social interaction, while also boosting the local economy.

Investment:

BRL 466,700

107
people benefited



EMPOWERING ENERGY

Training courses offered by SENAI in the areas of Basic Computer Skills, Sewing, Fruit Pulp Production, Basic Masonry, and Building Electrical Systems. In total, 164 residents of the municipalities of Uibaí, Ibipêba, and Brotas de Macaúbas—located near the Santa Eugênia Complex and the Brotas de Macaúbas Complex—received approximately 440 hours of vocational training focused on income generation, ultimately providing certification for the job market.

Investment:

BRL 257,700

164
eligible residents

What the graduates of training courses offered in partnership with Senai had to say:



What I learned on the course was essential to building my own house. Now I'm able to use the correct proportions of cement, sand, and bricks, which has made the construction site safer and more efficient. As a civil engineering student, I intend to pursue a career in the construction industry, combining what I learn in college with the practical experience I've gained through the program."

Mirelen Pereira Pinto

Student on the Basic Masonry course, Olhos D'Água do Badu Quilombo Community (Ibipeba)



I was already working at electrical installations, but the course was a great opportunity to hone my skills. Previously, I only performed very basic tasks, but now I feel more prepared, having gained new knowledge. I believe this certification will open doors and create job opportunities for me here in the region."

Domingos Araújo Dos Santos

Student on the Building Electrical Systems program, Boca d'Água Community – (Uibaí)



Anything is possible in life—you just have to put your mind to it. I started the sewing class without knowing how to sew on a button. Now I'm really sewing!"

Livia Betânia Barreto dos Santos

Student on the Customized Tailoring Course, Boca d'Água Community – (Uibaí)

Generating a positive impact



Structured dialogue and listening mechanisms

⌕ GRI 2-25, 2-26

Our relationship with communities is supported by ongoing channels of dialogue and formal mechanisms for participation. We provide various channels through which communities, employees, and partners can seek information or raise concerns regarding the company's activities:

- canal-aberto@statkraft.com: Statkraft Brazil's official channel.
- socioambiental@statkraft.com: Direct contact with the social and environmental team.
- 0800 877 7100: Toll-free number for questions and suggestions.
- Information Centers (ICs): Located in areas where construction projects are underway, these centers serve as in-person hubs for community engagement, allowing residents to monitor the progress of project, ask questions, and submit requests.
- Information Sessions: Before the construction of new assets and during the implementation phase, we hold meetings to share information about the project itself, impact assessments, and the social and environmental programs we have developed.



All complaints received are logged in our internal system and tracked by the responsible teams until a response is provided to the complainant. Monitoring this information makes it possible to track metrics such as the volume of requests, incident categories, and average response time.

We are open and attentive to the needs of our stakeholders.

Traditional communities and human rights

In 2025, our relationship with traditional and Quilombola communities also became a priority, in line with the corporate guidelines of the roadmap for a just transition, which integrates human rights and engagement with historically marginalized groups.

The analysis of potential impacts on these communities is incorporated as early as the project feasibility phase, ensuring that strategic decisions take social, cultural, and territorial factors into account.

In the area surrounding the Santa Eugênia Solar Complex, we have been making progress in implementing initiatives in the communities of Serra Grande and Olhos D'Água do Badu. A total of 15 training sessions focused on income generation, education, and social inclusion, with a total of 525 participants. The initiatives included stingless bee farming, fruit processing, handicrafts, and sustainable cooking, as well as environmental education and community outreach activities.



Dam emergency and safety drills

Promoting a culture of safety and protecting communities located in Self-Rescue Zones (ZAS) is an ongoing priority in the management of Statkraft Brazil's hydroelectric assets. In 2025, we conducted practical evacuation drills at five power plants in the states of Rio Grande do Sul and Espírito Santo, in partnership with municipal and state civil defense agencies.

These measures go beyond compliance with the requirements of the National Dam Safety Policy and ANEEL regulations. Each exercise was structured using a methodology tailored to the geographical and social characteristics of the region, ensuring clear communication, advance notification of the public, and integrated coordination with civil protection and emergency response agencies.

The drills focus on scenarios related to dam safety, but they also help improve communities' preparedness for extreme events, such as floods. To strengthen climate resilience, we provide civil defense agencies with flood hazard maps based on different rainfall scenarios and hold annual workshops on weather forecasting for the upcoming rainy season. We also maintain direct lines of communication with the representatives of public agencies, providing support for municipal preventive planning.



5
The power plants conducted practical evacuation drills involving local residents

Simulation results for 2025

POWER PLANT	LOCATION	ESTIMATED PUBLIC	ACTIVE PARTICIPATION
São João SHPP	Conceição do Castelo and Castelo (ES)	87	30.90%
Rio Bonito SHPP	Sta. Maria de Jetibá and Sta. Leopoldina (ES)	238	37.00%
Suiça HPP	Santa Leopoldina (ES)	1,700	46.09%
Francisco Gros SHPP	Alegre (ES)	707	36.34%
Monjolinho HPP	Faxinalzinho and Nonoai (RS)	29	80.90%

Governance



Integrity as a cornerstone



By integrating global standards, solid internal controls, and independent oversight mechanisms, we ensure transparency, compliance, and predictability in a complex regulatory environment. This institutional foundation is essential for maintaining the trust of investors, partners, authorities, and communities.

Business conduct

⌕ GRI 3-3

Statkraft adheres to international corporate governance standards to ensure that its operations in Brazil are conducted with integrity, transparency, and accountability. This approach is supported by a structured Compliance Program, which reinforces a culture of zero tolerance for corruption, fraud, or any conduct that is inconsistent with the company's values. The program is organized into six pillars and is continuously being adjusted to keep pace with regulatory developments and changes in the electricity sector: risk assessment, due diligence, internal procedures and controls, continuous monitoring, 'tone from the top', and training.

***Zero tolerance
for corruption
and fraud.***



***The Statkraft Way (TSW)
model establishes common
guidelines for the entire
asset value chain.***

Integrity policies and commitments

⌕ GRI 2-23, 2-24

The principles of responsible business conduct are enshrined in a structured set of corporate policies. Statkraft's Code of Conduct sets out clear expectations for employee behavior, while the Supplier Code of Conduct defines requirements to prevent adverse impacts and risks to people, society, and the environment within the supply chain.

These documents are supplemented by specific policies and procedures, such as the Business Ethics Policy, the Brazil Compliance Policy – Structure and Operations, and the Business Partner Integrity Policy. Together, this framework establishes high standards of integrity in the company's business and institutional relationships.

Statkraft Brasil's integrity commitments apply to all of its activities and extend

to direct employees, contractors, subcontractors, and business partners. Policies are approved by the responsible Senior Vice-President (SVP) and communicated to the relevant publics through internal channels, training sessions, contractual provisions applicable to partners, and public postings on the organization's website.

The integration of these commitments into the operations is overseen by the International Business Area, to which the Brazilian operation reports, being executed through the corporate management system - The Statkraft Way (TSW). This model establishes common guidelines for the entire asset value chain, from development and construction through to operation and possible decommissioning.

2,089

*contracts that are
mandatorily linked to
Statkraft's Code of Conduct.*

*In 2025, we launched the
Compliance Quiz, a gamified
tool designed to encourage
reflection on ethical dilemmas.*

From digital games to roundtable discussions

 GRI 205-2

In 2025, we enhanced our compliance training programs, focusing on effective learning and the reinforcement of an ethical culture. Interactive digital learning paths have been implemented, designed to enhance the practical understanding of integrity and compliance issues. These include combating corruption, preventing fraud, conflicts of interest, money laundering, financing of terrorism, and other financial crimes. 100% of the employees and leaders participated in mandatory training sessions.

In addition to the digital environment, we have strengthened our in-person approach at our operations and construction sites, organizing roundtable discussions and case studies based on real-life situations. The initiative has helped bring regulatory concepts closer to the teams' day-to-day work, making integrity an integral part of operational decisions.

To complement our educational strategy, we have launched the Compliance Quiz, a gamified tool designed to encourage reflection on ethical dilemmas. The initiative saw a high level of volunteer participation, indicating a high level of internal commitment and reinforcing the internalization of corporate values.

These commitments are also reflected in our relationships with our business partners. Throughout the year, the Procurement team entered into 2,089 contracts, all of which included Statkraft's Code of Conduct as a mandatory attachment. In addition to this, new partners attend compliance onboarding sessions at the start of the business relationship, during which they are introduced to the company's integrity requirements and expectations regarding conduct.



Risk management and due diligence

In 2025, we established a structured and integrated approach to risk management, with the senior leaders directly involved in setting priorities and monitoring critical exposures. This initiative provides guidance on developing preventive action plans to strengthen internal controls.

Each year, we align our Country Ambitions, reviewing the strategic priorities of our Brazilian operations together with our headquarters in Norway, ensuring that risk management is aligned with our sustainable growth ambitions.

All employees complete the Conflict of Interest Disclosure Form every year.

Conflicts of interest

🌐 GRI 2-15

The prevention of conflicts of interest is an integral part of Statkraft Brasil's internal control framework. All employees complete a Conflict of Interest Disclosure Form upon joining the company and subsequently through automatic annual notifications. The tool ensures transparency and enables the early identification of actual, potential, or apparent situations that could compromise the impartiality of decisions.

In 2025, the reporting process was improved through the digitalization and centralization of records in a dedicated system, making it more standardized and timely. The mitigation measures defined for each situation are coordinated with the manager and recorded in the system itself, ensuring continuous monitoring and transparency in the Compliance team's handling of cases.

The process remains integrated into the recruitment and selection procedures, including checks on reputation and compliance records. This requirement is mandatory even for leadership positions, reinforcing consistency between words and actions and ensuring that the tone from the top is aligned with the company's global values.

Privacy management and data protection

The protection of personal data is an integral part of the company's governance structure. We comply with the guidelines of the Brazilian General Data Protection Law (LGPD), ensuring that the processing of information regarding employees, customers, and suppliers is conducted in accordance with security, necessity, and transparency criteria .

The Data Protection Officer (DPO) remained the central point of contact for the guidance, monitoring, and handling of privacy-related requests, thereby strengthening digital risk management and trust in our operations.

The Corporate Audit in Oslo centralizes the reporting process, ensuring the independence, objectivity, and standardized handling of complaints worldwide.



Whistleblower Channel

🌐 GRI 2-16, 2-26

Statkraft maintains an independent, confidential, and 24/7 Whistleblower Channel that is accessible to employees, suppliers, partners, and other stakeholders. The mechanism is part of the overall governance framework and serves as an essential tool for identifying and investigating potential irregularities.

Complaints are managed centrally by Corporate Audit in Oslo, ensuring independence, objectivity, and standardized case handling. The investigation process adheres to principles of confidentiality, impartiality, and protection against retaliation for whistleblowers acting in good faith, as well as the preservation of the legal rights of the parties involved. Concerns deemed

critical are communicated to the highest governing body through formal reporting procedures. When a relevant case is identified, it is reviewed by the Executive Board and, whenever necessary, referred to the Board of Directors, either through board meetings, formal communications, or the participation of Compliance representatives in specific meetings. The monitoring process also includes regular meetings between the executive leaders and the Senior Vice-President responsible for the division.

During the reporting period, three significant concerns were brought to the attention of the highest governance body, relating to sustainability and human rights issues.



AVAILABLE CHANNELS:

Email:
etica@statkraft.com

Toll-free number:
0800 887 0180 (Code: 9397)

Disclosures supplement



Additional GRI standards

2-1 - Organizational details (supplement)

The organization consists of a total of 66 parent companies and 70 subsidiaries. All of them use their respective legal names as their business names.

The companies are incorporated as corporations (S/A) and limited liability companies (Ltda.), and their objectives are defined in accordance with their respective corporate purposes as set forth in their bylaws or articles of association. All of these companies operate in Brazil, and their addresses are formally recorded in their articles of incorporation, which are filed with the respective state boards of trade.

The parent company of STATKRAFT ENERGIAS RENOVÁVEIS S/A is registered under CNPJ nº. 00.622.416/0001-41, with head offices located at Rodovia José Carlos Daux, nº. 5,500, with offices on the 3rd floor, Jurerê A Building, Saco Grande neighborhood, Florianópolis, SC, zip code 88032-005. The company has several branches and operational units located in

different states, including Espírito Santo, Bahia, Rio Grande do Norte, Rio Grande do Sul, Rio de Janeiro, São Paulo, Pernambuco, and Sergipe, with specific CNPJ and Nire registrations at their respective Boards of Trade, including Jucees, Juceb, Jucern, Jucirs, Jucerja, Jucesp, and Jucese.

Among the units affiliated with STATKRAFT ENERGIAS RENOVÁVEIS S/A, notable examples include the Alegre, Jucu, Fruteiras, Viçosa, and Rio Bonito SHPs and the Switzerland HPP, as well as subsidiaries in Bahia, Rio Grande do Norte, and Rio Grande do Sul, all duly identified with their respective CNPJs and addresses.

The corporate group also includes several special-purpose entities and operating companies, such as STATKRAFT ENERGIA DO BRASIL LTDA., STATKRAFT COMERCIALIZAÇÃO DE ENERGIA S/A, STATKRAFT INVESTIMENTOS LTDA., ENERFIN DO BRASIL SOCIEDADE DE ENERGIA LTDA., ENERGEN ENERGIAS RENOVÁVEIS S/A, GRAN SUL GERAÇÃO DE ENERGIA RENOVÁVEL LTDA., RIO GRANDE ENERGIAS RENOVÁVEIS LTDA., RIO SUL 1

ENERGIA LTDA., RIO SUL 2 ENERGIA LTDA., RIO NORTE I ENERGIA LTDA., and RIO NORTE II ENERGIA LTDA., among others.

The portfolio also includes several wind complexes, such as BOQUEIRÃO I and II WIND COMPLEX S/A, JERUSALÉM I, II, III, IV, V, and VI WIND COMPLEX S/A, as well as companies named VENTOS DE SÃO FERNANDO I, II, III, IV, V, and VI ENERGIA S/A, VENTOS DO SUL ENERGIA S/A, VENTOS DO LITORAL ENERGIA S/A, VENTOS DOS ÍNDIOS ENERGIA S/A, and VENTOS DA LAGOA ENERGIA S/A, with projects primarily located in the states of Rio Grande do Norte and Rio Grande do Sul.

The solar segment includes companies such as SOL DE BROTAS 1 to 17 S/A, SOLAR SERRITA ENERGIA – SPE S/A, SOLAR SÃO FERNANDO I ENERGIA S/A, as well as MACAÚBAS ENERGÉTICA S/A, MORRO DO CRUZEIRO I and II S/A, NOVO HORIZONTE ENERGÉTICA S/A, PARQUES EÓLICOS PALMARES S/A, PASSOS MAIA ENERGÉTICA S/A, SANTA FÉ ENERGIA S/A, SANTA LAURA S/A, SANTA ROSA

S/A, SERRA DA MANGABEIRA S/A, and SEABRA ENERGÉTICA S/A, among others, with registrations and addresses located primarily in the states of Bahia, Rio Grande do Norte, Santa Catarina, and Rio Grande do Sul.

The document also includes information on corporate changes related to the Hybrid Solar Project, including the change in corporate name for companies previously known as OSLO VII, XI, XII, XIII, and XIV S/A to SOL DE BROTAS 1 a 5 S/A, as well as the incorporation of SOL DE BROTAS 7 S/A as a new company.

2-2 – Entities included in the organization's sustainability reporting

The organization controls or holds an interest in the following entities, all of which are disclosed in the financial statements and the sustainability report, along with the nature of the organization’s interest and involvement.

Statkraft Investimentos LTDA., CNPJ 16.660.530/0001-04, is controlled as a majority shareholder and included in the financial report and the sustainability report. Statkraft Energias Renováveis S.A., CNPJ 00.622.416/0001-41, is also a majority shareholder and is included in the financial report and the sustainability report. Statkraft Energia do Brasil LTDA., CNPJ numbers 08.573.833/0001-53, 08.573.833/0002-34 (RJ Branch) and 08.573.833/0005-87 (SP Branch), is controlled as a majority shareholder and is included in the financial report and the sustainability report.

2-7 - Employees

EMPLOYEES BY REGION AND GENDER			
	2024		2025
	Total	Men	Women
North	0	3	1
Northeast	38	36	7
Central-West	0	5	3
Southeast	58	71	36
South	245	90	52
Other countries	-	3	1
Total	341	208	100

EMPLOYEES BY TYPE OF CONTRACT AND GENDER			
	2024		2025
	Indefinite term	Fixed term	Indefinite term
Men	207	20	192
Women	95	19	83
Total	302	39	275

EMPLOYEES BY TYPE OF CONTRACT AND REGION			
	2024		2025
	Indefinite term	Fixed term	Indefinite term
North	0	0	3
Northeast	38	0	39
Central-West	0	0	6
Southeast	53	5	96
South	211	34	128
Total	302	39	275

EMPLOYEES BY TYPE OF CONTRACT AND GENDER			
	2024		2025
	Full-time	Part-time	Full-time
Men	215	12	198
Women	101	13	88
Total	316	25	286

EMPLOYEES BY TYPE OF CONTRACT AND REGION			
	2024		2025
	Full-time	Part-time	Full-time
North	0	0	3
Northeast	35	0	43
Central-West	0	0	6
Southeast	53	5	100
South	225	20	131
Total	316	25	286

EMPLOYEES WITHOUT GUARANTEED HOURS BY GENDER	
	2025
Men	91
Women	32
Total	123

EMPLOYEES WITHOUT GUARANTEED HOURS BY REGION	
	2025
North	2
Northeast	6
Central-West	3
Southeast	50
South	60
Other countries	2
Total	123

2-8 – Workers who are not employees

TOTAL NUMBER OF WORKERS WHO ARE NOT EMPLOYEES BUT PROVIDE SERVICES FOR THE COMPANY			
	2023	2024	2025
Interns	38	23	21
Apprentices	3	2	1
Total	41	25	22

2-28 – Membership associations

In 2025, Statkraft continued to hold a position as a member of the Board of Directors of the Brazilian Clean Energy Generation Association (Abragel), participating in projects and technical working groups within the association. We are also members of the Brazilian Association of Independent Electricity Producers (Apine), the Brazilian Wind Energy Association (ABEEólica), the Brazilian Association of Photovoltaic Solar Energy (Absolar), the Brazilian Association of Energy Trading Companies (Abraceel), and the Center for Strategies in Natural Resources and Energy (Cerne).

3-1 Process to determine material topics (supplement)

The 2024 analysis was structured in three main stages:

→ **Step 1 – Identification and Mapping**
The value chain was mapped, and an initial identification of impacts, risks, and opportunities (IROs) associated with the company’s activities was conducted. This phase included a description of the value chain, the identification of potentially relevant topics based on the European Sustainability Reporting Standards (ESRS) and the entity’s context, as well as a preliminary approval of the list of topics by topic experts and representatives of Statkraft’s business units.

→ **Step 2 – Assessment of impacts, risks, and opportunities**
The identified IROs were assessed by means of a preliminary definition and scoring process based on interviews with internal experts and document reviews (desktop analysis). The list of IROs was reviewed by topic experts and technology-specific business units over the course of a seven-week consultation process, followed by the consolidation of feedback and development of the results. The assessment used a severity matrix, assigning scores from 0 to 5 for likelihood, scope, scale, and remediability. The materiality thresholds adopted were ≥ 3.5 for the impact pillar and approximately 6 billion NOK for the financial pillar, in line with Statkraft’s corporate risk management framework.

→ **Step 3 – Approval and definition of material topics**
The results were reviewed in validation workshops with topic leaders and representatives from the business units, as well as in bilateral discussions with those responsible for the topics. A steering committee composed of Senior Vice-Presidents (SVPs) participated in the final review and approval process. Based on the consolidated assessment of risks and opportunities, the company’s final list of material topics was established.

The process primarily involved experts from various business areas within Statkraft, who were selected to contribute to the analysis, as well as external consultants, who advised the internal teams on applying the methodology and identifying material topics.

2-9 – Governance structure and composition

Statkraft’s governance structure in Brazil reflects the group’s corporate organization and varies according to the characteristics of the companies that make up its portfolio in the country. Some companies have a Board of Directors as their highest governing body, while in others, the day-to-day operations and strategic supervision are conducted by their respective executive boards.

In companies that have a Board of Directors, this body is responsible for strategic oversight and decision-making related to the business operations, including assessing their impact on the economy, the environment, and people. When no Board has been established, these duties are performed directly by the companies’ executive boards.

At Statkraft Energias Renováveis S/A, the group’s main operating entity in Brazil, the highest governing body is the Board of Directors, composed of Fernando Cesar Cani, Daniel Jair da Silva, and Leoze Lobo Maia Junior. The Board serves a two-year term and acts independently in making strategic decisions. Among its members, Leoze Lobo Maia Junior also serves as Executive Vice-President of Finance and is a member of the Board of Directors of the group’s companies in Brazil. The Board’s responsibilities regarding the oversight of the economic, environmental, and social impacts of the operations are set forth in the company’s Articles of Incorporation.

The other companies making up the group in Brazil that have Boards of Directors are: Passos Maia Energética S/A; Ventos dos Índios Energia S/A; Ventos da Lagoa Energia S/A; Ventos do Litoral Energia S/A; Ventos do Sul Energia S/A; Parques Eólicos Palmares S/A; and Serra da Mangabeira S/A.

2-10 – Appointment and selection of the highest governance body

The process for appointing and selecting members of the Board of Directors in companies that have such a body is in line with the provisions of Brazilian corporate law and the corporate guidelines of the Statkraft Group.

Board members must meet the requirement of having an unblemished reputation, as set forth in paragraph 3 of Article 147 of Law No. 6.404/76. The members of the Board of Directors are appointed by the companies’ shareholder, who is responsible for their selection and for evaluating factors such as diversity and professional experience.

In companies that do not have a board of directors, management is handled by the respective executive boards. Members of the Board of Directors must also meet the requirement of having an unblemished reputation, being appointed by the company’s shareholder, who is responsible for assessing qualifications, experience, and diversity.

2-11 – Chair of the highest governance body

At Statkraft Energias Renováveis S/A, the chairman of the Board of Directors does not hold an executive position within the company, ensuring a clear separation between strategic oversight and executive management.

At other group companies in Brazil that have a Board of Directors, the chairperson of the board may also hold executive positions within the company, such as head of finance, regulatory affairs, or investor relations, depending on each company’s governance structure.

2-17 – Collective knowledge of the highest governance body

The development of skills and knowledge related to sustainability and the organization’s strategic priorities is addressed in the Annual Development Plan (ADP) and the Nomination Process, which guide Statkraft’s training initiatives.

These initiatives aim to align development strategies with business needs, integrate local and global programs—such as the Statkraft U learning paths—and ensure that initiatives are consistent, relevant, and tailored to the priorities of the departments and participants.

The plan includes the development of behavioral, technical, business, and leadership skills. The development paths are organized into three stages: Onboarding, designed to prepare new managers; Growth, focused on developing leadership and team management skills; and Expansion, aimed at preparing participants for more complex challenges and building high-performance teams.

Training initiatives include in-house courses offered by the Energy Academy and taught by company experts; language programs; support for academic education through scholarships for specialized courses, MBAs, and master’s degrees; internship programs aimed at developing new talent; and team building activities held at the offices and operational plants.

2-18 – Evaluation of the performance of the highest governance body

Statkraft evaluates the performance of its leadership and governance structures in relation to the supervision of the organization’s impacts on the economy, the environment, and people through its corporate Goals and Development (GaD) process.

GaD is an annual performance review and development process designed to align expectations between managers and teams, fostering structured dialogue on performance, skills development, strategic objectives, and career prospects.

The process includes formal feedback meetings, discussions of development opportunities, the creation of Individual Development Plans (IDPs), and the setting of goals for the next cycle. In addition to goals related to employee activities, shared goals are also established regarding topics such as compliance, health and safety, diversity and inclusion, and other areas. All employees—except interns and young apprentices—participate in performance reviews and receive structured feedback.

Held annually in the early months of the year, GaD uses a specific corporate system to set goals, track commitments, and formalize development plans. The process is also linked to the ongoing Talent Management program, which focuses on analyzing the organizational structure, identifying talent, and planning for succession in strategic positions.

As a result of these assessments, actions are defined, such as updating the company’s succession plan, identifying employees eligible for promotion or internal transfers, prioritizing individual and team development initiatives, and strengthening strategies for training leaders and specialists.

2-19 – Remuneration policies (supplement)

Statkraft Brazil’s compensation policy for senior management and the Board of Directors consists of a fixed portion equivalent to 13 months’ annual salary and

a variable portion of up to 25% of the total remuneration, excluding signing bonuses or clawback provisions.

The severance terms are in accordance with the current employment contracts, and the benefits package includes a private pension plan with company contributions of up to 6% of the salary.

2-20 – Process to determine remuneration

Statkraft’s remuneration policies are established at the global level by the company’s headquarters and applied uniformly across all locations where the group operates. As a result, the national units follow established corporate guidelines and do not have the autonomy to develop or implement their own compensation policies.

2-21 – Annual total compensation ratio

RATIO OF THE ANNUAL TOTAL COMPENSATION FOR THE ORGANIZATION'S HIGHEST-PAID INDIVIDUAL TO THE MEDIAN ANNUAL TOTAL COMPENSATION FOR ALL EMPLOYEES(EXCLUDING THE HIGHEST-PAID INDIVIDUAL)		
2023	2024	2025
27.96	11.73	6.59

RATIO OF THE INCREASE IN ANNUAL TOTAL COMPENSATION FOR THE ORGANIZATION'S HIGHEST-PAID INDIVIDUAL TO THE MEDIAN INCREASE IN ANNUAL TOTAL COMPENSATION FOR ALL EMPLOYEES	
2025	
4.10	

Note: The results reflect the application of two distinct types of salary adjustments over the period analyzed: adjustments resulting from the Collective Bargaining Agreement (CBA) and discretionary adjustments based on merit and promotions.

2-27 – Compliance with laws and regulations

In 2025, the Santa Rosa SHPP, which is part of the Statkraft Group, was fined pursuant to Notice of Violation n°. 0024/2024-SFT, received in 2024, for noncompliance with laws and regulations. There were no reports of non-monetary penalties imposed for non-compliance with laws and regulations.

The total amount of fines imposed for noncompliance with laws and regulations was BRL 314,860.15 (three hundred and fourteen thousand, eight hundred and sixty Reais, and fifteen centavos), as indicated in Decision n°. 388, dated February 12, 2025. In 2025, the Santa Rosa SHP, a member of the Statkraft Group, was also fined following an inspection conducted in 2024.

The significant non-compliance issue relates to the Santa Rosa II SHPP (CEG: UHE.PH.RJ.0026732-5.01) – Statkraft Group / Agent: Santa Rosa S.A., located in the state of Rio de Janeiro, was cited for regulatory noncompliance due to its failure to implement the Emergency Action Plan (EAP), which is required to meet regulatory requirements pertaining to dam safety.

The criterion used to classify the case as significant was noncompliance with ANEEL Normative Resolution n°. 1,064, dated May 2, 2023, specifically Articles 13 and 14 of Section III, Chapter III, which establish the obligations regarding the development and implementation of the PAE.

2-30 – Collective bargaining agreements

In 2025, as in recent years, 100% of employees will be covered by the Collective Bargaining Agreement (CBA).

101-2 - Management of biodiversity impacts (supplement)

The areas currently undergoing restoration or rehabilitation in connection with these projects include:

- BMC – 21 hectares
- VSE – 65 hectares
- MDC – 21 hectares
- Serrita – 1 hectare

Areas that have already been restored or rehabilitated include:

- MCS – 11 hectares
- MDC – 2 hectares

Types of environmental compensation

To offset residual impacts on biodiversity, two main types of environmental compensation are adopted, as defined by the environmental licensing agencies.

Forest compensation: The environmental agency determines the size of the area to be restored or the number of seedlings to be planted to offset impacts on native vegetation, based on applicable state laws and methodologies.

- Francisco Gros SHPP
- Jerusalem and Boqueirão Wind Complex
- São Fernando Wind Complex
- Serrita PV Plant
- Morro do Cruzeiro (Wind and Solar)
- Santa Eugênia (Wind and Solar)

Monetary compensation: The environmental agency determines the amount to be paid by the organization based on the size of the project and current environmental laws. Payment may be made directly to the competent authority or processed by the organization itself, in accordance with requirements previously established by the licensing authority.

- Esmeralda SHPP
- Monjolinho HPP
- Jerusalem Wind Complex

Environmental compensations are not certified by external entities and are monitored and inspected by the environmental licensing agency, which is responsible for verifying the implementation of the measures.

Implementation of biodiversity initiatives

Biodiversity management measures are implemented in accordance with the development stage of each project. Projects currently under implementation or in the early stages of operation involve the largest number of measures related to environmental mitigation, restoration, and compensation, as required by the conditions of the environmental permit.

The measures are carried out by specialized contractors and supervised by the company’s technical teams.

101-3 – Access and benefit-sharing

Not applicable to Statkraft's business.

201-1 – Direct economic value generated and distributed

STATEMENT OF VALUE ADDED (IN THOUSANDS OF REAIS)			
	2023	2024	2025
Revenue			
Sale of electricity	1,038,605	3,926,348	5,556,996
Sale of services	119	6,350	5,612
Merchandise resale revenue	-	-	16,077
Other revenues	74,181	104,592	98,536
Total revenue	1,112,905	4,037,291	5,677,221
Inputs purchased from third parties			
Cost of power generation	(319,840)	(2,423,900)	(3,754,244)
Cost of inter-company services	-	(63,209)	(52,026)
Cost of goods sold	-	(5,193)	(11,574)
General and administrative expenses	(83,391)	(201,122)	(205,843)
Inter-company service expenses	-	-	-
Cost of services rendered	(1,411)	-	-
Other expenses and revenues	(4,015)	3,784	(21,691)
Total inputs purchased from third parties	(408,657)	(2,689,639)	(4,045,378)
Gross value added	704,248	1,347,651	1,631,842
Depreciation, amortization, and impairment	(106,228)	(551,295)	(403,174)
Net value added generated by the company	598,020	796,356	1,228,668
Value added received in transfer			
Result of equity equivalence	16,764	(184,347)	538,118
Financial income	98,002	149,750	183,833
Total value added received through transfers	114,766	(34,597)	721,952
Total value added to be distributed	712,786	761,759	1,950,620

STATEMENT OF VALUE ADDED (IN THOUSANDS OF REAIS)			
	2023	2024	2025
Personnel			
Direct remuneration	55,871	145,721	116,855
Benefits	12,795	18,695	21,506
Severance Indemnity Fund (FGTS)	4,101	8,181	7,560
Total number of employees	72,767	172,597	145,922
Taxes, fees, and contributions			
Federal	195,146	490,840	689,238
State	4,844	1,548	3,376
Municipal	516	3,537	2,771
Total taxes, fees, and contributions	200,507	495,925	695,384
Remuneration of third-party capital			
Interest	29,509	204,119	223,217
Rentals	1,717	10,958	9,228
Financial expenditure – use of public assets	5,806	16,486	9,129
Other financial expenses	4,501	88,680	54,123
Total remuneration of third-party capital	41,533	320,244	295,697
Return on equity			
Retained earnings/Accumulated losses	362,882	(380,264)	686,389
Interest on capital	17,000	4,500	11,300
Dividends	18,097	148,757	115,927
Total return on equity	397,979	(227,007)	813,616
Value added distributed	712,786	761,759	1,950,620

201-3 - Defined benefit plan obligations and other retirement plans

Statkraft Brasil offers a private pension plan to its employees, which is available nationwide and voluntary. The plan provides for employee contributions and employer matching contributions, in accordance with specified percentages.

An employee can choose to make a contribution of between 2% and 6% of their salary. The company makes matching contributions in accordance with the following conditions: a 4% contribution when the employee contributes 2%, a 5% contribution when the employee contributes 5%, and a 6% contribution when the employee contributes 6%.

The organization conducts periodic reviews of the plan and continuously monitors its sustainability, with the aim of ensuring financial stability and adequate coverage of the obligations associated with the benefit.

201-4 – Financial assistance received from government

Statkraft Brasil did not receive any financial support from public authorities during the reporting period. No government entities hold equity stakes in the company’s corporate structure in the country.

202-1 – Ratios of standard entry level wage by gender compared to local minimum wage

	2024	2025
Men	102.09%	246.25%
Women	102.09%	217.49%

The company uses a structured pay scale, in which pay grades are determined based on the scope and level of responsibility of each position. This system promotes internal equity and reflects our commitment to sustainable human resources practices, ensuring that all employees are remunerated fairly and appropriately.

202-2 – Proportion of senior management hired from the local community

The percentage of locally hired members of the executive board at key operating units in 2025 was 11%. Statkraft Brazil’s senior management consists solely of the positions of Chief Executive Officer (CEO) and vice presidents.

204-1 – Proportion of spending with local suppliers

In 2025, 98% of Statkraft Brazil’s purchases were made from suppliers based in the country. Given the geographic scope of the operations, local suppliers are classified as those located in Brazil.

205-1 – Operations assessed for risks related to corruption

	2023	2024	2025
Total number of transactions	-	945	2,089
Total number of transactions evaluated	224	945	2,089
Percentage of transactions evaluated	-	100%	100%

205-3 – Confirmed incidents of corruption and measures taken

As in 2023 and 2024, no confirmed cases of corruption involving Statkraft Brasil or its employees were reported in 2025.

206-1 – Anti-competitive behavior

During the reporting period, there were no pending or shelved legal proceedings involving Statkraft Brasil related to anti-competitive behavior, trust practices, or monopolies.

207-1 – Approach to tax

Statkraft pursues a tax strategy based on the principles of transparency, accountability, and compliance with applicable laws in all the countries where it operates. The company believes that responsible fiscal management contributes to the long-term sustainability of the communities in which it operates and to the integrity of its business.

Tax matters are overseen by the Board of Directors, while day-to-day management is handled by a centralized global tax team, which is responsible for supporting strategic decisions and conducting prior assessments of the tax implications of key business initiatives.

Statkraft's tax strategy is available for consultation at: www.statkraft.com/sustainability/our-approach-to-sustainability/taxation

207-2 – Tax governance, control, and risk management

Statkraft’s tax risk management aims to support the business units in achieving their commercial objectives, ensuring compliance with applicable laws and alignment with the Group’s global guidelines.

Tax Risk Management operates centrally, being integrated with the business units and support departments, ensuring that the tax implications of operations and transactions are properly addressed. The global team has offices in Oslo, Stockholm, London, Düsseldorf, and Florianópolis.

The Statkraft Way corporate governance model stipulates that the company must operate in compliance with applicable laws and regulations, including tax obligations. The Group’s operating model defines Tax Risk Management as the primary source of tax advice, also being responsible for engaging and managing external consultants whenever necessary.

The company has a quarterly procedure in place for identifying, assessing, and monitoring tax risks. In situations involving greater complexity or uncertainty, specialized external consultants may be engaged, as provided for in the internal framework. The management of these risks aims to ensure regulatory compliance and the sustainable creation of value for shareholders.

207-3 – Stakeholder engagement and management of concerns related to tax

Statkraft maintains a transparent and cooperative relationship with tax authorities, based on the principles of integrity, mutual respect, and legal compliance. We seek to resolve any disputes jointly, while reserving the right to seek legal advice whenever necessary.

We also contribute to discussions on tax systems and public policy, either directly or through industry associations, advocating for open consultation processes with the industry and other stakeholders.

In dealings with tax authorities, the organization works strictly in accordance with its own ethical and anti-corruption principles. Institutional contacts follow internal authorization and registration procedures, reinforcing our commitment to integrity and transparency.

Statkraft also conducts ongoing assessments of its tax processes and controls, adopting well-founded technical positions to mitigate risks and ensure ethical, legal, and responsible conduct in its operations in Brazil.

207-4 – Country-by-country reporting

The tax information pertains to the Brazilian jurisdiction for the period from January 1 to December 31, 2025, and covers the entities listed in the table of assets (pages 99 to 102). Statkraft’s principal business in the country is electricity generation and wholesale trading, with 308 employees, according to the human resources management system.

During the period, revenue from intra-group transactions with other jurisdictions totaled BRL 12,653,445.91, while profit before taxes was BRL 983,021,220.41. Tangible assets, excluding cash and cash equivalents, totaled BRL 8,446,834,228.22.

Income tax paid on a cash basis amounted to BRL 39,770,966.40, while the tax on reported income totaled BRL 180,704,743.97. The difference between these figures stems primarily from the coexistence of different tax regimes within the group’s companies—such as the presumed profit and actual rate of profit regimes—as well as the effects of tax adjustments, including equity method accounting and non-deductible expenses.

302-1 – Energy consumption within the organization

STATKRAFT BRASIL		
	2024	2025
Electricity consumption (GJ)	12,883,820.00	4,164,927.54

STATKRAFT BRASIL			
	2023	2024	2025
Non-renewable fuels			
Gasoline	13,218.02	1,553,302.11	1,797,802.83
Diesel	48,430.95	2,705,592.95	2,303,044.33
Total	61,648.97	4,258,895.06	4,100,847.16
Renewable fuels			
Ethanol	0.60	5,543,630	44,906.52

302-3 – Energy intensity

STATKRAFT BRASIL	
	2025
Energy consumption per kWh distributed (sold)	0.05

303-3 – Water withdrawal
303-4 – Water discharge
303-5 – Water consumption

FRESHWATER WITHDRAWAL BY SOURCE (MEGALITERS)		
Source	Statkraft Brasil	
	2024	2025
Withdrawal		
Groundwater	19.45	112,902
Surface water	0.76	4,016.64
Third-party water	9.64	2.75
Total	29.85	119,669.45
Disposal	23,879.00	95,735.56
Consumption	6.34	23,933.89

304-1 – Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

PASSOS MAIA (SC) HPP

The Passos Maia Small Hydroelectric Plant borders the Araucárias National Park (Parna), a federal conservation area managed by the Chico Mendes Institute for Biodiversity Conservation (ICMBio), located in the Atlantic Rainforest biome and covering an area of 12,809.59 hectares. Both the power plant and the reservoir for the project are located on the edge of the park. The biodiversity in the region is considered to be precious due to the presence of endangered species of flora and fauna. The project generates hydroelectric power.

MORRO DO CRUZEIRO COMPLEX (BA)

This complex, located in Brotas de Macaúbas (BA), covers approximately 97 hectares (wind) and 185 hectares (solar) and is currently in operation. Part of the project area is located within the Gentio do Ouro Priority Area for Biodiversity Conservation (Code Ca029), which is classified as being of extremely high importance. The priority area covers approximately 10,961 km² within the Caatinga Biome, which is characterized by a high level of endemic fauna and flora and a rich diversity of plant species.

304-3 – Habitats protected or restored

The company does not have any protected or restored habitats.

304-4 – IUCN Red List species and national conservation list species with habitats in areas affected by operations

Based on IUCN data, the company identifies species with habitats in areas affected by its operations, categorized according to the following levels of extinction risk:

- Critically endangered: Two species (*Luetzelburgia harleyi* and *Araucaria angustifolia*).
- Threatened: One species (*Eurolophosaurus amathites*).
- Vulnerable: Seven species (*Apuleia leiocarpa*, *Dalbergia nigra*, *Myrmecophaga tridactyla*, *Tolypeutes tricinctus*, *Tropidurus erythrocephalus*, *Leopardus tigrinus*, and *Phrynops williamsi*).

- Near threatened: 13 species (*Arremon franciscanus*, *Augastes lumachella*, *Crypturellus zabele*, *Dalbergia cearensis*, *Handroanthus impetiginosus*, *Hylopezus ochroleucus*, *Lonchophylla mordax*, *Panthera onca*, *Primolius maracana*, *Psidium ganevii*, *Rhea americana*, *Synallaxis hellmayri* and *Neoplecostomus espiritossantensis*).
- Not of major concern (GRI 304-4 v): 218 species.

305-1 - Direct (Scope 1) GHG emissions; 305-2 – Energy indirect (Scope 2) emissions; 305-3 – Other indirect (Scope 3) emissions

GREENHOUSE GAS EMISSIONS (TCO2E)				
Statkraft Brasil				
	2023	2024	2025	
Scope 1	1,123.60	85,088.76	94,878.86	
Biogenic emissions (Scope 1)	25.35	-	50.19	
Scope 2	122.18	215.07	243.92	
Scope 3	56,340.49	86,158.69	129,510.73	
Total	57,586.27	173,486.52	224,683.70	

306-3 – Waste generated

WASTE GENERATED (TONS)			
Statkraft Brasil			
	2023	2024	2025
Hazardous waste	56.20	231.27	72.87
Non-hazardous waste	572.17	28,929.13	914.23
Total	628.37	29,160.40	987.09

306-4 – Waste diverted from final disposal

WASTE DIVERTED FROM DISPOSAL, BY TYPE AND RECOVERY (TONS)			
Statkraft Brasil			
	2023	2024	2025
Hazardous waste			
Other recovery operations	-	-	37.57
Recycling	-	147.25	5.71
Total	-	147.25	43.27
Non-hazardous waste			
Other recovery operations	155.41	24,460.93	556.23
Recycling	155.41	8.04	192.15
Total	155.41	24,616.22	748.38

306-5 – Waste directed to final disposal

WASTE DIRECTED TO FINAL DISPOSAL, BY TYPE OF DISPOSAL (TONS)			
Statkraft Brasil			
	2023	2024	2025
Hazardous waste			
Incineration	-	74.79	10.16
Landfill	-	9.23	19.44
Total	-	84.02	29.60
Non-hazardous waste			
Incineration	-	32.07	2.87
Landfill	-	165.03	162.97
Other disposal transactions	-	4,263.10	0.00
Total	416.76	4,460.20	165.84

401-1 New employee hires and employee turnover

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER, BY AGE GROUP				2025
Total number of employees		Rate of new hires	Dismissals	Turnover rate
Under 30	27.27	9	27.27	27.27
30 to 50	15.46	38	17.53	15.46
Over 50	12.50	6	43.75	12.50

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER BY GENDER				2025
Total number of employees		Rate of new hires	Dismissals	Turnover rate
Men	30	18.52	32	19.14
Women	10	13.70	21	21.23

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER BY REGION				2025
Total number of employees		Rate of new hires	Dismissals	Turnover rate
North	0	0.00	1	16.67
Northeast	6	18.18	9	22.73
Central-West	0	0.00	0	0.00
Southeast	13	15.66	12	15.06
South	21	19.63	18	18.22

HIRING AND TURNOVER RATE			
			Statkraft Brasil
		2023	2024
			2025
Hiring rate		69	12
			17.02

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

Statkraft Brasil offers a comprehensive benefits package to its full-time employees, with the aim of promoting safety, well-being, and quality of life. Key benefits include life insurance, health and dental insurance, private pension plans, pharmacy assistance, daycare/nanny assistance, assistance for children with disabilities, the Statkraft Support Program (PAS), food and meal vouchers, transportation or parking, as well as extended maternity and paternity leave.

These benefits are available to employees covered by the Consolidated Labor Laws (CLT) and those under special statutory regimes, in accordance with the eligibility criteria set forth in applicable internal policies and collective bargaining agreements. The company does not have an employee stock purchase plan.

Some benefits may be offered on a pro-rata basis or subject to specific conditions for part-time employees or young apprentices. The benefits package applies to all of the company’s locations and is periodically reviewed based on market research and union negotiations, ensuring alignment with competitive practices and local conditions.

401-3 Parental leave

PARENTAL LEAVE GRI 401-3			
	2023	2024	2025
Total number of employees that were entitled to parental leave			
Men	*	215	210
Women	*	101	90
Total number of employees who took parental leave in the current year			
Men	9	13	8
Women	3	6	1
Employees who returned to work, during the reporting period, after their leave had ended			
Men	9	13	8
Women	3	6	2
Employees who returned to work after leave and remained employed 12 months after returning to work			
Men	*	8	6
Women	*	3	3
Rate of return			
Men	100%	100%	100%
Women	100%	100%	100%
Retention rate			
Men	*	100%	100%
Women	*	100%	100%

Note: *Data not reported in 2023.

403-2 – Hazard identification, risk assessment, and incident investigation (supplement)

Hazard identification and occupational risk assessment are conducted in accordance with legal requirements and through the Safe Work Process (SWoP), supplemented by tools such as the Preliminary Risk Analysis (PRA), work permits for critical activities, safety guidelines (Life Saving Rules), and the Risk Management Program (RMP). This set of tools makes it possible to assess routine and non-routine activities and establish measures to eliminate hazards or reduce risks before operations begin.

The company has established channels for employees to report unsafe conditions or hazardous situations. Teams use digital platforms for recording and monitoring, as well as in-person communication channels such as Safety Walks, CIPAs, and regular interactions between the leadership and the HSS teams.

As part of our safety culture, we have adopted the Stop Work principle, which ensures that any employee has the right to stop work whenever they identify unmitigated risks. This right is clearly communicated during onboarding, training, and in safety materials, with employees being protected against any form of retaliation. Once operations have been suspended, procedures for assessment and control are established to ensure that work can resume safely.

403-3 – Occupational health services (supplement)

In addition to occupational health initiatives, Statkraft Brasil offers programs aimed at the overall well-being of its employees, facilitating access to health services not directly related to work. Among the benefits offered are health insurance, dental insurance, pharmacy benefits, and psychosocial support, thereby expanding preventive care and support for individual needs.

The company also develops health promotion and disease prevention programs, including periodic awareness campaigns, prevention of various diseases, annual vaccinations, and occupational health exams, using the same communication channels employed in health and safety initiatives to disseminate information and educational content. In 2025, the influenza vaccination campaign (H1N1 and quadrivalent) benefited 82% of the employees; the vaccine was provided free of charge by the company and made available to family members at cost.

The working conditions also incorporate ergonomic principles in accordance with NR-17, with furniture and equipment adapted to the specific tasks. At the headquarters in Florianópolis, workplace exercise programs were expanded in 2025, with new classes for teams at the Integrated Operations Center (IOC), supplemented by wellness initiatives such as massage sessions.

All personal health information regarding employees is strictly confidential, in accordance with the Brazilian General Data Protection Law (LGPD) and the internal data protection policies adopted by the Statkraft Group.

403-6 – Promotion of worker health

See 403-3.

403-8 – Workers covered by an occupational health and safety management system

All employees are included in the occupational health and safety program.

403-9 - Work-related injuries, 403-10 – Work-related ill health

In 2025, there were no reported cases of work-related ill health, serious work-related injuries, or fatalities related to the company’s activities. At the Osório Wind Farm, we had only one reportable work-related injury.

404-1 Average hours of training per year per employee

AVERAGE HOURS OF TRAINING		2025
	Men	Women
VPs/directors	7.6	7.6
Managers/coordinators	9.9	9.6
Operations/administrative	9.9	9.6

404-2 – Programs for upgrading employee skills and transition assistance programs (supplement)

This strategy is complemented by initiatives such as in-house courses offered by the Energy Academy, English language programs, support for graduate studies—including specialized courses, MBAs, and master’s degrees—through the provision of scholarships, as well as an internship program, which helps train professionals who are new to the sector. Team building activities in offices and factories also help foster team integration and the development of collaborative skills.

405-1 – Diversity of governance bodies and employees

PERCENTAGE OF INDIVIDUALS SERVING ON THE ORGANIZATION’S GOVERNING BODIES BY AGE GROUP GRI 405-1			
		Statkraft Brasil	
		2024	2025
Under 30		0	
30 to 50		100	
Over 50		0	
PERCENTAGE OF INDIVIDUALS SERVING ON THE ORGANIZATION’S GOVERNING BODIES, BY GENDER GRI 405-1			
		Statkraft Brasil	
		2024	2025
Men		66.67	55.56
Women		33.33	44.44

PERCENTAGE OF EMPLOYEES, BY EMPLOYEE CATEGORY AND GENDER GRI 405-1			
		Statkraft Brasil	
		2024	2025
Chief Executive Officer + Vice President	Men	37.00	55.56
	Women	63.00	44.44
Executive Management	Men	85.70	60.00
	Women	14.30	40.00
Management	Men	67.50	65.79
	Women	32.50	34.21
Coordinators	Men	84.60	85.71
	Women	15.40	14.29
Supervisors	Men	100	100
	Women	0	0
Other professionals	Men	66.90	68.54
	Women	33.10	31.46

EMPLOYEES, BY EMPLOYEE CATEGORY AND AGE GROUP GRI 405-1		
		Statkraft Brasil
Chief Executive Officer + Vice President	Under 30	0.00
	30 to 50	100
	Over 50	0.00
Executive Management	Under 30	0.00
	30 to 50	80.00
	Over 50	20.00
Management	Under 30	0.00
	30 to 50	94.74
	Over 50	5.26
Coordinators	Under 30	7.14
	30 to 50	85.71
	Over 50	7.14
Supervisors	Under 30	0.00
	30 to 50	100
	Over 50	0.00
Other professionals	Under 30	21.60
	30 to 50	76.06
	Over 50	2.35

MEMBERS OF THE BOARD OF DIRECTORS AND EXECUTIVE BOARD

BOARD OF DIRECTORS				EXECUTIVE MANAGEMENT			
Company	Name	Nationality	Gender	Name	Position	Nationality	Gender
STATKRAFT ENERGIAS RENOVÁVEIS S.A.	Leoze Lobo Maia Junior	Brazilian	Male	Thiago Maciel Tomazzoli	Chief Executive Officer	Brazilian	Male
	Daniel Jair da Silva	Brazilian	Male	Leoze Lobo Maia Junior	Vice-President of Finance	Brazilian	Male
	Fernando Cesar Cani	Brazilian	Male	Patricia Cândido Pinto Silva	Vice-President of Legal Affairs	Brazilian	Female
	-	-	-	Paula Abrantes Suanno	Vice-President of Development and Regulation	Brazilian	Female
	-	-	-	Fernando de Lapuerta Montoya	Executive Vice-President	Spanish	Male
	-	-	-	Diogo Ramos Scussel	Vice President of Operations and Maintenance	Brazilian	Male
	-	-	-	Simone Sumiyoshi Oliveira	Vice-President of Human Resources	Brazilian	Female
	-	-	-	Juan Roncero Vilanova	Vice-President of Construction	Spanish	Male
STATKRAFT ENERGIA DO BRASIL, LTDA.	-	-	-	Thiago Maciel Tomazzoli	Chief Executive Officer	Brazilian	Male
	-	-	-	Leoze Lobo Maia Junior	Chief Financial Officer	Brazilian	Male
	-	-	-	Natasha Gaertner Lewin	Commercial Director	Brazilian	Female
RIO GRANDE ENERGIAS RENOVÁVEIS LTDA.	-	-	-	Thiago Maciel Tomazzoli	Chief Executive Officer	Brazilian	Male
	-	-	-	Leoze Lobo Maia Junior	Chief Financial Officer	Brazilian	Male
	-	-	-	Diogo Ramos Scussel	Director of Operations and Maintenance	Brazilian	Male
	-	-	-	Patricia Candido Pinto Silva	Director of Legal Affairs	Brazilian	Female
	-	-	-	Paula Abrantes Suanno	Director of Development and Regulation	Brazilian	Female
	-	-	-	Simone Sumiyoshi Oliveira	Director of Human Resources	Brazilian	Female
	-	-	-	Rafael Andre Knop	Director of Corporate Affairs	Brazilian	Male

Note²: There are no alternate members of the Board of Directors.
Note³: Only the Chairman of the Board of Directors of Passos Maia holds an executive position at the Company.

405-2 – Ratio of basic salary and remuneration of women to men

2025		
Employee category	Basic salary (Women/Men)	Total remuneration (Women/Men)
Vice-President	0.89	1.04
Executive Board	0.96	0.91
Management	0.97	0.89
Coordinators	0.72	0.68
Other professionals	0.98	0.97

Note: The gender pay ratio was calculated by employee category based on average annual compensation, which was obtained by dividing the total remuneration sum for each gender by the respective number of employees. The ratio is expressed as the ratio between the women’s average pay and the men’s average pay in the same category (Women/Men).

407-1 – Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

Statkraft Brasil operates in compliance with labor laws and collective bargaining agreements signed with labor unions. Service providers must also comply with legal and contractual obligations related to labor rights, health, and safety, providing documentary evidence and conducting periodic monitoring.

If any instances of non-compliance are identified, action plans are established to address them. To date, no operations or suppliers have been identified as posing a significant risk to freedom of association or collective bargaining.

408-1 – Operations and suppliers at significant risk for incidents of child labor

Statkraft Brasil has no operations or suppliers where there is a significant risk of child labor, including hazardous work involving young workers.

GRI 409-1 – Operations and suppliers at significant risk for incidents of forced or compulsory labor

Statkraft Brasil has not identified any operations or suppliers with a significant risk of forced labor or conditions akin to slavery. Preventive measures include supplier due diligence, specific contractual clauses, periodic document reviews, and enforcement of the Third-Party Management Policy.

411-1 – Incidents of violations involving rights of indigenous peoples

No cases of violations of the rights of indigenous peoples were reported during the reporting period.

415-1 – Political contributions

Statkraft does not make any financial or other contributions to political parties, candidates, or organizations with specific objectives.

GRI Content Index



GRI Content Index

Statement of Use	Statkraft Brasil has reported the information included in this GRI content index for the period from January 1 to December 31, 2025, with reference to the GRI Standards.		
GRI 1 used	GRI 1: Foundation 2021		
GRI STANDARD	CONTENT	LOCATION	SDGS
General content			
The organization and its reporting practices			
GRI 2: General disclosures 2021	2-1 Organizational details	11	
	2-2 Entities included in the organization's sustainability reporting	73	
	2-3 Reporting period, frequency and contact point	4	
	2-4 Restatements of information	-	
	2-5 External assurance	-	
Activities and workers			
GRI 2: General disclosures 2021	2-6 Activities, value chain and other business relationships	12	
	2-7 Employees	73	8, 10
	2-8 Workers who are not employees	74	8
	2-9 Governance structure and composition	74	5, 16
	2-10 Nomination and selection of the highest governance body	75	5, 16
	2-11 Chair of the highest governance body	75	16
	2-12 Role of the highest governance body in overseeing the management of impacts	27	16
	2-13 Delegation of responsibility for managing impacts	27	
	2-14 Role of the highest governance body in sustainability reporting	4	
	2-15 Conflicts of interest	69	16
	2-16 Communication of critical concerns	70	
	2-17 Collective knowledge of the highest governance body	75	
	2-18 Evaluation of the performance of the highest governance body	75	
	2-19 Remuneration policies	27, 75	
	2-20 Process to determine remuneration	75	
	2-21 Annual total remuneration ratio	76	

GRI STANDARD	CONTENT	LOCATION	SDGS
STRATEGY, POLICIES AND PRACTICES			
GRI 2: General disclosures 2021	2-22 Statement on sustainable development strategy	5	
	2-23 Policy commitments	67	16
	2-24 Embedding policy commitments	67	
	2-25 Processes to remediate negative impacts	63	
	2-26 Mechanisms for seeking advice and raising concerns	63 , 70	16
	2-27 Compliance with laws and regulations	76	
	2-28 Membership associations	74	
STAKEHOLDER ENGAGEMENT			
GRI 2: General disclosures 2021	2-29 Approach to stakeholder engagement	28	
	2-30 Collective bargaining agreements	76	8
Material topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	31	
	3-2 List of material topics	32	
BIODIVERSITY AND ECOSYSTEMS			
GRI 3: Material Topics 2021	3-3 Management of material topics	38	
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	38	6, 14, 15,
	101-2 Management of biodiversity impacts	38 , 76	1, 6, 11, 12, 13, 14,15,
	101-3 Access and benefit-sharing	76	1, 15
	101-4 Identification of biodiversity impacts	39	
	101-5 Locations with biodiversity impacts	39	1, 6, 11, 12, 14, 15
	101-6 Direct drivers of biodiversity loss	39	6, 8, 11, 12, 14, 15
	101-7 Changes to the state of biodiversity	39	6, 14, 15
	101-8 Ecosystem services	39	1.11
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	80	6, 14, 15
	304-2 Significant impacts of activities, products and services on biodiversity	39	6, 14, 15
	304-3 Habitats protected or restored	80	6, 14, 15
	304-4 – IUCN Red List species and national conservation list species with habitats in areas affected by operations	80	6, 14, 15

GRI STANDARD	CONTENT	LOCATION	SDGS
CLIMATE			
GRI 3: Material Topics 2021	3-3 Management of material topics	35	
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	37	13
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	36 , 80	3, 12, 13, 14, 15
	305-2 Energy indirect (Scope 2) GHG emissions	36 , 80	3, 12, 13, 14, 15
	305-3 Other indirect (Scope 3) GHG emissions	36 , 80	3, 12, 13, 14, 15
AFFECTED COMMUNITIES			
GRI 3: Material Topics 2021	3-3 Management of material topics	57	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	58	5, 9, 11
	203-2 Significant indirect economic impacts	58	1, 3, 8
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	85	2
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessment and development programs	57	
	413-2 Operations with significant actual or potential negative impacts on local communities	57	1, 2
BUSINESS CONDUCT			
GRI 3: Material Topics 2021	3-3 Management of material topics	67	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	19	8, 9
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	78	16
	205-2 Communication and training about anti-corruption policies and procedures	68	16
	205-3 Confirmed incidents of corruption and measures taken	78	16
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	78	16
GRI 207: Tax 2019	207-1 Approach to tax	78	1, 10, 17
	207-2 Tax governance, control and risk management	78	1, 10, 17
	207-3 Stakeholder engagement and management of concerns related to tax	79	1, 10, 17
	207-4 Country-by-country reporting	79	1, 10, 17
GRI 415: Public Policy 2016	415-1 Political contributions	85	16

GRI STANDARD	CONTENT	LOCATION	SDGS
OWN WORKFORCE			
GRI 3: Material Topics 2021	3-3 Management of material topics	47	
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	78	
	201-4 Financial assistance received from government	78	
GRI 202: Market Presence 2016	202-1 - Ratios of standard entry level wage by gender compared to local minimum wage	78	1, 5, 2008
	202-2 Proportion of senior management hired from the local community	78	8
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	81	5, 8, 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	81	3, 5, 8
	401-3 Parental leave	82	5, 8
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	52	8
	403-2 Hazard identification, risk assessment and incident investigation	52 , 82	8
	403-3 Occupational health services	53 , 82	8
	403-4 Worker participation, consultation and communication on occupational health and safety	53	8, 16
	403-5 Worker training on occupational health and safety	53	9
	403-6 Health promotion	53 , 82	3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	52	8
	403-8 Workers covered by an occupational health and safety management system	52 , 82	8
	403-9 Work-related injuries	53 , 82	3, 8, 16
	403-10 Work-related ill health	82	3, 8, 16
GRI 404: Training and Education 2016	404-1 Average hours of training per year, per employee	51 , 82	4, 5, 8, 10
	404-2 Programs for upgrading employee skills and transition assistance programs	51 , 82	8
	404-3 Percent of employees receiving regular performance and career development reviews	51	5, 8, 10
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	83	5, 8
	405-2 Ratio of basic salary and remuneration of women to men	85	5, 8, 10
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	49	5, 8

GRI STANDARD	CONTENT	LOCATION	SDGS
Workers in the value chain			
GRI 3: Material Topics 2021	3-3 Management of material topics	55	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	85	8
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	85	5, 8, 16
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	85	5, 8
Use of resources and the circular economy			
GRI 3: Material Topics 2021	3-3 Management of material topics	43	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending with local suppliers	78	8
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	55	5, 8, 16
	414-2 Negative social impacts in the supply chain and actions taken	57	5, 8, 16
GRI 302: Energy 2016	302-1 Energy consumption within the organization	79	7, 8, 12, 13
	302-3 Energy intensity	79	7, 8, 12, 13
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	43	6, 12
	303-2 Management of water discharge-related impacts	43	6
	303-3 Water withdrawal	79	6
	303-4 Water discharge	79	6
	303-5 Water consumption	79	6
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	44	3, 6, 11, 12
	306-2 Management of significant waste-related impacts	44	3, 6, 8, 11, 12
	306-3 Waste generated	80	3, 6, 11, 12, 15
	306-4 Waste diverted from disposal	80	3, 11, 12
	306-5 Waste directed to disposal	80	3, 6, 11, 12, 15
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	57	

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Social Management & Governance

Consulting, project management, content, and design:
Grupo Report

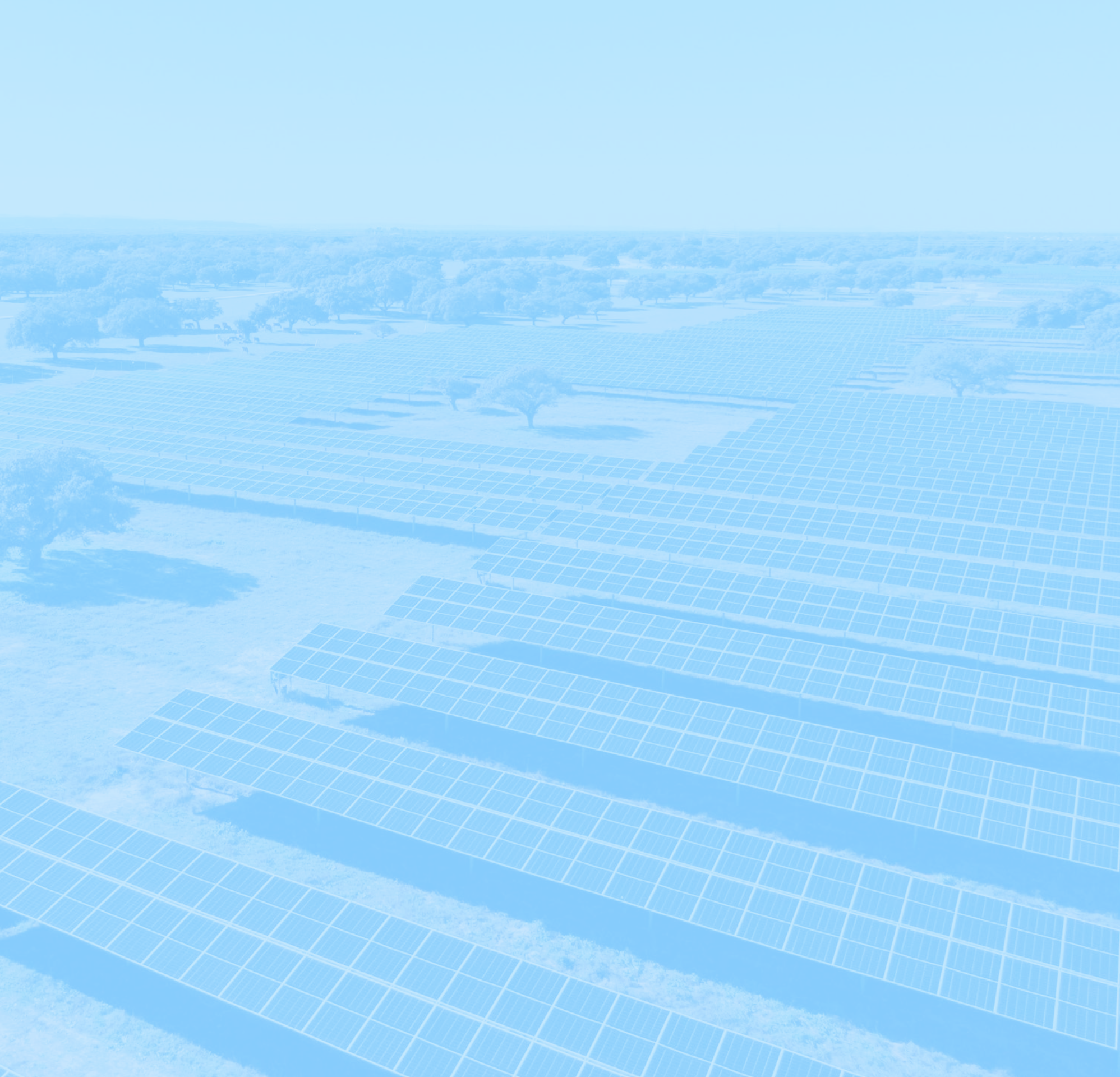
Translation:
Grupo Report

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