



ægea

2024 *Integrated Sustainability Report*



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A photograph of two fishermen in a small green and blue boat on a calm body of water. One fisherman is standing and pulling a net, while the other is seated. A larger fishing boat is visible in the background. The image is framed by a dark blue background with a purple and blue abstract shape in the top right corner.

01

# Introduction



# Message from the Management

GRI 2-22

We closed one more year of consistent results with significant deliveries in the advance towards the sanitation of Brazil. Considering the Ecosystem of companies managed by Aegea, proforma Net Revenue was R\$16.2 billion, a growth of 13% while proforma EBITDA reached R\$8.0 billion, an increase of 26% compared to 2023.

Following our growth trajectory, in 2024 we began the operations of Águas de Valadares (MG), Ambiental Paraná (PR), Águas de Jaru (RO) and Águas de Palhoça (SC). We also won two bids: the sewage PPP for Lot 1 of Sanepar (PR) and the water and sewage concession for the 224 municipalities of Piauí. With these operations, we have expanded our services to more than 33 million people in 766 municipalities, from North to South, in 15 states across the country.

We are a sanitation investment platform. In recent years, we have engaged and attracted an Ecosystem of investors and business partners who complement our capabilities, boost our growth, besides contributing to reducing the sanitation gap in the country. Our growth is guided by financial discipline, the Aegea Operating Model (MOA), which is our organizational DNA, how we operate and manage sanitation assets, also by our ability to make necessary resources available through a solid corporate governance structure.

In the financial discipline pillar, we highlight a consistent decrease in the Company's leverage, combined with the extended average debt term. We ended 2024 with corporate leverage of 2.9x, significantly lower than the 3.5x limit of our financing agreements covenants. Broadening the vision to the Aegea Ecosystem, that is, considering Águas do Rio and Parsan, which are not consolidated in Aegea's Financial Statements, we ended 2024 with a leverage of 4.35x, whereas in 2021 the same ratio stood at 6.3x. Furthermore, through our financing operations – particularly long-term and with diversified sources, which include the local and international capital markets, as well as BNDES (Brazilian Development Bank) and multilateral agencies – we have extended our debt term to 7.4 years, up from 2.7 years in 2021, demonstrating the Company's liability management initiatives.

Aegea Operating Model is designed to ensure the continuous enhancement of operating results, the disciplined execution of Capex, the growth of our customer base, and our contract regulatory management. This model, which has been developed, tested, and refined over our 14 years of dedication to the sanitation sector, is applied in municipalities with populations ranging from 1,800 to 6.2 million inhabitants, with diverse demographic, income, and cultural characteristics, as well as particular regulatory dynamics. Our ability to manage assets efficiently

and consistently is reflected by the EBITDA margin, both in mature concessions, such as Águas Guariroba in Campo Grande, which recorded an EBITDA margin of 76% in 2024, and advanced results of concessions recently added to our portfolio, such as Corsan in Rio Grande do Sul, which uplifted its adjusted EBITDA margin by +20 percentage points, surpassing 50% within a single year under Aegea's management.

Through a decentralized management model, we ensure the MOA replicability. The concessionaires manage the assets locally, with the support of scalable and synergistic support structures, including the Holding Company, the Shared Services Center, and our Owner Engineering team. From a supply perspective, and focusing on ensuring the necessary inputs for the upcoming years, we continue to develop the supply chain on a global scale. Our global supplier portal has received over 90,000 accesses, ensuring the delivery of priority items, such as hydrometers, pipes, and equipment, which are negotiated at the scale and price level required for the entire group.

It is through people that we replicate our know-how in the sector. Our Company has experienced significant growth in recent years, with remarkable increase in our workforce. From 2021 to 2024, we expanded from 8,000 to 21,600 employees. Notably, in the last year alone, our team has grown by more than 3,500 people.

26%  
increase in  
2024 EBITDA



Given our operations in various states of the country and in locations where until then specific demands for the qualification required by our sector had not been established, we have adapted our employee selection process requirements to ensure employability in these regions where we operate, including shantytowns and communities. Based on this, we offer training through Aegea Academy, a development platform implemented since 2014. In 2024, more than 769,000 hours of training were carried out in programs ranging from the field to leadership, as well as elaborating development plans for leaders and a succession strategy for managerial positions.

From a governance perspective, we have seen consistent growth accompanied by an advancement of our structures. We have voluntarily adopted the highest standards of the companies listed on B3's Novo Mercado segment, highlighting the majority of independent board members, besides the rights of veto for minority shareholders on key decisions such as inorganic growth, approval of the business plan, and fundraising. Over the past three years, we have invested R\$6.6 billion in capital, relying on the support of our shareholders and developing an ecosystem of investor partners, both in Aegea and in the assets we operate.

Our mission is to be recognized as a benchmark in sanitation, and it is noteworthy that in 2024, we invested R\$10.4 billion considering the Capex and payments of grant fees, marking a significant increase of R\$5.8 billion compared to the previous year. This investment volume stands as one of the most substantial investments ever made by a single economic group in Brazil's sanitation sector. These investments translate into positive

impacts that we promote through our operations. From an environmental perspective, Águas do Rio's three years of operations in Rio de Janeiro have resulted in Rodrigo de Freitas Lagoon's recovery, the beaches of Flamengo and Botafogo are now swimmable after decades of pollution, and Guanabara Bay has begun to show signs of this ecosystem's recovery, with records of dolphins, turtles, and whale sharks and other species.

From a social point of view, we continue to make progress on sanitary inclusion, broadening the application of tariff remedies such as the Social Tariff and Tariff 10, which cross-subsidize the bills of those who need it most. We ended 2024 with nearly 2.1 million people, or 745,000 families, benefiting from these programs. This is how we ensure that these customers, who previously were treated as losses and suffered either from the lack of piped water or from the intermittency and quality of the service, are now served with customized solutions, including network infrastructure adapted for stilt houses, alleys, and hills.

We remain committed to our objective of transforming sanitation in Brazil, and to transform Brazil through sanitation. We recognize that addressing the country's sanitary challenges requires collaboration models among public and private entities. Therefore, we maintain a keen focus on developments in the sector while always guided by financial discipline and value creation for our shareholders and stakeholders.

**Good reading!**  
**The Management**



**RADAMÉS CASSEB**  
CEO of Aegea



# 2024 Highlights



**33 million** people served, 8% higher than in 2023.



**766** municipalities served



**R\$ 8 billion** Pro-forma EBITDA for the Aegea Ecosystem, up by 26% over 2023.



**R\$ 10.4 billion** in investments, R\$5.9 billion higher than in 2023.



**745,000** households included in the Social Tariff and Tariff 10, benefiting more than 2 million people.



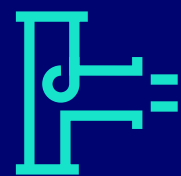
**36%** of women in leadership positions.



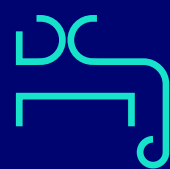
**98%** of the energy consumed derives from renewable sources.



**21,600** employees, 3,500 higher than in 2023.



**673.4 billion** liters of treated sewage.



**5.3 billion** liters of water saved, enough to supply 1.3 million people for a year.



An aerial photograph of a coastal scene. In the foreground, a rocky peninsula with a white building and a small lighthouse sits on a cliff. The water is a vibrant turquoise. In the background, a crowded beach with many people and colorful umbrellas is visible. The image is framed by a dark blue background with a purple wavy shape on the right side.

# 02 AEGEA



# Who We Are

GRI 2-1,  
2-6






We are Aegea Saneamento e Participações S.A., a publicly-held company under private control (see page 18 for the ownership structure). Present in 15 Brazilian states, we are one of the largest players in Brazil’s sanitation sector, with a 33% market share in the private sector.

Through our subsidiaries and affiliates, we produce and/or distribute drinking water; we also collect and treat sewage, working to manage the entire water cycle.

In 2024, we continued to broaden our portfolio by winning bids, adding concession and public-private partnership contracts that will serve a population of 2.3 million people. We ended 2024 serving more than 33 million people in Brazil.

Our asset portfolio comprises both mature concessions where we have already implemented measures to increase efficiency, as well as expansions of water and sewage collection and treatment networks, and concessions in less mature stages, where over the coming years, we will intensify coverage networks to universalize access to sanitation.

The table below lists the main assets in our portfolio, which together account for 86% of the revenue of the Ecosystem of companies managed by Aegea in 2024.

Concession	 <b>GUARAROBA</b>	<b>PROLAGOS</b>	 <b>TERESINA</b>	 <b>MANAUS</b>	 <b>RIO</b>	 <b>CORSAN</b>
Gross revenue in 2024	R\$1.4 billion	R\$801 million	R\$842 million	R\$1.4 billion	R\$9.5 billion	R\$7.2 billion
Area of operation	Campo Grande (MS)	Região dos Lagos (RJ)	Teresina (PI)	Manaus (AM)	27 municipalities (RJ)	317 municipalities (RS)
Start of operations by Aegea	Nov/2005	Jun/2006	Jun/2017	Jun/2018	Nov/2021	Jul/2023
Population served¹	898,000	425,000	866,000	2.1 million	9.1 million	5.8 million
Maturity	2060	2041	2053	2045	2056	Up to 2062²
Percentage of sewage coverage	94%	90%	62%	32%	49%	25%
Adjusted EBITDA Margin³	76%	75%	64%	57%	32%	51%

¹ According to IBGE base 2022.  
² 92% of revenues is represented by contracts expiring in 2062.  
³ Adjusted EBITDA does not take into account the revenues and construction costs of the intangible asset.

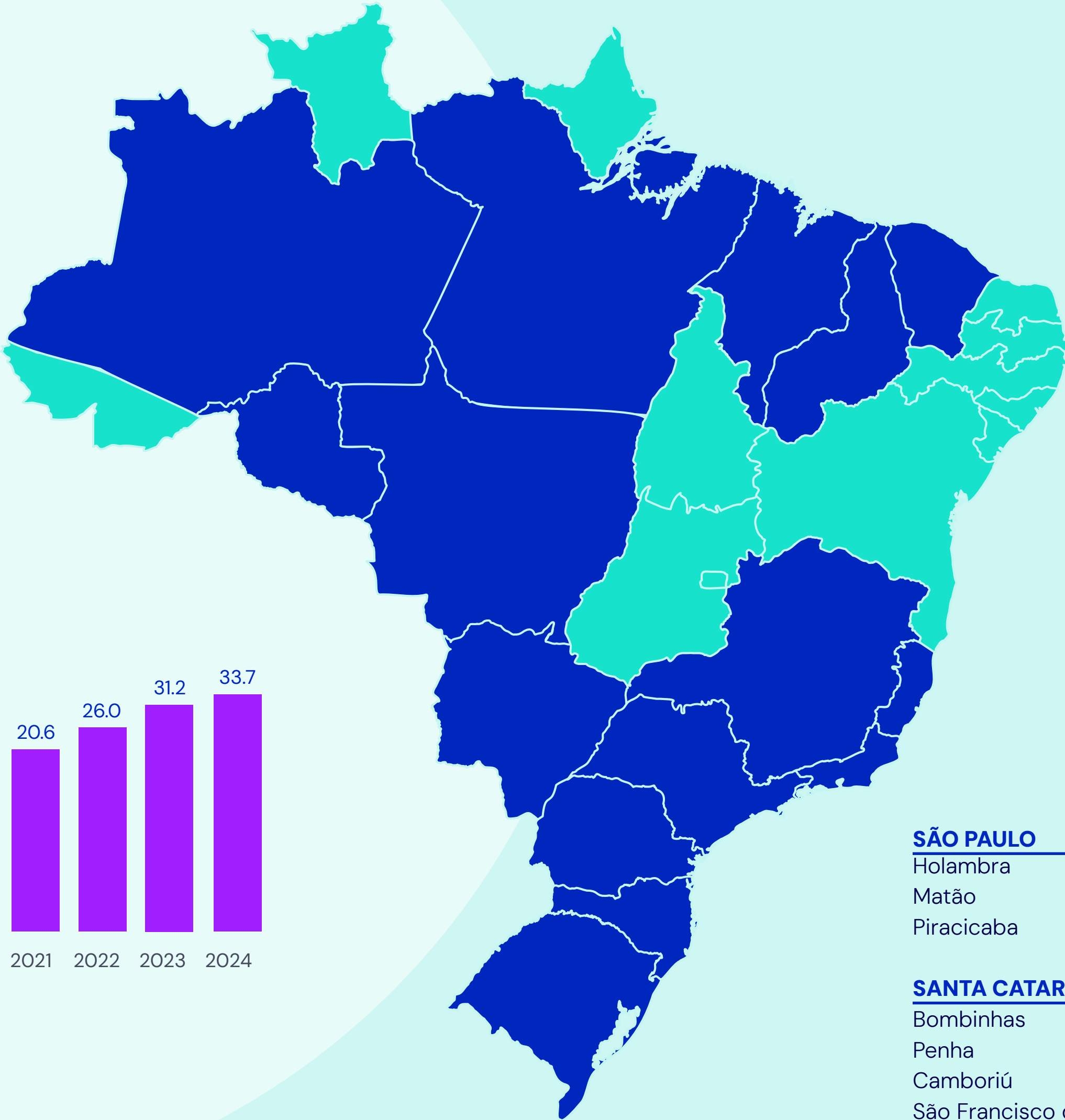
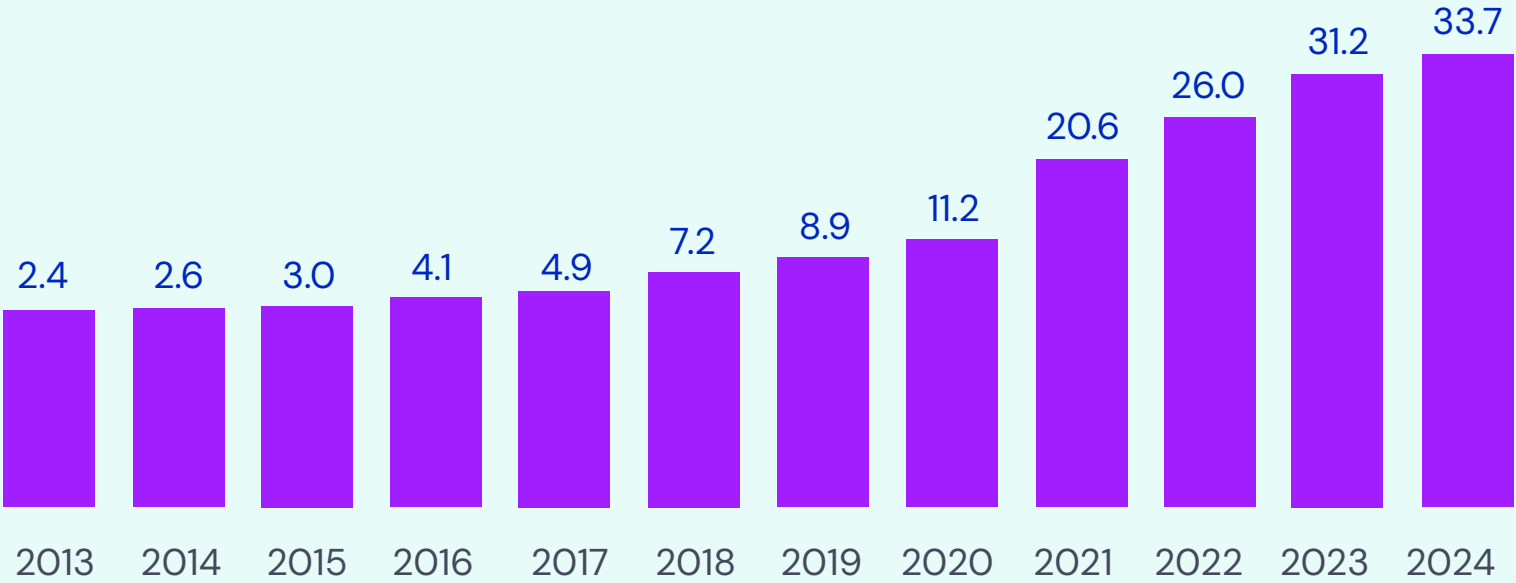
A full description of the Group’s main activities can be found in the Reference Form, a public document available [here](#).



# Our Operations

With consistent growth, through winning bids and acquisitions, we went from 6 municipalities served in 2010 to 766 in 2024, in 15 states.

POPULATION SERVED - MILLION



 Aegea Geographical Presence

## Municipalities Served/State 2024

<b>RONDÔNIA</b> Ariquemes Buritis Jaru Pimenta Bueno Rolim de Moura	<b>PARÁ</b> Novo Progresso São Francisco
<b>MATO GROSSO</b> Barra do Garças Campo Verde Carlinda Cláudia Confresa Diamantino Guarantã Jangada Jauru Marcelândia Matupá Nortelândia Paranatinga Pedra Preta Peixoto de Azevedo Porto Esperidião Primavera Santa Carmem São José Sinop Sorriso União do Sul Vera	<b>MARANHÃO</b> Timon
<b>SÃO PAULO</b> Holambra Matão Piracicaba	<b>PIAUÍ</b> Teresina 223 municipalities
<b>SANTA CATARINA</b> Bombinhas Penha Camboriú São Francisco do Sul Palhoça	<b>CEARÁ</b> 34 municipalities
<b>RIO GRANDE DO SUL</b> 317 municipalities	<b>MINAS GERAIS</b> Governador Valadares
<b>AMAZONAS</b> Manaus	<b>ESPÍRITO SANTO</b> Serra Vila Velha Cariacica
	<b>RIO DE JANEIRO</b> Rio de Janeiro Arraial do Cabo Armação dos Búzios Cabo Frio São Pedro da Aldeia Iguaba Grande
	<b>MATO GROSSO DO SUL</b> Campo Grande 68 municipalities



# About the Report

GRI 2-3, 2-5

We present Aegea’s **14<sup>th</sup> Integrated Sustainability Report**. The publication compiles our achievements and relevant information on ESG (Environmental, Social and Governance) practices for the period from January 1 to December 31, 2024 (as well as the financial report), in accordance with CPC 09 – Integrated Reporting.

The Report was submitted to the ESG Executive Committee and underwent external verification by an independent auditor, within the scope of limited assurance. The opinion contained in the Assurance Report is available on page 98, and its scope includes the Global Reporting Initiative (GRI) indicators and the disclosure of the Task Force on Climate-related Financial Disclosures (TCFD).

Questions and comments can be sent to the Investor Relations team by e-mail at [equiperi@aegea.com.br](mailto:equiperi@aegea.com.br).

# Materiality

GRI 3-1, 3-2

The material topics discussed in this report were defined through the materiality development process.

When defining the material topics, we were supported by a specialized consultancy, we consulted our stakeholders and benchmarked with sector’s peers and global companies that are benchmarks in their operating segments. In addition, as part of the methodology, we considered global frameworks for sustainability reporting, such as the GRI and the Sustainability Accounting Standards Board (SASB), ratings and public assessments of ESG aspects, as well as targets linked to the Sustainable Development Goals (SDGs).

As a result, we defined 13 material topics, listed below:



Water production and sewage collection and treatment



Operational efficiency management



Economic-financial performance



Compliance, ethics, and anti-corruption measures



Occupational health and safety



Greenhouse Gas Emissions



Basic sanitation universalization



Innovation and technology



People management



Risk management



Energy management



Customer health and safety, water quality and contaminants



Respect for local communities, environmental education, and awareness programs



The background of the slide is a photograph of a long bridge spanning a body of water at sunset. The sun is low on the horizon, creating a warm orange and yellow glow that reflects on the water's surface. The sky is a mix of orange, yellow, and blue, with some clouds. The bridge is silhouetted against the bright sky. The entire scene is framed by a large, abstract shape that is blue on the left and purple on the right, with a wavy, organic border.

03

# Value-Creation Strategy



# Sustainable Growth

Over our 14 years, we have built a solid platform for investments in sanitation, combining operational expertise, consistent results, and an entrepreneurial culture, strengthened by our employees’ engagement. We work to promoting health and improving quality of life for the population, respecting and restoring the environment, generating income and shared value.

Our value creation process has been anchored in two main pillars:

## Portfolio expansion

*Over the past few years, we have broadened our operations to new municipalities and states in Brazil through a careful analysis of the risks, opportunities, and return of assets available on the market, whether through bids or private divestment processes, respecting financial discipline and the return required by our shareholders..*

As a result, we have won 38 bids and acquired 6 assets since 2010.



## Operating efficiency and Investments

*Once new assets are added, we implemented operating efficiency measures, with a focus on increasing revenues, cutting costs and expenses, and making investments to bolster water and sewage coverage networks.*

As a result, in 2024 we recorded EBITDA margins higher than 75% on mature assets such as Águas Guariroba and Prolagos.





# Operational Efficiency Emphasizing Technology and Innovation

GRI 3-3 Innovation and technology

The Aegea Operating Model, our sanitation DNA, has operating efficiency as its core pillar. For this reason, we pursue innovative solutions to boost our growth and generate positive impacts, contributing to sustainable development.

In 2024, we consolidated our leadership in innovation and sustainability with strategic partnerships. With the MIT Industrial Liaison Program (ILP) and with Isle Utilities and the Technology Approval Group program, we have heightened access to breakthrough solutions in decarbonization, water efficiency and technology, connecting our team to global startups and researchers.

We foment innovation initiatives promoted by our employees. In 2024, the Innovation Award's 8th edition recorded 160 project submissions, promoting new solutions to enhance operating efficiency and sustainability.

We continue to invest in new technologies to optimize water management, reduce costs and losses, step up energy efficiency, and improve customer service. Below, our list of the technologies and innovations applied:

- **Real-time sensors** – use of sensors to monitor water quality and automatically adjust the dosage of chemical products, reducing waste.
- **Artificial intelligence (AI) and machine learning** – algorithms that analyze variables such as turbidity, pH, and organic load to foresee the exact need for chemicals, optimizing consumption.
- **Digital twins** – digital simulations of Treatment Plants and the distribution network to enhance energy efficiency and shorten water losses.
- **Use of alternative technologies in the water treatment process** – introduction of processes such as ultraviolet (UV) to complement disinfection and optimizing the use of chlorine.
- **Use of dataloggers** – it allows to monitor network pressure and identify leaks before they cause significant impacts.
- **Use of satellites** – through images, algorithms detect leaks under the asphalt and in deep underground networks.
- **Self-production and energy efficiency** – we invest in our own electricity generation using self-production models and distributed generation with 100% renewable sources, in addition to establishing contracts in the Free Market, reducing costs and greenhouse gas emissions.
- **Customer service digitalization** – the implementation of digital channels and self-service and artificial intelligence solutions have enhanced the customer experience, making processes more agile and accessible.





NEW DESIGN

New visual components that provide a better experience and usability

- **Águas App** – the official app of Aegea Saneamento’s concessionaires, designed to facilitate customers’ access to various water supply and sewage-related services. Available free of charge for Android and iOS devices, the app offers a hands-on and secure platform for managing sanitation services.

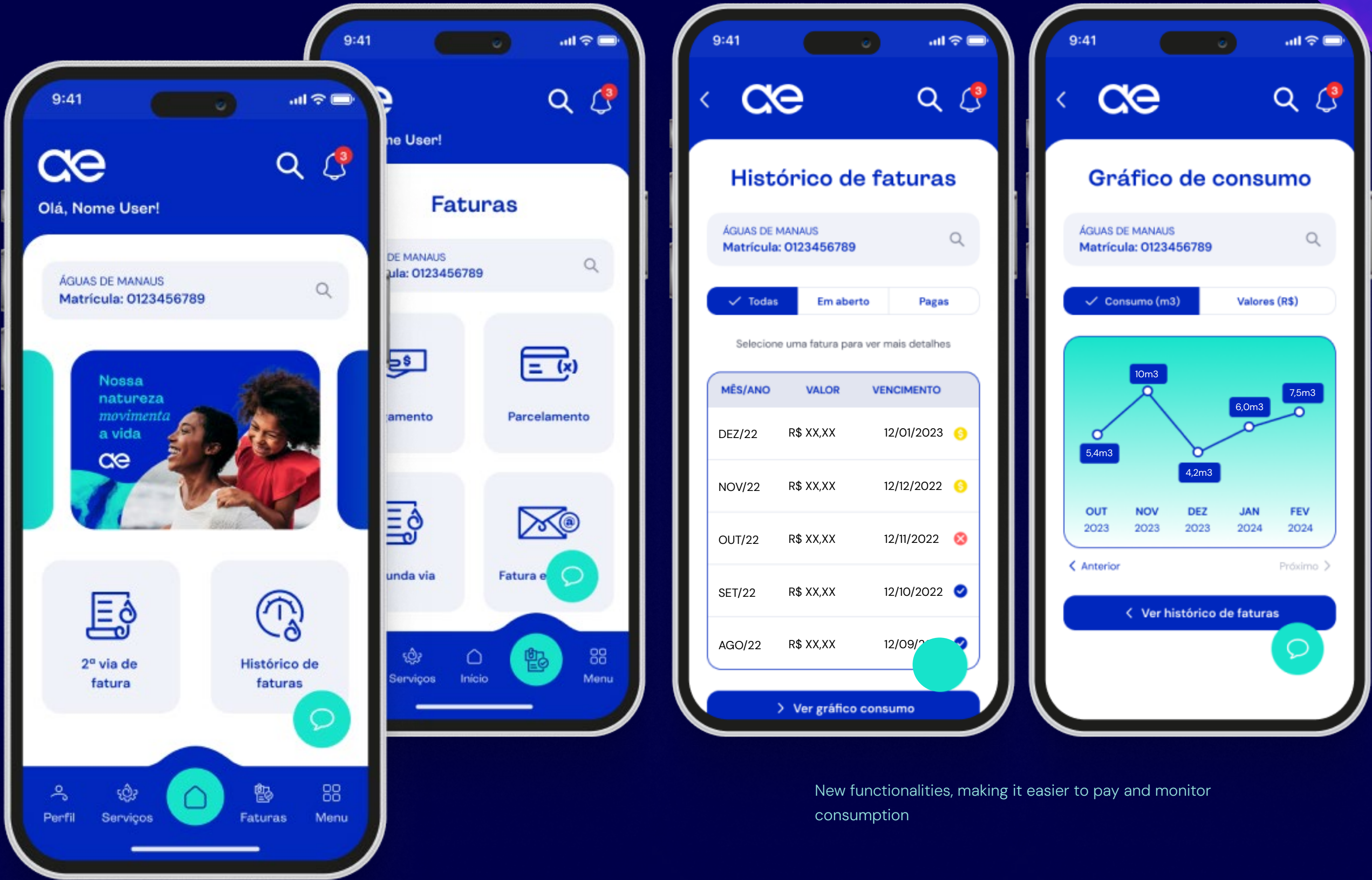
Águas App’s main features:

**Payments and bills:** allows consumers to pay, pay in installments or request duplicate bills, ensuring convenience and avoiding delays.

**Consumption history:** offers access to consumption history, helping to monitor and manage water use.

**Services request:** makes it possible to request various services offered by the concessionaire, such as new connections or repairs.

**Notifications and news:** keeps users informed of updates, scheduled maintenance, and other relevant news.



New functionalities, making it easier to pay and monitor consumption



The implementation of these initiatives contributes positively to the following results:

- **Highest EBITDA margins in the sector** – with the Águas Guariroba and Prolagos concessions operating at 75%.
- **Low rate of water loss** – at Águas Guariroba, with 19%, a benchmark in Brazil’s sanitation sector.
- **Significant growth in Corsan’s EBITDA margin** – since Aegea’s takeover, the margin increased by 24 percentage points, rising from 32% in 2022 to 56%.

# Vision for the Future

## GRI 303-1

Five years after the implementation of the Sanitation Legal Framework, the sector still faces significant challenges in Brazil: *around 33 million people without access to drinking water and 90 million without sewage collection and treatment.*

The universalization of services is a key priority, with targets of 99% of the population having access to drinking water and 90% of the population with sewage collection and treatment by 2033. To achieve these goals, investment needs are driving cooperation models between the public and private sectors through bidding processes and privatizations. Over the past ten years, the private sector’s contribution has grown from 9% in 2014 to 43% in 2024.

With a solid project pipeline coming to market, we believe that the private sector will continue to expand its participation, promoting sanitary inclusion and contributing to a more sustainable future.





# Business Model







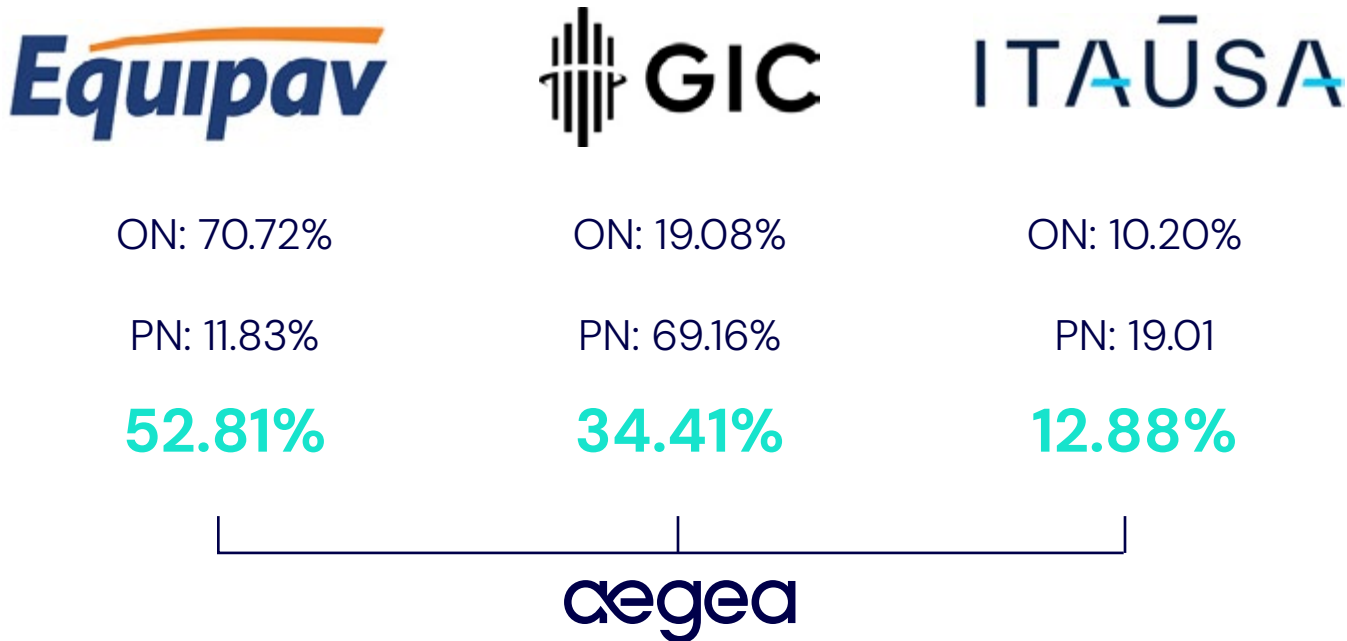
# 04 Corporate Governance



Aegea is a privately-held corporation not listed on the Brazilian Stock Exchange and registered as a publicly-held company with the Brazilian Securities and Exchange Commission – CVM (category B). As part of the Company's growth trajectory, we have voluntarily adopted the best corporate governance practices for companies in B3's Novo Mercado segment.

# Ownership Structure

The Equipav Group, an infrastructure conglomerate with over 60 years' experience in Brazil, holds a controlling stake in Aegea. In addition, part of our share capital pertains to the Singapore Sovereign Fund (GIC) and Itaúsa, Brazil's largest private equity holding company.



Check it out [here](#) the complete ownership structure of Aegea.



ANDRÉ PIRES  
AEGEA CFO



# Governance Structure

GRI 2-9, 2-17

Below is a brief description of Aegea’s governance bodies. The composition of the bodies and a description of their members and competencies can be found in items 7.3 and 7.4 of the [Reference form](#).

## SHAREHOLDERS' MEETING

The highest corporate governance body, composed of shareholders who meet annually or when necessary. It appoints, elects and dismisses the members of the Board of Directors, analyzes the Financial Statements and decides on the distribution of dividends, in accordance with the [Bylaws](#).

## BOARD OF DIRECTORS

GRI 2-10, 2-11

A joint decision-making body, it defines and guides business strategy. It holds ordinary meetings eight times a year and in extraordinary meetings. It sets out the management guidelines, elects and dismisses the Board of Executive Officers members, approving their action plans and targets and monitoring the performance of operations.

With no mandatory minimum percentage, it is currently composed of nine board members, five of whom are independent, all with a one-year term of office and they can be re-elected, and the chairman cannot perform executive duties at the Company.

## STATUTORY AUDIT, RISK, AND INTEGRITY COMMITTEE

It ensures that business is conducted in compliance with laws, policies and regulations, bylaws, shareholders’ agreements, charters, Code of Ethics, and other controls. It is currently composed of eight members, four of whom are independent.

## STATUTORY FINANCE AND PROJECT EVALUATION COMMITTEE

It monitors the execution of financial planning and renders its opinion on the capital structure, sources, and allocation of funds for new concessions and investment projects. It is currently composed of seven members, two of whom are independent.





## STATUTORY PEOPLE MANAGEMENT COMMITTEE

It supports the Board of Directors in the selection process for statutory officers and defines policies and practices for talent development and remuneration, among other duties. It is currently composed of seven members, three of whom are independent.

## STATUTORY BOARD OF EXECUTIVE OFFICERS

It is composed of, at least, three and at most, seven executives elected by the Board of Directors, it carries out our planning, management and financial and operating results.

## EXECUTIVE COMMITTEESS

In addition to the statutory bodies advising the Board of Directors, we rely on executive committees, which are liable for implementing interdisciplinary and strategic initiatives, practices, and programs.

### ESG Executive Committee

It guides ESG initiatives, determining corporate priorities and goals through the roadmap ([see Strategic ESG Roadmap](#)) and a long-term work plan. It is liable for conducting ESG rating processes and independent certifications. It is composed of eight executive members, including the CEO and CFO.

The Board of Directors oversees the management of ESG impacts through regular meetings and interaction with specialized committees, such as the Audit, Risks and Compliance Committee and the ESG Committee, as well as the Engineering and Sustainability Executive Boards, which analyze and present risks and opportunities related to the topic.

### Performance Executive Committee

It monitors the development of strategic topics, acting proactively to ensure that the Company's resources are correctly prioritized/directed, thus ensuring that the objectives set for the business are achieved.

### Regulatory Executive Committee

It monitors and supports the regulatory agenda of Aegea and its subsidiaries.

### Ethics and Conduct Executive Committee

It enhances the Company's ethical principles that guide its leaders' decisions, ensuring the legitimacy and appropriateness of Aegea's employees' and partners' conduct. Furthermore, it supports compliance with the Code of Ethics, ensuring consistency, fairness in the management of consequences, it also promotes a culture of transparency, preventing conflicts of interest, and conducting misconduct investigations.

### Institutional Executive Committee

It defines strategies and actions to promote the corporate image, manages stakeholder relations and aligns the Company's actions towards public policies and sustainability strategies.

### Privacy Executive Committee

It guarantees data protection, ensuring compliance with privacy rules, responsibilities and obligations related to the LGPD by Aegea and its subsidiaries, mitigating risks and fostering good practices in the management of sensitive information.



# Governance Bodies Assessment

GRI 2-18

The Board of Directors periodically assesses the operation and efficiency of the corporate governance bodies, based on the following dimensions: strategic focus, independence, and diligence of the Board itself; the decision-making process; the operation of the Board and the advisory committees; and the Board’s chairman performance. In addition, the assessment involves the ongoing oversight of risk management, including ESG aspects.

# Management Remuneration

GRI 2-19, 2-20

Our Remuneration Policy for Management, including the Board of Directors, advisory committees and officers, seeks to align incentives with business sustainability and best governance practices, balancing shareholders’ short- and long-term strategic interests.

The People Management Committee periodically reviews the fixed and variable remuneration strategy, recommending adjustments and modifications for the Board of Directors’ approval. Thus, we offer variable short-term remuneration (based on corporate targets, including ESG targets) and long-term remuneration (focused on key positions and results).

In the event of the senior management members withdrawal, Aegea adopts previously established contractual guidelines. Severance payments observe market parameters, as defined in the individual contract, respecting legal limits and good governance principles.

The existence and any indemnification amount are assessed by the People and Remuneration Committee and submitted to the Board of Directors for approval, taking into account length of service, strategic contribution and any non-competition or confidentiality clauses.

## DISTRIBUTION OF DIVIDENDS

Regarding shareholders remuneration, the distribution of dividends follows the guidelines of the Brazilian Corporation Law and is subject to compliance with the financing agreements contractual covenants. The Bylaws stipulate a minimum distribution of 25%.



# Ethics and Integrity

GRI 3–3 Compliance, ethics, and anti-corruption measures

We want our businesses to endure and be recognized for their good reputation. We therefore encourage and expect our managers, employees and business partners to act responsibly, ethically and with integrity, ensuring sustainability and compliance with legal, contractual, and socio-environmental obligations.

## ETHICAL VALUES

GRI 2–23

Reinforcing our ethical commitment, our employees and partners are guided by the Integrity Program, promoting a culture of integrity in line with the Code of Ethics and Conduct and our values.

In addition, human rights principles guide many of our actions. We support freedom of association and collective bargaining, as well as the eradication of child and compulsory labor; we combat discrimination in the workplace and repudiate any violation of these rights.

All our employees must conduct their activities with integrity, responsibility and ethics, in full compliance with the principles and standards established by the company. Everyone must act with respect for human rights, health and safety at work, the environment and the ethical values recognized by Aegea.

Our business partners must, when performing their activities, adopt honest and decent conduct, in strict observance of all of Aegea’s compliance obligations, respecting human rights, safety, the environment and society’s ethical standards. In this regard, we have created the Business Partner Code of Ethics and Conduct, based on our own Code of Ethics and Conduct. When receiving it, our partners undertake to act in accordance with its guidelines and the Aegea Group’s Integrated Compliance, Anti-Bribery and Anti-Corruption Policy.

## Our Policies

GRI 3–3 Compliance, ethics, and anti-corruption measures, 2–23, 2–24

The Integrity Board shall be liable to plan, implement and promote in-house policies and procedures to be used as tools aiming the corporate and reputational security of the Aegea Group. In addition, the Integrity Program also aims to guide, develop, foment, and ensure the application of these policies, which are designed to detect, prevent and remedy corporate, business, or professional misconduct.

The Code of Ethics and Conduct, policies and procedures aim to ensure ethical relations, compliance, and good practices in the Integrity Program. The main regulatory documents include:

- Code of Ethics and Conduct – Employees
- Code of Ethics and Conduct – Business Partner
- Code of Ethics and Conduct Compliance Policy
- Integrated Compliance, Anti-Bribery and Anti-Corruption Policy
- Government Relations Policy
- Money Laundering Prevention Policy
- Policy to Prevent and Combat Moral and Sexual Harassment
- Conflict of Interests Policy
- Business Partner Relations Policy
- Gifts and Hospitality Policy
- Related Party Transactions Policy
- Policy Prohibiting Extortion and Facilitation Payments
- Donations, Contributions and Sponsorship Policy
- Ethics Channel Use Policy
- Consequences and Disciplinary Measures Policy

Overall, the Integrity Program has more than 40 regulatory documents, split into manuals, codes, policies, procedures, normative instructions, and related exhibits.

Check our [website](#) for our main Integrity Policies.



# ANTI-BRIBERY MECHANISMS

GRI 3-3 Compliance, ethics, and anti-corruption measures

In 2024 we renewed our ISO 37001 certification, which reaffirms the highest standards of integrity and the effectiveness of our anti-bribery management practices. In addition, we have adopted the good practices of the Anti-Corruption Law, which combats bribery of public officials abroad, and the UK Bribery Act.

As part of our risk management, we have 33 risks mapped in the Bribery Risk Matrix. In 2024, we broadened this analysis by conducting the integrity risk mapping in Corsan and Águas do Rio, consolidating risks especially in the context of interactions with Public Official.

# THE THREE PILLARS OF COMPLIANCE

GRI 3-3 Compliance, ethics, and anti-corruption measures, 2-24

The Integrity Board, which reports to the Board of Directors via the Statutory Audit, Risk and Integrity Committee, and to the CEO, has its activities based on three pillars:

## Prevention

It identifies imminent risks to the business and sets out policies and procedures, supported by regular communication and training for employees and business partners.

## Detection

It investigates reported suspicions to clarify the facts, ensuring complete confidentiality and respect for those involved.

## Correction

It ensures that any fault identified or misbehavior is corrected and, if appropriate, disciplinary or remedy measures are applied.



Ethics Channel

GRI 3-3 Compliance, ethics, and anti-corruption measures, 2-25, 2-26, 406-1

Run by an independent company, the Ethics Channel operates 24 hours a day, seven days a week, via [website](#) or telephone 0800 591 0923.

The Internal Investigation Team receives, investigates, evaluates and follows up on complaints in a confidential and confidential manner. In addition, it has the support of the Executive Ethics and Conduct Committee, a multidisciplinary collegiate body that advises the Integrity Department on compliance with the Policy on Consequences and Disciplinary Measures, especially in the dissemination of expected conduct.

In the event of a confirmed infringement, the person accused will be subject to the Consequences Management and Disciplinary Measures Policy, as well as the penalties provided for in the labor, civil and criminal laws. Infringements by business partners can lead to the contract termination.

ETHICS CHANNEL INDICATORS 2024

 2,579 reports on the Ethics Channel

 2,017 investigations completed

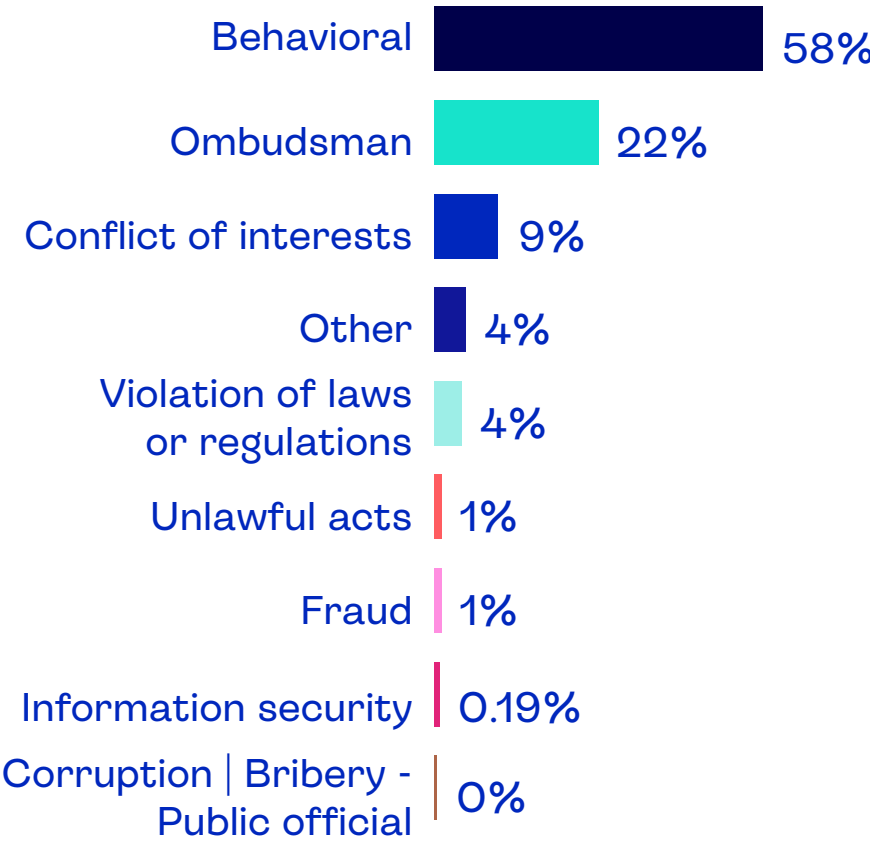
 562 investigations to continue in 2025

 468 cases fully or partially with grounds (30% of the complaints reported)

Categories and types of complaints

Type	Category
Behavioral	Moral harassment
	Sexual harassment or sexual misconduct
	Physical aggression
	Discrimination
	Non-compliance with internal rules and policies
	Misbehavior
	Abusive management
	Misuse of Company assets
	Use or trafficking of prohibited substances
	Conflict of interests
Conflict of interests	Favoring of suppliers
	Favoring of employees
	Close relationship with direct subordination
Unlawful acts	Theft, robbery, or embezzlement
Violation of laws or regulation	Violation of environmental laws
	Violation of labor laws
	Violation of regulatory standards
Ombudsman	Ombudsman
Other	Other
Corruption   Bribery - Public official	Corruption   Bribery – Public official
Fraud	Fraud

COMPLAINTS RECEIVED IN 2024, BY CATEGORY



Support Channel

GRI 406-1

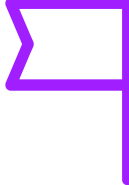
We also rely on the Support Channel. Qualified professionals assist victims with a humanized and supporting approach to reports of moral, sexual harassment or sexual misconduct, discrimination, and intolerance of diversity. It is available to managers, employees, and contractors. It operates from 8 a.m. to 8 p.m., Monday to Friday, via telephone 0800 300 4577.



# 100% TRANSPARENCY

GRI 2-23

We have consolidated Aegea as an Ambassador Company of the 100% Transparency Movement, promoted by the Global Compact, with which we have assumed the following targets:

-  **Target 1**  
100% transparency in **interactions with the Public Administration**;
-  **Target 2**  
100% integrity in **senior management remuneration**;
-  **Target 3**  
100% of the high-risk value chain **trained in integrity**;
-  **Target 4**  
100% transparency of the **compliance and governance structure**;
-  **Target 5**  
100% transparency on **whistleblowing channels**.

# CONFLICT OF INTERESTS

GRI 2-15

The Code of Ethics and Conduct guides our shareholders, managers, employees, and business partners on the conduct expected in the event of a conflict of interest. If, when conducting business, any situation in which a personal interest may prevail over Aegea's interests, the case must be reported immediately to the Integrity Board, as we do not tolerate actions or decisions influenced by a situation of conflict.

We have no transactions with related parties other than our subsidiaries and affiliates. Transactions with related parties are governed by the Related Party Transactions Policy and reported in our Reference Form.

To avoid eventual conflicts, integrity due diligence is carried out before business partners are engaged, aiming at ensuring integrity in all our relationships.



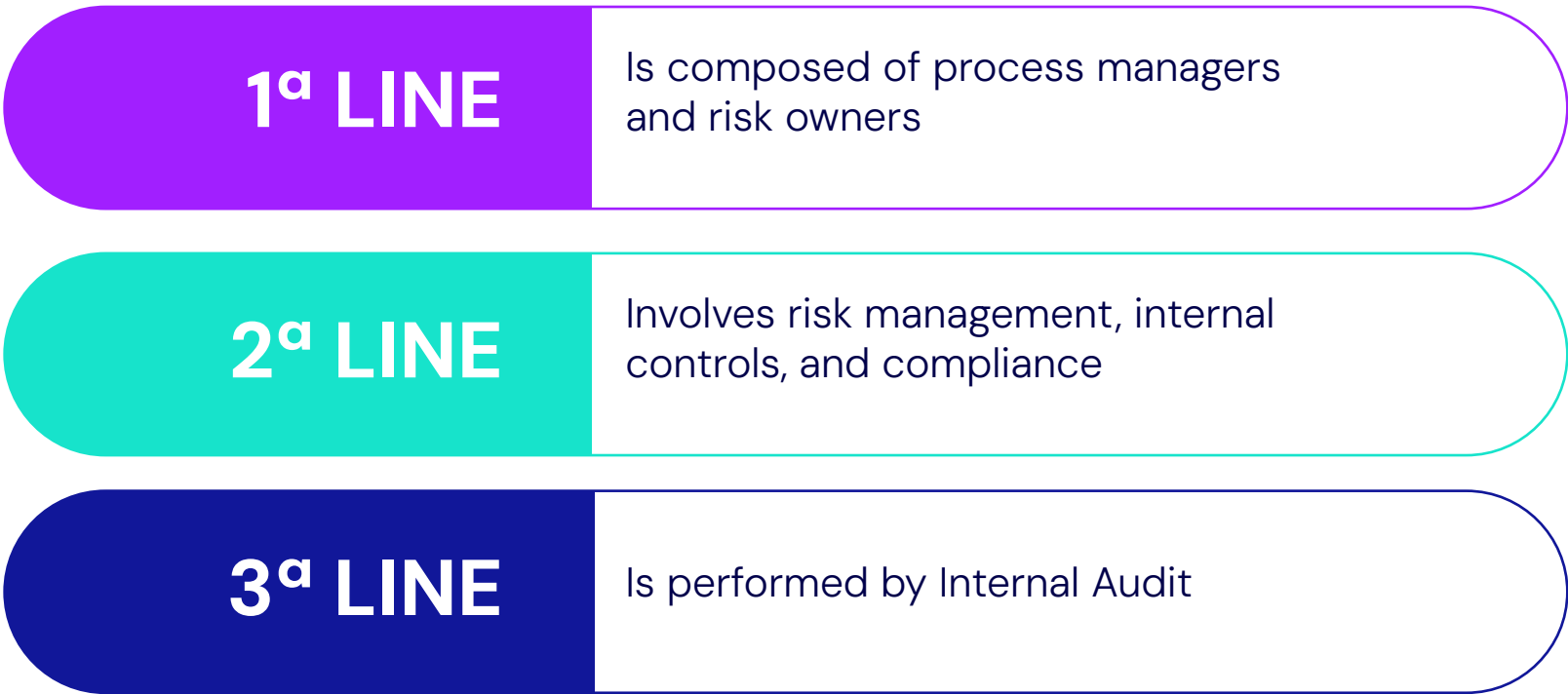


# RISK MANAGEMENT AND INTERNAL CONTROLS

GRI 3-3 Risk management

Our Risk Management Policy defines the methodology for mapping processes, as well as identifying, assessing, and treating risks, following the guidelines of the ISO 31000 framework and COSO ERM 2017. To assess the criticality of processes in our corporate areas, we apply the Business Impact Analysis (BIA), which is based on the relationship between impact and tolerance.

In line with good governance practices, we have adopted the three lines strategy:



In 2024, with a structured training and communication plan, we disseminated our consolidated management concepts and methodologies in new territories where we started to operate.

Among the measures implemented, we developed two initiatives focused on enhancing audit-related procedures. Firstly, we reinforced our communication with stakeholders by making audit reports clearer, more objective, and compliant. Secondly, we devised solutions that align with the latest monitoring, analysis, and documentation standards.

## Risk Matrix

GRI 2-12

We have revised and updated our methodology for formulating and managing the risk matrix to incorporate a more detailed classification of types and categories.

The matrix maps ten distinct categories:



Each risk category has a varying impact and therefore requires assessment and approval by our Board of Directors. The classification is made into levels of acceptability, manageability, mitigation, and intolerance.



Risk Matrix

	Main risk categories	Forms of mitigation
Geopolitical and strategic risks	Threats that could adversely impact our stability, security and interests or the region where we operate. Risks are largely influenced by political, economic, social, and regulatory factors, often involving institutional relations and changes in the foreign scenario.	Implementation of contingency plans to deal with political instability, economic crises, and regulatory changes. Maintenance of ongoing dialogue with stakeholders and regulatory agencies to anticipate changes, bolster relationships with governments, regulatory entities and civil society and mitigate the impact of adverse political decisions.
Capital investment risks	Financial, operational, regulatory, and environmental challenges that may impact expected returns, potentially interfering with our new business and/or the continuity of current business.	Execution of detailed feasibility analyses prior to any investment, considering stress scenarios. Creation of contingency plans for infrastructure failures, material shortages and other operational unforeseen events; execution of periodic audits, maintenance, and improvement of the compliance program.
Operational risks	Threats or failures affecting the efficiency, continuity and quality of water supply and sewage collection and treatment services.	Implementation of preventive and predictive maintenance plans to curtail equipment and distribution network failures, also the implementation of programs to reduce water losses by detecting leaks, replacing old networks, and enhancing consumption measurement.
Technology risks	Threats and vulnerabilities coupled with the use of systems, equipment, and technological tools in operations.	Implementation of cybersecurity policies, including firewalls, antivirus and intrusion detection systems, and performance of preventive and predictive maintenance on technological devices, avoiding unexpected failures.
ESG Risks	Risks associated with sustainability practices that could affect our operations, reputation and feasibility.	Development of mitigation and adaptation plans for climate change, such as water shortage and extreme events. Definition of open and clear dialogue channels with the population to understand local demands and lessen social conflicts. Creation of diversity and inclusion programs to reflect the society in which we operate.
Customer risks	Challenges and vulnerabilities in services, consumer relations and public perception of the quality and efficiency of operations.	Continued monitoring of the quality of water and treated sewage to meet regulatory and safety standards. Expansion and modernization of service channels, to ensure accessibility and agility, and implementation of periodic satisfaction surveys.
Finance and accounting risks	Threats to financial stability, the accuracy of accounting information and transparency in the asset management.	Strategic financial planning for the short, medium, and long term, ensuring a balance between income, expenses, and investments. Maintenance of regular internal and external audits. Minimum cash policy.
Stakeholder and new business risks	Threats and challenges associated with interaction with stakeholders and the development of new projects or services.	Stakeholder mapping and segmentation, identifying key groups such as government, regulators, customers, investors, NGOs, and local communities.

ACTION OR CONTINGENCY PLANS

GRI 3-3 Risk management

In light of high and severe impacts, we created Action Plans or Contingency Plans, as indicated by our headquarters. By sharing these plans with subsidiaries and affiliates, we set out a standard of action throughout the group.

Our policy covers guidelines for mapping processes and identifying, analyzing, and assessing risks and controls. We conduct internal audits, Audit Committee meetings, suggestions for concessions and periodic reviews of reports and documents.



# DATA PRIVACY AND INFORMATION SECURITY

GRI 3-3 Innovation and technology, 418-1

We are committed to the privacy and data protection of our customers, employees, and other stakeholders. In this regard, we adopt processes and tools in operations involving the processing of personal data to safekeep them from accidental and/or unlawful situations that may pose risks to the data owners' right to privacy.

We ensure data protection in line with the General Data Protection Law (LGPD – Law No. 13.709 of 2018), offering the owner management over their information.

The Information Security Master Plan is our strategic guide, guiding essential actions to ensure that our security tests are in consonance with expansion goals and the evolution of threats.

Throughout the year, we conducted periodic self-assessments based on recognized frameworks, such as ISO 27001, to monitor the effectiveness of actions, and held regular meetings to follow up on security indicators and continued improvements in cybersecurity.

In 2024, the Privacy Channel recorded 96 calls, of which 14 were deemed to be justified. Most of these cases were related to updating records or the database. On the other hand, no complaints from regulatory agencies were registered and no cases of data leakage, theft or loss were identified.

## Cybersecurity

In 2024, we carried out various significant actions to upgrade our technological infrastructure and reinforce cybersecurity. Thus, we enhanced the protection of devices and critical infrastructure by implementing advanced prevention technologies. We also promoted a culture of security through continuous training, resulting in the blocking of threats without significant incidents.





# ESG AGENDA

Integrated into the business strategy and global sustainability agendas, our ESG Agenda represents how we build a more sustainable future.

Our ESG Agenda is guided by [Sustainability Policy](#), committed to territories and people, especially employees and customers. The Board of Directors is liable for assessing and making decisions on cross-cutting ESG issues, and the governance conducted by the ESG Executive Committee summarizes our value levers into a strategic roadmap, broken down into strategic objectives, targets and commitments.

## ESG Strategic Roadmap

### ENVIRONMENTAL PILLAR

- 1) **Value levers:** efficient use of water and natural resources, protection, recovery, and preservation of the environment.
- 2) **Strategic objective:** greater water resilience, the use of renewable sources, reduced energy use and greenhouse gas emissions and promotion of a circular economy.
- 3) **Initiatives developed:** programs to decrease water losses and increase energy efficiency, renewable energy contracts, reforestation programs and circular economy programs (sludge and reuse water).

### SOCIAL PILLAR

- 1) **Value levers:** sanitation universalization with ensured accessibility, training, development, and talent diversity.
- 2) **Strategic objective:** ensure access to services, promote diversity in leadership positions.
- 3) **Initiatives developed:** investments in water and sewage coverage, expansion of the beneficiaries of the Social Tariff and Tariff 10 programs, hiring of employees from communities, diversity program.

### GOVERNANCE PILLAR

- 1) **Value levers:** adoption of best practices and risk management.
- 2) **Strategic objective:** financial discipline, transparency, and risk mitigation.
- 3) **Initiatives developed:** culture of compliance, risk analysis and mitigation, transparency, and reporting.



## Agenda 2030 - Commitments

Reinforcing our commitment to sustainability and its progress on the ESG agenda, in April 2022 we became the first Brazilian sanitation company to issue bonds in the international market linked to environmental and social goals. In this type of issue, referred to as Sustainability-Linked Bonds (SLB), the debt coupon is linked to the sustainability performance indicators (Key Performance Indicators – KPIs). In addition, we were the first company in Brazil to issue an SLB specifically aimed at promoting diversity and racial inclusion in leadership positions.

Evidencing the Company’s commitment to the increasingly efficient use of natural resources in its operations and to the topic of diversity and inclusion, the sustainability goals linked to SLB were as follows:

- A 15% reduction in specific energy consumption, measured in kWh per cubic meter, by the end of 2030;
- 45% of women holding leadership positions in the Company by the end of 2030; and
- 27% of Black employees in leadership positions in the Company by the end of 2030.

The bonds are governed by the Sustainability-Linked Bond Principles (SLBP), issued by the International Capital Markets Association (ICMA). Aegea engaged Bureau Veritas as the auditor of the KPIs and Sustainalytics as the independent evaluator to issue the Second Party Opinion report.

In 2023, we issued the first double-labeled operation in Latin America, issuing US\$500 million in hybrid sustainable bonds (Sustainable & Sustainability-Linked Bonds – SSLB). In 2024, the Sustainable and Sustainability-Linked Bond (SSLB) was reopened with the issuance of an additional US\$300 million in bonds with clearly defined sustainability goals and a “Blue Characterization,” as the funds were allocated to projects that contribute positively to aquatic life.

Goal	Commitments	2024 Results
By 2030	<b>Decrease energy consumption by 15%</b>	Reduction of 5.4%
	<b>45% of women in leadership positions</b>	36%
	<b>27% of Black employees in leadership positions</b>	22%

An external auditor audits the achievement of targets annually. The Audit Report is available [here](#).





# ESG LINKED DEBT

We are one of the largest issuers of ESG-labeled bonds in the Brazilian market. To access this market, we have published and annually updated Aegea’s Sustainable Finance Framework since 2022, which sets out the eligibility criteria for projects, as well as the KPIs for bonds linked to ESG targets, supported by a second-party opinion issued by an independent certifier.

Below is a track record of our sustainable issues in recent years:

Issuer	Amount	Date	Labeling
Aegea	US\$500 million R\$2,400 million	April/2022	Sustainability-Linked Bonds
Teresina	R\$600 million	May/2022	Sustainability-Linked Bonds
Águas do Rio 1	R\$3,492 million	June/2023	Blue and sustainable debentures
Águas do Rio 4	R\$2,051 million	June/2023	Blue and sustainable debentures
Aegea	US\$500 million R\$2,515 million	September/2023	Sustainable and Sustainability-Linked Bonds Reopening
Prolagos	R\$400 million	October/2023	Blue and sustainable debentures
Águas do Rio 1	R\$795 million	October/2023	Blue and sustainable debentures
Águas do Rio 4	R\$1,270 million	October/2023	Blue and sustainable debentures
Aegea	US\$300 million R\$1,669 million	June/2024	Sustainable and Sustainability-Linked Bonds Reopening
Águas do Rio 1	R\$1,287 million	April/2024	Blue and sustainable debentures
Águas do Rio 4	R\$2,138 million	April/2024	Blue and sustainable debentures
Corsan	R\$1,500 million	August/2024	Blue and sustainable debentures
Aegea	US\$600 million R\$2,786 million	March/2025	Syndicated Blue Loan
TOTAL		R\$ 22,834 million	





# STAKEHOLDER ENGAGEMENT

GRI 2-29

We emphasize and recognize the importance of maintaining a close relationship with our stakeholders. We are aware that transparency and communication are paramount for sustainable growth and value creation in our business, benefiting communities, our customers, investors, and the environment.

Below is a list of our main stakeholders, our purpose, and the means by which we engage with them:

transparency  
is essential for  
sustainable  
growth

Stakeholders	Purpose of engagement	Means of engagement and frequency
Investors, lenders, and shareholders	Support the Company's growth and the universalization of sanitation, with transparency and good governance practices.	Meetings, conferences, visits to operations, events, and official channels (website and e-mail). Frequency: daily.
Public officials	Clarify the role of private companies in the sanitation sector, bolstering institutional collaboration.	Meetings, advocacy, surveys, and attendance in events. Frequency: monthly.
Granting authorities and regulatory agency	Ensure compliance with contracts and regulatory frameworks, fostering a relationship of trust.	Meetings. Frequency: according to the regulatory agenda.
Customers	Ensure quality service, broaden social inclusion through subsidized tariffs and reinforce the commitment to universalization.	Meetings with community leaders (Afluentes Program), official communication channels (SAC, website, WhatsApp, social networks, media, and satisfaction surveys). Frequency: daily.
Market associations	Participate in strategic debates and reinforce initiatives that boost sanitation in Brazil.	Meetings, attendance in events and conferences. Frequency: monthly.
Media	Ensure that correct information about the Company is conveyed to the public.	Meetings, interviews, and official Company channels. Frequency: weekly.
Suppliers	Map, engage and develop local suppliers, ensuring efficiency and innovation in the supply chain.	Meetings, technical visits, and official Company channels. Frequency: daily.
Academy	Foment the exchange of know-how and the development of new technologies for the sanitation sector.	Meetings, visits, events, conferences, and official Company channels. Frequency: according to pre-defined agenda.

## Associations and organizations

GRI 2-28

We collaborate for the sector's development and actively take part in industry entities. We are a member of the Brazilian Association of Private Concessionaires of Public Water and Sewage Services ABCON SINDCON (National Association and Union of Private Concessionaires of Public Water and Sewage Services), chairing the Board of Directors, in addition to the Trata Brasil Institute, the Brazilian Association of Infrastructure and Basic Industries (Abdib), and the Brazilian Association of Sanitary and Environmental Engineering (Abes). Since 2016, we also have been signatories of the UN Global Compact – Brazil Network.



# SDG 6 AND THE UN GLOBAL COMPACT - BRAZIL NETWORK

## Action for Water and Ocean Platform

We coordinate the UN Global Compact initiative in Brazil, which works to establish a governance agenda on water and oceans. It also engages companies in building water resilience, access to basic sanitation and circularity (SDG 6–Clean Water and Sanitation) and resource recovery in all materials and products, as well as the energy transition of the maritime and port industry (SDG 14–Life Below Water).

## Leadership with Impact

Our CEO, Radamés Casseb, is the SDG 6 Spokesperson (Clean Water and Sanitation) in the UN Global Compact – Brazil Network program that mobilizes CEOs on sustainability issues.

## +Water Movement

The Aegea Institute is a member of the movement’s Advisory Board, which aims to impact more than 100 million people through the universalization of sanitation and water security in Brazil.





A photograph of a sea turtle swimming over a coral reef. The turtle is positioned diagonally across the frame, moving from the upper right towards the lower left. Its head is turned towards the left, and its front flippers are extended. The coral reef below is covered in various types of coral, including some with prominent spines. The water is clear, and the lighting suggests a sunny day. A large, semi-transparent blue shape is on the right side of the image, and a large white number '05' is overlaid on the left side.

05

Environment



# Environmental Recovery and Biodiversity

Basic sanitation plays a fundamental role in environmental recovery, acting directly to protect water resources, cut down pollution and preserve ecosystems. By ensuring the proper treatment of sewage, we contribute to the conservation of water sources, minimize impacts on biodiversity and promote environmental balance.

By widening sewage collection and treatment networks, we have restored ecosystems that were degraded by the lack of sanitation.

This was the case with the Araruama Lagoon in the Região dos Lagos (coast of the state of Rio de Janeiro), the world’s largest hypersaline lagoon, which for decades suffered from irregular sewage dumping, compromising water quality, affecting biodiversity, and impacting the local economy, based on tourism and fishing. The expansion of sewage collection and treatment in the region, facilitated by Prolagos, has led to a significant reduction in contamination, enabling marine life to flourish, fishing to resume, and the revitalization of economic activities linked to the lagoon.

## THE REBIRTH OF GUANABARA BAY

In the state of Rio de Janeiro, the recovery of current sewage collection and treatment systems through Águas do Rio has yielded positive results in less than three years. The project has led to cleaner waters and successive reports from the State Environmental Institute (Inea) showing longer periods of beach suitability for bathing on historically polluted beaches in Guanabara Bay, such as Flamengo, Glória, Botafogo, Ilha de Paqueta, and Urca.

On Botafogo Beach, the presence of marine biodiversity, such as numerous shoals of whiting and grouper, is a sign of environmental revitalization. On the beaches of Flamengo and Urca, the multiplication of turtles, seahorses, pufferfish and carapebas evidences the recovery of marine life. On Ilha do Governador, the presence of pygmy octopus was detected for the first time, an undeniable indicator of improved water quality, as this species is particularly sensitive to pollution.

These visible changes are the result of investments in cleaning the Oceanic Interceptor, a 9-kilometer tunnel that collects most of the sewage from the South Zone. The Interceptor, whose treatment capacity had been compromised due to the historical accumulation of solid waste, reached its maximum capacity after the cleaning process that removed more than 3,000 tons of debris. With this intervention, more than 100 million liters of sewage are no longer discharged into the bay every day.

We have complemented these practical actions aimed at further reinforcing our guidelines relating to the protection of biodiversity. In 2024, we published the corporate environmental guideline Biodiversity and Mapping of Sensitive Areas. The document guides the mapping and monitoring of environmental risks associated with the Company’s operations, as well as the adoption of measures to eliminate or mitigate impacts on biodiversity.





# Blue Keepers

As part of Aegea’s commitment to protecting ecosystems and preserving natural resources, the Company is one of the supporters of the UN Global Compact – Brazil Network project, which aims to mobilize resources and engage multiple sectors in the fight against ocean pollution. The initiative is underway at the units of Serra, in Espírito Santo, and Prolagos, in Rio de Janeiro, through seasonal clean-ups that remove improperly discarded waste on the beaches. These materials are categorized by type, quantity, and brand, generating key data to engage businesses, governments and civil society in proposing solutions that contribute to cutting down marine pollution.



# Water Resources Management and Climate Change

GRI 3-3 Water production and sewage collection and treatment, 3-3 of Universalization of basic sanitation, 201-2, 303-1

We adopt a preventive approach to the full management of the water cycle, ensuring the continuity of services for our customers and implementing contingency plans to address extreme climate events such as floods and severe droughts.

We actively manage climate risks, understanding them as factors that can impact the performance of our operations and raise the costs of water treatment and supply. These risks are intrinsically linked to ensuring the continuous availability of drinking water for the population.

To mitigate these risks, we have adopted a comprehensive approach that includes continuous investment in enhancing efficiency and reducing drinking water losses, both in preventing leaks and in combating fraud. In addition, we continuously monitor the water risk of municipalities, devising action plans to ensure water supply. We have also invested in hydrogeological studies and modeling of surface water and groundwater in river basins, as well as the construction of reservoirs and groundwater collection wells.

In certain situations, we have desilted water sources, always with the proper authorization from environmental agencies, to ensure the raw water withdrawal feasibility.

Throughout the year, we implemented rigorous environmental standards for the quality of treated effluents, which follows specific standards according to the receiving water body.

## WATER MANAGEMENT

GRI 303-1

In 2024, a total of 2,641,309.1 ML of water was captured. Our operations consumed 5,710 ML, — 2.3 times more than the previous year — reflecting the start-up of new operations. During the year, we reduced the overall water loss rate to 45.2%, compared to 49.0% in 2023.

Mitigating impacts related to water contamination is a priority. On this front, each operational unit complies with quality standards defined by applicable regulations. Although the discharge of treated sewage strictly follows the parameters in force, we are constantly seeking to improve our processes.

In water management, identifying water risks due to droughts ensuring safe and uninterrupted supply. Our risk matrix maps the most vulnerable locations, in strategic partnership with the meteorology company

Climatempo, which provides climate data and short-, medium- and long-term weather forecasts, as well as climate change analyses.

Complementing this effort, we collaborate with the Federal University of Mato Grosso do Sul (UFMS) on advanced research that helps us predict the flows of the main surface water sources. We have also developed a risk matrix related to the proactive management of water resources in light of climate change, identifying trends in temperature, rainfall, and water consumption at our units.

We have also invested in hydrological models that allow us to re-evaluate flood quotas and assess the risks of extreme rainfall, protecting our assets and the continuity of supply in all scenarios.

We believe that raising awareness is paramount to preserving water resources. In this regard, we developed the Water Use Awareness Program, the Saúde Nota 10, which promotes engagement with the school community through customized actions for each age group, from kindergarten to high school. In addition, the De Olho no Óleo project raises awareness among the population about the correct disposal of cooking oil, and the environmental damage caused that improper disposal causes to the sewage system.



# REFORESTATION INITIATIVES

We engage and implement initiatives with partners to recover and protect water resources through environmental preservation and restoration, especially in spring and river areas. Through these initiatives we aim to soil infiltration and water retention, ensuring aquifer recharge and the long-term sustainability of water source.



## FLORESTA VIVA PROGRAM

We work as a partner in the Floresta Viva Program, a BNDES initiative, using a matchfunding model, to finance reforestation and water resilience projects in Brazilian biomes. For every R\$1 from the private sector, the bank injects another R\$1. Thus, Aegea’s R\$5 million contribution will total an investment of R\$10 million for reforestation programs in the Guariroba and Cabeceiras do Pantanal Basins and in the Maricá-Guarapina Lagoon System and the Surui River Environmental Protection Area in Rio de Janeiro.

In the Pantanal region, 90 hectares of degraded areas were identified in two river basins and 340,000 native trees will be planted. In Rio de Janeiro, the State Department of Environment and Sustainability (Seas) is collaborating. Thanks to joint contribution from BNDES, Aegea, and Seas, the total amount available for environmental recovery is expected to reach R\$60 million. This funding will support the restoration of more than 1,000 hectares in critical hydrographic regions, including the Imunana-Laranjal, Guandu and Juturnaíba water producing systems.

## PARTNERSHIP WITH WWF

In partnership with WWF–Brazil, we run the Água Limpa para Todos (Clean Water for All) project, which aims to preserve biodiversity and restore the landscape in the Cabeceiras do Pantanal, covering 85 municipalities and 16 sub-basins in the states of Mato Grosso and Mato Grosso do Sul.



# LOSS REDUCTION INVESTMENTS

GRI 3–3 Operating efficiency management

The Loss Reduction Program promotes the efficient use of natural resources through integrated systems and cutting-edge technologies that allow for remote monitoring and real-time leak detection in the network. We employ flow monitoring tools and loss detection systems, utilize satellite imagery and specialized software to locate leaks, and we adopt georeferencing and customer registration technologies via satellite recognition.

In addition, we conducted hydraulic modeling, reduced pressure points, and segmented the network to optimize its operation. We also renewed the distribution infrastructure with a new water meter fleet and replacements to the networks and branches.

In 2024, the loss reduction program achieved a reduction of 5.3 billion liters of water, enough volume to supply 1.3 million people.





# EXTREME CLIMATE EVENTS

In 2024, we faced and overcame significant operational challenges for the Company, related to some extreme climate events, as follows:

## FLOODS IN THE STATE OF RIO GRANDE DO SUL

In 2024, of the 317 municipalities served by Corsan, 236 were affected by the floods in Rio Grande do Sul and 67 faced shortages due to the floods that hit the state in April.

Our crisis management mechanisms, coupled with the dedication of Corsan employees, who have seamlessly integrated into the Aegea culture, and the swift mobilization of teams from entire Company, were instrumental in enabling us to take comprehensive action across the state, expeditiously restoring the water supply in the municipalities where we operate and providing voluntary support for the reinstatement of supply systems in the capital and other municipalities.

The implementation of a task force, which included the contracting of generators, installing reservoirs, drilling wells, and installing floating withdrawal structures, among other measures, enabled a swift resumption of supply. In the week following the peak shortage, services were successfully restored for over 708,000 properties, or nearly 80% of those affected during that period. On May 24, full service was reinstated.

The total costs and expenses for restoring the system amounted to approximately R\$194.9 million, of which R\$134.8 million in Capex and R\$60.1 million in Opex. It

is worth noting that Corsan has insurance policies for Operational Risks, with R\$231 million coverage, and Civil Liability, with R\$50 million coverage, and the regulation process with the insurance companies is underway.

Going beyond restoring services, Corsan launched the Support Program for those affected by weather events. Properties affected by the floods had their water bills waived for two months and consumers who benefit from the Social Tariff had their bills waived for six months. Those affected by ongoing shortages were exempt from the basic tariff in May, paying only for consumption. This exemption program covered 1.2 million properties or 2.7 million people in more than 60 municipalities.

Another support measure was the postponement of the tariff readjustment from July 2024 to January 2025.

The measures taken to support customers, along with their effect on billing, resulted in a reduction of approximately R\$137.2 million in Net Revenue in 2024. It is worth noting that Corsan implemented measures to offset the revenue and expense impacts of the floods in 2024. As a result, Corsan ended 2024 with an Adjusted EBITDA of R\$2.4 billion, a 90.4% increase compared to 2023.

## DROUGHT IN MANAUS

Also in 2024, we implemented a preventive drought response plan to manage the most severe drought recorded in the state of Amazonas in the last 122 years. We have invested in several operational

improvements, including the lowering of all 13 vertical pumps for withdrawing water from the Rio Negro. We also installed three amphibious pumps to reinforce withdrawal. The drought operation was complemented by new pipelines, electromechanical equipment, and specialized services with divers. Prior planning has enabled us to address this event by implementing definitive improvements for even more severe scenarios, should they arise in the coming years. This underscores our commitment to enhancing health, quality of life, and dignity through our services.







# TCFD GUIDELINES

GRII 201-2

The Task Force on Climate-Related Financial Disclosures (TCFD) encourages companies to inform their investors about the risks related to climate change and how they manage them. We report below on our climate change governance actions in accordance with these guidelines:

## GOVERNANCE

a) How the Board oversees climate change-related risks and opportunities.

**Risks:** the Company has an Audit, Risks, and Internal Controls Department (DARC) which is responsible for mapping, assessing, and monitoring risks. This board reports directly to the Statutory Audit, Risks, and Integrity Committee, composed of members of the Board of Directors and, through this committee, reports to the Board of Directors, which oversees the risks related to climate change in meetings of the body and through this Committee.

**Opportunities:** Opportunities related to climate change are included in the Company's investment catalog. Their assessment is conducted by the Engineering and Financial Planning Departments and submitted to the Company's Board of Directors as part of the annual budget and business plan.

b) Board's role in the assessment and management of climate change-related risks and opportunities.

The Board of Directors is liable for monitoring and approving the management of risks and opportunities, and may also, in certain cases, request specific action, additional assessments, the development and implementation of action plans. The Board's requests regarding risks and opportunities are addressed to DARC and other members of the Executive Board.

## STRATEGY

a) Climate change-related risks and opportunities identified by the organization in the short, medium, and long term.

**Risks:** In the short and medium term, the main climate risks include heavy rainfall, drought, floods, landslides, electrical discharges, and extreme events such as gales and cyclones. In the long term, the risks involve water availability and aquifer recharge.

**Opportunities:** projects to transition to a low-carbon economy in the short to medium term. These include sludge reuse, energy generation from biogas, decreased energy consumption, reduced water losses, and greater supply of industrial reuse water. In the long term, these include exploring alternative sources of water withdrawal, such as desalinization projects.

b) Impacts of climate change-related risks and opportunities on business, strategy, and the organization's financial planning.

Short- and medium-term risks have the potential to impact the water withdrawal, treatment, and distribution, which may cause interruptions in service provision, and result in water shortages. Additionally, they could also influence sewage collection and treatment facilities. Long-term risks can lead to a reduction in the level and flow of water bodies, which can impact on the availability of raw water to be treated and supplied to customers.

In all cases, we have a financial impact and the Company monitors, assesses and executes the necessary action plans to mitigate them.

**Opportunities:** opportunities in the short, medium, and long term can contribute to lowering costs and expenses and to the transition to a low-carbon economy. The long-term opportunities can contribute to increasing water resilience.

c) Organization's strategy resilience, considering different climate change scenarios, including a situation of 2°C or less.

The main impact of climate risks for the Company is the possibility of direct interference in operations, especially in water supply. In this regard, the Company maps and monitors events that may interfere with operations, including in the long term, but not limited to, projections of rainfall, temperature, water refill capacity in surface springs, aquifers and river basins compared to the projection and the population's consumption patterns.

Based on this work, action and investment plans are drawn up, such as drilling wells, increasing water reservoir capacity, transposing basins, developing alternative energy sources, reinforcing building structures, installing backup systems, among others. The Company also has projects aimed at preserving basins, restoring riparian forests, headwaters, and mangroves, to make habitats more resilient to climate change.

Action plans are reported to the Board of Directors. From the financial planning perspective, the Company also has insurance policies covering weather-related risks.



## CLIMATE RISK MANAGEMENT

### a) Processes adopted by the organization to identify and assess climate change-related risks.

The Company adopts a risk analysis methodology based on ISO 31000 – Risk Management and the methodology of the Committee of Sponsoring Organizations of the Treadway Commission (COSO). Risks are identified by mapping processes, analyzing scenarios and trends and regulatory requirements in terms of climate. Process mapping is conducted by DARC with each business area, which considers the current process and the risks in the worst-case scenarios. The scenario studies are carried out in partnership with a company specializing in climate forecasts, which provides historical data, projections and estimates in real time. Once the risks have been identified, they are assessed considering the probability of occurrence and the impact on the business.

### b) Processes adopted by the organization to manage climate change-related risks.

The Company adopts the risk matrix, which analyzes five vulnerability criteria that can impact on the probability of occurrence and the potential impact of a given risk. The criteria are external environment, risk management, governance, resources, and people.

Based on this analysis, the risks are classified by degree of severity and criticality. All risks are

monitored through KPIs. For the most critical risks, the Company adopts an Action Plan, according to the 5W2H methodology, and Contingency Plans, using CANVAS. The Action Plans are drawn up at concession level, one for each of the Group’s units. The Contingency Plans are prepared considering a strategy of action that can be applied to all the Group’s concessions. These plans are followed up and their effectiveness monitored so that adjustments can be made if necessary.

### c) How processes adopted by the organization to identify, assess and manage risks related to climate change are built into the organization’s overall risk management.

Climate-related risks are included in Aegea’s Risk Catalog, being part of the “ESG Risks” category and of the “Externalities and Climate Change” type. This catalog is revised whenever a new risk category is identified in the Company. Its identification, assessment and management are incorporated into the Audit, Risks and Internal Controls Board and reported to the Board of Directors and the Statutory Audit, Risks, and Integrity Committee, who are responsible for reviewing and approving the Risk Catalog.

## METRICS AND GOALS

### a) Metrics adopted by the organization to assess climate change-related risks and opportunities in accordance with its risk management strategy and process.

**Risks:** These are assessed by the following metrics: ão avaliados pelas seguintes métricas:

**1) Vulnerability:** it assesses the factors that can interfere with the occurrence of risks, aggravating or mitigating the impacts. Vulnerability can be classified as: 1 – Very low; 2 – Low; 3 – Moderate; 4 – High; 5 – Very high.

**2) Impact:** effects of the eventual materialization of the risk. For risks with high and very high vulnerability, the implementation of an Action Plan is mandatory. Impacts are classified as: 1– Very low; 2 – Low; 3 – Moderate; 4 – High; 5 – Critical.

Regarding metrics, the Company regularly monitors certain environmental and climate KPIs. Some of them, such as Energy Consumption, are corporate targets linked to the managers’ variable remuneration.

**Opportunities:** These are assessed according to the value that can be added to the business, i.e., according to eventual additional revenue and/or cost household. The financial appraisal is the metric adopted, such as Net Present Value Analysis – NPV, for instance.



**b) Scope 1, Scope 2 and, if applicable, Scope 3 greenhouse gas emissions and the risks related to them.**

The risks related to greenhouse gas (GHG) emissions are mainly those concerned with the higher occurrence of extreme climate events and regulatory risks.

Considering the deficit in Brazil’s basic sanitation and the fulfillment of contractual targets for expanding coverage, especially sewage, the sector’s GHG emissions are expected to increase.

GHG emissions are detailed on page 43.

**c) Targets adopted to manage climate change-related risks and opportunities, and performance against targets.**

**Energy:** Electricity is one of the main resources applied in the production and distribution of water and in sewage treatment. The Company’s goal is to reduce by 15% specific energy consumption in water and sewage processes by 2030 (measured in kWh/m³ and based on 2020). The target is the Company’s formal commitment to the climate agenda. By decreasing energy consumption, we can mitigate the risks associated with its availability. Furthermore, higher energy efficiency can lead to cost reductions.

In 2024, specific energy consumption was 0.37 kWh/m³, 6.9% lower than the baseline (0.39 kWh/m³).

**Water resilience:** some of the Company’s concessionaires have water loss reduction targets agreed in their concession contracts, to be achieved by 2033 and which can vary between 25% and 35%. These targets are calculated based on the ratio between the water macro-measured volume versus the micro-measured volume, with some weightings such as the exclusion of volumes used in the Company’s own operations. The targets are assessed by the concessionaires and validated by the regulatory agencies and/or the granting authority. The water losses reduction targets contribute to mitigating the risk of water shortage and by decreasing water losses, the Company also contributes to lower operating expenses.



# GREENHOUSE GAS EMISSIONS EMISSIONS

GRI 3-3 Greenhouse gas emissions

As members of the Brazilian GHG Protocol Program, we monitor GHG emissions across our operations. We are Gold Sealed for publishing our emissions inventories on the Public Emissions Registry platform.

GRI 305-1, 305-2

Greenhouse Gas Emissions	2022	2023	2024	2024/2023
Scope 1 (tCO <sub>2e</sub> /year)	801,734.0	1,217,588.6	1,128,347.2	-7.3%
Scope 2 (tCO <sub>2e</sub> /year)	32,915.7	49,490.8	73,323.3	48.2%
Biogenic emissions (tCO <sub>2e</sub> /year)	8,663.0	9,638.1	13,626.0	41.4%

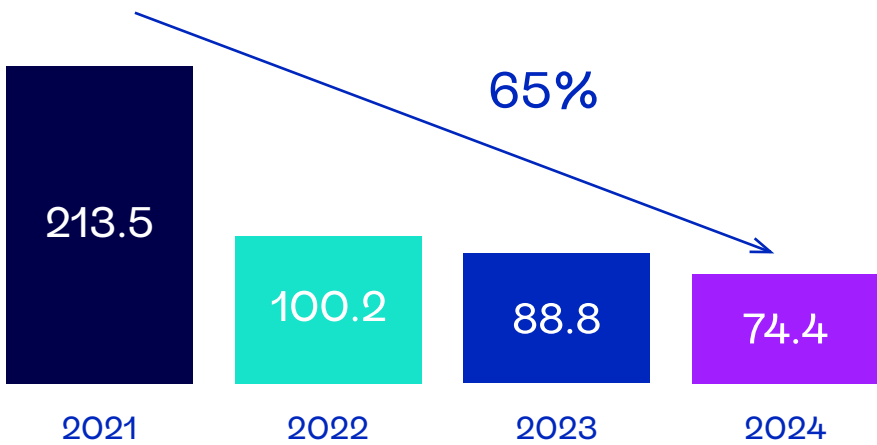
## CARBON TREND IN AEGEA’S OPERATIONS

We prepare and audit our annual Greenhouse Gas Inventory, which follows the GHG Protocol methodology. We implement and study actions to reduce emissions, such as the processing of sludge from Sewage Treatment Plants for composting, which recycles nutrients and reduces landfill disposal, and the acquisition of 100% renewable energy, in addition to other technologies and initiatives being adopted and/or studied.

In 2024, the increase in Scope 2 and biogenic emissions is due to the expansion of our operations and the 42% increase in the emission factor published by the National Interconnected System (SIN). However, it is worth noting that we had a 65% improvement in the

indicator that relates the amount of emissions to Net Operating Revenue from 2021 to 2024, demonstrating that we generated more revenue with lower emissions per unit of revenue.

TOTAL EMISSIONS/NET OPERATING REVENUE (TCO<sub>2e</sub>/RS/MM)





# Energy Efficiency

GRI 3-3 Energy management, 3-3 Operating efficiency management, 302-4, 302-5

Energy is the main input in water production, distribution, and sewage treatment, and represents one of the Company's highest operating costs. For this reason, we prioritize energy efficiency and cost-savings, making our operations more sustainable.

To this end, we have implemented guidelines aimed at enhancing energy efficiency, including online consumption monitoring, equipment upgrades, operational adjustments, sectorization, hydraulic modeling, lower network pressure and energy audits.

The inclusion of specific energy consumption reduction targets in our SLB and SSLB bonds has reinforced our commitment. In addition, a continuously engaged ecosystem of suppliers supports us in exploring new energy efficiency solutions.

In 2024, the energy efficiency initiatives in our operations accounted for a 33,350 GJ reduction in electricity consumption. These savings were calculated based on the operating indicators of our business units in 2023 and 2024, using data from direct measurements, both through instrumentation and energy distributors' revenues.

The increase in total energy consumption in 2024 by the Ecosystem of companies managed by Aegea is the result of higher volumes of water produced and distributed, and sewage collected and treated, as well as the startup of new operations by the Company.



# USE OF RENEWABLE ENERGY

GRI 3-3 Energy management

Our electricity matrix is mostly clean, with 98.3% coming from renewable sources, reaffirming our commitment to sustainability and energy efficiency through innovative initiatives such as energy self-production and distributed generation.

Concerning energy self-production, in 2024 we began operating strategic energy self-generation projects across multiple Aegea operations, ensuring greater efficiency and sustainability in energy consumption.

A partnership was set up for Águas do Rio to generate electricity through a photovoltaic solar complex in the municipality of Janaúba (MG). The plants making up this project are already fully installed and compose Brazil's largest photovoltaic complex, with a total installed capacity of 1.6GWp – sufficient to serve a municipalities of more than 1.2 million inhabitants. Of this total, Águas do Rio occupies a power equivalent to 100MWp, or approximately 6.2% of the entire complex, covering nearly 75% of the unit's electricity consumption. In the same complex, this partnership was extended to meet Corsan's energy demand, which from 2025 will also receive energy from this photovoltaic complex. Corsan will occupy a power equivalent to 144MW, or 9.0% of the entire complex, covering nearly 85% of the unit's electricity consumption.

For 15 other operations, including Águas de Manaus, Águas Guariroba, Águas de Teresina, Prolagos and others, the supply occurs through three lots of the Assuruá 5 wind farm, located in the municipality of Gentil do Ouro (BA), supplying approximately 85% of the electricity consumed by these units. The project totals an installed power of 116MW, with the capacity to generate nearly 500GWh/year, equivalent to the consumption of a municipalities of approximately 700,000 inhabitants.

In addition, we have made significant investments in distributed generation, ensuring even more autonomy and sustainability in our energy consumption. We currently rely on 34 electricity generation projects installed in 13 states across the country. The plants total 56.4MW of installed power with capacity to generate approximately 166GWh/year, with all projects using 100% renewable sources.

With these initiatives, we are taking another significant step on our journey towards the energy transition, ensuring that our operations are increasingly efficient and sustainable. This is a commitment we have made to the environment, to society and to future generations.







# Waste and Circular Economy

GRI 306-1



Waste management in our operations is a carefully structured process, which begins with identifying the sources of generation and surveying the main waste produced. Then, we define the appropriate locations for storage, ensure proper packaging to minimize environmental risks. The final stage includes the transportation and final disposal of the waste, in strict compliance with environmental rules and regulations.

The impacts we seek to mitigate are directly related to the waste generated in our processes and activities. By implementing effective management practices, we ensure that disposal is carried out responsibly, mitigating negative impacts on the environment and public health.

The new Corporate Environmental Guideline, launched in 2024, referred to as the *Ambiente-se Program*, is designed to promote environmental education and awareness. It sets out guidelines for the adoption, implementation, and incorporation of good environmental practices, besides fomenting environmental education concerned with preserving the environment. It also guides on the proper management of solid administrative waste, encouraging waste segregation and waste minimization, in line with the principles of sustainability and corporate responsibility.

Regenera Cariri, a solid waste management concession, marks our first project in this segment. The operations will benefit more than 350,000 people with nine open-air dumps being decommissioned and replaced by sanitary landfills. This new system will serve the nine municipalities in the Cariri (CE) metropolitan region: Altaneira, Barbalha, Crato, Caririaçu, Farias Brito, Jardim, Missão Velha, Nova Olinda and Santana do Cariri.

With a 30-year contract, Regenera Cariri will promote regional development and bring notable socio-environmental benefits.

With a strong focus on waste management, this project promotes recycling, reuse, and the proper disposal of discarded materials. It also includes the planned implementation of nine municipal recycling centers, three waste transfer stations, and specialized equipment for waste treatment, such as composting facilities, a sanitary landfill, and an environmental education center.

These initiatives reinforce our commitment to sustainability and improving the quality of life for the local population, while advancing a more efficient and responsible model of environmental management.



# CIRCULAR ECONOMY

In accordance with the principles of circularity, we created a new line of business involving the management and reintegration of effluents as products on the market.

## SLUDGE RECYCLING PROGRAM

GRI 306-2

The effective waste management, particularly sludge, main byproduct of water and sewage treatment, foments a circular economy and accelerates our efforts to reduce the carbon footprint.

In 2024, we started directing sewage sludge from the MS Pantanal unit to produce organic fertilizer, in partnership with the company Organics. In addition to the partnership in the production of fertilizer, it was also agreed that 20% of all fertilizer produced will be donated to efforts to restore degraded areas and will be used in family farming and by Indigenous communities. This initiative not only allows the nutrients to circulate, but also avoids directing the sludge to landfills.

The Company has also been analyzing opportunities in projects concerned with the transition to a low-carbon economy. Among the initiatives under study are actions relating to the circular economy. These include the noble disposal or sludge reuse, as well as energy use and the generation of biogas and biomethane.

# APURA

## RECYCLED WATER

Apura, a new business unit set up in 2024, is committed to the development and implementation of sustainable solutions for industry, broadening our operations into related sectors, creating alternative products and services that complement our sanitation expertise.

This commitment is exemplified by the agreements signed to supply recycled water, i.e., water produced from the utilization of treated sewage to the industrial operations of Petrobras refineries at the Boaventura Energy Complex in Itaboraí and Braskem in Duque de Caxias, both in the state of Rio de Janeiro.

In the case of the Boaventura Energy Complex, the partnership with Petrobras provides for the supply of recycled water for its operations, making feasible Brazil's largest recycled water project. This initiative will save a volume of drinking water equivalent to supplying 600,000 people, in addition to contributing to the expansion and anticipation of sewage coverage in the municipalities of São Gonçalo and Itaboraí, thus promoting health and quality of life for the population.

The partnership with Braskem will ensure that 100% of the production at its industrial unit in Duque de Caxias (RJ) will be supplied with recycled water. To ensure the project feasibility, Aegea, through the Águas do Rio concessionaire, will accelerate investments in the



construction of collection networks and a sewage treatment plant by three years. This initiative will ensure access to basic sanitation for the communities near Braskem's unit in Duque de Caxias. The treated water will be distributed by the concessionaire, reinforcing the supply in the region and benefiting more than 260,000 people in advance.



# 06

## Social





# Accessibility to Sanitation

GRI 3-3 Universalization of basic sanitation, 203-1

As we work to restore the environment, we are equally committed to promoting dignity and improving quality of life. To this end, we provide access to sanitation for vulnerable populations. We establish an open dialog with community leaders and understand the real demands of the population served.

During 2024, we invested R\$5.3 billion in sanitation, providing notable advances in the water and sewage infrastructures in the municipalities where we operate.

access to sanitation. In 2024, 718,000 families benefited from the program, or more than 2 million people.

### TARIFF 10 PROGRAM

For the extremely vulnerable population of Manaus, we offer the Tariff 10 Program, which sets a fixed amount of R\$10.00/month for the water and sewage bill, promoting the inclusion of 27,000 families living mainly on Manaus stilt houses.

## SANITARY INCLUSION

### SOCIAL TARIFF

It consists of a discount of around 50% on water and sewage bills for socially vulnerable families, ensuring them



# CUSTOMER AND COMMUNITY RELATIONSHIP

GRI 3-3 Respect for local communities, environmental education, and awareness programs, 3-3 Customer health and safety, water quality and contaminants, 3-3 Universalization of basic sanitation, 413-1

To ensure effective stakeholder engagement, each business unit elaborates a specific plan, guided by local needs identified through surveys and consultations.

Community consultation processes are carried out based on the policies of the *Afluentes* Program and the *Interage* Program. Through our relationship with local leaders, we have created an open communication channel to receive priority demands, consult on specific issues and disseminate relevant information about our operations and our social impact.

# CUSTOMER SATISFACTION SURVEY

Since 2020, we have conducted annual surveys to assess the population’s satisfaction with the services provided by the business units. The information collected forms a database that supports the monitoring of service delivery and the continuous improvement of these services.

The survey also serves as a tool for monitoring the Social License to Operate, capturing citizens’ perceptions regarding water supply, sewage collection and treatment, as well as the service provided by the Company’s operations.

In 2024, more than 25,000 interviews were conducted, covering a representative sample of the served population.





# DEFINED PROCEDURES

GRI 3-3 Respect for local communities, environmental education, and awareness programs, 3-3 Customer health and safety, water quality and contaminants, 3-3 Operating efficiency management

It details the process of identifying, throughout the year, social risks related to major construction projects and operational events that may potentially have adverse impacts on stakeholder relations. The unit must identify, qualify, and prioritize the risks and assess the need for an Action Plan.



1.

## SOCIAL RISK SURVEY

We identify the social risks related to major construction projects and operational events that may potentially have adverse impacts on stakeholder relations. Risks are prioritized and mitigation plans are drawn up.

2.

## STAKEHOLDER ENGAGEMENT PROCEDURE

We define mutual information exchange actions between the concessionaire and stakeholders and present information based on a participatory methodology, clearly and suited to each interested profile.

3.

## ONGOING REPORTING TO AFFECTED COMMUNITIES

We record, identify, and analyze social risks, engagement actions and, if any, set out action plans.

4.

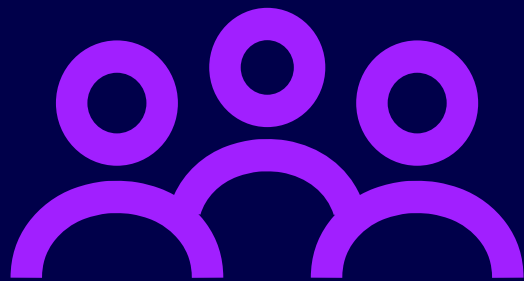
## CONTACT WITH TRADITIONAL COMMUNITIES

We detail the procedures for expected and unexpected contacts with Indigenous peoples, including obtaining Free, Prior, and Informed Consent.

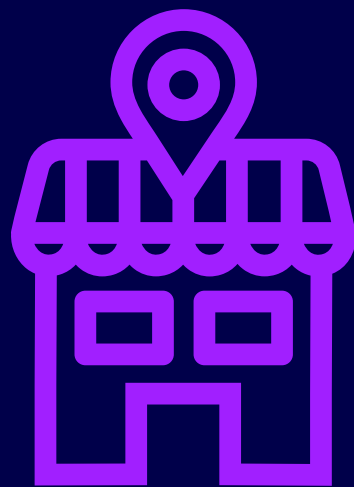




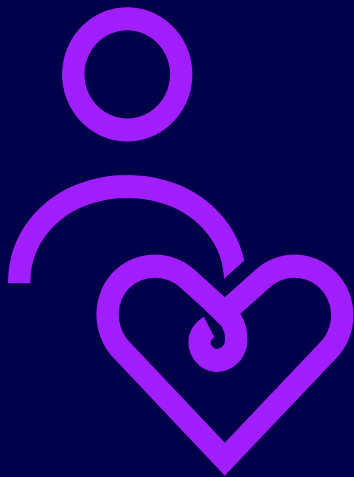
IMPACT AND DIRECT BENEFITS GENERATED  
THROUGH SOCIAL RESPONSIBILITY  
PROJECTS AND PROGRAMS



More than 970,000  
people benefited



More than 350 micro  
and small businesses  
benefited



More than 16,000  
community leaders  
engaged





The Institute’s initiatives align with Aegea’s Social Responsibility strategy. It selects partners and projects for the allocation of resources through tax incentive laws and establishes exchanges with the third sector’s public and private institutions. It identifies opportunities for integrated actions with a focus on territorial development and produces technical information for Aegea’s Social Responsibility area. It also monitors trends in the third sector.

## SOCIAL PROJECTS AND PROGRAMS

Guided by the Private Social Investment Policy, in 2024 we allocated R\$64.3 million to socio-environmental projects and initiatives that promote a positive impact on education, health and income generation, which are the pillars of the Human Development Index (HDI).

Through tax incentive laws, we allocate tax resources to contribute to the communities development. In 2024, we invested R\$21.1 million in projects supported by the Rouanet Law, the Sports Incentive Law, as well as contributions to the Children and Adolescent Fund and Fund for the Elderly.





See the table below for the social projects supported during 2024:

Projects	Type	Partnerships	Input	Output	Impact generated (2023 and 2024)
ESCOLA SANEADA PROJECT	Health and hygiene promotion	UNICEF WASH Program	Construction of sanitation infrastructure in public schools, especially in rural areas	Improved infrastructure and hygiene, increased school attendance and performance and a reduction in water-borne diseases	60,000 students from 127 schools
ESTAÇÃO FONTE DO SABER AND SAÚDE NOTA 10 PROGRAMS		-	Environmental and sanitary education programs for the population	Improved environmental and sanitary education and awareness	3,000 people at 99 lectures 840,000 students and teachers from 4,377 schools
PROSPERA AND VOLUNTEERING PROGRAMS	Access to services	S System and various local partnerships	Provision of basic and essential services for the population and vulnerable communities, such as: <b>Health and hygiene services:</b> eye assessment, blood pressure measurement, blood glucose measurement, bioimpedance, dental care, speech therapy, physiotherapy, haircuts, talks on sanitation and healthy nutrition; <b>General services:</b> legal advice and training in preparing CVs; and <b>Recreation:</b> games and activities for children and adolescents	Enhanced quality of life, access to information and bolstered relationships with the Company	2024: 12,000 people assisted 18,000 services 1,800 volunteers  2023 5,500 people assisted 4,000 services 340 volunteers
EMPREENDAAE	Professional training	Entrepreneurial Alliance	Training, mentoring and acceleration of micro-enterprises	Income generation and entrepreneurship reinforcement	214 micro-entrepreneurs and 142 small businesses
PIONEIROS (PIONEERS) PROJECT		-	Train students in the labor market and professions related to sanitation	Prepare young people for the labor market	1,000 students
MÃOS E OBRAS (HANDS AND WORKS)		Local Cooperatives	Community residents training in hydraulics	Professionalization and income generation	500 people
SOMOS DIVAS NA LUZ DO CANDEEIRO		-	Ceramics training for women from quilombola communities	Professionalization, income generation and cultural enhancement	230 Women
PEOPLE MANAGEMENT	Engajament	-	Engagement and communication with community leaders and visits to Company facilities	Enhanced sanitary education and awareness, bringing the population closer to the Company	16,000 community leaders engaged 4,400 visits made 25,000 people hosted at the Company



# EMPLOYEES

GRI 2-30, 3-3 People management

We have a team of 21,595 employees, a 19.6% increase, or 3,500, over the previous year. We respect the unique characteristics of each location where we operate and strive to build a legacy of development in the municipalities where we operate. We prioritize the hiring of local labor and reflecting the population's diversity.

In 2024, 98% of our workforce (excluding trainees and apprentices) is hired on a full-time, permanent basis and is covered by a collective bargaining agreemen..

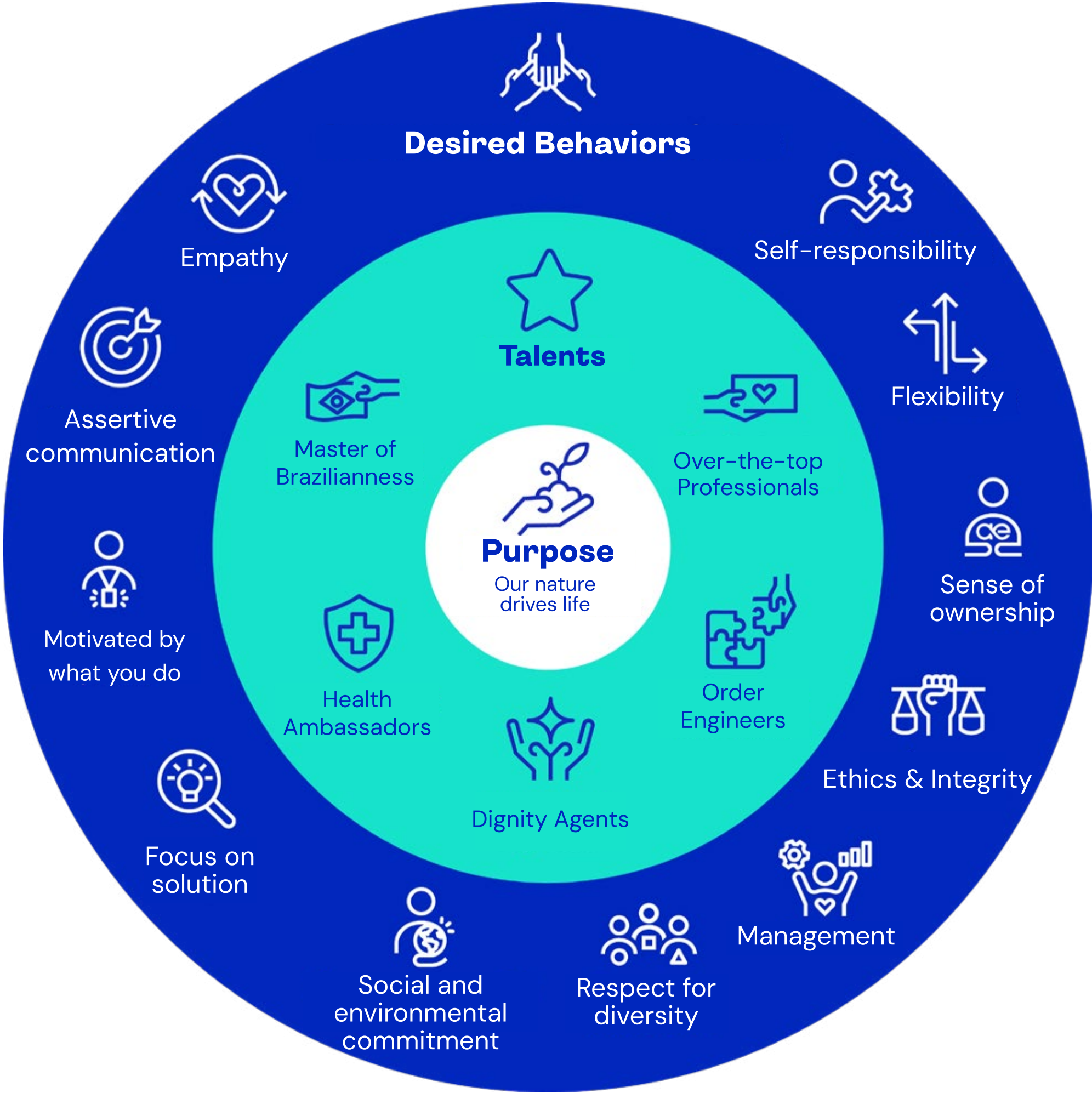
21,595  
employees

# ORGANIZATIONAL CULTURE WHEEL

We work on organizational culture in a respectful way, aware of the impact it has on people's lives. We represent the Company's DNA with the symbol of a wheel, the center of which highlights our purpose. From this symbol, the elements that make us unique and distinguish our employees as professionals capable of building an impact and transforming the world are unveiled. From five essential talents, we have evolved towards a set of eleven desired behaviors, the integration of which defines the Company's identity and reflects its core principles and future aspirations.

# DIVERSITY

We promote inclusion and equity with a focus on race and gender in an environment that reflects the rich diversity of backgrounds, perspectives and experiences that exist in the territories where Aegea operates.







DIVERSITY GOALS  
GRI 3-3 People management

Our goal is to increase the leadership positions filled by women and black employees (up to 4 levels below the CEO). In 2024, we achieved 35.8% female leaders and 21.6% Black leaders. Our long-term goal is to achieve 45% women and 27% Black employees in leadership positions by 2030. To achieve these goals, we have implemented strategies for attracting and retaining a diversity of talent, as well as targets for training successors with a focus on diversity for senior management.

RESPEITO  
DÁ O TOM  
aegea

RESPEITO DÁ O TOM (RESPECT SETS THE TONE)  
PROGRAM (RDT)  
GRI 406-1

We are committed to ensuring that our workforce reflects the racial diversity of the Brazilian population across all our units, with a focus on three key pillars: employability, development, and relationship. We have set up protocols of conduct and we take specific measures to manage our people, with a particular focus on racial and gender equity.

In 2024, we conducted the following initiatives:

- RWe reinforced the activities of the local RDT committees;
- We have joined the Pact for the Promotion of Racial Equity, which gathers more than 60 companies and proposes the implementation of a Racial ESG Protocol in Brazil;
- We carried out a new diversity census;
- We organized the Women’s Week and the Racial Diversity Week, with external guests and in-house leaders.



# TALENT ATTRACTION, TRAINING, AND RETENTION

GRI 3-3 People management

We pursue the continuous development of our human capital through various initiatives.

## Individual Development Plan

GRI 404-2

The People Management Cycle assesses the managers’ adhesion to the desired behaviors of our culture. Participants receive feedback and outline knowledge paths with their own objectives to develop new skills. In 2024, more than a thousand PDIs were created.

The *Evoluir* Program is designed to nurture the development of new leaders, equipping them with the skills to spearhead the cultural evolution of team development, drive business strategies, and promote the desired behaviors.

In 2024, more than 1,400 leaders (from supervisory to board level) took part in this initiative.

## Citizen Company

We participate in the Citizen Company Program, a federal government initiative that extends maternity and paternity leave rights in companies.

## Sanitation School

Focused on technical mastery and operational synergy, it trained 2,500 operational professionals. Its *Multiplicadores* (Multipliers) Program includes more than 100 professionals who are being trained to disseminate good practices.

## Business School

It focuses on the succession plan for managers and officers, training more than 900 coordinators and supervisors. Complementary knowledge maintenance programs include “News Evoluir” (Advancement News), which offers frequent updates, “Gestão na Prática” (Management in Practice), about real leadership experiences, and “Papo de Gestão” (Management Chat), with enriching discussions about good administrative practices.

## Social School

It offers more than 50 courses for socially vulnerable young people and professionals. The *Pioneiros* (Pioneers) Project and specific paths for local suppliers are included in this initiative.

## Mentoring Program for Women and Black Employees

The rollout of the programs involved 80 professionals, who can take on future opportunities within the Company.

## Aegea Academy

In 2024, the Aegea Academy achieved significant results by training 94% of employees, totaling an average of 25 hours of training per employee.

During 2024, we invested in modern practices such as gamification and microlearning, applied in programs such as the “Sanitation Game”, organized hackathons to address strategic challenges and adopted adaptive platforms that direct learning according to each employee’s journey. We have also introduced practical training centers, with simulations that prepare employees for real situations in the field.





## Undergraduate and postgraduate

During the year, we launched the 3<sup>rd</sup> class of the In-Company Undergraduate Program and continued the MBA in Business Management with a focus on sanitation. These programs aim to train more than 195 professionals and prepare future leaders for the Company – 84% of the employees taking part in the MBA and 73% of the undergraduate program participants were promoted and/or took on new roles after completing their studies.

GRI 404-1

Average hours of employee training by gender

	2023	2024	Δ
Men	30.5	31.1	1.8%
Women	49.0	50.1	2.4%
<b>TOTAL HOURS OF TRAINING</b>	<b>35.5</b>	<b>35.6</b>	<b>0.3%</b>

Average hours of employee training by employee category<sup>1 2</sup>

	2023	2024	Δ
Board of Executive Officers	103.3	64.7	−37.4%
Management	88.0	75.5	−14.3%
Head/coordination	36.8	82.2	123.4%
Technical/supervision	78.4	53.7	−31.5%
Administrative	49.3	46.0	−6.8%
Operational	27.4	25.7	−6.3%
Trainees	54.1	205.1	279.0%
Contractors	16.0	4.2	−73.8%
<b>TOTAL HOURS OF TRAINING</b>	<b>35.5</b>	<b>35.6</b>	<b>0.1%</b>

1 We included hours worked by third parties, i.e., workers who are not registered in our employee base. In addition, we considered the hours produced by trainees. In December 2024, the Trainee Program had already been completed; however, we recorded more than 7,000 hours worked by these employees while they were still working as trainees.

2 With Aegea's accelerated growth and the consequent increase in the number of employees in all areas, we recorded an increase in the total volume of training hours conducted. However, this expansion impacted the average number of hours per job group, which showed a proportional reduction due to the significant growth in the workforce.



### TRAINEES PROGRAM

In 2024, we graduated our 6<sup>th</sup> class of 37 trainees, 78% of whom have already taken up leadership positions. The closing hackathon highlighted innovative solutions aligned with the MOA, culminating in projects to be implemented in 2025.

### ZENKLUB PLATAFORM

It offers free wellness services. The app is available 24 hours a day, seven days a week, offering support from professionals such as psychologists, nutritionists, and therapists, as well as activities such as yoga, guided meditation, and aromatherapy, among other experiences.



# HEALTH AND SAFETY

GRI 3-3 Occupational health and safety, 403-1, 403-3

Occupational health and safety are fundamental pillars of our policies and commitments. We reflect this priority in all our actions, operating legally, ethically, and transparently to preserve the lives and well-being of our employees.

Our EHS (Environment, Health, and Safety) Management System covers the entire Company, operations, and units, ensuring the protection of employees and outsourced workers, in accordance with our corporate guidelines on occupational health and safety.

Our approach to occupational health and safety management is aligned with the regulatory standards defined by the Ministry of Labor and Employment (MTE), as well as with recognized international standards, especially those of the Occupational Safety and Health Administration (OSHA) and the IFC Performance Standards. In accordance with the Risk Management Program (PGR), we are committed to identifying, assessing, and recognizing the health risks to which our employees are exposed.



# INTERAGE PROGRAM

GRI 3-3 Occupational health and safety, 303-2

The *Interage* program is built through a comprehensive set of guidelines: ten for system management, eight for environmental management and 39 focused on worker health and safety.

The Program centralizes occupational health and safety standards and, along with environmental guidelines, builds the basis of our EHS culture, actions, and behaviors. To ensure effectiveness, the Program sets out performance indicators related to critical points in compliance with health, safety, and environmental standards. Continuous monitoring of these indicators provides us with valuable information for decision-making, allowing us to proactively eliminate or mitigate risks.

In 2024, we acted with the Safety Conduct Program, along with the Interage Program, to bolster our safety culture, in line with Aegea’s Culture Mandala. Interaction between leaders, employees and service providers was fomented by a behavioral observation program, safety ratings and enhanced safety training, among other initiatives.





# COMMITMENTS

GRI 3-3 Occupational health and safety

## Goals and objectives

In 2024, we achieved a significant reduction in the accident frequency rate, ending the year with a rate of 6.1, surpassing our target of 8.6. In addition, our safety rating has reached the status of excellence, with 93.4%.

To achieve this result, we adopted specific and comprehensive strategies. Firstly, we focused on high-potential incidents, with the mandatory participation of management in the investigation of these incidents. In addition, the creation of training paths and videos in the Aegea Academy ensures that our employees have access to the educational resources they need to promote safety at work. Recognition and reward campaigns were also conducted.

## Behavioral dialogue and committees

GRI 403-2, 403-4

The management of our workers' health and safety is prioritized through safety committees, present in each unit and Executive Board. These committees serve as forums for discussions, alignment and forwarding of continuous improvement actions.

We ensure that all employees have easy access to the Interage Program's Normative Instructions via a digital platform, where they can provide feedback any time. We also offer training and

competence courses, with specific content linked to each position's duties. Safety Onboarding and Daily Safety Dialogues (DDSs) are essential tools for raising awareness and preventing accidents.

The Internal Commission for the Prevention of Accidents and Harassment (CIPA) is a formal committee made up of employer and employee representatives. Its composition and size strictly adhere to specific legislation and are defined by the number of employees in each unit.

We have also implemented the behavioral dialogue program called "Aprendendo com Quem Faz" (Learning from Those Who Do), which fosters the exchange of knowledge and experiences among employees, enhancing our ability to address higher risk/potential occurrences by setting up thematic committees to ensure that we are consistently up to date and prepared to tackle the most critical safety challenges.

## ENGAGED SENIOR MANAGEMENT

We ensure the prioritization of safety at all levels of the Company through a clear and direct management structure. Our corporate team reports directly to the EHS officer, who reports to the CEO. This team is responsible for establishing the corporate EHS policy and guidelines.

Safety  
rating  
**93.4%**





07

Operational  
Performance, Investments  
and Financial Results





# Operational performance of the Aegea Ecosystem

## GRI 3-3 Economic and financial performance

In recent years, we have become an investment platform in the sanitation sector, attracting capital in a structured way to support the expansion of our business. In this context, corporate structures were developed and currently are not fully consolidated in the Company's Financial Statements. To present the results of the companies managed by the Company, that is the Aegea Ecosystem, we discuss below the results of Aegea Ecosystem Proforma, which consider:

- The results of Águas do Rio 1 and Águas do Rio 4, which are non-consolidated subsidiaries in the Financial Statements and whose results are recognized through equity income method; and
- Parsan's Debt.

Below is a summary of the results of the main operational and financial indicators of the Aegea Ecosystem. [Click here to see the full financial statements.](#)

	2022	2023 <sup>2</sup>	2024	Δ 2024/2023
Employees	11,837	18,053	21,595	19.6%
Households <sup>1</sup> (thousand)	8,025	12,791	13,757	7.6%
Billed volume <sup>1</sup> (million m <sup>3</sup> )	1,381	1,924	2,119	10.1%
Net revenue (R\$ million)	8,329	14,266	16,154	13.2%
EBITDA (R\$ million)	3,559	6,312	7,951	26.0%
EBITDA Margin	43%	44%	49%	5.0 p.p.
Net income (R\$ million)	557	1,399	1,449	3.6%
Investments (R\$ thousand)	1,934	4,539	10,390	128.9%
Capex (R\$ million)	1,934	4,008	5,350	33.5%
Grant Fees (R\$ million)	-	531	5,040	849.1%
Net Debt (R\$ million)	15,456	23,399	34,633	46.7%
Net Debt/EBITDA LTM (x)	4.3 x	3.7 x	4.3 x	0.6 x

<sup>1</sup> Households and billed volume in 2023 have been restated to include Ambiental Ceará's operational data. For Águas do Rio, billed households were considered.

<sup>2</sup> Considers the results from January to December 2023 of Corsan, which has been consolidated by Aegea since July 2023.



In 2024, the number of households totaled 13.8 million, or 7.6% higher than the previous year. This advance was driven by investments in expanding coverage, with more than 400,000 new households connected, as well as the portfolio growth, which added more than 500,000 new households with the start of Ambiental Paraná, Águas de Valadares, Águas de Jarú and Águas de Palhoça.

Billed volume grew by 10.1% in 2024, mainly driven by the start of new operations, especially Ambiental Ceará, as well as the coverage expansion in other concessions. This performance contributed to the 13.2% growth in the Pro-forma net revenue of the Aegea Ecosystem, as well as tariff readjustments and increase in the revenue from the PPPs.

Costs and expenses increased by 3.1%, mainly due to the start of new operations.

Pro-forma EBITDA for the Aegea Ecosystem increased by 26.0%, driven by the improvement in the operational and financial performance of the concessions, especially at Águas do Rio and Corsan, in addition to the start of new operations.

Investments by the Ecosystem of managed companies totaled R\$10.4 billion in 2024, R\$5.9 billion higher than in 2023. This increase mainly reflects the expansion of sewage coverage across all concessions and PPPs. Of the grant fees paid in the year, we highlight the payment of Águas do Rio final installment, in the amount of R\$3.8 billion.

Pro-forma net debt totaled R\$34.3 billion at the year-end, with leverage (net debt/ EBITDA) of 4.3x and an average term of 7.4 years. Higher leverage is mainly related to the high volume of investments made and the payment of the concession mentioned above.

## CASH FLOW

In 2024, the managerial cash flow totaled R\$4.6 billion, an increase of 76.1% year-on-year due to higher revenue collected.

	2022	2023	2024	Δ 2024/2023
Revenue collected	6,807	10,512	14,190	35.0%
Taxes paid	(832)	(1,250)	(1,647)	31.8%
Operating expenses	(4,169)	(6,673)	(7,984)	19.7%
<b>MANAGERIAL CASH FLOW</b>	<b>1,805</b>	<b>2,589</b>	<b>4,559</b>	<b>76.1%</b>





# AEGEA FINANCIAL STATEMENTS HIGHLIGHTS

We present below Aegea’s consolidated results, as disclosed in our financial statements.

	2022	2023	2024	$\Delta$ 2024/2023
Households <sup>1</sup> (thousand)	3,831	8,266	9,243	12.3%
Billed volume <sup>1</sup> (million m³)	557	752	1,117	48.5%
Net revenue <sup>23</sup> (R\$ million)	3,674	6,856	10,007	46.0%
Costs and expenses (R\$ million)	1,443	2,607	3,742	43.6%
EBITDA (R\$ million)	2,471	4,507	6,361	41.1%
EBITDA Margin	67.3%	65.7%	63.6%	-2.2 p.p.
Net income (R\$ million)	417	1,351	2,049	51.6%
Investments (R\$ thousand)	974	2,344	4,998	113.2%
Capex (R\$ million)	974	1,813	3,742	106.5%
Concessions paid (R\$ million)	-	531	1,253	136.0%
Net Debt (R\$ million)	7,793	12,253	18,058	47.4%
Net Debt/EBITDA LTM (x)	3.2	2.3 x	2.8 x	0.5 x

1 Households and billed volume in 2023 have been restated to include Ambiental Ceará’s operational data.  
2 We exclude revenue and construction costs with a margin close to zero (ICPC 01).  
3 Costs and expenses, excluding amortization and depreciation.

In 2024, the number of households reached 9.2 million, 12.3% higher than in the previous year. This advance was driven by investments in expanding coverage, with approximately 470,000 new households connected, and by the portfolio growth, which added more than 500,000 households through the operations started throughout the year.

The billed volume significantly increased by 48.5%, mainly due to the longer period of consolidation and the commercial initiatives implemented by Corsan, which accounted for 66% of this growth, as well as expansion in coverage at the other concessions.

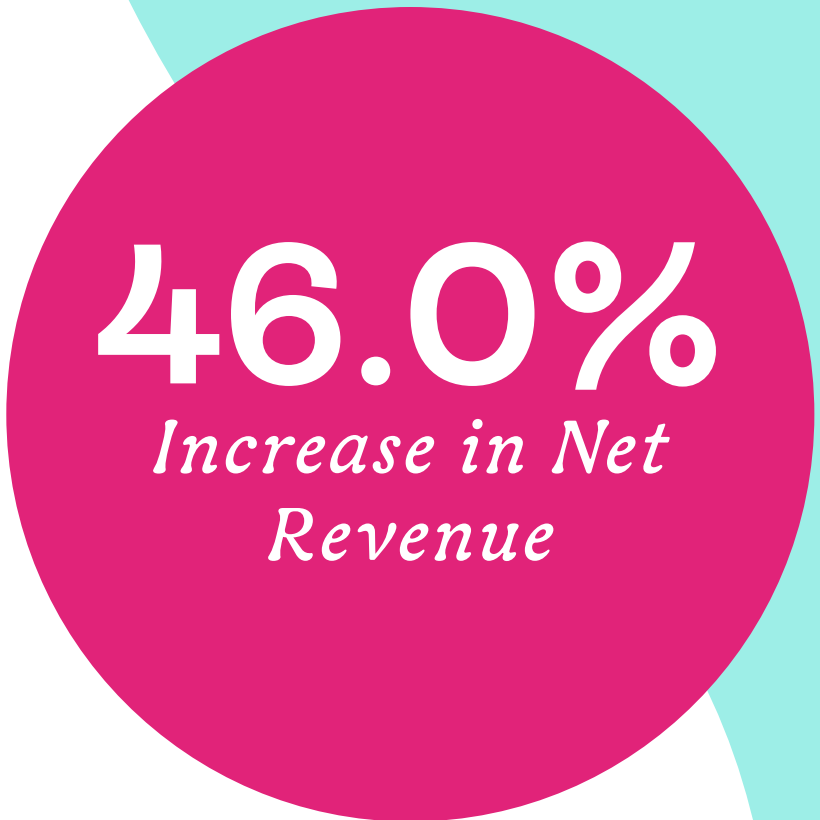
Net revenue increased by 46.0% in 2024, driven by the full 12 months of Corsan’s consolidation (compared to 6 months in 2023), tariff readjustments and the growth in the PPPs revenue.

Costs and expenses increased by 43.6%, mainly due to the longer consolidation period of Corsan and the entry into operation of new assets, which were partially offset by the efficiency measures already implemented.

Adjusted EBITDA grew by 41.1%, reflecting the combined effect of Corsan’s longer consolidation period, increased billed volume, tariff readjustments and the increase in PPP revenues.

Investments totaled R\$5.0 billion in the year, considering both Capex and the grant fees paid. Higher Capex is mainly due to the expansion of sewage coverage across all concessions and PPPs. In 2024, grant fees totaled R\$ 1.3 billion.

At the year-end, net debt totaled R\$18.0 billion, with leverage of 2.8x (net debt/ EBITDA) and an average term of 4.5 years. Higher debt and leverage mainly reflects the high volume of investments made, including the payment of grant fees in the period.







Below we detail the direct economic value generated and distributed in 2024.

GRI 201-1

Direct economic value generated and distributed (R\$ thousand)<sup>1</sup>

	2022	2023	2024	Δ 2024/2023
<b>Revenues</b>	<b>5,062,744</b>	<b>9,742,912</b>	<b>15,310,058</b>	<b>57.1%</b>
Inputs acquired from third parties	(2,583,947)	(4,762,218)	(7,258,050)	52.4%
<b>Gross value added</b>	<b>2,478,797</b>	<b>4,980,694</b>	<b>8,052,008</b>	<b>61.7%</b>
Amortization and depreciation	(443)	(685,913)	(926,389)	35.1%
<b>Net value added produced by the Company</b>	<b>2,036,175</b>	<b>4,294,781</b>	<b>7,125,619</b>	<b>65.9%</b>
Value added received in transfer	1,640,875	1,790,790	2,833,061	58.2%
Equity accounting income	240,065	256,934	96,036	-62.6%
Financial income	1,400,810	1,533,856	2,737,025	78.4%
<b>Total value added to distribute</b>	<b>3,677,050</b>	<b>6,085,571</b>	<b>9,958,680</b>	<b>63.6%</b>
<b>Value added distributed</b>	<b>3,677,050</b>	<b>6,085,571</b>	<b>9,958,680</b>	<b>63.6%</b>
Personnel	401,512	1,101,023	1,221,968	11.0%
Taxes, fees, and contributions	786,209	1,511,049	2,409,720	59.5%
Debt capital remuneration	2,072,455	2,122,209	4,278,122	101.6%
Equity capital remuneration	416,874	1,351,290	2,048,870	51.6%

<sup>1</sup> The increase identified between 2024 and 2023 reflects our operations growth, both in current concessions and new operations.

CASH FLOW

In 2024, the managerial cash flow totaled R\$3.4 billion, a R\$2.2 billion increase compared to 2023 due to higher revenue collected, resulting from Corsan’s longer consolidation period.

	2022	2023	2024	Δ 2024/2023
Revenue collected	3,092	5,755	8,879	54.3%
Taxes paid	(476)	(869)	(1,246)	43.4%
Operating expenses	(1,513)	(3,591)	(4,179)	16.4%
<b>MANAGERIAL CASH FLOW</b>	<b>1,104</b>	<b>1,295</b>	<b>3,454</b>	<b>166.7%</b>



A photograph of a person swimming in the sea at sunset. The person's head and shoulders are visible above the water, silhouetted against the bright, golden light of the setting sun. The water is dark with small, shimmering waves. In the background, a distant shoreline with hills and some structures is visible under the warm glow of the sunset. The entire image is framed by a thick, abstract border composed of blue and purple wavy shapes.

08

Exhibits



# Exhibits

## IMPACT STUDY

GRI 3-3

Material topics	GRI Disclosure	Impacts	Resources/stakeholders affected
Economic and financial performance	GRI 3: Material topics 2021 GRI 201: Economic performance 2016	<b>Business continuity, a good reputation in the financial market and value creation for shareholders</b> are real and potential positive impacts. <b>Destruction of shareholder value and reduced ability to raise loan and financing</b> are potential adverse impacts.	Shareholders and investors, economy, environment, own operations, partners and suppliers, society.
Universalization of basic sanitation	GRI 3: Material topics 2021 GRI 203: Indirect economic impacts 2016 GRI 303: Water and effluents 2018	Among the real positive impacts are <b>environmental preservation and recovery, better use of natural resources, vulnerable people’s access to sanitation services, improved health and quality of life, income generation and enhanced sanitation infrastructure</b> . Potential positive impacts include <b>tourism growth, property appreciation and a lower public spending</b> on lack of sanitation-related expenses.  In terms of real impacts, we have the <b>generation of solid waste</b> and <b>greenhouse gas emissions</b> .	Economy, environment, society.
Compliance, ethics, and anti-corruption measures	GRI 3: Material topics 2021 GRI 205: Anti-corruption 2016 GRI 206: Anti-competitive behavior 2016 GRI 408: Child labor 2016 GRI 409: Forced or compulsory labor 2016 GRI 415: Public Policies 2016 GRI 418: Customer privacy 2016	Potential positive impacts include <b>lower cases of corruption, less unfair competition, and environmental and socio-economic compliance</b> .  On the other hand, a potential negative impact is the occurrence of <b>conflicts of interest</b> , which can arise from the misuse of position or duty to make decisions that favor personal interests to the detriment of business interests.	Shareholders and investors, economy, environment, own operations, society.



GRI 3-3

Material topics	GRI Disclosure	Impacts	Resources/stakeholders affected
Energy management	GRI 3: Material topics 2021 GRI 302: Energy 2016	<p>The real positive impacts include <b>better use of natural resources, reduced damages to the environment and increased consumption of renewable energy.</b></p> <p>The real negative impacts are related to <b>higher energy demand.</b></p>	Economy, environment, own operations, society.
Operating efficiency management	GRI 3: Material topics 2021 GRI 303: Water and effluents 2018	<p>Among the real positive impacts are programs to <b>reduce water losses, lower specific energy consumption and increased use of energy from renewable sources.</b></p>	Shareholders and investors, economy, environment, own operations, society.
Water production and sewage collection and treatment	GRI 3: Material topics 2021 GRI 303: Water and effluents 2018	<p>Among the real positive impacts are <b>environmental preservation and recovery, better use of water resources, improved urban infrastructure, the inclusion of vulnerable people to sanitation and lower public spending</b> related to the lack of sanitation.</p> <p>A real negative impact is the <b>generation of solid waste</b>, including sludge, from sanitation activities such as water and sewage treatment processes, excavation works and household waste.</p>	Economy, environment, society.
Greenhouse gas emissions	GRI 3: Material topics 2021 GRI 305: Emissions 2016	<p>Real positive impacts include <b>better use of natural resources, reduction, and prevention of environmental damages, besides the production and consumption of renewable energy.</b></p> <p>On the other hand, the real negative impact is <b>increased atmospheric emissions</b> resulting from sewage treatment operations.</p>	Environment, society.



GRI 3-3

Material topics	GRI Disclosure	Impacts	Resources/stakeholders affected
Occupational health and safety	GRI 3: Material topics 2021 GRI 403: Occupational health and safety 2018	<p>Real positive impacts include <b>enhanced well-being and quality of life, improved health, and productivity growth</b>. Potential positive impacts include a <b>reduction in accidents and incidents</b>.</p> <p>Potential negative impacts include <b>higher absenteeism, rising costs and expenses</b> and the risk of <b>work-related illness</b>. A real negative impact is the <b>occurrence of accidents and incidents</b>.</p>	Employees, own operations, society.
People management	GRI 3: Material topics 2021 GRI 404: Training and education 2016 GRI 405: Diversity and equal opportunity 2016 GRI 406: Non-discrimination 2016	<p>Real positive impacts include <b>increased diversity, equity, and inclusion</b> in teams, as well as <b>income generation and professional training and qualification</b>. Potential positive impacts include <b>enhanced quality of life and greater talent retention</b>.</p> <p>One potential negative impact is a <b>talent drain</b>.</p>	Employees, economy, own operations, society.
Respect for local communities, environmental education, and awareness programs	GRI 3: Material topics 2021 GRI 411: Indigenous people’s rights 2016 GRI 413: Local communities 2016	<p>Real positive impacts include the <b>preservation of human rights, access to environmental education and awareness programs and improved water resource quality</b>. Potential positive impacts include the <b>preservation of rights and cultural enhancement</b>, including Indigenous peoples and communities.</p> <p>Potential negative impacts include eventual <b>disruptions to the community’s routine</b> due to the expansion of operations, such as works to extend or repair the water and sewage networks.</p>	Local and traditional communities, environment, society.



GRI 3-3

Material topics	GRI Disclosure	Impacts	Resources/stakeholders affected
Customer health and safety, water quality and contaminants	GRI 3: Material topics 2021 GRI 416: Consumer health and safety 2016	Real positive impacts include <b>higher volume of treated water</b> returned to the environment, <b>environmental recovery and preservation, better use of water resources, vulnerable people’s access to sanitation services, income generation and enhanced quality of life</b> . Potential positive impacts include a <b>reduction in the occurrence of water-borne diseases, lower public spending on sanitation, tourism growth and property appreciation</b> .	Customers, economy, environment, regulatory body, society.
		A real negative impact is the <b>generation of solid waste</b> , including <b>sludge</b> , from sanitation activities such as water and sewage treatment processes, excavation works and household waste.	
Risk management	GRI 3: Material topics 2021	Real positive impacts include <b>greater control, risk management</b> and implementation of control and mitigation measures, with effects on <b>lower losses</b> from the investors’ perspective, <b>mitigation of damages to the environment, reduced violations of human rights</b> and <b>decreased accidents</b> .	Shareholders and investors, environment, own operations, society.
		A potential negative impact is the <b>destruction of value</b> due to the materialization of unmapped risks.	



GRI 3-3

Material topics	GRI Disclosure	Impacts	Resources/stakeholders affected
Innovation and technology	GRI 3: Material topics 2021	<p>Real positive impacts include <b>productivity gains, higher operational and financial efficiency, better use of natural resources, environmental preservation, incentives for the development, adoption and dissemination of advanced technologies, startups support, improved customer, partner and employee experience</b>, as well as <b>higher inclusion of the population in sanitation</b>.</p> <p>A potential negative impact is the <b>inoperability of systems and failures in critical processes</b>, which can affect operations.</p>	Shareholders and investors, economy, environment, own operations, partners and suppliers, society.



GRI 2-7

Employee information by type of employment agreement and gender

	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent employees	8,842	2,716	11,558	13,427	4,238	17,665	16,152	4,869	21,021
Temporary employees	106	173	279	159	229	388	274	300	574
TOTAL	8,948	2,889	11,837	13,586	4,467	18,053	16,426	5,169	21,595

GRI 2-7

Employee information by type of employment and gender

	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
No guarantee of hours employees	0	0	0	228	106	334	0	0	0
Full-time employees	8,888	2,791	11,679	13,231	4,199	17,430	16,291	5,000	21,291
Part-time employees	60	98	158	127	162	289	135	169	304
TOTAL	8,948	2,889	11,837	13,586	4,467	18,053	16,426	5,169	21,595

GRI 2-7

Employee information by type of employment agreement and region

		2022	2023	2024
Permanent employees	North	1,431	1,343	1,519
	Northeast	922	1,961	2,523
	Mid-West	1,607	1,689	1,768
	South	7,169	4,099	5,993
	Southeast	429	8,573	9,218
	TOTAL	11,558	17,665	21,021
Temporary employees	North	67	52	58
	Northeast	38	56	179
	Mid-West	38	74	66
	South	125	10	61
	Southeast	11	196	210
	TOTAL	279	388	574
Total	North	1,498	1,395	1,577
	Northeast	960	2,017	2,702
	Mid-West	1,645	1,763	1,834
	South	7,294	4,109	6,054
	Southeast	440	8,769	9,428
	TOTAL	11,837	18,053	21,595



GRI 2-7

Employee information by type of employment and region<sup>1</sup>

		2022	2023	2024
No guarantee of hours employees	South	0	334	0
	TOTAL	0	334	0
Full-time employees	North	1,434	1,343	1,519
	Northeast	923	1,970	2,608
	Mid-West	1,611	1,693	1,772
	South	432	3,702	5,997
	Southeast	7,279	8,722	9,395
	TOTAL	11,679	17,430	21,291
Part-time employees	North	64	52	58
	Northeast	37	47	94
	Mid-West	34	70	62
	South	8	73	57
	Southeast	15	47	33
	TOTAL	158	289	304
Total	North	1,498	1,395	1,577
	Northeast	960	2,017	2,702
	Mid-West	1,645	1,763	1,834
	South	440	4,109	6,054
	Southeast	7,294	8,769	9,428
	TOTAL	11,837	18,053	21,595

<sup>1</sup> In the last three years, there have been no employees without guaranteed hours in the North, Northeast, Midwest and South.



GRI 205-2

Governance body members notified and trained in anti-corruption, by region

Region		2022		2023		2024	
		Total number	%	Total number	%	Total number	%
Southeast	Notified	12	100%	24	100%	18	100%
	Trained	12	100%	24	100%	18	100%

GRI 205-2

Employees notified and trained in anti-corruption, by employee category<sup>1</sup>

Employee category	2022				2023				2024			
	Notified	%	Trained		Notified	%	Trained	%	Notified	%	Trained	%
Officers	%	Notified	%	Trained	%	Notified	%	Trained	105	0.5%	99	0.5%
Managers	166	1.4%	123	1.0%	248	1.7%	187	1.3%	353	1.6%	313	1.5%
Head/ coordinator	512	4.3%	360	3.0%	651	4.5%	560	3.9%	717	3.3%	635	2.9%
Technician/ supervisor	752	6.4%	508	4.3%	932	6.4%	781	5.4%	1,592	7.4%	1,217	5.6%
Administrative	2,449	20.7%	1,838	15.5%	2,972	20.6%	2,505	17.3%	4,971	23.0%	3,930	18.2%
Operations	7,881	66.6%	5,255	44.4%	9,524	65.9%	6,984	48.3%	13,839	64.1%	8,627	40.0%
Trainees	0	0.0%	0	0.0%	41	0.3%	41	0.3%	0	0.0%	0	0.0%
Total	11,825	100%	8,144	68.9%	14,460	100%	11,150	77.1%	21,577	100%	14,821	68.7%

<sup>1</sup> To calculate the percentage data, the headcount by employee category divided by the total number of Aegea employees was considered.



GRI 205-2

Employees notified and trained in anti-corruption, by region<sup>1</sup>

Employee category	2022				2023				2024			
	Notified	%	Trained	%	Notified	%	Trained	%	Notified	%	Trained	%
North	1,498	12.7%	820	6.9%	1,395	9.6%	1,078	7.4%	1,577	7.3%	1,046	4.8%
Northeast	960	8.1%	588	5.0%	2,017	13.9%	1,314	9.1%	2,702	12.5%	1,310	6.1%
Mid-West	1,645	13.9%	1,208	10.2%	1,763	12.2%	1,278	8.8%	1,834	8.5%	1,185	5.5%
Southeast	7,282	61.6%	5,257	44.5%	8,769	60.5%	6,899	47.7%	9,410	43.6%	7,477	34.7%
South	440	3.7%	271	2.3%	530	3.7%	424	2.9%	6,054	28.1%	3,803	17.6%
TOTAL	11,825	100%	8,144	68.9%	14,474	100%	11,150	75.9%	21,595	100%	14,821	68.7%

<sup>1</sup> To calculate the percentage data, the headcount per region divided by the total number of Aegea employees was considered.

GRI 205-2

Business partners informed of anti-corruption policies, by region<sup>1 2</sup>

Region	2022		2023		2024	
	Notified	%	Notified	%	Notified	%
North	771	12.3%	805	11.6%	356	6.1%
Northeast	543	8.7%	830	11.9%	522	8.9%
Mid-West	1,429	22.8%	1,480	21.2%	554	9.4%
Southeast	2,677	42.7%	2,920	41.9%	2,230	37.9%
South	856	13.6%	934	13.4%	2,218	37.7%
Total	6,276	100%	6,969	100%	5,880	100%

<sup>1</sup> To calculate the percentage data, the number of business partners per region divided by the total number of Aegea business partners was considered.

<sup>2</sup> There is no data on the number of business partners informed of anti-corruption policies by type of partner.



GRI 302-1

Energy consumption within the organization (GJ)<sup>1</sup>

	2022	2023	2024	Δ 2024/2023
Electricity from non-renewable sources	90,741.7	73,849.4	80,346.9	8.8%
Electricity from renewable sources	2,691,396.4	3,673,937.5	4,748,254.6	29.2%
Electricity generated by own projects <sup>2</sup>	–	79,284.3	1,368,048.4	1,625.5%
Electricity in the Free Market	1,808,389.8	2,681,184.2	2,486,557.4	–7.3%
Electricity in the captive market <sup>3</sup>	883,006.7	913,469.0	893,648.8	–2.2%
Total energy consumed	2,782,138.1	3,747,787.0	4,828,601.5	28.8%

<sup>1</sup> Aegea does not monitor the consumption of renewable and non-renewable fuels.  
<sup>2</sup> The increase in electricity generated by Aegea's own projects is due to the start-up of Aegea's self-production projects, serving the company's larger operations in the free energy market.  
<sup>3</sup> According to the proportion of the SIN published by EPE.

GRI 303-3

Water withdrawal (ML)

	2022	2023	2024	Δ 2024/2023
Total water withdrawal	1,969,811.5	2,226,496.0	2,641,309.1	18.6%
Surface water	604,861.3	823,248.8	1,204,400.4	46.3%
Underground water	179,062.8	229,861.9	289,228.6	25.8%
Third-party water (public supply)	1,185,887.4	1,173,385.3	1,147,680.1	–2.2%
Water withdrawal in water-stressed areas	220,359.6	369,282.4	816,877.9	121.2%
Surface water	124,960.5	274,917.5	689,154.3	150.7%
Underground water	82,693.5	89,036.9	122,079.9	37.1%
Third-party water	12,705.6	5,328.0	5,643.6	5.6%

GRI 303-4

Water discharge (ML)<sup>1,2</sup>

	2022		2023		2024	
	All the areas	Water-stressed areas	All the areas	Water-stressed areas	All the areas	Water-stressed areas
Surface water	526,713.2	47,802.2	384,718.5	56,993.1	306,636.1	191,684.0
Marine waters	–	–	224,634.7	–	348,651.3	–
Water sent to third parties	–	–	80.6	–	56.2	–
Other forms of disposal (filter pits)	–	–	8,123.7	–	18,087.4	–
TOTAL VOLUME OF WATER DISCHARGED	526,713.2	47,802.2	617,557.5	56,993.1	673,430.9	191,684.0

<sup>1</sup> No water is discharged into groundwater or water sent for use by other organizations.  
<sup>2</sup> No discharge of water other than fresh water.

GRI 303-5

Water consumption (ML)

	2022	2023	2024	Δ 2024/2023
Total water consumption	2,420.7	1,847.3	5,710.1	134.5%
Water consumption in water-stressed areas	842.9	683.2	660.0	–3.4%



GRI 306-3

Type of waste	2022	2023	2024	Δ 2024/2023	Breakdown of waste composition
Class I – hazardous waste	110.8	146.0	153.9	5.4%	Contaminated packaging, light bulbs, batteries, electronic waste, contaminated PPE, chemical product packaging, oils, reagents, and reagent bottles, etc.
Sludge from the water clarification process	8,480.5	37,239.6	33,215.8	-10.8%	Sludge from the water clarification process
Sludge from the sewage treatment process	36,147.7	52,952.0	63,817.9	20.5%	Sludge from sewage treatment.
Waste from implementation/ maintenance works	40,604.5	31,244.0	65,260.3	108.9%	Mixture of construction and demolition waste.
Recyclables	186.3	222.2	522.6	135.1%	Paper, cardboard, scrap metal, plastic, glass, etc.
Other non-hazardous waste	31,963.6	23,132.6	43,912.5	89.8%	Cleaning culverts and drainage channels, desanding, railing, wood, etc.
TOTAL	117,493.4	144,936.5	206,883.0	48.0%	

<sup>1</sup> The 2023 figure was reformulated, since the units sent in adjustments according to the validations made during the year and the conclusion of the Final Disposal Certificates (CDFs) by the service providers. With the reformulation, we saw an increase in the total waste generated in 2023. | [GRI 2-4](#).

GRI 306-4

Total waste diverted from disposal, by composition, and recovery operation (in tons)<sup>1</sup>

	2022	2023 <sup>2</sup>	2024
Class I – hazardous waste	2.3	3.9	15.9
Preparation for reuse	0.2	0.0	0.0
Recycling	0.3	0.1	13.8
Re-refining/Reverse logistics	1.8	3.8	2.1
Class II – non-hazardous waste	13,719.3	42,346.8	68,475.6
Preparation for reuse	9,241.5	25,775.3	46,803.5
Recycling	135.8	123.7	134.7
Composting/Reverse logistics	4,342.0	16,447.8	21,537.3
OVERALL TOTAL	13,721.6	42,350.7	68,491.4

<sup>1</sup> The 2023 figure was reformulated, since the units sent in adjustments according to the validations made during the year and the conclusion of the Final Disposal Certificates (CDFs) by the service providers. With the reformulation, we saw an increase in the total waste diverted from disposal in 2023. | [GRI 2-4](#)



GRI 306-5

Total waste directed to disposal, by composition, and disposal operation (in tons)<sup>1</sup>

	2022			2023 <sup>1</sup>			2024		
	Disposal within the organization	Disposal outside the organization	Total	Disposal within the organization	Disposal outside the organization	Total	Disposal within the organization	Disposal outside the organization	Total
Class I – hazardous waste	0.0	110.8	110.8	0.5	141.7	142.2	3.0	135.1	138.1
Incineration (without energy recovery)	0.0	23.0	23.0	0.0	13.0	13.0	0.0	17.1	17.1
Landfill containment	0.0	13.6	13.6	0.0	75.6	75.6	0.0	48.3	48.3
Other disposal operations	0.0	74.2	74.2	0.5	53.1	53.5	3.0	69.6	72.6
Class II – non-hazardous waste	0.0	100,770.3	100,770.3	16,964.7	85,479.0	102,443.7	20,237.8	118,015.7	138,253.5
Incineration (without energy recovery)	0.0	1.1	1.1	0.0	71.3	71.3	0.0	54.1	54.1
Landfill containment	0.0	83,109.6	83,109.6	0.0	62,400.6	62,400.6	0.0	104,143.2	104,143.2
Other disposal operations	0.0	17,659.6	17,659.6	16,964.7	23,007.2	39,971.8	20,237.8	13,818.4	34,056.2
TOTAL	0.0	100,881.1	100,881.1	16,965.2	85,620.7	102,585.8	20,240.8	118,150.8	138,391.6

<sup>1</sup> The 2023 figure was reformulated, since the units sent in adjustments according to the validations made during the year and the conclusion of the Final Disposal Certificates (CDFs) by the service providers. With the reformulation, we saw a reduction in the total amount of waste directed to disposal in 2023. | [GRI 2-4](#)



GRI 401-1

New hires, by age group<sup>1</sup>

Age group	2022		2023		2024	
	Total number	%	Total number	%	Total number	%
Under 30 years old	2,562	80.0%	2,565	54.8%	4,188	66.6%
30–50 years old	3,281	50.0%	2,958	34.9%	4,741	37.9%
Over 50 years old	464	50.0%	349	26.2%	497	17.7%
TOTAL	6,307	60.0%	5,872	40.6%	9,426	43.6%

<sup>1</sup> Hiring rate: hired in the year/headcount in December of the same year. The application considers the group questioned (example: hired in the North region/headcount of the North region), to ensure comparability between the items.

GRI 401-1

New hires, by gender<sup>1</sup>

Gender	2022		2023		2024	
	Total number	%	Total number	%	Total number	%
Women	4,792	50.0%	4,589	41.5%	2,136	41.3%
Men	1,515	50.0%	1,283	37.4%	7,290	44.4%
Total	6,307	50.0%	5,872	40.6%	9,426	43.6%

<sup>1</sup> Hiring rate: hired in the year/headcount in December of the same year. The application considers the group questioned (example: hired in the North region/headcount of the North region), to ensure comparability between the items.

GRI 401-1

New hires, by region<sup>1</sup>

Region	2022		2023		2024	
	Total number	%	Total number	%	Total number	%
North	289	20.0%	295	21.1%	556	35.3%
Northeast	180	20.0%	1,314	65.1%	1,296	48.0%
Mid-West	652	40.0%	679	38.5%	772	42.1%
Southeast	4,932	70.0%	3,380	38.5%	3,609	38.3%
South	254	60.0%	204	38.5%	3,193	52.7%
TOTAL	6,307	50.0%	5,872	40.6%	9,426	43.6%

<sup>1</sup> Hiring rate: hired in the year/headcount in December of the same year. The application considers the group questioned (example: hired in the North region/headcount of the North region), to ensure comparability between the items.

GRI 401-1

Turnover, by age group<sup>1</sup>

Age group	2022		2023		2024	
	Total number	%	Total number	%	Total number	%
Under 30 years old	1,156	30.0%	1,280	27.4%	1,995	31.7%
30–50 years old	1,448	20.0%	1,789	21.1%	3,364	26.9%
Over 50 years old	150	10.0%	185	13.9%	710	25.3%
Total	2,754	20.0%	3,254	22.5%	6,069	28.1%

<sup>1</sup> Turnover rate: dismissed in the year/headcount in December of the same year. The application considers the group questioned (example: dismissed in the North region/headcount of the North region), to ensure comparability between items.



GRI 401-1

Turnover, by gender<sup>1</sup>

Gender	2022		2023		2024	
	Total number	%	Total number	%	Total number	%
Female	687	20.0%	751	21.9%	1,410	27.3%
Male	2,067	20.0%	2,503	22.7%	4,659	28.4%
TOTAL	2,754	20.0%	3,254	22.5%	6,069	28.1%

<sup>1</sup> Turnover rate: dismissed in the year/headcount in December of the same year. The application considers the group questioned (example: dismissed in the North region/headcount of the North region), to ensure comparability between items.

GRI 401-1

Turnover, by region<sup>1</sup>

Region	2022		2023		2024	
	Total number	%	Total number	%	Total number	%
North	456	30.0%	392	28.1%	365	23.1%
Northeast	100	10.0%	282	14.0%	606	22.4%
Mid-West	448	30.0%	555	31.5%	679	37.0%
Southeast	1,575	20.0%	1,882	21.5%	2,930	31.1%
South	175	40.0%	143	27.0%	1,489	24.6%
TOTAL	2,754	20.0%	3,254	22.5%	6,069	28.1%

<sup>1</sup> Turnover rate: dismissed in the year/headcount in December of the same year. The application considers the group questioned (example: dismissed in the North region/headcount of the North region), to ensure comparability between items.

GRI 403-9

Information about work-related injuries

	2022		2023		2024	
	Employees	Contractors <sup>1</sup>	Employees	Contractors <sup>1</sup>	Employees	Contractors <sup>1</sup>
No. of fatalities resulting from work-related injuries	0	1	0	1	0	3
Rate of fatalities resulting from work-related injuries	0.0	0.3	0.0	0.1	0.0	0.1
No. of work-related injuries with serious consequences (except for fatalities)	2	0	1	2	1	1
Rate of work-related injuries with serious consequences (except for fatalities)	0.1	0.0	0.0	0.1	0.0	0.03
No. of work-related injuries of mandatory communication	238	43	280	49	273	122
Rate of work-related injuries of mandatory communication	10.5	11.1	9.3	2.5	6.1	3.6
Number of hours worked	22,683,872	3,878,971	29,969,838	19,373,863	45,086,923	33,379,083

<sup>1</sup> Contractors are workers who are not employees.

GRI 405-1

Percentage of individuals composing the governance bodies, by gender

Gender	2022	2023	2024
Men	94.1%	91.7%	11.1%
Women	05.9%	08.3%	88.9%



GRI 405-1

Percentage of individuals composing the governance bodies, by age group<sup>1</sup>

Age group	2022	2023	2024
30–50 years old	41.2%	45.8%	38.9%
Over 50 years old	58.8%	54.2%	61.1%

<sup>1</sup> There are no members of the governing bodies under the age of 30.

GRI 405-1

Percentage of individuals composing the governance bodies, by color or race

Color or race	2022	2023	2024
Brown	0.0%	0.0%	33.3%
White	35.3%	62.5%	66.7%
Not informed	64.7%	37.5%	0.0%

GRI 405-1

Percentage of employees, by employee category, by gender<sup>1</sup>

Employee category	Gender	2022	2023	2024
Board of Executive Officers	Men	78.5%	79.3%	76.2%
	Women	21.5%	20.7%	23.8%
Management	Men	59.0%	63.3%	61.5%
	Women	41.0%	36.7%	38.5%
Head/coordination	Men	62.1%	61.3%	63.6%
	Women	37.9%	38.7%	36.4%
Technical/supervision	Men	79.1%	80.9%	80.8%
	Women	20.9%	19.1%	19.2%
Administrative	Men	44.0%	43.4%	43.9%
	Women	56.0%	56.6%	56.1%
Operational	Men	86.3%	87.6%	88.1%
	Women	13.7%	12.4%	11.9%
Trainees	Men	–	36.6%	–
	Women	–	63.4%	–
TOTAL	Men	75.6%	76.3%	76.1%
	Women	24.4%	23.7%	23.9%

<sup>1</sup> The members of the governance bodies have been added to the table, namely the members of the board and committees elected by general shareholders’ meetings and Board of Directors meetings. Some of them do not compose Aegea’s direct workforce, so the total number of employees is higher than that reported in indicator 2-7.



GRI 405-1

Percentage of employees, by employee category, by age group<sup>1</sup>

Employee category	Age group	2022	2023	2024
Board of Executive Officers	Under 30 years old	0.0%	0.0%	1.9%
	30–50 years old	72.3%	73.0%	69.5%
	Over 50 years old	27.7%	27.0%	28.6%
Management	Under 30 years old	4.8%	4.2%	4.2%
	30–50 years old	89.2%	82.3%	84.1%
	Over 50 years old	6.0%	13.4%	11.6%
Head/coordination	Under 30 years old	19.5%	10.7%	9.5%
	30–50 years old	73.4%	61.5%	80.5%
	Over 50 years old	7.0%	27.9%	10.0%
Technical/supervision	Under 30 years old	18.2%	10.3%	14.4%
	30–50 years old	72.7%	74.7%	72.7%
	Over 50 years old	9.0%	15.0%	12.9%

Percentage of employees, by employee category, by age group<sup>1</sup>

Employee category	Age group	2022	2023	2024
Administrative	Under 30 years old	48.8%	41.1%	42.0%
	30–50 years old	46.5%	47.3%	48.5%
	Over 50 years old	4.7%	11.6%	9.5%
Operational	Under 30 years old	30.6%	25.5%	28.1%
	30–50 years old	59.5%	59.5%	57.7%
	Over 50 years old	9.9%	15.0%	14.2%
Trainees	Under 30 years old	–	97.6%	–
	30–50 years old	–	2.4%	–
	Over 50 years old	–	0.0%	–
TOTAL	Under 30 years old	32.6%	26.3%	29.2%
	30–50 years old	58.8%	57.9%	57.9%
	Over 50 years old	8.7%	10.0%	12.9%

<sup>1</sup> The calculation considered the members of the board and committees elected who are not direct employees of the Company. Members of the highest governance body were not considered.



Percentage of employees, by employee category, by color and/or race<sup>1</sup>

Employee category	Color or race	2022	2023	2024
Board of Executive Officers	Black	3.1%	2.0%	2.9%
	Brown	15.4%	15.0%	13.3%
	White	75.4%	81.0%	82.9%
	Indigenous	0.0%	0.0%	0.0%
	Yellow	1.5%	1.0%	1.0%
	Not informed	4.6%	1.0%	0.0%
Management	Black	3.6%	4.9%	4.2%
	Brown	17.5%	18.0%	18.7%
	White	72.9%	73.5%	73.9%
	Indigenous	0.6%	0.4%	0.3%
	Yellow	3.0%	2.8%	2.8%
	Not informed	2.4%	0.4%	0.0%
Head/coordination	Black	8.0%	5.2%	5.7%
	Brown	29.5%	23.3%	27.9%
	White	58.2%	69.1%	64.2%
	Indigenous	1.0%	0.6%	0.6%
	Yellow	2.3%	1.4%	1.7%
	Not informed	1.0%	0.4%	0.0%
Technical/supervision	Black	15.6%	11.2%	11.0%
	Brown	44.7%	31.7%	33.4%
	White	35.1%	55.5%	54.6%
	Indigenous	0.4%	0.4%	0.4%
	Yellow	1.7%	1.0%	0.7%
	Not informed	2.5%	0.2%	0.0%
Administrative	Black	14.1%	12.7%	12.6%
	Brown	37.9%	34.6%	33.3%
	White	41.6%	50.4%	52.4%
	Indigenous	0.4%	0.3%	0.3%
	Yellow	2.4%	1.7%	1.4%
	Not informed	3.5%	0.2%	0.0%

Percentage of employees, by employee category, by color and/or race<sup>1</sup>

Employee category	Color or race	2022	2023	2024
Operational	Black	19.5%	18.2%	17.8%
	Brown	50.5%	45.8%	46.3%
	White	22.6%	33.7%	34.0%
	Indigenous	0.8%	0.6%	0.6%
	Yellow	2.4%	1.5%	1.2%
	Not informed	4.1%	0.1%	0.0%
Trainees	Black	–	14.6%	–
	Brown	–	31.7%	–
	White	–	51.2%	–
	Indigenous	–	0.0%	–
	Yellow	–	2.4%	–
	Not informed	–	0.0%	–
TOTAL	Black	17.4%	15.5%	15.4%
	Brown	45.9%	40.5%	41.1%
	White	29.9%	41.7%	41.7%
	Indigenous	0.7%	0.5%	0.5%
	Yellow	2.4%	1.5%	1.3%
	Not informed	3.7%	0.2%	0.0%

<sup>1</sup> The members of the governance bodies have been added to the table, namely the members of the board and committees elected by general shareholders’ meetings and Board of Directors meetings. Some of them do not compose Aegea’s direct workforce, so the total number of employees is higher than that reported in indicator 2-7



GRI 405-1

Percentage of people with disabilities, by employee category

Employee category	2022	2023	2024
Board of Executive Officers	0.0%	0.0%	0.0%
Management	1.2%	1.8%	0.8%
Head/coordination	0.6%	4.4%	2.0%
Technical/supervision	1.2%	4.4%	1.1%
Administrative	61.6%	49.0%	3.9%
Operational	35.4%	40.5%	1.0%

GRI 405-2

Ratio of the basic salary and remuneration of women to men<sup>1</sup>

Employee category	2022	2023	2024
Board of Executive Officers	0.9	0.9	0.8
Management	1.0	1.0	1.0
Head/coordination	1.0	0.9	1.0
Technical/supervision	1.0	1.0	1.2
Administrative	1.0	0.8	0.8
Operational	0.9	1.1	1.0
Trainees	–	1.0	–
<b>TOTAL</b>	<b>0.9</b>	<b>0.9</b>	<b>0.9</b>

<sup>1</sup> No definition for “relevant operating units”.  
<sup>2</sup> The following formula was adopted for the calculation: basic salary for women/basic salary for men.



GRI 413-1

Number of operations for each initiative

Type of initiative¹	2022		2023		2024	
	Number	Percentage	Number	Percentage	Number	Percentage
Social impact assessments, including gender impact assessments, based on participative processes	154	100%	178	37%	495	96.0%
Local development programs based on local communities' needs	154	100%	172	35%	507	98.0%
Stakeholder engagement plans based on stakeholder mapping	154	100%	178	37%	495	96.0%
Committees and processes for broad consultation with the local community, including vulnerable groups	154	100%	–	–	495	96.0%
Work councils, occupational health and safety committees and other employee representative entities to discuss impacts	154	100%	–	–	517	100%
Formal processes for local communities' complaints	154	100%	178	37%	495	96.0%

¹ The activities carried out are not covered by the requirement to prepare an EIA/RIMA, including consultations with the population. If necessary, the unit will follow the guidelines and requests of the appropriate environmental agencies. As a result, there are no environmental impact assessments and continuous monitoring, and accordingly no public disclosure of these assessments results.



# GRI CONTENT INDEX

Statement of use	Aegea Saneamento e Participações S.A. reported for the period from January 1, 2024, to December 31, 2024, with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

Disclosure		Location/Answer	
GRI STANDARD			
The organization and its reporting practices			
GRI 2: GENERAL DISCLOSURES 2021	2-1	Organizational details	8, 98
	2-2	Entities included in the organization’s sustainability reporting	The entities reported in this report are the same as those in the financial statements, with the addition of Águas do Rio, whose data has been included in this report but is not included in the financial statements. No adjustments were made in relation to minority shareholdings. The consolidation of data disregards mergers, acquisitions or disposals of entities or their parts, ensuring a uniform approach to all material issues and regulatory content of the standard.
	2-3	Reporting period, frequency and contact point	10 The report was published on xx/xx/2025.
	2-4	Restatements of information	77, 78
	2-5	External assurance	10
Activities and workers			
GRI 2: GENERAL DISCLOSURES 2021	2-6	Activities, value chain and other business relationships	8 The supply chain is directly linked to the execution of water and sewage treatment and distribution services. There are no other relevant business relationships to report, and there have been no significant fluctuations in the sector in which the Company operates, in its value chain, and its relevant business relationships.
	2-7	Employees	72, 73 Each employee on the payroll (employee count) with a contractual relationship with the company is accounted for. The figures reported refer to the end of the reference period (December of each year). As far as permanent employees are concerned, all those with an indefinite contract have been accounted for. In turn, temporary employees were those with fixed-term contracts, such as trainees, apprentices, or even CLTs in this contractual modality. The year 2024 was marked by new mobilizations, such as at the Governador Valadares and Palhoça operational units and call center units, and by the restructuring of Corsan’s staff.



Disclosure			Location/Answer
GRI STANDARD			
GRI 2: GENERAL DISCLOSURES 2021	2-8	Workers who are not employees	In 2024, the company had 12 people working as legal entities. The figures reported refer to the end of the reference period (December of each year).
Governance			
GRI 2: GENERAL DISCLOSURES 2021	2-9	Governance structure and composition	19 Regarding the participation of underrepresented social groups, there is one woman and two men over the age of 70 on the Board of Directors. The relevant competencies of the members of the governance bodies for managing the Organization's impacts include the Management, Financial, Political, and Regulatory areas.
	2-10	Nomination and selection of the highest governance body	19 The election of the members of the Board of Directors is held annually by the General Shareholders' Meeting and must meet the requirements set out in the Shareholders' Agreement. All shareholders have the right to vote. The skills required for the appointment include knowledge and experience in the sector in which the Organization operates. There is no diversity quota established in the Company's documents for the election of members.
	2-11	Chair of the highest governance body	19
	2-12	Role of the highest governance body in overseeing the management of impacts	26 The Internal Regulations of the Board of Directors have the primary objective of safeguarding the interests of shareholders, promoting the continuous and sustainable creation of value, while also considering the interests of other stakeholders. The Board also works to ensure the Company's longevity, focusing on the long term and the incorporation of social, environmental, and governance aspects. At least once a year, during the review of the Risk Matrix, the Board engages with stakeholders to support the management of the Company's impacts.
	2-13	Delegation of responsibility for managing impacts	The responsibility for managing the Organization's impacts has been delegated to the Risk and Internal Controls Board and the executive director of the area. The activities of the board are monitored by the Audit Committee. At least once a year, during the review of the Company's Risk Matrix, senior executives and other employees must report to the highest governance body on the management of the Organization's impacts.



Disclosure			Location/Answer
GRI STANDARD			
GRI 2: GENERAL DISCLOSURES 2021	2-14	Role of the highest governance body in sustainability reporting	The highest governance body is responsible for analyzing and approving the information reported.
	2-15	Conflicts of interest	25 The existence or not of cross-shareholdings in management bodies is reported in the Reference Form, as well as cross-shareholdings.
	2-16	Communication of critical concerns	No critical concerns were reported during the 2024 period. The Company has a Complaint Assessment Group, composed of members of the management team, which meets monthly and is overseen by a member of the Board of Directors to ensure the integrity of the work carried out in any investigations.
GRI 2: GENERAL DISCLOSURES 2021	2-17	Collective knowledge of the highest governance body	19 To develop collective knowledge, the company seeks to adopt continuing education, training via the Aegea academy, and lectures.
	2-18	Evaluation of the performance of the highest governance body	21
	2-19	Remuneration policies	21 There is no defined and formalized policy for attraction bonuses or recruitment incentive payments. There are no clawback provisions for the return of bonuses and incentives. Additionally, there is no retirement benefits policy.
	2-20	Process to determine remuneration	21 The People Management Committee, which is composed of three independent members, is responsible for overseeing the remuneration determination process, and this is approved annually at the Ordinary General Meeting. The compensation consultants involved in the process are independent of the Organization and act as service providers.
Strategy, policies and practices			
GRI 2: GENERAL DISCLOSURES 2021	2-22	Statement on sustainable development strategy	4
	2-23	Commitments	22,25 Policy commitments are communicated to employees through mailings, app messages, in-person training sessions, and/or the Academia Aegea portal, with adherence to the Code of Ethics and Conduct required at the time of hiring. For suppliers, the information is conveyed through integrity due diligence, inclusion of anti-corruption provisions in contracts, training for high-risk partners, and via the Aegea website.



Disclosure			Location/Answer
GRI STANDARD			
GRI 2: GENERAL DISCLOSURES 2021	2-24	Embedding policy commitments	22,23 The company's commitments and policies are implemented through online training via the Aegea Academy.
	2-25	Processes to remediate negative impacts	24 All suggestions received by the complaints mechanisms are considered and evaluated. The Aegea Group carries out communications and training to ensure that employees are properly aware of the importance of and how to access the Ethics Channel.
	2-26	"Mechanisms for seeking advice and raising concerns"	24
	2-27	Compliance with laws and regulations	There are no relevant processes with these characteristics. The Aegea Group complies with all laws and regulations applicable to the business.
	2-28	Membership associations	32
Stakeholder engagement			
GRI 2: GENERAL DISCLOSURES 2021	2-29	Approach to stakeholder engagement	32
	2-30	Collective bargaining agreements	55
MATERIAL TOPICS			
GRI 3: MATERIAL TOPICS 2021	3-1	Process to determine material topics	10 The stakeholders consulted were investors, suppliers, employees, leaders of the communities where we operate, clients, public agents, and environmental agents.
	3-2	List of material topics	10 In the 2024 cycle, the material topics remain the same.



Disclosure			Location/Answer
GRI STANDARD			
Economic and financial performance			
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	62,67 The management of this theme is guided by the Debt Procedure; Cash and Investments Procedure; Debt Policy; Organizational Guidelines; Cash and Investments Policy; and Financial Risk Policy. To track the effectiveness of actions, internal and external audits, impact assessments, benchmarking, and stakeholder feedback are utilized. The monitored indicators include: EBITDA Generation; Cash Generation; Liability Management Operations, Leverage Indicator; and Budget Compliance. Shareholders support these measures through the approval and monitoring of the budget, and reporting is done through the Financial Statements (DFs), Earnings Release, and Annual Sustainability Report.
GRI 201: ECONOMIC PERFORMANCE 2016	201-1	Direct economic value generated and distributed	65
	201-2	Financial implications and other risks and opportunities due to climate change	37, 40
Basic sanitation universalization			
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	37, 49, 50, 67 The management of this theme is guided by the Sustainability Policy; Afluentes Program Policy; Private Social Investment Policy; Asset Management Manual; Sustainability Policy; and EHS Management Policy. To track the effectiveness of actions, customer registries and satisfaction surveys are used, along with external studies to assess the systemic impacts of service expansion across the territory. The goals include the expansion of the social tariff; increased water and sewage coverage; reduction of water losses; and water quality.
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1	Infrastructure investments and services supported	49 Investments and services are commercial.



Disclosure			Location/Answer
GRI STANDARD			
GRI 303: WATER AND EFFLUENTS 2018	303-1	Interactions with water as a shared resource	15,37 The Company operates in all stages of basic sanitation, carrying out the collection, treatment, and distribution of drinking water to the population. It is also responsible for the collection and treatment of sewage, ensuring that the treated effluent is safely returned to the environment, contributing to the preservation of natural resources and the promotion of public health. Our business is directly linked to the 2030 Agenda and contributes especially to achieving the targets of SDG 6.
Compliance, ethics, and anti-corruption measures			
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	22, 23, 24, 67 In 2024, the department recognized the need to regionalize the Integrity team to better meet the company's demands, considering its size and local cultural particularities. This decision added value to the team, enabling a more effective service aligned with the specific needs of each region.
GRI 205: ANTI-CORRUPTION 2016	205-1	Operations assessed for risks related to corruption	In 2024, risk mapping was carried out for Corsan and Águas do Rio. Aegea has 33 risks mapped in the Bribery Matrix.
	205-2	Communication and training about anti-corruption policies and procedures	74, 75
	205-3	Confirmed incidents of corruption and actions taken	There were no confirmed cases of corruption.
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	We have no lawsuits relating to unfair competition, trust and monopoly practices.
GRI 408: CHILD LABOR 2016	408-1	Operations and suppliers with significant risk of child labor cases	We have no geographical areas with operations and suppliers considered to be at risk.
GRI 409: FORCED OR COMPULSORY LABOR 2016	409-1	Operations and suppliers with significant risk of cases of forced or compulsory labor	We have no operations or suppliers with significant risks of incidents of forced or compulsory labor.
GRI 415: PUBLIC POLICY 2016	415-1	Political contributions	According to internal policy (DO012-GIT99 - Donations, Contributions and Sponsorship Policy), donations to parties, candidates and campaigns are not allowed.



Disclosure			Location/Answer
GRI STANDARD			
GRI 418: CUSTOMER PRIVACY 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	28
Energy management			
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	44, 45, 67 The management of this theme is guided by the Sustainability Policy; the Managerial Procedure for Energy Management and Energy Efficiency; the Integrated Energy Management System Procedure; the Asset Management Manual, Standards, and Procedures; and the Normative Instruction for project contracting and management.  The targets include energy unit consumption; percentage of clean energy; percentage of energy by contract modality; unit cost of energy; kWh contracted in the free market; kWh of self-produced energy; and kWh in Distributed Generation.
GRI 302: ENERGY 2016	302-1	Energy consumption within the organization	76
	302-4	Reduction of energy consumption	44
	302-5	Reductions in energy requirements of products and services	44



Disclosure			Location/Answer
GRI STANDARD			
Operating efficiency management			
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	38, 44, 51, 67 The management of this theme is guided by the Sustainability Policy; the EHS Management Policy; the environmental guidelines of the Interact Program; the Afluentes Program Policy; the Private Social Investment Policy; and the Normative Instruction for project contracting and management. The targets include: a 15% reduction in specific energy consumption by 2030; expansion of the social tariff; expansion of water and sewage coverage; reduction of water losses; and water quality targets. There is engagement with investors in defining the KPIs. The results of these measures are reported through the Annual Sustainability Report and Earnings Release.
GRI 303: WATER AND EFFLUENTS 2018	303-2	Management of impacts related to water discharge	59 The minimum standards for effluent disposal in our operations are established by the environmental agencies responsible or by CONAMA resolutions. Federal, state, and/or municipal legislation on the regulation of water resources in each region where our units operate is also complied with.
Water production and sewage collection and treatment			
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	37, 67 Management of this issue is guided by the Sustainability Policy, the EHS Policy, the Afluentes Program Policy, and the Private Social Investment Policy. To track the effectiveness of actions in this area, there is monthly monitoring of the control of licenses and conditions. The goals are to expand water and sewage coverage, reduce water losses, and improve water quality.
GRI 303: WATER AND EFFLUENTS 2018	303-3	Water withdrawal	76
	303-4	Water discharge	76
	303-5	Water consumption	76



Disclosure			Location/Answer
GRI STANDARD			
Greenhouse Gas Emissions			
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	43, 67 The management of this theme is guided by the Aegea Group Sustainability Policy; the Normative Instruction for the preparation of the Greenhouse Gas (GHG) Inventory; and the Normative Instruction for low-carbon projects. To track the effectiveness of actions, we monitor the KPI for GHG emissions intensity/revenue; prepare and audit the GHG Emissions Inventory; conduct benchmarking; and publish the information in the Public Emissions Registry of the Brazilian GHG Protocol Program. Stakeholder engagement occurs through participation and strategy definition for the topic in the ESG Committee.
GRI 305: EMISSIONS 2016	305-1	Direct emissions (Scope 1) of greenhouse gases (GHG)	43
	305-2	Indirect emissions (Scope 2) of greenhouse gases (GHG) from the energy acquisition	43
Occupational health and safety			
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	59, 60, 67
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1	Occupational health and safety management system	59
	403-2	Hazard identification, riskassessment, and incident investigation	60 In 2024, we introduced systems for issuing preliminary risk analyses and work permits, as well as recording field training with both in-house and outsourced teams, enabling any employee with a mobile phone to access and complete these assessments and records. Risk reports by workers are conducted through electronically available Checklists (LVs), in addition to field inspections carried out by the SESMTs, EHS audits, and routine inspections by the CIPAs at the units, which identify workplace risks.  Additionally, there is the “right to refuse work,” which allows workers to withdraw from situations they believe could cause them a workplace accident or occupational illness.
	403-3	Occupational health services	59
	403-4	Worker participation, consultation,and communication on occupational health and safety	60
	403-9	Occupational Accidents	80



Disclosure			Location/Answer
GRI STANDARD			
People management			
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	<p>55, 56, 57, 67</p> <p>The management of this theme is guided by the Policy for the Inclusion of People with Disabilities and Special Needs; Diversity, Equity, and Inclusion Policy; Trainee Management Policy; Intern Management Policy; Aegea Academy Training Policy; “Respeito Dá o Tom” Handbook; Code of Ethics and Conduct; and Policy on Consequences and Disciplinary Measures.</p> <p>The goals and indicators monitored include: program adherence – participation; online and in-person course completions; number of training hours; number of accesses; satisfaction surveys; completions by region; access and course adherence rankings; per capita investment; and average hours per employee/year. There are also annual goals within the diversity, equity, and inclusion agenda.</p>
GRI 404: TRAINING AND EDUCATION 2016	404-1	Average hours of training per year, per employee	58
	404-2	Employee skills enhancement and career transition assistance programs	57
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1	Diversity of governance bodies and employees	80, 81, 82, 83, 84
	405-2	Ratio of basic salary and remuneration of women to men	84
GRI 406: NON-DISCRIMINATION 2016	406-1	Incidents of discrimination and corrective actions taken	<p>24, 56</p> <p>EIn 2024, 41 complaints of discrimination were received (26 were closed, and 15 are still being investigated).</p>
Respect for local communities, environmental education, and awareness programs			
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	<p>50, 51, 67</p> <p>The targets and indicators monitored are: the number of families registered for the Social Tariff, a target that extends from the unit’s top executives to the top of the operation; the number of beneficiaries in the company’s programs and projects, taking into account the methodology of each initiative; and racial and gender equity in the opportunities generated by the company’s social impact projects.</p>



Disclosure			Location/Answer
GRI STANDARD			
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016	411-1	Incidents of violations involving rights of indigenous peoples	Aegea and its subsidiaries do not have any cases of violation of the rights of indigenous peoples.
GRI 413: LOCAL COMMUNITIES 2016	413-1	Operations with local community engagement, impact assessments,and development programs	50, 85
Customer health and safety, water quality and contaminants			
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	50, 51, 67 Management of this issue is guided by the Interage Program, the Sustainability Policy, the Code of Ethics and the Safety Conduct Program.
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	The Organization did not identify any cases of non-compliance with laws and/or voluntary codes during the reporting period.
Risk management			
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	26, 27, 67 To assess the effectiveness of the measures, internal audits, Audit Committee meetings, concession suggestions, and periodic reviews of reports and documents may be used. The stakeholders involved in the Internal Risks and Controls processes work collaboratively with the area, both in an advisory and decision-making capacity. In an advisory capacity, process improvements are proposed for the work carried out by the areas, while in a decision-making capacity, the documentation (policies) is approved. Reporting on the effectiveness of measures related to the impacts of the topic occurs through periodic meetings with these stakeholders.
Innovation and technology			
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	13, 28, 67 The management of this theme is guided by the Master Plan for Information Security (PDSI). One of the goals is the enhancement of information security, with the following indicators being monitored: protection of workstations, laptops, and servers; threat intelligence; the Company's cybersecurity score; security events; vulnerability management; and the incidence of external attacks. Employee feedback informed the development of policies that established guidelines for minimizing risks to the business and the privacy of information, such as the CaféTech initiative, a forum for presenting new technologies that help gather employee needs.



Disclosure			Location/Answer
GRI STANDARD			
Disclosures GRI extras			
GRI 304: BIODIVERSITY 2016	304-2	Significant impacts of activities, products, and services on biodiversity	The Company's operational activities translate into improvements for the environment and biodiversity. When negative impacts occur, they are minimal, such as excavations, earthworks, and vegetation suppression, all of which are carried out with the required environmental authorizations and licenses, and are duly compensated.
GRI 306: WASTE 2020	306-1	Waste generation and significant waste-related impacts	46
	306-2	Management of significant waste-related impacts	47 The transportation and final disposal of waste are carried out by third-party companies that provide the service. These service providers must be registered in the federal or state system, which certifies the company and enables the issuance of tracking documents and Final Disposal Certificates (CDF). Based on the consolidation of the Waste Inventories, monitoring is performed through the Solid Waste Management Dashboard, a tool that is part of a structured Environmental Management Dashboard in Power BI.
	306-3	Waste generated	77
	306-4	Waste diverted from disposal	77
	306-5	Waste directed to disposal	78
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-1	New suppliers that were screened using environmental criteria	None of the new suppliers were selected on the basis of environmental criteria.
GRI 401: EMPLOYMENT 2016	401-1	New employee hires and employee turnover	79, 80
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1	New suppliers that were screened using social criteria	No new suppliers were selected based on social criteria during the reporting period.





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Independent auditors' limited assurance report

(A free translation of the original report issued in Portuguese)

To the Board of Directors and Shareholders of  
**Aegea Saneamento e Participações S.A.**  
São Paulo - SP

**Independent auditors' limited assurance report on the environmental, social and governance (ESG) indicators included in the 2024 Integrated Sustainability Report of Aegea Saneamento e Participações S.A. for the year ended December 31, 2024**

Conclusion

We have carried out a limited assurance engagement related to the environmental, social and governance (ESG) indicators included in the "Integrated Sustainability Report 2024" ("Report") of Aegea Saneamento e Participações S.A. ("the Company") for the year ended December 31, 2024 prepared based on the standards of *Global Reporting Initiative (GRI) - GRI Standards, of the Task Force on Climate-Related Financial Disclosures (TCFD), with guideline CPC 09 – Integrated Reporting (which relates to the Basic Conceptual Framework for Integrated Reporting, prepared by the International Integrated Reporting Council – IIRC), and the Applicable Company's internal controls ("Criteria").*

According to the procedures applied and the evidence we obtained, we are not aware of any fact that leads us to believe that the environmental, social and governance (ESG) indicators included in the "Integrated Sustainability Report 2024" of Aegea Saneamento e Participações S.A. for the year ended December 31, 2024 we were not prepared, in all material respects, based on the standards of *Global Reporting Initiative (GRI) standards - GRI Standards, the Task Force on Climate-Related Financial Disclosures (TCFD), with guideline CPC 09 – Integrated Reporting (which relates to the Basic Conceptual Framework of Integrated Reporting, prepared by the International Integrated Reporting Council – IIRC)* and with the Company's internal controls applicable.

Basis for conclusion

We conducted our engagement in accordance with NBC TO 3000 (reviewed) – Assurance Engagements other than Audits and Reviews and ISAE 3000 (reviewed) – Assurance engagements other than audits or reviews of historical financial information, issued by the Federal Association of Accountants (CFC) and the *International Auditing and Assurance Standards Board (IAASB)*, respectively. Our responsibilities with respect to those standards are further described in the "Our responsibilities" section of the report.

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We have followed the independence and other ethical requirements of the Accountant's Professional Code of Ethics and Professional Standards (including Independence Standards) issued by the Federal Association of Accountants (CFC) according to key principles of integrity, objectivity, professional competence and due zeal, confidentiality and professional behavior.

Our firm applies NBC PA 01 Quality Management to Independent Auditors' (legal entities) and *International Standard on Quality Management (ISQM) 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, issued by CFC and IAASB, respectively. This standard requires the firm to prepare, implement and operate a quality management system, including policies or procedures related to compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

### Responsibilities of the Company's Management for the Report

The Company's Management is responsible for:

- design, implementation and maintenance of internal controls relevant to the preparation of the information included in the Report that is free from material misstatement, whether due to fraud or error;
- selecting the appropriate criteria for preparing the information included in the Report and appropriate reference to the criteria applied or describing those criteria; and
- the proper preparation and presentation of the information included in the Report on the basis of the criteria.

### Our Responsibilities

We are responsible for:

- plan and carry out the engagement to obtain limited assurance about whether the information included in the Company's report for the year ended December 31, 2024, prepared on the basis of the Criteria, is free from material misstatement, whether due to fraud or error;
- form an independent conclusion according to the procedures applied and the evidence obtained; and
- report our conclusion to the Company's Board of Directors and Shareholders.

### Summary of the work we performed as basis for our conclusion

We exercise professional judgment and maintain professional skepticism throughout the work. We design and perform our procedures to obtain evidence about the non-financial information included in the Company's Report that is sufficient and appropriate to provide a basis for our conclusion. The procedures selected by our team depend on our understanding of the non-financial information included in the Company's Report and on other circumstances of the engagement, in addition to our consideration of the areas in which material misstatements are likely to occur. When carrying out the work, we:

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- a. planned the engagement, considering the materiality of the issues to be addressed by the Company's activities, the relevance of the information disclosed by the Company, the amount of quantitative and qualitative information, as well as operating systems and internal controls that supported the preparation of the information included in the Report;
- b. obtained an understanding of the calculation method and the procedures followed to compile indicators by making inquiries and holding interviews with the managers in charge of gathering information;
- c. applied analytical procedures to quantitative information and inquiring about qualitative information and its correlation with the indicators disclosed in the information included in the Report;
- d. when non-financial data correlate with financial indicators, we compared these indicators with the financial statements and/or accounting records; and
- e. evaluated the procedures followed for preparing the Report and its structure and contents, according to the Criteria.

The procedures applied in a limited assurance engagement vary in terms of nature and timing, and their extent is restricted (less extensive) than in reasonable assurance engagements. Therefore, the security level obtained from a limited assurance engagement is substantially lower than the security that would have been obtained if a reasonable assurance engagement had been carried out.

São Paulo, May 28, 2025.

KPMG Auditores Independentes Ltda.  
CRC 2SP-014428/O-6

Original report in Portuguese signed by.

Flavio Gozzoli Gonçalves  
Accountant CRC 1SP290557/O-2

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# CORPORATE INFORMATION

GRI 2-1

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# CREDITS

## AEGEA COORDINATION

Investor Relations

## GRI CONSULTING

blendON

## DRAFTING AND REVISION

blendON

## GRAPHIC LAYOUT AND DESIGN

Alastra, Comunica.

## IMAGES

Aegea Collection