



REPORT OF
SUSTAINABILITY

2023

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Introduction

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Message from the Administration

In this document, we share our progress and challenges related to Sustainability aspects, detailing how we have evolved with relevant topics related to our business.

We continue to **treat the energy transition as one of the main topics of discussion within the Group, deepening our analysis of how we can act to support other sectors in this challenge.** We understand that this process is essential to protect the environment and meet energy needs in an economical and sustainable way.

At Grupo Pacto, sustainability is not something simple. **We seek sustainable infrastructure solutions and low-carbon economy.** Our report highlights how we combine technology and innovation in this ongoing process, serving increasingly conscious and demanding customers.

The Group has continually invested in technology and actions that contribute to reducing carbon emissions and preserving the environment, providing internal solutions and solutions for our customers seeking more sustainable operations.

With great enthusiasm, we share that the Group is prepared for the opportunities that will arise in the expansion scenario of the Free Contracting Environment (ACL). Through Ordinance 50/2022, published by the Ministry of Mines and Energy (MME), the new modality called Retail Marketing opens new perspectives for the market.

In this context, we have intensified our initiatives to digitalize our services. In addition, we have reorganized our sales teams and developed agile, practical and reliable solutions to meet the needs of different customer profiles eligible to enter the Free Energy Market.

Furthermore, our business plan goes beyond financial returns, contributing to a fairer and more sustainable world. We have evolved our monitoring of the supply chain, applying new approval criteria aligned with the Group's sustainable principles.

We ensure compliance of all our activities with environmental legislation and implement several voluntary initiatives for conservation, focusing on biodiversity, water, waste and climate, aligning our expansion with the best market practices for environmental management.

Everyone's participation is essential and at the Group we prioritize listening to our employees, therefore, we continually invest in training our employees and in communication to align our ESG vision and positively impact our people.

We accelerated our agendas for diversity, equity and inclusion in 2023. We believe that a multidisciplinary team, with diverse experiences, inclusive and diverse, can help us evolve more quickly within our business plan, bringing a more welcoming, prosperous and safe environment to employees.

The Group's greatest legacy lies in the positive impacts we deliver to our stakeholders. We continue to evolve on our sustainable journey, committed to a better future for all.

Happy reading!

Our DNA is focused on **results** and **technologies** **sustainable.**

We seek **pioneering**, maintaining **governance** and positioning ourselves in the value chain of the sector infrastructure.

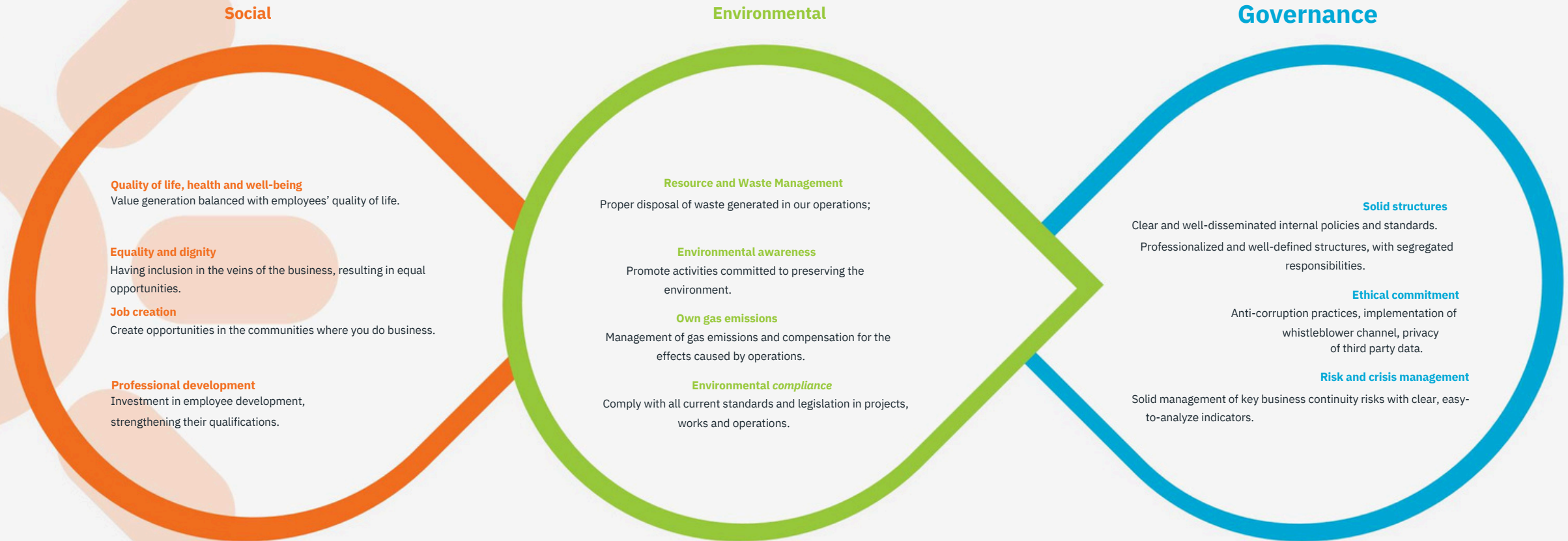
We are committed to offer high quality services, driving **efficiency** and **sustainability** in our sector.



Rodrigo Ferreira Fonseca Pedrosa
CEO



Materiality



This publication addresses priority material topics identified through stakeholder consultations. These topics are mapped based on relationship agendas with suppliers, customers, investors, government and local communities. In addition, interaction through communication channels such as the Ombudsman, Digital Social Networks, Customer Service (SAC) and CSOnline is considered.

The diversity of audience categories interviewed enriches the process of understanding which social, environmental and governance issues are priorities for the organization's management and for society in general. This results in a variety of themes that reflect different perspectives of the business model and its impacts.

This report

GRI 2-2 | 2-3 | 2-14 | 3-1 | 3-2

Pacto Energia presents its operational, socio-environmental and economic performances to the public. This Sustainability Report provides detailed, updated information about the Group, demonstrating the impact of our operations during the 2023 fiscal year, between January 1 and December 31, 2023.

We focused the preparation of this report on transparency and quality of information, seeking simplified and objective communication to our audience.

This document was prepared in line with international Global Reporting standards. Initiative (GRI), with Essential level.

The topics reported here were defined based on a materiality process conducted in 2022, revisited in 2023, and which defined material themes based on a consultation of primary and secondary, institutional and non-institutional sources, in addition to interviews with external stakeholders and company executives.

The organization's main stakeholders are, in addition to the shareholder, its direct and indirect employees, unions, customers, suppliers and the community surrounding the projects developed. They are engaged in ESG topics, among others, through training, climate surveys, interviews, meetings with representatives and disclosures in internal and external media.

We present our priority commitments for 2023 and reinforce our promise to implement continuous improvement in transparency and sustainability in Pacto Energia's operations.

The main areas of Pacto Energia were involved in its preparation, in order to highlight the Group's operational differentials, our highlights in strategic management and our commitments to sustainability.



Our commitment is to actively contribute to the transition process towards a low-carbon economy, helping to diversify the national energy matrix and investing in sustainable and clean energy sources, free from the emission of polluting gases and with low environmental impact.

Our 2023 highlights

GRI 3-3

Operational

EasySolar Consolidation

EasySolar has strengthened its presence in the photovoltaic plant installation market, focusing its operations on the implementation of plants in the BOS and Full EPC modalities. By the end of 2023, we reached a mark of +54 MWp in the development and implementation phase, with the goal of reaching +100 MWp.

implemented in 12 months, considering up to December 31, 2024.

In 2023, we will complete the connection of the DP1, DP2 and DP3 plants, totaling more than 3MWp, with the capacity to supply around 1,300 homes, generating almost 400,000 kWh/month.

Pacto Mobility started its operations in Mar/2023 with the manufacture of chargers, the company designs and manufactures chargers with its own technology, covering both hardware and software.

Economic-financial

The year 2023 presented relevant challenges in relation to operations, as there was stagnation in the PLD of the energy traded, making it difficult to gain from the trading operation.

The Services segment grew significantly, driven by the performance of EasySolar, Pacto Soluções and Pacto EPC.

Innovations

We started tokenizing MG I assets to expand our reach to a wider niche of investors. In addition, blockchain technology offers transparency, security, and efficiency in the management of tokenized assets. We built 2 UFGs for the MG I Project, with 3 more to begin operations by April 2024. We initially invested R\$840 in these 2 plants, with a capacity of 75kWac each.



Sustainable development is a strategic pillar of the Pacto Energia Group's operations, being integrated into strategic decision-making.

The Group's businesses already have a low environmental impact, but our commitment goes beyond providing renewable energy. We base our operations on net zero and are evolving in this way.

Pacto Energia came in 1st place in the People category in the Época 360 Yearbook, being the 14th company in the Energy Sector and 131st in the general ranking.

This recognition reinforces our commitments to people and the development of sustainable businesses.



The Energy Pact

GRI 2-1 | 2-6

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About us

Pacto Energia is a privately controlled holding company, headquartered in Goiânia/Go, with its main business activity in the electricity sector, being present in the four pillars of the sector's operations: generation, transmission, commercialization and distribution.

Our focus is on renewable energy, mainly photovoltaic generation. We seek to actively contribute to an economy based on low environmental impact energies.

In addition to these energy businesses, in 2023 Pacto consolidated the expansion that began in 2022, structuring ventures in the area of telecommunications and manufacturing of electronic material for vehicles.

Our operations are distributed across the 5 regions of Brazil, with a strong portfolio of projects in Centralized and Distributed Generation in the Northeast region.

The diversification of our businesses generates unparalleled operational gains, where the synergy of these companies has become one of Pacto Energia's main differentiators.

We are prepared to provide energy solutions on any scale, in order to add performance and savings to our customers.

We generate value for society and shareholders through a solid balance of our finances, well-structured projects and socio-environmental responsibility as an essential guideline in our operations.



| Our purpose

Leading an economy of

Low Carbon.



Mission, Vision and Culture



Mission

The Energy of the Future, Today!



Vision

To be anational reference in technology applied to complete energy solutions in asustainable way.



Culture

Purpose: We connect people's purpose with the organization's purpose.

Ownership Attitude: We act as owners to ensure the company's perpetuity and high performance.

Creativity: With the support of technology, we always innovate to serve aworld in constant transition.

Transparency: There is only one way to do what is right, which is why we are transparent in all our actions.

Customer Orientation: We are always dedicated to serving our customers, as they are our reason for existing.

Business segment

The Company's Management assesses the performance of each segment based on its activities, which reflects the structure of the business model adopted. It is important to note that transactions between the Company and its subsidiaries, as well as between subsidiaries, are completely eliminated in the presentation of balances by segment.

Generation and Transmission

The subsidiaries Pacto Generation and Transmission Ltda. and Pacto Distributed Generation Ltda. are part of this group, as well as the subsidiaries Salto do Alemoa Energética Ltda., MEZ 3Energia SA, MEZ 4Energia SA, Capim Branco Energia Solar SPE Ltda., DP 1Energia Solar SPE Ltda., DP 2Energia Solar SPE Ltda., DP 3Energia Solar SPE Ltda. and UFV RS Energia Solar SPE Ltda.

Generation is made up of 5solar plants and 1hydraulic plant that total 10.47 MW of power, distributed across the states of Goiás, Minas Gerais and Paraná.

The transmission companies operate lines in Jataí/GO and Cruz Alta/RS.S

Marketing

In this segment, energy is sold in the Free Contracting Environment (ACL), which must be registered with the Electric Energy Trading Chamber (CCEE), through the subsidiaries Pacto Comercializadora de Energia eGás Natural Ltda. and Evolution Comercializadora de Energia eGás Natural Ltda.

Services

The Group's businesses that provide services related to the implementation of photovoltaic systems, electric vehicle mobility, consumption measurement, management of energy and telecom accounts are related.

The companies that make up the group are Pacto Industry Ltda., Pacto Energy Solutions Ltda., W2E Digital Ltda., Pacto Mobility Ltda., Pacto Energy and Maintenance Ltda., Pacto Telecom Ltda.

Holding and others

This segment is made up of Pacto Energia SA, in addition to companies maintained for project development.

The Company's Management uses economic performance indicators as the main source of information to guide operational decision-making and capital allocation.

We simplify your journey by offering a

FULL RANGE OF SOLUTIONS



Free energy **market** for small and medium-sized companies companies.



Energy **marketing** for large customers.



Energy **concessionaire** in southwest Paraná



Solar energy by **subscription**.



Operation and maintenance for photovoltaic solar plants.



Technology startup for the **photovoltaic sector**.



Design and implementation of **photovoltaic solar plants**.



Free energy market for companies undergoing **judicial recovery**.



Management of power plants for efficiency.



Complete charging solutions for **electric vehicles**.



Mobile telephony and **fiber optic internet**.

Aspects of Governance

GRI 2-9 | GRI 2-10 | GRI 2-11 | GRI 2-15 | GRI 2-23 | GRI 2-24

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Corporate governance

GRI 2-17

Management is carried out jointly by the CEO and Board of Directors, following the Four Eyes Principle, that is, with decision-making by at least two people.

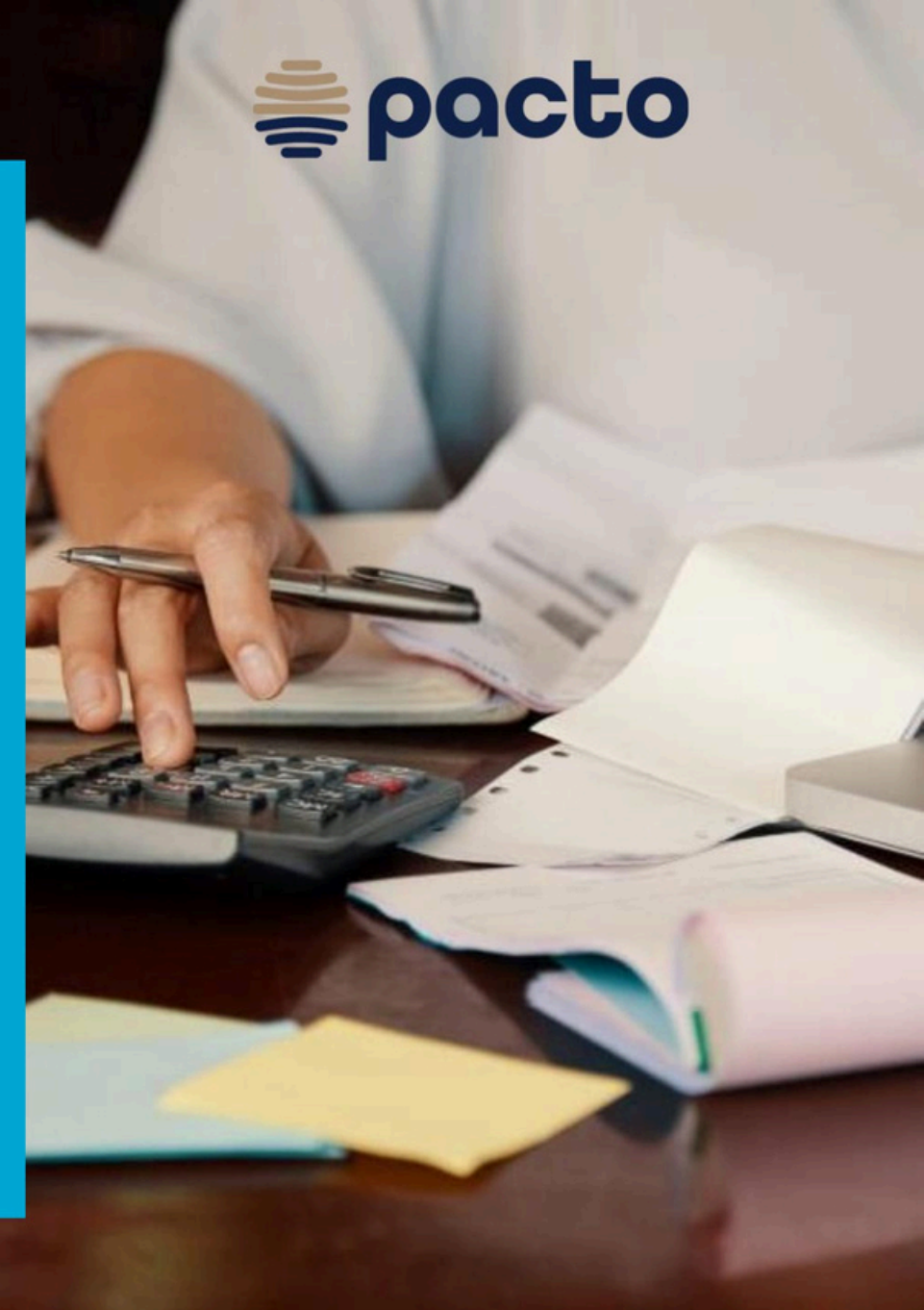


The CEO position is the highest hierarchical level in an organization in Brazil. Among its functions, the CEO is responsible for preparing the strategic plan and submitting it for review and approval by shareholders; submitting investment opportunities and new businesses for shareholder approval; supervising the implementation of the strategy with the board of directors; ensuring the company's financial health; and representing the company before external audiences.



The Executive Board is composed of the CEO and Executive Directors. After being selected based on management, negotiation and relationship criteria, appointments to the Executive Board of the Pacto Group are subject to shareholder approval – to which the CEO of Pacto reports directly, in order to generate efficiency and agility in the decision-making process.

The Executive Board is advised by four multidisciplinary committees in deciding specific issues within its jurisdiction. The members are appointed by the CEO and the Executive Directors, based on criteria of knowledge, experience, teamwork and ability to resolve corporate issues.



Corporate governance

GRI 2-18

The solidity of Pacto Energia's operations will directly reflect the future we hope for our society, stakeholders and the community involved. The solid and consistent application of socio-environmental and social criteria, combined with rapidly evolving governance practices that we believe are one of our greatest strengths. We are not just a company that works with energy. We are a company that actively contributes to the innovation, development and growth of the energy sector.

Our culture is based on developing business with transparency and ethics. And so, even though it is not a Publicly Traded Company, Pacto Energia released its quarterly results in 2023.

We believe that all our stakeholders should know the results of our operations in a timely manner, and that access to information should not be limited to Publicly Traded Companies.

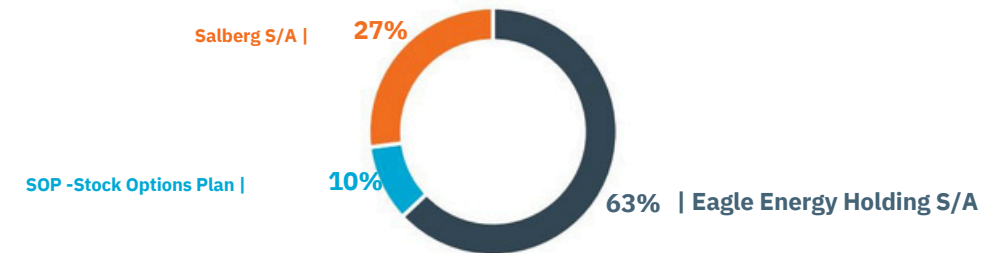
Our commitment is to maintain the adoption of best corporate governance practices and, aligned with the idea of continuous improvement of our structures.

This report also reinforces Pacto Energia's commitment to being transparent, presenting relevant information and providing access to this information in a practical, objective and assertive manner.

In 2023, Pacto Energia consolidated its Board of Directors, another step towards strengthening its Governance.

ESG, Risk and Credit, Audit and New Business Committees were created, aiming to strengthen and bring greater practicality and assertiveness to the topics related to each Committee.

Shareholders



Risk and Credit Committee: Analyzes, criticizes and approves updates to the credit risk exposure policy of our Traders. This committee also approves clients who may be an exception to the current policy. It is composed of a multidisciplinary team from the areas of sales and finance.

ESG Committee: Analyzes, criticizes and approves projects in the development of new businesses or social support, discussing and evaluating their environmental and social impacts. It is composed of a multidisciplinary team from the Group's engineering, finance and HR areas.

Audit Committee: Monitors compliance with internal standards and current legislation to ensure correct application. Analyzes and issues opinions on relevant transactions outside the standard operating context. Monitors the whistleblower channel and formalizes opinions on reported complaints.

New Business Committee: Analyze, criticize and approve new projects and new businesses where the Group's resources will be invested, ensuring that resources are being allocated to projects that meet the interests of the Group, Shareholders and other *stakeholders*.

Integrity program

GRI 2-13 | 2-16 | 2-25 | 2-26 | 2-27 | 205-1 | 205-2 | 205-3 | 206-1 | 406-1 | 3-3

Respect for Integrity Policies and the Code of Conduct and Ethics are fundamental pillars in strengthening our culture. Policies related to Integrity and the Code of Conduct and Ethics are available on our public internal network, so that any employee has access to them. These policies were developed in line with the culture that Pacto Energia understands to be closest to its values and seek to guide our team in its internal relationships and interactions with society.

Any violations of internal policies or current laws must be reported through an independent means of communication, via the ombudsman's office, which forwards the reports to the competent Board of Directors, which carries out the investigation.

The Company encourages direct leaders to be the first point of contact for an employee to clarify doubts and provide guidance on ethics and responsibilities.

Additionally, any conduct that may violate institutional norms and legislation must be reported to the Group's Ethics Channel.

The Code of Conduct establishes that the organization does not make direct or indirect donations to entities and/or political parties, nor to individual politicians. No legal action has been initiated or concluded regarding unfair competition and violations of antitrust and antimonopoly laws involving the Group in 2023.

In 2023 there were no reports of violations of internal policies and/or current laws.

Data integrity

Pacto Energia has adapted its policies to the General Data Protection Law (LGPD). Situations related to the privacy of personal data are directed to an exclusive channel, where analyses and negotiations are carried out with the data protection officer (DPO).

When starting at the Company, all employees and members of the Administration are introduced to our Code of Conduct and Ethics and sign a term of responsibility.

Pillars

Prevention	Detection	Monitoring
<ul style="list-style-type: none"> • Policies and standards • Code of Conduct and Ethics • Internal controls • Training and Communications • Risk assessment 	<ul style="list-style-type: none"> • External audit • Whistleblower Channel • Compliance monitoring environmental 	<ul style="list-style-type: none"> • Assessment of conflicts of interest • Clause management anti-corruption • Audit committee for compliance analysis • Internal investigation

Strengthening Compliance

Compliance practices are disseminated through training, implementation and monitoring of compliance with policies, and use of available and independent communication channels.

We have updated our Anti-Corruption policy to cover the receipt of gifts and presents by our employees, standardizing what we understand does not expose the Group to related risks.

We have implemented a Reporting Channel so that our employees and third parties can report any practices and acts carried out in disagreement with our policies and current legislation.

Risk management

Risk management is essential to ensure business sustainability and long-term success. This is because risk management helps identify and manage risks that may affect the company, whether in its operations, finances, human resources or other areas.

Risk management allows us to take steps to minimize or eliminate risks and protect our assets and investments. This includes implementing security measures, taking out insurance or diversifying assets.

Furthermore, risk management also helps Pacto Energia adapt to changes in the business environment and prepare for possible adversities, increasing the company's resilience in its operations.

Investing in responsible risk management increases the trust of our *stakeholders* and the attractiveness of our business in the market, contributing to the reputation and image of the company.
enterprise.

Main Risks

Financial risks

Related to the Group's finances, related to credit, liquidity, financial transactions. Also considering risks of financial losses arising from operations linked to the Group's main economic activities.

Market risks and purchase and operation energy sale

Related to the markets in which subsidiaries operate, so that external operations may impact the internal results of our businesses. It also covers risks related to energy purchase and sale activities and fluctuations that may occur in energy prices.

Strategic risks

Related to the possibility of executing strategies implemented in business management without favorable returns.

Operational risks

Related to possible losses arising from external events or failures, deficiencies or insufficiencies in internal processes, personnel and technology. Also related are the day-to-day legal risks of transactions, such as non-compliance with legal provisions.

Regulatory risks

Related to possible changes in current regulations that may alter the competitive landscape and affect our business management plans.

Risk mitigation

The related risks are constantly monitored and we have policies, manuals and procedures for management and monitoring. In addition, we meet with our management team on a monthly basis to analyze the indicators and make decisions on short and medium-term actions to be taken for mitigation.

Strategy management

GRI 2-22

Strategic management is essential to the success of your business, as it enables the Group to achieve its long-term objectives efficiently and effectively. Strategic Management in the Group involves defining objectives, analyzing the company's current situation and planning the actions needed to achieve these objectives, also outlining short, medium and long-term scenarios. Strategic management in the Group also includes evaluating the results obtained and adapting strategies according to needs and the constantly changing environment.

In response to evolving market demands and in pursuit of a stronger competitive position, the company is implementing a significant strategic shift starting in 2023. This comprehensive initiative aims to redefine our operational approach, focusing on key areas defined by management.

By aligning our goals with trends and needs, we are paving the way for amore sustainable and profitable Pacto in the future. This strategic shift represents an important milestone in our journey and reflects our continued commitment to excellence and proactive adaptation to market conditions.

For the next 5years, we seek to consolidate our operations, especially in innovation for the electricity sector and also in concentrating our activities with investment in existing businesses.

In this cycle we highlight:

- I. Start of Pacto Mobility operations with the manufacture of chargers;
- II. Expansion of our operations as an infrastructure agent;
- III. Verticalization of operations in the pillars of Generation, Transmission, Commercialization and Distribution;
- IV. Operating in the 5regions of the country, offering solutions from North to South, from East to West of Brazil.



Innovating energy

Pacto Energia understands that innovation is not limited to the digitalization of the electricity sector, but rather a disruptive process in the way the sector operates, bringing solutions focused on performance and practicality.

Our focus on innovation aims to bring solutions focused on data processing and intelligence, where the study of information generates competitive gains and more solid results.

We created an energy PLD forecasting system, which is used by our trading companies and has made the performance of our transactions more solid, predictable and assertive.



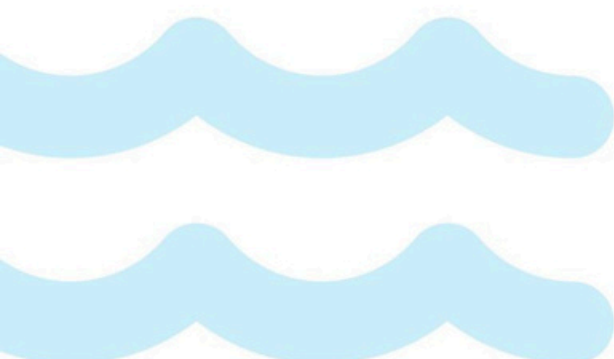
77Sol is a company focused on intelligence in solar energy, we offer the best equipment, financing and solar energy professionals spread throughout Brazil. Through the 77Sol marketplace, customers can connect with integrators, purchase their equipment and also finance their solar project, in a practical and fast way, saving time and optimizing the process of acquiring the solar system. With triple-digit growth since its operation began.



ePOP (W2E Digital SA) is a subsidiary of Grupo Pacto Energia, and was created to develop an online platform for the compensation and transfer of energy credits from power plants leased by the consumer cooperative ePOP COOP. The plants leased by ePOP COOP generate energy exclusively from renewable resources (hydroelectric, wind, solar and qualified cogeneration), which makes it an environmentally friendly company.



VAR – Weather Analytics Risk is a data analysis system developed by Pacto Comercializadora and plays the role of creating scenarios for decision-making regarding over-the-counter operations.



ESG Journey

GRI 2-12 | 2-14 | 201-2 | 3-3

Developing businesses with social responsibility and sustainability have been at the core of Pacto Energia since its creation. Our commitment to fostering the sustainable use of resources through the development of projects focused on renewable energy is part of our way of doing business.

being part of Pacto Energia. We assiduously defend the premises that today's businesses will dictate the future of our society and the sustainable planning of the use of these resources, which in the future will become increasingly scarce, must be worked on today and not left for tomorrow.

Our Materiality matrix was developed seeking to understand how our customers, suppliers, employees, shareholders and the community view our operation and the expectations involved in the Group's operation and its impacts on the environment, society and culture in which they are inserted.

Reinforcing our commitment to Transparency, Pacto Energia adopted this report to present to all those involved the relevant points of its operation.

Pacto Energia is including in its planning the adherence to the United Nations (UN) Global Compact, demonstrating its commitment to the Ten Universal Principles and its support for the Sustainable Development Goals (SDGs).

Even though it is not a signatory in 2023, Pacto Energia always consults the SDGs in its strategic decisions, voluntarily and seeking to understand the impacts of its projects and new businesses in the environments in which they are inserted.



Commitments made

GRI 201-2

We voluntarily adopted the actions reported in this report, as we believe that our businesses can have an even greater impact on our environment, in addition to being businesses based on renewable energy. We understand that our work is not limited to providing renewable energy.

We undertake the following commitments:

- Becoming full signatories to the UN Global Compact;
- Business initiative for Diversity;
- Reduce our emissions related to the Group's operations;
- Reduction to zero the consumption of paper and disposables in our operations;
- Implement a budget line exclusively intended to promote ESG practices.

Our deadline for completing these commitments is by the end of fiscal year 2024.



Aspects
Social

23



Human capital

| Our Collaborators

GRI 2-7 | 2-20 | 401-1 | 3-3

Our employees are the most important and valuable asset of Pacto Energía. They are responsible for implementing strategies, achieving goals and providing high-quality service, products and services to our customers. In addition, our employees are also responsible for creating and maintaining a positive and healthy organizational culture.

Investing in our employees is a fundamental point in our planning to achieve success in our business.

This includes training and development to enhance employees' skills, as well as providing benefits and a positive work environment. We believe that when employees feel valued and motivated, they are more likely to be productive and committed to our strategy.

To this end, the Group has Recruitment and Selection, Career and Remuneration, Benefits, Security Policies. of Work and goals to maintain the level satisfaction among employees.

Our policies are constantly reviewed and we strive for full parity to the market, always delivering the best of adopted practices to our employees.

In addition to the training offered and incentives for continuing education, we have a complete benefits package, such as: health and dental plan with no employee discount, life insurance, food vouchers and meal vouchers,

among others.



Our Team Profile

GRI 2-8 | 401-1 | 2-7

Diversity in the workforce is essential to creating an inclusive and representative team. Having people from different ethnic, cultural, gender, age, skill and experience backgrounds enriches the workplace, brings unique perspectives and fosters creativity. In addition, a diverse workforce also helps accompany connect with a broader base of customers and communities. Inclusion and diversity should be valued and encouraged in all organizations to build stronger and more equitable teams.

The Brazilian Electricity Sector has historically employed less than 10% of its workforce as women. At Grupo Pacto Energia, we are seeking to take a different path. Currently, 38% of our workforce is female, 50% of positions of trust are held by women and 33% of the Executive Board is female. We understand that we still have significant challenges to be addressed, and our goal is for at least 50% of the workforce, positions of trust and executives to be held by women.

Staff

Categorias	Homens	Mulheres	Total	% Feminino	% Masculino	% Feminino	% Masculino
				sob total da categoria	sob total da categoria	sob total geral	sob total geral
Diretoria	3	1	4	25,00%	75,00%	1,12%	3,37%
Gerência	8	2	10	20,00%	80,00%	2,25%	8,99%
Coordenação	1	5	6	83,33%	16,67%	5,62%	1,12%
Técnica/Supervisão	3	1	4	25,00%	75,00%	1,12%	3,37%
Administrativo	10	32	42	76,19%	23,81%	35,96%	11,24%
Operacional	21	2	23	8,70%	91,30%	2,25%	23,60%
Total	46	43	89			48,31%	51,69%

Categorias	Homens	Mulheres	Total
Permanentes	39	28	67
Terceiros alocados no grupo	15	7	22
Total	54	35	89

Contratações	2023		
	Homens	Mulheres	Total
Por faixa etária			
Abaixo de 30 anos	6	5	11
Entre 30 e 50 anos	7	3	10
Acima de 50 anos	1	1	2
Total	14	9	23

Por gênero	2022	2023	Total
	Homens	16	14
Mulheres	17	9	26
Total	33	23	56

Por região	2023		
	Homens	Mulheres	Total
Centro-oeste	7	2	9
Sudeste	2	3	5
Sul	5	4	9
Total	14	9	23

Demissões	2023		
	Homens	Mulheres	Total
Por faixa etária			
Abaixo de 30 anos	7	5	12
Entre 30 e 50 anos	8	3	11
Acima de 50 anos	1	0	1
Total	16	8	24

Por gênero	2022	2023	Total
	Homens	16	16
Mulheres	8	8	16
Total	24	24	48

Por região	2023		
	Homens	Mulheres	Total
Centro-oeste	9	4	13
Sudeste	1	2	3
Sul	6	2	8
Total	16	8	24

Our profile

GRI 405-1 | 405-2 | 3-3

Diversity is essential to the success of our business, bringing a variety of perspectives and skills that can enrich decision-making, creativity and innovation. In addition, diversity can also increase a company's representation and connection with its customers and community.

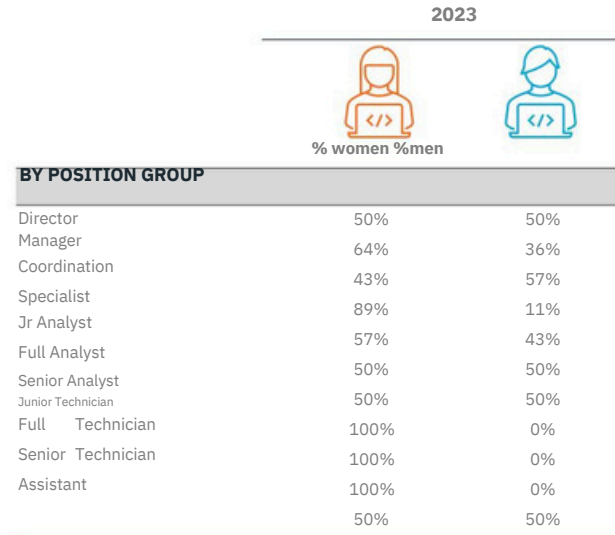
We believe that having a diverse workforce can also help foster a culture of inclusion and respect, which can improve the workplace and employee satisfaction. Investing in diversity and inclusion can also increase the attraction and retention of top talent and increase employee loyalty to the company.

It is important to highlight that at Pacto Energia, diversity goes beyond race and gender and also includes diversity of age, sexual orientation, skills, experiences and backgrounds.

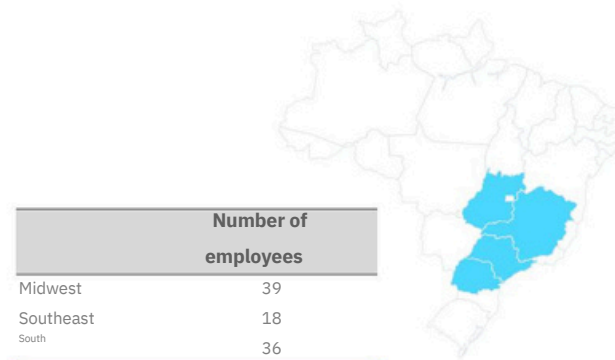
Each level of complexity is within an salary range that allows employees to be positioned according to their level of maturity. To do this, the result of the competency assessment is used as a basis.

The President, together with Human Resources, is responsible for defining the remuneration strategy, developing and approving fixed and variable remuneration programs and approving salary movement requests made by the area manager.

Total number of employees, by gender



Total number of employees, by region





| Training and Qualifications

GRI 404-1 | 404-2 | 404-3 | 3-3

One of the fundamental pillars in the development of our team is based on offering training and qualifications, helping our employees to increase their skills, knowledge and productivity. In addition, training can also help promote the personal and professional development of employees and increase job satisfaction.

Training is also important for keeping employees up to date on the latest practices and technologies, which can increase the company's competitiveness in the market. In addition, training helps to promote a culture of continuous learning and innovation within the company.

Investing in training and development for employees is a way of valuing and motivating the team and will be a decisive factor for the long-term success of Pacto Energia.

Main topics covered in the training offered in 2023:

- Customer service
- Communication
- Emotional intelligence

- Technical and operational
- Operating rules

- Leadership
- Team and people management
- Performance management

- Strategic planning
- Decision making
- Practical problem solving

Every year, employees who have been with the company for more than three months go through an evaluation and feedback process with their immediate managers and, based on the indicators and results collected, an Individual Development Plan is in the final stages.

During the year, 79% of the staff underwent the assessment.

Employees received their results, and managers received a consolidated report on their team, so that specialized consultancy could support the discussion of these profiles.



Health, Safety and Wellbeing

GRI 403-1 | 403-2 | 403-3 | 403-5 | 403-9 | 403-10 | 3-3

We believe that having healthy and safe employees not only protects the physical and mental integrity of employees, but also increases productivity, job satisfaction and loyalty to the company.

To ensure the health, safety and well-being of its employees, Pacto Energia complies with applicable laws and regulations and has implemented several safety measures appropriate to the integrity and well-being of our employees. In addition, Pacto Energia offers training and resources to promote the health and safety of its employees and create a positive and healthy work environment.

Investing in the health, safety and well-being of employees is a way of valuing and motivating the team and can be a decisive factor in the long-term success of the company.

Employees are instructed to report any hazards in operations and have the right to refuse to perform a task if they identify a risk or if they do not feel safe doing so. Work procedures are evaluated by the relevant departments and monthly meetings are held at the units to discuss occupational safety issues, based on data collected during the month of operation.

For continuous monitoring of activities, the Group's Occupational Health and Safety Management System covers all employees and third parties and their activities, from the conception of a project to the final delivery – data with restricted access to professionals from the health and safety team, treated under medical confidentiality.

For each project, a risk inventory is prepared, classified according to the severity of the impact. For each activity analyzed, there are operational procedures to minimize the impact of the identified risks. Accidents and incidents are prevented by defining work methods, using specific equipment, hiring specialized labor and providing individual training.

The results of absences and illnesses are monitored through indicators and preventive measures are implemented to minimize risks in activities.

In 2023, there were no records of work accidents or occupational diseases.

In its 6 years of operation, Grupo Pacto Energia has never recorded any work accidents or occupational diseases. We constantly seek to keep this indicator equal to zero.



| Employee representation

All employees are represented, As provided by law, we have two elected representatives whose objective is to permanently promote the prevention of accidents and occupational diseases, preserve life and promote the health of employees. With this, we can monitor which points present risks, observe whether the standards are being complied with, make action plans to adapt what is not in compliance and other important points.

For routine activities in situations where there is risk of accidents at work or occupational illness, the employee may resort to the Health and Safety professionals provided by the third party company.

Accidents and near misses must be reported immediately to the hierarchical superior within 24 hours, according to a specific manual, which also provides for an investigation committee, responsible for analyzing causes and corrective and preventive measures.

In cases of non-compliance with internal Occupational Health and Safety guidelines or with legislation, the employee must interrupt their activity and may only be authorized to return after the working conditions have been duly adjusted by a doctor who monitored the case and the occupational physician.

| Our Business Partners

GRI 2-29 | 408-1 | 409-1 | 3-3

Social responsibility towards business partners involves respecting and considering their interests and concerns, as well as implementing ethical and responsible practices in all business interactions.

Being responsible with business partners can help foster long-lasting, positive relationships, as well as increase partner trust and loyalty. In addition, social responsibility towards our partners contributes to building a positive reputation for the company in the market and attracting investment.

To be socially responsible with its business partners, Pacto Energia complies with applicable laws and regulations, as well as adopts ethical and transparent practices in all its interactions.

When registering suppliers, we consider aspects related to their suitability, carrying out research into the suppliers' history, confirming that they are suitable.

The supplier must be selected, optimizing the cost-benefit ratio, quality and technical, economic, financial and ethical reliability.

Approval is carried out after registration with Grupo Pacto, with compliance with legislation, such as Law 12,846/2013 (Brazilian Anti-Corruption Law), being a criterion.

We periodically evaluate our suppliers, considering their commitment and adherence to the Group's values. Those who do not adhere to what we believe are replaced by new ones and can return to relations with the Group only after 12 months, with approval.

Suppliers who have exposure related to sensitive issues such as: the use of child labor

and slave-like work, disrespect for the human rights of employees, discriminatory practices, improper or illicit payments to a public or private agent, etc., are permanently excluded from our records and banned from

negotiations with the Group.

In the management of such contracts, the Pacto Group's Supply Policy and Procedures are applied, which define the stages for preparing the purchasing schedule; issuing the contracting request; validating the requester; approval; contracting; and performance evaluation.



Social Capital and Relationship

| Social Responsibility

Social responsibility is essential to ensure business success and contribute to the sustainable development of society and the environment. Pacto Energia is responsible for generating, distributing and selling clean and renewable energy to its customers, which in itself is already a great contribution to society and the planet. But we know that our responsibility is not limited to this and we can go much further.

In this context, we seek to ensure that the company's entire production chain is ethical and sustainable, from equipment production to energy distribution. This means ensuring that all of the Group's suppliers and partners adopt responsible and sustainable practices in their operations.

We operate with transparency and ethics, providing clear and accurate information to our *stakeholders*. This includes reporting on the environmental and social impact of our operations, as well as adopting transparent policies regarding waste management, use of natural resources and other environmental issues.

We invest in more efficient technologies that use renewable energy sources in our internal operations. In addition, we always seek to encourage our customers to adopt sustainable practices in their own homes and businesses, offering information and resources that help reduce energy consumption and greenhouse gas emissions.

We support various social and environmental projects in the communities where we operate, contributing to local development and improving people's quality of life. Investments include education, health, culture and environmental projects, as well as participation in local initiatives that aim to improve the population's quality of life.

| Communities

Social responsibility towards the communities where Pacto Energia does business is fundamental to ensuring long-term success and sustainability of business. This involves considering the impacts of activities on communities and implementing measures to minimize any negative impacts and maximize benefits to communities.

There are several ways for companies to be socially responsible towards the communities where they operate, such as investing in social and local development projects, contributing to the generation of jobs and growth opportunities, and promoting diversity and inclusion. We detail below the activities carried out by the Group in this journey.

Furthermore, we understand that it is highly important that we are transparent and responsive to the concerns and needs of communities and maintain an open and constructive dialogue with them. Social responsibility towards the communities where the company operates increases trust and support from the communities, as well as can increase the attractiveness of the company to new talent.



Pacto Energia has operations in the following cities: -

- Goiânia, Aparecida de Goiânia and Alexânia - Goiás
- Belo Horizonte, Uberlândia, Leopoldina, Lagoa dos Patos, Brasília of Minas and Matias Cardoso - Minas Gerais





| Social Programs

We reinforce our commitments to Social Responsibility through the Impact Program, where actions with a social focus are developed in the various communities where we operate.

We present the projects carried out by the Group in the Social Responsibility area of this report.

Our actions are guided by:

Dignity Food/
medicine storage.

Economy
Alternative employment and development.

Sustainability
Clean energy amid thermal generation.

Inclusion
Bringing information and quality of life.



| Social Programs Carried Out

Christmas Lights Project

Aiming to promote the collection of Christmas presents for children registered in the social project “Criança Feliz” in the municipality of Coronel Vivida/PR, this project covers children whose families receive assistance from public policies. In December 2023, 258 children were welcomed through the “letters to Santa Claus”, where they left their desired presents on the Christmas tree located at the Pacto service agency. 125 families were served and positively impacted by this project.

Donation project on energy bill, APAE / APMI / AVPA

The project was designed and developed with the aim of promoting the continuous collection of donations to institutions registered directly on the energy bill. Institutions linked to health, animal welfare and social impact are benefited. 4,564 donations of various amounts were recorded in 2023, totaling a collection in 2023 of R\$ 28,218.50, fully transferred to the institutions.



Aspects

Environmental

GRI 3-3

35

| Environmental Management

One of the most important pillars of Pacto Energia's operations is environmental preservation and mitigation of the impacts caused by our operations. The processes related to this topic are guided by the Environmental Policy and the Sustainability Policy.

Our operations essentially have a low environmental impact, considering that the energy sources used in the Group's business are renewable. However, during the construction and operation phase of our assets, the generation of effluents, air pollution, waste disposal and reforestation are risk items that we monitor continuously.

All of the Group's assets are assessed through socio-environmental impact studies, conducted and prepared by independent consultancies.

These studies are the basis for environmental licensing for the operation of assets and we always select the path with the least possible environmental impact in the construction and operation of assets. In 2023, all operational assets have current environmental licensing.

For continuous monitoring of our activities we use solid controls with high quality rigor. This monitoring is mainly aimed at: Liquid effluents, impacts on soil, waste, noise, air quality, water quality and terrestrial and aquatic fauna.



| Atmospheric emissions GRI 305-1 | 305-2 | 3-3

Fleet Electrification

Our biggest challenge was to replace all linked vehicles, from administrative vehicles to trucks, with 100% electric vehicles.

We entered into partnerships with the car manufacturers JAC Motors and Renault, which supplied the new vehicles, and also with Pacto Mobility, which supplied the vehicle chargers.

The exchange of vehicles was carried out in a staggered manner, starting with the administrative vehicles, then the operational support vehicles and in the last stage with the exchange of trucks.

With 100% of the vehicles purchased now in operation, we have reduced approximately 34 tons of CO₂, resulting from the elimination of diesel and gasoline combustion.

Photovoltaic power generation

Our plants in operation generated approximately 11,196MWh, preventing the emission of approximately 403 tons of CO₂e, during 2023. We work hard to develop new businesses focused on clean energy.



Avoided CO₂ emissions and
481 tons of CO₂e avoided

Sum of all operations of the
Energy Pact Group.

Equivalent to +4thousand trees

| Consumption and destination of resources

The sustainable consumption and disposal of resources is essential to guarantee the preservation of the environment and ensure long-term sustainability. This includes the responsible use of natural resources, such as water, energy and raw materials, as well as efficient waste management and proper disposal of garbage.

To consume and allocate resources sustainably, we adopt more efficient practices and technologies, resulting in better resource conservation. In addition, we promote awareness and involvement of all *stakeholders*, including employees, customers and the community.

Sustainable consumption and allocation of resources is away to contribute to environmental preservation and ensure long-term sustainability. In addition, it can bring benefits such as reduced costs and risks and increased efficiency and profitability of projects.

Main resources consumed in our operation:

- Fuels
- Electric Energy
- Water
- Paper and graphic materials





| Water consumption

GRI 303-4 | 303-5 | 3-3

In most construction sites, especially on sites where there were already previous constructions, a dedicated water meter is not installed. The existing water network is used without a specific separation for the construction site.

As for the disposal of common effluents, specific treatment is generally not required. It is carried out in the sewage network. When there is no network available, a company is hired to manage the disposal of effluents, ensuring tracking of destination and control of the volume discarded.

Total water consumption (in megaliters)



392

NOTE: To calculate water consumption, the offices in São Paulo, Goiânia and Coronel Vivida were considered.

| Energy consumption

GRI 302-1 | 302-5 | 3-3

Total consumption of fuels within the organization
from non-renewable sources (GJ)

DIESEL

24,549 L



Total energy consumption (Mwh) offices
Sao Paulo, Goiania and Colonel Vivida-

ELECTRICITY

97,994 kWh



| Waste management

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

Waste management in construction sites is essential to ensure the sustainability and environmental responsibility of any project. It involves the collection, storage and proper disposal of all types of waste generated during the assembly of our plants, including construction materials, equipment and debris.

Waste management on construction sites also includes implementing measures to minimize waste generation and reusing or recycling materials where possible. This can help reduce costs and increase efficiency on the site, as well as helping to preserve the environment.

We constantly seek to implement and improve our waste management practices, responsible for ensuring the sustainability of our projects and complying with applicable environmental laws and regulations.

In the enterprises, campaigns and training are promoted on conscious consumption, selective collection, storage of materials and waste decomposition time tables.



Electrical installation waste recycled in the year.



Wood waste recycled in year.



Construction waste recycled in the year.



Paper and cardboard waste recycled in the year.

All waste related to the installation of Solar Generation Plants is recycled.



| Environmental responsibility

Impact on local fauna and flora

Installing solar panels in natural areas can interfere with the habitat of animal and plant species, potentially resulting in loss of biodiversity. To mitigate this risk, we select installation locations following strict low-impact criteria, where they should not cause degradation of flora.

Impact on the equipment production chain

We evaluate our suppliers and impacts they cause, directing the use of our resources, preferably, to suppliers that have solid sustainable practices.

Impacts of waste generated

One of the main environmental impacts caused by construction waste is soil pollution. When this waste is disposed of improperly, it can contaminate the soil and harm its quality. We promote proper disposal, separating waste by product type, mitigating this risk through recycling and proper disposal.

Social impact

The implementation of our assets may impact the local community with the efforts required to complete the works. Our investments are preferably made in locations that do not generate discomfort and inconvenience to local residents.





Aspects Financial

GRI 201-1

43

Economic and financial performance

GRI 3-3

The year 2023 presented relevant challenges in relation to operations, as there was stagnation in the PLD of the energy traded, making it difficult to gain from the trading operation, resulting in a 34% reduction in EBITDA, compared to 2022.

Therefore, the Commercialization segment was the one that had the greatest impact on this reduction.

The Generation and Transmission segment showed a reduction of 17% compared to 2022.

This negative result is due to the fact that the comparative year included non-recurring sales.

The Services segment grew significantly, driven by the performance of EasySolar, Pacto Soluções and Pacto EPC, growing R\$ 2million compared to 2022.

Net revenue was R\$218 million, representing a 25% drop compared to 2022. This reduction in revenue is a reflection of the reduction in Energy PLD values, which price energy commercialization contracts in the Commercialization businesses, with Commercialization being the business with the largest share of the Group's revenue, approximately 91%.

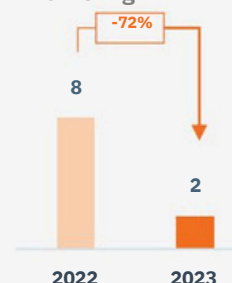
Consolidated Income Statement		In R\$/thousand	
	2023	2022	%
Net operating income	217,697	291,246	-25
Cost of sales	(204,647)	(268,556)	%
Fair value of futures contracts	2,298	(5,694)	-124%
Administrative and general expenses	(10,188)	(6,805)	50%
Equity income result	1,168	389	200%
Other income and expenses, net	2,386	1,736	37%
EBITDA	9,345	14,005	-33%
Net financial result	(3,640)	(3,525)	3 %
EBT	5,705	8,791	-35%
Current taxes	(2,203)	(1,521)	45%
Deferred taxes	126	(1,332)	0 %
Minority participation	190	533	-64
Net profit (loss)	2,997	5,938	%
			-50
			%

Annual result by segment -EBITDA

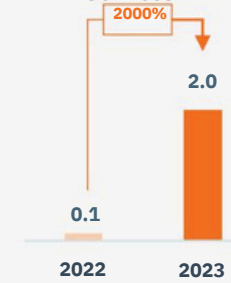
Generation and Transmission



Marketing



Services



| Our investments

GRI 203-1 | 203-2 | 3-3

Cash generating assets

New UFVs

We invested R\$13.9 million in the construction of 4 Photovoltaic Plants to operate in the Distributed Generation mode, totaling 3.57MWp implemented between 2022 and 2023.

CGH Salto do Alemoa

In September 2022, the Group acquired CGH Salto do Alemoa, located in the municipality of Coronel Vivida, state of Paraná. CGH has an installed capacity of 1MW and has been in operation for over 60 years. We plan to expand the generation capacity of this CGH to 2MW in the next 12 months, optimizing its cash generation.

New business

We invested R\$1.8 million in new businesses, as part of the Group's strategy and expansion plan, diversifying its businesses and seeking greater synergy in the operations of its subsidiaries, serving the entire energy value chain.

Centralized Generation Projects

We continue to evolve the projects in the Centralized Generation pipeline, investing in the development of projects and obtaining access permits and opinions, as discussed in the Operational Performance of the Generation and Transmission Segment.



| Associations and Regulators GRI 2-28



| Abbreviations and acronyms

- **ESG** –environmental, social and corporate governance sustainability (Environmental, Social and Governance)
- **EBITDA** –Earnings Before Interest, Taxes, Depreciation and Amortization (financial indicator used to measure the results of a business)
- **UN** -United Nations
- **SDG** -Sustainable Development Goals
- **GRI** -Global Reporting Initiative
- **PLD** –Settlement price of differences
- **LGPD** -General Data Protection Law
- **DPO** -Data Protection Officer (professional responsible for dealing with issues relating to the protection of the organization's and its customers' data)
- **APAE** -Association of Parents and Friends of Exceptional People
- **APMI** –Association for the Protection of Maternity and Childhood
- **AVPA** –Vividense Association for Animal Protection
- **CGH** -Hydroelectric Power Plant
- **MW** –Mega Watts (measurement of energy power)
- **MWp** –Mega Watts peak (measurement of energy power)
- **UFVs** – Photovoltaic Power Plants



| GRI Summary

GRI STANDARD	DISCLOSURE	PAGE	RESPONSE	OMITTED REQUIREMENTS	
				REASONS	REASONS
GRI 2: General Disclosures 2021	2-1: Organization details	8			
	2-2: Entities included in the consolidated financial statements	6			
	2-3: Period covered by the report	6			
	2-4: Restatements of information		There was no		
	2-5: External verification		There was no		
	2-6: Activities, value chain and other business relationships	8			
	2-7: Employees	24,26			
	2-8: Workers who are not employees	26			
	2-9: Governance structure and its composition	14			
	2-10: Nomination and selection to the highest governance body	14			

| GRI Summary

GRI STANDARD	DISCLOSURE	PAGE	RESPONSE	OMITTED REQUIREMENTS	
				REASONS	REASONS
GRI 2: General Disclosures 2021	2-11: President of the highest governing body governance	14			
	2-12: Role of the highest governance body in overseeing impact management	21			
	2-13: Delegation of responsibility for impact management	17			
	2-14: Role of the highest governance body in sustainability reporting	6.21			
	2-15: Conflicts of Interest	14			
	2-16: Communicating Critical Concerns	17			
	2-17: Collective knowledge of the highest governance body	15			
	2-18: Evaluating the performance of the highest governance body	16			
	2-19: Compensation policies		Directors follow ahiring model as Non-Statutory Directors. Fixed remuneration is defined by the shareholders, in accordance with market practices , and the amounts are adjusted annually in January. Variable remuneration is also defined by the shareholders and is abonus linked to apercentage of the Group's financial and economic result.		

| GRI Summary

GRI STANDARD	DISCLOSURE	PAGE	RESPONSE	OMITTED REQUIREMENTS	
				REASONS	REASONS
GRI 2: General Disclosures 2021	2-20: Process for determining remuneration	24			
	2-21: Proportion of total annual compensation			Confidentiality restrictions	The indicator will be omitted as it is confidential information.
	2-22: Declaration on a strategy for sustainable development	19			
	2-23: Policy Commitments	14			
	2-24: Incorporation of policy commitments	14			
	2-25: Processes to repair negative impacts	17			
	2-26: Mechanisms for advice and raising concerns	17			
	2-27: Compliance with laws and regulations	17			
	2-28: Participation in associations	46			
	2-29: Approach to stakeholder engagement	30			

| GRI Summary

GRI STANDARD	DISCLOSURE	PAGE	RESPONSE	OMITTED REQUIREMENTS	
				REASONS	REASONS
GRI 2: General Disclosures 2021	2-30: Collective bargaining agreements		100% of our workforce is covered by Collective Bargaining Agreements. Our outsourced partners are also guided and required to follow the CCTs we use, reducing the number of uncovered employees to zero.		
MATERIAL TOPICS					
GRI 3: Themes Materials 2021	3-1: Process of defining material themes	6			
	3-2: List of material topics	6			
ECONOMIC PERFORMANCE					
GRI 3: Themes Materials 2021	3-3: Management of material themes	44			
GRI 201: Performance Economic 2016	201-1: Direct economic value generated and distributed	43			
	201-2: Financial implications and other risks and opportunities arising from climate change	43			
INDIRECT ECONOMIC IMPACTS					
GRI 3: Themes Materials 2021	3-3: Management of material themes	45			

| GRI Summary

GRI STANDARD	DISCLOSURE	PAGE	RESPONSE	OMITTED REQUIREMENTS	
				REASONS	REASONS
GRI 203: Indirect economic impacts 2016	203-1: Investments in infrastructure and services offered	45			
	203-2: Significant indirect economic impacts	45			
ANTI-CORRUPTION					
GRI 3: Themes Materials 2021	3-3: Management of material themes	17			
GRI 205: Anti-corruption 2016	205-1: Transactions assessed for corruption-related risks	17			
	205-2: Communication and training on anti-corruption policies and procedures	17			
	205-3: Confirmed cases of corruption and measures taken	17			
ANTI-COMPETITIVE PRACTICES					
GRI 3: Themes Materials 2021	3-3: Management of material themes	17			
GRI 206: Anti-Virus Practices competitive 2016	206-1: Legal actions for anticompetitive behavior, antitrust and monopoly practices	17			

| GRI Summary

GRI STANDARD	DISCLOSURE	PAGE	RESPONSE	OMITTED REQUIREMENTS	
				REASONS	REASONS
ENERGY					
GRI 3: Themes Materials 2021	3-1: Process of defining material themes	40			
GRI 302: Energy 2016	302-1: Energy consumption within the organization	40			
WATER AND EFFLUENTS					
GRI 3: Themes Materials 2021	3-3: Management of material themes	39			
	303-4: Water disposal	39			
	303-5: Water consumption	39			
EMISSIONS					
GRI 3: Themes Materials 2021	3-3: Management of material themes	37			
GRI 305: Emissions 2016	305-1: Direct greenhouse gas (GHG) emissions (Scope 1)	37			

| GRI Summary

GRI STANDARD	DISCLOSURE	PAGE	RESPONSE	OMITTED REQUIREMENTS	
				REASONS	REASONS
GRI 305: Emissions 2016	305-2: Indirect greenhouse gas (GHG) emissions (Scope 2)	37			
WASTE					
GRI 3: Themes Materials 2021	3-3: Management of material themes	41			
GRI 306: Waste 2020	306-1: Waste generation and significant waste-related impacts	41			
	306-2: Management of significant waste-related impacts	41			
	306-3: Waste generated	41			
	306-4: Waste not intended for final disposal	41			
	306-5: Waste intended for final disposal	41			
JOB					
GRI 3: Themes Materials 2021	3-3: Management of material themes	24			

| GRI Summary

GRI STANDARD	DISCLOSURE	PAGE	RESPONSE	OMITTED REQUIREMENTS	
				REASONS	REASONS
GRI 401: Employment 2016	401-1: New Hires and Employee Turnover	24			
	401-2: Benefits offered to full-time employees that are not offered to temporary or part-time employees		Health plan , PLR, meal and food vouchers, Birthday Dayoff, maternity and paternity leave, life insurance ,between others.		
	203-2: Significant indirect economic impacts		We have benefits, however, there was no use of benefits in 2023.		
OCCUPATIONAL HEALTH AND SAFETY					
GRI 3: Themes Materials 2021	3-3: Management of material themes	28			
GRI 403: Health and Occupational Safety 2018	403-1: Occupational health and safety management system	28			
	403-2: Hazard identification, risk assessment and incident investigation	28			
	403-3: Occupational health services	28,29			
GRI 403: Health and Occupational Safety 2018	403-4: Worker participation, consultation and communication with workers regarding occupational health and safety	28			
	403-5: Training of workers in occupational health and safety	28			

| GRI Summary

GRI STANDARD	DISCLOSURE	PAGE	RESPONSE	OMITTED REQUIREMENTS	
				REASONS	REASONS
GRI 403: Health and Occupational Safety 2018	403-6: Promotion of worker health	28	Chronic Program, conducted by the Plan operator. Internal campaigns, according to the PCMSO schedule.		
	403-9: Work-related injuries	28			
	403-10: Occupational diseases	28			
TRAINING AND EDUCATION					
GRI 3: Themes Materials 2021	3-3: Management of material themes	27			
GRI 404 Training and education 2016	404-1: Average training hours per employee	27			
	404-2: Employee Skills Development and Career Transition Assistance Programs	27			
GRI 404 Training and education 2016	404-3: Percentage of employees receiving regular performance and career development reviews	27			
DIVERSITY AND EQUAL OPPORTUNITIES					
GRI 3: Themes Materials 2021	3-3: Management of material themes	25			

| GRI Summary

GRI STANDARD	DISCLOSURE	PAGE	RESPONSE	OMITTED REQUIREMENTS	
				REASONS	REASONS
GRI 405: Diversity and equal opportunities 2016	405-1: Diversity in Governance Bodies and Employees	25			
	405-2: Ratio between base salary and remuneration received by women and those received by men	25			
NON-DISCRIMINATION					
GRI 3: Themes Materials 2021	3-3: Management of material themes	17			
GRI 406: Non-discrimination 2016	406-1: Incidents of Discrimination and Corrective Actions Taken	17			
CHILD LABOR					
GRI 3: Themes Materials 2021	3-3: Management of material themes	30			
GRI 408: Work children 2016	408-1: Operations and suppliers with significant risk of child labor cases	30			
CHILD LABOR					
GRI 3: Themes Materials 2021	3-3: Management of material themes	30			

| GRI Summary

GRI STANDARD	DISCLOSURE	PAGE	RESPONSE	OMITTED REQUIREMENTS	
				REASONS	REASONS
GRI 409: Forced labor 2016	409-1: Operations and suppliers with significant risk of forced labor cases	30			

| Corporate information

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