

**SUSTAINABILITY
REPORT**

2023

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Message from the CEO

GRI 2-22

The year 2023 was marked by important achievements and changes for Equatorial Energia S.A. (“Company”), amidst complex climate change and severe weather conditions. Some states where Equatorial Energia Group (“Company”) operates were hit by storms, floods, cyclones, and landslides that impacted the lives of thousands of people, in addition to heat waves that directly impacted operations, requiring joint efforts from the entire electricity sector.

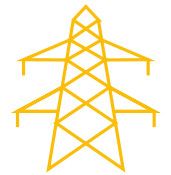
In Rio Grande do Sul, in particular, the scenario was challenging because the state faced numerous extratropical cyclones during the year, with above-average rainfall and damage that extended beyond the municipalities under concession of *Companhia Estadual de Distribuição de Energia Elétrica* (“CEEE Equatorial Energia”), requiring the teams to be adequately prepared with contingency strategies, and providing emergency assistance support, which is extremely important in caring for disaster victims. Despite the complex scenario, the concessionaire remained moving forward with the investment plan which enabled the expansion of networks and substations, essential for improving service quality and

reliability in the short and long term, as well as making progress in reducing technical losses.

In 2023, the Group has continued to direct its efforts to infrastructure and innovation, and increase its focus on its institutional strengthening, allocating 8.2 billion in consolidated investments (54% more than in the previous year), in addition to outlining strategic moves to consolidate its position as Brazil’s first multi-utilities company, with integrated operations in the electric power industry and other services.

During the year, the Company maintained its focus on infrastructure development and innovation, working hard on its institutional strengthening

The second year of Echoenergia’s operations under Equatorial Energia S.A. management and the Equatorial Goiás S.A.’s first operating cycle reinforce our commitment to seizing growth opportunities under the principles of sustainability, operating in promising markets and creating value for shareholders, always seeking better capital allocation. It is also important to



During the year, the Company maintained its focus on infrastructure development and innovation, working hard on its institutional strengthening



Augusto Miranda da Paz Júnior
Equatorial Energia Group President

emphasize the first full year of Companhia de Saneamento do Amapá SPE S.A. (“CSA”) operations, the Group’s first sanitation concession, which has been carrying out significant changes to the sanitation and water supply scenario in the state of Amapá. As regards transmission, we completed the sale of Intesa, which has a market value close to BRL 714 million and has contributed to the Company’s deleveraging strategy, by adapting its capital structure to possible investment opportunities.

When it comes to innovation, the highlight was the launch of EQTLab hub, a project that is part of Equatorial Group’s Research and Development Program, in partnership with Aneel, dedicated to the design, development and execution of innovation and digital transformation projects. The venue was acquired by Equatorial through the Maranhão State Government’s “*Adote um Casarão*” program and was completely



8.2 billion
in consolidated investments

renovated. Through this initiative, our intention is to incubate technological solutions in the electricity sector and promote partnerships with public and private institutions to bring the sector closer to academia, companies and researchers.

On the ESG agenda, we were included in iDIVERSA B3, which is B3’s first Latin American index to bring together companies recognized for the gender and ethnic diversity of their staff. More than 60% of Equatorial’s employees are black and brown, both leaders and non-leaders.

Our social performance remained grounded in the Sustainable Development Goals (SDGs), of the United Nations Global Compact, especially those that Equatorial has identified as priorities. The Company continued to develop projects linked to the E+ Platform, focused on education, culture and sports, in addition to laying the foundations for its new social investment guidelines. It is worth highlighting the “*Escola de Eletricistas*” program, which trained four classes exclusively for women, with 180 of them completing the course which covers different technical and behavioral skills.



As regards the Company's environmental strategy, scheduled maintenance on our high-voltage power stations enabled us to end the year with a 43.6% reduction in the intensity of SF6 (sulfur hexafluoride) emissions, an insulating gas with high greenhouse potential.

In Governance, we also approved relevant corporate policies, such as Relationships with Stakeholders and Related Parties Policy. We also reviewed the Policies on Occupational Health and Safety, Cyber and Information Security, Disclosure of Material Acts or Facts, Securities Trading and the Code of Conduct.

We are aware of the challenges presented in 2023 and are equally aware of how far we have come in terms of the safety and reliability of our operations, consolidating our position in sectors that are extremely important for society. We will start the new year with the same commitment, delivering consistent results to our stakeholders, always looking for opportunities aligned with our long-term strategy.

Thank you for the support and trust we received during this past year. I invite you to learn a little more about Equatorial Energia in the following pages.

Enjoy your reading!

About the Report

GRI 2-3, 2-4, 2-5

Equatorial Energia Group presents its 8th Sustainability Report, disclosing the Company's results in a clear and concise manner, as well as the respective impacts of its operations during 2023.

On the following pages, you will find consolidated information on the Group's environmental, social and governance (ESG) goals, results and indicators for the period from January 1st to December 31st, 2023, the same period covered by the Financial Statements.

This document is published annually, by June of the current year, and is part of the Company's ongoing effort to build a transparency policy by collecting, systematizing and making available information on its operations, in accordance with the international Global Reporting Initiative (GRI) standards and indicators proposed by the Sustainability Accounting Standards Board (SASB).

Following this Report's period, the Group informed the market – on March 21st, 2024 – the conclusion of the sale to Infraestrutura e Energia Brasil S.A. of all shares representing the capital stock of Integração Transmissora de Energia S.A. (Intesa), which owns 695

kilometers of transmission lines in the states of Tocantins and Goiás. The Share Purchase Agreement was announced to the market on November 1st, 2023 and was completed in March 2024.

The report was submitted to external assurance, which issued the Assurance Report, validated by the Board, recommended by the People, Governance and Sustainability Committee, approved by the Board of Directors and, finally, examined by the Fiscal Council.

It must be noted that Equatorial Energia does not have any relations with the third-party assurance companies providing the service and that the results published by these companies are impartial, reliable and free from influence by the Company, as required.



Any questions regarding the information presented herein can be sent to the ESG team by e-mail: sustentabilidade@equatorialenergia.com.br

How to read this report

Throughout the report you will find some icons and graphic resources that will help you read it. See below for the meaning of each one:



Interactive summaries

Indicator tags

GRI 2-7 | 2-30

External link



Internal Link



Find out more on page xx

Navigation between pages



Interactive infographic



2023 Highlights



BRL 1.1 billion

saved by the population through the Social Tariff

Distribution



54,413.4 GWh
of energy distributed



14.1 million
customers

BRL 8.8 million
invested in R&D with an environmental focus

BRL 9.8 million
invested in employee training

15,238.9 tons
of waste recycled

2,574
environmental licenses issued or renewed



20% of the CEO's variable remuneration is linked to ESG indicators: People and Society (65%), ESG Ratings (20%) and Climate Change Strategy (15%).



For the first time, Equatorial Energia is listed on IDIVERSA B3, Latin America's first index focused on diversity.



Equatorial Energia

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Profile

GRI 2-1, 2-2, 2-6

Equatorial Energia S.A. is a publicly-held Company, with 100% of its free float listed on the Brazilian stock exchange. The Company operates in the Brazilian electric power sector, providing generation, commercialization, transmission and distribution services, as well as in the sanitation, telecommunications and services sectors. Equatorial is Brazil's first multi-utilities company.

Founded in 1999, the Company has consolidated the energy distribution sector in Brazil and is currently the 3rd largest distribution group in the country in terms of the number of

customers. Headquartered in São Luís (MA) and with its central office in Brasília (DF), the Group operates seven energy distribution concessionaires in the states of Maranhão, Pará, Piauí, Alagoas, Rio Grande do Sul, Amapá and Goiás, a sanitation concessionaire in the state of Amapá, transmission and renewable assets, as well as assets in other segments.

The Equatorial Energia Group comprises: Equatorial Maranhão, Equatorial Pará, Equatorial Piauí, Equatorial Alagoas, CEEE Equatorial Energia (Rio Grande do Sul), CEA Equatorial Energia, Equatorial Goiás, Sol Energias, Concessionária de

Saneamento do Amapá (CSA), Echoenergia, Enova, Equatorial Transmissão, Equatorial Telecomunicações, and Equatorial Serviços. The Holding Company also has other intermediate assets, which will not be mentioned in this report due to their lack of relevance.

All Group companies' consolidated information is included in this Report, as well as in the financial statements. It is worth mentioning that the Company does not currently have minority stakes in other assets.





Equatorial Energia's businesses are as follows:

Distribution - Seven electricity distribution companies that cover 28.3% of the country, serving more than 14 million customers

Transmission - Nine operational assets with 3.2 km of transmission lines, across six states, totaling BRL 1.3 billion in Annual Allowed Revenue (RAP, in Portuguese).

Sanitation - Unsupervised operational phase began in July 2022 and CSA currently serves more than 82 thousand customers in Amapá.

Renewables - The Group operates twelve wind farms in the states of Bahia, Rio Grande do Norte, Ceará, Pernambuco and Piauí, totaling an installed capacity of 1,200 MW and a pipeline of 3.5 GW. It is also worth mentioning the construction of the Ribeiro Gonçalves and Barreiras 1 solar parks, which combined will account for an installed capacity of 574 MW.

Distributed Generation - In 2023, the Company sold 318 plants and 12,650 solar panels installed in Maranhão, in the turnkey systems, corresponding to an area of approximately 33 thousand square meters.

Energy Trade - Provider of consulting services and evaluation as well as management of energy purchase and sale contracts.

Telecommunication - Equatorial Telecomunicações S.A. is an Equatorial Energia Group company focused on the telecommunications market, managing a network of more than 260,000 km. Established as a joint-stock company, it provides broadband, internet and telephony services. In 2023, it had 23,315 customers, a 600% increase on 2022.

Services - Provides support for all the Group's businesses.

Opportunity

6.6%

Capital World
Investors

5.2%

BlackRock

5.1%

CPPIB

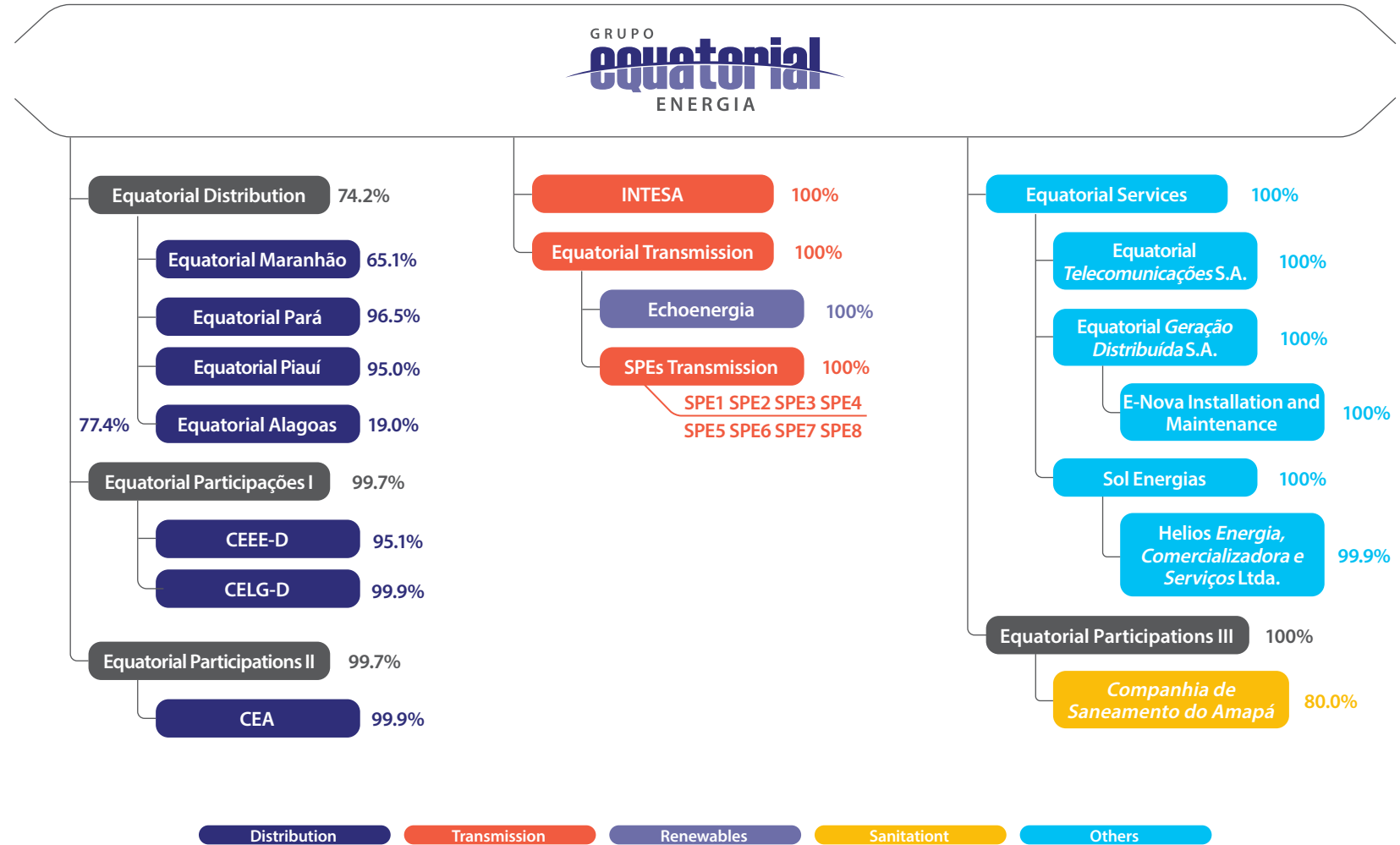
5.1%

Directors and
other Minority
Shareholders

77.6%

Ownership Structure

Equatorial is the third largest company in Brazil in terms of customers in the energy distribution sector – 14 million – and has a successful track record of capital allocation. Throughout its history, the Company has expanded and diversified its portfolio by converting stressed assets into profitable ones, while maintaining its discipline and strict financial standards when drawing up acquisition strategies. It is worth noting that the Group has dispersed shareholder control, i.e., no individual shareholder or group of shareholders has a majority stake: the Company only reports shareholders with stakes above 5%.



Mission, Vision and Values



Mission

Ensure excellence in asset management, with quality and profitability, contributing to continuous business growth and social development.



Vision

To be a global reference in operational excellence and profitability in the energy and utilities sector.



Values

Focus on People - Committed people give their best and achieve the best results. Therefore, the Group continuously encourages the high performance of its employees.

Emphasis on Meritocracy - Meritocracy recognizes people who achieve outstanding results and promote the Company's evolution. Therefore, the Company recognizes its employees' results.

Safety - The Group believes that life is a non-negotiable asset. Therefore, it seeks efficiency coupled with integrity and the safety of people, encouraging and acting focused on the preservation of life.

Ethics and Sustainability - The Company believes that results must be achieved in a fair and environmentally responsible manner. Therefore, it seeks to operate by abiding by the law, as well as the principles and values outlined herein.

Efficient Capital Allocation - Equatorial is guided by efficiency in resource allocation, always seeking perpetuity, sustainability and share appreciation.

Tenacity for Profit - Pursuing productivity gains ensures the Company's viability and growth. Therefore, the Company is constantly developing strategies to reduce costs and increase efficiency, always aligned with its organizational values and in compliance with the Group's norms and policies. Understanding agility as a fundamental aspect when facing challenges does not imply acting in opposition to the sustainability pillar.

Transparency - Gaining the trust of customers, employees and investors requires constant transparency and reinforcing the Company's credibility.

Customer Dedication - We believe that our success is only complete when our customers recognize it. Therefore, we seek to delight our customers.

Operational Overview

Distribution



7 distribution companies

2,412,000 km²

14,1 million customers assisted

BRL30.2 billion in asset base¹

Transmission



8 assets

+3,000 km of lines

BRL 1.3 billion of RAP

28.3%

Brazilian territory

15.3%

Number of customers

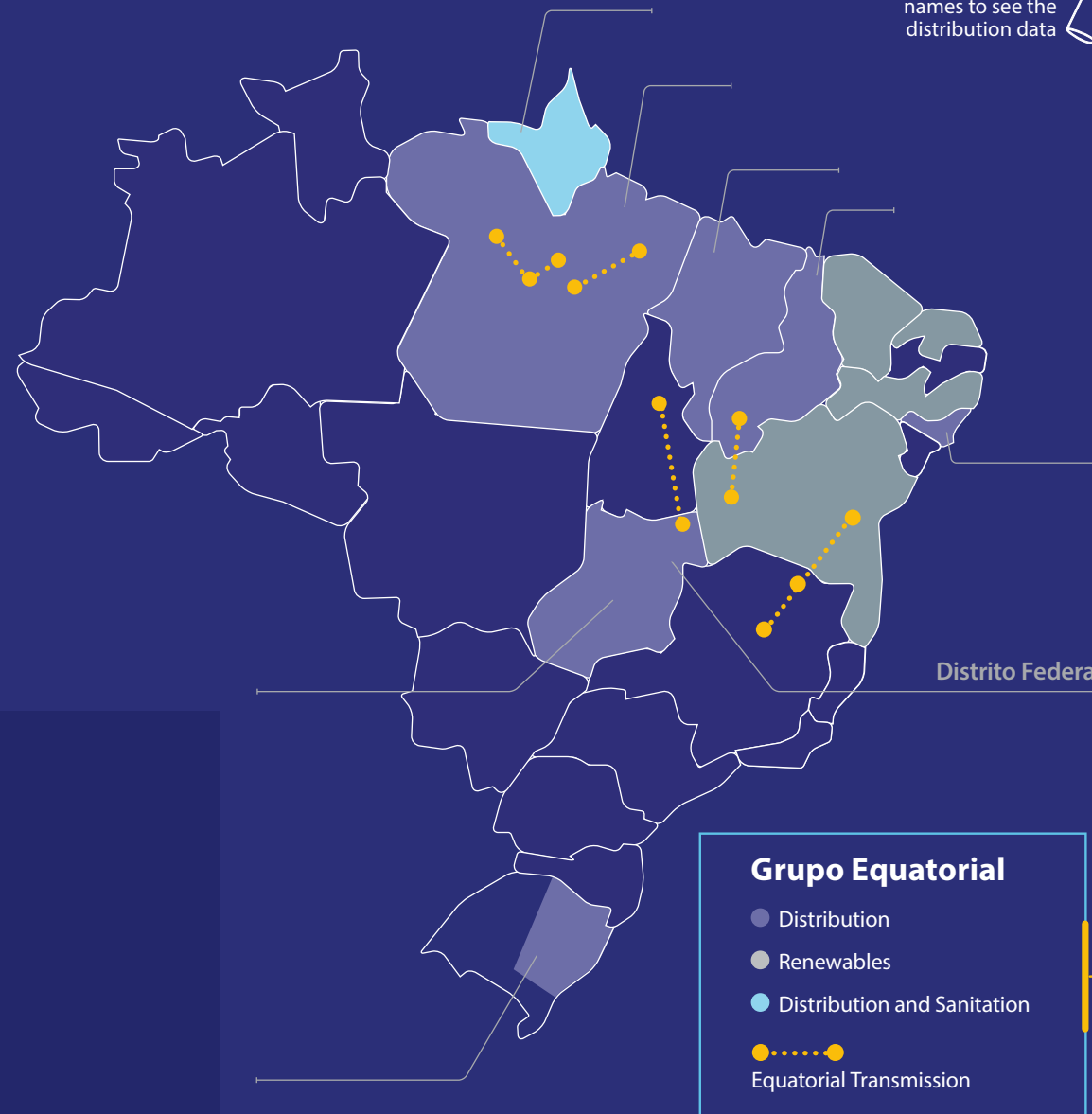
10.9%

Energy market

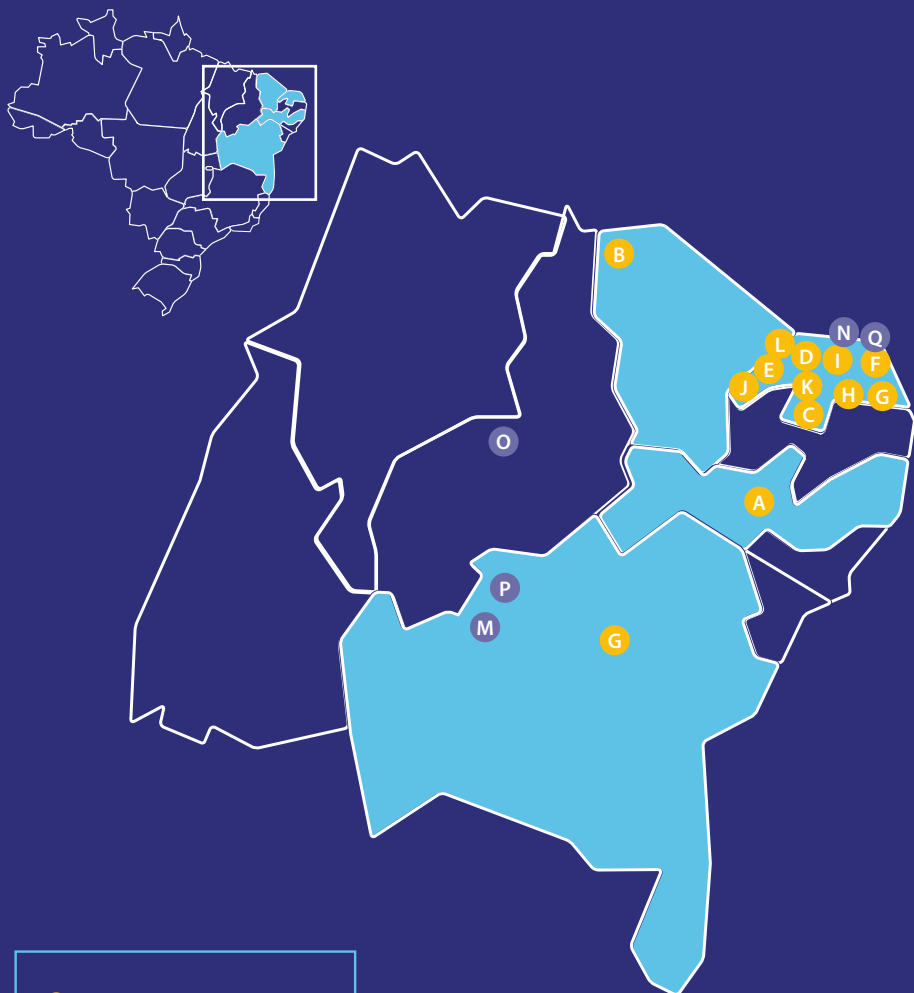
Distribution 2023	Total
Concession Area (km ²)	2,414,086
Number of municipalities	1,012
GDP per Capita (BRL thousand)	213.78
Number of consumers (thousand)	14,077,091
Network Extension (km)	770,708.35

¹Considers historical values approved in the last RTPs/RTEs(Periodic Tariff Review/Extraordinary Tariff Review).

Click on the state names to see the distribution data



Renewables



- Operational Assets
- Advanced Construction
- Pipeline

Letters	City	State	Project	Date	Power Granted by ANEEL (MW)	Physical Guarantee MME2023 (MWm)
A	Caetés, Capoeiras, Pedra e Venturosa	Pernambuco	São Clemente	May/2016	232.5	122.1
B	Tianguá	Ceará	Tianguá	September/2016	141.0	74.9
G	João Câmara e Sobradinho	Rio Grande do Norte e Bahia	Echo 1	August/2012	87.6	32.6
C	Lagoa Nova, Santana dos Matos, Bodó, Cerro Corá e Tenente Laurentino Cruz	Rio Grande do Norte	Echo 2	January/2016	128.0	58.1
D	Serra do Mel	Rio Grande do Norte	Echo 3	April/2020	100.8	55.9
E	Pedra Preta, Jardim de Angicos, João Câmara e Cerro Corá	Rio Grande do Norte	Echo 4	February/2018	85.4	46.0
P	Sobradinho	Bahia	Echo 5	November/2018	50.8	25.0
F	Serra do Mel	Rio Grande do Norte	Echo 6	July/2020	96.6	53.9
H	Serra do Mel	Rio Grande do Norte	Echo 7	September/2020	75.6	41.5
I	Serra do Mel	Rio Grande do Norte	Echo 8	January/2022	92.4	47.0
J	Serra do Mel	Rio Grande do Norte	Echo 9	January/2022	75.6	38.0
K	Serra do Mel	Rio Grande do Norte	Echo 10	January/2022	37.8	39.5
Total					1,241.1	634.5

Solar farm under construction

Letters	City	State	Project	Date	Power Granted by ANEEL (MW)
M	Barreiras	Bahia	Barreiras 1	Under construction	351.1
O	Ribeiro Gonçalves	Piauí	Ribeiro Gonçalves	Under construction	223.2
Total					574.3

Sanitation



Concession

81,500 billed water and **9,700** sewage economies. **75%** of the state's population is in the municipalities of Macapá and Santana.

Current Sanitation

8% Sewage Treatment

42% Water Supply

Concession Area

Urban areas of the state's 16 municipalities. Does not cover rural consumers.

Full Concession

Expansion, operation and maintenance of water and sewage systems, as well as commercial management.

Term:
35 years

Universalization:
17 years (Sewage)
11 years (Water)

Losses¹:
30% in
nine years

Capex (Estimated)¹:
BRL 3 billion

¹ FVIF (Future Value Interest Factor) Estimate and EVTE (Technical and Economic Feasibility Studies) Aneel.

Awards and Recognitions



2023 Mandaru Jump Award, sponsored by the State University of Maranhão, in the Sustainability category, recognizing the Company's initiatives and contributions to the UN Sustainable Development Goals (SDGs) in the state of Maranhão.



The Company also won **two silver medals** for “Dona Sonia” in the **Best Integrated Communication Campaign** and **Best Brand Building, of Phocus** categories. Dona Sonia is a character created by the Company, whose main role is to bring humor and a sense of lightness to topics related to safety on the electricity grid.



2023 Ampro Globes Awards, receiving three prizes in Brazil's biggest “live marketing” award.



Equatorial Pará received the **Cultural Friendly Company Seal**.

Equatorial Maranhão won the **silver medal** for “Mutuca” São João campaign, in the **Best Integrated Communication Campaign** category, covering Content Action, Influence Marketing, Brand Activations and Sponsorship.



Governance - Governança e Gestão

Corporate Governance and Senior Management

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Interactive summary

Corporate Governance

GRI 2-9, 2-10, 2-12, 2-13, 2-14, 2-17, 2-18

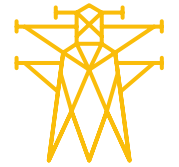
Equatorial Energia adopts the highest standards of corporate governance and is constantly working to adapt to the requirements of Novo Mercado segment, consolidating important policies and regulations to strengthen its management security and reliability levels throughout 2023.

The Group's senior management bodies include the Board of Directors, which is supported by five Advisory Committees, and the Executive Board. The responsibilities of each body are defined in internal policies, manuals, regulations and other normative instruments.

Management members receive onboarding material, which provides summarized information on the management model of Equatorial and its subsidiaries, the corporate governance structure, as well as relevant documents such as policies and reports. The Company has started to develop an

onboard model for new members of the Board of Directors, aimed at welcoming and instructing them about their role in the Company. It will be a "welcome" kit with instructions on rules and policies, the organizational chart and information board members need to perform their duties – which will be available on the governance platform (portal). [🔗 See details on page 20.](#)

The Company's processes are managed by the respective leaders and business areas, which monthly report on the main progress of the targets set for the current year at Results Meetings (RRs). It is important to note that the RRs take place at management, superintendence and executive board level. The executive offices are responsible for reporting to the Advisory Committees and, ultimately, to the Board of Directors.



Equatorial Energia adopts the highest standards of corporate governance and is constantly working to adapt to the requirements of Novo Mercado segment

Equatorial Energia is listed in the Novo Mercado segment of B3 Brasil, Bolsa, Balcão, the highest Corporate Governance listing segment of the Brazilian stock exchange. Therefore, the Company is commitment to best governance practices, based on the principles of integrity, transparency, equity, accountability and sustainability.

In line with our commitment to transparency, our Policies and Internal Regulations are available on our IR website and are updated regularly. In this regard, in 2023, we approved two important policies: the Health and Safety Policy and the Stakeholder Relations Policy. We also approved the review of the following documents: Cyber and Information Security Policy, Bylaws, Code of Conduct, Disclosure of Material Act or Fact and Securities Trading Policy, Personal Data Protection Policy and the Internal Regulations of the Board of Directors.

Other improvements as well as elements implemented in 2023 include the publication of our Governance Report, a document that gathers the main information on corporate governance related to 2022, and also a significant improvement in the presentation and justifications of our Informe de Governança (a type of governance report) to make it accessible and informative for those interested in its content.

Other Corporate Governance highlights in 2023 include the creation and installation of Advisory Committees to the Board of Directors: the Operational Committee and the Regulation and Innovation Committee, the implementation of key corporate governance performance indicators, and the beginning of a

process to strengthen the corporate structure. In 2024, the Group intends to invest in actions to consolidate the roles played by the Corporate and Governance departments, in order to work on anticipating calendars, focusing on planning for events and management commitments.

Moreover, internal processes have been matured and consolidated. A good example of said maturity is the use of our governance portal, which contributes significantly to optimizing procedures relating to meetings of governance bodies.

On the Governance Portal, members of the Board of Directors, Fiscal Council and committees, and executive officers have the support they need to hold meetings, as this website creates meeting invitations, carries out the process of voting on resolutions and signing corporate acts, as well as feature the Company's up-to-date corporate instruments (policies, reports and other relevant documents) in its knowledge base. The platform enables a better performance of the functions of the Board of Directors, Fiscal Council, Board of Executive Officers and the Committees, as well as ensures data security through various tools, such as: audit trail, encryption, multi-factor authentication, biometrics, session timeout due to inactivity.



Performance Evaluation

A formal evaluation of the Company's Board of Directors is conducted every two years, historically with the support of external consultants. The evaluations focus on a self-analysis process, in which members check their performance against expectations and responsibilities, as well as alignment with the Company's governance functions and strategic orientation. It is worth noting that this is in line with our Management Evaluation Policy. In 2024, as usual, the assessment will be conducted by an external consulting firm, covering the Board of Directors, Committees, Board of Executive Officers, and the Company's Chairman ("CEO").

Shareholder Participation

Equatorial Energia maintains 100% of its total capital in free float (percentage of shares available for trading), above the 25% minimum required by B3 standards, and guarantees minority shareholders 100% tag along rights (mechanism to protect minority shareholders). In addition to laws and regulatory standards, the Company's management follows the Relevant Act or Fact Disclosure Policy and the Related Parties Policy, and publishes quarterly a Cash Flow Statement along with Interim

Financial Information (*Informações Trimestrais* — ITR), and buy back shares at economic value in the event of delisting.

There is no minimum number of shares required to exercise voting rights, which can be exercised remembering that ownership structure of Equatorial Energia and its subsidiaries is available on the [Investor Relations website](#).

The Company also recognizes the importance of shareholder participation in corporate decisions. Therefore, it strives to encourage participation and provide the means for shareholders to feel comfortable exercising their voting rights in a diligent and informed manner.

In order to guarantee transparency and broad access to information for shareholders to participate in Equatorial's decision-making process, whenever a Shareholders' Meeting is called, whether Ordinary or Extraordinary, the Company publishes the Management Proposal beforehand. This document is essential to ensure corporate governance principles are complied with and build trust between management, investors and other stakeholders. In said document, shareholders and the general public have access to the information that guides their participation and voting at the Shareholders' Meeting,

including the resolutions on the agenda and their supporting documents, the deadlines and instructions for participating in the Shareholders' Meeting and other information that enable shareholders to make informed decisions.

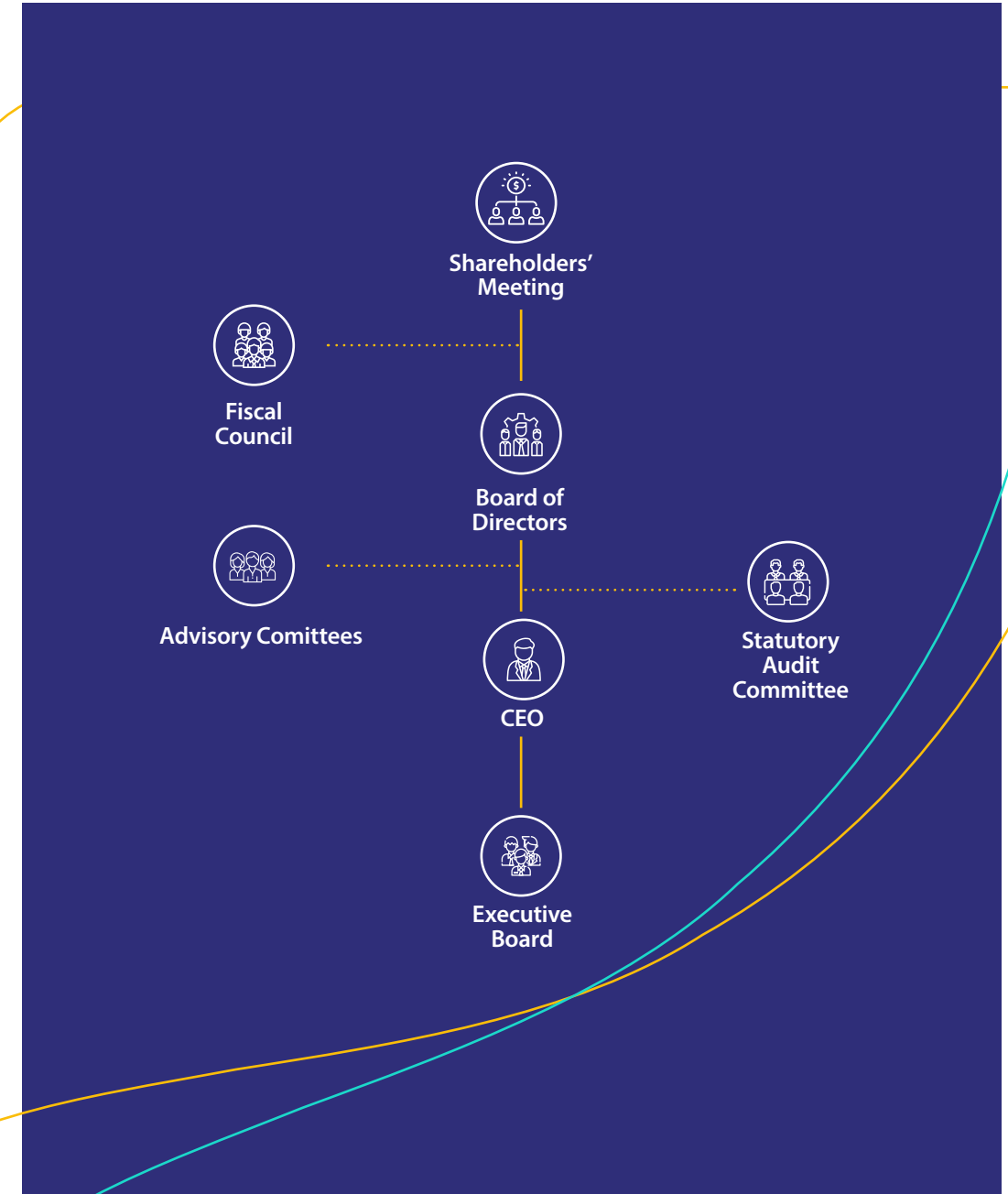
Equatorial also offers a remote voting form, an essential practice that strengthens corporate democracy and promotes shareholder engagement in strategic decisions, enabling all shareholders to easily cast their vote without having to be physically present the Shareholders' Meeting. With regard to the approval of matters on the agenda, in line with best market practices and in accordance with the Company's Bylaws, each common share will entitle the holder to one vote, i.e. there is no minimum number of shares required to exercise voting rights, which can also be exercised by proxy.

In addition, all mandatory information and documents required by Law 6,404, of December 15, 1976 ("Brazilian Corporate Law"); Resolution 81 of the Brazilian Securities and Exchange Commission ("CVM"), of March 29, 2022 ("CVMR 81"), and amendments there to; and B3's rules are available on the websites of the Company and the CVM. This commitment aims to guarantee transparency and compliance with current regulations, ensuring clear and open communication with stakeholders.

Governance Structure

GRI 2-9, 2-10

The Company is managed by a Board of Directors and a Board of Executive Officers. The Novo Mercado Listing Agreement entered into with B3 requires Equatorial to be subject to all good governance standards and its members must follow the precepts defined by the Code of Ethics and Conduct. Equatorial Energia also complies with the provisions of the Brazilian Corporate Law and its Bylaws, internal regulations, corporate policies and standards.



Board of Directors

GRI 2-13, 2-16

The Board of Directors is Equatorial Energia S.A.'s main corporate governance body and its powers are set forth in the Bylaws, Internal Regulations and Policies in force. At the Ordinary General Meeting (OGM) held in 2023, nine independent members were elected to the Board of Directors, with a term of office ending at the Annual Shareholder's Meeting that will examine the management accounts and financial statements for fiscal year ending December 31, 2024. Today, the Board of Directors currently comprises 7 members, all of whom are independent.

The Company has an Nomination Policy for members of the Board of Directors, Board of Executive Officers and committees, based on encouraging diversity and complementary knowledge, background and technical skills.

In 2023, the Board of Directors met 29 times: 6 regular meetings and 23 extraordinary ones. At these meetings, in

addition to strategic issues and other issues provided for by law, the Board approved the Company's corporate risk matrix and prioritized risks, the Health and Safety Policy and the Stakeholder Relations Policy.

The Board also approved the review of the following documents: Cyber Security and Information Policy, Bylaws, Code of Ethics and Conduct, Relevant Act of Fact Disclosure Policy and Securities Trading Policy, Personal Data Protection Policy and its Internal Regulations.



To learn more about the skills and backgrounds of Board members, the Company presents this information in the **Reference Form and Governance Report (sub-item 12.5/6)**, available on the **the Investor Relations website**.



Board of Directors

GRI 2-9

Name	Gender	Position	Independence	Term of Office	Number of Other Positions and Commitments
Carlos Augusto Leone Piani	Men	Non-executive position	yes	2 (two) years, until the OGM that approves the accounts for the 2024 fiscal year	He is a member of the five advisory bodies to the Board of Directors (Statutory Audit Committee; Strategy and New Business; People, Governance Sustainability; Operational; and Regulation and Innovation)
Guilherme Mexias Aché	Men	Non-executive position	yes	2 (two) years, until the OGM that approves the accounts for the 2024 fiscal year	He is a member of one advisory committee to the Board of Directors (People, Governance and Sustainability)
Eduardo Parente Menezes	Men	Non-executive position	yes	2 (two) years, until the OGM that approves the accounts for the 2024 fiscal year	He is a member of one advisory committee to the Board of Directors (Operational)
Luis Henrique de Moura Gonçalves	Men	Non-executive position	yes	2 (two) years, until the OGM that approves the accounts for the 2024 fiscal year	He is a member of one advisory committee to the Board of Directors (Strategy and New Business)
Paulo Jerônimo Bandeira de Mello Pedrosa	Men	Non-executive position	yes	2 (two) years, until the OGM that approves the accounts for the 2024 fiscal year	He is a member of one advisory committee to the Board of Directors (Regulation and Innovation)
Tania Sztamfater Chocolat	Women	Non-executive position	yes	2 (two) years, until the OGM that approves the accounts for the 2024 fiscal year	She is a member of one advisory committee to Board of Directors (People, Governance and Sustainability)
Tiago de Almeida Noel	Men	Non-executive position	yes	2 (two) years, until the OGM that approves the accounts for the 2024 fiscal year	He is a member of two advisory committees to the Board of Directors (Operational; Regulation and Innovation; Strategy and New Business; and Statutory Audit Committee)

Note: It is important to note that up to August 2023, the Board of Directors comprised 9 members.

The Board of Directors has the prerogative to set up committees to assist its members in ideological alignment and performance supervision. In 2023, two new Advisory Committees of the Board of Directors were created: the Regulation and Innovation Committee and the Operational Committee. Thus, currently assisted by five committees: Statutory Audit Committee; People, Governance and Sustainability Committee; Strategy and New Business Committee; Operational Committee; and Regulation and Innovation Committee.



29
board meetings
in 2023

The Company has an Nomination Policy for the Board of Directors, Executive Board and committee members, based on encouraging diversity and complementarity of knowledge, experience, and technical skills.

Statutory Audit Committee

The Statutory Audit Committee (CAE) assists the Board of Directors in establishing the quality standards of financial reports and internal controls, in addition to assess the risks involved in accounting principles and their suitability, proposing changes if necessary. It analyzes and approves the risk management strategy and systems of all Equatorial Group companies, advising the Board of Directors on risk exposure. It also assesses reports to the Board, monitoring actual and/or potential risks identified. The Statutory Audit Committee (CAE) consists of two independent Board members, making up the Company's Board of Directors, and an accounting expert, also independent.

Statutory Audit Committee

GRI 2-9

Name	Gender	Position	Independence	Number of other positions and commitments
Tiago de Almeida Noel	Men	Non-executive position	yes	Detailed above
Carlos Augusto Leone Piani	Men	Non-executive position	yes	Detailed above
João Alberto da Silva Neto	Men	Non-executive position	yes	He is a member of the Statutory Audit Committees of Equatorial Maranhão, Equatorial Pará, CEEE Equatorial Energia, SPE7 and SPE8, all of which part of the Equatorial Group

People, Governance and Sustainability Committee

It is responsible for defining and implementing compensation policies, including fixed and variable compensation and long-term incentives. It also evaluates the CEO and his direct subordinates, the Board of Directors and its advisory committees, in addition to reviewing the annual nomination of Equatorial Energia's talents, nominating and recruiting new Board members, coordinating and assessing the Group's corporate governance practices. The Committee is also responsible for overseeing the Company's performance as regards sustainability, corporate reputation & integrity, corporate governance and compliance, ensuring that social and environmental practices are aligned with the strategy and policies approved by the Board of Directors and the People, Governance, and Sustainability Committee.

People, Governance and Sustainability Committee

GRI 2-9

Name	Gender	Executive or non-executive member	Independence	Number of Other Position and Commitments, as well as the nature of the commitments
Carlos Augusto Leone Piani	Men	Non-executive position	yes	Detailed above
Guilherme Mexias Aché	Men	Non-executive position	yes	Detailed above
Tania Sztamfater Chocolat	Women	Non-executive position	yes	Detailed above

Strategy and New Business Committee

It analyzes the studies conducted by the Group for potential participation in new businesses, identifying risks, opportunities and approaches to be pursued in the negotiations.

Strategy and New Business Committee

GRI 2-9

Name	Gender	Position	Independence	Number of other position and commitments
Carlos Augusto Leone Piani	Men	Non-executive position	yes	Detailed above
Felipe Dutra Cançado	Men	Non-executive position	yes	He is a member of one advisory committee to the Board of Directors (Operational)
Luis Henrique de Moura Gonçalves	Men	Non-executive position	yes	Detailed above
Tiago de Almeida Noel	Men	Non-executive position	yes	Detailed above

Operational Committee

It operates in line with the Board of Directors in reviewing the business plan and consolidated budget of the Company and its direct and indirect subsidiaries, as well as evaluate operational progress and propose actions to improve quality and increase the Group's efficiency.

Operational Committee

GRI 2-9

Name	Gender	Executive or non-executive member	Independence	Number of other position and commitments held by the member and the nature of the commitments
Carlos Augusto Leone Piani	Men	Non-executive position	yes	Detailed above
Felipe Dutra Cançado	Men	Non-executive position	yes	Detailed above
Tiago de Almeida Noel	Men	Non-executive position	yes	Detailed above
Eduardo Parente Menezes	Men	Non-executive position	yes	Detailed above

Regulation and Innovation Committee

Responsible for monitoring the regulations applicable to the sectors in which the Company operates, proposing policies and guidelines in line with the new regulations and monitoring the tariff review/adjustment processes. It is also incumbent on the Committee to monitor grant renewals and innovation initiatives.

Regulation and Innovation Committee

GRI 2-9

Name	Gender	Executive or non-executive member	Independence	Detailed above
Carlos Augusto Leone Piani	Men	Non-executive position	yes	Detailed above
Paulo Jerônimo Bandeira de Mello Pedrosa	Men	Non-executive position	yes	Detailed above
Tiago de Almeida Noel	Men	Non-executive position	yes	Detailed above

Board of Executive Officers

Led by the Chief Executive Officer, it is subordinated to the Board of Directors and is responsible for the Company's management. Its duties include ensuring permanent profitability and the successful implementation of corporate policies, as well as executing the strategic objectives and guidelines defined by the Board of Directors.

Comprised by ten members, the Board of Executive Officers was elected at the Board of Directors' meeting held on May 8th, 2023. Elected Executive Officers will serve a term of office until the first Board of Directors' meeting following the Ordinary General Meeting that will examine the accounts for fiscal year ending December 31st, 2023.

Fiscal Council

GRI 2-14

It is an independent body linked to the Shareholders' Meeting. Its main duties and responsibilities include overseeing the management's actions and issue opinions on the annual management report, the financial statements, and the proposals of management bodies regarding changes in the share capital. It also deliberates on the issue of debentures or subscription warrants, investment plans or capital budget, distribution of dividends, transformation, incorporations, mergers or spin-offs.

The Fiscal Council was installed in 2023, and its three sitting and three alternate members were elected at the 2023

Ordinary General Meeting to serve a term of office until the Ordinary General Meeting that will examine the management accounts and the financial statements for the fiscal year ending December 31st, 2023. During the year, the Fiscal Council convened seven times, four of which were regular meetings and three extraordinary ones, in which its members evaluated in depth the accounting, financial and risk information of Equatorial Energia S.A. and discussed the main challenges faced by the Company and the investments they demand. The Fiscal Council also reviewed important Company publications, such as the Sustainability Report.

Competency Matrix and Self-Declaration Survey

GRI 405-1

It is worth noting that in 2023, the Board of Directors, supported by the People, Governance and Sustainability Committee, conducted an internal competency mapping in order to identify priority skills in line with Company's medium and long-term strategic challenges.

The mapping provided the basis for talks with investors and resulted in the appointment of another Board member, following the recommendation that the Board of Directors should have nine members (it closed the year with eight members). The Board of Directors and the Board of Executive Officers also answered a self-declaration survey designed

to provide data on ethnicity and gender in senior management. In the latest self-declaration survey, carried out in 2022, six declared they were white, and one declared he was yellow; in the Board of Executive Officers, eight declared they were white, and one declared he was brown.



The competency matrix is an important tool for the Company to assess and plan the composition of skills, experiences, and knowledge needed among the Board members.

Compensation Policy

GRI 2-19, 2-20, 2-21

The Compensation Policy defines the structure and guidelines to determine the compensation of members of the Board of Directors, Fiscal Council, Advisory Committees and the Board of Executive Officers of Equatorial Energia and its subsidiaries. The Company's compensation policy is designed to attract, retain, motivate and develop executives to the standard of excellence required by the Company. The compensation practices aim to create a results-driven culture based on achieving and

exceeding goals in the interest of the Company and its employees and shareholders.

In fixed compensation, fees correspond to the monthly base compensation designed to compensate individuals for their work according to their individual performance, experience, educational background, knowledge and scope of work, to recognize and reflect the value of the position

internally and externally. The fees of the sitting members of the Fiscal Council correspond to at least 10% of the average compensation paid to the Company's Statutory Officers, not including benefits, representation fees and profit sharing.

The sitting members of the Board of Directors receive a monthly fixed compensation (fees), not linked to their participation in Board meetings; there is no provision for

additional compensation when more than one meeting of the Board of Directors is held and/or attended in the same month. Additionally, members of the Board of Directors and the Fiscal Council may waive their fixed compensation upon notification to the Chair of the Board of Directors. All members of the Board of Directors receive the same compensation, except for the Chair.

The compensation of Executive Officers and members and the Chair of the Board of Directors is set based on input from salary surveys carried out by specialized consultancies, taking into account best market practices. In 2023, Equatorial hired external consulting firm Towers Watson to conduct a biannual review of its planning, in order to understand possible changes in base compensation and short- and long-term incentive trends.

Variable compensation policy, in turn, considers both short- and long-term incentives. The short-term incentive is composed of an annual variable element called "bonus", which is related to the achievement of both corporate and individual goals. Thus, it represents a bonus directly linked

to performance in the previous year, in accordance with corporate and individual goals previously defined and approved by People, Governance and Sustainability Committee, which are subsequently submitted for approval by the Board of Directors.

The goals established for Equatorial Group are broken down into targets for each Statutory Office in order to ensure the maximum positive impact on the Company's results. In addition, the Company needs to reach a minimum desired performance for the payment of variable compensation. Similarly, exceptional results also lead to special variable compensation.

The long-term incentive is linked to the Company's performance on certain pre-defined, measurable economic-

financial and concrete parameters, which include Stock Options and Phantom Shares. This incentive has pre-defined criteria approved by the People, Governance and Sustainability Committee, which are later submitted for approval by the Board of Directors.

The Stock Option Plan is designed to align the long-term interests of the Company and its shareholders with those of its management team, although the Company considers that this plan does not have a compensatory nature. The overall annual compensation of members of the Board of Directors, the Board of Executive Officers and the Fiscal Council is subject to approval by the General Shareholders' Meeting.



Compensation comprises a fixed portion (fixed compensation) and a variable portion (variable compensation). The fixed compensation is composed of fees, benefits and participation in committees while the variable compensation is composed of short-term and long-term incentives.

Corporate ESG Targets

GRI 2-19

Variable compensation for Company's senior executives, including the CEO, is linked to certain corporate targets, including those related to environmental, social and governance aspects. In 2023, 20% of the variable compensation of Equatorial Group's CEO was linked to an ESG index, subdivided into the following variables: people and society (65%), which includes diversity in entry-level programs, overall safety index, engagement survey and reputation survey; ESG ratings (20%); and climate change strategy (15%). The climate change strategy target focuses on reducing the SF6 (sulphur hexafluoride) greenhouse gas emission intensity through maintenance of the Company's operation parks. 2023 was the second year in which the CEO's variable compensation was linked to an ESG index, accounting for 5% of the CEO's targets in 2022.

It is worth noting that the CEO's ESG index had four different scopes (people, society, environment, and ratings) in 2023, each with a 20% weight. The first scope, related to the environment, included the approval of relevant corporate policies and progress in discussions on the Company's climate change strategy. The second, focused on people



and society, considered the engagement survey, diversity in entry-level programs, the overall safety index, as well as the results of the reputation survey and the number of low-income families registered in Social Tariff, a program in partnership with the federal government that grants low-income consumers discounts in their energy bills.

The CEO's goals are cascaded to all the Executive Offices, which, in turn, following the Equatorial model, are deployed to the respective Superintendencies. In 2023, the ratio between the total annual compensation (base salary) of the highest-paid individual and the average total annual compensation of all the other employees was approximately 37.65 times.

Human Rights

GRI 2-23

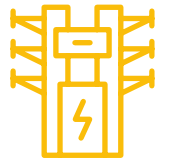
Through its values, principles and actions, the Company expresses its commitment to the responsible and sustainable development of its businesses, partnerships and operations, as well as formally expressing its belief based on generating a positive impact on the environment, disseminating values that promote life and distributing results for the benefit of people and the planet, in compliance with its commitment to human rights. In this sense, it repudiates any and all forms of discrimination, exclusion or preference based on gender, race, ethnicity, color, religion, sexual orientation, political opinion, nationality or any other form of undue distinction.

This commitment is laid out in the Code of Ethics and Conduct and in the Integrity Program, as well as in the Company's corporate policies, such as the Stakeholders Engagement Policy (art. 1 UN UDHR), the Occupational Health and Safety Policy (art. 23 UN UDHR), the Diversity and Inclusion Policy (art. 2 UN UDHR), and in programs such as

"Porta de Entrada", which promotes equal opportunities to minority groups (art. 2 UN UDHR).

It is worth noting that the Equatorial Group requires prospective suppliers to sign an Commitment to Comply, in which they undertake to promote respect for and protection of human rights, as well as establishing mechanisms and monitoring practices to fight all forms of forced, degrading or forced labor, as well as child labor.

The Company's Whistleblowing Channel (Canal Confidencial) is another important tool for promoting and protecting human rights. Through this channel, employees, contractors, customers and other stakeholders can report any violations and/or concerns regarding the topic, anonymously or not. This mechanism creates a safe environment for reporting and guarantees an accessible and transparent compliance tool.



Equatorial repudiates any form of discrimination, exclusion or preference based on gender, race, ethnicity, color, religion, sexual orientation, political opinion, nationality or any other form of undue distinction

Ethics, Integrity and Compliance

GRI 2-12, 2-23, 2-24, 3-3

Code of Ethics and Conduct

The Equatorial Energia Group is fully committed to maintaining high standards in ethics, integrity and quality delivery of products and services to customers. The goal is to create value for the business and minimize the economic, social and environmental risks of its activities. Ethical principles are essential for good Corporate Governance. Therefore, Equatorial Energia S.A. values the instruments that guarantee correct conduct at all Company levels, including senior management. The strict ethical conduct of employees is a premise of the Group and is explicit in its Code of Ethics and Conduct, applicable to all Equatorial companies. The document plays an important role: it lays out the principles on which the Group's programs, policies

and decisions are based, in addition to guiding relationships with all the Company's stakeholders. The Code also establishes conduct standards for all employees, highlighting principles and values that must be adhered to, defining ethical procedures for the management, conflict of interest and anti-corruption policies, as well as focusing on the pillars of business ethics and transparency.

The Board of Directors, besides being the responsible for establishing and amending the Code of Ethics and Conduct ("Code of Ethics"), is responsible for enforcing the document. It is, therefore, the responsibility of the Board of Directors to be the link between the ethical

The Company has regulations approved by the Board of Directors that set out its compliance structure and establish its corporate governance strategic line and general commitments.

- Code of Ethics and Conduct
- Anti-Corruption Policy
- Personal Data Protection Policy
- Related Parties Policy
- Sustainability Policy
- Cyber Security and Information Policy

principles contained therein and the Company's stakeholders. In line with this concept, in 2023, the Board of Directors approved an update to the Code of Ethics, an instrument valid for Equatorial Energia S.A. and all its direct and indirect subsidiaries.

Further emphasizing its commitment to the transparency and integrity pillars, the Equatorial Energia Group strives to embed the principles of its Code of Ethics in the corporate culture, carrying out mandatory training for all its employees and ensuring broad access to this document, which is available on the Company's website and physical copies are delivered to employees.

Equatorial Energia strives for correct conduct in the Company. Concern for ethical and legal compliance includes the business chain, and the Company rejects all forms of corruption, bribery, money laundering and other illicit conduct not only in the Code of Ethics and Conduct, but also in its Anti-Corruption Policy and other ancillary documents. The Board of Directors must also follow the Code, as well as other policies and internal regulations.

Conflict of Interests

Equatorial Energia understands the need to ensure clear and effective policies and processes to prevent, identify and deal with possible conflicts of interest, ensuring that they are avoided and mitigated. In this sense, conflict of interest is widely addressed in various policies and internal regulations, as well as in the Group's Code of Ethics and Conduct, which also guide the Company's direct and indirect subsidiaries.

In order to map potential and actual conflicts, members of management are required to submit a declaration of conflict of interest, related party and politically exposed person statements. Thus, it is possible to identify possible simultaneous participation in management bodies, including Advisory Committees. These situations are duly disclosed in the Reference Form (item 12.5) and are mainly governed by the charter of the Board of Directors.

The Company informs the market about transactions with related parties under the terms of the Equatorial Group's Related Parties Policy and current legislation. In addition to the mandatory disclosures, all the Group's related-party transactions are disclosed in a specific corporate document, in compliance with the rules established by the Related Parties Policy.

In order to resolve any conflicts and issue unified understandings on these situations, Equatorial Energia S.A, as well as its companies, have an Ethics Committee, an advisory body to the Board of Directors for this matter.

Whistleblowing Channel

GRI 2-25

To ensure all its employees, including members of management, outsourced workers and suppliers engage in responsible business conduct, Equatorial maintains a Whistleblowing Channel as part of its Anti-Corruption Policy so that employees, partners, customers and the external public can safely and responsibly contribute to maintaining a safe, ethical, honest, transparent and productive corporate environment.

In this sense, the Equatorial Group has an independent complaints channel, operated by a specialized third-party company, which guarantees the anonymity and confidentiality of the information. Complaints can be made seven days a week, by email, by telephone 0800 300 4580 (8 am to 5 pm) or on the website (www.canalconfidencial.com.br/equatorial/). The channel is publicized in communication initiatives with



**Equatorial maintains
a Whistleblowing
Channel as part of its
Anti-Corruption Policy**

employees and third parties, as well as on the Group's intranet and in its Code of Ethics and Conduct.

It should be noted that complaints are managed by the Corporate Audit, Risks and Internal Controls department, which assigns an auditor responsible for following up the complaint from the beginning. When a complaint is submitted, a protocol number is generated for the complainant, who can then follow up until it is finished.


The investigation, when necessary, can involve the search for evidence and questioning of witnesses, who, like the complainant, have their identities preserved throughout the process. When there are no further questions to be asked about the case, the audit issues an opinion, which is reported to the Company's Legal department and later submitted to the Ethics Committee.

This committee is currently composed of the Legal, People and Audit departments, in addition to the CEO, corporate officer or superintendents of the companies involved in the complaint. As of 2024, the Compliance department will be included in the body, and the superintendencies will no longer have voting rights. All recommendations of the Ethics Committee are registered in the database of the Audit department, which is responsible for monitoring compliance

478 
complaints made



62.5%
of which were made
on the website

 **72.8%**
of which qualified
for investigation

 **27.2%**
unfounded

with the recommendations until the end of the process, including feedback to the complainant. It is worth noting that no retaliation is permitted or tolerated against anyone who, in good faith, makes a complaint via the Whistleblowing Channel, an important mechanism of the Company's Compliance System.

In 2023, the Whistleblowing Channel received 478 complaints, 348 of which qualified for investigation (72.8%). Of the complaints received, 171 concerned interpersonal relationships, such as deviant behavior and abusive practices; 95 referred to non-compliance with procedures; and 147 concerned allegations of malicious intent and illicit activities (such as fraud, favoritism and/or conflict of interest). Another 65 contacts referred to questions, criticisms and/or suggestions. In order to expand the reach of the Channel and serve those who do not have access to the internet and/or telephone, in 2024, the Company's seven distribution companies (Maranhão, Pará, Piauí, Alagoas, Rio Grande do Sul, Amapá, and Goiás) should also have regional offices and units, distributed in all states where it operates.




Contact with the Whistleblowing Channel can be made at www.canalconfidencial.com.br/equatorial/ (24/7) or by telephone at 0800 727 7801 (from 8 am to 5 pm).

Privacy Program

GRI 2-23

The Equatorial Energia Group's Privacy Program is focused on compliance with the General Data Protection Law (LGPD, in Portuguese). Data privacy governance for users of Equatorial's interactive services has been constantly evolving, thus any information provided by users is collected, stored and handled in accordance with the security and confidentiality standards required by the LGPD. In addition, all new hires must sign a Secrecy and Confidentiality Agreement, and access to the information collected is restricted to authorized employees. Anyone who misuses the data will be subject to disciplinary action by Equatorial Energia.

It is worth noting that compliance and the LGPD are addressed in "Saber", Corporate University courses, included in the mandatory learning trail of all Equatorial employees  **for more information on Training and Development, see page 80.**

Relationship Channels

GRI 2-25, 2-26

Equatorial offers channels of communication with its stakeholders to receive compliments, questions, complaints, suggestions and criticisms. The corporate compliance department informs employees and other related parties about these channels and instances for relations and complaints. In institutional events, the names of team members and their contact information and locations are publicized in order to ensure proximity to the departments.

Integrity and Compliance

The Equatorial Energia Group is fully committed to maintaining high standards in ethics, integrity and quality delivery of products and services to customers. The goal is to generate value for the business and minimize the economic, social and environmental risks of its activities.

Through its Code of Ethics Conduct, Stakeholder Engagement Policy, Occupational Health and Safety Policy, Diversity and Inclusion Policy, and inclusion programs, among other policies that guide the compliance macro process, Equatorial commits to the responsible and sustainable development of its businesses, partnerships and operations, as well as formally expresses its belief in making a positive impact on the environment, disseminating values that promote life and distributing results for the benefit of people and the planet.

In this sense, in view of our commitment to the best compliance and anti-corruption practices, in 2023, Equatorial Energia S.A. became a signatory to the Platform for Collective Anti-Corruption Action of the Global Compact Brazil Network, which is related to the 10th Principle of the United Nations Global Compact. The Platform for Action focuses on the development of projects, the promotion of constructive dialogues and the exchange of experiences, encouraging people and participating companies to understand the risks and opportunities in the fight against corruption, and building a peaceful and sustainable society.

In order to ensure the effectiveness of actions aimed at mitigating potential negative impacts on ethics, integrity and compliance, the Company monitors compliance

macroprocess indicators, interactions with public agencies, control of compliance opinions issued and recommendations from the Compliance Officer.

In order to address potential actual negative impacts, including actions to prevent or cooperate to remedy them, the Group maintains an environmental compliance flow and a follow-up routine with senior management, a process specifically linked to the environmental compliance of licensed assets. In this sense, the Code of Ethics and Conduct expresses the adoption of an environmental risk and prevention policy in Equatorial's activities, units and services, in compliance with the precautionary principle. This Policy was approved by the Board of Directors in 2022, the Company's Environmental Policy.

The compliance aspects also consider the management of actual and potential positive impacts: the Company reports to the Board of Directors, the Fiscal Council and the Board of Executive Officers, in addition to provide accountability at monthly Results Meetings, following up on the goals set and make possible course adjustments.

The concern with ethical and legal compliance also applies to the entire business chain; the Company takes a clear stance against all forms of corruption, bribery, money laundering and other conduct contrary to the law and the principles of good corporate governance. For this reason, the Company requires that its suppliers of goods and services adopt ethical behavior aligned with the same principles adopted in Equatorial. It is worth noting that service providers follow the same rules and precepts that apply to the Equatorial Group's internal

employees, through the Service Provider Code of Ethics and Conduct, which sets out the rules for Equatorial's supply chain, including social, environmental and human rights commitments, formalized in standard contractual clauses.

Third party partners are also required to act in the same way and to be vigilant about their practices, since any negative exposures and abusive practices directly affect Equatorial Energia's reputation. For these reasons, the Company restructured its Supplier Governance department in 2023 to increase its contracts more robust in terms of anti-corruption regulations, with the possibility of immediate termination in the event of contractual violations. It also has a system in place to manage these partners so that any breaches can be detected.



Anti-corruption

GRI 2-23, 2-24, 205-2, 205-3, 206-1

On another front, the Group invests in specific anti-corruption training. The Corporate University provides mandatory training and learning trails, with modules on Ethics, Compliance and Personal Data Protection, as well as awareness-raising activities (newsletters, chats and live streaming events). In 2023, more than 80% of the employees and members of the governance bodies were informed about anti-corruption policies and procedures, and 3,911 employees completed the Integrity Trail. In 2024, the Company intends to expand these training programs to strengthen the organizational culture and adherence to the Company's compliance framework.

We reinforce that the Equatorial Energia Group's Integrity Program is an important tool for strengthening and ensuring the application of compliance principles, policies and other rules, ensuring the proper functioning of its operations in compliance with current legislation. It includes, among other measures, actions for risk mapping and investigating violations; training and capacity building through the Corporate University; establishment and maintenance of Executive

Committees – advising the Board of Executive Offices, including the Crisis Management Committee; validating compliance clauses; standardizing contract drafts, including a commitment to integrity clause in all the Company's policies; and drafting manuals and strategic action plans, among other measures.

As for business partners and other relevant parties, formal obligations are set out in contracts, guaranteeing that their actions adhere to compliance commitments; the Company also conducts awareness-raising activities.

The Company holds events on the topic, including Compliance Dialogs, the Integrity Week and the National Ethics Day; it also disseminates important internal communications about compliance with regulatory requirements and integrity risks, such as corruption, bribery and conflicts of interest. In the 2023 Integrity Week, the Company established a four-day program, addressing issues related to diversity, the fight against racial discrimination, positive impacts seen in the ten years that the



anti-corruption law has been enacted and sexual harassment in the corporate environment. Employees from several Company's departments took part in the action, totaling 4,020 participants.

With the reinforcement of the anti-corruption culture, there were no records of corruption cases identified by compliance control mechanisms or lawsuits filed related to corruption in 2023.

Total number and percentage of employees who received Anti-Corruption Training, broken down by employee category and region¹

GRI 205-2

Maranhão	Pará	Piauí	Alagoas	Equatorial Energia (Corporate)	Equatorial Transmission	Total Overall Employees
1,459	1,142	649	547	173	97	3,911
13.6%	10.6%	6.0%	5.1%	1.6%	0.9%	36.3%

¹By the end of 2023, not every Group company had the Integrity Trail available, therefore the low percentage compared to total employees.

Leadership

1,086

Administrative positions

1,312

Technical positions
(Analysts and Engineers)

809

Total Employees

3,911

In 2023, there were no reports of crucial concerns identified in Equatorial's risk map. These crucial situations are currently monitored by the Board of Directors and its advisory committees. Management prepares and/or revises the Company's risk map. The response plans are monitored and

recommended by the Statutory Audit Committee to the Board of Directors, which approves them.

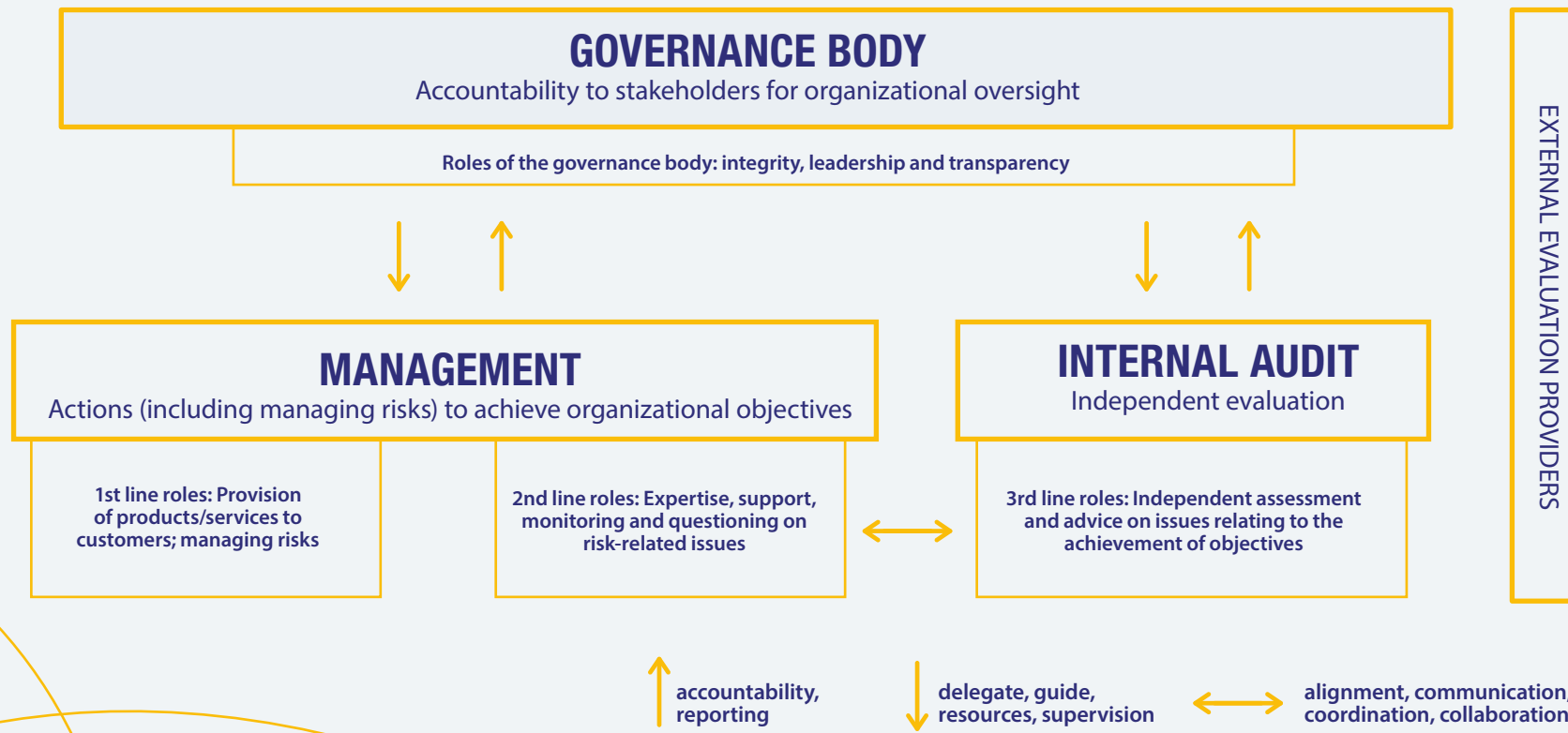
The Statutory Audit Committee also monitors the activities performed by the Internal Audit, Risk Management and

Legal departments, including following up on complaints received by the Company's Confidential Channel and lawsuits, reporting them to the Board of Directors on quarterly basis.

Risk Management

GRI 3-3

The three-line model of The Institute of Internal Auditors (IIA)



The Equatorial Energia Group understands that risk management is an integral part of its activities; it is therefore responsible for reducing the likelihood of risks that may be taken into account, especially those related to preserving the physical integrity of people but also its facilities and workplace. These risks are currently divided into strategic, financial, regulatory, cyber and IT, and operational.

In 2023, the Board of Directors approved a review of the risk matrix, which included risks related to ESG themes and regulatory changes, in addition to risks classified as transversal to all operations, enabling greater agility in mapping prioritizations.

The progress of corporate risk management is represented in the Annual Risk Plan, approved by the Board of Directors following analysis and recommendation by the Statutory Audit Committee. This plan details the projects, improvements and risk assessment processes that will be carried out during the year and monitored regularly by the Statutory Audit Committee and the Board of Directors, through reports provided by the Committee.

The Company has progressed in its commitment to risk management. The document is the Risk Management Policy, approved in 2022, which covers the main guidelines, the people in charge and their respective duties.

The Risks and Internal Controls department works with an annual risk plan that guides the department towards the deliveries needed for the evolution of the topic. The Overall Risk Assessment is being applied in another three distribution companies (CEA, Equatorial Goiás and CEEE Equatorial Energia), thus covering all the Group's distribution companies, in addition to assessments already conducted in other businesses, such as Equatorial Transmissão and CSA (Sanitation).

In addition, the Company runs awareness-raising campaigns for the general public focusing on the prevention of accidents related to the Electric Power System (SEP, in Portuguese).

The Company has contingency plans to guarantee operations and answer promptly to cases of operational failure. It also has a Crisis Management Plan to act quickly and accurately in the event of sudden and unforeseen events that may result in catastrophes, human and operational failures beyond its control, producing effects outside the Company's limits.

For the coming year, the Board of Directors will be even more involved in risk management, working to approve and monitor the main key risk indicators (KRIs) and their tolerance limits analyzed, along with performance indicators.

In 2023, the goals were:

80%



coverage of priority risks



70%

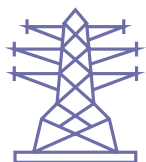
of GRC (Governance, Risk and Compliance) rate (risks within the tolerance limits and with a mitigation plan)

Types of Risks

Based on the Risk Management Policy and the risk matrix, the Company subdivides risks into six groups, facilitating the design of preventive measures and the definition of mitigation actions:

Strategic Risks

Strategic risks emphasize on poor governance, decisions not in line with the strategic plan, inappropriate investments and inefficient response to changes in the environment or negative publicity about the Company



Equatorial subdivides its risks into groups in order to facilitate prevention and mitigation action

Financial Risks

Financial risks concern financial transactions that are not in line with the Company's values and good market practices.

Compliance Risks

Compliance risks involve non-compliance with laws and regulations, complaints and lawsuits filed by customers or counterparties. Equatorial has a Corporate Audit, Risk and Internal Controls department that reports to the Board of Directors, responsible for mapping potential risks that may affect the Group's business.

This is added to the work conducted by the Corporate External Communication, Marketing, Sustainability and Legal Departments/Superintendencies, which are responsible for managing critical situations related to the Company's operations. The Company also has several Executive Committees that report to the Board of Directors and monitor issues relevant to their respective competencies, including Ethics, Privacy, Information Security and ESG Committees

Cyber and IT Risks

In 2023, the Company launched an ongoing plan to mitigate cyber risks and correct vulnerabilities. The Group experienced a number of cyber threats in 2023, mostly related to the creation of fake websites featuring the names of its distribution companies; these websites were promptly taken down as soon as they were identified. After these incidents, the Company further strengthened the security of its internal environments. Policy, which establishes guidelines for managing cyber risks and ensuring the availability of services, activities, processes and complex systems, thus contributing to the regular business continuity of the Equatorial Group. The Policy also provides for the dissemination of a cybersecurity culture to minimize incidents and strengthen the dissemination of the topic in the organization.

To that end, in 2023, the Company took out cyber insurance against risks related to virtual attacks and invasions, leaks of confidential information, damage to systems, loss of data and other problems related to the digital environment. In 2024, the Group intends to deploy action plans related to the recently

approved Policy, in order to strengthen and disseminate the culture of security against internal and external cyber threats.

Operational and Business Risks

In particular, operational risks correspond to economic or financial losses resulting from internal or external events or processes. These risks include those arising from technological failures and/or obsolescence; human failures; the construction and operation of facilities and assets; supplies and the supply chain; the health and safety of employees, contractors and the community; climate change and extreme weather events; regulatory requirements; litigation and tax contingencies; strategies of other industry players; and fraud and corruption.

Contingency Plan

Currently, each of the seven distribution companies has its own contingency plan for managing crisis and/or emergencies. The plans include actions to mitigate identified risks and enable us to anticipate possible extreme weather scenarios, such as storms and flooding. Contingency management also includes identifying and assessing risks, monitoring events in real time, classifying contingency levels and organizing the crisis room and trigger levels, as well as systematic training.

In 2023, the Company also began designing a Corporate Contingency Plan, tailoring actions to the state where it

operates. The document will establish general guidelines for identifying risks and threats, defining structures, communication procedures, response actions and the resources needed to guarantee the safety of the operation.

By next year, the Group is expected to have a single document that may guide the actions, processes and flows in situations that require an immediate response from the Company. In addition, Equatorial has been increasing the number of employees in its Operation Centers in order to support the team in emergency services.

Occupational Safety Risks

The Health and Safety Committee is the corporate body responsible for compliance with legal requirements, based on the Management and Safety Program (PGS, in Portuguese), designed to ensure efficiency in the management of actions focusing on health and safety, accident prevention and health promotion.

In order to reduce occupational safety risks and reach the goal of zero accidents, Equatorial ensures compliance with all legal requirements and strict observance of the Technical Report on Working Conditions (LTCAT, in Portuguese).

In 2023, the Committee held 84 meetings, 12 of which in each state where the Company operates: Maranhão, Pará, Piauí, Alagoas, Rio Grande do Sul, Amapá and Goiás.

Legal requirements include mandatory training for workers involved in high-risk activities, such as installations and electricity services; operation of load and people lifting machines; chainsaws; operation of tractors and/or excavators; work at heights; and vegetation management activities.

As a strategy to broaden the scope of risk management, Equatorial approved a rule stating that, when imposing financial fines on outsourced service providers — for non-compliance with legislation or contractual clauses —, the Company can revert the funds from the fines back to these same companies. This will be in the form of investments in training and advisory services in the area of occupational health and safety.

Through this standard, Equatorial has already financed complementary training in safe inspection for trucks, motorcyclists, consultancy for safe handling training of pole saws and chainsaws, consultancy for accident investigation and report preparation, purchase of insulated sleeves, among other training and material acquisitions.

In its relations with the community, the Occupational Health and Safety department works with the Company's External Communication department and the Energy Efficiency department, through E+ Comunidade, bringing events and lectures on the subject to schools, neighborhood associations and other community spaces.

For 2024, the biggest challenges for safety management are to strengthen the structure and speed up the generation and analysis of necessary data, in order to expedite negotiations, decisions and processes.



Institutional Policies

GRI 2-23, 2-24

The Code of Ethics and Conduct, the Anti-Corruption Policy and the anti-corruption laws — especially Law 12,846/2013 — form the basis of the normative scope of the Equatorial Energia Group's Integrity Program, which must be observed and complied with in all relationships, processes and work procedures of its subsidiaries.

Principles and commitments are also incorporated through normative instruments such as the Anti-Corruption Policy and the Risk Management Policy.

In 2023, the Group's Legal and Compliance Office was able to approve new and important institutional policies, such as the Related Parties Policy with guidelines and procedures established to manage relations and transactions with several stakeholders, such as shareholders, executive officers and other companies of the Group. It also approved the Stakeholder Engagement Policy, which aims to establish and consolidate the main rules to be observed by the Group's companies in its relations with their employees, customers, consumers, shareholders, investors, suppliers, partners and other stakeholders.

The Occupational Health and Safety Policy was updated, as was the Internal Booklet Protection of Personal Data Policy. Equatorial Energia also worked on the approval of its Cyber Security and Information Policy.

The Legal Department, on the other hand, has been developing a Corporate Governance Manual, an initiative that aims to consolidate all the Group's policies into a single document. This manual not only details the purpose and scope of the policies, but also serves as a foundation for the organization's integrity and transparency. In a further step to strengthen the Company's ethics and conduct principles, the Board of Directors approved the inclusion of a standard text in all Equatorial Energia's policies. This content highlights the essential guidelines of the Code of Ethics and Conduct, as well as the Anti-Corruption Policy, ensuring that these values are present in all spheres of the Group's operations. The policies are shared with internal employees through a proprietary policy management portal, managed by the Corporate Data and Quality Management Department, as well as publicized in the Company's newsletters.



ESG Strategy

Throughout the year, the Company worked on consolidating its strategic plan and moving forward with the turnaround processes in Equatorial Goiás and CSA, both of which completed their first year of operations under Equatorial's management in 2023.

In line with its strategic plan and its ESG agenda, the Company also continued to invest in renewable energy, starting the construction of two solar complexes in the municipalities of Ribeiro Gonçalves and Barreiras, in the states of Bahia and Piauí, respectively, construction is scheduled to be completed in the first half of 2024. The projects will add 574 MW in installed capacity to the Company's renewable energy generation.

The operational challenges were also quite significant, given severe weather events in the states where Equatorial operates, especially in Rio Grande do Sul. The state faced more than ten extratropical cyclones throughout the year, causing not only infrastructure overload and collapse but also massive service disruption. The electricity sector as a whole has been coordinating efforts to define short, medium and long-term actions to deal with weather-related emergencies. In late 2023, the National Electric Energy Agency (Aneel, in Portuguese) met with energy distributors to jointly design these actions, ranging from immediate implementation (considering 2023 and 2024) in detecting highly severe climatic events to regulatory adjustments (long term, until 2026) connected with the same events.

In accordance with the regulatory body's provisions in 2023, Equatorial began revising its Contingency Plan, adapting it

to the reality of the different concessions, in order to minimize impacts during and after climate catastrophes and expedite contingency actions at critical moments. [🔗 For more information on the Contingency Plan, see page 44.](#)

The Company's strategic actions also extended to economic-financial management. The sale of Intesa, an energy transmission company whose enterprise value may reach BRL 714 million, contributed to Equatorial's deleveraging trajectory and the adjustment of its debt composition. It is important to mention that this transaction does not mean that the Group will leave the transmission segment.

Over the coming years, Equatorial will be focused on seeking and implementing technologies to further improve the balance in its relationships with investors, consumers, communities and the environment. This will include the integration of artificial

intelligence tools in its day-to-day operations, the modernization of its parks and transmission lines, and investment in diversified assets to create value for the Company.

Furthermore, the Company will continue to expand services to populations that still have limited access to electricity and sanitation. The improvement and strengthening of ESG (Environmental, Social and Governance) management will be prioritized, together with efforts to hire locally in strategic locations, a movement that began at Equatorial Alagoas in 2023.



ESG Executive Committee

For the Equatorial Group, 2023 was a year of consolidating its ESG governance, with the development of actions to strengthen practices related to this topic through an ESG Executive Committee composed of the Chief Executive Officer and the Chief Financial Officer.

The People, Governance and Sustainability Committee is a collegiate body that reports directly to the Board of Directors and assists it in matters related to human and organizational development, promoting a solid culture of environmental, social and corporate governance.

The Committee is composed of two independent members of the Board of Directors, the Company's highest governance body, responsible for managing topics related to its economic, environmental and social processes.

It is incumbent on the People, Governance and Sustainability Committee to recommend agendas for consideration by the Board of Directors, in addition to requesting adjustments or possible changes of course in the proposals.

In 2023, the Board of Directors and the Governance, People and Sustainability Committee did not propose any changes to the communication and engagement flow.

The ESG Executive Committee reports directly to the People, Governance and Sustainability Committee. The Committee resolves the agenda in advance and recommends it for approval by the Board of Directors. In 2023, the ESG Executive Committee met three times to approve corporate policies and the management of environmental, governance, compliance and people topics.

The design of the strategy brought an understanding of the challenges and opportunities of the business and the risks related to externalities in the electricity sector from the point of view of investors, who are increasingly attentive to the ESG agenda. In 2021, the Company became a signatory to the UN Global Compact, prioritizing three of the 17 Sustainable Development Goals (SDGs) in its strategy: quality education (SDG 4), affordable and clean energy (SDG 7) and climate action (SDG 13).

Working Groups



The ESG Executive Committee is composed of members of the Financial Strategy, IR and ESG Superintendency, the Chief Financial Officer and the Chief Executive Officer. It is assisted by four working groups: Environment and Climate Change Strategy; Social, Community and People; Governance and Compliance; and Safety and Suppliers.

The working groups (WG) will be responsible for proposing agendas for discussion and consideration. When necessary, the ESG Executive Committee submits these agendas to the People, Governance and Sustainability Committee for ratification. If the discussions require a collegiate opinion, the Board of Directors is called upon to resolve the matter.

Environment and Climate Change Strategy WG



During the year, it discussed issues concerning the Company's strategy for reducing greenhouse gas emissions, including the target of reducing the intensity of SF6 gas emissions, the replacement of fleet fuels and steps towards more robust environmental and water management..

Governance and Compliance WG



It worked on approving corporate policies and adapting the Company to market indicators. In addition to these topics, it also worked in the partnership between Equatorial and important entities for the industry.

Safety and Suppliers WG



The supplier area implemented major changes throughout the year, renegotiating indicators, metrics and processes relating to the Supplier Performance Index. In 2023, the Safety area highlighted the gaps on which the Company needs to focus its efforts in order to improve the reported indexes. The designed action plans will be implemented next year in the Equatorial Group's Safety Journey, which involves capacity building (including the leaders and senior management), as well as actions targeted at partners, employees and communities.

Social, Communities and People WG



It is dedicated to approving and disseminating the Company's policies on the subject, such as the Diversity and Inclusion Policy and the Stakeholder Relations Policy. It also discusses possible advancements in matters such as diversity, equity and inclusion, labor issues and community relations.

Sustainability Policy

GRI 2-25

The Equatorial Group affirms its unconditional commitment to the responsible and sustainable development of its businesses, partnerships and operations, as well as expresses its belief based on exerting a positive impact on the environment, disseminating values that promote life and distributing results for the benefit of people and the planet.

To honor this stance, since 2022, the Company has been following its Sustainability Policy, which guides management, strategies and decision-making within the Group, grounded on the ten principles of the United Nations Global Compact.

The commitments in this Sustainability Policy include having a positive impact on the environment and people's lives, through objectives such as decarbonizing operations, efficiently managing natural resources and caring for employees, communities, suppliers and customers.





GENERATE - positive impact on the environment

Decarbonize operations:

- Maximize energy efficiency;
- Promoting a cleaner energy matrix through the potential of the business and cleaner operations.

To be efficient in the management of natural resources:

- Reduce air pollutants and use water efficiently in business operations;
- Carrying out proper waste management and promoting the circular economy;
- Eliminate losses in all company processes;
- Restore ecosystems;
- Protecting and regenerating biodiversity in the company's value chain.



TRANSMIT - values that promote life

Taking good care of employees:

- Ensuring comprehensive health and total safety for employees;
- Developing employees, enhancing their work skills;
- Valuing diversity, inclusion and non-discrimination in people management.

Taking good care of communities:

- Promoting the development of the surrounding area, valuing traditional communities.

Taking good care of suppliers:

- Ensuring a culture of safety, compliance with human rights and respect for the environment throughout the supply chain.

Taking good care of customers:

- Promote energy accessibility and engagement for energy efficiency;
- Contribute to customer safety and ensure data privacy for the services provided.



DISTRIBUTE - fair results for all parties

Promote innovation and digitalization applied to the business:

- Encourage solutions and new technologies aimed at renewables, network resilience, operational efficiency and business model adaptation.

Ensure relationships of integrity and compliance in business:

- Establish relationships that ratify ethical conduct and the fight against corruption, promoting knowledge and a good reputation to the business;
- Strengthen corporate governance and transparency in ESG;
- Acting with robust corporate governance based on the best market practices, including the institutionalization of processes and the socio-environmental agenda in decision-making, in the assessment of corporate risks and business opportunities;
- Ensuring periodic accountability in ESG with a focus on employees, clients and the capital market.

ESG Pillars

The Group's ESG pillars are aligned with the Company's Sustainability Policy, which, in turn, connects to SDGs 4, 7 and 13, considered priorities as they are closely related to how

Equatorial Energia aims to operate and be seen by its stakeholders.



- **Education and Entrepreneurship** - the Company seeks to stimulate the development of skills in the communities where it operates, understanding that entrepreneurial action and a focus on education are key to the appreciation of historically invisible social groups.
- **Governance** - relevant not only from the point of view of transparent internal processes and robust decision-making but also considered essential for a Corporation with almost 100% free float.

- **Safety** - knowing how to use electricity is just as important as the benefits it brings. In this sense, the Equatorial Group understands that companies cannot supply energy without looking after the lives and safety of those who are part of their business. Having life as the driving force behind the business, the Company seeks to establish a healthy and trusting relationship with its employees and surrounding communities.

- **Diversity and Inclusion** - an extremely relevant topic that brings different perspectives and experiences that, in the end, help the Company to build a broad, plural and solid human capital. The Group currently sees diversity and inclusion as guiding principles for creating value, working mainly on their entry-level programs (young apprentice, internship, trainee) and vacancies for people with disabilities.
- **Climate Change** - in line with global market trends, the Company understands the importance of acting in an increasingly responsible manner in favor of the climate, in order to anticipate future regulations and adapt to even stricter environmental standards, avoiding operational and financial risks and guaranteeing long-term business feasibility.
- **Innovation** - aligned with the guidelines of the Sustainability Policy, the Company seeks to encourage solutions and new technologies focusing on renewables, network resilience, operational efficiency and process optimization, aiming to create a competitive advantage in the sector.

Equatorial and the Global Compact

GRI 2-15, 2-23

The Equatorial Energia Group is a signatory to the United Nations Global Compact, showing clear support for the ten principles related to Human Rights, Labor, Environment and Anti-Corruption. As a signatory to the UN Global Compact, the Company has prioritized three SDGs because it sees them as strategic for its operations:



In the Adhesion and Commitment Agreement of the Global Compact's class action on integrity in the electricity sector mentions the objectives, commitments and expected conduct; it is possible to observe the actions related to the diligent work carried out by the Company.

Pelo Futuro Todo Dia (For the Future Every Day)

GRI 2-23

Given the need for and importance of establishing a solid relationship with its stakeholders, Equatorial offers different communication channels, as well as specific contacts, for the collection and respective handling of information.

The *Pelo Futuro Todo Dia* website (<https://pelofuturotododia.com.br/>) gives visibility to the way the topic is addressed at Equatorial Energia. Strategic actions are publicized on the website, together with the main policies related to the ESG agenda. In addition to the website, the Group also reports on the progress of its ESG agenda quarterly in its earnings releases; the Investor Relations website also features the Company's Sustainability Report every year, as well as other relevant documents, such as the Bylaws, Codes and Policies.



To access the *Pelo Futuro Todo Dia* website, click here.

Material Topics

GRI 2-25, 3-1, 3-2

In 2022, Equatorial conducted a complete materiality study, which included benchmarking the material topics against its peers, as well as analyzing the Company's internal documents and industry documents, such as ESG ratings and standards. Based on this initial study, the Company drew up a list of relevant topics for the sector.

This list was discussed through interviews with key sectors and stakeholders such as representatives of community leaders and the Consumer Council.

Subsequently, priorities were defined through an online survey, with the participation of groups of customers, employees, shareholders, investors, the community, the third sector, municipal and state governments, suppliers and the Board of Executive Officers. The Group's CEO prioritized and decided on the topics to be addressed.

The results were weighted according to the responses of each stakeholder group. The online survey results were consolidated with the impact analysis of the topics, serving as input for the definition of material topics for the Company's management, with no changes from 2022 to 2023. It is worth noting that, in 2025, following the materiality review, the Company intends to reduce the number of material topics to focus on more strategic issues aligned with business risks and opportunities.

- Safety of the Company and Product Quality;
- Access to Electricity and Universalization of Basic Sanitation;
- Human and Work Rights;
- Innovation;
- Customer Relationship and Satisfaction;

- Management of Materials and Waste;
- Infrastructure and Network Reliability;
- Protection in Biodiversity;
- Local Communities and Social Investment;
- Health and Safety of Collaborators and Third Parties;

- Ethics, Integrity and Compliance;
- Risk Management;
- Opportunities in Renewable Energy;
- Diversity and Equal Opportunity; and
- Climate Strategy.

Impact Study

GRI 3-3

Click on the Material Topics
to see the impact on each
Material Topic





☑ Troca de 6 aparelhos de ar-condicionado por aparelhos com selo procel

ANEEL
AGÊNCIA NACIONAL DE ENERGIA ELÉTRICA
PGE - Programa de Eficiência Energética

equatorial
ENERGIA

Energia do Bem
Energia para melhorar a vida das pessoas

Energia que transforma vidas

equatorial
ENERGIA

ANEEL
AGÊNCIA NACIONAL DE ENERGIA ELÉTRICA
PGE - Programa de Eficiência Energética

ANEEL
AGÊNCIA NACIONAL DE ENERGIA ELÉTRICA
PGE - Programa de Eficiência Energética

E+
Energia do Bem
Energia para melhorar a vida das pessoas

☑ Instalação de um sistema fotovoltaico de 60,6 kwp

☑ Revitalização do auditório e área de convivência

Environmental 4

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Environmental Management System (EMS)

GRI 3-3, 408-1

Equatorial Energia manages its environmental actions through the Group's Environmental Management System (EMS), which was updated in 2022 in accordance with the ISO 14001 standard. Since then, the Company has been consolidating the application of an effective management model of environmental standards and norms, seeking to introduce operational practices that minimize impacts, as well as initiatives aimed at guiding and engaging its stakeholders.

The Group operates in different Brazilian states and regions, thus, is present in its different biomes – from the Amazon to the Brazilian Savanna (Cerrado), including the

Atlantic Forest and the Caatinga. Therefore, the Company understands its responsibility protecting the fauna and flora in the areas where it operates, guided by its Sustainability Policy, Environmental Policy as well as the environmental legislation in force.

The Group develops environmental education and communication initiatives aimed at local communities, preparing and distributing materials with tips on the conscious use of electricity and on waste recycling and reuse, as well as lectures targeted at different audiences, in partnership with the External Communication and Energy Efficiency departments.

Efficient Solutions

Equatorial carries out actions to minimize potential negative impacts of its operations, as well as seeks solutions in its units to generate positive ones, such as:

- Installing automated lighting and A/C system at Eletra Building, in Goiânia (GO), and at the new Anápolis Operating Base, enabling to schedule switch on and off times;
- Installing push faucets and water-saving dual-flush toilets as well as window film and curtains to ensure efficient A/C at all new bases;
- Automatic irrigation of the garden at the Rio Verde Base (GO);
- Installing ecological drains to reuse water from A/C machines in all new bases, as well as the acquiring A/C equipment with the Procel A (energy-saving) seal;
- Installing automatic faucets in headquarters and service branches.

Risks and Responsibilities

The main environmental risks are related to the opening of right-of-way (RoW) and access routes for the construction sites of power distribution and transmission lines and networks. Although there is a change in the landscape, the radius of interference only reaches the linear safety range for the mobility of operation and/or maintenance teams, with no loss of native habitats. Maintenance services, in turn, entail risks during the lane clearing phase.

As for sanitation, the main risks involve possible discharges of chemical products and contaminants into the environment, changes to the aquatic ecosystem, erosion and sedimentation, as well as leaks and spills that can contaminate aquifers and cause impacts on the ecosystem and human health. Therefore, the Company conducts robust environmental monitoring in order

to regulate water and soil quality through the assessment of potential impacts and the implementation of treatment technologies that guarantee the effective removal of contaminants and pollutants. One example is CSA's hard work to replace chlorine gas with common iodized salt as a disinfectant agent for water treatment plant pumps. It is worth mentioning that chlorine gas has an extremely strong odor, is extremely toxic and can cause irreversible damage to human health, especially in its liquefied state.

Environmental management programs are implemented to prevent or mitigate negative impacts on the Group's enterprises and their surroundings, e.g., scaring away, rescuing and transporting wildlife, in addition to mandatory forest replacement/compensation actions.

The Group also invests in environmental compensation actions, which are carried out not only to meet legal requirements, but also are efficiently planned to contribute, albeit indirectly, to reducing greenhouse gases.

Equatorial has also begun studies to identify risk of malaria occurring in the surroundings of isolated systems interconnection projects in endemic regions, according to the license conditions compliance.

It is notable that before implementing new projects, Equatorial hires a specialized company to survey the impacts of implementing and operating its projects, including risks to biodiversity.

Equatorial has also developed various environmental education initiatives with the communities surrounding its projects.

[🔗 Read more on page 57.](#)



Several environmental management programs are implemented to prevent and/or mitigate risk arising from maintenance services, e.g., scaring away, rescuing and transporting wildlife, in addition to mandatory forest replacement/compensation actions.

Environmental Licensing

GRI 2-27

Environmental licensing is an integral part of Equatorial Energia's operations and is necessary to identify impacts and prepare mitigating and/or compensatory measures for the implementation and operation of assets. It is important to mention that all of the Company's units have environmental licenses or have licensing processes underway, and the Group is aware that its operations are subject to federal, state and municipal laws and regulations as well as requirements relating to the protection of health and the environment.

In 2023, the Company filed 2,545 license applications in the states of Alagoas, Amapá, Goiás, Maranhão, Pará, Piauí and Rio Grande do Sul. In the same year, 2,574 environmental licenses were issued for new construction works and license renewals for projects in operation for these distribution companies.

The Group received 39 notifications from external agencies, all of which were submitted for administrative defense, 30 significant instances of infringement with fines and 9 cases without fines considered not significant.



2,574

environmental licenses issued for new enterprises or renewals for enterprises in operation

There were two cases in which non-monetary sanctions were applied: a construction embargo with application of fine, considered significant case by the Company, and a warning issued by Rio Grande do Sul's State Agency for the Regulation of Delegated Public Services (AGERGS, in Portuguese), both of which have now been resolved.

As regards fines for non-compliance with laws and regulations that occurred during the reporting period, the Company received 30 notifications/notices of infraction from external agencies, totaling BRL 25,232,061.46.

Fines received for instances of non-compliance with laws and regulations paid during previous reporting periods totaled BRL 129,404.90.

Significant cases are determined through a criticality matrix that includes the impacts on the environment and the Company's image, as well as financial impact. Overall, the Company recorded two significant cases in Maranhão, seven in Alagoas, eleven in Goiás, one in Pará, and nine in Rio Grande do Sul, involving non-compliance with environmental registrations and licenses, quality of service, tree pruning and removal. All these cases have already been referred.

Environmental Licenses Filed and Issued for New Construction Works

Distributor	Applications filed in 2023	Licenses issued in 2023
Equatorial Maranhão	5	37
Equatorial Pará	2,026	2,098
Equatorial Amapá	381	384
Equatorial Piauí	15	14
Equatorial Alagoas	0	10
CEEE Equatoria Energia	-	7
Equatorial Goiás	106	24
Total	2,543	2,574

Energy

GRI 302-1

The Company monitors energy expenditure indicators in all its buildings and offices. In addition, it carries out ongoing education initiatives with its employees to promote responsible consumption.

Fuel consumption increased compared to 2022 figures due to the entry of Equatorial Goiás into the Group's overall calculation. The same was observed in relation to renewable fuels and electricity consumption, which exceeded the figures recorded in the previous year due to the new distribution concession (Goiás).

Energy consumption within the organization (GJ)¹

GRI 302-1

	2021	2022	2023	Δ2023/2022
Non-renewable fuels	90,631.4	108,171.0	139,338.3	28.8%
Gasoline (automobile)	31,761.3	32,710.6	40,969.0	25.2%
Diesel	58,870.1	75,460.4	98,369.3	30.4%
Renewable sources	76.9	133.6	494.6	270.1%
Hydrous ethanol	76.9	133.6	494.6	270.1%
Consumption of acquired electricity	132,398.4	120,558.5	196,854.8	63.3%
Total energy consumption	223,106.6	228,863.2	336,687.7	47.1%

¹The tool used for calculation was liters to m³ (Click here). The conversion factor source used was the national energy balance for 2021 (reference year 2020). Click here.



Renewable Energy

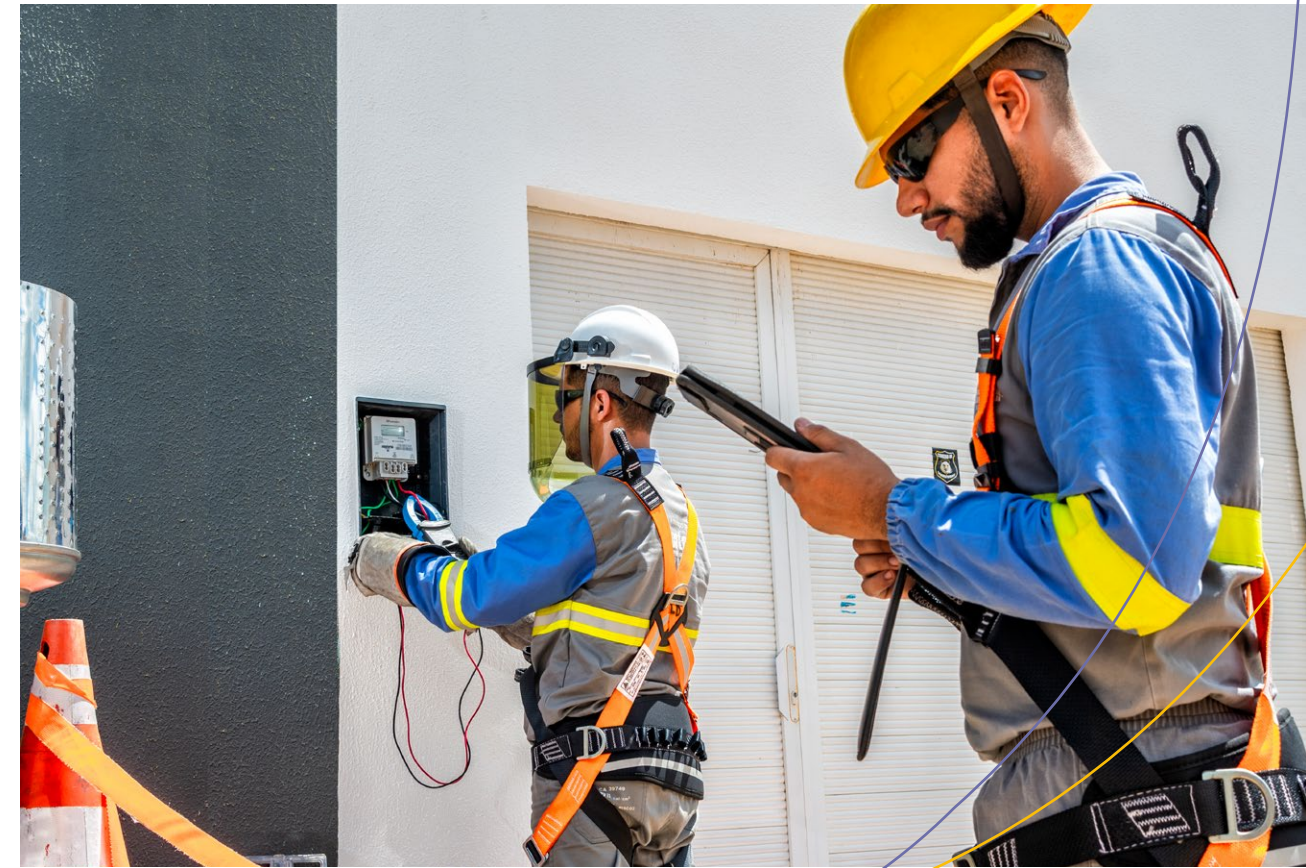
GRI 3-3

The Group's entry into the renewable energy generation segment, the acquisition of Echoenergia, completed its second year under Equatorial's management in 2023.

Specializing in the development, implementation and operation of renewable power generation systems as well as energy trade, Echoenergia consistently seeks to meet the needs of its customers and stakeholders, prioritizing quality, the environment and occupational health and safety. During the year, the company announced an unprecedented agreement which was also a historic milestone for the Brazilian renewable energy sector: for the first time it was possible to restore the operation and performance of a wind turbine by replacing the blades, originally from the G97 model, with blades from the V100 model. Installed at the Echo 2 Wind Farm, the turbine now features state-of-the-art technology, which is important from the equipment aging stance: as time goes by,

some spare parts can be difficult to find or may become obsolete. To ensure wind turbine performance for its entire life cycle, it is crucial that solutions like this are implemented, guaranteeing the turbines' optimization.

In the generation segment, Equatorial also holds the controlling stake in Enova Instalação e Manutenção, a distributed generation company operating in Brazil's Northeast region. Enova is currently the largest distributed generation company in Maranhão, the only one in the state to have been awarded the Emerald Seal by the Solar Portal and is a member of G5 Solar. Its infrastructure consists of three own farms in operation and nine under implementation.



Enova also had two projects that stood out in 2023. One of them is the smart power grid, installed especially for the Alcântara Launch Center (CLA, in Portuguese), in Maranhão. Aimed at supplying energy demands during satellite and rocket launches, as well as improving CLA's resilience and energy security, the infrastructure includes over 2,800 solar panels and a robust battery system for generating and storing renewable energy, along with load control and automation.

In 2024, the company aims to replicate the model installed in CLA at the Anápolis Air Base in Brasília, twice the size. The project will be carried out by Equatorial's Science and Technology Institute in partnership with the Federal University of Maranhão.

Equatorial also relies in an Environmental Policy, which consolidates the Company's guidelines on renewable energy opportunities.

Impacts

Geared towards adequately managing impacts (positive and negative) by adopting mitigation and adaptation measures appropriate to each situation, Echoenergia has a program for identifying, inspecting and auditing non-compliances within its management system, the performance of which is subject to evaluation and trend analysis. Action plans are defined for the items identified, which are given deadlines and resources to be deployed, according to the leadership. The entire cycle and the effectiveness of the action's implementation are tracked and monitored.

The Company also periodically holds committees and meetings with various stakeholders to engage them on the opportunities of renewable energy. In these events, positive and negative aspects related to the generator's operations are raised. Each one is evaluated and measures are proposed either to mitigate, remedy and reduce impacts or to improve and implement relevant solutions. These actions are discussed and implemented once the internal Committees assess them as viable.



Equatorial also relies in an Environmental Policy, which consolidates the Company's guidelines on renewable energy opportunities.

Protecting Biodiversity

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

The Company understands the importance of biodiversity as a basis for the economy, climate stability and ecosystem services. This commitment is outlined in the Environmental Policy and the Sustainability Policy, highlighting the need to minimize impacts arising from its operation, bolstering conservation and recovery actions, mainly through its cooperation in research, technological development and innovation projects.

Equatorial Group's Environmental Policy and Sustainability Policy guide the Company's biodiversity management actions. Environmental studies are the most commonly used tool for identifying the impacts of projects to be implemented. In order to minimize these impacts, the Company proposes environmental programs and raise stakeholder awareness of

their responsibilities towards the preservation of biodiversity and ecosystem services. Whenever possible, Equatorial also takes biodiversity-related criteria into account when hiring suppliers and monitoring contracts.

In 2023, Equatorial began in-house discussions, mainly in the Environment and Climate Strategy Working Group, geared towards establishing partnerships with public agencies (state and municipal departments, for example) in biodiversity conservation projects in the states where it operates. The idea is that, in addition to the legal obligations established in environmental licensing processes, the Company can act in synergy with public policies, integrating knowledge, efficiency in the use of resources, as well as breadth and scale in its interventions.

Equatorial seeks to identify the most effective approaches to maximizing the impacts, especially positive ones, resulting from the implementation and operation of its projects. Approaches may

include measures such as environmental compensation, energy recovery from waste, reuse of rainwater and promotion of renewable energy consumption.



New Assets

GRI 304-2

Whenever the implementation of a new asset is required, Equatorial conducts environmental studies to prevent or mitigate potential negative impacts on projects and their surroundings, implementing the relevant environmental programs. These programs are focused on environmental management for the construction works; scaring, rescuing and transporting; and forest replacement, and seek to minimize or eliminate negative impacts. In general, these take place during the assets' implementation process.

When a site is implemented in sensitive areas, such as conservation units and Environmental Preservation Areas, they are granted special licenses from the competent bodies. This is the case with electricity transmission and distribution networks, which often have to cross preserved areas to interconnect other systems. For example, when it is necessary to suppress vegetation, the team responsible for the activity is trained to scare away species found in the area to be removed, and it is strictly forbidden to handle fauna without authorization from the competent environmental agency.

The extent of impacted areas corresponds to the areas actually occupied by the activities and actions intrinsic to the planning,

implementation and operation of the Project. Thus, the area directly impacted by the Transmission Lines and Substations is determined by the right-of-way. The right-of-way is 30-meter long in rural areas, distributed 15 meters on each side of the Distribution Line (DL) axis; and 5-meter long in urban areas, with 2.5 meters on each side of the DL axis.

In order to prevent environmental damage that may be caused during the construction and operation of its projects, Equatorial adopts mitigation measures that are appropriate to the potential problems, such as reducing, softening or even preventing the expected negative environmental impacts that have occurred or are occurring, reducing their magnitude. These actions aim to reduce impacts, since they are considered reversible, with vegetation regenerating after the installation of the lines with minimal intervention.

Despite all the mitigation measures, during the implementation of projects such as power lines and substations, insulating mineral oil present in transformers can leak due to possible improper handling. In the process of interconnecting isolated areas in malaria-endemic locations, for example, the number of cases of the disease

can increase in the regions close to the project. In order to avoid this scenario, measures to mitigate these possible impacts are planned and, in the case of endemic diseases, they validated by the local health departments.



Waste Management

GRI 3-3, 301-1, 306-1, 306-2, 306-3

Approved by the Board of Directors in 2022, the Environmental Policy is one of the milestones of Equatorial's commitment to mitigating negative environmental impacts. Related to the Sustainability Policy, this document sets out the guidelines for proper waste management, in compliance with legal requirements and in line with the National Solid Waste Policy.

The Environmental, Social Responsibility and Occupational Safety Superintendence, created in 2023 to strengthen the initiatives in these areas, is in charge of the governance of this topic's actions and planning. The Corporate Environmental Department is responsible for the regular environmental management of planning and expansion works, acting in synergy with the Corporate ESG Department

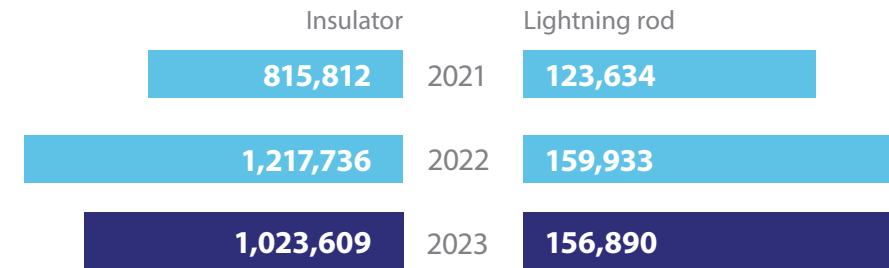
on strategic matters for the Company. The Corporate Logistics Department, linked to the Supplies Superintendence, manages the materials used in the Company's operations.

Equatorial Energia Group's Waste Management refers to the set of procedures encompassing the planning, implementation and proper management of the waste generated, aimed at reducing waste volume in order to prevent environmental pollution, thus ensuring that it is collected, packaged, stored, transported and finally disposed of in an environmentally proper manner.

In 2023, the Company properly disposed of 11,510.3 tons of waste and recovered 579 pieces of equipment, avoiding unnecessary disposal.

Non-Renewable Materials | Unit

GRI 301-1



Renewable Material

GRI 301-1

Material	Measure	2021	2022	2023
Group - uninsulated cable	kg	4,885,117	6,701,630	6,043,381
Group - covered cable	Meter	28,688,938	38,700,431	35,068,055
Group - transformers	Unit	58,642	61,368	34,950
Group - meter	Unit	770,697	1,329,553	1,640,659
Group - hardware	Unit	4,530,604	6,473,274	6,185,648
Group - concrete	Unit	344,188	588,797	424,068

Waste Generated | in tons¹

GRI 306-3

Waste Generated	Breakdown by Composition of the Waste ²	Total
Hazardous and non-hazardous waste	Sludge from septic tanks, insulating mineral oil used, paper, cardboard, scrap metal and construction waste in general (aluminum, copper, iron, porcelain, plastic, wood, concrete, glass, insulators), components removed from disused equipment, edible vegetable oils and fats.	12,173.9

¹2023 data. Waste management at Equatorial Goiás began to be directly monitored in October 2023.

²In 2023, the Company started its Solid Waste Management Plan, in order to strengthen its waste management processes more robust in the following fiscal year.

Equatorial Group establishes procedures for environmentally appropriate waste management, including packaging, storage, disposal (reuse or recycling) and final disposal (sanitary and industrial landfills, incineration or co-processing), in the concession areas of the Group's companies.

At the Group's distribution companies located in the states of Pará, Piauí and Maranhão, potential partners have been identified to develop recycling actions for waste generated at the head office's cafeterias.

The main waste generated in Equatorial's operations includes cables, wires, ferrous materials, meters, wood and insulating mineral oil, the latter coming from the replacement of

equipment such as switches, reclosers and transformers, whose residual oil is considered hazardous waste and has great pollution potential. Therefore, this specific waste is sent for refining by a specialized company.

The Company is currently developing a traceability system to monitor the origin and destination of materials throughout its value chain, in order to promote transparency and awareness, bringing the entire process together into a Solid Waste Management Plan (PGRS, in Portuguese). It is estimated that in 2024, the Company will have consolidated its PGRS in order to intensify the development of systems and seek effectiveness in the actions implemented, based on the guidelines set out in the Solid Waste Management Policy.

E+ Recycling

The Company disseminates the waste recycling culture and offers incentives for people who separate these materials correctly. Through the E+ Recycling environmental project, recyclable materials are converted into discounts on energy utility bills. Through this initiative, which is part of Equatorial's Energy Efficiency Program, 15,238.90 tons of waste received were recycled, generating BRL 796,224.24 in discounts.



New Destination for Prunings

Tree pruning is essential for the safety of the electricity grid, preventing vegetation that overhangs the wires from interfering with and interrupting power supply. In 2023, Equatorial carried out more than 430,000 pruning services and cleared around 22,000 hectares.

Waste from pruning trees on public roads, carried out regularly to maintain the electric infrastructure, is transformed into fertilizer by the Company. To this end, Equatorial has invested in branch and leaf shredders, efficient pruning techniques and partnerships with municipal environmental agencies, such as in Belém (PA), where the shredded pruning waste is used to produce compost for programs run by the Belém Local Government (Escola Bosque and Granja Modelo), the Brazilian Agricultural Research Corporation (Embrapa), Emaús and the Pará Supply Center (Ceasa).

Environmental Mitigation Kits

Equatorial has a specific guideline regarding the potential risk of oil and other hazardous material spills. The distribution centers are equipped with environmental mitigation kits, including 100-liter containment canisters, and damaged equipment is stored in a containment area. Preventive and corrective measures are taken in compliance with environmental agencies, always in line with Brazilian environmental laws.

Waste

- 15,238 tons** of waste sent to recycling
- + **11,500 tons** of recycled paper
- + **960 thousand kg** of recycled metals
- + **2 tons** of recycled plastic
- + **3 tons** of recycled cooking oil
- + **79 thousand trees** prevented from being cut down
- + **14 thousand tons** of materials no longer going to waste, streets and rivers
- + **800** educational **initiatives** on the rational use of energy and sustainability practices
- + **BRL 796,224** in bonuses on our customers energy utility bills

Water Resource Management

GRI 303-1, 303-3, 303-5, SASB IF-EU-140a.3

Responsible water consumption is one of Equatorial's commitments. The Company's Water Resources Policy, implemented in 2022, contributes to reducing water consumption and encourages its sustainable use and withdrawal, in line with the principles of the National Water Resources Policy.

The Company's internal water consumption considers only water used by employees working in administrative departments. In general, water comes from public urban supply networks.

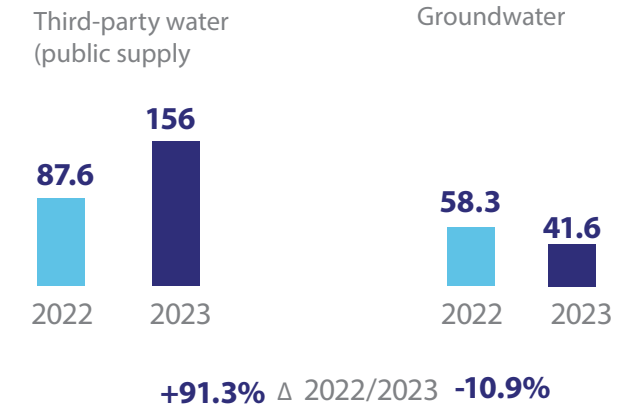
As a limited and potentially scarce natural resource, the Group considers the possible impacts of its unavailability. In Equatorial's sanitation activities, the main risk is insufficient water for public supply and the lack of an adequate water and/or sewage network, especially in places far from major urban centers.

The Company's substations adopt the good practice of using rainwater, which is also relevant as a measure to mitigate the risk of shortages. Environmental education actions to save these resources are carried out through internal communication by email, educational campaigns and talk sessions in the halls.

In 2023, as part of its Water Resources Policy, the Company mapped all groundwater consumption sources at all its assets, in order to make its management more robust. Based on this mapping and the identification of consumption patterns, next year, it will be possible to focus on the continuous improvement of processes and facilities in order to decrease consumption and impact, as well as to carry out more awareness-raising campaigns among employees aimed at a more efficient and responsible use of water resources.

Water Withdrawal¹ | ML

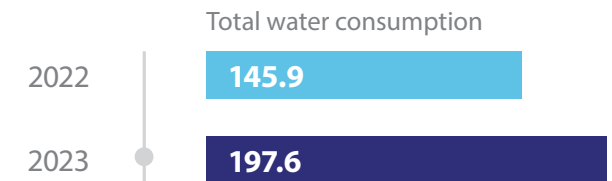
GRI 303-3, SASB IF-EU-140a.1



¹The Company withdraws only freshwater and does not withdraw groundwater, seawater and produced water.

Water Consumption¹ | ML

GRI 303-5, SASB IF-EU-140a.1



¹There is no consumption in areas with water stress.

Groundwater withdrawal can pose numerous risks, both to the environment and to the water source. One related risk is the potential of groundwater decline due to excessive use without adequate recharge space, which can affect ecosystems and cause ground subsidence. Additionally, the contamination of aquifers by pollutants of industrial, agricultural or urban origin must be considered, as well as saltwater intrusion in coastal areas, i.e., seawater penetrates freshwater layers, making it unsuitable for human and agricultural consumption. The risk of soil compaction and subsequent subsidence and changes in aquatic ecosystems (such as reduced water flow in rivers and springs due to groundwater abstraction) must also be considered, as well as competition for resources, especially in areas of increasing urbanization and industrialization, and changes in hydrogeological characteristics, such as aquifer flow and recharge.

Equatorial Energia's water withdrawal consists mainly of groundwater from local water companies. So that its operations are not impacted by any of the risks mentioned above, water resources are managed by the Facilities Superintendence and two Facilities Management Departments (in region 1, focusing on Maranhão, Pará, Piauí and Amapá; and region 2, focusing on Alagoas, Goiás and Rio Grande do Sul). Also as previously mentioned, the main risks that could impact the continuity of operations are related to

significant changes in groundwater quality, changes in soil characteristics, etc., as well as shortages associated with climate change, for example. In 2023, the Company began a water management project to more closely manage/monitor actions, considering all business units, including newly acquired assets. The survey in 2023 considered all water consumption sources, identifying, for example, artesian wells that were already inactive, plugged and that continued to be part of the database as if they were in use. These processes will be of utmost importance for the Company, since they will enable Equatorial to work on metrics and indicators for consumption reduction and recycling.

In 2023, the Company began a strategic project to improve its water management. The project covers all business units, including recently acquired assets, and aims to implement a closer monitoring of actions related to the responsible use of these resources. In a survey carried out in 2023, all consumption sources were considered, and a relevant aspect of this process was the identification of previously inactive artesian wells, which had been plugged but were still part of the database as if they were in full use. This discovery highlighted the importance of a complete review of the Company's water infrastructure.

These measures are essential for Equatorial's water management, as they provide the necessary grounds for establishing metrics and performance indicators. These indicators will be key for monitoring water use efficiency, identifying potential saving opportunities and, above all, assessing the impact of the actions implemented over time.

By optimizing water management through the identification and regularization of inactive wells and other resulting processes, Equatorial aims not only to improve its environmental management, but also to promote its assets' operational efficiency. The project establishes the foundations for implementing conservation practices, reducing consumption and, wherever possible, adopting water recycling strategies, reinforcing the Company's commitment to a continuous pursuit of more efficient processes.

Climate Change

GRI 3-3, 201-2, 305-5, SASB IF-EU-110a3

Equatorial Energia understands the importance of adopting internal procedures to manage climate change impacts and adopts decarbonization initiatives to help advancing the global agenda. It is important to emphasize that Greenhouse Gases (GHG) contribute to increase global temperature and also to more frequent and severe water scarcity scenarios, mainly threatening power generation and sanitation services.

By managing GHG emissions from its operations, Equatorial seeks to support the fight against climate change, especially from the perspective of the impact on water crises, which greatly influence on energy quality, rainfall patterns and supply interruptions. Extreme weather events cause significant interruptions in the operation of the electrical system, whether due to drought or rainfall, which reduces water reservoir levels and the operation of hydroelectric plants, or storms, which can bring down transmission and

distribution towers, as well as hinder wind energy generation.

These are situations that directly impact the price of production and tariff for the population, with the possibility of leaving customers without energy.

SF₆ Emissions

Equatorial Energia believes that managing greenhouse gas emissions creates value not only for its operations, shareholders and investors, but also for the community, society as well as the environment. It is important to note that GHGs equally contribute to more frequent and severe water scarcity scenarios, mainly threatening power generation and sanitation services.

The target of reducing SF₆ emissions intensity by 8% (tCO₂eq/GWh) in 2023, base year 2021, was achieved and exceeded, reaching a

reduction of more than 40%, contributing to the reduction of scope 1 emissions. SF₆ is an important gas for electricity distribution activities, as it is present in circuit breakers, which are essential for protecting electrical circuits against overloads, short circuits and other problems that could damage electrical equipment or pose a fire risk. However, it has a huge global warming potential (around 23,500 times greater than carbon dioxide - CO₂ - over a 100-year period), in addition to contributing to groundwater contamination (when equipment leaks) and, indirectly, causing damage to the ozone layer through the release of chemical reactions.

In 2023, the Company invested over BRL 900,000 in the maintenance of 46 pieces of equipment that contains SF₆ in the states of Maranhão, Pará, Piauí, Alagoas and Rio Grande do Sul, preventing the emission of approximately 250 tCO₂eq into the atmosphere.

Carbon Disclosure Project (CDP)

For the second consecutive year, the Company answered the questionnaire from the non-profit organization Carbon Disclosure Project (CDP) to assess the stage of its ESG journey in terms of climate change management. The Group maintained a "C" rate at the end of the process, which is important for understanding the progress that still needs to be made, especially in the assessment of climate risks and opportunities, which the Company has already started working on during the year.

Emissions

GRI 305-1, 305-2, 305-3, SASB IF-EU-110a.1

The Company has been focusing on studying structured and effective measures to reduce its emissions in order to help curb the rise in global temperatures. For the second year, the Group published its assured Greenhouse Gas Emissions inventory considering mobile sources, fugitive emissions (such as SF₆),

sanitary effluents and other stationary sources (such as LPG, natural gas and diesel from generator sets). In addition to emissions in this scope, there are emissions resulting from changes in land use (suppression of vegetation), essentially linked to electrical network interconnections in isolated

systems. The inventory considers scopes 1, 2 and 3 emissions, based on the guidelines and Global Warming Potential (GWP) indices published by the Brazilian GHG Protocol Program and the operational control approach, and is audited by an external and independent company.

incorporate the climate agenda into their organizational strategies.

It is important to highlight that, as an electricity concessionaire, Equatorial has regulatory obligations with regard to energy supply, mainly through network interconnections in isolated systems. For this reason, its Scope 1 greenhouse gas emissions are essentially linked to land use change, especially in the state of Pará, which still has areas to be interconnected. In this regard, the Company has sought to pursue on specific targets that are equally important for reducing emissions, such as working on its SF₆ emissions, in addition starting a pilot project in 2023 to switch its flex-fuel vehicle fleet from fossil fuels, a project that is expected to become a Company target in the next year.

Scope 2 included emissions related to the amount of energy purchased from the grid (own consumption), as well as technical losses in transmission and distribution. Scope 3 emissions comprise those not controlled by the Company, which include employee commuting, air travel, non-technical losses and the purchase of electricity from distributed thermal sources (isolated systems)¹.

Through its Environment department, the Group is part of UN Global Compact Brazil Network's Climate Action Platform, which encourages its members to

Greenhouse Gas Emissions

| tCO₂e

Type of emission	2021	2022	2023
Total direct emissions (Scope 1)	1,628,468.8	1,181,375.9	380,464.5
Total indirect emissions (Scope 2)	575,525.0	198,780.1	239,614.2
Other indirect emissions (Scope 3)	910,161.7	396,059.7	367,842.5
Total	3,116,156.9	1,777,946.0	987,921.2

In 2023, we adopted a more cautious approach when classifying the intervention areas. Initially, we treated all areas as if they were undergoing their first cutting or maintenance, classifying them as primary forests. However, we understand that these areas often receive maintenance on Equatorial's transmission lines, thus, we reclassified them as secondary forests, taking into account the maintenance history. This reclassification allowed us to adjust the carbon stock estimates in these areas to 44% of the expected value for the corresponding vegetation type and biome, a measure more in line with the reality of these ecosystems.

Moreover, we reviewed our methodology, determining the emission factor associated with each vegetation type. In previous situations, whenever a detailed classification of the vegetation type was not possible, we opted for a more conservative emission factor. After the methodology was updated to consider areas as secondary vegetation, we have adopted an average emission factor, based on the specific vegetation type, which reflects a more precise approach and is adjusted to the actual conditions of the areas analyzed.



Value Relationship

5

Stakeholder Engagement	73
Employees	75
Suppliers	99
Customers	101
Society Safety and Product Quality	111
Community and Society	116

 Interactive summary

 Summary interactive

Stakeholder Engagement

GRI 2-29

Equatorial Group considers as stakeholders its shareholders and employees, as well as consumers, communities, suppliers, the government and regulatory agencies.

The engagement with all these groups enables the Company to identify actual and potential impacts, reduce risks, identify ideas and work on opportunities and partnerships, increasing the level of trust among all and avoiding unnecessary conflicts.

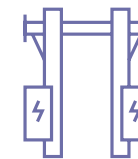
Accordingly, Equatorial seeks to increasingly involve its stakeholder groups in its management processes more effectively, guided mainly by its Stakeholder Engagement Policy, approved in 2023, and understanding them through internal surveys or externally assessing their perception of the Group's performance and progress.

To ensure communication with its stakeholders, the Company makes different communication channels available, as well as specific interlocutors, to collect and address doubts, complaints and suggestions.

Besides commercial relationships established with its traditional business partners, the Group has partnered with numerous institutions through financial incentive law sponsorships, in addition to state sponsorships where its distribution companies are located and partnerships with philanthropic institutions.

It is important to highlight partnerships with non-commercial entities, such as joint initiatives with state licensing agencies and advisory bodies for the implementation of public policies in the distribution companies' area of operation. Specifically in the state of Maranhão, Equatorial represents the electricity sector in the State Council for the Environment, which is part of the network of legal instruments linked to the National Environmental Policy.

The Group is also a member of the Brazilian Association of Listed Companies (Abrasca, in Portuguese), the Brazilian Association of Electric Energy Distribution Companies (Abradee, in Portuguese) and the National Association and Union of Private Concessionaires of Public Water and Sewage Services (ABCON, in Portuguese).



The Equatorial Group has several communication channels and interlocutors collecting and dealing with the demands of its stakeholders.

Communication and Relationship

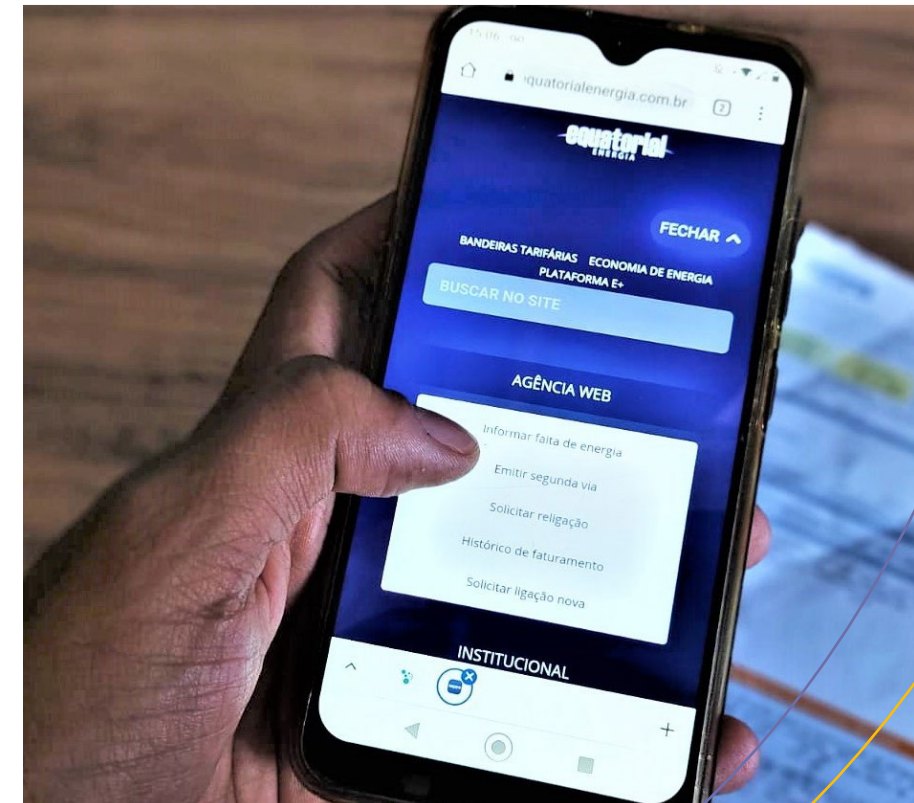
Equatorial understands the importance of bringing the positive and negative impacts of its operations into its management and acting on communication actions regarding these impacts to ensure transparency in the exchange dynamics with stakeholders. During the year, the Company approved its Stakeholder Engagement Policy, a document that outlines the importance of stakeholders for decision-making, as well as reaffirms the Company's commitment to strengthening its relations.

The energy distribution companies make ombudsman channels available for submitting doubts, complaints and suggestions about the services provided (see more details in Relationship Channels, page 36), as well as a remote service channel through a virtual assistant (Clara). The population can also contact the Company in person through the branches and regional offices.

The Group relies on a Corporate Labor and Union Relations department, which is responsible for managing labor relations and negotiating collective agreements and union disputes (such as strikes and meetings), ensuring workers full rights to freedom of speech and peaceful assembly, guaranteed by law.

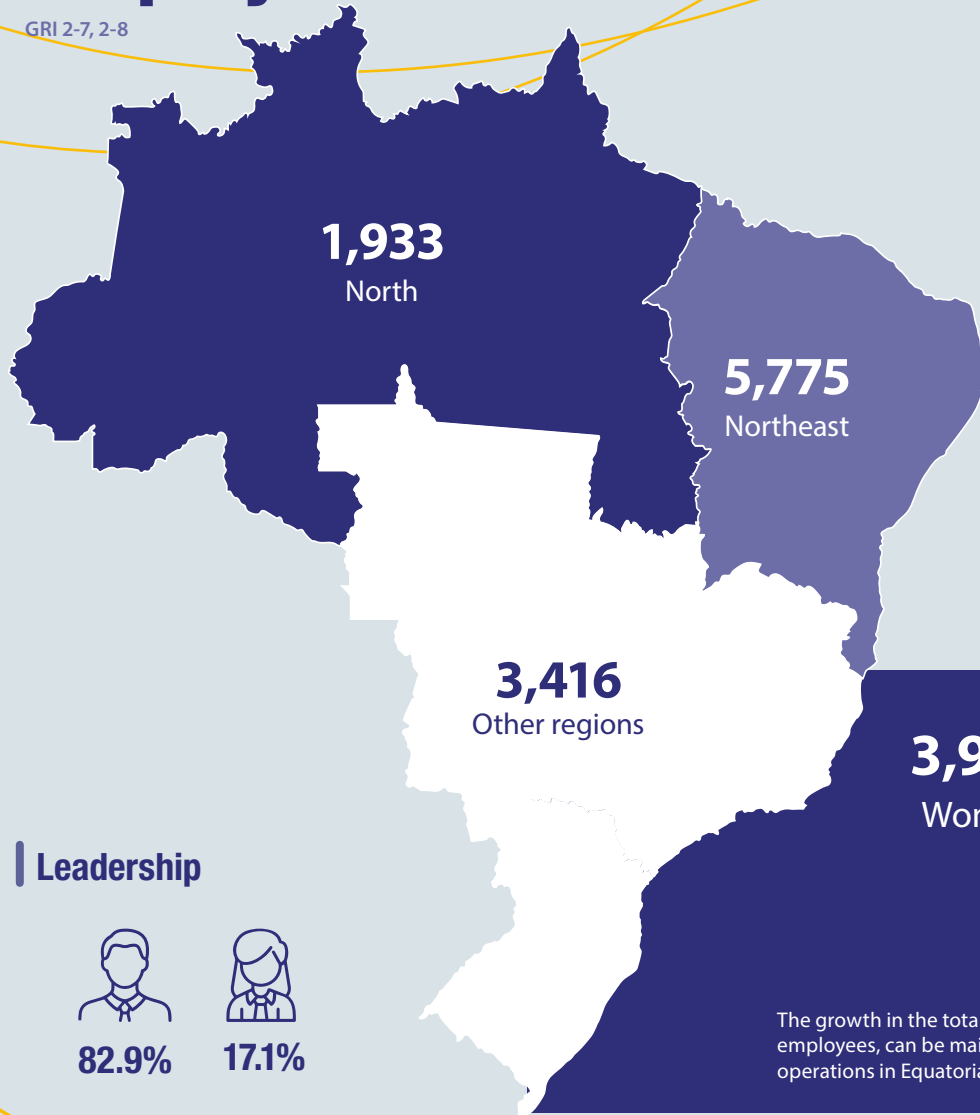
The **Investor Relations department has its own channel (ri@equatorialenergia.com.br)** for market demands, while the Regulation and Market department is responsible for dealings with regulatory agencies.

Also in 2023, a new channel for supplier requests was made available, allowing partners to register their demands, whether included in or outside the scope of the contract, via e-mail **gestaodeparcerias@equatorialenergia.com.br**. This channel is managed by the Corporate Partnership Management department, also created in 2023.



Employees

GRI 2-7, 2-8



Leadership



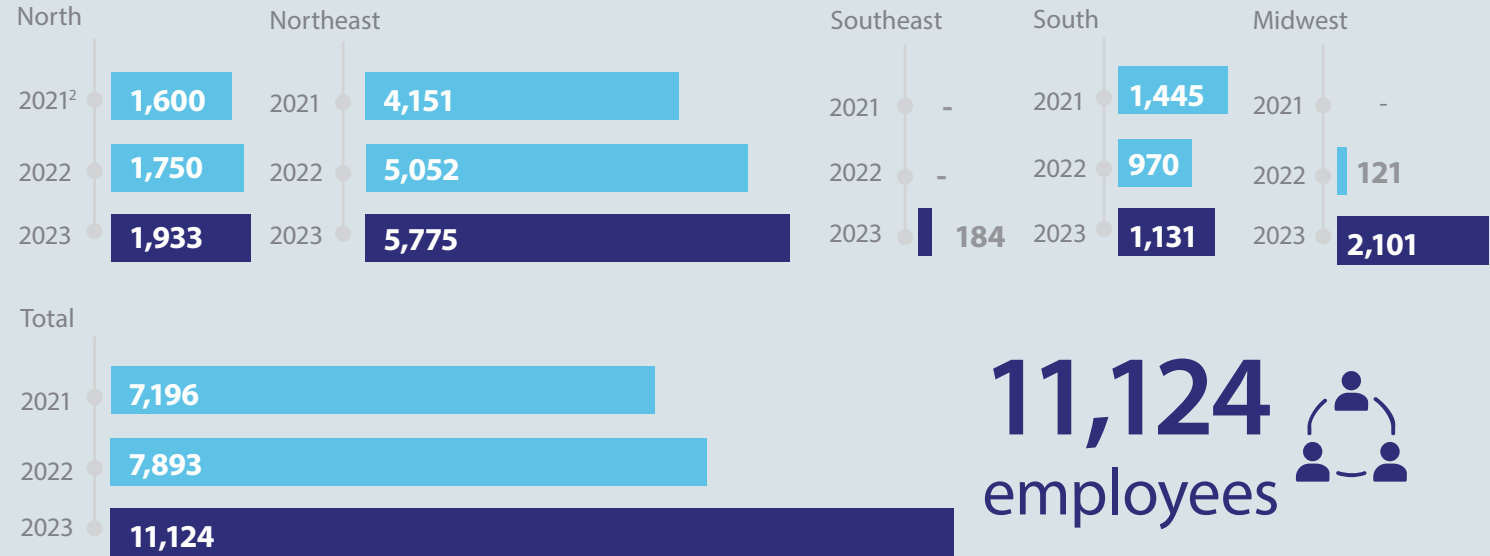
82.9%



17.1%

Employee information, by region¹

GRI 2-7



11,124
employees

¹The Company does not have temporary, non-guaranteed hours or part-time employees. The methodology adopted by the Company accounted for the total number of employees at the end of the reporting period (2023), i.e. accounting for those who have a direct employment relationship, excluding those who do not (are not employees), such as trainees, youth apprentices and outsourced workers.

²In 2021, the report was not divided by region, considering the regions other than Northeast and North as "other regions".

3,947
Women



7,177
Men

The growth in the total number of employees compared to 2022, when the Company had 7,893 employees, can be mainly attributed to the acquisition of Equatorial Goiás and the expansion of operations in Equatorial Serviços and Enova.

Employee information, by gender¹

GRI 2-7

Gender	2021	2022	2023
Men	4,706	4,952	7,177
Women	2,490	2,941	3,947
Total	7,196	7,893	11,124

¹The Company does not have temporary, non-guaranteed hours and part-time employees.

Operating in different Brazilian municipalities, Equatorial Energia has the challenge of continuously maintaining the synergy and exchange of experiences between the people who are part of the Group's companies.

The commitment to the well-being and quality of life of employees and society is at Equatorial's Energia culture core. Internally, the Company seeks to ensure a diverse, inclusive, honest and ethical human environment. Outside, it acts based on ethics, solidarity and responsibility.

Equatorial Energia's corporate ideology impacts not only its employees, but also the community, suppliers and customers. Internal policies on valuing leaders, respecting health and safety at work and strong organizational climate management complement the development of a culture of safety, which is essential for employees to feel part of the Group and to be fully integrated into the key pillars of the Equatorial Culture.

OUTSOURCED EMPLOYEES

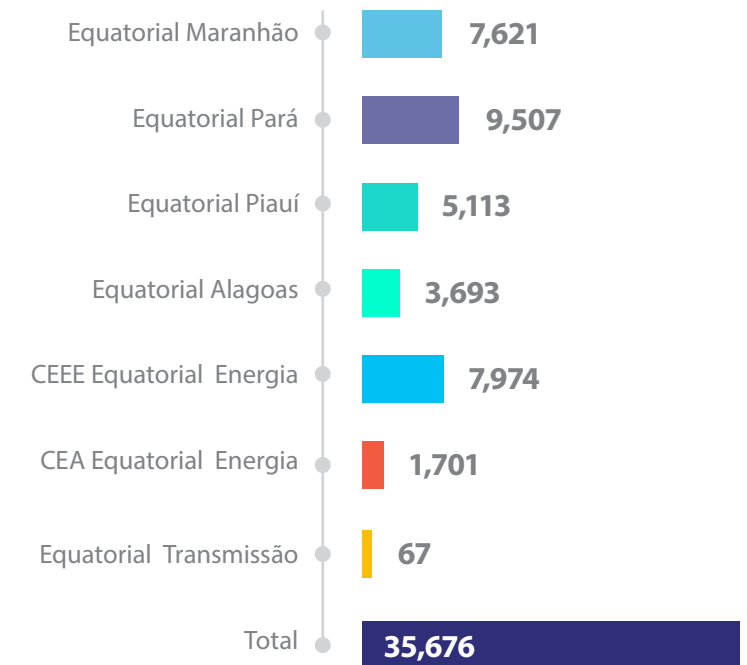
Most of Equatorial Group's workforce is outsourced. The Company currently has 35,676 outsourced employees working in the states of Maranhão, Piauí, Pará, Alagoas, Rio Grande do Sul and Amapá. These professionals primarily provide services in energy distribution segment, through the maintenance of distribution networks and pruning of dead-line and live-line trees, commercial meter reading services, installation of utilities poles and other services related to the operation of this segment.

35,676

coutsourced
employees working in
the states of Maranhão, Piauí, Pará, Alagoas, Rio
Grande do Sul and Amapá



Outsourced employees, by distribution*



* Throughout 2023, the Company focused on migrating the monitoring system of Goiás power utility's former parent company to its own system. For this reason, Equatorial Goiás' outsourced workers have not yet been included in the Equatorial Group's total outsourced employees.

Benefits

GRI 403-6

The prevention and promotion of employee health and well-being, both inside and outside the workplace, are essential for good performance and contribute significantly to building a healthier and more resilient corporate culture. In this regard, Equatorial offers a robust benefit package for all its employees, including transportation; meal and food vouchers; life insurance; private pension plans; medical and dental care plans; as well as programs to encourage them to exercise. Also, in 2023, the Company implemented a hybrid work model for positions that allow so, which includes one day working from home and four at the Company. It is important to note that these benefits do not extend to outsourced workers.

It is worth noting that, in addition to the benefits mentioned above, the Company has Viver+, an occupational health program that offers a range of customized services and whose main goal is to encourage holistic health care for employees. During the year, the People and Management department organized a series of campaigns promoting health and quality of life, including awareness-raising on commemorative dates (such as Blue November and Pink October) as well as flu vaccination campaigns. The program also includes

occupational workplace gymnastics, performed twice a week, which is essential for preventing injuries, improving posture and reducing muscle fatigue. Mental health is also covered by Viver+: all Equatorial managers have access to an online psychotherapy platform, called Converse, which has been available since 2022 and can be used upon prior appointment with the therapist. Other employees also have access to an assistance platform, where a psychotherapist attends emergency cases and makes the appropriate referrals. Through Viver+ Controle, the Company directly monitors employees with chronic illnesses, as well as offering an annual executive check-up for its managers to detect illnesses in advance and encourage self-care.

190 registered
Partner Institutions
offering up to 80%
discount in their courses.



Some of the Company's benefits include:



Daycare Aid to children from 0 to 6 years old;



Private Pension Plan and Profit Sharing;



Transportation, Meal and Food Voucher;



Healthcare and Dental Plans;



Short and Long-Term Benefits.

Part of Viver+, Movimente-se was also implemented in 2023 to encourage employees to work out, thus promoting health and quality of life. The program is monitored by physical education, nutrition and physical therapy professionals and is available in all states where the Group has assets, except for Echoenergia's employees, who will be integrated next year. Employees also have access to Gympass, a corporate benefit that includes a series of gyms and studios, with part of the fees paid by the Company.

It is also important to emphasize the direct monitoring of employees on medical leave, whether work-related or not, and the Viver+ Gestante and Viver+ Primeiros Passos, targeted at monitoring pregnant employees and extended to employees' dependents. The program aims to clarify doubts and promote health and guidance on prenatal care.

In addition to regular benefits offered to employees and dependents, the Company also offers an exclusive discount club via the Go Íntegro portal. Since May 2023, users have

access to more than 10,000 registered benefits, available both locally and online. When employees visit the platform or app, they can generate discount codes for offers on products and services, household appliances and even foreign language and graduate courses in different areas. This initiative is available to all employees, except for Echoenergia and Equatorial Goiás, who are expected to be included in 2024.

Employees can also make contributions to the club, by submitting suggestions for new partners via e-mail to help@gointegro.com.

Private Pension Plan

GRI 2-19

EQTPREV, the Equatorial Energia Private Pension Foundation, was established in February 1986 as a private, legal, non-profit organization with administrative and financial autonomy. The foundation follows its bylaw and benefit

plan regulations, in addition to being regulated by Ordinance No. 3,671 of the Ministry of Social Security and Assistance (MPAS, in Portuguese), of February 7, 1986, and other relevant civil and social security legislation.

Since its inception, EQTPREV's mission has been to manage Supplementary Benefit Plans, complying with regulations issued by the Department of Supplementary Private Pension (SPC, in Portuguese) and resolutions issued by the Central Bank of Brazil, as well as to provide relevant information to participants about their investments and pension plans.

The foundation currently manages nine pension plans, including: Defined Benefit Plan, Equatorial CD Plan, Equatorial BD Plan, Celpa OP, Celpa R, and regional plans in Alagoas and Piauí. It has seven sponsors, including Equatorial Energia and its affiliates in different states, as well as EQTPREV itself. The Entity ended 2023 with 3,528 employees from its energy distribution companies participating in the Group's pension plans, totaling investments of more than BRL 19 million.

Parental leave¹

GRI 401-3

	2021		2022		2023	
	Men	Women	Men	Women	Men	Women
Total number of employees entitled to parental leave	4,706	2,490	4,952	2,941	7,204	3,954
Total number of employees who took parental leave	128	132	159	123	159	124
Total number of employees who returned to work after taking parental leave	128	132	159	123	159	124
Total number of employees who returned to work after taking parental leave and remained on the job twelve months after they returned to work	-	-	100	49	134	75
Rate of return to work of employees who took parental leave	100%	100%	100%	100%	100%	100%
Rate of retention of employees who took parental leave	-	-	62.9%	39.8%	84.3%	60.5%

¹Calculation methodology for 'total number of employees who returned to work after taking parental leave and remained on the job twelve months after they returned to work' considered only 2022 and 2023 data.

Attraction

GRI 401-1, 401-3

The strong growth of Equatorial Energia's assets led to the creation of several jobs during the year. More than 4,700 positions were created in 2023, many of them in the call center. The department, composed of young employees whose first job is answering phone calls, recorded a higher turnover rate compared to 2022, resulting in a turnover rate higher than the Equatorial Group average.

New hires, by age group

GRI 401-1

Age group	2021	%	2022	%	2023	%
Under 30 years old	1,103	51.8%	1,307	45.0%	2,019	48.1%
30 - 50 years old	995	46.7%	1,522	52.4%	2,096	49.9%
Over 50 years old	33	1.5%	74	2.5%	84	2.0%
Total	2,131	100%	2,131	100%	4,199	100%

New hires, by gender

GRI 401-1

Gender	2021	%	2022	%	2023	%
Women	1,002	47.0%	1,352	46.6%	1,727	41.1%
Men	1,129	53.0%	1,551	53.4%	2,472	58.9%
Total	2,131	100%	2,103	100%	4,199	100%

New hires | by region
GRI 401-1

Region	2021	%	2022	%	2023	%
Midwest	265	12.4%	85	2.9%	1,092	26.0%
Northeast	1,504	70.6%	1,601	55.1%	2,243	53.4%
North	349	16.4%	681	23.5%	452	10.8%
Southeast	0	0.0%	0	0.0%	23	0.5%
South	13	0.6%	536	18.5%	389	9.3%
Total	2,131	100%	2,903	100%	4,199	100%

Turnover | by age group
GRI 401-1

Age group	2021	%	2022	%	2023	%
Under 30 years old	95.4	197.2%	57.5	164.5%	57.9	160.9%
30 - 50 years old	40.6	83.8%	28.6	81.8%	30.0	83.4%
Over 50 years old	26.1	53.9%	24.7	70.6%	16.3	45.3%
Total	48.4	100%	34.9	100%	36.0	100%

Turnover | by gender¹
GRI 401-1

Gender	2021	%	2022	%	2023	%
Women	51.8	106.9%	43.4	124.2%	41.5	115.3%
Men	46.9	96.8%	30.3	86.7%	32.9	91.5%
Total	48.4	100%	34.9	100%	36.0	100%

Turnover | by asset
GRI 401-1

Asset	2021	2022	2023
Equatorial Maranhão	14.9	12.8	13.5
Equatorial Pará	14.5	12.6	12.9
Equatorial Piauí	11.1	12.6	15.6
Equatorial Alagoas	19.3	13.3	15.9
CEEE Equatorial Energia	41.5	23.2	26.1
CEA Equatorial Energia	36.6	87.2	26.9
Equatorial Goiás	-	4.4	41.6
Equatorial Serviços ¹	180.7	73.1	66.7
Grupo Equatorial (Distribution + Services)	50.5	27.1	33.0

Turnover | by region²
GRI 401-1

Region	2021	%	2022	%	2023	%
Midwest	123.1	254.4%	92.2	264.0%	61.5	170.9%
Northeast	48.5	100.1%	31.3	89.7%	25.2	70.1%
North	79.3	163.8%	34.4	98.4%	21.1	58.7%
Southeast	-	-	-	-	37.0	102.8%
South	23.2	48.0%	42.1	120.5%	40.7	113.1%
Total	48.4	100%	34.9	100%	36.0	100%

¹ Equatorial Serviços covers the Company's call center activities.

²The turnover rate is calculated based on the number of dismissals and new hires (the arithmetic mean of the number of dismissals plus the number of new hires). This number is divided by 2, since there are two variables. The result of this average is divided by the number of active employees in the month. Again, multiplying the result by 100.

Training and Development

GRI 404-1

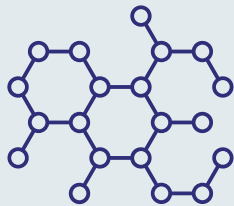
The Group promotes professional development by fostering organizational culture and values among its people, especially its leaders, who are important multipliers. A relevant tool is the Flow initiative, a program that disseminates Equatorial Energia's corporate ideology.

In 2023, Flow's activities continued to strengthen the corporate culture and unify procedures for the entire workforce, especially

for the teams of the five assets incorporated in recent years and their leaders.

In 2023, investment in specific training at all Group companies totaled BRL 9,830,717. Equatorial Energia has created targets for indicators such as retention of strategic professionals, training and capacity building, engagement survey, as well as mandatory safety, diversity and inclusion training.

These initiatives are aligned with three of the Company's development programs, such as:



Leader DNA:

training for presidents, officers, superintendents, managers and executives;



Leader in Me:

training for employees focused on preparing new managers and leaders;



Specific Technical Training:

programs focused on specific development needs, offered to all Equatorial Group's employees.

Other training programs were also implemented, and it is important to highlight that leaders' professional qualifications follow an evolutionary logic, which includes technical education at all levels:

Initiatives offered

Program	Target audience	Objective	Period
<i>Programa Reset e Expand Dom Cabral</i> (Dom Cabral Reset and Expand Program)	Executive Officer and Presidents	Develop participants to be agents of change and improve their performance as people and business managers.	10 months
<i>Formação em Liderança Contemporânea</i> (Contemporary Leadership Training)	Superintendents	Developing and enhancing their ability to be competent in the face of economic, family, social and ecological challenges, that the contemporary context demands.	04 months
<i>Formação em Gestão Contemporânea</i> (Contemporary Management Training)	Managers and Executives	Developing the skills that the contemporary context demands of a management professional, so that they can be authentic, agile, and assertive in everyday situations.	09 months
<i>Relações Trabalhistas e Sindicais</i> (Labor and Union Relations)	Managers and Executives	Enable managers in the role of legal representatives of the Company, keeping issues of legislation and collective agreements under control.	8 hours
<i>Jornada para Líderes</i> (Journey for Leaders)	Base leaders	Developing the employee's mindset as a Leader and Business Owner, promoting a systemic vision and stimulating the development of new skills.	10 months
<i>Workshop de Liderança e Cultura</i> (Leadership and Culture Workshop)	All leadership levels	Disseminate the Equatorial Culture and the Role of the Leader by the organization's strategies, values and purposes of the organization.	12 hours
Diversidade (Diversity)	All leadership levels	Improve and deepen concepts and reflections on Diversity and Inclusion.	08 hours

Successor Mapping

Through corporate validation committees, the Company mapped out and analyzed 64 positions, including Superintendents, Presidents and Officers of the business units, involving 158 professionals.

Corporate University

The Corporate University offers capacity building opportunities through the Saber platform, created in 2021. The platform offers 80 courses, and 96% of employees logged on during 2023. The training courses are customized and cover topics such as: Distribution Regulation of the

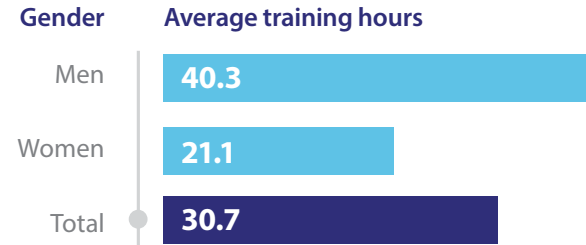
Energy Sector; Tariff Composition; Energy Tips; Ethics and Compliance; and other relevant training.

During the year, employee performance was monitored by the Individual Development Plan, through a learning model

in which professionals can improve according to the behaviors and values expected by Equatorial Group. The model used (70:20:10) is segmented, considering that learning takes place 70% through practical work, experience, critical thinking and the need to solve everyday problems; 20% by exchanging and sharing experiences between the Company's employees (coaching, mentoring, discussion forums, group discussions, benchmarking, guidance, feedback, among others); and, finally, 10% formally, with the acquisition of content through traditional means (courses on the platform, lectures, reading, workshops, video classes, certifications, among others).

Average training hours per employee

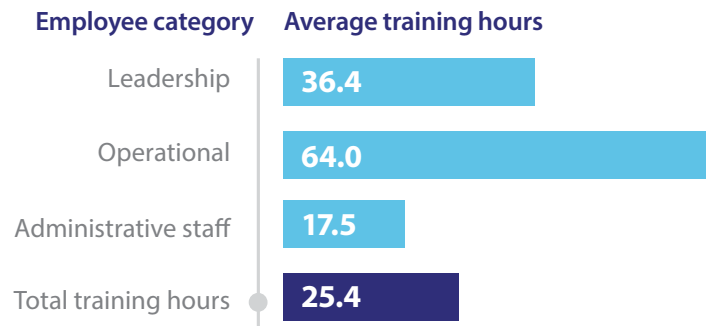
| by gender¹
GRI 404-1



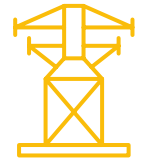
¹The Company began to consolidate training data as of 2023.

Average training hours per employee

| by employment category¹
GRI 404-1



¹The Company began to consolidate training data as of 2023.



Equatorial uses a segmented model to evaluate and help its professionals.

Diversity

GRI 3-3, 405-1, 405-2, 406-1

Equatorial Energia's management model is supported by respect for diversity, equity and inclusion. The Company does not allow discriminatory behavior, whether based on race, color, ethnicity, gender, sexual orientation, gender identity, disability, religious belief, political opinion, nationality, social origin, geographical origin, physical appearance, aesthetics, accent, health condition, physical conditions, marital status, age and other unique features that may lead any type of discriminatory conduct.

In 2022, geared towards ensuring compliance with these guidelines, the Company created the Diversity and Inclusion Policy. For the past two years, Equatorial Energia has been working on diversity targets through its Gateway Programs - Young Apprentice Program, Internship Program, Trainee Program and Program for People with Disabilities.

The target includes hiring at least 50% self-declared women, blacks and LGBTQIAPN+ people through these programs, to attract and retain diverse talent and foster team diversity,

since inclusive environments tend to promote better collaboration and efficiency. A monthly committee is held to address matters related to the Diversity and Inclusion Program, working together with the People and Management, Audit, Compliance and Legal departments.

To speed up the mapping and hiring of professionals with a more diverse profile, the Company has adopted some management measures, including creating a dashboard to check gaps by position and by stage of hiring process, as well as hiring recruitment and selection platforms such as LinkedIn Recruiter, Jobposts and Gupy. In addition, in 2023, the Attraction and Selection standard was revised and a process automation tool was implemented.

Two complaints were filed during the year, through the Whistleblowing Channel (*Canal Confidencial*, in Portuguese), involving situations of discrimination. In the first case, the issue of potential racial insult was raised and, after thorough analysis of the circumstances and interviews with the

parties involved, the Ethics Committee decided that there was not enough evidence to substantiate the report, and the committee decided to unfairly dismiss the employee involved, as a preventive measure.

In the second case, the investigation encompassed the analysis of digital evidence, including screenshots of WhatsApp conversations between employees. The evidence gathered showed a pattern of racist behavior by one of those involved. Therefore, in accordance with internal policies and after due consideration of the impact of this conduct on the workplace, a decision was made to terminate the employment of the reported employee for cause.

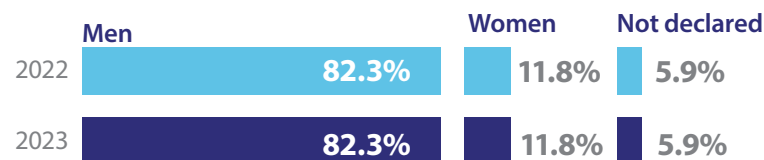
These decisions reflect the Company's commitment to maintaining an ethical, respectful and professional work environment. The adoption of disciplinary measures, whenever necessary, is an integral part of corporate governance and the ongoing effort to ensure that all employees receive fair and respectful treatment.

In order to prevent, correct and address this inappropriate conduct in the workplace, employees receive onboarding training upon joining Equatorial Group's companies on several Company aspects, including the diversity respect guidelines established in the Code of Ethics and Conduct and the Diversity and Inclusion Policy. At the same time, the Company has a Whistleblowing Channel for reporting situations of discrimination and any other situations that violate the guidelines of these regulations. Moreover, disciplinary measures applied following a joint decision of the Ethics Committee seek to ensure that disciplinary action is consistent and impartial, regardless of the employee's position within the organization.

In conclusion, Equatorial Group is committed to continuously improvement, which involves ongoing evaluation and consideration of current policies and practices. Through these initiatives, the Group not only addresses the immediate issues resulting from misconduct, but also establishes a solid foundation for a more respectful, inclusive and ethical work environment.

Percentage of individuals within Governance Bodies¹ | by gender

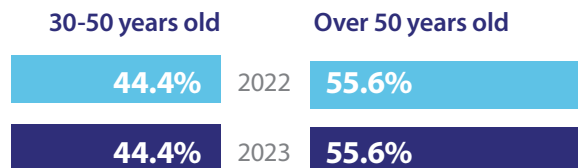
GRI 405-1



¹ Data obtained from the latest self-declaration survey conducted in 2022, considering 8 members of the Board of Directors and 9 members of the Executive Board.

Percentage of individuals within Governance Bodies² | by age group

GRI 405-1

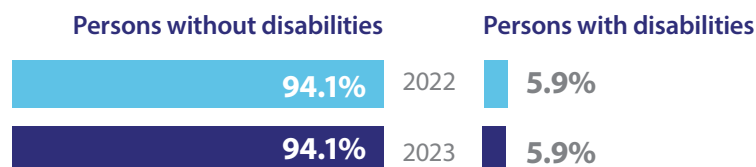


¹ There are no members younger than 30 years old.

² Data obtained from the composition of the governance bodies in 2023, considering 8 members of the Board of Directors and 10 executives.

Percentage of individuals within Governance Bodies¹ | by disability

GRI 405-1



¹ Data obtained from the latest self-declaration survey conducted in 2022, considering 8 members of the Board of Directors and 9 members of the Executive Board.

Percentage of individuals within Governance Bodies³ | by color or race^{1,2}

GRI 405-1

Color or race	2022	2023
Brown	5.9%	5.9%
White	82.3%	82.3%
Yellow	5.9%	5.9%
Not declared	5.9%	5.9%

¹ There are no Black members.

² In the latest self-declaration survey conducted in 2022, six identified as white and one identified as Asian, while among the directors, eight identified as white and one identified as mixed-race.

³ Data obtained from the latest self-declaration survey conducted in 2022, considering 8 members of the Board of Directors and 9 members of the Executive Board.

Percentage of employees per employee category | by gender

GRI 405-1

Employee category	Gender	2022	2023
Superintendents	Men	87.0%	87.9%
	Women	13.0%	12.1%
Managers	Men	75.5%	78.2%
	Women	24.5%	21.8%
Executives	Men	82.8%	82.5%
	Women	17.2%	17.5%
Other	Men	61.8%	63.6%
	Women	38.2%	36.4%
Total	Men	62.7%	64.5%
	Women	37.3%	35.5%

Percentage of employees by employment category

category | by age group

GRI 405-1

Employee category	Age group	2022	2023
Superintendents ¹	30-50 years old	73.9%	81.8%
	Over 50 years old	26.1%	18.2%
Managers	Under 30 years old	1.9%	0.9%
	30-50 years old	79.2%	83.0%
	Over 50 years old	18.9%	16.2%
Executives	Under 30 years old	4.3%	3.0%
	30-50 years old	86.2%	88.1%
	Over 50 years old	9.5%	8.9%
Other	Under 30 years old	26.8%	26.2%
	30-50 years old	58.8%	64.4%
	Over 50 years old	9.1%	9.5%
Total	Under 30 years old	26.9%	24.9%
	30-50 years old	63.2%	65.5%
	Over 50 years old	9.9%	9.6%

¹There are no superintendents younger than 30 years old.

Percentage of employees per employee category | by color or race

GRI 405-1

Employee category	Color or race ¹	2022	2023
Superintendents ²	Brown	30.4%	30.3%
	White	69.6%	69.7%
Managers ³	Black	3.8%	3.1%
	Brown	39.6%	33.6%
	White	50.9%	55.0%
	Yellow	0.0%	0.4%
	Not informed	5.7%	7.9%
	Other	0.0%	0.0%
Executives	Black	4.3%	6.6%
	Brown	43.5%	46.9%
	White	45.3%	42.2%
	Indigenous people	0.0%	0.3%
	Yellow	0.9%	1.3%
	Not informed	6.0%	2.6%

Employee category	Color or race ¹	2022	2023
Other	Black	9.3%	9.9%
	Brown	52.7%	53.6%
	White	31.5%	29.8%
	Indigenous people	0.1%	0.5%
	Yellow	1.1%	1.4%
	Not informed	5.2%	4.8%
Total	Black	9.0%	9.6%
	Brown	52.1%	53.0%
	White	32.4%	30.8%
	Indigenous people	0.1%	0.4%
	Yellow	1.1%	1.3%
	Not informed	5.3%	4.8%

¹Reported data referring to race/color is available based on information declared on the Company's payroll at the end of 2023.

²There are no black, indigenous and yellow members.

³There are no indigenous members.

Percentage of employees per employee

category | by disability
GRI 405-1

Employee category	PwD	2022	2023
Superintendents	Persons with disabilities	8.7%	6.1%
	Persons without disabilities	91.3%	93.9%
Managers	Persons with disabilities	0.6%	0.9%
	Persons without disabilities	99.4%	99.1%
Executives	Persons with disabilities	1.7%	1.7%
	Persons without disabilities	98.3%	98.3%
Other	Persons with disabilities	3.2%	3.8%
	Persons without disabilities	96.8%	96.2%
Total	Persons with disabilities	3.1%	3.7%
	Persons without disabilities	96.9%	96.3%

Inclusion

In 2023, Equatorial hired more women and blacks in administrative and leadership positions, with increases of 34% and 43%, respectively. There was also a 65% increase in the number of People with Disabilities

within the Company's workforce compared to the previous year. As for interns, the number of women moved up by 45%, while black employees increased by 119%. Among apprentices, there was a 48% increase in women and a 37% increase in blacks, compared to the previous year.



**Greater diversity
in hiring**
(2022/2023
comparison)



50.3%
women



71.3%
People with
Disabilities



60.4%
blacks



125%
black interns



195.7%
female
apprentices
employees

Proportion of Compensation of Women and Men

GRI 405-2

Employee category	2021	2022	2023
Board of Directors	33.9%	66.9%	91.8%
Managers	94.7%	99.3%	99.9%
Other	107.6%	104.4%	105.2%
Total	95.5%	93.5%	95.3%

IDiversa B3

In 2023, Equatorial was included on IDiversa B3's portfolio, a diversity index created by the Brazilian Stock Exchange and the first in Latin America, made up of companies that stand out for their gender and race-related figures.

The assessment included 79 assets from 75 companies which included at least one woman or one black or indigenous person on the board of directors and on the statutory executive board. Equatorial achieved the best performance among energy companies, with more than 60% of its workforce composed of black and brown people, including leaders and non-leaders.

Labor Issues

GRI 3-3, 407-1, 408-1, 409-1

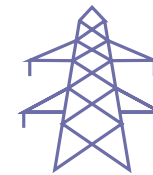
Equatorial's employees, as an important stakeholder group, are covered by policies, standards, codes and Collective Bargaining Agreements regarding topics such as safety, compensation, workplace behavior and labor legislation, to guarantee their rights by law and provide guidance on their duties.

In that sense, the Group provides tools, whistleblowing and communication channels, training programs and courses at the Corporate University, besides building partnerships with trade unions and complying with Collective Bargaining Agreements.

Communication between the Company and the unions is based on mutual respect, aimed at a balanced relationship between the parties and settling issues promptly and assertively. Thus, Equatorial ensures its employees full freedom of association. All employees are covered by a Collective Labor Agreement, signed with the respective union in the places where Equatorial operates.

Preventively, the Company offers regular training sessions focused on leadership preparing to deal with work-related issues, in addition to improving their leadership skills and updating them on labor legislation.

These measures have been effective, as demonstrated by the successful signing of Collective Labor Agreements, the consolidation of trust between managers and employees, and the respectful relationship with labor unions.



Complying labor obligations, the Group has various tools at its disposal and observes Collective Bargaining Agreements.

Satisfaction

In 2023, the Company conducted for the second year its engagement survey, achieving 82% of approval. The survey, conducted by external consulting firm Korn Ferry, measures engagement, which assesses employees' commitment to the Company, as well as their intention to improve their performance; and organizational support, assessing the resources made available by Equatorial for this process.

Cross-referencing these variables helps the external consultancy understand how employees feel

and what can be done to make the Company a better place to work. Therefore, the better the engagement and organizational support drivers are evaluated, the better and more effective employees are within their work environment.

The result places the Equatorial Energia Group in Korn Ferry's P75 quadrant, among the 25% best companies included in the survey. The Company aims to increase its engagement index and reach the P90 market in the coming years.

In 2023, Equatorial achieved 82% of approval, remaining in Korn Ferry's P75 quadrant, keeping itself among the 25% best companies included in the survey.

Management and Safety Program

Created in 2020, the main goal of the 2020 Management and Safety Program (PGS, in Portuguese) is to standardize the Group's processes and procedures, ensuring the adoption of best workplace practices, focusing on efficiency and, above all, safety.

In 2023, PGS mainly focused on launching a series of training programs for the Group's distribution companies and, to do so, each concessionaire listed its urgent needs and which teams were a priority to receive training. In addition to training the teams, the sessions focused on developing multiplier agents who would be able to replicate the knowledge acquired and enable a new round of learning trails in 2024. The result was successful as 100% of the required multipliers agents were trained. In the year, 2,440 agents received training, and it is important to note that, overall, 11 thousand employees began their learning trails (which includes different training programs).

It is worth highlighting CEEE Equatorial Energia's performance throughout the year, not just for completing all learning trails, but also for presenting excellent indicators, which show the efficiency of these initiatives.

After achieving the training goal of 100% on commercial teams – those who directly provide services to customers, such as disconnections or new electricity connections – the distribution company reported that rework rate (reopening of service orders after failure to address the issue) decreased from 46% to 16%.

This achievement was celebrated since it is a strong indicator of the efficiency of the learning trails, when properly and fully applied, thus positively impacting on the quality of the services provided.

For 2024, the Group defined the emergency service (on-call), commercial, network maintenance and pruning teams as target audiences for this training. These are teams with a challenging profile, since they have the largest number of employees and the longest learning trail, mostly because they are outsourced workers.

The Company will set minimum metrics for measuring results, accompanied by field monitoring and audits (the latter are scheduled to begin in 2025). The goal is to standardize procedures in this area across all the Group companies, contributing to the reduction of rework and accident rates.

Integrated People Management System

GRI 403-2

Equatorial Energia relies on the Integrated People Management System (SIGG, in Portuguese), which is based on important activities: attracting, mapping, evaluating, developing and retaining talents, establishing the Company's internal and external hiring processes. The purpose is to meet employees' needs regarding development, career path and professional growth.

The purpose is to continuously improve the levels of excellence of its indicators, inspiring employees to work together to achieve results.

Internal recruitment begins with the team manager, who analyzes the profile and skills of the people in his/her team in order to check if any employee or intern could fill the position offered. If the position cannot be filled with a member of the team, it is announced to other employees through an official notice. The People department or the manager of the respective area must provide feedback to all participants in internal recruitments.



In external recruitment, on the other hand, resumés submitted must meet the technical skills required by the position. Candidates must demonstrate to be aligned with Equatorial Energia's organizational culture and the Company's values.

Occupational Health and Safety

GRI 3-3, 403-1, 403-2, 403-4, 403-5, 403-7, 403-9, GRI G4 EU18, GRI-G4 EU-DMA (former F16), EU18, SASB IF-EU-320a.1

Equatorial's aim is to provide power to people through processes that guarantee safety and health to all the Company's stakeholders, such as its workforce, suppliers and end customers. The goal is to promote collaborative management in which everyone is a multiplier agent of the Health and Safety Culture, always striving to reach zero accident rate.

The Company carries out initiatives focused on applying, disseminating and improving safety management by training the workforce, standardizing processes and procedures and implementing new programs and policies.

Occupational Health and Safety is governed by the following instruments:

- **Occupational Health and Safety Policy:** establishes the principles and guidelines for achieving excellence in occupational health and safety.

- **Code of Ethics and Conduct:** lays down the guidelines, duties and responsibilities of every employee in order to actively participate in accident prevention and control.
- **Strategic Working Plan:** established in the Security Pact signed in 2022, which aims to achieve ISO 45001 certification, among other initiatives.

The operation is managed using the Class Compliance Inspections (ICT, in Portuguese) indicator. This parameter gathers information primarizing the compliance with preventive initiatives, such as the use of collective and individual protection equipment, compliance with the operational procedures presented in trainings, among others. At the Safety Checks and DDSs, these messages are reinforced and incident cases are also discussed so that there are no recurrences.

It is important to emphasize two initiatives aimed at promoting employee health: the Occupational Health Medical Control Program (PCMSO, in Portuguese), which offers medical support; and the *Viver Mais* Program, which follows up and monitors employees with chronic illnesses and pregnant women.

Another noteworthy program is the Safety Dialogues (DDS in Portuguese), a five to ten-minute talk with all operational teams to raise awareness about safety and the importance of maintaining preventive behavior. The talks are prepared by the Occupational Safety technicians, reviewed by the Occupational Safety Executives and approved by the Corporate Occupational Safety department. The topics are based on operational procedures, using the following criteria for relevance: criticality, frequency/severity of accidents, frequency of execution, identified opportunities, among other issues pertinent to the topic.

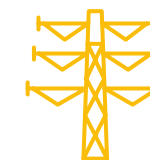
Health and Safety Management System

All the Group's distributors feature a Health and Safety Committee with permanent members (chairman, superintendents, People manager, Legal and Safety executive). Occasionally, the Internal Commission for Accident Prevention representing the employees (Cipa, in Portuguese) and other areas that can contribute to the discussion and action plans are invited to participate.

The Safety Committee meets monthly and is focused exclusively on presenting results and establishing measures to improve performance.

Employees are also directly involved in the development, implementation and evaluation of the occupational health and safety management system:

- Employees are surveyed annually by the Cipa about their risk perception;
- Protective equipments (EPI) are purchased following a technical assessment and validation of its protective features by the Safety department and after evaluation by employees who rate the protective equipment's performance based in indicators: comfort, quality and durability;
- The management model plans and implements inspections using Route Planning, Programming and Control (PPCR, in Portuguese), strategic initiatives scheduled in the Monthly Safety Plan, Safety Task Forces and organizational chart inversions. On these occasions, they listen to employees about existing risks, failure or unavailability of procedures, unsafe conditions and suggestions for improvement, aimed at workers' safety and quality of life.



Protective equipments (EPI) are purchased following a technical assessment and validation of its protective features by the Safety department.

Right to Refuse

Employees who identify a safety risk due to a serious and imminent incident may resort to the Right to Refuse guideline, which they are informed during the safety onboarding, in safety talks, in the service order and in the Law of Life (*Lei da Vida*). They are instructed to complete a Preliminary Risk Analysis (PRA) before starting an activity and, upon identifying the risks, to establish preventive measures to control, neutralize or mitigate them, before starting it.

Once it is determined that the risks cannot be controlled, the Right to Refuse must be exercised by checking a specific box on the digital PRA or on the paper form. Leaders are trained to be an example, ensuring that risks are identified, and measures implemented to assure their activity is performed safely, thereby preventing employees from performing tasks under unsafe conditions.

In the event of work-related incidents, the Company uses the Systematic Cause Analysis Technique (SCAT) methodology to identify the root cause and define preventive and corrective measures. The investigation committee is made up of leaders representing the organization, the Cipa and the Specialized Service in Safety Engineering and Occupational Medicine (SESMT, in Portuguese).

Whenever possible, the victim and witnesses are interviewed and their statements collected, as well as other evidence needed to compose the Company's data base and establish a root cause structure. The Group systematically analyzes the data backwards, starting from the event, to identify where the Company failed to control the shortcomings that led to the incident.

Training

According to Brazilian regulations, all employees must undergo safety training. This guideline is fully complied with by Equatorial, regardless of the position or function held. A safety onboarding for new employees is part of the Group's management model and consists of basic training in occupational safety to address: the occupational risks existing in the workplace and the preventive measures adopted by the Company to eliminate or reduce these risks; the existing collective protective equipment; the proper use, storage and conservation of personal protective equipment; the Risk Map; among other processes.

In 2023, 22,550 new outsourced employees (service providers) received mandatory health and safety training.



22,550
new outsourced employees (service providers)
received mandatory health and safety training.

Equatorial's Investigation Committee is made up of leaders from the organization, Cipa, and SESMT. The Company is committed to identifying deficiencies when a work incident occurs.

Supplier screening and monitoring

The Group carefully selects and hires its partner companies, ensuring that all suppliers are aligned with the Company's health and safety culture and the guidelines provided by the Safety Manual. This document provides guidelines for the business, including legal aspects, rights, duties and a non-compliance rating system that establishes warnings and fines for outsourced companies for non-compliance with their obligations, including potential imminent contractual termination based on the scale of any violations identified.

Also, suppliers' compliance with labor and social security obligations towards their workers is monitored through e-GOT (Deloitte), Bernhoeft and Actio systems.

+10,000 
participations in the Safety
Management Project (PGS)

2023 Highlights

GRI 403-9

In 2023, Equatorial Group's Health and Safety Committee held 84 meetings, 12 in each of the seven distributors, with the People, Legal and Engineering teams, the Occupational Safety Executive Office, superintendents, directors and presidents.

In 2023, the Group also planned and carried out safety compliance audits and supplier compliance audits, which were carried out through on-site inspection of documents. These audits ensured that 100% of the accidents were investigated within the deadline.

The Safety Management Project (PGS, in Portuguese) recorded over 10,000 participants in training sessions for leaders, sponsors and multiplier agents.



96.65%
of Route Planning, Programming
and Control (PPCR) achieved

Regarding Route Planning, Programming and Control (PPCR, in Portuguese), the Group achieved 96.65% compliance with the PPCR, that means that Equatorial's workforce accomplished almost 100% of the route planning proposed for the year. During the year, 25,351 field actions were carried out, including safety inspections, checks, safety talks and actions aimed at the communities.

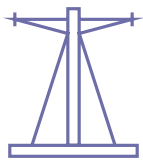
In 2023, the Company recorded labor-related incidents related to the Electric Power System (SEP, in Portuguese), traffic accidents or other reasons, the vast majority of which were minor accidents (97%), 2% severe and 1% fatal. The Risk Management Program (PGR, in Portuguese) is an integrated occupational risk management tool managed by an electronic system. It is designed to continuously improve worker's mitigation to risk through multidisciplinary and



25,321
field actions related to safety
carried out

systematized actions. As part of the PGR, the Company carries out the Occupational Risk Inventory, which includes Hazard Identification and Risk Assessment, in order to establish if preventive measures are required. After identifying hazards and assessing risks, an Action Plan is developed, which establishes preventive measures that must be introduced, improved or maintained in order to eliminate, reduce or control occupational risks.

To this end, the Group offers training sessions on inspection of vehicle safety items (motorcycles and trucks), safety in vegetation management, as well as safety management for crane equipment. It also works on and shares lessons learned from work-related accidents and monitors the actions of its employees and partners through on-site visits by leaders.



The Law of Life is an Equatorial policy that sets forth administrative penalties on outsourced service providers for irregularities

Lei da Vida (Law of Life)

GRI 3-3

The Law of Life is an Equatorial policy that sets forth administrative penalties on outsourced service providers for irregularities – whether minor, medium, serious, or very serious – that occur during the execution of services. The policy complies with the Brazilian Labor Law (CLT), which, among other legal requirements, demands compliance with occupational safety and medicine standards.

Work-related Accidents

GRI 3-3, G4 EU25

Safety management aims to care for people by reducing non-compliance and, consequently, achieving zero work-related accidents. Incidents are assessed in accordance with the law and addressed through action plans focused on improving safety aspects for employees and outsourced workers.

Equatorial complies with the Procedure Standard 01, which addresses work-related incidents, establishing criteria for incident communication, investigation, analysis, identification of causes, as well as proposing control measures and deadlines.

Another standard used is ABNT NBR 14280:2001, which helps the management of reactive frequency rate (FR) and severity rate (SR) indicators. This analysis is also based on comparison and probability techniques.

The Company records the number of accidents with and without injuries, with and without time off, to determine the risk level and the effectiveness of prevention measures.



Information on employees (own and outsourced workers)

GRI 403-9

Information on employees ^{2,3}	2021 ¹	2022	2023
Number of fatalities caused by work-related accidents	8	2	14
Rate of fatalities caused by work-related accidents	0.1	0.0	0.1
Number of high-consequence work-related accidents (except for fatalities)	2	6	7
Rate of high-consequence work-related accidents (except for fatalities)	0.0	0.1	0.1
Number of mandatory reporting work-related accidents	311	365	633
Rate of mandatory reporting work-related accidents	5.4	5.2	5.8
Number of hours worked	57,311,065	70,243,582	109,084,291

¹Considers EQTL RS indicators, which was incorporated into the Group in late 2021, when CEEE-D already recorded 2 fatalities.

²The rates were calculated based on 1.000.000 worked hours.

³All assets of Equatorial Group were considered, except Echoenergia.

In 2023, unfortunately 71 of our direct employees suffered injuries as a result of work-related accidents, two of which were fatalities. The Company did not record work-related illnesses involving own employees. As regards outsourced employees, 562 suffered injuries because of a work-related accident, 12 of which were fatalities. Also, in 2023, 16 outsourced employees reported work-related illnesses (with no deaths recorded). In 2022, this figure reached 40 employees, with no deaths recorded.

Accident investigation uses the Systematic Cause Analysis Technique to identify the root cause and define preventive and corrective measures. The investigation committee is comprised of leaders representing the organization, the Internal Commission for Accident Prevention (CIPA, in Portuguese), representing the employees, and the Specialized Service in Safety Engineering and Occupational Medicine (SESMT, in Portuguese). Whenever possible, the victim and witnesses are

Occupational diseases¹

GRI 403-10



¹There were no fatalities resulting from occupational diseases.

heard and their statements collected, as well as other evidence needed for the Company's database, in addition to establishing a root cause structure.

The Group systematically analyzes the data backwards, starting from the event, identifying where the Company failed to control the shortcomings that led to the incident.

Considering the accidents that occurred in the year, and geared towards preventing further occurrences, in 2023, the Company began to outline its Safety Journey, a 360° project that aims to work on the main safety gaps. The journey is grounded in the pillars of capacity building, leadership, behavior, suppliers and population, so that each one better understands the issue as a non-negotiable value for the Company.

The Company uses information from occupational medical care, just as health promotion actions, such as lectures, field visits, workshops and programs, identifying hazards that represents occupational illness risks. Regarding measures adopted to identify hazards and/or minimize risks, the Equatorial Group carries out occupational examinations, actions/programs aimed at employee health and monitors absenteeism rates. Employee health informations are recorded and compiled in medical records which, in turn, are consolidated in in-house system.



Outsourced Workers' Health and Safety

GRI 3-3

Equatorial strives to build a relationship with its partners based on trust, transparency and contract compliance. Participative Supplier Management is one of the pillars of this procedure. Aimed at working towards solutions, it brings together senior management, managers, supplier's leadership and the front line of outsourced service providers to discuss strategies,

evaluate results and share good practices and challenges. This model values the expertise of the outsourced team in running the operation.

Initiatives related to outsourced workers' safety include, among others:



Management and Safety Program,

which promotes training, behavioral and technical actions for the workforce.



Monthly Safety Plan,

a tool used since 2015 by leaders to manage and enforce employee safety actions.



PPE catalog,

updated monthly, taking into account the efficiency and quality of the equipment, with a focus on standardizing the PPE purchasing system.

The Company has also retained an external consulting company to manage the health and safety documents of its outsourced service providers. Aimed to ensure that these suppliers meet the legal Occupational Health and Safety

requirements, working to systematize suppliers' OSH Management processes, standardize the Safety Reception process in all the Group's companies and provide evidence for Labor Inspection and the required documentation.

Safety Workshops

The Safety Workshop was designed to foster the dissemination of good safety practices in the Company. In the workshops, managers, owners and representatives of outsourced companies meet to discuss the positive and negative impacts of their activities, as well as serving as a space for reflection. The event takes place quarterly at each distribution company, in person and with the remote participation of some members. During the year, 24 meetings were held.

Suppliers

GRI 2-6, 204-1

Essential to the production chain of any business, suppliers are decisive links, as they provide not only inputs, but also the workforce required in various operations. It is worth noting, furthermore, that the quality of the products or services hired has a direct impact on the contracting company's delivery.

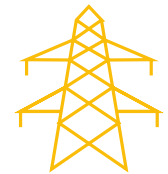
Through the *Mais Parceiros* Project, Equatorial Group sought to establish new mechanisms and flows for evaluating, recording, monitoring, following up and, in some cases, training and developing its suppliers. The project was divided into two phases: in the first half of 2023, a new organizational model was designed for the supplier management department, with its own evaluation structure and methodology, segmentation and quantification by partner procurement area. The second phase was implemented the organizational structure and governance routines, as well as training the teams involved.

As part of this initiative, the Supplier Steering Committee was created in December 2023, which will be responsible for some of the supplier monitoring stages. The aim is to develop a system that reports diagnoses to all levels of the Company.

Currently, Equatorial's main supply chain includes 23 network construction and maintenance contractors, 11 substation construction contractors, 22 tree pruning and lane cleaning contractors, 15 live-line and dead-line maintenance contractors, two call centers and five branch service suppliers. The contracts are medium or long-term, ranging from two to five years, and are on-demand (per activity).

It's worth pointing out that the Equatorial Group hires 33.4% of its suppliers locally, which contributes to the economy and development of the states where it operates. This figure considers a percentage average of each Equatorial Group's distribution companies and does not correspond to the absolute figure for the entire Company.

For reporting purposes, we consider 'local suppliers' as those headquartered or with operations within the geographical areas where the Equatorial Group has commercial and operational activities. This includes the states where the Company operates directly, ensuring that suppliers are physically close to important operating units, thus enabling a more efficient and timely service provision and product supply.



BRL 6.4 billion was the amount paid to suppliers in 2023

Screening and Assessment Criteria

GRI 408-1, 409-1

In 2023, the Quality Supplier seal was discontinued and replaced by the Supplier Performance Index (IDF), which emerged as a tool for evaluating partners, also based on ESG requirements, in addition to the management, safety and financial profitability indicators already used.

The IDF is currently under pilot testing with five suppliers. The aim is to start applying the new tool with the Group's anchor suppliers as of 2024.

During the year, the Occupational Safety Department carried out routine inspections and notified suppliers that needed to regularize their situation. In 2023, the Supplier Governance department expanded its activities and hired an external consultancy to monitor key suppliers in more detail. This process

began in the state of Pará, with inspections at suppliers' facilities to assess their infrastructure, safety of the facilities, as well as the health and safety of employees, in compliance with regulatory standards. These inspections were conducted in loco, with visual assessments and documentation of the sites through inspection checklists and photographic records. Following the inspections, the suppliers received notifications and, together with the Company, developed action plans to ensure the necessary regularization.

Moreover, it is important to note that contracts include specific clauses prohibiting forced or compulsory labor, reinforcing our commitment to ethical and responsible practices in the supply chain, emphasizing that these premises are valid for all of the Company's operations.

Recognition and Development

Equatorial Maranhão and Equatorial Pará maintain the Supplier Development Program, through which they provide auditors who go to the suppliers' facilities to carry out all the necessary certifications and checks. With the deployment of the *Mais Parceiros* Program, the idea is for the Company to expand its capacity building processes in order to invest in the development and adaptation of its partners. In 2023, the Supplier Management department also created an executive area for partnerships, dedicated exclusively to searching, monitoring and strengthening relationships with partners.

Customers

GRI 3-3

Providing efficient and welcoming services and quality products is at the core of Equatorial Energia's mission. To this end, the Group relies on a Customer and Service Office, which focuses on customers and their best experience, as well as a Customer Management Department, focused on the energy distribution segment. This department is divided into three executive areas: large customers (classified by type of portfolio); retail (responsible for the Company's service branches, website and official channels); and the ombudsman's office (the last administrative instance of customer contact).

The aim is to standardize performance in this area to a level of excellence, using tools such as performance indicators, management controls, satisfaction surveys, case analysis, benchmarking and heat maps. All the

distributors' ombudsman processes are certified by the ISO 9001 standard and audited annually.

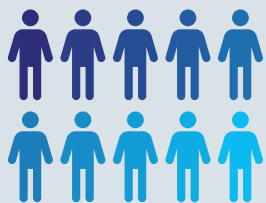
Through this monitoring, the Company identified the need to monitor the progress of construction works at the distribution companies and the volume of complaints about fake websites, which has been causing significant customer dissatisfaction.

The Company constantly seeks to improve its processes in order to see the potential direct impacts on consumers. To this end, surveys are carried out in order to measure customer satisfaction. These include the main indicators (Aneel's Consumer Satisfaction Index and Perceived Quality Satisfaction Index, respectively), just like a satisfaction survey targeted at large customers, a specific satisfaction survey for the ombudsman office and the satisfaction survey for level 1 complaints, carried out on official channels such as institutional websites, call centers and service branches, which achieved positive ratings in Maranhão (71.52%), Pará

(66.85%), Piauí (71.18%), Alagoas (70.36%), Rio Grande do Sul (70.35%), Goiás (62.03%) and Amapá (57.59%).



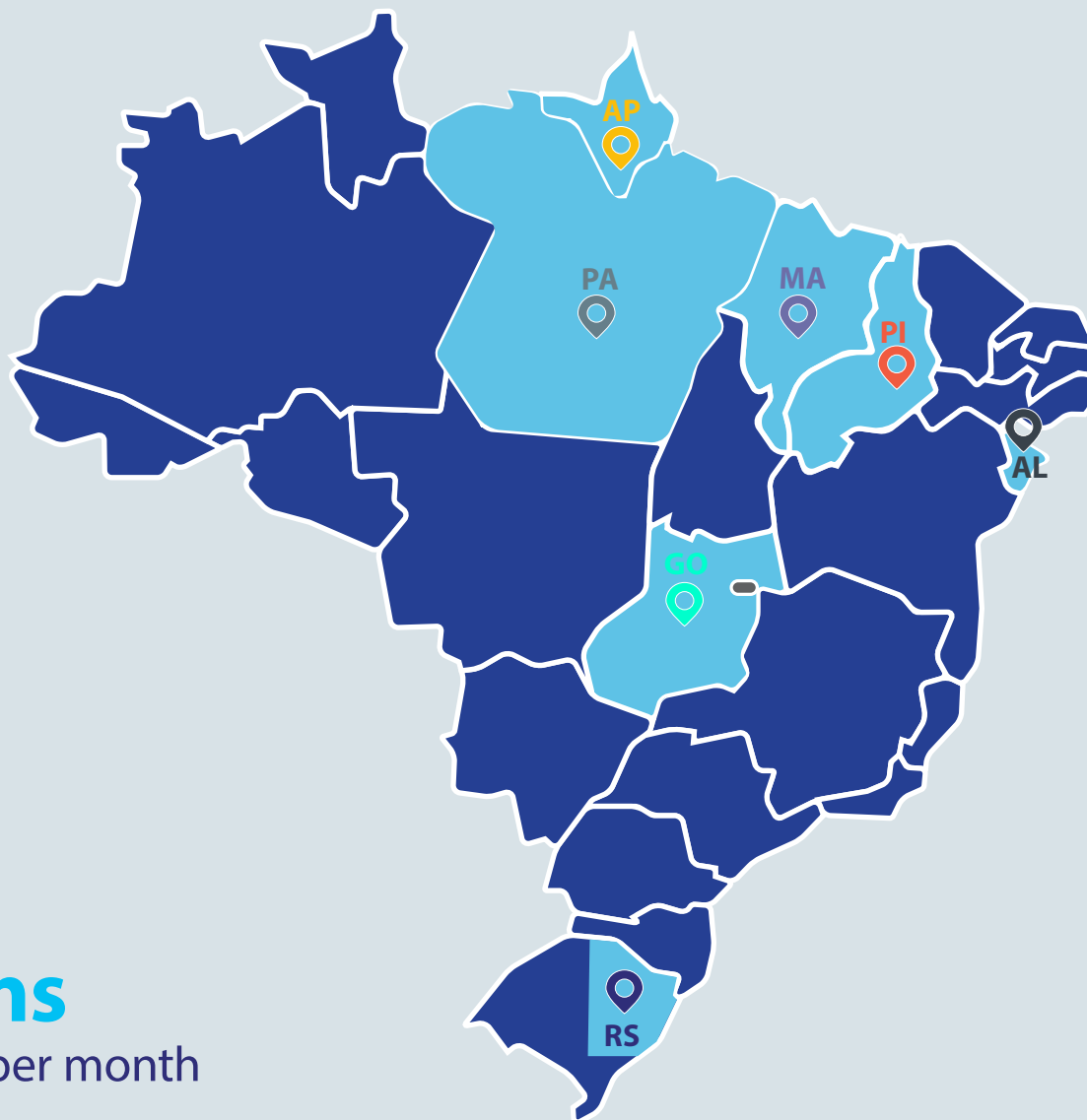
Customer map*



+14 million
customers



+13 millions
customer services per month



31
relationship managers



122
consultants



+8 million
in-person customer services



341
service branches

Number of Residential, Industrial, Institutional and Commercial Accounts

GRI G4 EU3

Group	Class	Regular customers		Distributed generation customers	
		2022	2023	2022	2023
A ¹	Commercial	11,164	13,831	1,165	2,422
	Own consumption	67	99	-	1
	Street lighting	-	-	-	-
	Industrial	4,230	5,387	238	672
	Public Power	6,650	7,917	269	364
	Residential	27	91	29	68
	Resale	16	16	-	-
	Rural	1,967	4,013	172	856
	Public services	1,317	1,621	17	25
Total group A		25,438	32,975	1,890	4,408
B ²	Commercial	765,162	912,889	28,492	60,946
	Own consumption	1,306	3,045	8	432
	Street lighting	5,216	8,977	1	9
	Industrial	14,935	20,497	1,018	2,681
	Public Power	107,048	126,989	372	548
	Residential	11,502,864	14,427,926	171,364	366,568
	Rural	566,897	788,964	6,879	33,697
	Public services	22,246	25,900	196	343
Total Group B		12,985,674	16,315,187	208,330	465,224
Overall Total		13,011,112	16,348,162	210,220	469,632

¹ Consumer units with a supply equal to or greater than 2.3 kV or served by an underground secondary voltage distribution system (voltages below 2.3 kV) are included in this group.

² This group comprises consumer units with a supply voltage of less than 2.3 kV.

Service Channels

Equatorial works hard to ensure customer satisfaction at every interaction, whether digital or face-to-face. Most customers rely on digital means to contact the Company, however, there are also those customers who seek in-person service, at the Company's own branches or at an accredited branch.

According to current Aneel regulations, Equatorial Energia's customers are segmented by supply voltage:

- High-voltage customers (Group A): those with supply voltage equal to or greater than 2.3 kV, subdivided into voltage level bands, which include the master corporate service, corporate customers and public authorities;
- Low-voltage customers (Group B): those with supply voltage below 2.3 kV, grouped into the conventional residential, low-income residential, commercial, industrial and rural categories. Internally, target customers are also classified as corporate or retail. These segmentations facilitate customer service, minimize costs and improve customer relations.

The Company provides communication channels available for its customers:

- Digital channels (app, emails, websites, text messages, social media and Clara, the virtual assistant via WhatsApp);
- 24/7 toll-free call centers;
- Service branches;
- Complaint forms available at branches and service points as well as text messages;

The Equatorial Group offers several communication channels for submitting reports, complaints and other claims. The Company also has specific ombudsman offices for its different businesses, accessible via a toll-free number or website.



Our Service Channels - Average contact in 2023

Website/App: 
7.6 million
contacts/month

Audible Response Unit (ARU): 
2.4 millions
calls/month

WhatsApp: 
956 thousand
contacts/month

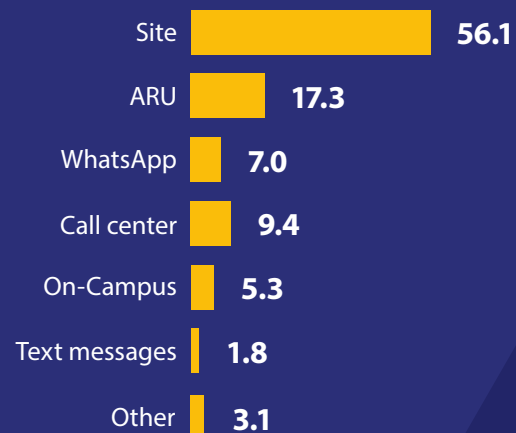
Call center: 
1.3 million
calls/month

On-Campus: 
716 thousand
contacts/month

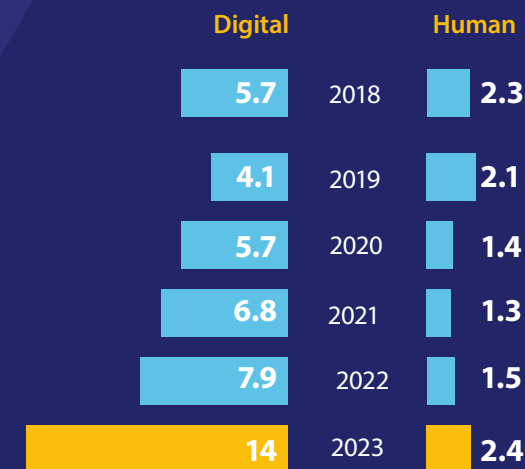
Text messages: 
251 thousand
contacts/month

Other: 
417 thousand
contacts/month
(self-service at the
branches and service
to rural producers)

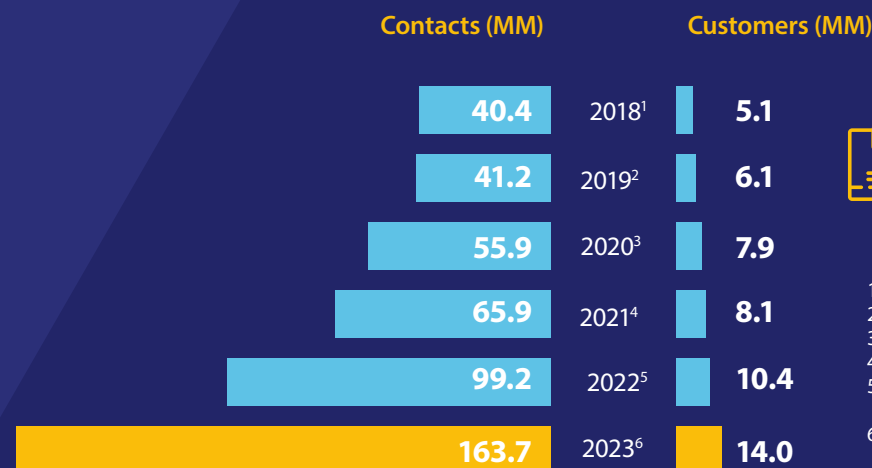
Contacts on our channels (%)



Type of contact per customer



Contacts on our channels



1 Pará e Maranhão.
2 Pará, Maranhão and Piauí.
3 Pará, Maranhão, Piauí and Alagoas.
4 Pará, Maranhão, Piauí and Alagoas.
5 Pará, Maranhão, Piauí, Alagoas and Rio Grande do Sul.
6 Pará, Maranhão, Piauí, Alagoas, Rio Grande do Sul and Goiás.

Company	Equatorial Maranhão	Equatorial Pará	Equatorial Piauí	Equatorial Alagoas	CEEE Equatorial Energia	CEA Equatorial Energia	Equatorial Goiás
Number of installations Group A	3,471	5,066	2,138	2,342	4,332	681	8,089
Number of installations Group B	2,735,663	2,950,583	1,479,278	1,338,804	1,834,483	216,770	3,346,324
Municipalities	217	144	223	102	72	16	246
% Consumption distribution company	14.9%	20.1%	8.1%	8.1%	15.8%	2.2%	30.9%
% Billing distribution company	14.9%	20.1%	8.0%	8.1%	16.1%	2.3%	30.5%

Advertising Material

The Company uses leaflets distributed at service branches and printed material on energy bills as another communication form with its customers, as well as stickers on vehicles, bicycles and cars with loudspeakers, which publicize the Group's numbers and addresses.

For high-voltage (Group A) customers, the service structure comprises consultants, assistants and an exclusive call center. On average, each consultant has a 200-clients portfolio and can direct his/her efforts to their relationship matrix, making regular visits to customers.

In addition to the call center, digital channels and service branches, customers can contact the ombudsman channel. In the distribution segment, Equatorial has three levels for receiving reports: service channels, the first level; ombudsman, the second level; and Aneel.

The Equatorial Group's Ombudsman Office is prepared to receive complaints, grievances, suggestions and compliments via a toll-free call center or in a physical structure, for face-to-face service. Overall, 105,468 grievances were received by the Equatorial Group ombudsman in 2023, which were fully addressed to the competent areas.



Training for Service

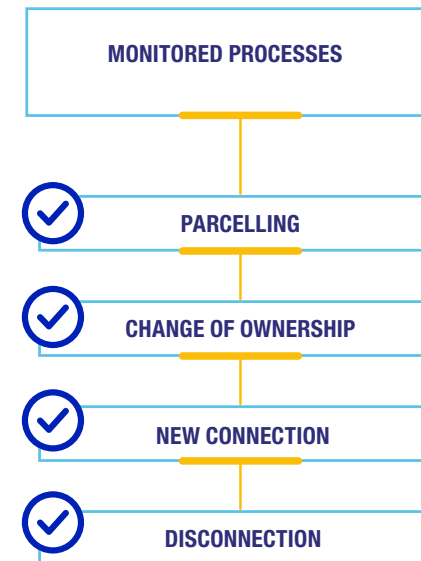
GRI 3-3

In a year particularly marked by extreme weather events, which posed major challenges to the distribution and customer service departments, some of the Group's companies – such as Equatorial Goiás and CEEE Equatorial Energia – had to create or adapt protocols and engage teams for emergency situations.

As a result, the Clients and Services department provided around 10 training sessions and workshops throughout 2023. Aneel also offered training programs on the new path to effective service (ending complaints and claims when the consumer's problem has actually been resolved); on

ombudsman management systems; and addressing grievance received in the *Reclame Aqui* website. Monthly committees were set up to assess the status of complaints received. The Company has offered crisis training, such as the Crisis Manual, which was revised and implemented in 2022.

The department also made available a protocol on installment payments at special conditions, without charging additional fees or postponing the customer's bill due date, as well as participated in a working group with the IT area, in order to better understand and devise solutions for the current scenario.



Connection Program (Programa Conexão)

The *Programa Conexão* was created to highlight the maturity achieved by Equatorial Energia's customer service. Launched in 2022, it rewards the best-rated customer service attendants and sets the direction for the Company's service excellence.

The Program is an important tool for dazzling customers, based on a transformative service provided by proactive teams, coupled with a simple, clear and objective communication that contributes to establish a relationship of trust.



Transforming Service

Consolidate teams with attitude and proactivity at all stages of customer service



Customer Delight

Create a rewarding experience that will delight the customer!



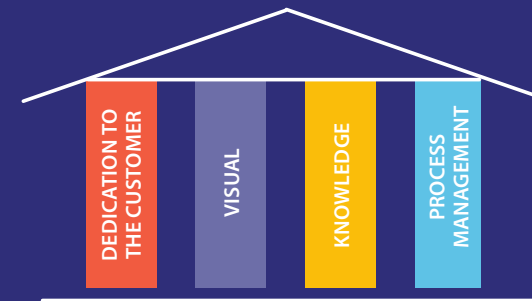
Connecting with Customers

Connecting with our customers in a simple, clear and objective way, thus establishing a relationship of trust with the customer



- Most satisfied customer
- Front line with standardized and humanized service
- Solving problems on first contact

OUR PILLARS



OUR PRINCIPLES

UNDERSTANDING
THE CLIENT



PLEASURE
IN SERVING



ASSERTIVE
COMMUNICATION



TRANSPARENCY



ACCESSIBILITY



EMPATHY

Satisfaction

GRI 2-26, 3-3

The Customer Management area is always looking to improve procedures to guarantee the quality of its products and services, measured by satisfaction surveys and important indicators, such as Aneel's Consumer Satisfaction Index (IASC, in Portuguese) and Abradee's Perceived Quality Satisfaction Index (ISQP, in Portuguese) for the energy distribution segment.

The relationship with Aneel and other electricity sector organizations is an important part of the Customer Management Department's responsibilities. It maintains a calendar of regular meetings to ensure that its processes are in compliance with the law and guided by the main market and society demands.

As regards Aneel, the Company monitors specific indicators established by the Agency that measure the department's

progress, such as the Equivalent Complaint Frequency (FER, in Portuguese) and the Equivalent Complaint Duration (DER, in Portuguese).

In 2023, the FER was not achieved in the states of Alagoas, Rio Grande do Sul and Amapá. As for DER, the index was satisfactory in the states of Amapá and Goiás, while it was below average in Maranhão, Pará, Piauí, Alagoas and Rio Grande do Sul. Improving the insufficient indices is already a target for 2024.

The Department also maintains a permanent relationship with the Consumer Councils, which act independently. For these representatives, the department organizes meetings to discuss problems, questions and suggestions, which can be attended by the presidents of Equatorial's distribution companies.



In the satisfaction survey for complaints made through the Group's official channels (institutional website, call centers and in-person branches), the Company recorded positive evaluations in the states where it operates: 71.5% in Maranhão; 66.9% in Pará; 71.2% in Piauí; 70.4% in Alagoas; 70.4% in Rio Grande do Sul; 62.0% in Goiás; and 57.6% in Amapá.

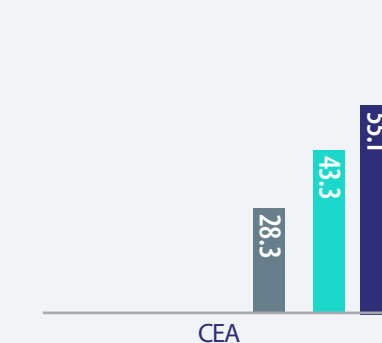
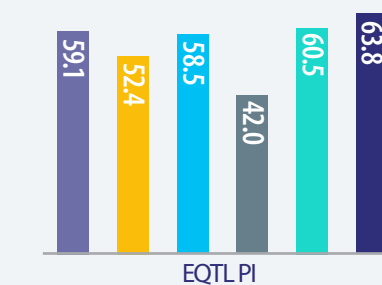
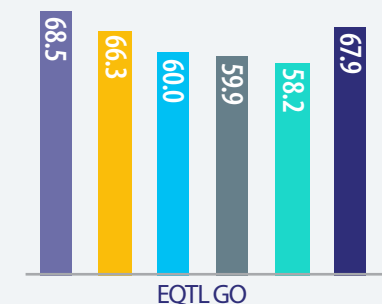
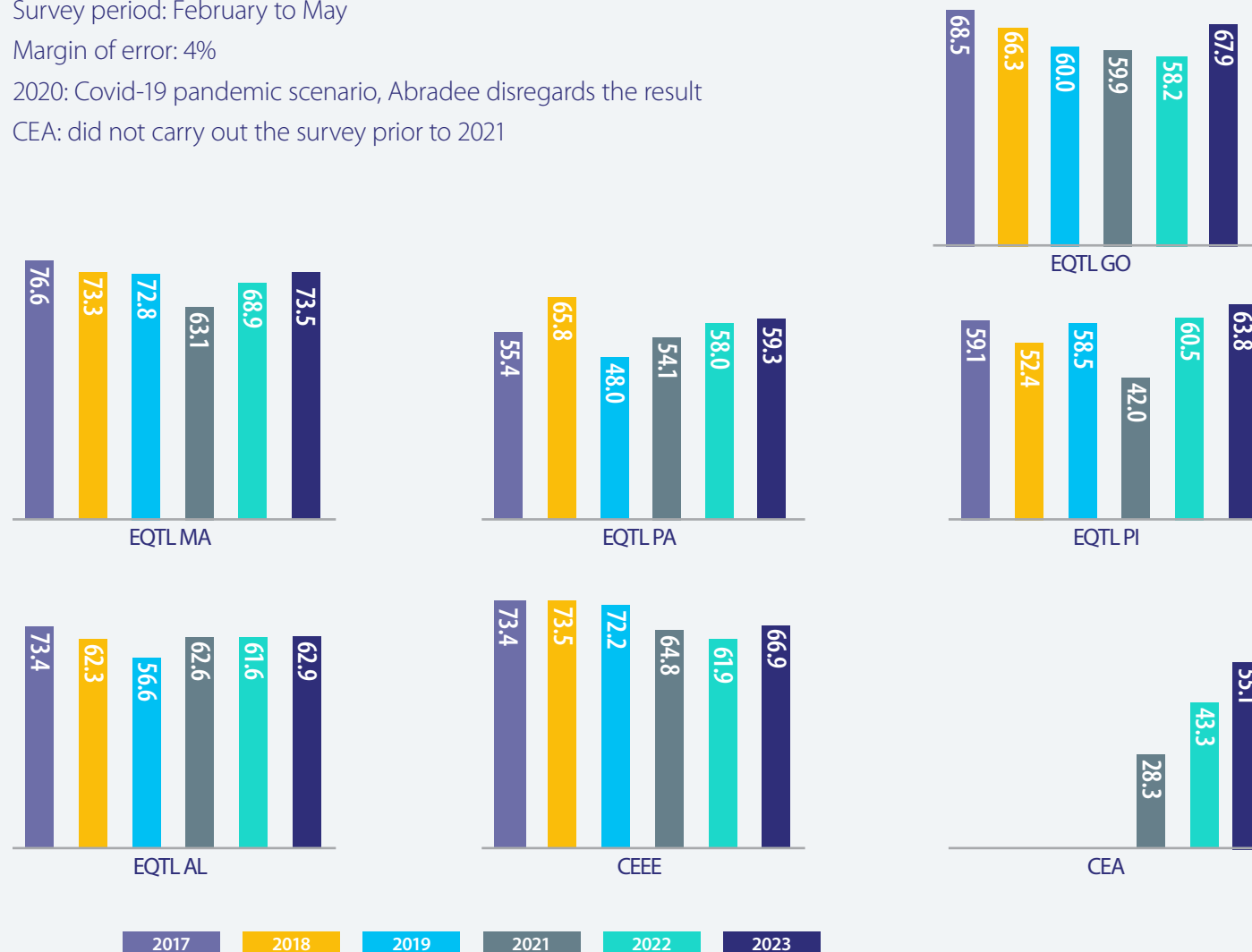
Perceived Quality Satisfaction Index (ISQP)

Survey period: February to May

Margin of error: 4%

2020: Covid-19 pandemic scenario, Abradee disregards the result

CEA: did not carry out the survey prior to 2021



Society Safety and Product Quality

GRI 3-3, 416-2, EU25

The Equatorial Group operates in crucially relevant sectors to society, therefore, it understands the direct and significant challenges and impacts that its operations can have on the individual and collective spheres.

Hence, the Company understands that advances in the safety of its operations are of the utmost importance to guarantee not only the well-being of its employees, but also the safety of the services offered to society.

The Group systematically monitors accidents involving the population, identifying patterns and trends, developing ways to prevent them

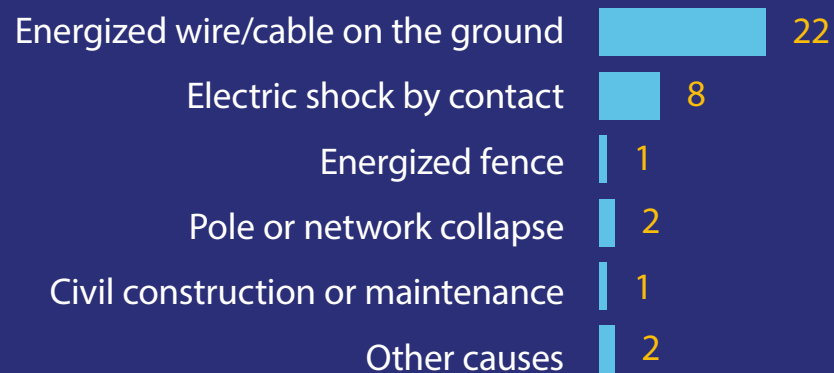
from happening. In 2023, accidents due to passive causes increased by 50%, of which three stand out as the most frequent, in descending order: civil construction or maintenance; illegal connection; and electric shock by contact. Active causes also increased, but with a lower percentage of 38%, and correspond mainly to situations in which there is an energized cable in the ground.

In the survey that considers accidents involving the population not only in the Electric Power System scope, but also in traffic and other areas, traffic accidents ranks second among active causes and fifth among passive causes.

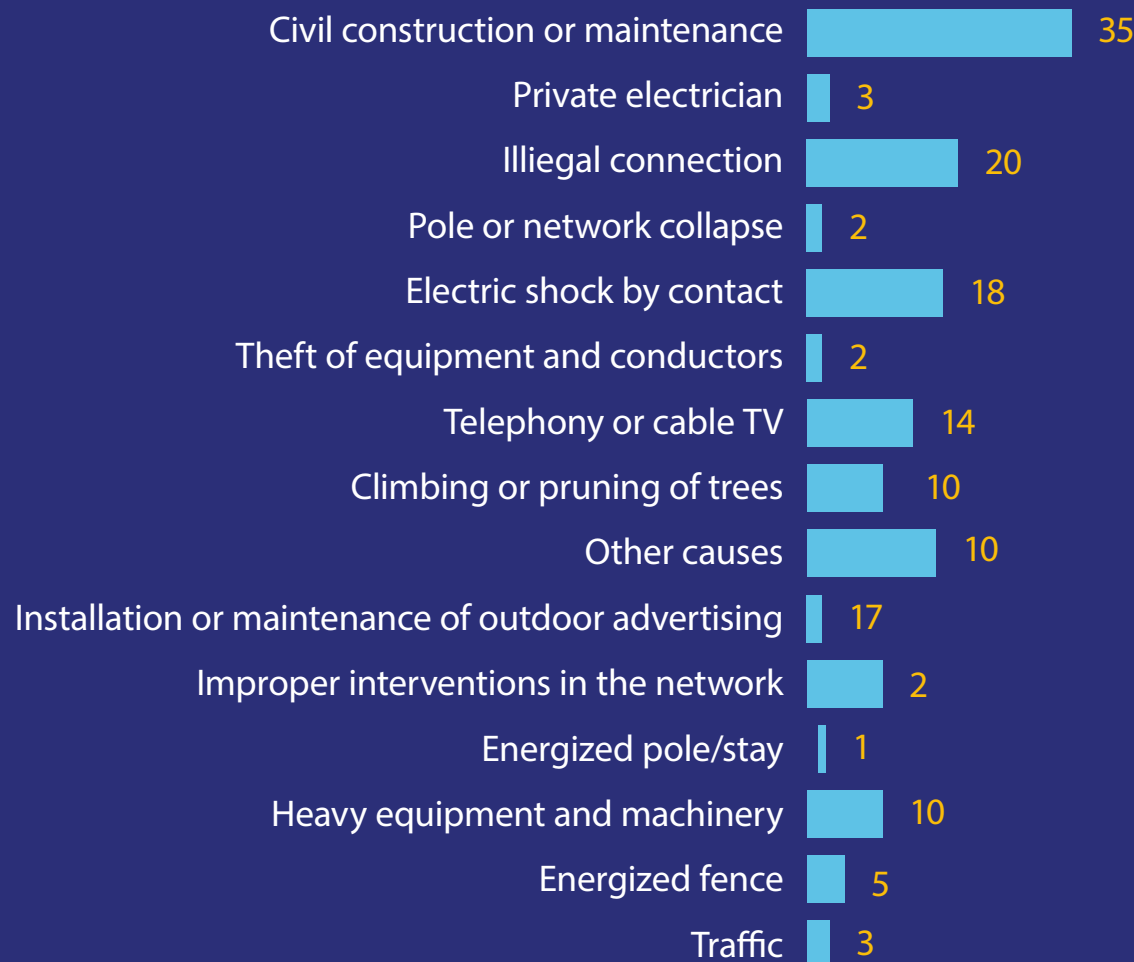


Accidents involving the Population

Active Causes 2023



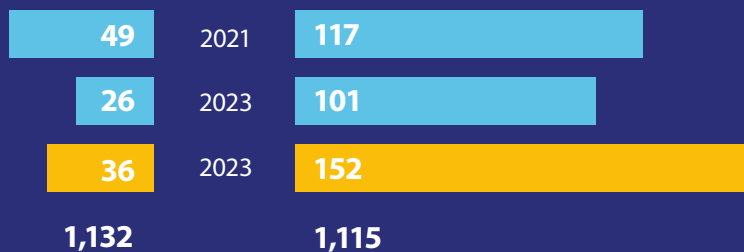
Passive Causes 2023



Accidents involving the Population

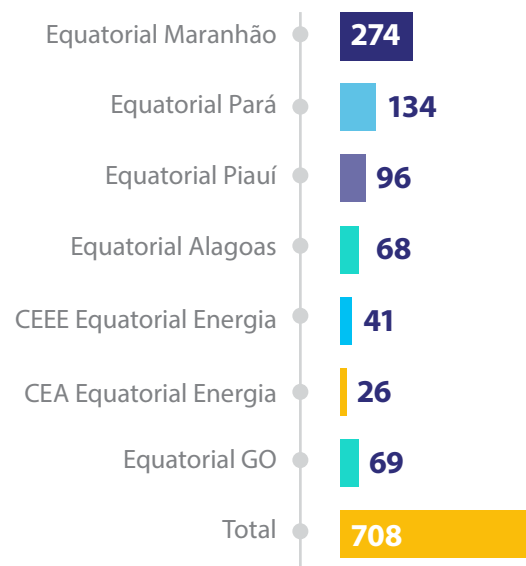
Active Causes

Passive Causes



Number of legal proceedings related to health and safety^{1,2}

| GRI G4 EU25



¹ The survey considered civil proceedings involving third parties with no connection to the Group, as well as events recorded by the distribution companies' legal departments, considering the scope of the information (third-party accidents with the electricity grid).

² Considers active lawsuits in 2023, regardless of the year in which the triggering event occurred.

Committed to raising population awareness and advising them about potential accidents caused by improvised installations, improper handling of network equipment, among other risks, Equatorial conducts campaigns to disseminate best practices and safety tips to society.

In 2023, the Company continued its awareness-raising activities in the community, designed to guide the population through clear and objective communication, providing real data on accidents caused by incorrect practices. The content consists of six videos, broadcast on over-the-air TV, on the following topics:

- Civil construction and maintenance;
- Installation of antennas;
- Illegal connections;
- Safety tips in rural areas;
- Broken wires;
- Telecom installation and maintenance.

In 2023, the Company invested BRL 2,67 million in publicizing the Safety campaign to the population. It is worth noting that the Group provides a free Customer Handbook with safety tips for preventing accidents involving electricity, and informs the contacts of Equatorial's call centers, the fire department and the Brazilian Emergency Service (SAMU).

In the generation segment, the Company has a series of internal policies and procedures that guide its relationship with the communities, such as:

- Occupational Health and Safety Policy;
- Oral communication for operation of Echoenergia's facilities;
- Contingency operation of Echoenergia's facilities;
- Programming and release of interventions in Echoenergia's facilities;
- Internal audit of Echoenergia's operations;
- Operational guidelines for lightning strikes;
- Business Continuity Plan (BCP);
- Operational Flexibility Manual;
- Requirements for Transmission Line Crossing Activities.

The Company holds monthly committees to discuss several topics, with the subsequent development and implementation of new solutions or improvements.

Electricity

GRI 3-3

Considering the high-risk potential of many activities in the electricity sector, Equatorial Energia pledges the commitment to operating without creating impact in the community, striving to reach zero accident rate. We operate in the renewable energy generation segment as well as in distribution and transmission, and we are committed to investing in and maintaining current facilities, complying with all safety requirements.

In 2023, the Company recorded an increase in accident rate, in line with the upturn trend seen in Brazil – according to the Brazilian **Association for Raising Awareness of the Dangers of Electricity** (Abracopel, in Portuguese).

Overall, 157 accidents were recorded, 96 were fatal, involving the population and Equatorial's electricity network (compared to 140 in the same period last year).

To tackle this situation, the Group continues to carry out awareness-raising campaigns, advising the population and disclosing real data on accidents caused by incorrect practices.

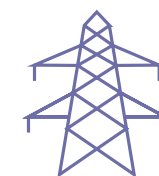
In 2023, the Company invested more than BRL2.5 million in multimedia campaigns, both on over-the-air TV and radio and on social media. Named *Pela segurança hoje. Pelo futuro todo dia* (For safety today. For the future every day), the campaign ran until December 17, 2023.

A Customer Handbook was also developed, with tips for preventing accidents involving electricity, and informing the contacts for Equatorial's call centers, the fire department and the Brazilian Emergency Service (SAMU).

The Corporate External Communications and Marketing department, in partnership with the local Security sector, also carried out actions in schools, commercial establishments and other venues where a large portion of the population can be reached.

Likewise, the Group regularly invests in training and capacity building for its employees and in modernizing equipment and processes in order to prevent work-related accidents.

The causes of accidents are the baseline for establishing the goals and targets set out in the Annual Strategic Plan. These indicators make up the Route Planning, Programming and Control (PPCR), a system for planning and executing activities in the field, which lays out safety actions aimed at the community.



Equatorial Energia's fundamental commitment is to operate without impacting the community, aiming for a zero-accident rate.

Sanitation

As regards water quality management, the Company relies on the Sampling Plan in accordance with Ministry of Health's Ordinance 888/21, which defines the actions, frequency and parameters, just as maximum and minimum values allowed, which guide the operation of the quality control laboratory for basic sanitation services. Annually, the laboratory is responsible for checking the Sampling Plan and its updating in the Surveillance Information System of the Quality of Water for Human Consumption (SISAGUA), from Ministry of Health.

To prevent or mitigate negative impacts related to water quality, the Company has a series of actions, such as:

- **Revitalization of Water Treatment Plants (WTP) and Wastewater Treatment Plants (STP)** - Improvement in water and effluent treatment, as well as correct disposal of sludge;
- **Replacement of water and sewage networks, as well as equipment** - Enhancement in customer service, leading to expanded network distribution;
- **Installation of macro-meters, valves, water meters and modernization of the operational park** - Increases loss control efficiency;
- **Drawing up procedures for field teams as well as training them** - Mitigation of environmental risks.

The Concessionaire's compliance with treatment standards is assessed using two indicators:

1. The Water Quality Index (IQA, in Portuguese), measured by the number of *Escherichia coli* samples, turbidity and apparent color taken from the distribution network;

2. The Sewage Quality Index (IQE, in Portuguese), measured by the number of Biochemical Oxygen Demand (BOD) samples with results within the standard.

The analysis laboratories located in Amapá state's metropolitan area and countryside assist the Concessionaire in measuring the progress of its initiatives and defining new objectives.



The Concessionaire's compliance with treatment standards is assessed by The Water Quality Index (IQA) and The Sewage Quality Index (IQE).

Community and Society

GRI 3-3, 202-2

Equatorial Energia Group's companies are part of diverse economic and cultural contexts. Therefore, the Group pledges the commitment to respecting and caring for these communities, continuously striving to mitigate potential negative impacts and, whenever possible, contributing to transform their realities.

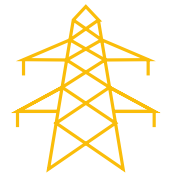
Environmental impacts are managed through sustainability initiatives in the Group's operations, while social development is fostered through projects maintained by the Company, whether of an economic or cultural nature.

In order to mitigate and minimize the risk of accidents, the Group's companies develop communication campaigns to inform, raise awareness and advise the local population. The Group has improved its Safety Program, developing communication campaigns, community actions, social projects and lectures.

The Group recognizes the importance of community leaders in this process, as agents deeply familiar with local realities and facilitators of dialogue.

Equatorial Energia also keeps the relationship channels with its stakeholders up to date and makes a continuous effort to identify the most important issues for each of them.

Thus, the Company seeks to understand its stakeholders' perception by mapping positive and negative news pieces in the general media and statements on social media; along with active listening in the communities in which it operates, through lectures and workshops. It also considers its own Materiality Map, which gathers opinions from various representatives of civil society.



In order to minimize the risk of accidents, the Group develops communication campaigns aimed at guiding local populations

Relationship with traditional peoples

GRI 411-1

Throughout 2023, the Equatorial Energia Group continued to work cooperatively with government agencies on issues involving its operations in indigenous territories, and recorded four lawsuits (Ituna Itatá, Caraá, Krikati and Akroá Gamela).

Regarding the Ituna Itatá indigenous territory, located between the municipalities of Senador José Porfírio and Altamira, the Group emphasizes that four cases related to the disconnection and removal of energy distribution networks were accounted. After alignment with Funai, Ibama and the National Force, the Company removed all network structures in December 2022, hence there are no more connections in the area.

In Rio Grande do Sul, the Federal Public Prosecutor's Office launched a civil investigation against the Company regarding the supply of electricity to an indigenous community in the

municipality of Caraá. The investigation is currently in progress and the Company has stated that the quality of supply depends on adjustments to the internal network, which is the responsibility of the Federal Government/FUNAI.

In Maranhão, the Company is the defendant in a lawsuit regarding environmental damage caused by the installation of distribution lines within the Krikati indigenous territory. The concessionaire presented its defense, and the lawsuit was judged in favor of the distribution company, leading to the process being archived because, in 2012, a licensing process had already been carried out and the Company complied with the respective license conditions imposed by the state agency and the intervening agency (IBAMA). However, the Public Prosecutor's Office appealed, and the case was forwarded for analysis of the appeal. The Company awaits

inclusion on the agenda for decision. Also in Maranhão state, Equatorial Maranhão is being questioned about two lawsuits related to environmental licensing and the installation of the Miranda-Três Marias distribution line, which passes through the territory (not yet demarcated) claimed by the Akroá Gamela indigenous people, who requested an injunction to stop the works. It is worth noting that the state agency carried out a licensing process that is still valid.

The Company has also responded to other questioning involving traditional peoples that have not been the subject of legal proceedings. This position can be found on the *Pelo Futuro Todo Dia* website: https://pelofuturotododia.com.br/docs/posicionamento_controversias_v5_port.pdf

Impacts and mitigation

The Company has been working to ensure that technical teams pay close attention during the execution of works that may border indigenous territories, traditional communities and other sensitive areas, reinforcing all its operational procedures, including interaction with municipal, state and federal environmental agencies.

In the state of Pará, the Group obtained the geographical coordinates of all the indigenous reserves within its concession area. The file was plotted in the management system by the related technical team and an investigation procedure is carried out for each new connection request, to check whether the requested consumer unit falls within any demarcated areas. As a result, several requests for new connections have already been automatically rejected, without the need for field survey.

Geared towards minimizing impacts, in the state of Maranhão, Equatorial improved its management and operational system aimed at previously identifying indigenous territories, aiming to avoid conflicts and make it possible to comply with licensing processes.



E+ Platform

GRI 203-1

The *Plataforma E+* (E+ Platform) gathers all Equatorial Group's social projects, with different focuses and initiatives. The variety of themes allows Equatorial Energia to simultaneously promote different fronts: community, environment, energy efficiency and economic and social development.

E+ Platform's Operational Pillars

Community

Energia Voluntária - focused on encouraging, organizing, supporting and recognizing voluntary initiatives by developing its employees' and other stakeholders' civic participation for the benefit of society.

- **Comunidade** - seeks to build mutual collaboration relationships with the community. Involves projects such as the Low-Income Tariff, Energy Efficiency Actions through the replacement of light bulbs, lectures, relationships with community leaders, social institutions and the press.
- **Geladeira Nova** - one of Equatorial's most traditional investments, consists of replacing inefficient refrigerators with new ones, thus contributing to energy savings.

Environment

- **Reciclagem** - fosters exchanging recyclable waste for bonuses on energy bills.
- **Comunidades Solares** - takes energy to vulnerable communities through photovoltaic panels.

Energy Efficiency

- **Energia do Bem** - develops and implements solutions in energy-efficient equipment and technology, as well as distributed solar energy generation solutions.
- **Luz na Cidade** - contributes to municipalities with public lighting projects.
- **Economia** - advises customers and communities on the sustainable use of electricity.
- **Bônus para Você** - focused on the customer, offers equipment such as refrigerators and air conditioners at a 50% discount when exchanging used ones.

Economic and Social Development

- **Cultura** - develops a positive cultural agenda that values the local population.
- **Esporte** - the program considers sports as a tool for education and social inclusion and promotes high-performance projects.
- **Educação** - develops structuring actions for the social development of communities.

Often supported by state incentive laws, the Group has become one of the largest sponsors in terms of investments in cultural and sports projects in the states where it operates. In 2023, one of the highlights of E+ Platform was the Group's commitment to a pioneering project to create Brazil's first indigenous university, in Maranhão, which should become a center for indigenous knowledge and a space for developing the knowledge of these populations.

In 2024, the E+ Platform will fall under the remit of the Group's Social Responsibility department, which will be responsible for investing using the Group's own funds and funds from incentive laws, as well as developing the pillars of the Company's new social development strategy. Among the areas of operation is the reactivation of the *Energia Voluntária* volunteering project.

In 2023, more than 1,000 initiatives were developed within the E+ Platform

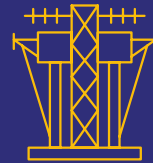
E+ Profissional | E+ Educação

+ **16,660 thousand** students trained

+ **200 courses** offered

+ **2,220 lectures**

+ **270 communities** benefited



E+ Bônus pra Você

+ **50 families** benefited

+ BRL **51,500** in bonuses for customers

+ **70 pieces** of equipment offered at a discount

price - **Savings of 128 MWh/year**

E+ Energia do Bem

8 philanthropic institutions

+ **450 kWp** from photovoltaic systems

+ **1,400 MWh/year**

E+ Reciclagem

+ **15,100 tons** of waste collected

+ BRL **796 thousand** in bonuses

+ **200** itinerant project events

+ **70,400 MWh** saved, equivalent to supplying more than 477 thousand low-income families



E+ Luzes da Cidade

+ **21 thousand** streetlights replaced

+ BRL **1,000,000** in debts to be written off.

+ **35 municipalities** benefited from public lighting modernization

+ **12,500 MWh/year** saved, equivalent to the consumption of **10,723** low-income homes in 1 year

E+ Comunidade

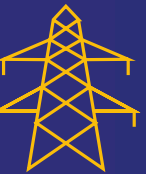
+ **124,600 families** benefited

+ **300 municipalities** covered

+ **4,2 million families** registered with TSEE

+ **9,100 refrigerators** replaced

+ **389,600 light bulbs** replaced



E+ Energia do Bem

Environmental Benefits



+ 389 thousand
light bulbs sent to
proper disposal



+ 9,100
refrigerators sent to
proper disposal



Promoting the use
of renewable energy
in institutions

Social Benefits

The program, which invests in social actions, benefited 8 institutions during the year:

- Dr. Ernesto Mauricio Arndt Hospital
- Nossa Senhora da Conceição Municipal Hospital
- Santa Terezinha Charitable Association
- Imperatriz's Federal Police



+ 450
kWp in photovoltaic systems



23
Air conditioning retrofit



8,251
Lighting retrofit



+ 7
Retrofit of refrigeration



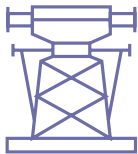
savings of 1,490.61 MWh/year



E+ Comunidade

The project is an open dialogue channel with the community. Its initiatives raise awareness among residents of the areas near Equatorial's operations of the safe and responsible use of electricity and encourage safe and efficient habits.

The service provided by the Equatorial Group's mobile unit is essential for providing some important services, such as issuing duplicate bills, registering for the Social Electricity Tariff and even negotiating debts and changing ownership. Since the project was implemented, over 256 thousand customers have been impacted.



Equatorial's E+ projects reinforce its commitment to its employees and local communities, always valuing safety, diversity and inclusion.

E+ Profissional and E+ Educação

E+ Profissional trained 5,700 people and *E+ Educação* benefited more than 75 thousand students during the year.

E+ Cultura and E+ Esporte

In 2023, the programs invested over BRL 70 million in 218 cultural and sports projects.

One of the important initiatives was the sponsorship of Sampaio Basquete (MA), a team that has achieved important results on the national basketball scene. In addition to high performance, there are also investments in projects such as *Liberdade com Basquete* (Freedom with Basketball), which provides basketball lessons for children from communities in São Luís.

When it comes to culture, Equatorial Goiás joined the Goyazes Program, which encourages cultural production in the state.

E+ Segurança

The platform focused on safety organizes lectures to the general public, as well as disseminates information on the subject on social and television media.

Equatorial Energia reinforces its commitment to the communities surrounding its operations in order to contribute positively to transforming their reality, promoting actions that value diversity and inclusion and adopting measures to mitigate any impacts caused by its activities.

Maintaining a safe environment is a priority. The risk of electric shocks or fires caused by broken cables, especially in low-income communities, is constantly monitored to eliminate such occurrences. The Equatorial Group's distribution companies also develop communication campaigns to raise awareness and educate the local population about the safe use of electricity.

Escola de Eletricistas

GRI 203-1

Geared towards offering professional training to young people and adults in the electricity distribution sector, Equatorial Group runs the *Escola de Eletricistas* program, offering complete vocational training for electricians, free of charge.

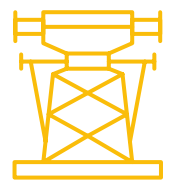
In addition to the specific technical content, the course includes classes on regulatory standards in the electricity sector, defensive driving and behavioral training to enhance cognitive skills, such as logical reasoning, communication and interpersonal relationships – thus expanding the participants' employment opportunities.

During the course, each student receives a monthly allowance of around BRL 680.00 and is monitored and assisted by the program's team. In 2023, 32 classes were offered in the states of Goiás, Maranhão, Piauí, Amapá, Rio Grande

do Sul, Alagoas and Pará, through partnerships with the National Industrial Learning Service (*Serviço Nacional de Aprendizagem Industrial - Senai*), and 715 students were certified.

Once trained, everyone is eligible to participate in the selection processes of the Equatorial Group's partners and also of the Company itself. Even if not hired immediately, they remain registered in the talent pool. In this way, the *Escola de Eletricistas* remains an initiative for transforming lives and promoting social development.

In 2023, with a focus on inclusion and diversity, the *Escola de Eletricistas* allocated 12.5% of its vacancies exclusively to women, reinforcing the Group's commitment to gender representation and equality in operations in the electricity sector. Throughout the year, the Group trained 180 women, both in mixed classes and four woman-only classes. The project aligns with SDG 4, a priority for Equatorial Energia, which seeks to ensure the foundations for inclusive, equitable and quality education.



The Equatorial Group's *Escola de Eletricistas*, in partnership with Senai, aim to train professionals in the field.

Fostering Development

GRI 3-3

Equatorial Energia serves low-income communities in urban areas and remote locations in Brazil. The Company operates in seven states, including those with the lowest five Human Development Index (HDI) scores. Thus, it operates together with public infrastructure and social programs in order to contribute to the country's development. In addition to creating direct and indirect jobs, the Group's activities are key to ensure the provision of the essential services like electricity and sanitation, directly contributing to reaching SDGs 4 (Quality Education), 7 (Affordable and Clean Energy), and 13 (Climate Action), which are priorities in the Company's management.

Social Energy Tariff (TSEE)

Equatorial implements energy efficiency programs in communities, offering guidance on practices that help consumers reduce their consumption and, consequently, their energy bills.

In partnership with the federal government, the Company implemented a low-income tariff that considers the economic conditions of communities, thus offering lower or discount tariffs for low-income families. Currently, more than four million families benefited in the seven states under Equatorial's concession, indicating a growth of 385 thousand consumers compared to 2022. In this fiscal year, the population saved BRL 1.1 billion, slightly more than in the previous year (BRL 1.09 billion).

Over the years, the Group has been investing in intelligence and enhancing the information matching process and is currently equipped with the standardization necessary to foster an increase in the beneficiary base.

The facts that some consumers are unaware of this benefit and some local governments are not equipped with structures to publicize the program are major challenges for expanding this base. Therefore, the Company maintains a transparent and ongoing dialog with the communities where it operates, explaining clearly the factors that influence energy costs, as well as seeking joint solutions to mitigate possible increases in the energy bill. We may intensify contact with the public authority in the coming year.

Luz para Todos and Mais Luz para a Amazônia Programs

GRI 3-3, 203-1

The *Luz para Todos program* (PLPT) is an essential instrument for the Company, designed to bring electricity to remote areas in Brazil, with funds subsidized by the federal government. Through this partnership, Equatorial is responsible for extending energy networks, implementing photovoltaic systems, and/or making residential connections in the states under its concession. In 2023 alone, 17,113 families gained access to electricity through the PLPT.

The *Luz Para Todos* program has a different style and name in Amazon biome regions. There, where the project is called *Mais Luz para a Amazônia* (MLA), it registers isolated communities for

the Social Energy Tariff (TSEE) and installs photovoltaic panels in municipalities where it is impossible to provide electricity by other means; this is some sort of mini distributed generation with local generation and decentralized distribution, with subsidized funding from the federal government. Electrification programs in remote areas in the state of Pará have already enabled, since 2017, 30,200 connections in the municipalities of Porto de Moz, Prainha, Tucuruí, Portel, Melgaço, Curralinho, Oeiras, Bagre, Breves, Juruti, Oriximiná, and Óbidos. They have assisted approximately 150 thousand people (average of five people per consumer unit), with total investment of around BRL 1.13 billion.



Through the *Luz para Todos* and *Mais Luz para a Amazônia* programs, Equatorial extends power grids, home connections and other services in remote locations



Electricity and Sanitation for Society

GRI 3-3, SASB IF-WU-240a.4, IF-EU-240a.4

Sanitation

The main commitments of Concessionária de Saneamento do Amapá (CSA Equatorial) are established in its concession agreement, started in July 2022. Governance follows the same normative instruments as the Equatorial Energia Group, and the environment department's procedures are still being prepared, with completion scheduled in the first half of 2024.

Measures to manage the universalization of basic sanitation and its associated negative impacts include the following guidelines:

1. Impacts must be identified by own teams, users, inspection bodies, and/or complaints;

2. In the event of an impact, teams must report it to their line managers and related areas and work toward solving the problem;

3. If any document is issued by a government body, an official letter with technical details on the causes and actions taken to solve or minimize the problem must be prepared; and

4. Water quality management must follow the Sampling Plan, pursuant to Federal Ordinance 888/2021 issued by the Ministry of Health.

Agreement with *Trata Brasil*

In July 2023, CSA signed an important partnership with Instituto Trata Brasil. This institute, which is responsible for carrying out several major studies on basic sanitation indicators in Brazil, will monitor the evolution of the concessionaire's indicators and support social impact projects for the population of the state of Amapá.


Pontes para o Futuro (Bridges for the Future) Project

Pontes para o Futuro is CSA's program for expanding and regularizing water supply for families that live in stilt houses, located in peripheral regions of the capital city. The project includes the implementation of new networks and/or replacement of damaged pipes in existing networks, lifting and setting pipes that pass through flooded areas, in order to prevent contamination risks, and correct leaks and standardize connections.

CSA agents are responsible for mapping customers visit residents, bringing the Company closer to system users. This initiative involves the participation of the community relations area and the technical - operational team, who provide guidance for the families on conscious consumption and include them as beneficiaries of the Social Tariff.

These efforts are extremely important, because they enable the supply of high-quality treated water for families that were vulnerable to contracting water-borne diseases, such as diarrhea, hepatitis, and cholera, as a result of offhanded water supply, through clandestine water connections in direct contact with contaminated water.

The Project was launched in Congós, a neighborhood in the South side of Macapá, and has already created 1,767 new connections, benefiting 6,291 people.

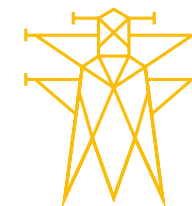
 **For the negative impacts associated with this topic, please see page 55.**

After impacts are observed, an action plan is prepared, with responsibilities attributed to specific areas (Environment, Legal, Engineering, Operation, and Quality), creating a history and database for future occurrences. Positive impacts

are managed through spreadsheets, generating licensing indicators (in effect, in progress, and not started). Based on this information, the company measures the maintenance needs for regularized areas or regularization for areas backed up by the Environmental Commitment Agreement (TCA).

In addition, the water concessionaire is preparing a licensing schedule for new and existing structures, based on the indicators provided in the concession agreement, against which the regulatory department monitors and tracks progress.

As for tracking the effectiveness of actions, contract governance requires that the Regulatory Agency hire an independent verifier, responsible for collecting information and performing acts in support to the inspection of the concession agreement, especially verifying compliance with the Performance Indicators.



The *Pontes para o Futuro* project regularizes the water distribution and water treatment situation for vulnerable residents



Energy

As in the sanitation sector, Equatorial Energia has the goal of providing universal access to electricity, especially in isolated and high-complexity territories, with low social and economic development levels. Lately, the Company's mission brings, in a general manner, quality of life to the populations where it operates.

The strategies include ensuring service excellence and expanding distribution networks. The Group allocates investments to the technology and operational fields, just as to working directly with communities.

In addition, the Company monitors performance indicators every month, by using a results plan, shares this information with the regulator, and presents it to the entire management in results meetings. This process contributes to transparency and responsibility, enabling a joint evaluation of the performance and effectiveness of implemented measures.

If any indicator deviates from the expected path, the Company sets recovery action plans.

The Company monitors some critical indicators daily and shares this information with stakeholders through various channels, such as email, WhatsApp, SMS, brief meetings, among others. Frequent monitoring allows an immediate intervention in situations that require quick actions.

Regarding the achievements, most of the indicators, including the amount of connections pending works, average time for serving construction projects, contract adherence, and cash flow, were achieved in all the companies. Action plans for indicators that haven't met the targets are in progress, demonstrating our continuous commitment to constantly improving and correcting the path.

It is also worth noting that electricity distribution operations face a series of external challenges that directly influence both the efficiency of the service and the tariffs charged to consumers. These challenges include connections to external supply sources, such as the “Basic Network” and other transmission companies, which, since they are not managed directly by the distributor, require meticulous coordination to ensure stability and efficiency in energy distribution.

Extreme weather events, such as storms and floods, pose significant risks to electrical infrastructure and can result in severe damage that requires costly repairs and disrupts power supply. In addition, strikes and walkouts can impact both the supply chain and the availability of labor, delaying maintenance and compromising operations.

Other problems include illegal connections, which not only result in significant financial losses for distribution companies but also compromise the safety and efficiency of the electricity network. Cyberattacks on computer systems used

in the operation of the electricity system, call centers and commercial systems represent a major threat to the security and stability of operations.

Endemics and pandemics, such as the recent pandemic, can drastically affect consumers' ability to pay off their debts, impacting the financial health of energy distribution companies. This situation is exacerbated by the volume of non-technical losses, which put even more pressure on electricity tariffs.

The geographical location of the electrical installations can also pose additional risks, as they are subject to landslides, flooding, sea air, among others, requiring even stricter risk management and maintenance.

All these external factors not only affect the operation and efficiency of electricity distributors but also have a direct impact on electricity tariffs, reflecting the complexity and challenges faced by the sector.



Operational Challenges and Mitigation Strategies

SASB IF-EU-240a.4.

The National Electricity Agency (ANEEL) is responsible for regulating the Brazilian energy sector and establishes clear regulatory targets to guarantee accessibility and quality in the supply of electricity. These targets, which are detailed in the concession contracts, are designed to ensure the concessionaires provide effective services for its customers. Committed to the universal access to energy, ANEEL also encourages charging special tariffs for low-income residential customers, reflecting a public policy that fosters the industry's sustainable growth.

- **Cyberattacks:** Cyberattacks on computer systems and servers used in the operation of the electricity system, also in call centers and commercial systems represent a growing shutdown threat. In order to mitigate these risks, it is essential to implement robust IT management, with strict user and network controls.

- **Endemics and Pandemics:** These events can cause a shutdown in the supply chain, affecting mobility and workforce availability. The response to these risks involves adapting operations to ensure continuity of service.
- **Delinquency:** This represents a direct risk to revenue, requiring effective campaigns to combat delays in payments.
- **Connections with External Supply Sources:** Interaction with supply sources that are not managed by the distributor, including the "Basic Network" and other transmission companies, in addition to Distributed Generation, require careful assessment for possible substation connections, guaranteeing the stability of the network.
- **Regulatory Changes and Government Programs:** Reputation value and the increase in the number of customers are influenced by public policies that foster the energy industry. These changes require constant strategic updating to align with new guidelines and seize the opportunities that arise.

- **Climate Events:** Climate monitoring and adequate preparation are essential to withstand adverse impacts on electrical installations, ensuring energy supply resilience.

- **Strikes:** Diversifying material and service suppliers is a key strategy to mitigate the effects of strikes that can impact the production chain.

- **Illegal Connections:** Fighting illegal connections involves running awareness campaigns on the correct use of electricity and actively combating these practices.

Regulation and Tariff Review

AANEEL employs a specific methodology for defining electricity utility tariffs, which are reviewed every five years during the Tariff Review. This review is a crucial process for adjusting tariffs to the utility's operational and investment needs, while taking into account consumers' viability to pay.

These elements highlight the complexity of management in the electricity sector, where operational efficiency and social responsibility go hand in hand to promote a reliable and affordable electricity supply.

Access to Water

SASB IF-WU-240a.4

Some external factors may have significant impacts on water accessibility for consumers, considering the Company's sanitation concession. The most significant ones are described below:

- **Drought Period:** It happens between September and November every year, when aquifers tend to decrease. However, the impact and trend are deemed to be medium;
- **Flooding Period:** It happens in April and May every year, especially in the municipalities of Laranjal do Jari and Vitoria do Jari. The impact and trend are deemed to be high, because of irregular occupation and the lack of rainwater drainage;
- **Delinquency:** It is monitored, every month, through collection indicators. The Company carries out daily portfolio recovery actions toward delinquent customers. The magnitude is high, because the concession and the actions to recover the portfolio are still recent;

- **Irregular Occupation:** It is monitored monthly through loss indexes, and technical and commercial registration. The lack of public policies on housing mainly influences the municipalities of Macapá, Laranjal do Jari, and Vitoria do Jari (AP);
- **Independent Groundwater collection:** It refers to customers that are not connected to the concessionaire's water supply system and collects water at risk of bacterial infections due to the construction of artesian wells. We have found a high number of cases in some municipalities;
- **Fraud or irregular connections:** It refers to customers with irregular interconnections that are not included in the company's register and may compromise regular water supply.

In order to mitigate such impacts, we approach communities about the correct use of water and to encourage them to join the regular water supply system, through lectures, closer relationships with the public, and awareness-raising programs, such as *E+ Saúde*.





Performance

6

Operational
Innovation
Financial

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CENTRO DE OPERAÇÕES INTEGRADAS
PRONTIDÃO E AÇÃO!

Operational

GRI 3-3

The year 2023 was as important as it was challenging for Equatorial Group. The Company consolidated its sanitation operations through its investment in CSA in its first year of exclusive operation, while maintaining the reliability of its distribution operations, through concessions in seven states across Brazil.

In this sense, the Company kept quality indicators, as established by Aneel, at satisfactory levels, namely the Equivalent Interruption Duration of Interruption per Consumer Unit (DEC), which measures the average time each consumer unit was without electricity, and Equivalent Interruption Frequency per Consumer Unit (FEC), which measures the number of interruptions that occurred on average during the observation period.

Moreover, geared towards fostering continuous process improvement, Equatorial Energia has adopted a series of measures to prevent or mitigate potential negative impacts. It is worth noting that, in 2023, 497 employees through training. The Company also acquired tools, including the replacement of obsolete or broken ones, and incorporated new technologies.

The Company has also implemented new maintenance practices, such as the lightning rod plan, battery bank plan and ultrasound application. Additionally, the Group acquired and implemented the hypsometer, a device that enables identifying the distance between an object (tree or other) and the energized conductor, as well as measuring the height of the conductor in relation to the ground.

As for management of positive impacts, Equatorial Energia relies on management panels and dashboards (SAP, Argos and Power BI) to control and guide the regional offices in the execution of activities, allowing for more effective

maintenance. It is important to note that in 2023, a significant reduction in failures was recorded, with a 24% drop in circuit breakers and reclosers, 40% in transformers, 13% in lightning rods and 77% in failure due to vegetation.

The lessons learned have resulted in actions and implementations, such as the maintenance plan to correct gas leaks of SF₆ in circuit breakers, aimed at reducing the emission of gases that contribute to global warming. In 2023, the Company reduced this greenhouse gas emission intensity by 43.6%. This result has motivated the Company to seek more precise tools for identifying leaks next year.

Distribution

GRI 2-6

The Equatorial Group operates in the electricity distribution sector, bringing energy to more than 13 million consumer units through the distributor companies Equatorial Maranhão, Equatorial Pará, Equatorial Piauí, Equatorial Alagoas, CEEE Equatorial Energia, CEA Equatorial Energia, and Equatorial Goiás, as well as operating in basic sanitation, serving more than 700,000 consumers in the state of Amapá, through the concessionaire CSA.

Maranhão

The amount of energy injected by Equatorial Maranhão's system reached 9,849 GWh, up by 10.4% versus 2022, and volume billed reached 8,085 GWh, an increase of 10.4% also compared to 2022. Energy losses recorded by the Company in 2023 totaled 1,763 GWh, equivalent to 17.9% of injected energy, 0.3 p.p. more than in 2022.

Pará

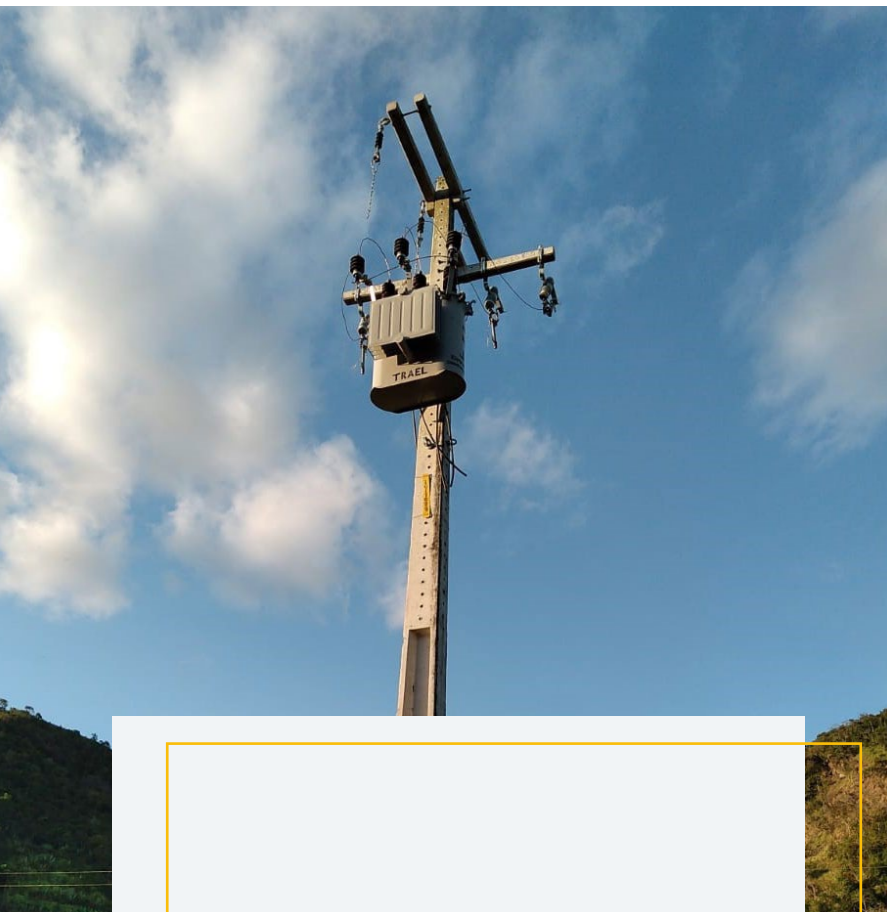
In 2023, the amount of energy injected by Equatorial Pará's system reached 14,929 GWh, an increase of 7.9% compared to 2022. The distribution company's volume billed totaled 10,874 GWh, up by 8.4% versus 2022. The Company recorded energy losses of 4,055 GWh in the year, equivalent to 27.2% of injected energy, resulting in a 0.3 p.p. reduction in loss index compared to the close of 2022.

Piauí

The amount of energy injected by Equatorial Piauí's system reached 5,527 GWh, up by 9.2% versus 2022, and billing reached 4,521 GWh, an increase of 9.2% compared to the previous year. The Company recorded energy losses of 1,006 GWh, equivalent to 18.2% of injected energy, leading to a high stability in loss index versus 2022.

Alagoas

In 2023, the amount of energy injected by Equatorial Alagoas' system reached 5,424 GWh, an increase of 6.2% compared to 2022, and billing reached 4,422 GWh, representing an 8.9% increase compared to 2022. As a result, the Company recorded energy losses of 1,002 GWh, equivalent to 18.5% of injected energy, implying a reduction of 1.6 p.p. in loss index versus 2022.



Equatorial Group provides energy for more than

14 millions
consumer unities.

Rio Grande do Sul

In 2023, the amount of energy injected by the Companhia Estadual de Distribuição de Energia Elétrica (CEEE)'s system reached 9,860 GWh, up by 1.2% versus 2022, and billing reached 8,595 GWh, an increase of 4.9% also compared to 2022. As a result, the Company recorded energy losses of 1,265 GWh, equivalent to 12.9% of injected energy, leading to a 3.1 p.p. increase in loss index versus 2022.

Within this scenario, the distribution company managed not only to expedite solutions for immediate problems, but also to incorporate valuable lessons into its operations. One of the biggest challenges faced was the need to disconnect entire power grids due to flooding, even though they were not defective, but needed to be isolated to protect the population.



CEEE, through the E+Community Program, has helped the areas most affected by the rains, making repairs the electricity grid, with employees.

While dealing with the contingencies, CEEE took advantage of the E+ Community Program, taking its initiatives to the most affected communities and mitigate damage. Task forces with up to 40 employees worked in the affected areas, repairing the electricity network grid and, as people's homes, replacing light bulbs and appliances that had been burnt out or became unusable due to the rains. In partnership with the state government and other companies, the concessionaire also organized donation campaigns and provided housing conditions for homeless families.

Throughout the year, the concessionaire also worked to zero out the waiting times, so as not to leave any customer with a late request for service. It also revised and recovered

its investment plan, as well as inaugurated networks, substations and expanded existing structures, which are essential to improving service quality.

Aware of the need to prepare for new weather events, CEEE Equatorial also invested in measures to strengthen its physical and management structures, as well as establishing dialogs with public and private bodies to expedite necessary changes to some aspects of electrical sector legislation. The main challenge is to maintain the continuity and quality of service, threatened by the possible repetition of weather events and the fragility of the electricity grid with which the Company needs to operate while carrying out a plan for its renewal.

Short-term proposals include:

- strengthening tree pruning by expanding services and increasing the number of teams (from the current 140 to 240);
- expanding and modernizing the distribution grid , starting with the immediate replacement, as early as 2024, of the 15,000 to 20,000 wooden utility poles that are still part of these networks.

Long-term proposals include:

- supported by Aneel and Abradee, an approval of the new regulatory model, which enables an environment of collaboration between companies and the government, to deal with disasters such as those faced in 2023;
- seeking out electricity distribution grid construction standards capable of withstanding greater stress, as well as replacing network structures;
- raising awareness of local and state authorities about the importance of working together, investing in institutional efforts to disseminate information and build a closer relationship with the public;
- drawing up a tree-planting master plan that prioritizes the planting of lower trees next to power grids.

Amapá

The amount of energy injected by Equatorial Amapá 's (CEA) system reached 2,055 GWh, a decrease of 0.9% compared to 2022, and billing reached 1,204 GWh, which represented a reduction of 12.2% versus the previous year. The Company recorded energy losses of 851 GWh, equivalent to 41.4% of injected energy, leading to a 4.5 p.p. Decrease in loss index versus 2022.





Goiás

In 2023, the amount of energy injected by Equatorial Goiás' system reached 19,069 GWh, up by 7.8% compared to 2022, and billing reached 16,711 GWh, an increase of 7.5% also compared to 2022. The Company recorded energy losses of 2,358 GWh, equivalent to 12.4% of injected energy, leading to a 0.3 p.p. increase in loss index versus 2022.

In Goiás, the Group took over an extremely degraded network, lacking investments in innovation and maintenance, which had more than 44% of its transformers overloaded, 72% of circuits inadequately built in single-phase standard; 31% of the asset base wrecked in need of replacement (modernization of substations, expansion and replacement of equipment). The Concessionaire has been working to build partnerships with public authorities in order to gradually improve the service provided.

To face this scenario, the Company:

- five superintendencies were created, each with an average of four to five corporate departments;
- renovated its service branches and created new communication channels, also using the Clara Artificial Intelligence, and insourced the Call Center operation aimed at improving service quality;
- invested BRL 1.8 billion by the third quarter of 2023;
- increased the direct and outsourced workforce by 67% in 2023;
- insourced the emergency service team in the extremely sensitive Rio Verde region, and began to manage this workforce.

As a result:

- the number of customer complaints filed with Procon decreased by 52%, while those filed with Aneel fell by 32%. Complaints on the consumidor.gov portal also reduced;
- despite an extremely challenging scenario, with severe storms and heat waves that hit the state from August 2023 onwards, the concessionaire focused on planning not only for the expansion of the network or energy supply, but also for the reconstruction of the existing network;
- the Company was able to meet restrained energy demand of big economic and industry groups of the state, in addition to research and education institutions;
- the Company improved by eight positions in ABRADÉE's Perceived Quality Satisfaction Index (ISQP), being the most improved in the Brazil's Midwest region in all Area Performance Index (IDAR) requirements (utilities bill, supply etc.).



Investments in Distribution

Maranhão

Equatorial Maranhão's investments reached BRL 1.05 billion in 2023, 10% more than in 2022, mainly focused on expanding and improving the distribution network, given the continuous growth in the state's energy demand. *The Luz para Todos* Program ended the year with 2013 new connections.

Pará; in the *Mais Luz para a Amazônia* Program, investments reached BRL 570 million, of which BRL 513 million was subsidized and BRL 57 million in own funds, reaching 17,113 connections across the state.

Alagoas

In 2023, Equatorial Alagoas' investments reached BRL 671 million, a 57% hike compared to the previous year, mainly aimed at expanding and maintaining the energy distribution network. The state does not feature the *Luz para Todos* Program.

Amapá

In 2023, CEA Equatorial's investments, excluding direct investments related to the *Luz para Todos* Program, reached BRL 450 million.

Pará

The concessionaire invested BRL 2.47 billion, moving up 34% from the previous year, in improving the quality of supply and expanding the energy distribution service. The Company invested more than BRL 273 million through the *Luz para Todos* Program, of which BRL 165 million was subsidized and BRL 108 million in own funds, reaching 11,676 thousand connections across the state of

Piauí

The concessionaire reached its highest investment level in the state since 2018, amounting to BRL 826 million: BRL 732 million in own investments and BRL 94 million allocated to the *Luz para Todos* Program. Funds were used for improving and modernizing the system, expanding the network and energy distribution services. In the *Luz para Todos* Program, the Company carried out 7,918 new connections.

Rio Grande do Sul

CEEE's investments totaled BRL 698 million in 2023, a decrease of 7% compared to 2022. These investments focused on improving and expanding the transformation capacity of the distribution network, in view of the continued energy demand growth and the damage to the network caused by the extreme weather events that hit the state during the year.

Goiás

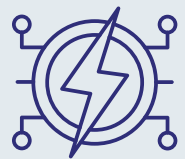
The concessionaire invested BRL 2.08 billion in improving and modernizing the electric system, expanding the network and energy distribution services. In the *Luz para Todos* Program, the Company carried out 10,528 connections.

Transmission

The Company has eight transmission lines in its portfolio, totaling 3.2 thousand kilometers in the states of Pará, Piauí, Bahia, Minas Gerais, Goiás and Tocantins.

In March 2024, Equatorial concluded Intesa's selling, the first divestment of a transmission asset of the Group. The Company had already been signaling that it might dispose of some more mature assets in order to recycle capital and help reduce leverage.

The sale of Intesa does not represent Equatorial's exit from the transmission segment.



3.2 thousand
kilometers of line

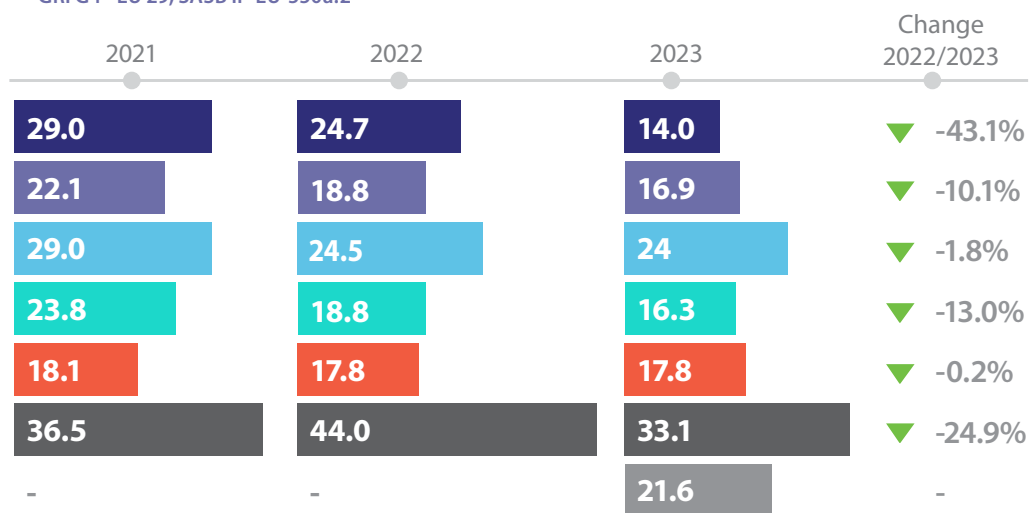


Quality Indicators

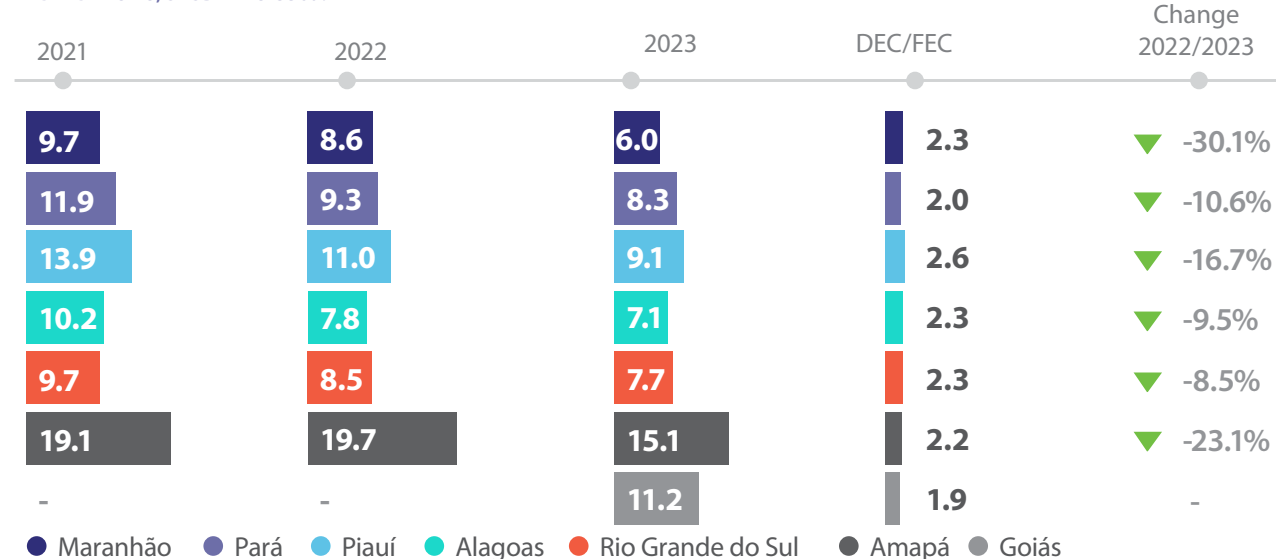
The distribution system's quality and efficiency levels are assessed by two indices established by Aneel: Equivalent Duration of Interruption per Consumer Unit (DEC), which measures the average duration of interruptions in hours, per customer and per period; and Equivalent Interruption Frequency per Consumer Unit (FEC), which measures the frequency of interruptions in number of interruptions, per customer and per period. The lower the indices, the better the quality of the operation.

(MWh)	Maranhão	Pará	Piauí	Alagoas	Rio Grande do Sul	Amapá	Goiás	Total
Injected energy	9,849,669	10,873,518	4,521,287	4,421,779	8,595,099	1,204,798	16,711,002	54,413,453
Change compared to 2022	10.4%	7.9%	9.2%	6.20%	1.2%	-0.9%	7.8%	6.9%
Distributed energy	8,085,970	10,873,51	4,521,287	4,421,779	8,595,099	1,204,798	16,711,002	54,413,453
Change compared to 2022	10.0%	9.1%	7.6%	8.3%	4.9%	7.4%	7.5%	7.8%
Connection energy with other distribution companies	11,884	14,621	162,973	18,237	15,392	-	11,326	234,433
Change compared to 2022	70.0%	0	6.4%	0.8%	14.3%	-	14.9%	16.2%

DEC indicator | in hours GRI G4 - EU 29, SASB IF-EU-550a.2



FEC indicator | in hours GRI G4 EU 28, SASB IF-EU-550a.2



Sanitation - Water Treatment

At the time of its privatization and sale, Companhia de Água e Esgoto do Amapá (CAESA) had poor infrastructure. Thus, recovering this infrastructure was Equatorial's first step to begin that company's assisted operation period, establishing a minimum level of operation, serve the population with adequate quality standards and begin the process of earning users' trust.

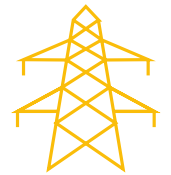
In this sense, the Company created an emergency recovery plan based on three pillars:

- infrastructure recovery, to ensure operational safety and asset recovery;
- improving water quality;
- sustainable use of the resource.

More than 178 actions were planned to be executed in 24 months (between 2022 and 2023). During said period, almost 95% of total initiatives were performed.

Regarding infrastructure recovery efforts, one of the Company's first measures was to renovate and modernize the Amazon River water withdrawal system and the Macapá treatment plant, which encompassed specific works and installation of new equipment. The result was a substantial improvement in water supply service in the metropolitan region.

In the inland cities, the Company is directing its efforts to recover all water treatment plants. In addition to improving and increasing supply, the work at the treatment plants mainly aimed at guaranteeing drinking water supply, so that users do not have to worry about consuming water at home.



Equatorial has developed a three-pillar plan to serve the state of Amapá after the privatization of CAESA.

In a second phase, the challenge was to get these users to join the system and be included as consumers, considering the huge part of the state's population that still used alternative water sources. It was necessary to raise their awareness about the risks of using water from artesian wells and other sources, which are often contaminated by irregular sewage connections. To this end, CSA Equatorial carried out the *Se Liga na Rede* project, in which Company teams, in partnership with health and sanitary public surveillance agents, conducted a survey to check the number of homes that are not connected to the network

and also talk to residents to explain the dangers of using alternative sources.

For those customers interested in joining the system, a task force was deployed to collect information for registration (and keep it updated), provide information about payment methods and explain the need for conscientious water usage. Through this initiative, by year-end, the project was able to have at least 50% of the state's population served by the network, compared to 36% the previous year.

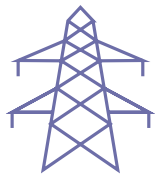
Water	2022	2023
Billed Economies (unit)	88,777	80,747
Billed Volume (m ³)	9,0379,560	22,260,965
Coverage Index (%)	41%*	42%
Losses - IPD (%)	65%*	58%
Network Length (km)	931*	931

*2022 estimates, area was under relisting process.



Sanitation - Sewage Collection and Treatment

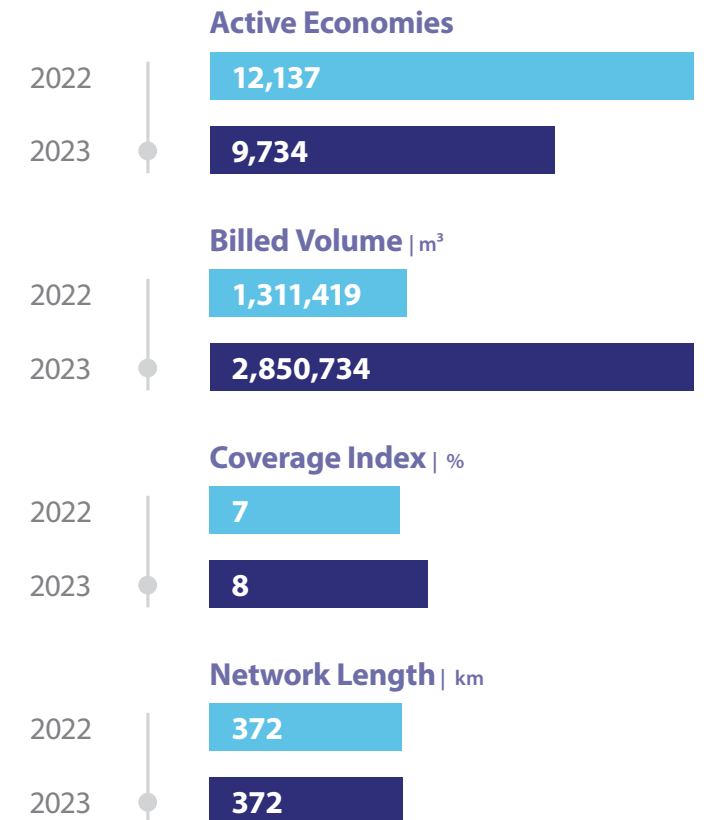
An inseparable part of basic sanitation, sewage collection and treatment are an issue that as sensitive as it is fundamental to society's development, having a direct impact on people's health and quality of life. Bearing this in mind, Equatorial recovered two sewage systems in Amapá even before completing CSA's assisted operation period, provided for in the concessionaire's acquisition contract.



The company understands the need for sewage collection and treatment and its role in basic sanitation and society development - that's why it treats the issue seriously.

One of the systems, located in the Macapá metropolitan area and intended to serve approximately 12% of the region, has been abandoned and the sewage collected was being dumped in natura into the water sources. Given the urgency of the situation, the Group began preliminary rehabilitation of this unit and its entire branch, interconnecting sections that had been separated and installing essential structures, such as the pumping stations' platforms. The same occurred in the city of Serra do Navio, 203 kilometers from Macapá, where there was a establishing functional sewage a system but had not been maintained since it was installed in the 1950s, when the town's main economic activity was iron ore mining. The concessionaire fully recovered the system, restoring the treatment plant and the entire infrastructure to the standards required by law.

CSA - Concessionária de Saneamento do Amapá



Renewable

Throughout 2023, Echoenergia's challenges and highlights have been concentrated in two major spheres. One of them was maintaining the operation of the wind farms as well as the solar complexes under construction in the cities of Ribeiro Gonçalves (PI) and Barreiras I (BA). These are the Group's first solar farms of this size and construction is scheduled to be completed in 2024. Together, the works have employed around 2,000 workers – the Barreiras park alone, for example, is the size of 1,500 soccer fields.

These are major assets that will have positive environmental and social impacts on both states as well as the country, as they create jobs in areas with a slow economy, without many segments or activities, and generating renewable energy, avoiding the need for thermoelectric plants.

The second sphere is commercial: selling renewable energy to small-sized customers, such as local businesses, hospitals and associations, which comprise the company's current focus. Echoenergia currently has around a thousand customers with this profile, which signals a process of increasing accessibility to renewable energy and the construction of an increasingly dispersed market. It is also worth noting that the power generator is preparing to start selling carbon credits from its wind farms in 2024.

Through heavy investments, in addition to completing the works in Ribeiro Gonçalves and Barreiras, Echoenergia has already started plans to build other solar farms in Brazil's Northeast region, aiming to be involved throughout the entire process – from construction to asset operation. This strategy

adds value to the Company and expands its customer portfolio, while meeting social objectives.

With regard to challenges, it is also worth noting the Company's financial and management investments in drawing up contingency plans for its complexes and parks, in light of the weather events that marked 2023. The blackout that occurred

in August, for example, was a regulatory challenge for Echoenergia, which lost around BRL 40 million caused by the interruption of activities and the energy generated.

Extreme weather events have, therefore, become one of the aspects considered in Echoenergia's strategic planning. Currently, all farms have emergency systems and teams trained in risk analysis, mitigating them.

MWh	4T22	4T23	Variação	2022	2023	Chg.
Wind Speed (m/s)	8.0	8.4	5.4%	7.4	7.7	3.6%
Net Energy Generated (GWh)	1,359.9	1,221.6	-10.2%	4,572.3	4,387.8	-4.0%
Adjusted Technical Availability (%)	96.8%	96.6%	-0.3%	96.1%	95.7%	-0.4%

Innovation

GRI 3-3

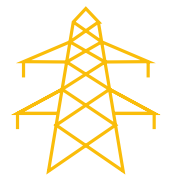
The Equatorial Group understands innovation as an essential strategy for improved operational and financial efficiency, together with customer satisfaction and its resilience to the economic, social and environmental transformations that may arise.

Mindful of this scenario, in June 2023, the Company inaugurated EQTLab, an exclusive innovation hub that aims to incubate technological solutions for the electricity sector. Housed in a manor house in Maranhão' historical district, the space seeks to boost research and development of technological solutions for the electricity sector, develop specialized labor and create a base of qualified local suppliers for the sector.

In 2023, Equatorial invested BRL 80 million in Research, Development and Innovation projects, and R \$68 million in energy efficiency projects. Today, the Group has almost 50 projects. In the *Rota Elétrica Mercosul*, one of the most noteworthy projects, the Company has delivered ten charging

stations across Rio Grande do Sul, from the state border with Santa Catarina all the way to Uruguay. The route joins two others that already exist – one that runs through Uruguay and another that cuts through Santa Catarina and Paraná to the triple frontier with Paraguay and Argentina. Investing in electric mobility has been part of Equatorial's strategy for at least three years. Since 2020, the Group has been installing charging stations in its concession areas, thus encouraging investment in the electric mobility market. Between 2021 and 2022, the Group inaugurated the first free use public charging stations in Maranhão, Pará, Piauí and Alagoas. They are part of the construction of an electric route that will connect São Luís (MA) to Teresina (PI), a project that also made electric bicycles available for free use.

Another noteworthy project is Energia Social, currently in pilot testing in the city of Belém (PA). The initiative foresees the creation of a social solar power plant: the renewable energy generated is sold to those in need and the savings generated in kilowatt/hours are distributed to low-income customers.



In June 2023, the Company inaugurated EQTLab, an exclusive innovation hub that aims to incubate technological solutions for the electricity sector.

Another initiative still being developed, but with actions already underway, is the strip cleaning planning project, which aims to use satellite images to map and monitor the green asset (vegetation around power grid equipment), in order to carry out intelligent pruning and optimize the movement of teams, turning the pruning process more efficient. Once mapped, this asset's growth cycle will be identified using artificial intelligence, which will transform the information into data that can guide maintenance processes (especially controlled pruning).

Throughout 2023, the Company tested technologies from various suppliers to begin

this mapping and expects to invest over BRL 10 million in the project over the next three years.

It is also worth mentioning a project for the treatment and analysis of customer audio calls to the Company's call centers, also using artificial intelligence. The goal is to capture the real-time perception of the customer's mood in order to improve service, understanding whether they were satisfied with the interaction or not.

Investments in environmental projects reached BRL 8.8 million in 2023, focusing mainly on electric mobility projects.



BRL 8.8 millions
invested in environmental
projects

The Group plans to use satellite images to mapping and monitoring of green assets, in order to carry out intelligent and optimized pruning.

Culture of Innovation

The Equatorial Group understands innovation as a skill and behavior expected or to be developed by all its employees. Therefore, the topic is addressed by training and capacity building teams of all the Group's companies with all its employees. Management of innovation projects is decentralized and involves the R&D (regulatory), Digital Transformation and IT (CAPEX) areas.

The Company currently has an R&D and Energy Efficiency department, which manages and plans research and development projects, just as Equatorial Group's Science and Technology Institute, which directly executes Research, Development and Innovation projects.

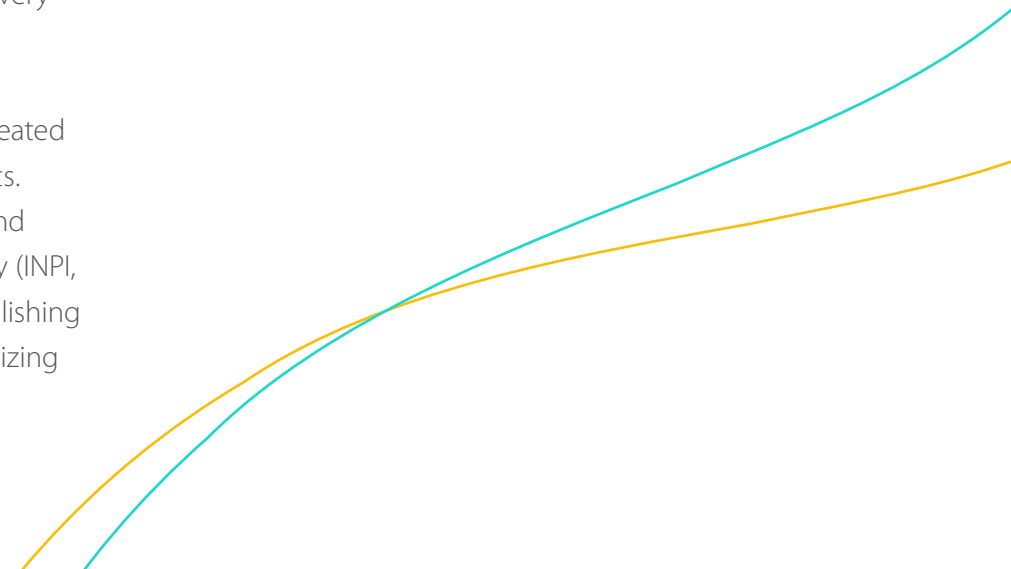
Research & Development products are always tested in controlled environments, with a limited number of customers or impacted areas. In this way, even with execution problems or unsatisfactory results, the impacted universe is always small. Moreover, the audience affected is aware and informed of the nature of the innovation or prototype, through information material, emails, workshops or even relationship visits. The impacts of Innovation actions are measured by the Digital and Innovation Department.

A team of software architects was hired to help planning the entry into production of the systems developed by the Innovation team right from the start of the projects. The projects are managed by the Digital and Innovation department and are part of an innovation pipeline that includes project conception, execution and implementation. The Digital and Innovation team manages the progress of the stages and financial disbursements, validating each delivery with the related business area.

It is also important noting that intellectual properties created sometimes lead to original and unprecedented products. In some cases, research patents have been formatted and submitted to the National Institute of Industrial Property (INPI, in Portuguese). The EQTLab Institute has a team for publishing scientific articles and advertising pieces aimed at publicizing the positive results of the projects.

In addition, the Transformation Manage Office (TMO) strategy was launched during the year, setting up project management and monitoring indicators and capturing the value of delivered projects. In addition to this, there are regulatory obligations to be met for RD&I projects, which mitigate identified risks.

The Company has defined KPIs for each project to assess their success. KPIs are measured throughout the R&D lifecycle and undergo financial and technical audit as per regulatory requirement. An RD&I model is currently being developed and will feature revenue, counterpart, publicity, scientific production and training indicators.



Guidelines

Since 2020, the Group relies on an Innovation Guideline to steer the selection of R&D projects. This guideline is reviewed every two years. Currently, it sets out three strategic goals:

- Improve operational efficiency;
- Consolidate ESG initiatives;
- Improve customer experience.

The Company believes that these goals will boost the culture of innovation within the Group, expand the service portfolio, develop perennial and sustainable projects, develop talents and train teams.

To determine the effectiveness of these measures and the adherence of the portfolio to the Innovation Guideline's goals, the projects are grouped into programs, which refer to the goals, and measured according to the related KPIs.

The projects' impacts are measured through the satisfaction of stakeholders and sponsors, who are involved throughout the entire project, moreover the number of positive news pieces that are spontaneously published in the press. This survey is carried out by the Marketing internal department.

Direct and indirect economic impacts created by the Group's innovation processes*

GRI 203-2

Positive:

- Availability of products and services for low-income population;
- Economic development in areas of social vulnerability;
- Strengthening of local skills and knowledge, through training and vocational courses in the area;
- Creating indirect jobs in the supply chain;
- Economic growth with grid resilience – reliable energy supply contributing to improvements in local quality of life and development of local businesses;
- Partnerships with local companies – establishing strategic partnerships with local companies in the provision of services, boosting local economy.

Negative:

- Possible job cuts due to the implementation of new technologies such as artificial intelligence and process automation;
- Challenges for small businesses - increased operating costs for local small businesses due to higher energy tariffs, which could affect their competitiveness.

*The above possible impacts are mentioned in the context of reducing operational and financial risks, compliance with legal requirements and reputation and brand image.

Financial

GRI 201-1

Substantial gross margin and adjusted EBITDA growth, driven by the consolidation of Equatorial Goiás in 2023, combined with the DisCos' market growth, which were positively influenced by the high volume of energy injected into the grid, were some of the Equatorial Group's main financial achievements in the year. It is also important to highlight the cost management strategy and the Company's deleveraging, which prioritized the sale of treasury shares, the retention of dividends, the sale of its first transmission asset (Intesa), as well as the issue of preferred shares.

Direct Economic Value Generated and Distributed | BRL thousand

	2021		2022		2023	
Added Value for Distribution	16,058,287	100%	19,508,214	100%	26,187,740	100%
Added Value for Distribution ¹	16,058,287	100%	19,508,214	100%	26,187,740	100%
Economic Value Distributed	12,754,215	79.4%	18,016,493	92.4%	24,058,666	91.9%
Personnel (salaries and benefits)	823,894	5.1%	873,855	4.5%	1,076,410	4.1%
Taxes, Fees and Contributions	7,869,413	49.0%	10,611,677	54.4%	14,201,842	54.2%
Third-party capital	3,062,471	19.1%	6,100,679	31.3%	8,033,204	30.7%
Interest on equity and dividends	998,437	6.2%	430,282	2.2%	747,210	2.9%
Retained Economic Value	3,304,072	20.6%	1,491,721	7.6%	2,129,074	8.1%

¹Distributable value added is calculated by subtracting inputs purchased from third parties (such as raw materials and services) from the company's total revenue.

Revenue

In 2023, the Equatorial Group reported strong growth. Gross operating revenue totaled BRL 54.9 billion, consolidating an increase of 49% over the previous year.

Net revenue reached BRL 41 billion in 2023, moving up 51% from 2022.

EBITDA and Net Income

Equatorial's reported EBITDA reached BRL 9.8 billion in 2023, moving up 44% from 2022. EBITDA adjusted for non-recurring and non-cash effects reached BRL 9.9 billion, 38.5% higher than the same period in the previous year.

This increase mainly stems from the distribution companies' performance, reflecting the strong market increase, a substantial progress the Company's efforts to fight technical or non-technical losses, coupled with the consolidation of Equatorial Goiás concession. The Company's net income came to BRL 2.9 billion.



Debt Management

In December 2022, the Company completed the acquisition of Equatorial Goiás, driving the Equatorial Group's leverage ratio to an all-time high. In this sense, 2023 was dedicated to efforts to extend the profile of the debt acquired, resulting in record funding of more than BRL 20 billion for the Group, most of which originated, directly or indirectly, from Equatorial Goiás.

During the year, the Group embarked on a path of organic deleveraging, reinforced by additional measures, including

Itaú's investment of BRL 3.4 billion in Equatorial Distribuição preferred shares; the sale of treasury shares, which brought in BRL 991 million; and the segregation of BRL 321 million in Intesa's debt, totaling BRL 4.5 billion in funds raised.

These strategies allowed Equatorial to reduce its net debt/adjusted EBITDA ratio from 4.1x to 3.3x, in addition to improving the average debt term to five years, strengthening its financial position.

Investments

Consolidated investments reached BRL 10.9 billion, influenced by massive investments in distribution (BRL 8.2 billion), focused on network safety and expansion. It is also worth noting the investment in renewable energy (BRL 2.4 billion), directed to the construction of solar power plants in Ribeiro Gonçalves (PI) and Barreiras I (BA).

CAPEX peaked in the third quarter, with BRL 1.8 billion allocated for Echoenergia's new solar projects. The Ribeiro Gonçalves (PI) project, for example, will occupy an area of 600 ha and will have an installed capacity of 223.2 MW.



BRL 10.9 billions
in investments



7

Exhibits

GRI & SASB Content Index	155
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 Interactive
summary

GRI & SASB Content Index

Statement of use	Equatorial S.A. reported in accordance with the GRI Standards for the period from January 1 st to December 31 st , 2023.
Used GRI 1	GRI 1: Foundation 2021
Applicable GRI Sector Standard	GRI G4: Electric Utilities

Disclosure	Page/Response	Omission				
		Requirement(s) omitted	Reason	Explanation		
GENERAL DISCLOSURES						
The organization and its reporting practices						
GRI 2: General Disclosures 2021	2-1	Organizational details	Page 10			
	2-2	Entities included in the organization's	Page 10			
	2-3	Reporting period, frequency and contact	The acquired entities are consolidated from the moment the holding company obtains control of the equity interest and/or significant influence over them. The information is recorded through business combination accounting. Mergers and/or disposals have their information recorded/disclosed in the financial statements on the date the event occurs. Furthermore, the approach does not differ from the contents of this standard and throughout the material topics.			
	2-4	Restatements of information	Page 7 The Equatorial Group will start disclosing its biogenic emissions in its 2023 Sustainability Report.			
	2-5	External assurance	The Company did not have any restatements or corrections of information relating to the period covered by the report			
Activities and workers						
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	Pages 6, 99 and 134			
	2-7	Employees	Pages 7 and 75			

Disclosure			Page/Response	Omission		
				Requirement(s) omitted	Reason	Explanation
Activities and workers						
GRI 2: General Disclosures 2021	2-8	Workers who are not employees	Page 74	c	Information not available.	During 2023 the Company worked on the migration from the Monitoring System of the former parent company to its own System, so the outsourced employees of Equatorial Goiás have not yet been accounted for in the total outsourced employees of the Equatorial Group. For these reasons it is not possible to describe significant fluctuations between the reporting periods.
Governance						
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	Pages 19 and 22			
	2-10	Nomination and selection of the highest governance body	Pages 19 and 22			
	2-11	Chair of the highest governance body	The Chairman of the Company's Board of Directors is an independent member.			
	2-12	Role of the highest governance body in overseeing the management of impacts	Pages 19 and 23			
	2-13	Delegation of responsibility for managing impacts	Pages 19 and 23			
	2-14	Role of the highest governance body in sustainability reporting	Pages 19 and 28	b	Not applicable.	The highest governance body is responsible for the information reported.

Disclosure	Page/Response		Omission			
			Requirement(s) omitted	Reason	Explanation	
Governance						
GRI 2: General Disclosures 2021	2-15	Conflicts of interest	<p>Page 53 The Company also has an Ethics Committee, an advisory body to the Board, with specific competencies aimed at resolving any conflicts and providing a unified understanding within the Company.</p> <p>Cross-shareholding in other administrative bodies, including advisory committees, is disclosed in the Company's Reference Form, specifically in item 12.5 and following. Transactions with related parties are disclosed to the market in accordance with the Equatorial Group's Related Party Policy and in compliance with applicable legislation, including Section 16 and its subsections of the Reference Form. In addition to mandatory disclosures, all transactions with related parties of the Equatorial Group are disclosed in a specific corporate act, in accordance with the norms established by the policy addressing the subject.</p>	b iii	Not applicable.	The Company has widely dispersed capital.
	2-16	Communication of critical concerns	<p>Page 23 During the period, no crucial concerns were identified to be communicated.</p>			
	2-17	Collective knowledge of the highest governance body	Page 19			
	2-18	Evaluation of the performance of the highest governance body	Page 19			
	2-19	Remuneration policies	<p>Pages 29, 31 and 78 There are no remuneration or compensation mechanisms for managers in the event of dismissal or retirement and only the Company's statutory directors have private pension plans with EQTPREV. The members of the Company's Board of Directors and Supervisory Board do not enjoy this benefit.</p>	a III	Information not available	There is no data mapping.
	2-20	Process to determine remuneration	Page 29			

Disclosure			Page/Response	Omission		
				Requirement(s) omitted	Reason	Explanation
Governance						
GRI 2: General Disclosures 2021	2-21	Annual total compensation ratio	Page 29	b	Confidential.	Observing Equatorial Group's position on not making the compensation strategy of its Board public and considering that item 2-21(b) includes information on the annual increase practiced for the highest-paid individual, opening the requested relationship implies disclosing, even partially, the positioning strategy for this individual.
	2-22	Statement on sustainable development strategy	Page 4			
Strategy, policies and practices						
GRI 2: General Disclosures 2021	2-23	Policy commitments	Pages 32, 33, 36, 39, 46 and 53			
	2-24	Embedding policy commitments	<p>Pages 33, 39 and 46</p> <p>Policies are approved by the Board of Directors, and the areas involved then ensure that the process takes place.</p> <p>Through the Governance and Senior Management Department, the commitments defined by the company are effectively integrated into organizational strategies, policies, and other operational procedures.</p> <p>There are formal guidelines that establish objective criteria to be observed in establishing relationships. In addition, partners commit to the company's policies and procedures when they start providing services, by signing a contract.</p>			
	2-25	Processes to remediate negative impacts	Pages 34, 36, 50 and 54	d	Information not available.	There is no data mapping.

Disclosure			Page/Response	Omission		
				Requirement(s) omitted	Reason	Explanation
Strategy, policies and practices						
GRI 2: General Disclosures 2021	2-26	Mechanisms for seeking advice and raising concerns	Pages 36 and 109			
	2-27	Compliance with laws and regulations	Page 59			
	2-28	Membership associations	The Equatorial Group actively participates in associations of companies in the electric power sector, such as Abradee, and actively engages in discussions in various thematic groups on regulation, the environment, and social entities, aiming not only to propose improvements in the sector but also at positively influencing and proposing enhancements in regulatory aspects.			
Stakeholder engagement						
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	Page 73			
	2-30	Collective bargaining agreements	Page 7 100% of employees are covered by collective bargaining agreements (Collective Agreements and/or Collective Bargaining Agreements).			
MATERIAL TOPICS						
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Page 54			
	3-2	List of material topics	Page 54			
Climate strategy						
GRI 3: Material Topics 2021	3-3	Management of material topics	Pages 55 and 70			
GRI 201: Economic Performance 2016	201-2	Financial implications and other risk and opportunities due to climate change	Page 70 Risks related to this topic are being mapped since, following the review of the risk matrix carried out in 2023, ESG risks have been included across all of the Group's operations.			

Disclosure	Page/Response		Omission			
			Requirement(s) omitted	Reason	Explanation	
Climate strategy						
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Page 71 Biogenic emissions: 1,092.6 tCO ₂ e	b	Information not available.	The release of gas emissions data is scheduled to take place after the inventory has been completed, ensuring that all information is complete and verified.
	305-2	Energy indirect (Scope 2) GHG emissions	Page 71	b, c	Information not available.	The release of gas emissions data is scheduled to take place after the inventory has been completed, ensuring that all information is complete and verified.
	305-3	Other indirect (Scope 3) GHG emissions	Page 71 Biogenic emissions: 1,329.1 tCO ₂ e	b, f	Information not available.	The release of gas emissions data is scheduled to take place after the inventory has been completed, ensuring that all information is complete and verified.
	305-4	GHG emissions intensity	-	a, b, c, d	Information not available.	Emissions intensity data will be reported from the 2024 Sustainability Report onwards.
	305-5	Reduction of GHG emissions	Only SF ₆ emission reductions were observed, using 2021 as the base year, as it was the first year the Equatorial Group's GHG Inventory was published.	e	Confidentiality.	As this is an internal target, the Equatorial Group does not disclose the assumptions and calculation methodologies.
	305-6	Emissions of ozone-depleting substances (ODS)	-	a, b, c, d	Information not available.	The Equatorial Group does not monitor these types of atmospheric emissions in its operations.
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	-	a, b, c	Information not available.	The Equatorial Group does not monitor these types of atmospheric emissions in its operations.
SASB: Electric Utilities & Power Generators 2018	IF-EU-110a.1	(1) Gross global Scope 1 emissions, percentage covered by (2) emission limitation regulations and (3) emission reporting regulations	Page 71	4, 7	Information not available.	The climate strategies to be adopted by the Equatorial Group are currently being discussed.

Disclosure			Page/Response	Omission		
				Requirement(s) omitted	Reason	Explanation
Climate strategy						
SASB: Electric Utilities & Power Generators 2018	IF-EU-110a.3	Discussion of the long- and short-term strategy or plan for managing Scope 1 emissions, emission reduction targets and an analysis of performance against these targets	In 2023, the company set itself the target of reducing the intensity of SF ₆ emissions (tCO ₂ eq/GWh) through maintenance and/or replacement of circuit breakers in the Group's parks. As a result, Equatorial invested more than BRL 900,000 in the maintenance of 46 pieces of equipment that use SF ₆ in the states of Maranhão, Pará, Piauí, Alagoas and Rio Grande do Sul. do Sul, avoiding the emission of approximately 250 tCO ₂ eq into the atmosphere and reducing by more than 40% the intensity of emissions (tCO ₂ eq/GWh) in 2023 compared to 2021. In this report, only the reductions in SF ₆ emissions have been observed.	3, 4, 5	Information not available.	The climate strategies to be adopted by the Equatorial Group are currently being discussed.
Local communities and social investment						
GRI 3: Material Topics 2021	3-3	Management of material topics	Pages 55 and 116	3-3 d	Information not available.	There is no structured process for the mentioned issues.
GRI 202: Market Presence 2016	202-2	Proportion of senior management hired from the local community	The percentage of statutory board members from significant operational units (distributors, transmitters, Echoenergia) hired from the local community is 51%. For the Company, the Executive Board consists of employees elected in the minutes of the Board of Directors for the composition of the Statutory Board of Equatorial Group companies. "Local" refers to states where Equatorial Group operations exist, while significant operational units encompass distributors, transmitters, Echoenergia, and to a lesser extent, Enova, Telecom, and other assets. Therefore, the weight of each operational unit is determined based on the EBITDA of each.			
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Pages 119, 123 and 125 Current or expected impacts on local communities and economies include economic development, quality of life improvements, evolution of economic and social aspects, promotion of entrepreneurship, promotion of health and quality of life, electrical safety, substation noise, and impacts related to electrical system works. The services are commercial, although many are free of charge.			
	203-2	Significant indirect economic impacts	Page 150			

Disclosure			Page/Response	Omission		
				Requirement(s) omitted	Reason	Explanation
Local communities and social investment						
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Page 99 The concessionaire, which includes the energy distributors, is defined as a significant operational unit.			
GRI 413: Local Communities 2016	413-2	Operations with local community engagement, impact assessments, and development programs	Operations with significant actual and potential negative impacts on local communities are in Maranhão, Pará, Piauí, Alagoas, Rio Grande do Sul, Goiás, and Amapá. It is also worth mentioning the risks arising from the operation of the company's wind farms, such as noise and the stroboscopic effect related to the rotation of the wind turbine blades. Potential impacts on distribution services are mainly related to power supply interruptions, scheduled or unscheduled, and risks related to electric shocks or fires due to possible cable breaks in the network and improper contact with the network. This situation is exacerbated in low-income communities due to irregular installations and the use of kites near the power grid. In transmission activities, operational impacts particularly apply to noise, which can be identified near substations and high-voltage networks.			
Ethics, transparency, and compliance						
GRI 3: Material Topics 2021	3-3	Management of material topics	Pages 33 and 55 Monitoring of area indicators and management of Key Performance Indicators (KPIs).			
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	The Company's assets already have identified risk matrices: holding, distributors, transmission, sanitation, and renewables (Total of 12 assets), which is equivalent to 77% of the company's assets. The Company has defined in its new risk matrix the category "compliance," which encompasses various risks, including those related to corruption. The Company intends to detail the risk identified as "ethics and conduct," considering aspects of corruption, misconduct, negligence, and other possible risks related to the scope of business.			

Disclosure			Page/Response	Omission		
				Requirement(s) omitted	Reason	Explanation
Ethics, transparency, and compliance						
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Pages 39 and 40	d	Information not available.	The counselors do not have access to the system (corporate university platform).
GRI 205: Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken	Page 39			
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Page 39 There have been no cases of lawsuits for unfair competition, antitrust practices, or monopolies.			
Materials and waste management						
GRI 3: Material Topics 2021	3-3	Management of material topics	Pages 55 and 65			
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Page 65			
	301-2	Raw materials or recycled materials used		a	Information not available.	Data not measured.
	301-3	Recovered products and their packaging		a, b	Information not available.	Data not measured.
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Page 65			
	306-2	Management of significant waste-related impacts	Page 65	b	Not applicable.	The Company is implementing the Solid Waste Management Plan (PGRS) in order to establish a formal compliance management process. The process is currently carried out by outsourced companies and is not directly managed by the Equatorial Group.
	306-3	Waste generated	Pages 65 and 66			
	306-4	Waste not destined for final disposal		a, b, c, d, e	Information not available.	Data not measured.
	306-5	Waste destined for final disposal		a, b, c, d	Information not available.	Data not measured.

Disclosure			Page/Response	Omission		
				Requirement(s) omitted	Reason	Explanation
Opportunities in renewable energy						
GRI 3: Material Topics 2021	3-3	Management of material topics	Pages 55 and 61 Objectives and goals have not yet been defined for Echoenergia. The Organization periodically assesses the performance of its management system and analyzes trends. For identified items, action plans are defined which, in agreement with leadership, receive deadlines and allocated resources.			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Page 60			
Biodiversity protection						
GRI 3: Material Topics 2021	3-3	Management of material topics	Pages 55 and 61 We still don't have a large collection of items or historical data to be incorporated into policies and procedures.	e, f	Information not available.	Objectives, targets and indicators have not yet been defined.
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	Page 63	all, aV, aVI, aVII	all: Not applicable. aV, aVI: Information not available. aVII: Information not measurable.	all: Not applicable to Equatorial's assets. aV, aVI: Information not measured. aVII: It has no measures in common with the IUCN System.
	304-2	Significant impacts of activities, products and services on biodiversity	Pages 63 and 64	a I, a VI	Information not available.	The company does not yet measure this type of impact.
	304-3	Habitats protected or restored	Page 63 Before implementing any potentially polluting ventures, Equatorial seeks specialists to assess possible environmental impacts so that they can be mitigated during implementation, thus avoiding negative impacts on the environment.	a, b, c	Not applicable.	There were no negative impacts to the extent of requiring habitat restoration.
GRI 304: Biodiversity 2016	304-4	Species included in the IUCN Red List and in national conservation lists with habitats in areas affected by the organization's operations		aI, all, allI, aIV, aV	Information not available.	Data not measured.

Disclosure		Page/Response	Omission		
			Requirement(s) omitted	Reason	Explanation
Health and safety of employees and third parties					
GRI 3: Material Topics 2021	3-3	Management of material topics	Pages 55 and 91		
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	<p>Page 91 The occupational health and safety system has not been implemented due to legal requirements.</p> <p>We have established homogeneous risk exposure groups determined by position/function exposed to the same risk agents during the usual workday: GHER (Homogeneous Risk Exposure Group) I, office work (Administrative) with occasional fieldwork - in cases of fieldwork, employees are not authorized to enter the Controlled Zone or Risk Zone; GHER II work in Risk Areas in the Power System (SEP); GHER III work in Risk Areas in the SEP with a difference in level; GHER IV work in Risk Areas in the SEP with a difference in level and in confined spaces.</p>		
	403-2	Hazard identification, risk assessment, and incident investigation	Pages 90 and 91		
	403-3	Occupational health services	The control hierarchy eliminates or minimize risks used is Elimination, Reduction, Engineering, Administrative, and PPE. The occupational medicine sector is part of the set of administrative measures in risk management. At the time of accreditation for hazard pay, if the Occupational Health Certificate (ASO) is not valid, meaning expired, unfit, or with restrictions, it is considered a disqualifying factor for characterizing hazard pay for the employee.		

Disclosure		Page/Response	Omission			
			Requirement(s) omitted	Reason	Explanation	
Health and safety of employees and third parties						
GRI 403: Occupational Health and Safety 2018	403-4	Worker participation, consultation, and communication on occupational health and safety	<p>Page 91 The occupational health and safety system has not been implemented due to legal requirements.</p> <p>We have established homogeneous risk exposure groups determined by position/function exposed to the same risk agents during the usual workday: GHER (Homogeneous Risk Exposure Group) I, office work (Administrative) with occasional fieldwork - in cases of fieldwork, employees are not authorized to enter the Controlled Zone or Risk Zone; GHER II work in Risk Areas in the Power System (SEP); GHER III work in Risk Areas in the SEP with a difference in level; GHER IV work in Risk Areas in the SEP with a difference in level and in confined spaces.</p>			
	403-5	Worker training on occupational health and safety area.	Page 91			
	403-6	Promotion of worker health	Page 77			
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 91			

Disclosure	Page/Response		Omission		
			Requirement(s) omitted	Reason	Explanation
Health and safety of employees and third parties					
GRI 403: Occupational Health and Safety 2018	403-8	Workers covered by an occupational health and safety management system			
			a, b, c	Information not available.	Although the Company does not have an occupational health and safety management system, it does manage/monitor the issue for its own employees through other management instruments. With regard to health and safety information on third-party workers, the company points out that, as far as health information is concerned, it receives the data directly from the human resources department of the partner companies. With regard to occupational safety aspects, it manages this directly through the Corporate Occupational Safety Management.
	403-9	Work-related injuries	Pages 91, 94 and 96		
	403-10	Work-related ill health	Page 96	aiii, biii, cii	aiii: Not applicable. biii, cii: Information not available. biii, cii: The company does not hold suppliers data.

Disclosure		Page/Response	Omission			
			Requirement(s) omitted	Reason	Explanation	
Health and safety of employees and third parties						
GRI G4: Electric Utilities	EU-DMA	Policies and requirements regarding health and safety of employees and employees of contractors and subcontractors (former F16)	<p>Page 91 Employees receive health and safety training according to their GHER classification in compliance any labor regulations. The same methodology/guidelines are applied to outsourced employees.</p> <p>2. Identify the training requirements provided (e.g., on-site, off-site, formal, informal, internal training, provided by external organizations etc.). Safety integration training is conducted by the company's SESMT. Specific trainings such as electricity, working at heights, confined space, load handling, and driving are conducted by qualified instructors and educational institutions.</p> <p>3. Identifying policies and requirements regarding health and safety programs to provide equipment for employees of all classes and contracted and subcontracted employees. Individual safety equipment is defined and provided according to the risk identified in the risk inventory.</p>			
	EU18	Percentage of contractor and subcontractor employees that have undergone relevant health and safety training	<p>Page 91 The required trainings are in compliance with legal and regulatory provisions on occupational health and safety. Brazilian legislation, through NR 01, establishes that every employee must undergo safety training. This guideline is fully complied with, regardless of the position/function.</p>			
SASB: Electric Utilities & Power Generators 2018	IF-EU-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	<p>Page 91 The total recordable incident rate (TRIR) is 1.16%, while the fatality rate is 0.03%.</p> <p>For the calculation of the rates, incidents involving own employees and outsourced employees from the companies were considered. Echoenergia, which is still in the integration phase, has not been included in the total data.</p>	3	Information not available.	Data will not be reported as in the previous year.

Disclosure		Page/Response	Omission		
			Requirement(s) omitted	Reason	Explanation
Diversity and equal opportunities					
GRI 3: Material Topics 2021	3-3	Management of material topics	<p>Pages 55 and 84</p> <p>Among the measures to manage positive impacts are: monitoring of collective bargaining agreements, maintaining a harmonious relationship with trade unions through routine meetings, expediting conflict resolution, resulting in increased satisfaction levels of all involved parties, conducting business with integrity and transparency, and analyzing and diagnosing the work environment's climate.</p> <p>The Company maintains standards and policies in compliance with current legislation and continuously seeks best practices through alignment meetings, routine and continuous training, and qualification/capacitation efforts.</p>		
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Pages 29, 84, 85, 86 and 87		
	405-2	Ratio of basic salary and remuneration of women to men	<p>Pages 84 and 87</p> <p>The significant operational units of the Company include the distributors, transmitters, Echoenergia, and to a lesser extent, Enova, Telecom, and other assets. Therefore, the weight of each operational unit is determined based on the EBITDA of each.</p>		
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Page 84		
Human rights and labor rights					
GRI 3: Material Topics 2021	3-3	Management of material topics	Pages 55 and 88		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 88		

Disclosure			Page/Response	Omission		
				Requirement(s) omitted	Reason	Explanation
Human rights and labor rights						
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	<p>Pages 57, 88 and 100 By the scope of work, suppliers who may have incidents are those working in rural areas. Regions within any concession areas of the distributors are considered at risk.</p> <p>Currently, our contracts include a contractual clause prohibiting the use of child and adolescent labor.</p>	aii	Information not available.	Information not measured.
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>Pages 88 and 100 Currently, all of the Group's labor contracts that include the possibility of housing are subject to the risk of slave-like labor. The regions in which the energy distributors operate are at risk. Regions in any of the distributors' concession areas are considered to be at significant risk for incidents of forced or compulsory labor.</p>			
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	Page 117			
Safety of the Company and Product Quality						
GRI 3: Material Topics 2021	3-3	Management of material topics	<p>Pages 55 and 111 In 2023, we have not yet obtained process data to verify the effectiveness of actions.</p> <p>As for goals, there is the Company's budget control target, which assists us in implementing planned actions for the years, contributing to resolving identified issues.</p>			

Disclosure	Page/Response		Omission		
			Requirement(s) omitted	Reason	Explanation
Safety of the Company and Product Quality					
GRI 416: Customer Health and Safety 2016	416-1	Assessment of health and safety impacts caused by categories of products and services	The Company is currently in the process of detailing the health and safety impacts related to its products and services. This initiative has gained prominence in 2023, with the strategic unification of the Occupational Safety and Social Responsibility areas under a single superintendence. This integration is fundamental for synergy and the sharing of crucial health information, allowing for a more accurate and comprehensive assessment of impacts.		
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Page 111 There were no cases of non-compliance regarding products and services in 2023.		
GRI G4: Electric Utilities	EU25	Number of injuries and fatalities to the public involving company assets including legal judgments, settlements and pending legal cases of diseases	Pages 95, 111 and 113		
Infrastructure and network reliability					
GRI 3: Material Topics 2021	3-3	Management of material topics	Pages 55 and 133 The effectiveness of actions is evaluated through effectiveness indicators for substations and high-voltage distribution lines, as well as efficiency for circuit breakers and reclosers. Among the goals for the material theme, we can mention: SAIDI/SAIFI for high-voltage lines, effectiveness of the Substation/Transmission Line Maintenance Plan, failure rate for substations/transmission lines, efficiency of circuit breakers and reclosers, line availability, and power transformer availability.		

Disclosure			Page/Response	Omission		
				Requirement(s) omitted	Reason	Explanation
Infrastructure and network reliability						
GRI G4: Electric Utilities	EU28	Power outage frequency	Page 142			
	EU29	Average power outage duration	Page 142			
SASB: Electric Utilities & Power Generators 2018	IF-EU-550a.2	(1) System Average Interruption Duration Index (SAIDI), (2) System Average Interruption Frequency Index (SAIFI), and (3) Customer Average Interruption Duration Index (CAIDI), inclusive of major event days	Page 142			
Universalization of basic sanitation and access to electricity						
GRI 3: Material Topics 2021	3-3	Management of material topics	Pages 55 and 126			
SASB: Electric Utilities & Power Generators 2018	IF-EU-240a.4	Discussion of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory	Pages 126 and 130 The regulation of the sector prioritizes the universal provision of energy and provides tariff incentives for low-income residential customers. Additionally, the regulatory agency ANEEL has a methodology for defining the tariffs of electricity concessionaires in Brazil, which are reviewed in the Tariff Review every 5 years.	2, 3, 4, 5	Information not available.	Information not measured.
Risk management						
GRI 3: Material Topics 2021	3-3	Management of material topics	Pages 55 and 41			
Customer relationship and satisfaction						
GRI 3: Material Topics 2021	3-3	Management of material topics	Pages 55 and 101 As a policy on material topics, Equatorial works in compliance with current legislation ANEEL Resolution No. 1000/2021 in its Article 419 on the ombudsman's office, which sets out the processes and energy distributors' responsibilities regarding the ombudsman's office. We also have internal procedures linked to the Ombudsman's Office (NP 027 Ombudsman Process Standards): to establish guidelines for registering and handling Manifestations relating to the provision of the electricity distribution service and consumer rights, based on ANEEL Normative Resolution No. 1,000/2021.			

Disclosure		Page/Response	Omission			
			Requirement(s) omitted	Reason	Explanation	
Innovation						
GRI 3: Material Topics 2021	3-3	Management of material topics	Pages 55 and 147			
EXTRA GRI DISCLOSURES						
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Pages 150 and 169	b	Not applicable.	We do not have this level of disclosure in the Financial Statements.
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	The significant operational units of the company encompass the distributors, transmitters, Echoenergia, and to a lesser extent, Enova, Telecom, and other assets. Therefore, the weight of each operational unit is determined based on the EBITDA of each.	a, b, c	Not applicable.	Less than 10% of the workforce in the Group's companies receive the minimum wage practiced in Brazil.
GRI 303: Water and Effluents 2016	303-1	Interactions with water as a shared resource	Page 68	b, c, d.	Information not available.	<p>b and c: Due to the low impact on the use of water resources, no actions were planned in this regard. However, with the approval of the Environmental Policy, in 2024 actions will be developed to monitor and create performance standards in line with market actions.</p> <p>d: We do not have an explanation for the process of establishing water-related objectives and targets that are part of the organization's management approach, and how they relate to public policies and the local context of each area with water stress.</p>

Disclosure			Page/Response	Omission		
				Requirement(s) omitted	Reason	Explanation
EXTRA GRI DISCLOSURES						
GRI 303: Water and Effluents 2016	303-3	Water withdrawal	Page 68 For Alagoas, Rio Grande do Sul, Pará, and Piauí, the information was compiled based on monthly data obtained from payment invoices and measurements taken by the concessionaires and/or suppliers. For Maranhão, the information is due to the consolidation of invoices from the concessionaires and a survey of water tanker consumption. In Goiás, the data is extracted based on readings taken by the water supply concessionaire. In Amapá, the measurements were made based on the meters installed by the sanitation company of Amapá.	c	Not applicable.	There is no water abstraction in water-stressed areas.
GRI 303: Water and Effluents 2016	303-5	Water consumption	Page 68			
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria		a	Information not available.	The Company does not currently select suppliers based on environmental criteria. However, in 2024 a registration platform will be implemented that will evaluate the group's strategic suppliers' IBAMA Debt Clearance Certificate and List of Federal Environmental Notices, among other public documentation, so that the supplier's score can be closed and it can be qualified to provide services to the Group.
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Pages 79 and 80			
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	There are no part-time or temporary employees.	b	Not applicable.	There is no differentiation between areas/companies for the provision of benefits.
	401-3	Parental leave	Pages 79 and 80			
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Pages 81 and 83			

Disclosure			Page/Response	Omission		
				Requirement(s) omitted	Reason	Explanation
EXTRA GRI DISCLOSURES						
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria		a	Information not available.	Currently, there is no supplier selection based on social criteria. However, we have some surveys with criteria and monitoring of social indicators that are still under construction. The Supplier Management Restructuring Project is in process and the ESG requirements are being structured.
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Up to the present moment, the Customer Management area has not received any complaints related to data leaks.			
GRI G4: Electric Utilities	EU3	Number of residential, industrial, institutional and commercial customer accounts	Page 103			
SASB: Electric Utilities & Power Generation - 2018	IF-EU-140a.1	(1) Total water withdrawn (thousand m ³), (2) Total water consumed (thousand m ³); percentage of each in regions with High or Extremely High Baseline Water Stress (%)	Page 68 Among the significant withdrawals from non-freshwater sources are well water, tanker trucks, and public supply concessionaires.	4, 5, 6	Not applicable.	
	IF-EU-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	For Goiás, out of 124 artesian wells, only one does not have an license (is in the process of being regularized). And there is no measurement of water use from such wells. As for the other distributors, there are no incidents of non-compliance registered.			
	IF-EU-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	Page 68 The Company's water consumption and management practices do not result in any additional impacts and compensations related to the organization's life cycle.			

Disclosure	Page/Response	Omission				
		Requirement(s) omitted	Reason	Explanation		
EXTRA GRI DISCLOSURES						
SASB: Water Utilities & Services - 2018	IF-WU-240a.3	Number of residential customer water disconnections for non-payment, percentage reconnected within 30 days	The water disconnection actions, which occurred from January to December 2023, resulted in 18,012 events. Out of these, only 7,363 requested reconnection. In total, 6,793 events were reconnected within 30 days, reaching a percentage of 37.71% of the total water supply suspensions due to non-payment reasons. According to the concession contract signed on December 21, 2021, the Amapá Sanitation Concessionaire is responsible for water distribution and sewage collection services.			
	IF-WU-240a.4	Discussion of impact of external factors on customer affordability of water, including the economic conditions of the service territory	Pages 126 and 131	3.1, 3.2, 6	Information not available.	Information not measured.

Indicator

Ratio g/g 5.7

The g/g ratio measures the company's growth balance. Knowledge balance, on the other hand, is an indicator used to assess the economic sustainability of a company's growth rate over the long term. Its specific objective is to assess the adequacy of the level of activity (revenues) in relation to the resources available.

External Assurance

GRI 2-5



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Independent auditor's limited assurance report on non-financial information

To the
Shareholders, Board of Directors and Officers of
Equatorial Energia S.A.
São Luís - MA

Introduction

We have been engaged by Equatorial Energia S.A. ("Company") to present our limited assurance report on the sustainability indicators ("indicators") or non-financial information contained in Equatorial's Sustainability Report for the year ended December 31, 2023.

Our limited assurance does not extend to information from previous periods or to any other information disclosed together with the 2023 Sustainability Report, including any images, audio files, or videos embedded.

Company management's responsibilities

Company management is responsible for:

- Selecting and establishing appropriate criteria for the preparation of the information contained in the 2023 Report;
- Preparing the information in accordance with the criteria and guidelines of the Global Reporting Initiative ("GRI Standards"), of the Sustainability Accounting Standards Board - Electric Utilities & Power Generators and Water Utilities & Services ("SASB");
- Designing, implementing, and maintaining internal control of information that is relevant to the preparation of the indicators contained in the 2023 Report, which are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express a conclusion on the indicators (non-financial information) contained in the 2023 Sustainability Report, based on the limited assurance engagement conducted in accordance with Technical Communication (CTO) N°. 07/2022, issued by Brazil's National Association of State Boards of Accountancy (CFC), and based on NBC TO 3000, also issued by the CFC, which is equivalent to international standard ISAE 3000 - Assurance engagements other than audits or reviews of historical financial information, issued by the International Auditing and Assurance Standards Board (IAASB). These standards require that the auditor comply with ethical requirements, independence, and other responsibilities related to them, including the application of the Brazilian Standard on Quality Control (NBC PA 01), and therefore, maintenance of a comprehensive quality control system, including documented policies and procedures on compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Additionally, the aforementioned standards require that the engagement be planned and performed with the objective of obtaining limited assurance that the indicators contained in the 2023 Sustainability Report, taken as a whole, are free from material misstatements.

A limited assurance engagement conducted in accordance with NBC TO 3000 (ISAE 3000) consists of making enquiries, primarily of Equatorial management and other professionals involved in the preparation of the information, and applying analytical procedures to obtain evidence that enables us to conclude, in the form of limited assurance, on the information taken as a whole. A limited assurance engagement also requires additional procedures when the independent auditor becomes aware of matters that cause them to believe that the indicators disclosed in the 2023 Sustainability Report, taken as a whole, may represent material misstatements.

The procedures selected were based on our understanding of the aspects related to the compilation, materiality, and presentation of the indicators contained in the 2023 Sustainability Report and other circumstances of the engagement, and our consideration of areas and processes associated with the material information disclosed in the 2023 Sustainability Report, where material misstatements could exist. These procedures included, among others:

- a) planning the engagement, taking into account the relevance, the volume of quantitative and qualitative information, and the operating and internal control systems based on which the indicators included in the 2023 Sustainability Report were prepared;
- b) understanding the calculation methodology and the procedures for compiling the indicators through inquiries of the managers responsible for preparing the information;
- c) applying analytical procedures on quantitative information and inquiring about qualitative information and its correlation with the indicators disclosed in the 2023 Sustainability Report; and
- d) for cases where non-financial data correlate with indicators of a financial nature, crosschecking these indicators against the financial statements and/or accounting records.

Our limited assurance engagement also included adherence to the guidelines and criteria of the GRI Standards and SASB frameworks applicable to the preparation of the indicators included in the 2023 Sustainability Report.

We believe that the evidence obtained in our work is sufficient and appropriate to provide a basis for our limited-assurance conclusion.

Scope and limitations

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Had we performed a reasonable assurance engagement, we might have identified other matters and misstatements, if any, that may exist in the indicators included in the 2023 Sustainability Report. Therefore, we do not express an opinion on this information.

Non-financial data are subject to more inherent limitations than financial data, given the nature and diversity of the methods used to determine, calculate, or estimate them. Qualitative interpretations of data materiality, relevance, and accuracy are subject to individual assumptions and judgments. Additionally, we did not perform any work on data reported for previous periods, nor in relation to future

The preparation and presentation of the indicators followed the criteria of the GRI Standards and SASB, and therefore, are not intended to ensure compliance with social, economic, environmental, or engineering laws and regulations. However, the aforementioned standards provide for the presentation and disclosure of any non-compliance with such regulations in the event of significant sanctions or fines. Our assurance report should be read and understood within this context, in light of the selected criteria (GRI Standards and SASB).

Other matters

Restatement of the Limited Assurance Report

On May 15, 2024, we issued a limited assurance report in accordance with NBC TO 3000 – Assurance Engagements Other Than Audits or Reviews, which contained a qualification regarding 09 sustainability indicators ("indicators") or non-financial information for the year ended December 31, 2023, since the annual greenhouse gas inventory was not completed and was included in the Company's Sustainability Report, which is now being restated. Consequently, the qualification in our previously issued conclusion is no longer necessary and, therefore, our new limited assurance report, which replaces the previous one, does not contain any modification.

Conclusion

Based on the procedures performed, as described in this report, and the evidence obtained, nothing has come to our attention that causes us to believe that the indicators included in the Company's Sustainability Report for the year ended December 31, 2023, have not been prepared, in all material respects, in accordance with the criteria and guidelines of the GRI Standards and SASB.

Fortaleza (CE), June 24th, 2024.

ERNST & YOUNG
Auditores Independentes S/S Ltda.
CRC CE-001042/F

Original report in Portuguese signed by
Carlos Santos Mota Filho
Accountant CRC PE-020728/O

Credits

Coordination

Vice- Presidency of Finance, New Business and Investor Relations
Financial Strategy, Investor Relations and ESG Executive Office
ESG Corporate Department

Writing, GRI consulting and translation

blendON

Graphic design

blendON

Photos

Equatorial Energia Stock Images

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