



2w ecobank

**Sustainability
Report
2022**

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Message from the Board of Directors

GRI 2-22



Ana Karina Bortoni Dias,
president of the Board

The traditional energy market, in its broadest sense, is dominated by options that are more intensive in carbon emissions, which are not always sustainable, in addition to limiting the consumer's power of choice with a small number of options. However, there are promising initiatives, with companies and governments around the world committing to more open and sustainable measures, driven by a more demanding society.

2W, by presenting itself as a vehicle for this transformation, works on the crucial and urgent need to provide freedom of choice and more sustainable options for consumers. We are currently evolving to an even greater capillarity and the capacity required to meet the growing demand, as legislation allows new groups to enter the free energy market, with the full opening within a few years. The combination of renewable energy with services can contribute to strengthening society's awareness of the sustainability issue. This is our belief, and we apply all our efforts in this direction.

Internally, looking at our operation, we have our own sustainability planning, which includes a series of actions in the environmental, social and governance areas, supported by our Sustainability Policy. This allows for the promotion of an ESG culture within the company, which improves 2W as a whole and ensures a deeper engagement with the external public. On the environmental front, we have created a Decarbonization Plan, which will come into force in the near future, and which began with the production of a greenhouse gas (GHG) emission inventory and the compensation of these pollutants in 2023. On the social field, we will go on with projects aimed at communities living near the Anemus and Kairós wind farms, always seeking to support the development of training and programs that contribute to generating income and empowering the population. Regarding our employees, we make efforts to improve people management practices and policies, with an emphasis on initiatives

that promote growth, well-being, plurality and inclusion. Furthermore, we innovate by creating a series of sustainability products and services, raising awareness of the question to small and medium-sized entrepreneurs in a format that facilitates understanding and implementing measures that enable this transformation.

This journey is based on a robust and diverse Board of Directors, made up of professionals with varied knowledge, from retail, media, engineering, technology and the financial sectors. The Councilors, together with the Executive Board and employees who are engaged and committed to the business and the cause that moves 2W, are crucial to the delivery of our strategy. I want to say a big thank you to everyone. I also thank customers, suppliers and the market. Without them, it would be impossible to move forward with the business and our plan to help transforming the world into a more sustainable place.

Message from the Executive Board

GRI 2-22

In 2022, we took a very important step in the history of 2W, with the operational start of our first wind farm, Anemus, in Rio Grande do Norte. It was a herculean initiative, which built, in just 12 months, a plant with 33 wind turbines, capable of producing 732 GWh of renewable energy per year and which demanded investments of almost BRL 800 million.

With this, we are no longer just an energy trading company, but also and an energy generator. We continue at an accelerated growth pace, with our second wind farm, Kairós, in Ceará, expected to come into operation in 2023. The year 2022 was the best in company's history, in terms of financial results and 92% growth in our customer base in the retail segment.

We have reached an impressive level, considering that just three years ago we were a trading company, with 25 employees and focused on negotiating with counterparties – big customers, generators and energy traders. Today, we are a capital-intensive company, with a team of 159 people, 723 clients and 2,158

energy consultants operating across the country.

This year, we made further progress in our mission to democratize access to energy, helping small business owners make the transition from the captive market to the free market. We now offer a series of financial services and solutions that add value to our clients. To reflect this scope expansion, we even changed our brand, which is now 2W ECOBANK.

Clients, by the way, is an important word here. The captive energy market has no clients, only consumers, who do not know the origin of the energy they are purchasing and, even if they did, they would have no choice. The free market makes it possible to transform this consumer into a client, offering products and services that bring benefits and convenience and, above all, allowing them to choose to purchase energy from clean sources. It is a change as significant as the one we saw, for example, at the time of the telecommunications industry privatization.

Choosing SMEs as the target audience also required a major change in structure. To speak to this end client, we created a network of consultants all over Brazil, who explain how to contract clean and cheaper energy. In this segment, we have a potential audience of 176,000 companies that can migrate to the free market, and the expectation is to reach a universe of approximately 90 million customers by 2028, including residential client.

The contribution to the advancement of sustainability in Brazil pervades all our actions. ESG is central to our business model as we bring clean, renewable and cheaper energy to as many people as possible. It is worth remembering that, currently, energy rates in Brazil are among the world's highest ones. As part of the transformations that took place this year, we also started to advise our clients to advance on their sustainability journey. We are taking the ESG topic to thousands of small business owners across Brazil through our consultants.

Furthermore, internally, in day-to-day management, sustainability

makes part of our operating strategy. We have implemented governance practices expected from publicly traded companies, and policies that value employees, as well as support the communities surrounding wind farms with projects that promote social development. We also follow strict environmental practices in wind farms. We made a public commitment to the sustainability agenda, the Sustainable Development Goals (SDGs), by signing the UN Global Compact.

I could not finish this message without some very important acknowledgments. First, to the 2W Board of Directors, who have been a great partner in executing the company's strategy, and to our investors, who believe in our value proposition and understand the company is following a path that brings benefits to society.

I also want to thank our customers, who are onboarding on this transformation with us, believing that the time has come for them to choose the energy they want to consume, paying less and with

a smaller environmental impact. Finally, and most significantly, I want to give special thanks to our collaborators, employees and consultants. They are people with a huge desire to make things happen and, through their work, help build a better tomorrow.



Claudio Ribeiro,
CEO

Highlights

Economic, Social and Environmental Impacts

Economic



Inauguration of the Anemus Wind at Currais Novos (Rio Grande do Norte - RN), marking **the debut of 2W as an energy generator**

Responsible for the entry of **59 consumer units** into the free market in 2022, representing **138,145.2 MWh/year**, which added to the six in 2021, totaling **65 consumer units**

Start of construction of **Kairos Wind**, with good progress



92% increase

in the number of retail consumer units, to 507 with migration scheduled for 2023

BRL 1.2 billion in net revenue

Negotiation with more than **1,800 counterparties** during the year, companies that had bought or sold energy with 2W

Businesses carried out with more than **170 managers** (agents that bridge the gap between the energy vendor and the final client) in Brazil, one of the major capillarity in the sector



“What makes us unique is our ability to raise awareness and offer the tools so that people and companies can really make more sustainable decisions on a daily basis.”

Ricardo Amorim, member of the Board of Directors and shareholder of 2W.

João Rocha, from the Alagoinha settlement (RN), who had his personal and property documentation regularized with the support of 2W.



Social

2,412

new direct and indirect jobs



Completion of the **trainee program** focused on diversity

Network of

2,158

registered energy consultants enrolled to originate business across the country, engaging small and medium-sized entrepreneurs to migrate from the captive market to the free market – more than 100% growth

BRL 85.7 million

in taxes generated

Maintenance of the **GPTW Certification** for the third consecutive year

Great Place To Work®

Social projects in communities surrounding wind farms benefit more than

90 families

(30 in Anemus and 60 in Kairós)



BRL 145 million

in savings for customers, in 2022, with the purchase of energy in the free market

Environmental



Sale of

6,332,006 MWh

of energy

199.910 MWh

of certified clean energy with Renewable Energy Certificates

(I-RECs) to customers in 2022



Avoided emission of

58,000 tons of CO₂

in 2022 with the sale of energy from renewable sources, the equivalent of planting

415,000 trees

2W Ecobank

With more than 15 years of history, it is the fourth largest energy retailer in Brazil. It also generates renewable energy with two wind farms – one in operation – and offers sustainability solutions to companies of all sizes.

GRI 2-1, GRI 2-4, GRI 2-6, GRI 2-28, GRI 201-1

10 Services offered

12 Commitments and associations with the participation of 2W Ecobank



2W Ecobank (2W Ecobank S/A) provides to its clients, especially small and medium-sized companies, with clean, renewable and low-cost energy, helping them make the transition from the captive market to the free energy market. In addition to generating wind energy, it offers a wide range of solutions, including financial and sustainability services. Publicly-held company, 2W has its headquarter in São Paulo.

High market share in migrations to the free market: it accounted for 11.8% of the total in Brazil in 2022

Since 2007, 2W has been operating as an energy trader – and has been very successful in this segment, becoming the fourth largest in Brazil, considering only the consumer units already migrated in the retail segment. There are more than 916 active UCs, wholesale and retail, that started consuming energy from renewable sources*. In wholesale and trading activity, 2W negotiated with more than 1,800 counterparties during the

period – around 13% of the total counterparties available on the market. The year 2022 marked a significant change for the company, with the opening of the first wind farm in Rio Grande do Norte. This is a major expansion in the scope of 2W Ecobank, which is no longer a pure trader and also became an energy generator.

With an investment around BRL 800 million, the Anemus Wind, located in the municipality of Currais Novos (RN), was inaugurated in December 2022. There are 33 wind turbines and a total installed capacity of 138.6 MW, enough to serve 360,000 homes every year and avoid the emission of 92,525 tCO₂e per year (2021 SIN emission factor). The construction of the project lasted around 12 months and generated more than 2,000 direct and indirect jobs, many of them with local labor.

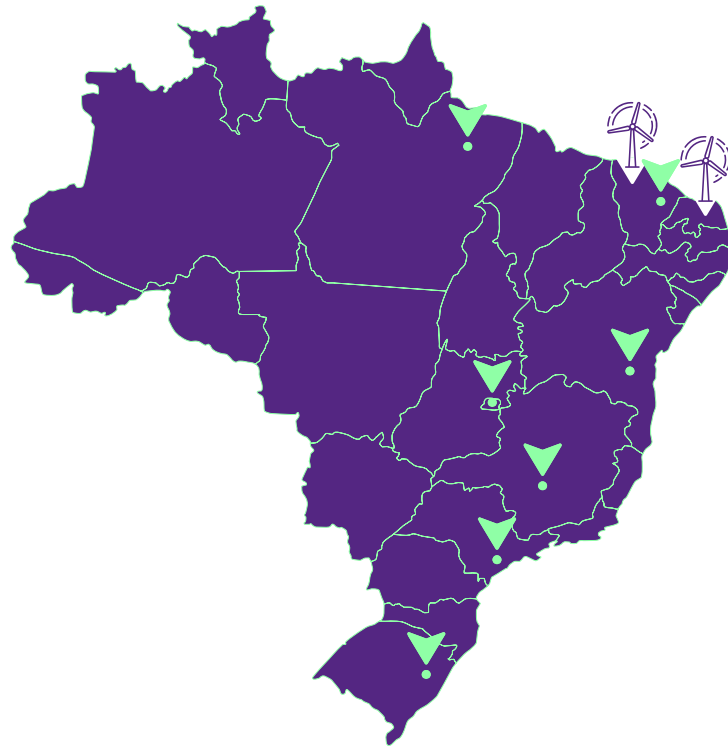
2W has another large energy generation project, the Kairós Wind, located in the Ceará municipality of Icapuí, which is expected to come into operation in 2023. In this first phase of the Kairós project, 25 wind turbines will be installed and, in the second phase, another 33. When fully operational, it will have 261 MW of total installed capacity

(112.5 MW in the first phase and 148.5 MW in the second), enough to serve 674,000 homes. Together, the two phases should avoid the annual emission of 158,000 tons of CO₂, which is equivalent to 1.1 million trees.

2W also operates with the rental of distributed minigeneration systems. In this format, there are two projects in operation, with 100% of generation sold, both of solar energy and in Minas Gerais, with 3.1 MWp capacity each, totaling 6.2 MWp. Furthermore, there is another Distributed Generation (DG) system in Pernambuco, under construction, of 4 MWp, which will come into operation in 2023 and whose energy sales have already started. In the coming years, this capacity will be expanded due to the contract signed with GreenYellow for the development of seven other projects, with 5 MWp each, for a period of 15 years, in São Paulo, Mato Grosso do Sul, Mato Grosso, Goiás, Bahia, Ceará and Piauí. These plants are aimed at low voltage customers, people and companies in the regions where generations occur.



*Renewable energy: solar, wind and produced by small hydroelectric plants. Energy from large hydroelectric plants is not considered.



Wind farms

Anemus Wind

Currais Novos (RN)
 Installed capacity: 139 MW
 Investments: BRL 800 million

Kairós Wind

Icapuí (CE)
 Installed capacity: 261 MW
 Investments: BRL 1.4 billion



Offices

- Belém
- Fortaleza
- Salvador
- Belo Horizonte
- São Paulo
- Porto Alegre
- Brasília

2W’s approach comes in the wake of the free market development, an environment in which the final client chooses from whom they want to buy the energy to be consumed, and which allows a reduction of up to 30% in electricity expenses. Today, the free market is accessed mainly by large consumers, but there is, including from a regulatory point of view, a trend and an expected opening schedule. Currently, small and medium-sized companies (SMEs), connected in medium and high voltage, 2W’s target audience at the moment, can already enter this segment. This is an estimated market of 176,000 consumer units, of which 70,000 can benefit from the migration, while another 106,000 now have access after the approval of Normative Ordinance nº 50 of the Ministry of Mines and Energy (MME), which allows the migration of these consumers starting in 2024.

According to the proposals under discussion, including the basic text of Bill 414/2021, currently

being processed in the National Congress, and Public Consultation 137/2022 of MME, industrial and commercial consumers connected to low voltage would be entitled from 2026 to benefit from the migration to the free market, and in 2028 all Brazilian citizens. When this legislation is approved and the market fully opens, the free market’s target audience will be the entirety country, with almost 90 million consumer units.

This year, the company took another important step to provide complete solutions to its customers, consolidating existing services within the same brand, as is the case of 2W Bank, as well as other complementary services. This movement even culminated in a rebranding process, from 2W Energia to 2W Ecobank, in 2023.

Added Value Distribution
 (Consolidated, in BRL thousands)

	2022	2021*
Amount	284,459	21,973
Personnel and charges	44,203	31,038
Taxes, fees and contributions	85,730	52,462
Remuneration of third-party capital	110,972	40,828
Remuneration on equity	43,554	(102,355)

*There was a restatement of the financial statements for the Fiscal Year of 2022, audited by EY. The Company’s management adjusted the individual and consolidated balance sheets as of December 31, 2021 and 2020, with the purpose of addressing errors/reclassifications and improving certain disclosures in the explanatory notes, as required by CPC 23 – Accounting Policies, Change in Estimates and Error Rectification. More information is available in note 2.7 (page 39) of the Individual and Consolidated Financial Statements.



Services offered

Free Energy

Enables access to the free market, without requiring companies to make any initial investment, and promotes energy consumption management, through energy efficiency with telemetry technology, made available by 2W. Aimed at medium and large companies connected to the medium and high voltage network, with energy bills starting at BRL 50,000.

Wave

Distributed Generation non-loyalty plans, for individuals or companies connected to low voltage, which can provide up to 20% discount on energy tariffs. Solar energy is contracted from generation plants and subscribers receive credits to offset the energy bill charged by the energy distribution company.

Agregga

Specially dedicated to SMEs with expenses between BRL 12,000 and BRL 50,000 on their energy bill, which will be able to migrate to the free market starting in 2024. It offers the same benefits as the Free Energy service for this segment, with specific advantages for this client profile.

Wholesale energy sales

Solution aimed at customers who are already on the energy free market, with higher volume and medium-term contracts (four years or more). This service has a Corporate front, for large organizations in the public and private sectors with a high credit rating, and SMEs, which contributes to a diversified portfolio of counterparties.

Green Energy I-REC

Certifies that the electrical energy consumed by the final clients comes from renewable sources, contributing to reducing GHG (Greenhouse Gases) emissions from companies in Scope 2 (indirect emissions related to the used source of energy), an important factor today, as many of them are making public commitments to Net Zero - to have net zero GHG emissions.



Employees of 2W and outsourced companies in the works at Anemus Park (RN).



Ecobank

Digital corporate account with no monthly fee; ecocash (up-front energy discounts offer, working capital injection for clients, no guarantees needed and without generating further liabilities, debts or changing bank scores); tax efficiency diagnosis; payroll; loans and financing for sustainable projects; invoice installments; carbon offsetting; and customer portal to access financial, sustainability and energy services.

Emissions Diagnosis

Carbon footprint inventory. The inventory of GHG emissions (greenhouse gases) is a document that identifies the sources of emissions, accounting them in Scopes 1 (direct emissions) and 2 (indirect emissions related to energy generation), which have mandatory reporting, and in Scope 3 (indirect emissions), of voluntary reporting, presenting the total emissions in tons of CO₂e over a one-year period. As a result, the company takes the first step towards decarbonization.

ESG Consultancy

Specialized support for implementing the ESG journey in small and medium-sized companies, reputational and brand consultancy, production of greenhouse gas inventory, sustainability training, consultancy to improve energy efficiency.

Jornada ESG

Training immersion in ESG. With 10 hours of content and learning about how to apply environmental, social and governance concepts in practice. It also includes an exclusive certificate from Bureau Veritas, our exclusive partner for developing the course and a global reference for over 50 years in sustainability with large companies.

Descarboniza

Management platform that monitors and adjusts emissions from the supply chain of large companies, aiming at decarbonizing it throughout the journey. A complete portfolio of solutions is also offered to suppliers to reduce the carbon footprint and structure decarbonization goals.

Electric vehicle charging

Practical and intelligent electric vehicle charger, offering totem service solution, accessible in iOS or Android apps, remote monitoring by Power2Go and vehicle charging management.

Mariana Fieri, sustainability manager, participated in the “Brazilian Energy Matrix” panel, held during COP27, in Egypt. This is the most important global discussion on climate change.



Commitments and associations with the participation of 2W Ecobank

2W has made several internal and external commitments that reflect its actions towards sustainable development. Discover some:

Diversity: 40% of headcount held by women – 2W exceeded this target, reaching 51% in December 2022.

Communities: investment of up to 0.5% of generation projects Capex in initiatives focused on the population living around the assets.

UN Global Compact: 2W is a signatory to the Global Compact, committing to the Sustainable Development Goals and Ten Principles of labor, human rights, environment and anti-corruption areas.

Declaration of Climate Justice: 2W's initiative that includes commitments to expanding the clean energy matrix, building new clean generation assets, supporting legal and regulatory initiatives, disseminating and facilitating access to clean energy, working with the supply chain to reduce emissions of greenhouse gases from suppliers and customers, climate awareness actions for interested parties and transparency through reports.

Furthermore, 2W is active in sectoral discussions, being a member of the following institutions:

Brazilian Association of Direct Sales Companies (ABEVD)

Brazilian Association of Public Companies (Abrasca)

Brazilian Energy Association (ABEOLICA)

Brazilian Association of Shopping Centers (Abrasca)

Brazilian Association of Energy Traders (ABRACEEL)

Energy Cogeneration Industry Association (Cogen)





Administrative and People vice-president, **Maurício José Palmieri Orlandi**, at the 2022 Licensing and Socio-Environmental Management for the Electric Sector event (LASE 2022).

Strategy

2W is preparing to be among the main companies focused on migrating new clients to the Energy Free Market, which could be accessed by all consumer units in the coming years, after the approval of the bill currently in debate.

2W Ecobank wants to be, in 2027, one of the largest companies in Brazil migrating clients from the captive market to the energy free market. Its business model is aimed at a segment with a wide growth potential: small and medium-sized companies, public organizations and residential groups in condominiums, connected to high voltage. This category is estimated at almost 180,000 units, which are still in the traditional market due to lack of knowledge, and still pay around 30% more for the energy they consume, without knowing exactly its generation source.

The free market expansion also produces another benefit, the expansion of renewable energy production in the country, reducing greenhouse gas emissions and the impact of this sector on climate change.

By consolidating its operations in this segment, 2W Ecobank emerges as the leader to a third-wave migration to the free market, which will happen with Bill 414/2021, already approved by the Senate and awaiting to be voted by the Federal Chamber of Representatives. This Law, if approved, will allow all energy consumers to access the free market, including residential clients, from 2028 on. This shift adds 87 million potential customers and could inject BRL 210 billion into the economy and generate 642,000 jobs up to 2035.

where are we today

- Energy trader
- Energy generator
- Small, medium and large companies

Where we want to arrive

- Democratize sustainability
- Reach **87 million** consumer units in Brazil



Already preparing to be among the main migration focused companies, 2W launched a series of new services in 2022, which position the company as a provider of sustainability solutions that go way beyond renewable energy. The argument of savings on energy bills is a first step to call the attention of people and small organizations, but the intention is to go further and make this public aware of the importance of looking at sustainability aspects in their daily activities, thinking about the future of the coming generations, and considering them as business and economic drivers in the following years. There is already a growing movement in society, coming from consumers and larger companies, to only interact with sustainable organizations.

New 2W

PUBLIC

- Big companies
- SMEs
- Micro-enterprises
- Individuals

VALUE PROPOSITION

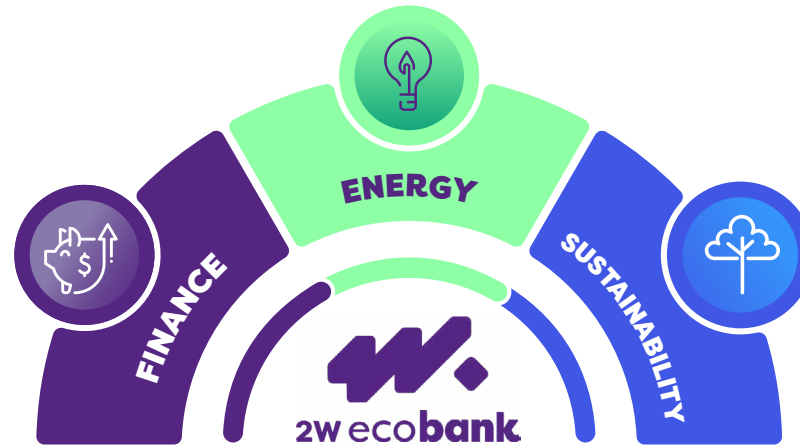
- The platform that simplifies the sustainability journey of your company and its entire supply chain
- The platform that democratizes your company's access to renewable energy with cost reduction and sustainability
- The digital bank that gives access to financial services with sustainable impacts
- The digital bank that takes care of your family and the planet through sustainability

2W wants to democratize this concept, which today is almost exclusively present in the routine of large companies and people most connected to this theme.

Therefore, 2W created, in partnership with a financial sector player, a digital bank, with general financial services and other features linked to sustainability, such as loans, financing and digital accounts for individuals and companies. The initiative is in a Banking as a Service (BaaS) model, in which 2W is responsible for operating the interface platform (front-end), while the partner is responsible for operating the bank (back-end).

Innovation for sustainability

2W looks for innovative solutions that contribute to sustainability and with world's main challenges. Aiming at fostering these discussions, 2W sponsored Greentech Business, an international event that connects sustainable technology startups with decision makers and companies that pursue new ESG solutions. The sustainability manager, Mariana Fieri, made the opening talk. The company also held the 1st Ideation Marathon, to generate ideas for the development of new products and services that generate value for our clients.



Within our new scope of action, 2W also offers consultancy to support clients developing their ESG journey and offers other practical resources, such as totems and online platforms for electricity supply and consumption management, inventory and purchase of carbon credits. All of this, coupled with the clean energy generation and migration services to the free market, integrates a single new brand, 2W Ecobank.

The sale of clean energy continues to be the central point of 2W's business. The rebranding only incorporates other ancillary activities that help the company's core business and does not mean the company's conversion into a bank, but rather

adds financial services to the portfolio in the BaaS model. In this sense, it seeks to improve the client experience, adding value to the commercial relationship. To support these new services, 2W organized a robust structure, consisting of an online platform, which brings together information, solutions and a client relationship portal, humanized and personalized service focused on resolving problems quickly, in addition to providing digital, telephone and in-person channels, ready to assist and offer the best solutions.

During 2022, 2W signed an agreement with Oi SA, which will offer renewable energy, in addition to traditional telephone, internet

and cable TV services. Under the Oi Energia brand, Oi will use its commercial strength and access to customers, while 2W will supply energy and support the migration process to the free market. Other partnerships occurred during the year, seeking to expand the commercial capillarity reach and proximity to small and medium-sized companies, such as with the Industries Federation of the State of Minas Gerais (Fiemg), the Industries Federation of the State of Maranhão (Fiema), the Industries Federation of the State of Ceará (Fiec) and the Brazilian Association of Shopping Centers (Abrasca).

The company, from 2022 onwards, began producing clean energy with Anemus wind farm (RN), which will reach full capacity in the second half of 2023. This is a hybrid project, with plans to install a solar phase, with a 241 MWp full potential. Generation will also be expanded with the operational start of the first phase of Kairós (CE) in the second half of 2023, which is also a hybrid project with future solar capacity. Over the next few years, the market conditions and energy prices will guide new investments in generation.

The report

This is the third Sustainability Report published by 2W, in accordance with the Global Reporting Initiative (GRI) standards, including some indicators from the Sustainability Accounting Standards Board (SASB).

[GRI 2-2](#), [GRI 2-3](#), [GRI 2-29](#), [GRI 3-1](#), [GRI 3-2](#)

- 18 Companies included in the Sustainability Report
- 19 Material Topics



This sustainability report provides consolidated information from all companies that are part of 2W Ecobank, listed on the following page, for the period from January 1, 2022 to December 31, 2022. It is published annually, and this edition was released in September 2023. The document also presents the financial data for the year – 2W publishes its results quarterly, from the first to the fourth quarter of 2022.

It complies with the Global Reporting Initiative (GRI) standards, including some indicators from the Wind Technology & Project Developers notebook of the Sustainability Accounting Standards Board (SASB). The preparation of the report included the involvement of the President of the Board of Directors, the CEO and the executive directors, who participated in interviews and provided the required data for the texts production. It has not been subjected to external verification.

It was based also in the materiality matrix revised in early 2022, which analyzed the material themes of companies in the energy industry, media, SASB sector, Corporate Sustainability Index (ISE) from the B3 Brazilian exchange, Dow Jones Sustainability Indexes (DJSI) and the Principles for Responsible Investment (PRI). It resulted in a compilation of relevant topics, which were submitted to the priority audiences, 184 people, including employees, customers, suppliers, consultants, opinion makers and community representatives. The choice of these stakeholders took into account the level of involvement and potential impact on both sides. 2W also heard the executive directors, interviewed individually and, finally, submitted the preliminary survey to People and ESG's Committee and the Board of Directors. As a result, nine material themes emerged. One of them – risk management – was included by People and ESG's Committee and the Board of Directors, which will be monitored and managed with more emphasis in the coming years.

Kallytia Almeida, social worker, **João Paulo**, councilor of Icapuí (CE), **Adilson Júnior**, environmental coordinator of Kairós Park, and **Roger Reis**, administrative assistant, at the 2W Clean Beach event.



Companies included in the Sustainability Report

GRI 2-2

2W Investments LLC
 Anemus Wind Holding
 Anemus Wind 1
 Anemus Wind 2
 Anemus Wind 3
 Kairós Wind Holding
 Kairós Wind 1 Energia
 Kairós Wind 2 Energia
 Kairós Wind 3 Energia
 Kairós Wind 4 Energia
 Kairós Wind 5 Energia
 Kairós Wind 6 Energia
 2W Varejista
 2W Comercializadora
 North Comercializadora de Energia
 2W Gestora de Clientes
 2W Comercializadora de Gás
 2W Agregga
 Morumbi Gestão de Ativos Ltda

Empresa Paulista de Gestão Patrimonial
 Rio City Gestão Imobiliária Ltda
 Companhia Mineira de Gestão Imobiliária Ltda
 Companhia Catarinense de Gestão Imobiliária Ltda
 Imobiliária Brasiliense Ltda
 Companhia Amazonense de Gestão Imobiliária Ltda
 Empresa paranaense de gestão imobiliária Ltda
 Rio Grande de Gestão de Ativos Imobiliários Ltda
 Camaçari Gestão Patrimonial Ltda
 Empresa Niteroiense Gestão Imobiliária Ltda
 Companhia de Gestão Imobiliária do estado de Pernambuco Ltda
 Anemus Wind Participações SA
 2W Bank
 Lead Energy S.A. (Participation finished on September 1st, 2022)



Material Topics

Climate change

Contribute to reducing emissions of greenhouse gases through expansion of energy availability from renewable sources, as well as raising awareness among consumers – companies and people – about climate change and offering sustainable solutions to help in the decarbonization of organizations.

Biodiversity

Management of impacts caused by operation on the biodiversity of the regions where the renewable energy farms are located.

Energy efficiency

Contribute to increasing energy efficiency through the development of measurement and management tools, customer engagement and expansion of the free energy market.

Health and safety

Maintain a management system for employees' health and safety and efficient service providers, based on awareness, training, monitoring and improvement constant of practices, processes and equipment.

Diversity

Promoting a diverse working environment, guided by racial and gender equity, which involves employees and outsourced people working in operations and consultants.

People development

Implementing policies and practices to stimulate the development of employees and consultants, 2W's greatest assets, seeking to increase qualification, engagement and well-being and promoting a healthy organizational climate for everyone.

Communities

Supporting the development of communities that surround operations, especially those living close to 2W renewable energy power generation assets.

Ethics and Transparency

Creation of control mechanisms, policies, reporting and information channels, governance structures, risk management and other compliance tools to guarantee an ethical and transparent action.

Risk management

Structuring a process and tools that guarantee mapping and control of risks related to other material topics, as well as the business elements.



Questions and suggestions about the Sustainability Report can be sent to sustentabilidade@2wecobank.com.br



Business performance

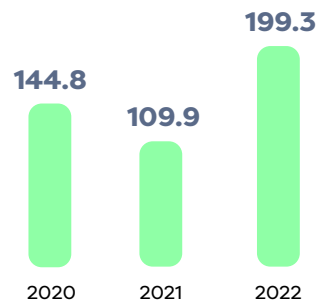
This was the best year in the history of 2W, which showed 235% higher adjusted profit and 348% growth in adjusted EBITDA.

This was a historic year for 2W, with records in both operational and financial goals. The company's gross profit grew 81%, to BRL 199.3 million, and the adjusted net profit, 235%, to BRL 63.7 million. The fair value of energy purchase and sale contracts in the portfolio (MtM) reached BRL 341 million at the end of 2022, a positive variation of BRL 210 million compared to the same period in 2021.

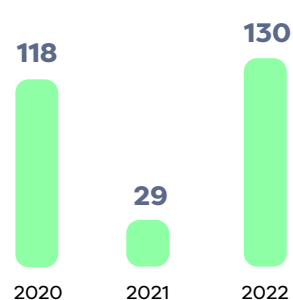
In thousands of BRL

	2022	2021	Variation
Net Revenue	1,225,030	1,232,587	-0.6%
Ex-MtM operating costs	(1,208,915)	(1,280,537)	-5.6%

Gross profit



Adjusted EBITDA



Due to the strong capacity of execution and the generation of operational results by its trading business, the adjusted EBITDA, which disregards non-recurring effects, was of BRL 130 million, compared to BRL 29 million in 2021. The trading business' pro-forma EBITDA, which also does not account for non-recurring effects, and excludes expenses related to projects, reached BRL 141.7 million, compared to BRL 36.3 million in the previous year. During the period, the company had a net revenue of BRL 1.2 billion.

One of the highlights in the year was the beginning of electricity supply with source traceability (I-REC) to 100 branches of Banco do Estado do Rio Grande do Sul (BANRISUL) until December 2031. 2W also won the auction for supplying electric energy, for a period of five years, for six treatment units of the Municipal Water and Sewage Service (SEMAE), with a volume of 49,629 MWh, representing BRL 9.2 million. These actions show the company's concern with democratizing access to renewable energy for all sectors of the economy, including the country's public institutions.

Sales, general and administrative accounting expenses were BRL 91.5 million, a drop of 8% compared to 2021.

Sales, general and administrative expenses (in thousands of BRL)

	2022	2021	Variation
Personnel expenses	(51,337)	(35,646)	44%
Third-party services	(27,146)	(32,966)	-18%
Contribution rates	(3,022)	(935)	223%
Travels	(3,910)	(621)	529%
Depreciation and amortization	(1,918)	(1,171)	64%
Other net income (expenses)	(4,180)	(28,430)	-85%
TOTAL	(91,513)	(99,769)	-8%

As part of the expansion strategy via generation assets, in 2021, 2W issued its first debenture, worth BRL 475 million, considered the largest green debenture on the Brazilian capital market for a renewable energy generation project. It had an innovative format, backed by 119 energy sales contracts, including those for small and medium-sized companies. It obtained an AA risk rating (Fitch Ratings), confirmed in 2022, and Green Debenture certification from Sitawi. The second debenture issuance, worth BRL 400 million due in November 2025, has a clause of convertibility into shares, ceasing to be a financial obligation if the debenture holder exercises their conversion right in the event of a possible liquidity event. 2W Holding has another BRL 64.5 million in liabilities convertible into shares, whose resources were allocated to its expansion. In December 2022, the subscription and payment of the 3rd issuance of simple debentures was completed, of BRL 162 million, classified as a *green bond* by NINT.

To finance the second wind farm, Kairós, 2W signed a long-term financing contract with Banco do Nordeste do Brasil (BNB), worth BRL 422 million at a reduced cost, payment term of 24 years and grace period of two years. For this project, more than BRL 200 million from the 2nd issuance of debentures were also used.

Complete information from the results release is available [here](#).

Environmental

2W is a company that has at its core to contribute with the environment, but it understands that its responsibility to reduce the impact of operations on ecosystems goes further on. Therefore, it operates with an emphasis on the three identified material fronts: climate change, energy efficiency and biodiversity.

- 23 Climate change
- 25 Energy Efficiency
- 26 Biodiversity



Climate change

GRI 3-3, GRI 201-2, GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4

2W Ecobank’s business model contributes to the prevention and mitigation of climate change by encouraging the adoption of clean energy sources and offsetting greenhouse gas (GHG) emissions. The broader energy sector (which includes electricity and fuels) is one of the major factors of increase of Earth’s temperature, and 2W’s positioning in renewable assets contributes positively to a low-carbon economy.

In 2022, 2W avoided the emission of 58,000 tons of CO₂ with the production (Anemus) and sale of cleaner energy (I-REC Certificate and customers operating in the free market in a category that only allows the consumption of green energy). When the Anemus and Kairós wind farms get in full operation, they will help to avoid the emission of 250,525 tons of CO₂ per year.

As a way of improving its performance on this front, 2W launched a Climate Justice Declaration, in which it makes six commitments:

- 1 full focus on projects involving renewable energy sources, investing in the expansion of the clean energy matrix, including through the direct construction of wind and solar farms;
- 2 support for legal and regulatory initiatives that promote sustainability and facilitate the generation of electrical energy from renewable sources and access to them;
- 3 dissemination and access facilitation to electrical energy from sources that promote the reduction of greenhouse gas emissions;
- 4 working with the production chain, seeking to reduce emissions of greenhouse gases by suppliers and clients;
- 5 awareness actions with suppliers, clients and civil society regarding the importance of promoting sustainable energy sources and other sustainability measures, such as Conecta 2W, aimed at raising awareness among employees about the adequate disposal of waste and initiatives for the correct disposal of cells and batteries; and
- 6 transparency measures focused on sustainability, such as the publication of periodic sustainability reports.

In 2021, the first GHG inventory was carried out. After this first effort towards measuring emissions and decarbonization, improvements were made related to data sources, as a result of a maturation process on the topic. Therefore, the year 2022 is now considered as a base year for future comparisons. 2W joined the Brazilian GHG Protocol Program, which adapts the GHG Protocol method to the Brazilian context, developing emissions calculation tools, with the publication of its inventory on the **Public Emissions Registry** platform in August 2023 (referring to the year 2022).

2W’s direct emissions are almost entirely related to the vegetation suppression necessary for the implementation of wind farms. In 2022, the construction of Anemus was completed and works began on Kairós, which impacted this indicator. Despite the need for vegetation suppression (authorized by environmental agencies) for the implementation of the wind farms, 2W has a compensation plan of forest replacement, in which it provides for the planting of seedlings and maintenance of the area for three years.

Direct greenhouse gas emissions (Scope 1) - tCO₂e

GRI 305-1

Sources	Emissions	
	Own	Biogenic
Vegetal suppression	1,434.27	0
Stationary combustion ¹	73.28	6.47
Fugitive Emissions ²	0.038	0
TOTAL	1,507.59	6.47

1. Burning fuel in fixed equipment, such as power generators.

2. Escape of greenhouse gases from equipment, such as air conditioning and fire extinguishers.

Gases included: CO₂, CH₄ e N₂O.

The sources of the emission factors are those present in the GHG Protocol Calculation Tool and the global warming potential (GWP) follows the scope of the Kyoto Protocol, that is, Carbon dioxide (CO₂) – GWP 1, Methane (CH₄) – GWP 28, Nitrous oxide (N₂O) – GWP 265.

Consolidation approach: operational control.

It is based on the GHG Protocol, ISO 14064: 2007 – Greenhouse Gas Management System (ISO) and IPCC Guidelines for National Greenhouse Gas Inventories (IPCC).



Indirect greenhouse gas emissions from energy acquisition (Scope 2)

- tCO₂e

GRI 305-2

Sources	Emissions
Acquisition of electrical energy	9.71
Total	9.71

Gases included: CO₂.

Consolidation approach: operational control.

Sources of emission factors: Carbon dioxide (CO₂) = GWP 1.

It is based on the GHG Protocol, ISO 14064: 2007 – Greenhouse Gas Management System (ISO) and IPCC Guidelines for National Greenhouse Gas Inventories (IPCC).

In relation to indirect emissions (Scope 3), 2W included in its accounting, in 2022, gases generated by mobile combustion, from cars and trucks that burn gasoline and diesel and operate in the implementation of wind farms. This category was the one that had the greatest impact on Scope 3. During the year, there was an increase in fossil fuels consumption, due to the movement of vehicles at the start of Anemus and the works at Kairós from September onwards.

Greenhouse gas emission intensity

GRI 305-4

0.0013 Total emissions*/ MWh sold

*Scopes 1, 2 and 3.
Gases included: CO₂, CH₄ and N₂O.

Other indirect emissions (Scope 3)

- tCO₂e

GRI 305-3

Sources	Emissions	
	Own	Biogenic
Mobile combustion ¹	6,202.42	713.65
Solid waste	146.58	20.83
Effluents generated	8.78	0
Business travel	123.05	0
TOTAL	6,480.84	734.49

1. Burning fuel in mobile equipment, such as vehicles.

Gases included: CO₂, CH₄ e N₂O.

The sources of the emission factors are those present in the GHG Protocol Calculation Tool and the global warming potential (GWP) follows the scope of the Kyoto Protocol.

Standards and methodologies adopted similar to scope 1 (see table note).

Comparison - tCO₂e

Scope	2021*	2022
Scope 1	14.71	1,507.59
Scope 2	10.3	9.71
Scope 3	50.25	6,480.84

*Scope 1 data includes the use of fuel in the Anemus park construction only in November and December. In scope 3, emissions generated by cars and trucks operating in the implementation of wind farms had not been considered.

Risk of climate change in operations

A factor with potential to impact operations is water scarcity, which can increase the cost of energy and affect negotiations. As a mitigation measure, 2W Ecobank has sought to diversify generation sources, reducing dependence on water sources. The construction of the Anemus and Kairós wind farms, as well as the leasing of distributed mini-generation solar energy systems, are part of this strategy.

This form of action also seeks to capture opportunities that arise in a scenario with a need for smaller greenhouse gas emissions, in which customers – small, medium and large companies – tend to seek to consume energy generated by less polluting sources and adapt their operations to a model with low CO₂ emissions. In 2022, the company integrated the product and sustainability areas and worked on developing sustainable solutions for its clients, which help in the transition to a low-carbon economy. In partnership with Bureau Veritas, it created ESG training, which addresses environmental, social and governance criteria and assesses the companies' level of sustainability maturity, helping, at the end of the course, to develop an action plan to create projects and initiatives that work on these themes. Additionally, with BlockC, a consultancy specialized in solutions focused on climate change, 2W prepares the corporate inventory of greenhouse gas emissions. An essential and increasingly requested document, the emissions inventory is the first step for a company that wants to start its decarbonization journey.

Also in 2022, the development of Descarboniza was started, a platform for managing emissions in the value chain (Scope 3), aimed at customers with a high level of sustainability maturity and who wish to quantify, understand and mitigate emissions from their chain in a clear and organized way, in eight simple steps.

Energy Efficiency

GRI 3-3, GRI 302-1, GRI 302-2, GRI 302-3

Energy management is an essential item of 2W Ecobank's business model and is therefore considered a material topic by its related public. The company's impact is mainly related to clients who, with the tools made available, can act more efficiently, using less energy.

One example is the Power Data platform, which allows energy consumption monitoring in real time, making it easier to correct any deviations and to reduce costs. This technology allows to create alarms so that usage anomalies are identified and reported immediately. 2W provides training so that clients can learn about the best practices for measuring and monitoring consumption, as well as opportunities for improvement. During the year, this tool generated a usage reduction of around 200 kW.

2W also works to improve its own operations, encouraging responsible consumption by raising employee awareness and using intelligent equipment, such as automated systems for lighting and air conditioning. In 2022, 2W consumed 96,540 GJ of energy, which represents an increase of 92.37% when compared to the previous year, due to the use of fuels for the construction of the Anemus wind farm and the initial work in Kairós.

Energy consumption inside and outside the organization (GJ)

GRI 302-1, GRI 302-2

Energy consumption (Inside and outside)		
Non-renewable sources	2021	2022
OWN		
Diesel (power generators) - Anemus	0	864
Diesel (power generators) - Kairós	0	85
LPG - Kairós	0	169
TOTAL NON-RENEWABLE	0	1,118
THIRD-PARTY		
Diesel (vehicles) - Anemus	7,010	63,013
Diesel (equipment) - Kairós	0	22,185
Diesel (vehicles) - Kairós	0	76
Gasoline (vehicles) - Anemus	27	8,988
Gasoline (vehicles) - Kairós	0	344
TOTAL NON-RENEWABLE	7,037	94,606
Renewable sources	2021	2022
THIRD-PARTY		
Ethanol (Anemus)	27	0
TOTAL RENEWABLE	27	0

Consumption of other energy		
Non-renewable sources	2021	2022
Electricity (50% stimulated)	302	408
Renewable sources	2021	2022
Electrical energy (office)	0	408

Total energy consumption		
	2021	2022
Non-renewable sources	302	1,526
Renewable sources	0	408
TOTAL	302	1,934

Sale of renewable energy		
	2021	2022
Electricity sold	1,624,104	22,795,222

Diesel and gasoline: from liters to GJ; LPG: m³ to kg to GJ;
Electrical energy: kWh for FJ.

Conversion factor source: National Energy Balance (BEN).

Energy Intensity

GRI 302-3

	2021	2022
Energy intensity rate (absolute energy consumption / MWh sold)	0.0163 GJ/MWh	0.0152 GJ/MWh

Note: Fuel and electricity are the types of energy included in the energy intensity rate, which considers consumption within the organization.

Biodiversity

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

2W Ecobank has invested in energy generation through the construction and operation of the Anemus and Kairós wind farms. The licensing processes for the projects took years to complete, were subject to civil society assessment through public hearings and included an Environmental Impact Study (EIA) and Environmental Impact Report (RIMA).

The company recognizes the potential impacts on biodiversity and, therefore, the wind farms' implementation followed all the established requirements to protect fauna and flora, making biodiversity one of its material themes. 2W has a forest replacement compensation plan, which provides planting of seedlings and maintenance of the area for three years. Additionally, since 2021, it entered a partnership with Black Jaguar, to plant trees. In 2022 alone, 189 seedlings were planted in the Araguaia corridor, totaling 311 trees in two years. This project contributes to the recovery of the Araguaia Corridor, 26,000 km long and 40 km wide, crossing six Brazilian states. Among the benefits of recovering this site, are climate stability, increased biodiversity and water security, by stopping desertification and benefiting rain cycles.

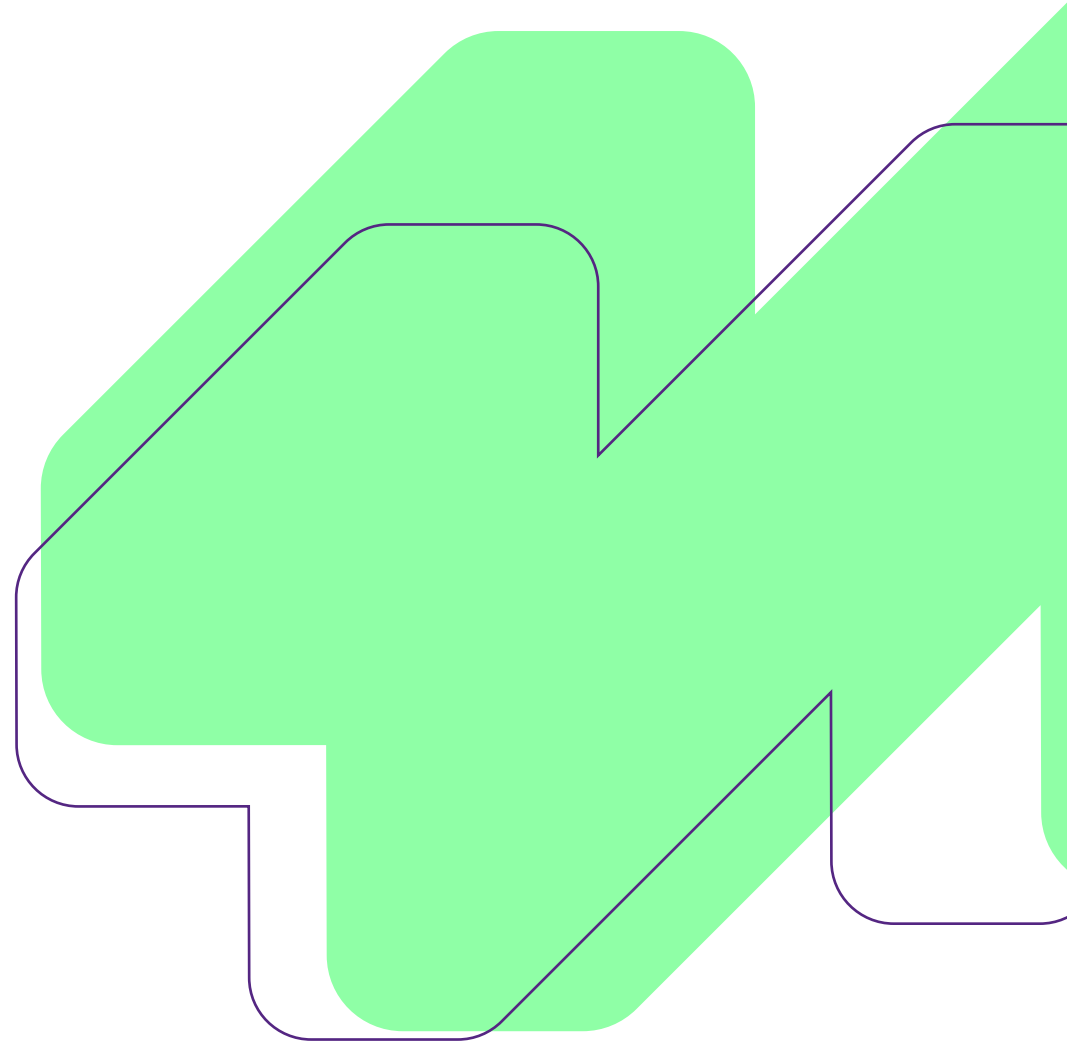


The wind farms are installed in an area occupied by the Caatinga biome. See here the locations and actions taken to preserve biodiversity in each of them.

Anemus wind farm

Occupies 9,316 acres of Queimadas Farm, a leased property between the municipalities of Currais Novos and São Vicente (RN), 50 km from Florêncio Luciano State Park, in Parelhas (RN). It has a Legal Reservation Area of 2,792 acres and a Permanent Preservation Area (APP) of 409.37 acres.

	Directly Affected Area (DAA)	Area of Direct Influence (ADI)	Area of Indirect Influence (All)
About	Occupied by the enterprise and its structures.	Likely to be directly affected by significant impacts (positive or negative) arising from the project.	It may be affected by non-significant and indirect impacts (positive or negative), resulting from the implementation and operation phases of the project.
Area	124.37 acres	6,599 acres	28,347 acres
Native vegetation	89.95% of the DAA, or 111.86 acres, is covered by shrub/arboreal caatinga vegetation. Of this total, 21.97 acres were impacted by human actions (thin caatinga).	Native vegetation occupies 75.65% of the ADI.	The proportion of native vegetation is 69.89% of the All.
Other uses	10.06%, or 12.50 acres, are used for farming, without the existence of water bodies, mesquite tree clusters or urban areas.	Higher percentage of use compared to DAA, especially for agricultural activities, which occupy 18.89% of ADI.	Agricultural land occupies 23.23% of the area.
Permanent Preservation Area (PPA)	It occupies 2.85% of DAA.	Represents 10.52% of ADI.	PPA occupies 8.25% of ADI.





Flora

In the areas of influence of Anemus, the flora is made up of botanical groups characteristic of the caatinga biome. A field survey identified a floristic set of 92 plant taxa belonging to 39 families. *Fabaceae* is the richest family, with 17 species; followed by *Euphorbiaceae*, with 13; *Cactaceae*, with seven; and *Anacardiaceae* and *Malvaceae*, both with five. The five families represent just over half of the total (51.09%). In the study area, nine species have some threat reported. They are:

Family	Species	Local name	Reference
Cactaceae	<i>Cereus jamacaru</i> DC	cardeiro	CITES II
Cactaceae	<i>Melocactus zehntneri</i> (Britton & Rose) Luetzelb	coroa-de-frade	CITES II
Cactaceae	<i>Pilosocereus chrysotheles</i> (Vaupel) Byles & G.D. Rowley	facheiro	CITES II
Cactaceae	<i>Pilosocereus pachycladus</i> F. Ritter	facheiro	CITES II
Cactaceae	<i>Tacinga inamoena</i> (K. Schum.) N.P. Taylor & Stuppy	quipá	CITES II
Cactaceae	<i>Tacinga inamoena</i> (Britton & Rose) N.P. Taylor & Stuppy	quipá	CITES II
Cactaceae	<i>Xiquexique gounellei</i> (F.A.C. Weber) Lavor & Calvente	xique-xique	CITES II
Fabaceae	<i>Anadenanthera colubrina</i> (Vell.)Brenan	angico-brabo	IUCN
Fabaceae	<i>Apuleia leiocarpa</i> (Vogel) J.F. Macbr.	amarelinho	MMA - BR nº 443/2014 Vulnerable

In 2022, the company put into practice the Flora Rescue Program, aiming to minimize impacts arising from the loss of native vegetation areas. Flora rescue involves the collection of seeds, seedlings, and vegetal adult individuals, in addition to the appropriate disposal of organic residues and surface soil resulting from plant suppression. With 2,595 endemic, rare and endangered species rescued before plant suppression began, the post-transplant survival rate was above 98%.

Fauna

In the caatinga biome, the occurrence of 56 species of amphibians, 119 of reptiles, 510 of birds and 156 of mammals is mentioned, with 10 of mammals considered endemic. The analysis of primary animal data did not identify any species included on the international (IUCN, 2020) or national (ICMBio, 2018) extinction list. The *Leopardus tigrinus* species is endangered in Brazil and considered vulnerable by the IUCN. The *Puma Yagouaroundi*, *Puma Concolor* and *Kerodon Rupestris* species are considered vulnerable in Brazil, while *Cebus Flavius* is considered endangered.

About negative impacts, there is a chance of accidents with birds. Some species are more likely to suffer accidents than others, and the influencing factors can be environmental, landscape or even related to birds' shape and behavior features. The risk for the species *Buteo Brachyurus* (short-tailed hawk), *Cathartes Burrovianus* (yellow-headed vulture), *Cathartes Aura* (red-headed vulture) and *Coragyps Atratus* (common vulture) stands out, mainly depending on the height their flight level. The implementation of the project

required studies of migratory bird routes so that the towers could be installed outside those routes, reducing the likelihood of collisions.

In 2022, two programs aimed at the local fauna took place:

Bird and Terrestrial Fauna Monitoring Program:

carried out quarterly with the aim of preventing and mitigating any environmental impacts that the implementation works may cause in the project's area of influence. Species recorded by group: 70 of herpetofauna, 305 of avifauna, 33 of mammalian fauna (3 threatened) and 53 of chiropterofauna (1 threatened).

Fauna Scaring and Rescuing Program:

carried out monthly with aiming at monitoring suppression activities during the wind farms implementation to identify and rescue any threatened animal. 42 animals were rescued in January, 35 in February, 64 in March, 39 in April, 49 in May, 15 in June, 18 in July, 3 in August and 14 in September, being released in safe places.

Anemus Environmental Programs

Discover the initiatives developed in 2022:

Environmental Management Program: carrying out of works and 127 inspections to verify the programs execution.

Solid Waste Monitoring Program: correctly allocated 100% of the waste generated and trained 118 construction workers in waste management.

Liquid and Oily Effluent Monitoring Program: sent 100% of the volume of effluent generated for treatment and carried out 116 monitoring campaigns.

Particulate Control and Atmospheric Emissions Monitoring Program: included wetting of access roads and measuring black smoke emissions from vehicles.

Environmental Education and Social Communication Program: carried out monthly campaigns with the internal public (employees) and quarterly with the external public (population, local public and private agents).

Erosive Processes Control and Monitoring Program: covered access roads.

Control and Monitoring Program for the Stormwater Drainage System: drainage system implemented on the embankments and accesses to the park, in addition to improvements to the roads.

Protection and monitoring program for water bodies: carrying out collections for analysis.

Vegetation Cover Suppression Program: carried out with the support of biologists, it began in December 2021, ending in October 2022. Only 139.17 acres were removed, less than 1/4 of the total area authorized by the environmental agency (583,17 acres).

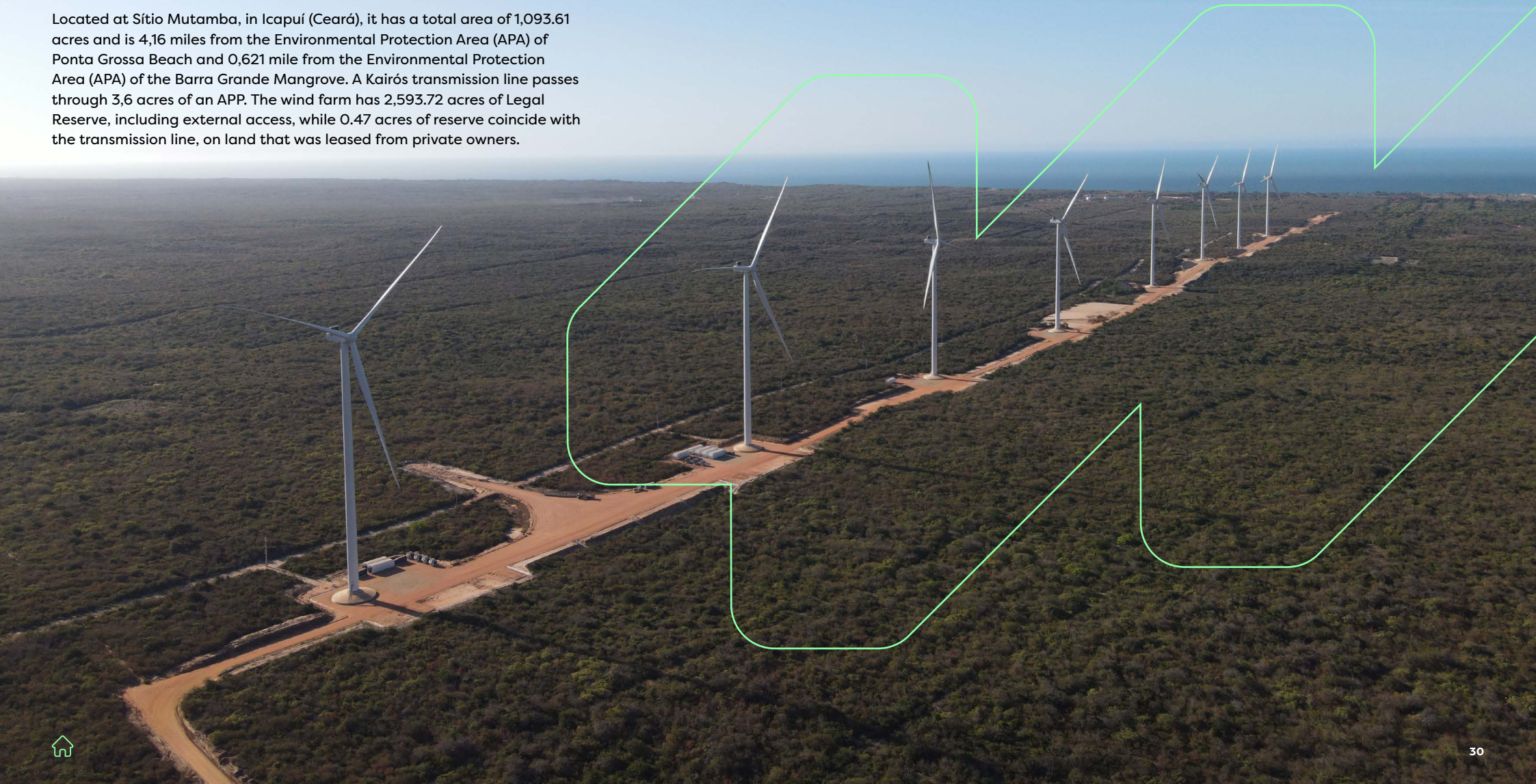
Municipality Support and Urban Equipment Monitoring Program: monitoring was carried out with four secretariats of the affected municipalities.

Environmental Compensation Program: the compensatory measure process is open.

Degraded Areas Recovery Program: will begin after the demobilization of areas that have suffered degradation.

Kairós Wind Farm

Located at Sítio Mutamba, in Icapuí (Ceará), it has a total area of 1,093.61 acres and is 4,16 miles from the Environmental Protection Area (APA) of Ponta Grossa Beach and 0,621 mile from the Environmental Protection Area (APA) of the Barra Grande Mangrove. A Kairós transmission line passes through 3,6 acres of an APP. The wind farm has 2,593.72 acres of Legal Reserve, including external access, while 0.47 acres of reserve coincide with the transmission line, on land that was leased from private owners.



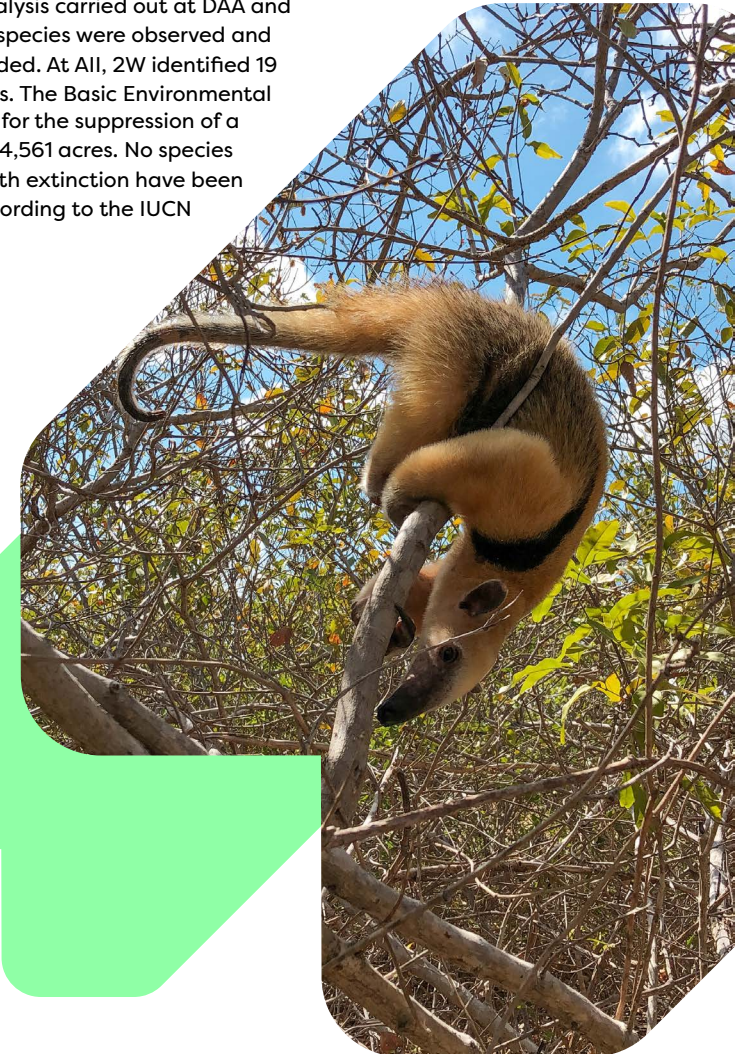
	Directly Affected Area (DAA)	Area of Direct Influence (ADI)	Area of Indirect Influence (All)
Extension	Total length of 13,67 miles and occupied area of 217,16 acres.	Defined within a 1,000-yard radius around the DAA, generating an area of 11,720 acres.	Composed of the municipality of Icapuí (CE) and part of the Baixo Jaguaribe Hydrographic Basin.
Native vegetation	Includes the ecosystem of the Coastal Tableland Complex, formed by species of pre-coastal tableland forest, caatinga, cerrados, and cerradões. The long occupation by man caused the suppression of native vegetation in the region and the insertion of permanent crops.	Similar to DAA.	Presents a vegetation complex of tableland, mangroves, riparian woods, marine terraces, and semi-fixed dune vegetation. The table complex encompasses the largest area of vegetation and is made up of species from woods, caatinga, savannas, and cerradões. Within the All there is a Barra Grande Mangrove APA composed of mangrove vegetation.
Other uses	In agricultural areas, coconut, cashew, corn, beans, and cassava are grown.	Similar to DAA.	Not applicable.

The Kairós Environmental Impact Study (EIS) identified 25 environmental impacts in the implementation phase of the project, most of them positive, such as topographic survey, geotechnical and hydrogeological studies to identify the area, in addition to the area's wind characterization and archaeological study, increasing knowledge about the local and providing economic feasibility and reliability studies for the project. Among the negative impacts are the vibration noise and gases emissions that can scare away fauna. In the installation phase, 39 positive and negative impacts are mapped. The main positive impact is the hiring of contractors and workers, assuring income for hundreds of people in the region. On the other hand, the main negative aspects are the suppression of vegetation, erosion processes, the alteration of the original relief by opening access roads, the release of dust and emission of noises, which will be mitigated through the development and monitoring of environmental programs. During the wind farm's operation phase, 18 environmental impacts are expected, the main one being the noise emission by the wind turbines, which influences bird and bat cycles.



Flora

During the analysis carried out at DAA and ADI, 80 plant species were observed and 40 were recorded. At All, 2W identified 19 floristic species. The Basic Environmental Plan provided for the suppression of a total area of 74,561 acres. No species threatened with extinction have been identified, according to the IUCN Red List.



Fauna

Around 130 species were registered in the DAA and ADI, including amphibians, reptiles, birds, and mammals, with the greatest diversity occurring among birds, with 82 species, reaching 63% of the total. The study identified seven species with a national threat level (MMA 2014):

Fauna	Species	Local name	Classification
Avifauna	<i>Calidris pusilla</i> (Linnaeus, 1766)	Maçarico-rasteirinho	Threatened
Avifauna	<i>Charadrius wilsonia</i> (Ord, 1814)	Batuíra-bicuda	Threatened
Avifauna	<i>Sterna dougallii</i> (Montagu, 1813)	Trinta-réis-róseo	Threatened
Avifauna	<i>Calidris canutus</i> (Linnaeus, 1758)	Maçarico-de-papo-vermelho	Threatened
Avifauna	<i>Limnodromus griséus</i> (Gmelin, 1789)	Maçarico-de-costas-brancas	Threatened
Mastofauna	<i>Leopardus tigrinus</i>	Gato-do-mato-pequeno	In danger
Mastofauna	<i>Puma yagouarondi</i>	Gato-mourisco	Vulnerable

Environmental Programs planned for Kairós

- Water Quality Monitoring Plan
- Soil Quality Monitoring Plan
- Noise and Vibration Level Monitoring Program
- Degraded Areas Recovery Program
- Environmental Education Program
- Environmental Audit Program
- Risk Management Program
- Emergency Action Plan
- Communication Plan for Surrounding Communities
- Health Program for Surrounding Populations
- Solid Waste Management Plan
- Rational Deforestation Plan
- Rescue Program for Archaeological, Cultural and Historical Heritage Finds
- Landscape Conservation Plan
- Fauna Monitoring Program
- Plan for Possible Deactivation of the Enterprise

Social

2W impacts society because it offers clean energy at a more affordable price. It also generates decent and safe jobs, direct and indirect, and income for thousands of consultants throughout Brazil, always attentive to the development of the communities that live around its operations.

- 34 People
- 40 Health and Safety
- 44 Communities



People

GRI 2-7, GRI 2-8, GRI 2-19, GRI 2-21, GRI 2-29, GRI 3-3, GRI 202-1, GRI 401-3, GRI 404-1, GRI 404-2, GRI 404-3, GRI 405-1, GRI 405-2

GRI 2-7 and GRI 405-1 Employees

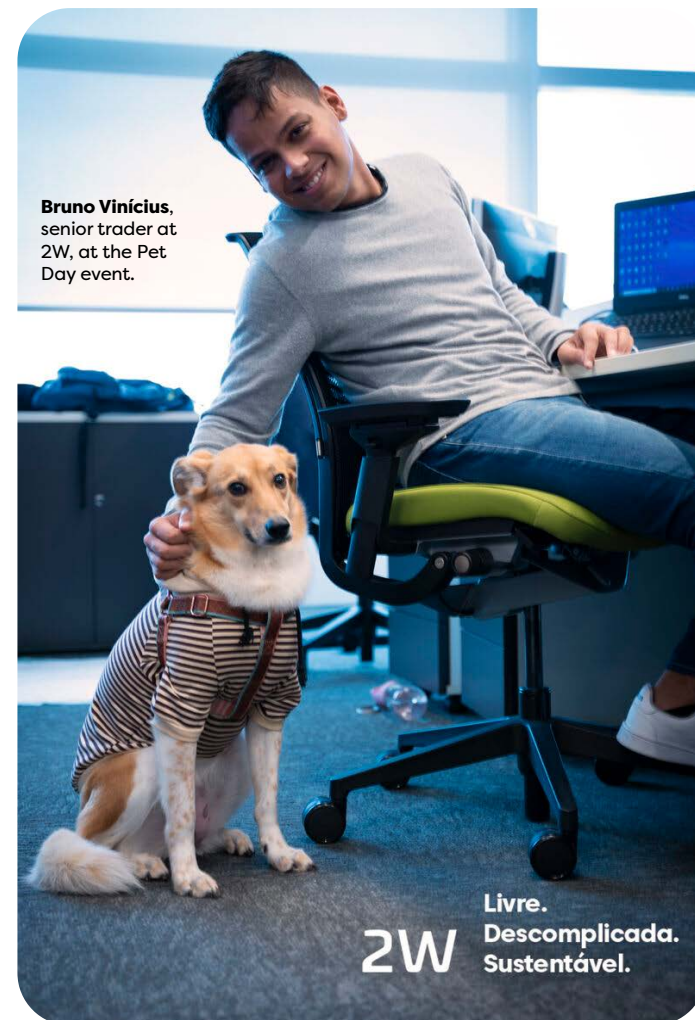
Employees

2W Ecobank's people management process has been evolving every year, with the structuring of specific HR policies, initiatives, and benefits. The company ended the period with 159 employees, an increase of 10% over 2021, reflecting its growth in the market. In 2022, 121 people were hired, and turnover was 70% in the reported period. Additionally, in December 2022, it reached the milestone of 51% female employees, exceeding the target of 40% and reflecting an egalitarian and gender-diverse environment.

Function	2022					2021				
	Gender		Age range			Gender		Age range		
	Man	Woman	Below 30	From 30 to 50	Over 50	Man	Woman	Below 30	From 30 to 50	Over 50
Executive Board	11	0	0	10	1	10	0	0	10	0
Management	16	11	2	22	3	16	8	3	17	4
Experts	9	13	2	20	0	7	4	3	8	0
Coordination	2	5	1	6	0	2	3	0	5	0
Sales executive	15	10	5	19	1	14	7	6	13	2
Senior Analyst	5	6	1	10	0	4	8	1	11	0
Full analyst	9	15	13	11	0	8	7	9	6	0
Junior analyst	6	9	7	8	0	16	12	20	8	0
Assistant	2	6	0	8	0	3	4	2	1	1
Trainee	0	0	0	0	0	0	5	6	2	0
Intern	2	5	7	0	0	4	3	6	1	0
Young apprentice	1	1	2	0	0	0	0	0	0	0
Total by category	78	81	40	114	5	84	61	56	82	7
TOTAL	159					145				

Employee data are collected from the people management system, which gathers all registered professionals.

2W does not have temporary employees, without guarantee of working hours. No breakdown by region was presented, as almost 100% of the team are in São Paulo.



Work environment

During the period, for the third year in a row, 2W received the Great Place to Work (GPTW) Certificate. Such recognition is obtained by conducting a survey with employees, who evaluate the working conditions and environment. 126 people participated (79% of those eligible), and the company achieved a satisfaction rating of 76.

Considering the five dimensions of GPTW, the survey indicated camaraderie (fellowship in the work environment) and credibility (reliability in managers) as strengths. On the other hand, the item with the lowest score was respect. An action plan has already been developed and is underway to improve practices and the work environment.

To contribute to people's well-being, 2W offers several benefits, such as meal and/or food vouchers, health and dental plans paid entirely by the company, life insurance, telemedicine, and day off on birthdays. Employees also have access to Gympass, a network made up of thousands of fitness clubs and studios. The Energize Program was also created, consisting of workplace gymnastics, quick massages twice a week, physical assessment, nutritional support, biannual events to encourage physical activity, among other benefits.

Every day, at the office, the company offers breakfast/snacks to employees, with fruits, coconut water, juices, cookies, and cakes. In 2022, the company replaced the traditional meal voucher with the CAJU card, which allows workers to use part of the value to pay for expenses such as fuel, bills, grocery, among others.

To increase engagement, there is a monthly meeting between all 2W employees and the CEO, Claudio Ribeiro, and other executive board members. "Energy with the President" keeps employees updated with the company's main information, highlighting achievements and raising questions for open debate and reflection.



Changing habits for a better world

In June 2022, 2W launched the Sustainable Look campaign, to promote sustainability and introduce new habits into the employees' routine. An important initiative was to raise awareness among the team about the effects of plastic consumption on the planet and the substitution of disposable cups for reusable ones. As a result, in six months the company stopped using 80,100 disposable cups or 593 lbs. of plastic, which if stacked would form a 2,365-foot tower, equivalent to 2.4 times the size of the Eiffel Tower. The Sustainable Look campaign also addressed other themes, with the aim of generating reflection on the impact of humans on the environment.

Guilherme Dias de Souza, Camila Saori Nishioka and Henrique Borges Michelin da Silva, 2W Ecobank employees.

Developing people

2W Ecobank offers several training programs for employees. When joining the company, the professional goes through an integration process, in which the company, business model, organizational chart and product portfolio are exposed. Next, new employees receive access to the 2W Academy Platform, where they undergo training in Compliance, Governance and Code of Conduct, mandatory steps for the entire team.

The company also has the Gamefic online platform, which provides content about the energy and sustainability market. The space registered 1,100 views in the year. 2W also promoted courses on agile mentality, Excel and provided financial support to employees to obtain the Energy Market Operator Certification – a exam that certifies knowledge about the sector’s rules, applicable legislation and operations in the Electric Energy Trading Chamber.

The leaders were able to join the Energy Leaders program, which aimed to develop behavioral skills, contributing to the improvement of managerial aspects of middle and senior management. The initiative had 41 participants and was composed of eight modules conducted by external consulting.

2W practices a Partnership Policy, in which employees can become partners. The 24 partners took part in two meetings during the year, to reinforce the company’s vision, values and strategy.

In 2022, the company recorded 700 hours of training, which represent an average of 5 hours per person/year.

Training is related to the Individual Development Program (PDI), which indicates the positive points and improvement necessary for internal growth. PDI follows the Nine Box methodology, which analyzes performance and future potential, and is based on a 180-degree individual performance assessment (self-assessment, assessment of the leadership and assessment by the leadership), which covers 100% of people with more than three months of admission. This evaluation takes place every six months, in February and September, and is related to a bonus payment. Participation takes place through an online platform, Feedz, also used for organizational environment research. In this space, employees can monitor their progress and have access to information about structured goals for the company’s teams and activities, such as Energy with the President, a monthly meeting.



2W Ecobank employees at Lean Inception about the brand transition.

Employees who receive regular performance and career development reviews

GRI 404-3



BY FUNCTIONAL CATEGORY

OFFICE	NUMBER
Director	11
Manager	27
Coordinator	6
Intern	4
Other employees	96

Remuneration

2W Ecobank's Compensation Policy aligns the interests of employees with the company's strategy, contributing to employee motivation and the attraction and retention of talents. Moreover, it serves as a support and management instrument in team decision-making. Transparency and best remuneration practices are strictly followed (see more information in [Assessment and Remuneration Policies](#) and in the [Reference Form](#)).

The job and salary plan has four categories, which provide clarity about the chances for vertical growth: graduate/support, professional, manager/expert, and adviser/strategist. Each category is made up of groups A (newcomer), B (experienced) and C (masters the level and is ready for the next level), indicating horizontal evolution. Furthermore, team members with good performance can become partners, within the Partnership model. In December 2022, there were 24 partners.

GRI 2-21 Ratio of total remuneration of the highest paid person to the average total remuneration of other employees: 5 x more

The fixed payment can be reviewed annually, at the discretion of the Board of Directors, and is linked to the semi-annual performance evaluation, an instrument that defines salary adjustments or promotions, which can vary from 5% to 20%. In this way, increases in remuneration are not linked to positions or salary levels, but rather to performance. The variable bonus is directly related to the results and medium and long-term goals.

Ratio of the lowest wage to local minimum wage

GRI 202-1

BRL 1,800

Lowest wage at 2W (female)

BRL 2,300

Lowest wage at 2W (male)

BRL 1,320

Regional minimum wage



Diversity

2W has a [Human Rights Policy](#), aimed at shareholders, directors, administrators, members of the Board and Committees, employees, energy consultants, representatives, agents, and suppliers. Their premises include diversity, non-discrimination and equal opportunities. The document reinforces the non-tolerance of any type of discriminatory practice and harassment and the principle of equal pay for work of equal value.

The company ended the year with more women than men on its team. In 2022, women represented 51% of the total staff. In leadership positions, starting from coordination, their participation was 43%.

A mostly feminine team

51%

women - in all roles

43%

women - leaders

In order to expand the presence of minority groups in the company, in 2021 2W created a trainee program focused on diversity, which was completed in 2022, with the hiring of 2 professionals. The initiative worked on topics such as leadership, emotional intelligence, behavioral profiles, 360-degree feedback, prioritization and delegation, trust relationships and leader coaching, promoting knowledge and training participants to develop their work in the company.

The Young Apprentice program was also completed and all four participants were hired. With this initiative, 2W promoted the social and professional inclusion of young people, enabling the group to begin their professional journey, bringing positive impacts to society. 2W also promoted training with an emphasis on LGBTQIA+ people and a lecture in partnership with the Government of the State of São Paulo on inclusive work, with emphasis on people with disabilities.

Women's salary over men's salary

GRI 405-2

FUNCTION	PROPORTION
Executive Board	Only men
Management	0.910
Experts	0.925
Coordination	1.711
Sales executive	0.958
Senior analyst	0.794
Full analyst	1.000
Junior analyst	0.847
Assistant	0.859
Intern	1.000
Young apprentice	1.000
Total	0.988

Almost all employees work at the headquarters in São Paulo.



Daniilo Lima,
Marketing director.

Maternity and paternity leave

2W goes beyond the legal requirements in this aspect, as it has joined the Citizen Company program, extending the period of maternity leave to 180 days (compared to the 120 provided by law) and paternity leave to 20 days (the legislation determines 5 days).

Maternity/paternity leave

GRI 401-3

PATERNITY LEAVE	
Employees who took leave	3
Employees who returned to work after leave	3
Employees who returned and remained employed 12 months after	3
Return to work and job retention rates	100%
MATERNITY LEAVE	
Employees who took maternity leave	2
Employees who returned to work after leave	Still on leave
Employees who returned and remained employed 12 months later	0
Return to work and job retention rates from maternity leave	Does not apply, as they are still on leave

*Female employees who left in 2022 returned in 2023. And one female employee who returned in 2022 left the company before completing 12 months.

Energy consultants

2W Ecobank is made up of energy consultants and independent agents paid according to their performance in prospecting new clients. These professionals are originators, that is, they make the first contact with companies with potential to migrate to the energy free market, explaining the financial and environmental benefits of the shift to using renewable energy. Subsequently, a team of experts from 2W dedicates to close the deal. In 2022, the unique requirement to become a consultant was to be registered with the State Regional Council (Core), which qualifies people to perform commercial representation activities. Consultants receive and sign the Code of Conduct, becoming aware of 2W Ecobank's fundamental ethical values for promoting good internal and external relationships and preserving the company's credibility.

This model is structured in a bi-level format, made up of consultants and expansion executives who have the role of supporting and managing the group under their coordination. These leaders are located in all five regions of Brazil. There are also two categories of consultants, Autonomous and Premium, who indicate the evolution within 2W's sales structure. In 2022, the company had 2,158 consultants. When starting to work as a consultant, each person receives a welcome kit consisting of a corporate email, t-shirt, backpack, among other items.

The consultants are part of "2W e VC", launched in 2022 and which has become the largest sales platform in the Brazilian energy market. This program is made up of a series of engagement initiatives, such as weekly marketing actions, monthly incentive campaigns and rewards in cash,



Bruno Rodrigues da Silva,
Service coordinator, visiting
Cerâmica Forte Telhas.

electronics, and services. These bonuses together totaled BRL 1 million in 2022.

Professionals have access to various training courses, with content that addresses questions about the product, the market, sustainability, among other topics. There is an initial training aimed at new consultants, which takes place every Monday, lasting two hours a week, as well as recurring training available on the Sales Portal. The consultants also participated in weekly sales and leadership coaching sessions and “2W Responde”, a periodic meeting to clarify doubts. In 2022, there were 119 hours of training.

Energy consultants by region and gender

GRI 2-8

REGION		WOMEN*	MEN*
North	6%	1%	5%
North East	19%	2%	10%
Midwest	10%	4%	20%
South	18%	2%	11%
Southeast	47%	7%	31%

*93% declared their gender.



Health and Safety

GRI 3-3, GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-8, GRI 403-9, GRI 403-10, SASB RR-WT-320a.1

Due to the construction and operation of wind farms, the topic of Health and Safety for employees and third parties working on the sites is among 2W's material topics. This kind of project, due to its complexity, presents risks to people involved and, therefore, the company treats it with great responsibility and seriousness. As a result of this attitude, accidents with serious consequences and fatalities have never been recorded.

2W has implemented a health and safety management system, which follows the legislation of the Ministry of Labor. So, it developed and put into operation the Occupational Health Medical Control Program (PCMSO), the Risk Management Program (PGR) and the Environmental Risk Prevention Program (PPRA). The policies and procedures were structured in accordance with the following legislation and standards:

- Law 6,514, of December 22, 1977, which amends Chapter V of Title II of the CLT, relating to Occupational Safety and Medicine.

- Ordinance 3,214, of August 8, 1978 (MT), which approves, based on the economic sector and number of employees, the dimensioning of the Internal Accident Prevention Commission (CIPA). This dimensioning must be carried out in accordance with Tables I, II and III of NR-5, defined by Ordinance No. 08, of February 23, 1999.

- Collective Protection Equipment – EPC's (NR 10; NR 12; NR 35; NR 18).

- Personal Protective Equipment – PPE (NR 6; NR 9; NR 10; NR 35).

- Excavations (NR 18).

- Transport and Unloading of Materials (NR 18).

- Safety signage (NR 18; NR 26).

- Activities on machines and equipment (NR 12; NR 18; NR 35).

- Assembly and launch (NR 35).

- Ergonomics (NR 17; NR 18; NR 09).
- Sanitary Conditions (NR 24).
- Emergency procedures (NR 18; NR 35).
- Emergency Response Plan (NBR 15219).

The programs that make up the System are updated annually and cover 100% of employees and third parties who work in the operations. Almost all 2W's employees are based in the office in São Paulo and carry out administrative activities. In the projects, there are five collaborators in Anemus and eleven in Kairós. Modifications in the system take place with employees hearing.

At the same time, in December 2022, there were another 813 people in Anemus and 309 in Kairós, hired by companies responsible for civil works and electromechanical services (known as EPCists, an acronym for Engineering, Procurement and Construction), such as WEG and Vestas. These outsourced companies have their own health and safety systems, supported and led by a team of safety technicians, doctors, nurses, assistants and first responders. They

have investigation and reporting procedures for each work incident, which also indicates improvements to avoid similar situations in the future and prepare dangerous and unhealthy reports (LIP). Hazards are reported by employees according to specific flows, determined by each contractor. There are also quantitative and qualitative assessments of the risks and hazards to which people are exposed, called Preliminary Risk Analyses (APRs). This information is standardized monthly in the safety reports presented by suppliers, which also contain a description of actions carried out, such as campaigns and simulations, in accordance with the 2W Health and Safety System.

Although companies have autonomy to use their own systems, there are common initiatives shared by everyone, aiming at reducing the risk of accidents. Daily Safety, Environment and Health Dialogues (DDSMS) are held at Anemus Wind, a space to discuss risks and opportunities for improvement and for workers to express themselves, including exercising their right to refuse any activity, if they do not feel comfortable with it. 2W encourages and supports this conduct and is

based on the concept of serious and imminent risk, which appears in NR3, of MTE Ministerial Ordinance No. 3,214/1978. In addition, there are Internal Accident Prevention Committees (CIPA), groups formed by representatives from each company, whose purpose is to discuss risks, mitigation actions, programs, and initiatives. In 2022 there were 18 meetings in Anemus and five in Kairós. The anonymous reporting channel is also one of the tools for reporting inadequate working conditions, and during the year there were no complaints.

Also, to mitigate risks, advisory communications are issued monthly with safety tips and guidelines, and in the wind farms there is a mandatory use of PPE, signaling, such as boards and banners, and physical barriers, such as nets and wooden walls.

In 2022, the hazard analysis identified the following risks and dangers: falls, collisions, falling materials and loads, compression of lower and upper limbs, poisonous animals, being run over, breaking cables, straps and accessories, lightning strikes, collisions in structures, belt rupture and collision of muck truck with structures,



Emanuella Carneiro, Occupational Safety technician, providing training for construction employees.

respirable dust, infectious diseases (Covid 19), friction, abrasion, drilling and cutting, fire and explosion. It is important to highlight that the identified risks did not generate accidents, thanks to the continuous monitoring work and elaboration of action plans to minimize occurrences.

In Anemus and Kairós, hazards are mitigated by the Specialized

Service in Occupational Safety and Medicine (SESMT), which manages risk inventories, monitors the implementation of the Risk Management Program, implements prevention measures, prepares work plans and monitors goals, indicators and results. Within the structure, it has technical responsibility for the area and is in permanent contact with the



2W employees visiting Anemus Park (RN).

CIPAs, leads the implementation of worker orientation and awareness initiatives, proposes the suspension of activities, when needed, conducts and monitors accident investigations and shares information with the team to prevent workplace illnesses and accidents. SESMT also participates in the development of the Occupational Health Medical Control Program, composed by an occupational physician, an occupational safety engineer, an occupational safety technician and a technical assistant in occupational nursing.

Incidents and accidents are initially investigated by the opening of a Work Accident Investigation Report (RIA). Then, the information collected in the field is stratified leading to a prior analysis of the occurrence and its direct cause, the root cause and the conclusion. This process gives rise to the action and prevention plan.

An essential front in health and safety is training, some mandatory by law and others on a voluntary basis. In 2022, training focused on: safety procedures when working at heights; confined space; NR-06 (PPE); APR; security ITS; importance of the checklist on machines and equipment; NR-18; EPC; chemical product inspection form

(FISPO); care with hands; security integration; rescue simulation; NR-12 safety in machines and equipment; hearing protection; first aid; fire brigade; waste management and cleaning; roads and access to the wind farm; behavioral deviations on work fronts; NR-11 (Safe Movement of Cargo); incidents and accidents; secure blocking of roads and access to the park; risks included in the Preliminary Risk Analysis; incident and accident communication and animal rescue; importance of body hydration at work; unsafe condition and unsafe act; risk of accidents with venomous animals; safety for eye protection; Risk Management Program; Occupational Health Medical Control Program; insecure action; care in activities with energized equipment; electrical installation procedure, Emergency Response Plan; firefighting; garbage selection; generator insulation; fire extinguisher readiness, mitigation kit, grounding rod; record of non-conformities relating to the area of experience; attention to hidden risks; guidance on PTA; training and correct use of equipment; organization and cleaning. During the year, 20,503 hours of training were recorded in Anemus (25 hours per person) and in Kairós, 3,790 hours, which represents an average of 13 hours per person.

Work Accidents

GRI 403-9

EMPLOYEES	NUMBER	INDEX
Deaths	0	0
With serious consequences	0	0
With mandatory communication	13*	7.6

*The main types of accidents involved hands
Hours worked: 1,705,864
Calculation basis: 1,000,000 hours

OTHER WORKERS	NUMBER	INDEX
Deaths	0	0
With serious consequences	0	0
With mandatory communication	16	11.2

Hours worked: 1,424,498
Calculation basis: 1,000,000 hours

In relation to the health of employees and third parties, this issue is also managed within the Specialized Service for Occupational Safety and Medicine (SESMT), which includes health and well-being campaigns. During the year, the following campaigns were held in Anemus: hand care, as this part of the body was the most affected by accidents in 2022; against smoking; Yellow September, addressing mental health; and Blue November, warning about prostate cancer. At the office in São Paulo, there were campaigns devoted to vaccination against influenza, Yellow September, Pink October, breast cancer awareness, and Blue November. In Kairós, the Yellow September, Pink October, Barra Grande Beach Cleaning, Blue November and Red December (HIV awareness) campaigns took place, in addition to several other cultural and sporting activities.

The occupational health of employees and people working on construction sites is monitored periodically. Annually, there is an assessment following the PCMSO.

At Anemus, workers have access to the on-site outpatient service,

consisting of an ambulance, nursing technicians, an occupational doctor, and a first-aid driver. In the case of a health problem, the employee is taken by the ambulance to the site's medical center for an initial assessment. Depending on their condition, the person is directed to the nearest health service, such as hospitals, medical clinics or health centers. Kairós offers medical care in urgent and emergency cases, as well as medical consultations. Specialist services are directed to other facilities on each case.

The main health risks at work for administrative employees, most of whom are located in the office in São Paulo (SP), were ergonomic issues that can lead to injuries, fatigue, and poor blood circulation; biological, as a result of contact with biological agents; accidents, causing injuries and fractures; and handling household cleaners, capable of causing dermatitis and irritation. In Anemus and Kairós, the health hazards were related to the supply of machinery and equipment with fuel, the commissioning of wind turbines by WEG employees, with residual time of exposure to high voltage energy, health problems

caused by noise and burn injuries due to sun exposure.

During the year, there were no records of occupational illnesses among employees or third parties.

The company is attentive to the overall health of its employees and offers several benefits to contribute to people's well-being, such as a prepaid card to be used for meals and to cover other expenses defined by the employee, fully paid health and dental plans by the company, Gympass, life insurance, telemedicine, day off on birthdays, and snacks and drinks at the office in São Paulo. In 2022, 2W also offered the Energize Program, with initiatives such as workplace gymnastics, quick massages twice a week, physical assessment, nutritionist support, semi-annual events to encourage physical activities, among other benefits. During the period, mass vaccination against influenza took place, which benefited 68% of the team during the campaign's two days.



2W employees during the Daily Safety Dialogues.



Communities

GRI 2-29, GRI 3-3, GRI 201-1, GRI 203-1, GRI 203-2, GRI 413-1, GRI 413-2, SASB RR-WT-410a.2

The management of impacts on communities located around wind farms is an extremely relevant topic for 2W. In 2022, the Anemus project began operating in Currais Novos, a small municipality in Rio Grande do Norte, with social and infrastructure challenges. During the year, the company allocated BRL 765,000 to the community near Anemus and BRL 119,000 to Kairós, which is close to the wind farm coming into operation in 2023.

The Anemus park passes through the Alagoinha settlement, where 35 families live in 24 lots (total of 130 residents) and benefit from the initiatives developed by 2W. At the beginning of the project implementation, a study was carried out with the community to identify the main needs and challenges. Low education level of the family and the property manager, little availability of water for human and animal consumption and for agriculture, lack of mechanization in agricultural activities, long periods of drought, lack of subsistence crops to guarantee part of the family's food, low productivity, no added value to agricultural products, main income from public programs (rural retirement, government help, monthly payment program, Continuous Payment Benefit), sale of labor and rendering of services and insufficient community organization were the main issues raised. Based on this diagnosis, 2W identified three lines of action for the design of the projects to be implemented –, **access to water, income generation, and strengthening of rural producers' associations** – all created voluntarily by the company, without mandatory licensing.

The action fronts in the period were:



Agricultural Technical Assistance:

Serves 24 small farming families, with the support of a specialized company, which provides technical assistance. In 2022, 17 actions took place, with emphasis on soil correction, planting techniques, soil preparation and planting of cashew trees and cassava stalks, workshops on cooperativism and associations and business management, among others. 2W also donated 2,400 dwarf-cashew seedlings to rural producers. With the project, farmers expanded their technical capacity, increased productivity, reduced costs, achieved advances in production conditions, evolved in the preservation of environmental resources and achieved greater profitability.



Road Improvement:

Despite not being part of the three lines of action defined by the company, 2W decided to meet one of the community's main demands, the improvement of access roads. In April 2022, the water supply pipes to the houses were lowered to allow paving the streets, and, in August, the work began. In December 2022, 70% of it had been completed, improving the living conditions of 130 people. The program was carried out in partnership with the city halls of São Vicente and Currais Novos. 2W took over the execution and the city halls provided equipment and materials.

Sewing Workshop:

Technical training of residents of the Alagoinha settlement with sewing classes, generating income for the community and contributing to female empowerment. A specialized company trains participants on three fronts:

1. development of technical skills to understand the craft and improve the product to be created;
2. development of managerial skills for managing resources, inputs, inventory control, information control, routine, and system records; and
3. development of relational skills, essential for the success of collective and supportive action, mobilizing knowledge, skills and attitudes and allowing the group to act effectively.

These fronts were divided into three modules: technical sewing module (64 hours), management module (40 hours) and relational module (24 hours). There were also technical visits to other collaborative groups with the same characteristics, and participation in fairs, such as the Farmer's Fair, to exhibit and sell the works made. 13 women and 1 man are part of the initiative, and from March to December 2022, the initiative had revenues of BRL 35,940 from sales of the pieces produced.



“

The cutting and sewing project brought a great fulfillment to my life. I was very happy to be part of this group, I have learned several things that I will carry with me for the rest of my life. I am very grateful, firstly to God, and then to 2W, for providing all of this. Through this project, today I am a strong, dignified woman.”

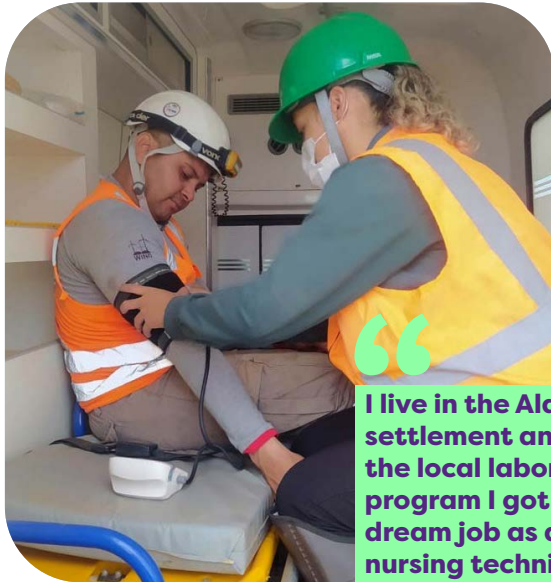
Ana Cristina dos Santos Nascimento, 40 years old, married, mother of two children, has lived in the region for around 20 years.

“

With training courses, materials and equipment, women gained an internal voice in the community. The projects brought female empowerment, citizenship, and political protagonism. Residents report that they began to receive visits from city councilors who, until then, had never been to the place.”

Ricardo Amorim, member of the 2W Board of Directors who visited the community close to the Anemus park.





“I live in the Alagoinha settlement and with the local labor hiring program I got my dream job as a nursing technician.”

Maria das Graças Silva

Installation of an artesian well:

A company carried out the geological studies for the installation of the well, which received a license in April 2022. Due to soil conditions, it was not possible to drill the chosen location, so in August another point was defined. In the new attempt, the flow was not as expected for the 328 feet drilled, making the project unfeasible. The community followed all stages and events. Therefore, to improve water security, a new front was opened, the recovery of existing cisterns that currently have leaks.

An important social benefit resulting from the installation of the wind farm was the creation of jobs in surrounding communities. 2W included as a contractual clause with suppliers the hiring of people who live in the region as the first option. Thus, an average of 68% of employees were residents of Alagoinha and other neighboring towns. The wind farm construction boosted the local economy. At the peak of the work, in February 2022, there were around 1,000 people directly involved with the project, and 2,000 direct and indirect jobs were created throughout the construction.

The Kairós wind farm, under construction, is also located in a municipality with social demands. The city of Icapuí, in Ceará, will benefit from programs, as well as the Currais Novos region. A survey was carried on, with the support of a consultancy firm, of the community's main needs and, according to the demands presented and prioritizations made by the population, the following projects were jointly defined: Urban Zoning Plan, developed with the city hall and with the Federal University of Ceará; supply of equipment and teaching materials for the multidisciplinary center for children with disabilities; air conditioning for a local school;

and qualification of residents in partnership with SENAI, contributing to the creation of jobs. The projects will be developed in 2023 and reported in the next Sustainability Report.

In the Kairós construction, which began in September 2022, of the 300 workers, 40% are residents of the region.

In addition to social projects, 2W maintains a close relationship with the local population to monitor the progress of initiatives and better manage the impacts resulting from the operation. A wind farm can affect people living nearby with possible noise caused by wind turbines and changes in the landscape. Both projects, Anemus and Kairós, maintain a distance from the communities, following the determinations of the competent bodies, and carry out noise measurements. Anemus is 2,48 miles from any third-party building, which corresponds to at least 20 times more than what is established in the Installation License (LI), and Kairós follows the LI standards, which establishes a minimum of 984 feet. During the year, there were no cancellations or delays in operations due to negative impacts on the community and the environment.

The process of permanent engagement is led by social workers, employees of 2W, who were elected by the community and are from the areas surrounding the wind farms. Social workers meet weekly, in Anemus and Kairós (since September), with representatives of residents. In 2022, the main concerns raised by the community around Anemus were related to the projects developed, such as the quick ripening of cashews, with little time to sell the fruit pulp - although the nuts are easily sold -, and the difficulty in publicizing the work carried out by the sewing project. For both concerns raised, 2W is structuring an action plan, which should be implemented throughout 2023. In the case of cashew, to fully utilize the fruit, the installation of an industrial blender to transform the fruit into frozen pulp is being evaluated, once it can be stored without the risk of spoiling. For the sewing project, in addition to creating specific social networks for publicity, the creation of a website and assistance for participation in events and fairs is being studied.



Meeting between executive board members and some 2W employees.



- 48 Governance structure
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Governance

2W has been advancing in the development of mechanisms and the improvement of its structure to be increasingly aligned with ESG principles

Governance structure

GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-12,
GRI 2-13, GRI 2-14, GRI 2-17, GRI 2-18,
GRI 2-19, GRI 2-20, GRI 405-1

As a publicly traded company, 2W Ecobank follows the rules of the Securities and Exchange Commission (CVM) regarding the best corporate governance practices in the market. The company is audited by renowned external auditors and values ethics and transparency in its actions. The management structure has a Board of Directors, Company's Management and thematic committees.

General Meeting

It takes place once a year, in the first four months after the end of the fiscal year, but can be called whenever necessary. The functions of the General Meeting are to choose the members of the Board of Directors and the Supervisory Board and to deliberate on topics of interest to the company. It is their responsibility to define the global remuneration of the company's administrators, while the Board of Directors distributes the amounts. It is made up of 2W Ecobank shareholders. Get to know the company's shareholding structure.

Shareholding composition

2W Ecobank is a publicly traded company registered with the CVM with category A (can issue any type of security). In addition to minority shareholders, the company had four majority shareholders on 12/31/2022:

Ricardo Lopes Delneri
N.I.I. Participações S.A.
Walter Milan Tatoni
Mauricio J. P. Orlandi

Board of Directors

It is made up of a minimum of three and a maximum of nine members, elected by the General Meeting for a two-year term. At least two of them are independent directors. The group meets monthly and holds extraordinary meetings when necessary. Its functions include defining the company's business strategy, approving policies and discussing matters related to the Sustainability Report and material topics within the ESG scope. It is also responsible for overseeing the organization's impacts related to economy, environment and people, with the support of advisory committees.

Members: Ana Karina Bortoni Dias (president and independent board member), Benedicto Pereira Porto Neto (vice-president), Ricardo Lopes Delneri (board member), João Bezerra Leite (independent board member), Roberto Altenhofen (independent board member), Marcos Cardoso Costa (independent board member), Ricardo Amorim (board member), Manoel Antonio Amarante Avelino da Silva (board member), and Cláudio Ribeiro (board member).

Management

Formed by up to 11 directors, it is responsible for carrying out the actions required to conduct the company's business. The Management represents the company before public bodies, signs contracts and puts into practice the strategies defined by the Board of Directors. It is also responsible for reviewing and approving the company's Sustainability Report. Following the regulations of B3's Novo Mercado segment, the positions of president of the Board of Directors and CEO are not held by the same person.

Members: Claudio Ribeiro da Silva Neto (CEO), Manoel Avelino (vice-president of Investments and Structuring of Generation Assets), Guilherme Bueno Lahoz Moya (financial director), Mauricio José Palmieri Orlandi (vice-president of Administration and People), José Artur Silveira Teixeira (director of Trading and Wholesale), Claudy Marcondes dos Santos Junior (vice-president of Operations and Marketing), Fernando Silveira (commercial director), Adriano Jucá (vice-president of Legal, Institutional Relations and New Businesses), Eduardo Urquiza Fernandes Portelada (Investor Relations Officer), and Eneidino Neres da Cruz Junior (director of Controllershship and FP&A).

Fiscal Council

It is only installed when requested by shareholders. It must be composed of a minimum of three and a maximum of five members elected at the General Meeting, with re-election permitted.

Committees

2W Ecobank's governance structure also has six thematic advisory committees that support the Board of Directors, which discuss and present recommendations related to their areas. The choice of members is defined by deliberation of that Board.

According to their regulations, the committees meet at least eight times a year, and may hold more meetings if necessary. Reports of their discussions must be included in the Board of Directors' agenda, at least quarterly. The internal regulations of each committee can be found on the [2W Ecobank website](#).

Audit, Risk and Compliance Committee: oversees topics related to auditing, compliance, taxation, accounting, and risk management.

MEMBERS: Valdenise dos Santos Menezes (coordinator), Benedicto Pereira Porto Neto, and Ana Karina Bortoni.

Generation Investments and Implementation Committee: recommends the investment strategy in electricity generation.

MEMBERS: Manoel Antonio Avelino (coordinator), Marcos Cardoso Costa, and Ricardo Delneri.

New Businesses, Innovation and Technology Committee: analyzes technological trends and research in the field of energy generation, in addition to evaluating and prospecting new businesses.

MEMBERS: João Antonio Dantas Bezerra Leite (coordinator), Ricardo Lopes Delneri, Roberto Altenhofen Pires Pereira, and Ana Karina Bortoni.

People and ESG Committee: assists in the implementation of social, environmental and governance strategies.

MEMBERS: Luiz Gustavo Mariano (coordinator), Ana Karina Bortoni, Ricardo Lopes Delneri, and Fábio Duca Gurgel do Amaral.

Financial Planning Committee: examines financial issues, such as the annual budget, annual investment and fundraising plan.

MEMBERS: Claudio Ribeiro da Silva Neto (coordinator), Ricardo Lopes Delneri, Manoel Antonio Avelino, and Mauricio José Palmieri Orlandi.

Trading and Sales Committee: takes care of trading and sales strategies for electricity in the free contracting environment, in addition to analyzing climate change, regulatory issues and other factors that impact the sector.

MEMBERS: Ricardo Lopes Delneri (coordinator), Claudio Ribeiro da Silva Neto, José Artur Teixeira, and Claudy Marcondes dos Santos Junior.

Guilherme Dias de Souza, Human Resources intern.

In 2022, 2W Ecobank approved its Policy for Appointing Members of the Board of Directors, the Advisory Committees of the Board of Directors and the Statutory Board. The document recommends that members of governance bodies are committed to the company's values and culture and respect the Code of Conduct. In addition, they must have an unblemished reputation, verified through a background checking process, which evaluates aspects of compliance, integrity and conflicts of interest, previous experience compatible with the functions and availability of adequate time to dedicate themselves to the position.

The appointment of members to the Board of Directors can be made by the company's managers or shareholders. When made by a shareholder, the nomination must take place 45 days before the General Meeting that will define the new members, with the inclusion of the candidate's CV and declarations of suitability. The Human Resources area verifies the compliance with the requirements for the position, while the People and ESG Committee analyzes adherence to the company's culture through

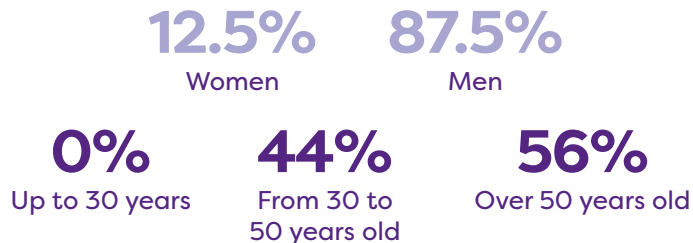
interviews. The best candidates are chosen by the General Meeting. The Board of Directors composition is evaluated at least every year, with a succession plan presented six months before the end of each member's term of office and the transition period.

The appointment of members of the advisory committees can be made ten days before the meeting of the Board of Directors, which will deliberate on those chosen. Any member of the Board of Directors and of the Management may make a nomination. The committees must be composed of at least one member of the Board of Directors and have a coordinator who is a specialist in the topic covered and

is external to the company. The selection of members for the committees uses the same criteria of integrity, cultural adherence, respect for the Code of Conduct and availability of dedication applied to the advisors' selection.

2W Ecobank considers the diversity criterion when mapping at least one third of candidates for governance bodies. The Nomination Policy defines diversity as a set of characteristics that make an individual singular and unique, including, but not limited to, race, ethnicity, gender, gender identity, sexual orientation, age, social class, disability, religiosity, nationality, and political beliefs.

Diversity in governance bodies



Note: For the indicator, members of the Board of Directors and committees were considered.



Claudy Marcondes dos Santos Junior, vice-president of Operations and Marketing, in a meeting with directors **Daniel Venâncio**, **Maurício Orlandi**, and **Danilo Lima**.

Claudio Ribeiro, CEO, at the 2W Ecobank brand launch event.

Ana Karina, president of the Board of Directors, at a meeting of this governance body.



Ricardo Lopes Delneri,
member of the Board
of Directors.

Assessment and Remuneration Policies

As a good corporate governance practice, the Board of Directors performance assessment process is carried out annually, regardless of an express policy. In this sense, at the beginning of 2023, a specialized consultancy was hired to carry out this work, which involved not only members of the administration, but also the governance itself. Interviews took place with those members, who also carried out self-assessments. The final report was presented to the members of the Board of Directors at an Ordinary General Meeting, covering the contractor company's considerations, recommendations and opportunities for improvement. As a reflection of the work carried out, 2W has adopted measures to implement improvements, such as, for example, the creation of the Board of Directors annual calendar, with an ordinary agenda (monitoring of KPIs) and an extraordinary agenda (macro themes for company management and "ad hoc" topics), in addition to deliberations and a private session. As part of this front, in 2023, 2W's

top governance body received sustainability training.

The company's Remuneration Policy aims to motivate, attract and retain qualified professionals, in addition to aligning the company's objectives with productivity and efficiency. Fixed remuneration is based on job responsibilities, individual experiences, market conditions and risks assumed in each role. It is reviewed annually by the Board of Directors in order to maintain market competitiveness. Variable remuneration is linked to clear medium- and long-term goals, and in the case of directors, adherence to the Integrity Program and ESG issues may be considered. In addition, the company promotes an annual awards program, involving the Executive Board, which considers the payment of bonuses for results above expectations, verified through an evaluation process and approved by the Board of Directors. Payment of profit sharing is made during the 12 months following the end of the assessed fiscal year.

2W has also as a stimulus its Partnership Policy, in which employees can become partners. The potential Partner is evaluated by the Performance Calibration Committee in the "Star" or "Strong Performance" quadrants for at least two consecutive cycles, must maintain good behavior and adhere to the 2W culture. Therefore, through a collegial decision, the statutory directors define the number of shares to be transferred. As of December 31, 2022, the total shareholding of partners was 8.6%.

In the case of retirement, employees are eligible for benefits, such as insurance and health plans, which are negotiable. Termination benefits are granted at the discretion of the Board of Directors and may be negotiated in the case of key positions. There are no bonus payments upon hiring or incentive payments upon recruitment.

Ethics and transparency

GRI 2-16, GRI 2-23, GRI 2-25, GRI 3-3, GRI 201-4, GRI 207-1, GRI 207-2, GRI 406-1

2W Ecobank has a series of documents and policies that aim to promote an ethical and honest environment among its employees, managers, shareholders, advisors, committee members, suppliers and other stakeholders, with respect for diversity and human rights. These commitments are communicated by email and made available on the Investor Relations website. Get to know some documents.



Code of Conduct:

defines the ethical behavior standards that must be followed by the company. Provides information regarding the fight against discrimination and harassment and guides employees to avoid conflicts of interest inside and outside the company – the Referral Policy also condemns conflicts of interest (defined as the interference of relationships or personal interests in the ability to make decisions for the company). In case of doubts, the Compliance area evaluates and deliberates on possible conflicts. 2W promotes mandatory training for all employees on the Code of Conduct, as part of the process of establishing the work contract. It also carries out periodic training, every six months and/or whenever necessary, to update the topic.



Money Laundering Prevention Policy:

provides guidance on procedures that aim to prevent any practice of money laundering (defined as concealment or dissimulation of information about assets, rights or values). It was based on Law No. 9,613, of March 3, 1998, and amended by Law No. 12,683, of July 9, 2012



Human Rights Policy:

: recognizes the guarantee of human rights in the company's operations, regardless of race, color, origin, income, place of birth, sexual orientation or any other characteristics, in addition to ensuring that men and women can have decent and productive work, in conditions of freedom, equity, security and dignity. Human rights are also addressed by the Code of Conduct.



There is also a **Remuneration Policy:** it follows the Brazilian Corporation Law, the rules and guidelines of the Securities and Exchange Commission - CVM -, the Code of Best Corporate Governance Practices and the Brazilian Code of Corporate Governance, both from the Brazilian Institute of Corporate Governance - IBGC -, and the New Market Regulation.



Risk Management Policy:

aims to establish and disclose the guidelines and responsibilities for managing the Company's risks, allowing for their adequate identification, assessment, treatment, monitoring, and communication.



Sustainability Policy:

aims to promote sustainable development based on guidelines that conduct business, reaffirming the strategic importance of Corporate Sustainability for the company, observing the applicable legislation in force.



Securities Trading Policy:

seeks to prohibit and punish the use of privileged information by related parties with the purpose of obtaining an advantage, for themselves or for others, in trading in Securities and to set out the guidelines that will govern, in an orderly manner and within the limits established by law, the trading of such Securities, in accordance with CVM Resolution 44 and the Company's own internal policies, in order to ensure the transparency of trading.



Relevant Act or Fact Disclosure Policy:

regulates the use and disclosure of information within the Company that, by its nature, can be classified as a Relevant Act or Fact. Establishes the rules and guidelines that must be observed by the Investor Relations Director and other related persons regarding the use, disclosure and maintenance of confidentiality of such information that has not yet been disclosed to the public.



Policy for Appointing Members of the Board of Directors and the Statutory Board:

determines the criteria for the composition of the Board of Directors, the Advisory Committees of the Board of Directors ("Committees") and the Company's Statutory Board, valuing the best practices of corporate governance; and establishes the process for appointing members of such corporate bodies.



Executive Board Member Succession Policy:

defines the criteria for appointing successors to the positions of CEO, vice-presidents and other directors, reconciling the preparation of candidates, technical capabilities, interpersonal skills and experience required to perform the functions with the continuity of the company's activities.



Liquidity Policy:

aims to establish and disclose principles, guidelines and responsibilities to be observed in the 2W Group's liquidity risk management process, in order to enable their timely identification, evaluation, monitoring, communication, and treatment.



Market Policy:

aims to establish and disclose principles, guidelines and responsibilities to be observed in the Company's market risk management process, in order to enable their timely identification, evaluation, monitoring, communication, and treatment.



Credit Policy:

aims to establish and disclose principles, guidelines and responsibilities to be observed in the Company's credit risk management process, in order to enable their timely identification, evaluation, treatment, monitoring, and communication.



Sustainable Purchasing Policy:

establishes social and environmental sustainability criteria, associated with economic-financial criteria, applicable to the acquisition of goods and contracting of services by 2W Group. Furthermore, it aims to encourage the adoption of sustainable practices among its suppliers.



Related Party Transaction Policy:

aims to ensure that all decisions, especially those related to transactions with related parties and other situations with potential conflict, are taken considering the interests of the Company and its shareholders, and are also conducted within the market conditions, valuing the best corporate governance practices, covered by due transparency.

All company policies are approved by the Executive Board and the Board of Directors and are applicable to its subsidiaries, affiliates and companies under common control. Upon receiving the Code of Conduct, employees must sign a Term of Commitment to attest to their knowledge and application. The company's Compliance Program is approved by the Board of Directors and periodically reviewed to ensure compliance with internal rules, compliance with current legislation and to provide a healthy and ethical work environment among employees and other stakeholders.

With the aim of promoting ethics in its commercial relations, 2W Ecobank requests all its potential business partners to complete the KYC (Know Your Customer) questionnaire and provide a series of data that are confirmed by the organization's employees. If employees suspect of any illegal act or contrary to the Code of Conduct, they must immediately report it to the Compliance Department.

Access the Code of Conduct and corporate policies on the [2W Ecobank website](#).

Relationship with Public Authorities

The 2W Ecobank Code of Conduct has guidelines and good practices related to the interaction with public agents, which is guided by ethics and integrity. 2W Ecobank is a supplier to several entities at state and municipal levels through contracts won in bidding processes, with extensive disputes and the support of current legislation. The contracts are public and can be found on the entities' purchasing portals, in official gazettes and in mass circulation newspapers. Overall, five contracts were signed with public entities, totaling BRL 63,665,336.29.

Good practices adopted to maintain an ethical and honest relationship with public agents include:

- Schedule register, topics discussed, location, email and signature of participants in all meetings held.
- When a meeting takes place virtually, the employee must write an email with what was discussed and forward it to interested parties and participants.
- Guidance that all face-to-face contact with public agents is not carried out by an individual employee.

- Meetings should preferably take place at the headquarters or offices of the bodies.
- Those responsible for the company's areas (area heads) must be notified in advance about the participation of employees in meetings with public agents.
- Emails sent to public agents must always contain clear, simple and objective messages.
- Donations and sponsorships to public entities are prohibited, unless there is prior and express authorization from the 2W Executive Board, including the affirmative vote of Compliance.

Relationships with public entities are strictly rigorous, respecting the company's compliance rules. An institutional process of sharing knowledge about the free energy market for entities is also developed, democratizing access to information.



Luís Fernando Rahuan, head of Implementation of the Kairós Wind Farm (CE), at the opening of the Icapuí Psychopedagogical Service Center, which attends to children with autism and learning difficulties.

Reporting Channel

The company has an external channel, operated by a specialized, independent and impartial company, which receives complaints about possible deviations related to the Code of Conduct or legislation. All reports, complaints or communications are forwarded to the Compliance Director for verification, investigation and the right moves. The company guarantees total anonymity to whistleblowers and those responsible for reports or communications.

The Compliance Department is responsible for investigating complaints, including interviews, questionnaires and communications analysis. The process is discreet and confidential, and may include the creation of an Ethics Committee, or the assessment of the case by the Audit, Risks and Compliance Committee. In the end, there is the possibility of applying sanctions, from verbal warnings to the dismissal of employees.

Those interested in bringing critical issues to the Board of Directors can use the Reporting Channel and expressly request that their message be forwarded to the body. The Channel is available 24 hours a

day, every day of the week. In 2022, the channel did not receive reports related to cases of discrimination of any kind – during the period, only one complaint regarding relationships in the workplace was reported to the Board of Directors. Stakeholders may improve this mechanism, presenting their suggestions through the channel themselves or, in the case of communities, to social workers at wind farms.

In addition to the Reporting Channel, the Advisory Committees to the Board of Directors, which are essential to support the company's sustainable and strategic development, also have the function of presenting concerns in relationships with customers and suppliers, in addition to seeking advice.

Reporting Channel Contacts

Telephone:
0800-591-6059

Website:
www.helloethics.com/2wenergia

Financial Support and Tax Approach

Last year, the company joined the Special Incentive Regime for Infrastructure Development (Reidi), aimed at projects considered priorities by the Brazilian Government in the transport, ports, energy, basic sanitation and irrigation sectors, with no provision for counterparts. Therefore, it is exempt from charging PIS/PASEP and COFINS contributions on sales, rentals, imports and provision of services related to energy projects. The benefit is valid for 5 years. 2W does not have any shareholding from the government.

The company does not have a formal tax strategy, but faithfully follows operational and strategic tax planning, both for the energy supplier and for the wind farms. These plans are annual, consider specificities of each business and involve consultation with the wind farms and sales teams in their preparation for better guidance on each of the business fronts.

The tax subjects is handled by the tax area, and concerns are discussed jointly, also involving the legal department, the Board of Directors and the Company's Management. Furthermore, risks and opportunities are brought to the Board of Directors. In general, 2W follows a conservative policy in relation to legislative rules, with a pro-tax tendency. The company's practices are validated quarterly by the external audit team.

Through the Associations in which 2W participates, its executives contribute to various strategic discussions that are taken to regulatory entities with the aim of improving the framework of

Brazilian energy system. Furthermore, they are part of working groups to exchange experience, and 2W frequently contributes to public consultations, both individually and at the sectoral level with proposals written by the Associations.



Risk Management

GRI 3-3

The critical topics of the company and of the market are monitored by the company's Management, which has the support of the Risk Management Policy and other available guidelines. On a monthly basis, relevant issues are taken to the Board of Directors, so that this body is aware of what is going on, advises on the guidelines to be adopted in handling the matter and indicates the review of procedures and practices, if necessary.

The company's risk matrix considers four categories of risks: strategic, operational, financial, and compliance. The most impactful were identified by an external consultancy and audited in 2022. There is also a matrix of specific risks, which includes, among other topics, issues related to ESG aspects.

2W Ecobank's risk management governance is formed by a Risk Management Board, with autonomy to evaluate, approve, disapprove and question operations regarding compatibility with the parameters defined by the company. The area reports directly to the Board of Directors. Additionally, there is an Audit, Risk and Compliance Committee.

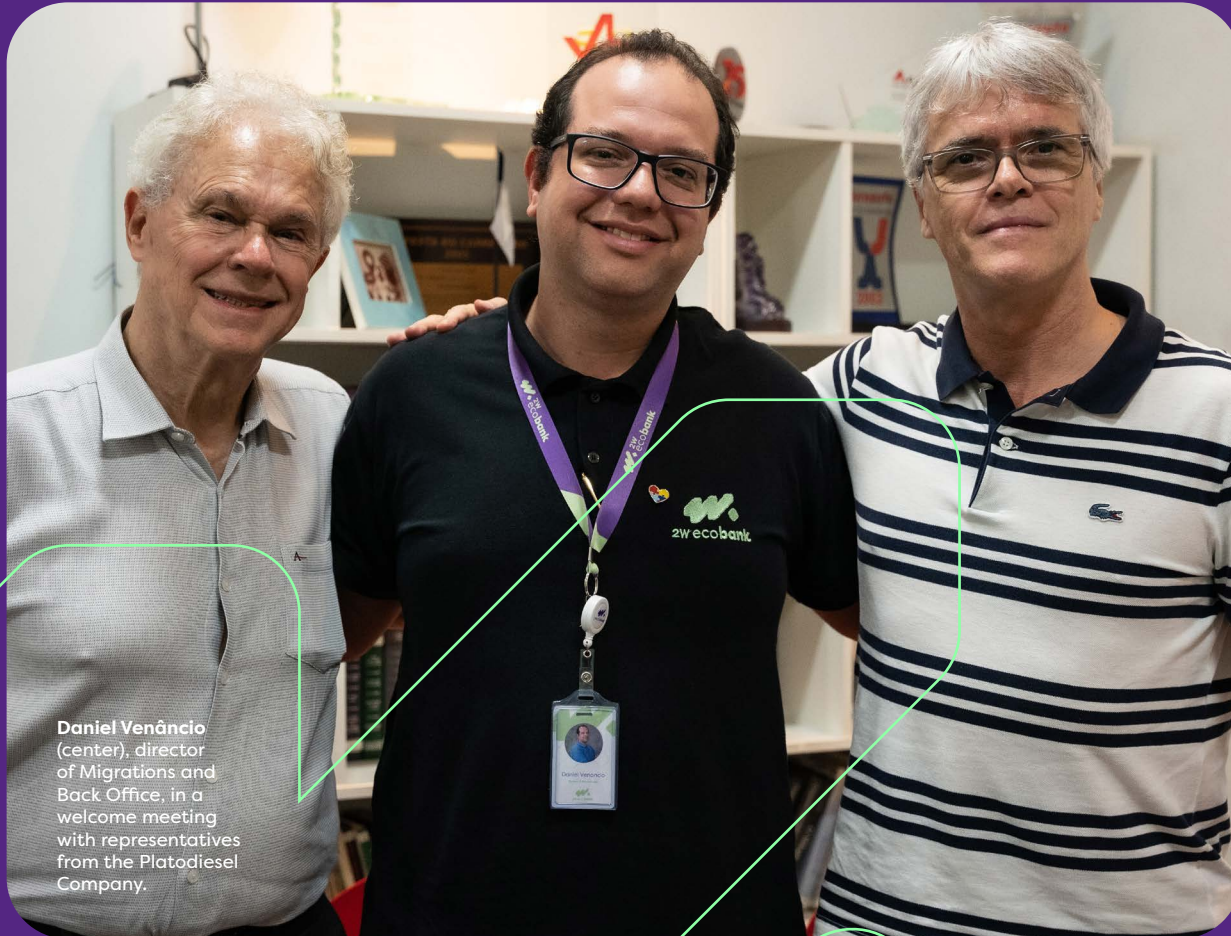
When the probability of a risk begins to increase, the area responsible for managing the issue is called, as well as the Committee, to jointly define the action strategy. The company also manages risks that could impact society and the environment in the region of interest to its wind farms through environmental programs. These include Particulate Control and Atmospheric Emissions Monitoring Programs; Solid Waste Monitoring; Monitoring of Liquid and Oily Effluents; Environmental Education and Social Communication; Control and Monitoring of Erosive Processes; Protection and Monitoring of Water Resources; Bird and Terrestrial Fauna Monitoring; Fauna Scaring and Rescuing Program; Flora Rescue, Recovery of Degraded Areas and Noise Monitoring (more information in the [Environmental chapter](#)). There are also engagement initiatives with the population surrounding the wind farms, which seek, among other things, to identify risks and sensitive issues and find joint solutions (see more information in [Communities](#)).



2W employees, at the headquarters in São Paulo (SP).

Customers

GRI 2-29



Daniel Venâncio (center), director of Migrations and Back Office, in a welcome meeting with representatives from the Platodiesel Company.

2W Ecobank's relationship with customers is based on ethics and privacy. The company's entire team was trained in the General Data Protection Law (LGPD). The topic is covered by the [Privacy Policy](#), which provides clear and adequate information on the processing of personal data.

The customer base includes large companies, grouped in the wholesale segment (1412 counterparties); small- and medium-sized, grouped in the retail segment (507 Consumer Units); and public bodies interested in the free energy market (5 entities with a contracted volume of 315,857.23 MWh). The company has a structured commercial area, with a network of consultants spread throughout Brazil, in addition to digital and telephone sales channels and its own team that carries out in-person visits. In the case of the public sector, hiring takes place through bidding, following legislation.

During the migration phase to the free market, the company monitors customer satisfaction weekly via telephone and WhatsApp. After the process is completed, conversations become monthly. Among other topics, doubts and technical issues are addressed. 2W Ecobank customers were also heard during the process of defining the company's materiality matrix.

Between February and April 2023, the company carried out a satisfaction survey with its customers regarding customer service and delivery of services during 2022. The survey takes place annually, covering active customers and companies that have negotiated with 2W Ecobank, but not signed a contract. Indicators such as NPS and others are mapped with the aim of identifying positive points and opportunities for improvement.

At all, 164 companies were interviewed in the last edition. The NPS for services provided in 2022 reached a score of 56%, classified as a Quality Zone. The result shows that, in general, 2W Ecobank customers are satisfied and willing to recommend the company's services. More than six different areas of the company worked to execute the tactical plan based on the research insights. Among the opportunities for improvement was mapping the customer journey, which is being reviewed.

Suppliers

GRI 2-6, GRI 2-29, GRI 308-2

2W Ecobank demands from its suppliers – 840 in total – the same standards of sustainability, ethics and compliance adopted by the company. Contracts signed with suppliers of wind farms, energy and collective protection equipment include clauses prohibiting child and slave labor, data protection and anti-corruption. Failure to comply with the rules may lead to termination and payment of a fine. During the year, 100% of suppliers signed contracts with these requirements.

The company has an approval process that analyzes possible reputational problems, such as human rights violations, negative social and environmental impacts, cases of corruption, among others. Periodic monitoring of suppliers operating within 2W Ecobank facilities is also carried out.

The Sustainable Purchasing Policy indicates the guidelines that must be considered when hiring, including: compliance

with legislation; environmental protection; valuing decent work; transparency; ethics; among others. Suppliers were also consulted by the company in the construction of its materiality matrix.

The choice is guided by technical, professional, ethical and environmental criteria. Employees in charge of the selection process are responsible for keeping the company's supplier registry updated and eliminating from the list those who do not incorporate ethical conduct or leave doubts regarding issues related to Human Rights and the environment. Suppliers who need to interact with employees or public bodies on behalf of 2W Ecobank must have their hiring analyzed and approved by the Compliance Department.

2W encourages its suppliers to adopt socially responsible conduct and promotes their training and compliance with environmental, social and governance criteria. In Anemus and Kairós, at least

50% of those hired by the supplier responsible for the wind farms' civil works are residents of the surrounding communities, aiming to create opportunities and local income.

The main suppliers, which accounted for approximately BRL 290 million of the amount paid in 2022, are large companies that carry out the maintenance and construction of wind farms, with environmental and social impacts reported and assessed. Everyone has environmental, social and governance commitments. Vestas, for example, was elected one of the most sustainable companies in the world. There is also a preference in purchasing components from Brazilian organizations: 70% of wind turbine parts, for example, are produced in Brazil, encouraging local labor and boosting the Brazilian economy.

Regarding engagement with its suppliers, 2W maintains an agenda with the main

contractors in Anemus and Kairós. Weekly technical meetings are held with them to check the projects' progress, remotely and, occasionally, in person, with minutes recorded. In total, more than 50 meetings formally took place. Interactions also take place through the Associations, when the company and its suppliers share space on panels at events, in sectoral work groups and in the development and execution of socio-environmental practices.

Actions carried out together with suppliers in the wind farms' areas of influence were focused on voluntary training for construction workers and events for the surrounding community. During this period, health prevention campaigns were promoted, such as: Yellow May, Pink October, Blue November, and Red December. In addition, there were sponsored actions in the communities, such as Children's Day and a Christmas party in Icapuí (Kairós).



GRI Content Index



GRI Content Index

2W Ecobank reported its information according to the Global Reporting Initiative (GRI), considering the period from 01/01/2022 to 12/31/2022.

GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	2-1 Organizational details	8, 9			
	2-2 Entities included in the organization's sustainability reporting	18			
	2-3 Reporting period, frequency and contact point	17, 19			
	2-4 Restatements of information	9			
	2-5 External assurance				It will not be audited.
	2-6 Activities, value chain and other business relationships	8 to 11, 58			
	2-7 Employees	34			
	2-8 Workers who are not employees	39			
	2-9 Governance structure and composition	48, 49			
	2-10 Nomination and selection of the highest governance body	48			
	2-11 Chair of the highest governance body	48			
	2-12 Role of the highest governance body in overseeing the management of impacts	48			
	2-13 Delegation of responsibility for managing impacts	48, 49			
	2-14 Role of the highest governance body in sustainability reporting	48			
	2-15 Conflicts of interest				Since no incidents of conflicts of interest were recorded in 2022, there was no disclosure to stakeholders.
	2-16 Communication of critical concerns	55			
	2-17 Collective knowledge of the highest governance body	51			
	2-18 Evaluation of the performance of the highest governance body	51			
	2-19 Remuneration policies	37, 51			
	2-20 Process to determine remuneration	51		C	Not applicable

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-21 Compensation ratio total no ano	37			
	2-22 Statement on sustainable development strategy	3, 4			
	2-23 Policy commitments	52, 53			
	2-24 Embedding policy commitments	52, 53			
	2-25 Processes to remediate negative impacts	55			There was a single complaint and the matter is being treated confidentially, with monitoring by the Board of Directors and the Executive Board. Therefore, there is not enough data to disclose this type of information.
	2-26 Mechanisms for seeking advice and raising concerns				Counseling is carried out with the immediate manager, who can take the issue to higher authorities.
	2-27 Compliance with laws and regulations				No cases of non-compliance with laws and regulations were recorded during the reporting period.
	2-28 Membership associations	12			
	2-29 Approach to stakeholder engagement	17, 34 to 39, 44 to 46, 57 and 58			
2-30 Collective bargaining agreements				100% of employees covered. Trainees are not included, but their contract follows the guidelines of Law 11,788, of 2008.	
MATERIAL TOPICS					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	17			
	3-2 List of material topics	19			
CLIMATE CHANGE					
GRI 3: Material Topics 2021	3-3 Management of material topics	23, 24			
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	24			

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	23, 24			
	305-2 Energy indirect (Scope 2) GHG emissions	24	B	Not applicable	The company uses location as a basis, and not the market.
	305-3 Other indirect (Scope 3) GHG emissions	24			
	305-4 GHG emissions intensity	24			
	305-5 Reduction of GHG emissions				There was no reduction in emissions.
	305-6 Emissions of ozone-depleting substances (ODS)				2W does not emit these substances.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions				2W does not emit these substances.
ENERGY EFFICIENCY					
GRI 3: Material Topics 2021	3-3 Management of material topics	25			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	25			
	302-2 Energy consumption outside of the organization	25			
	302-3 Energy intensity	25			
	302-4 Reduction of energy consumption				There was an increase in consumption due to the growing demand resulting from the construction of wind farms.
	302-5 Reductions in energy requirements of products and services	25			
BIODIVERSITY					
GRI 3: Material Topics 2021	3-3 Management of material topics	26 a 32			
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	26, 27, 30, 31			
	304-2 Significant impacts of activities, products and services on biodiversity	26 a 32			
	304-3 Habitats protected or restored	26, 27, 31			
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	28, 29, 31, 32			

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
PEOPLE DEVELOPMENT					
GRI 3: Material Topics 2021	3-3 Management of material topics	36, 37			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	37	C		2W has an independent network of consultants, awarded according to the number of meetings scheduled with potential clients.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	36	i, ii	Information unavailable/incomplete	2W did not monitor training by gender and functional category.
	404-2 Programs for upgrading employee skills and transition assistance programs	36			
	404-3 Percentage of employees receiving regular performance and career development reviews	36			
DIVERSITY					
GRI 3: Material Topics 2021	3-3 Management of material topics	37, 38			
GRI 401: Employment 2016	401-3 Parental leave	38			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	34, 37, 50			
	405-2 Ratio of basic salary and remuneration of women to men	37			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	55			
HEALTH AND SAFETY					
GRI 3: Material Topics 2021	3-3 Management of material topics	40 to 43			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	40			
	403-2 Hazard identification, risk assessment, and incident investigation	41			
	403-3 Occupational health services	43			
	403-4 Worker participation, consultation, and communication on occupational health and safety	41			

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	42			
	403-6 Promotion of worker health	43			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	42, 43			
	403-8 Workers covered by an occupational health and safety management system	40			
	403-9 Work-related injuries (SASB - RR-WT-320a.1)	42			
	403-10 Work-related ill health	43			
COMMUNITIES					
GRI 3: Material Topics 2021	3-3 Management of material topics	44 to 46			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	9			
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community				2W's statutory board is 100% based in São Paulo and the directors hired already lived in the city. There are no directors in the municipalities where the wind farms are located.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	44 to 46			
	203-2 Significant indirect economic impacts	46			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	44			Wind farm operations have community-oriented programs, but do not have impact assessments.
	413-2 Operations with significant actual and potential negative impacts on local communities (SASB - RR-WT-410a.2)	46			
ETHICS AND TRANSPARENCY					
GRI 3: Material Topics 2021	3-3 Management of material topics	52 to 55			
GRI 201: Economic Performance 2016	201-4 Financial assistance received from government	55			

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption				This type of risk is monitored by the Compliance and Internal Controls areas. Furthermore, there is a Money Laundering Prevention Policy.
	205-2 Communication and training about anti-corruption policies and procedures	52			All members of governance bodies and employees were informed and trained in anti-corruption policies. 100% of suppliers have a contract and receive this information.
	205-3 Confirmed incidents of corruption and actions taken				There was not.
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices				There was not.
GRI 207: Tax 2019	207-1 Approach to tax	55			
	207-2 Tax governance, control, and risk management	55	B and C		There is no reporting mechanism. The concern escalation flow is described in the text. Fiscal content is verified in the Individual and Consolidated Financial Statements with the <u>Independent Auditor's Report (EY)</u> .
	207-3 Stakeholder engagement and management of concerns related to tax	55			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria				Environmental and social issues are evaluated in the contracting processes, as described in the text, although 2W still does not select partners solely based on social and environmental criteria.
	308-2 Negative environmental impacts in the supply chain and actions taken	58			No suppliers with real or potential environmental impacts were identified.

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor				There is not in any case. 2W has contractual clauses with suppliers and strictly follows its Code of Conduct and Human Rights Policy.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor				There is not in any case. 2W has contractual clauses with suppliers and strictly follows its Code of Conduct and Human Rights Policy.
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures				Security teams are located at the wind farms' entrances. They are outsourced employees, who live in the surrounding community and undergo mandatory training related to the Code of Conduct, which covers various human rights aspects.
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples			Not applicable	Operations are not in indigenous areas.
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria				Environmental and social issues are evaluated in the contracting processes, as described in the text, although 2W still does not select partners solely based on social and environmental criteria.
	414-2 Negative social impacts in the supply chain and actions taken				There was not.
GRI 415: Public Policy 2016	415-1 Political contributions				There was not.



Overall coordination
Sustainability and Carbon Department

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