



2024

Annual Sustainability
Report



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Message from the CEO

GRI 2-22, 2-25

We are proud to present Órigo Energia’s Annual Sustainability Report, a document that reflects our journey of achievements, learning and progress over the course of a remarkable year. Sustainability, innovation and access to renewable energy are the pillars that guide our every step, reaffirming our role as protagonists in Brazil’s energy transition.

In 2024, we significantly advanced our execution capacity, contributing to the achievement of 467.46 MWp of installed capacity and thus expanding our national presence. Since the start of our operations, we have avoided more than 534,000 tCO₂e, almost 221,000 tCO₂e only in 2024, representing an increase of 63% compared to the previous period, highlighting our positive impact on containing climate change.

Reinforcing our partnerships with institutions committed to responsible investments with a positive impact, we signed loans totaling approximately R\$ 825MM. Of this amount, R\$ 225MM came from the IFC (International Finance Corporation), representing the institution’s first investment in the distributed generation sector in Latin America and the Caribbean. We also raised R\$ 600MM from

Bradesco BBI, through issues certified as green bonds by the Climate Bonds Initiative (CBI).

In January 2025, a new financing was concluded, also certified by the CBI, in the amount of R\$ 450MM - totaling R\$ 1.1B in funds obtained from Bradesco BBI.

These funds will allow us to significantly expand our operations, with the implementation of a further 172 solar farms spread across 13 Brazilian states.

Our efforts also extended beyond decarbonization, strengthening other environmental initiatives. We expanded the Voluntary Revegetation Program to new biomes, with the highlight being the planting of 500 seedlings in the Cerrado in 2024 and 200 seedlings in the Caatinga in 2025, reinforcing our commitment to environmental conservation.

In the social sphere, we strengthened the Stakeholder Management and Engagement Program, involving local communities in 11 states, promoting direct dialogue in the regions where we are present. Our actions have a direct impact on our clients’ savings, with almost R\$ 81MM saved this year. We also

reinforced initiatives that promote diversity, equity and inclusion, with recruitment programs such as the internship program, 60% of these vacancies were dedicated to black professionals.

In the governance aspect, we reaffirmed our commitment to ethics and transparency, which are fundamental pillars of our ESG Policy. We have revised our Code of Conduct and remain aligned with the highest international standards, such as the United Nations (UN) Guiding Principles on Business and Human Rights and the IFC Performance Standards.

I invite everyone to explore this report, which details how we have turned challenges into opportunities and progress into concrete results. We will remain steadfast in our mission to lead the transformation of the country’s renewable energy market, promoting a more sustainable economy and creating a legacy of positive impact for the environment, society and future generations.

Surya Mendonça



We have turned challenges into opportunities and progress into concrete results.

About the Report

The Report

GRI 2-3, 2-14

Our Annual Sustainability Report was prepared based on the GRI (Global Reporting Initiative Standards) and presents Órigo Energia's performance for the period from January 1st to December 31st, 2024. The report highlights the advances and challenges related to Environmental, Social and Governance (ESG) aspects, reflecting our dedication to sustainability, social responsibility and transparency in corporate management.

The report was appraised by members of the ESG Committee, ensuring alignment with the company's principles and guidelines.

We reaffirm our commitment to presenting this report on an annual basis.

The previous edition is available for consultation on our institutional website, on the [Sustainability](#) and [Investor Relations](#) pages.

If you have any questions or suggestions about the topics presented in this report, please contact us by **e-mail** sustentabilidade@origoenergia.com.br

Materiality

GRI 3-1, 3-2

Guided by GRI Standards which provide guidelines for mapping, identifying and evaluating the main themes and most relevant indicators to the organization and its stakeholders, we conducted a review and update of our materiality. This process, previously focused on internal stakeholders, was expanded to also include the participation of external stakeholders, strengthening the representativeness and scope of our analysis.

We carried out a study of the renewable energy market and an analysis of the main material issues in the sector in order to draw up a survey script. We invited strategic stakeholders to answer an online questionnaire, whose questions considered three main blocks: Environmental Performance, Social Performance, and Governance and Product Management, broken down into seven different themes, which were ranked in order of importance.

To build this engagement, eight stakeholder groups were defined: Employees, Suppliers, Investors, Sector Associations, Customers, Social Institutions (Órigo Social), Business Partners and Órigo Energia's top leadership, represented by the Board of Directors and C-levels. 187 people took part in the survey.

The research resulted in six themes considered most relevant to the stakeholders and to Órigo Energia and was validated by the company's top management. The six material topics in the table below are the result of the process of context analysis, impact mapping, prioritization and validation of the topics that

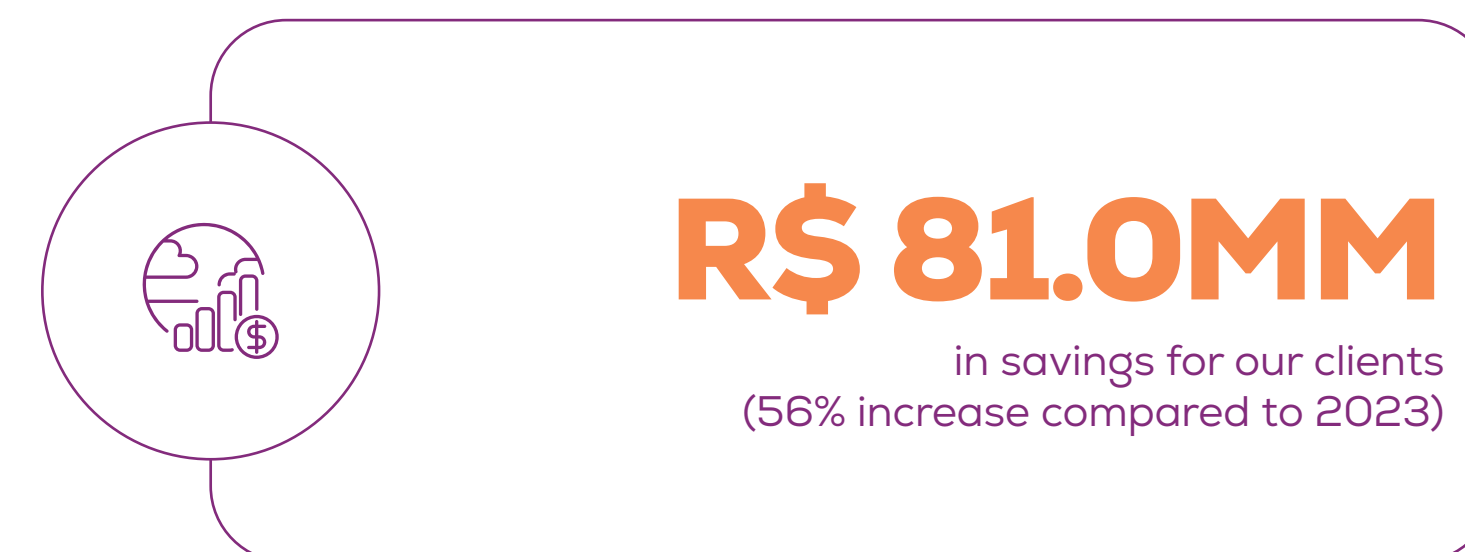
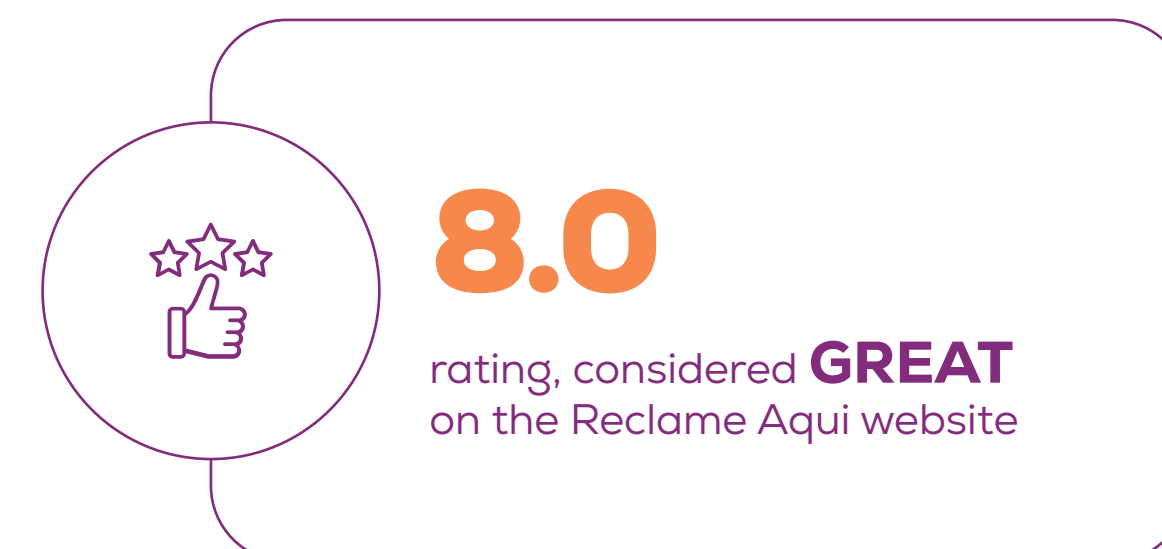
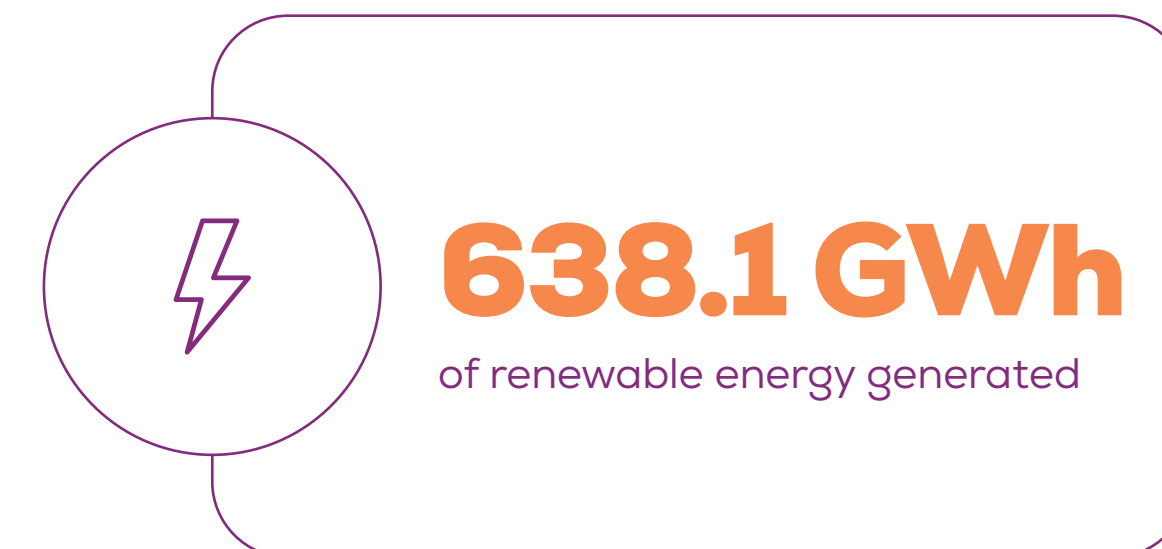
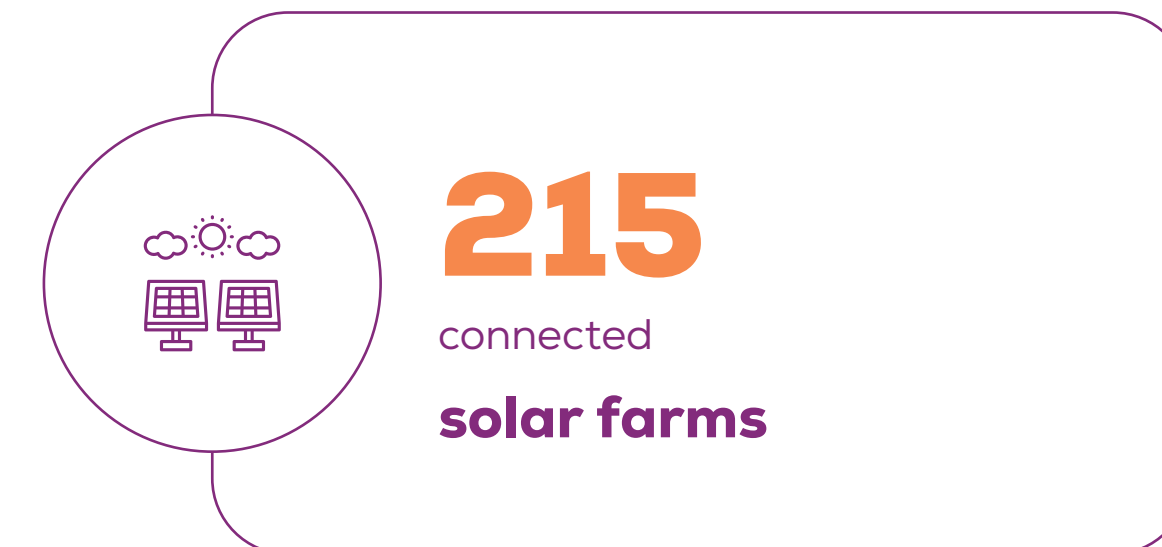
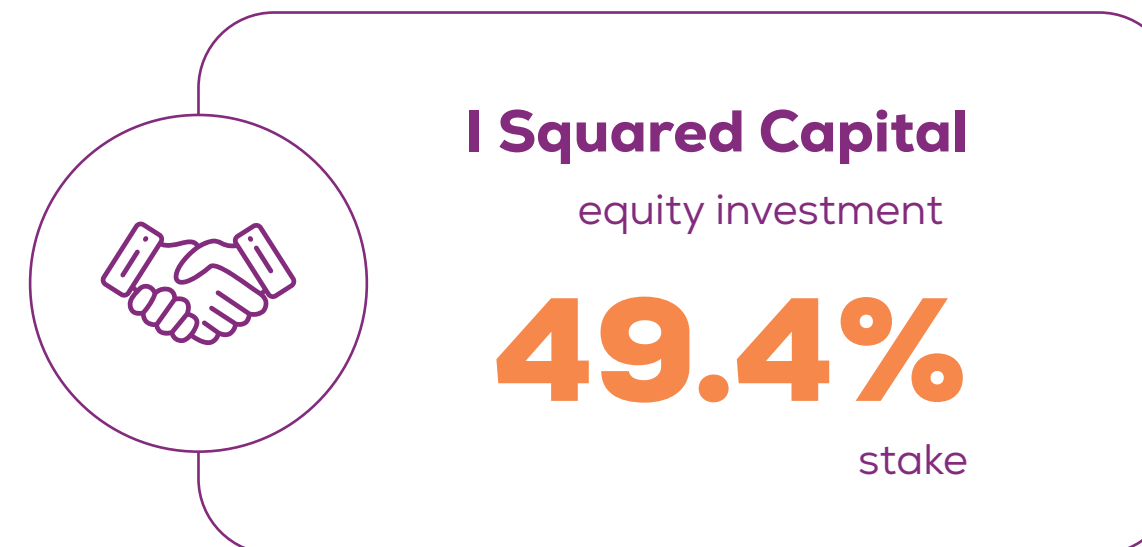
represent the greatest socio-environmental and economic concerns associated for company's business. In addition, the material topics were correlated with the Sustainable Development Goals (SDGs), reinforcing Órigo Energia's alignment with global targets set by the UN's 2030 Agenda.

Material themes Why is the subject material?¹		SDGs
Compliance, Ethical Conduct and Integrity	Ethical business practices contribute to building trusting relationships with stakeholders. Adherence to ethical principles and integrity is a fundamental part of our corporate social responsibility, thus ensuring the long-term sustainable success of our operations.	<div><div>11 SUSTAINABLE CITIES AND COMMUNITIES</div><div>17 PARTNERSHIPS FOR THE GOALS</div></div>
Regulatory Compliance	The energy sector is heavily regulated. Ensuring compliance with these regulations is essential for the continuity and sustainable growth of our operations, as well as mitigating financial, reputational and operational risks.	<div><div>17 PARTNERSHIPS FOR THE GOALS</div></div>
Customer Relations	Establishing and cultivating solid relationships with customers is fundamental to ensure long-term success, especially in a sector as dynamic and competitive as the energy sector. Listening carefully to customers enables us to identify specific needs and market trends, allowing us to adjust our products and services to meet expectations and stand out from the competition.	<div><div>5 GENDER EQUALITY</div><div>11 SUSTAINABLE CITIES AND COMMUNITIES</div><div>17 PARTNERSHIPS FOR THE GOALS</div></div>
Employee well-being, health and safety	Providing a healthy, safe and inclusive working environment is key to increase productivity, retaining talent and strengthen the organizational culture. In a sector where safety at work is the utmost important, we continually invest in health and safety, reducing the risk of accidents and incidents, and preserving both the physical integrity and mental well-being of our employees.	<div><div>5 GENDER EQUALITY</div><div>17 PARTNERSHIPS FOR THE GOALS</div></div>
Environmental Impact Monitoring	The generation and supply of energy, even from renewable sources, can have environmental impacts. Monitoring these impacts is crucial to reduce damage, promote sustainable practices and anticipate environmental risks, preventing long-term negative effects. In addition, environmental monitoring ensures compliance with regulations, preventing losses or regulatory penalties that could affect our operations.	<div><div>7 AFFORDABLE AND CLEAN ENERGY</div><div>11 SUSTAINABLE CITIES AND COMMUNITIES</div><div>13 CLIMATE ACTION</div></div>
Water consumption	Water, as a limited natural resource and essential for maintaining ecosystems, requires conscious use to ensure environmental protection and minimize negative impacts. This care reflects our commitment to environmental conservation and responsible management.	<div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13 CLIMATE ACTION</div><div>14 LIFE BELOW WATER</div></div>

1. The relevance of the material themes was built on a market analysis of the renewable energy sector.



Highlights 2024





Organizational Profile

GRI 2-1

We are Órigo Energia, a privately-held company founded in 2010. Pioneers in the sector, we stand out as leaders in the solar Shared Distributed Generation market. Our head office is located in São Paulo, with branches in Rio de Janeiro (RJ), Belo Horizonte (MG), Recife (PE), Fortaleza (CE) and Campinas (SP), which allows us to operate widely in different regions of Brazil.

At Órigo Energia, we offer renewable energy solutions with the aim of promoting a more inclusive and sustainable economy. Our work is guided by a clear purpose: to use business as a force for good, generating positive results for both society and the environment. We act as part of a global movement that believes in the transformative power of renewable energy to build a more balanced and fair future.

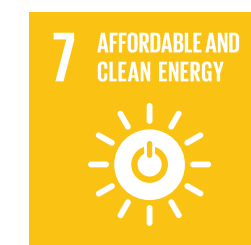
Mission, Vision and Values

We have a clear vision that renewable energy should be an accessible choice for even more households and businesses in the country, so our mission as a company is to lead this transformation in the market.

We work to be the leading renewable energy company in Brazil, recognized for initiating change in the sector and creating innovative solutions for our clients. We are focused on delivering reliable, sustainable, technological and affordable services.

We strive for human and professional development through appropriate wages and benefits practices and policies, as well as the promotion of occupational health and safety programs.

We believe that attitudes based on high ethical and behavioral standards, respecting pluralities, our customers, suppliers and the communities in which we operate, attract talent and create innovative services.





Our Vision

To make renewable energy consumption massive in Brazil.



Our Mission

To lead the transformation of the country's renewable energy market



Our values



Focus on Results

We are clear about where we want to go and we work towards the same goals, ensuring that the results are achieved.



Customer Satisfaction

All our decisions are aimed at satisfying our customers. We are committed to a high-level experience, with personalized and agile service that generates value and makes our customers' lives easier.



Innovation

We are pioneers in our field and are always looking for new ways of thinking and acting, with the aim of overcoming challenges in an agile, new and disruptive way. Our actions are guided by creativity, critical thinking, resilience and collaboration, with results that break patterns. We are non-conformists by nature.



Collaborative Autonomy

We believe in our business and have the autonomy to make it happen. We are team players, act with passion and feel part of something bigger. We wish to see the business grow and, to that end, we take care of every delivery, every resource, every process and, above all, every relationship.



Ethical and Sustainable Behavior

We base our relationships and decisions on transparency, ethics, responsibility, trust and respect for people, society and the planet. Our choices are always made with a view to having a positive impact on society and the environment.



Our Investors

Throughout our history, we have brought together new national and international partners and investors, especially from the infrastructure, sustainable development and social impact sectors. Through different financial investments, we have strengthened our diversified operations, broadened our reach and boosted our sustainability agenda, with the aim of generating positive impact for more people.

We have four major investors, as highlighted below, in addition to other investors and minority shareholders, which together represent 9.9%.



I Squared Capital, one of the leading global infrastructure investment managers, holds a 49.4% stake.



Augment Infrastructure, a fund manager that focuses on growth strategies in renewable energy and sustainable infrastructure around the world, holds a 23.1% stake.



TPG, one of the 10 largest global private equity investment funds focused on technology and renewable energy, holds a 12.0% stake.



Blue like an Orange, an impact investment firm dedicated to growth financing with positive social and environmental impact in emerging markets, holds a 5.7% stake.

What We Do

We are pioneers in Brazil in **shared distributed generation sector**, with solar farms spread across various regions of the country. From the outset, we have incorporated ESG principles into our strategy, ensuring that our actions are aligned with the global agenda for tackling climate change, with a focus on sustainability, transparency and social commitment.

In the **Free Energy Market** sector, we work to support companies in migrating to this market, through customized solutions that can provide more competitive prices and greater predictability in electricity costs.

This year, we have made significant strides in expanding our business. The entry of I Squared Capital as a shareholder will boost the construction of more than 2 GWp in distributed solar generation projects. Each action taken reflects our purpose of making renewable energy accessible, promoting sustainability and generating positive results for society and the environment.

Our Operations

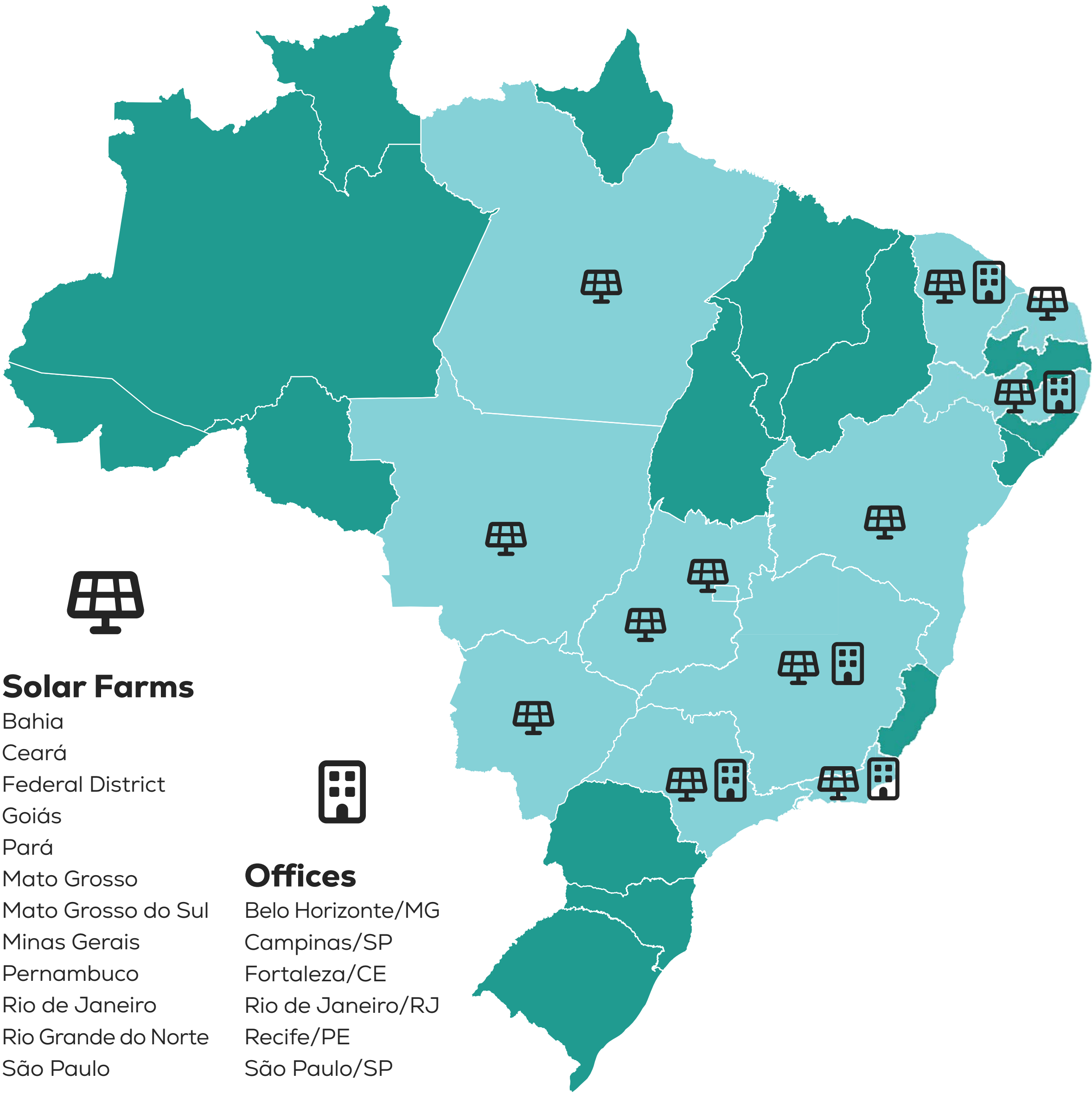
GRI 2-6, GLOBAL PACT P9

During the year, we doubled our presence in the national territory, with presence in **11 states and the Federal District**, and we have offices strategically located in different regions of the country, reinforcing our national presence and offering support to commercial and administrative operations. In 2024, we reached **215 connected solar farms**, a significant improvement from the 123 solar farms operating in the previous year, and we ended the year with more than **90,000 customers served**², generating **1,350 direct jobs**.

We ended the year with a total installed capacity of **467.46 MWp**, representing growth of **48% compared to 2023**. The energy generated during the year totaled **638.1 GWh**, which not only reinforces our expansion capacity, but also contributes to mitigating climate change. In addition, we avoided emitting almost **222,000 tCO₂e only in 2024**.

These breakthroughs reflect our commitment to the expansion of renewable energy and sustainable development, strengthening our presence in the country and expanding the positive impact of our operations.

2. Measured in connected consumer units.



Municipalities served

800+

in Minas Gerais

180+

in Pernambuco

130+

in Ceará

80+

in Mato Grosso do Sul

70+

in São Paulo

Building Solar Farms

GRI 3-3 Material theme; GLOBAL PACT P9

In 2024, we finished the construction of **92 new projects**, many of them developed simultaneously, totaling **737.3 hectares of built area** and adding almost **153 MWp of installed capacity**. These results reflect the robustness of our internal processes, demonstrating our capacity for efficient and safe management.

The processes for installing solar farms follow rigorous stages that involve various departments of the company. We begin by prospecting for land in strategic locations, followed by formalizing the Term of Commitment with the owners, which enables detailed technical studies to be carried out and the request for connection budgets from the energy concessionaires³.

In the pre-construction phase, we conduct analyses with the participation of Órigo Energia's Land, Legal & Compliance, Engineering and Environmental departments. In addition, we carry out comprehensive socio-environmental diagnoses, including Environmental Reports that assess potential impacts on hydrography, vegetation and archaeological potential, guaranteeing environmental licensing with the competent bodies.

In cases of adverse environmental impact, we follow the legal criteria, implementing mandatory compensatory measures and, where applicable, adopting the **Voluntary Revegetation Plan**. More details of which can be found on [page 53](#) of this report.

With this integrated process, we ensure that our projects seek to meet good practices on sustainability, mitigate our environmental challenges, while promoting socio-economic benefits in the regions where we operate.



3. In accordance with instructions from the National Electric Energy Agency – ANEEL.



OROCÓ SOLAR FARM

The energy generated by this solar farm in one day is enough to keep more than 400 electric cars running at the same time for a one-hour journey.



ARCOS SOLAR FARM

The energy generated by this Solar Farm during one day is enough to keep more than 26,100 drones powered up at the same time for a whole day.

ESG Strategies

Drivers

At Órigo Energia, our social and environmental practices are guided by global methodologies and standards that consolidate our commitment to sustainability and positive impact. The integration of these principles aims to ensure that our operations exceed legal requirements and incorporate good practices of international sustainability standards. Through our [ESG Policy](#) and Environmental and Social Management System (ESMS), we apply these guidelines in key departments, such as promoting diversity, environmental conservation, decarbonization and strengthening governance.

Global Compact and SDGs

Since 2022, we have been signatories to the UN Global Compact, reaffirming our commitment to practices that generate a positive and sustainable impact. This adherence also reflects our alignment with the UN's 2030 Agenda, with direct contributions to various SDGs, through initiatives covering social, environmental and governance aspects.

Contribution to the UN 2030 Agenda:



Through our Diversity, Equity and Inclusion (DE&I) program we promote actions to empower female employees, ensure the participation of women in selection processes and opportunities in leadership positions, guarantee fair and equal pay and through our Code of Conduct, establish processes to punish any form of discrimination and sexual harassment.



We contribute to the energy transition by generating renewable energy from solar source. In addition, the discounts on our customers' energy bills make it more affordable to consume electricity.



The growth and expansion of our activities are guided by assessments of socio-environmental risks and impacts, by environmental legislation related to applicable licenses and permits, by voluntary actions, such as the Revegetation Plan, and by strategic carbon management, which integrate sustainability in the communities where we operate.

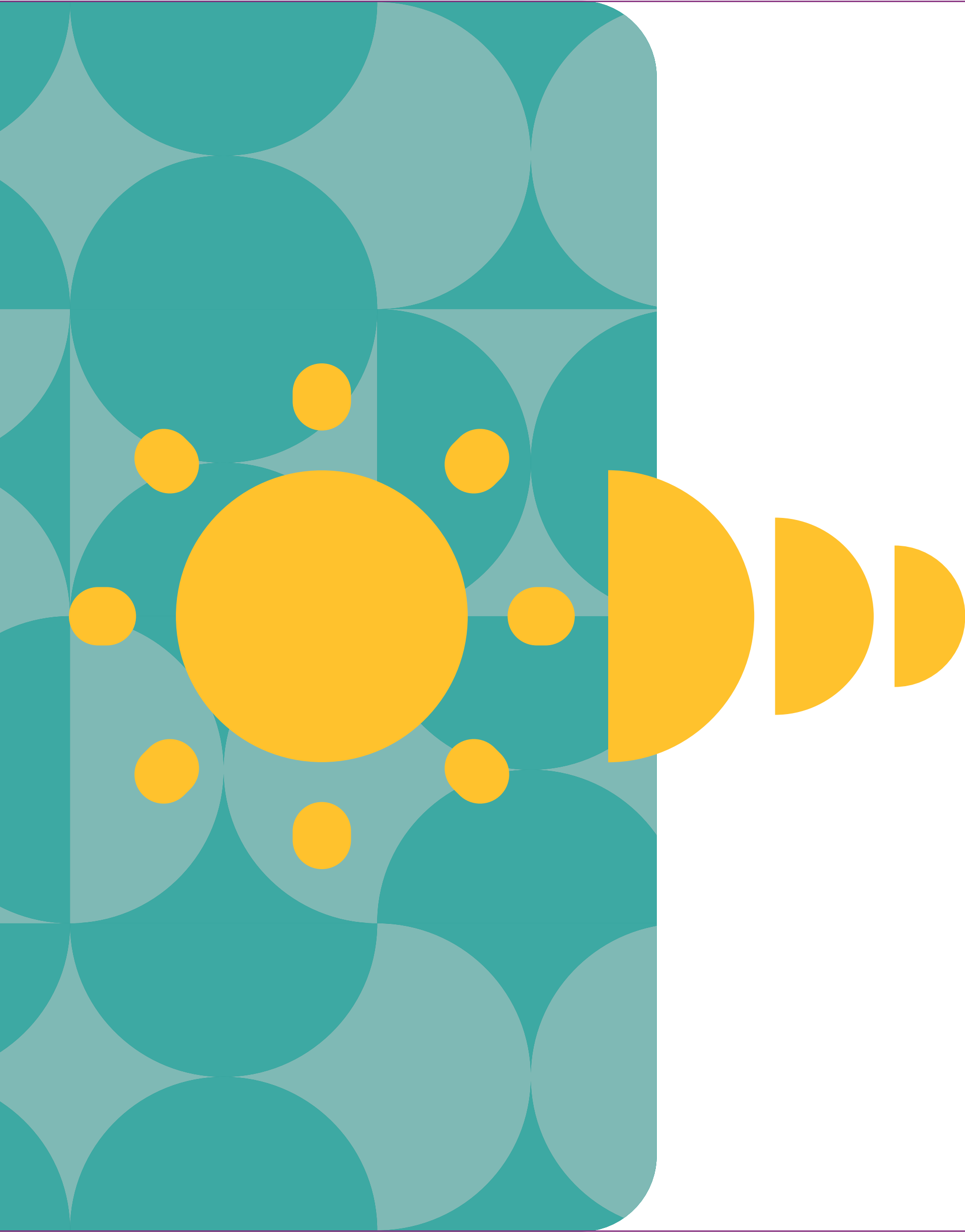


We adopt proactive emissions management, accounting for carbon avoided in the atmosphere, calculating GHG emissions from our activities and offering some decarbonization solutions, such as an opportunity for energy transition, International Renewable Energy Certificates (I-RECs), and Carbon Credits, that help our stakeholders move forward on their decarbonization journeys.



We have strengthened our corporate governance practices through robust risk management, efficient compliance, transparent processes and solid governance.





International Finance Corporation (IFC)



Performance Standards



We have guidelines based on IFC’s Performance Standards on Environmental and Social Sustainability. These commitments, expressed in our ESG Policy and ESMS, go beyond legal requirements, integrating social and environmental factors as fundamental pillars in our strategic decisions, seeking to achieve the highest international standards, and promoting environmental protection and human rights, in order to guarantee sustainable development in all our operations.

The partnership with IFC strengthens our credibility in the market and reaffirms the solidity of our corporate governance. The granting of financing in 2024 highlights Órigo Energia's commitment to the socio-environmental criteria required by the institution, validating the economic viability and profitability of our projects.

Participation in Associations

GRI 2-28



Since 2018, Órigo Energia has been a member company of the Ethos Institute, one of the most important sustainability initiatives in Brazil. In the same year, we achieved the B™ company Certification, a global recognition that highlights our positive socio-environmental impact and our commitment to using business as a force for good.

We actively participate in institutions that are relevant to our sector, such as the Brazilian Photovoltaic Solar Energy Association (ABSOLAR), the Brazilian Institute of Investor Relations (IBRI) and the Brazilian Institute of Corporate Governance (IBGC). In these associations, we contribute to working groups and participate in lectures and events. Such activities allow us to follow sector trends, debate best practices and keep up to date on critical issues for our business and for advancing sustainability.

Attracting Investments

Órigo Energia has four major investors in its shareholder base: I Squared Capital, Augment Infrastructure, TPG Art I and Blue Like an Orange Sustainable Capital.

Among these, we highlight the entry of I Squared Capital as our main shareholder, with a size of up to approximately R\$ 2B, intended to foster the company's growth. This capital injection not only strengthened our financial structure, but also brought significant improvements to our internal processes and trading capacity, driven by their expertise and strategic support. This has allowed us to maximize synergies, reduce costs, optimize payment terms and increase operational efficiency, preparing us for the next phases of growth.

Another important milestone in 2024 was the financial operation carried out with Bradesco BBI. The financing of R\$ 600MM was earmarked for the construction of 150 solar farms, spread across 11 states, with a total capacity of 180 MWac. This issuance was certified as a green bond, validated by the Climate Bonds Initiative (CBI).

These investments and operations underline the market's and investors' confidence in our ability to deliver results and advance development of projects.

We have also signed a loan of approximately R\$ 225MM with the IFC aimed at implementing 22 solar farms with a total installed capacity of 90MWp. This was IFC's first investment in the distributed generation sector in Latin America, a milestone that reinforces our relevance in the renewable energy market.

In January 2025, a new financial operation was finalized with Bradesco BBI, in the amount of R\$ 450MM incentive to increase installed capacity by 181 MWp. The operation was also certified as a green bond and validated by the CBI. The funds will be used in the company's expansion program, enabling the installation of 46 new solar farms.

These investments and operations underline the market's and investors' confidence in our ability to deliver results, advance development of projects and consolidate our leadership in Brazil's DG sector.



Environmental and Social Management System (ESMS)

Since 2023, we have implemented an ESMS that integrates environmental and social requirements at all stages of projects. This system is based on the IFC Performance Standards, applicable Brazilian legal standards, the UN SDGs and the PDCA (Plan-Do-Check-Act) methodology.

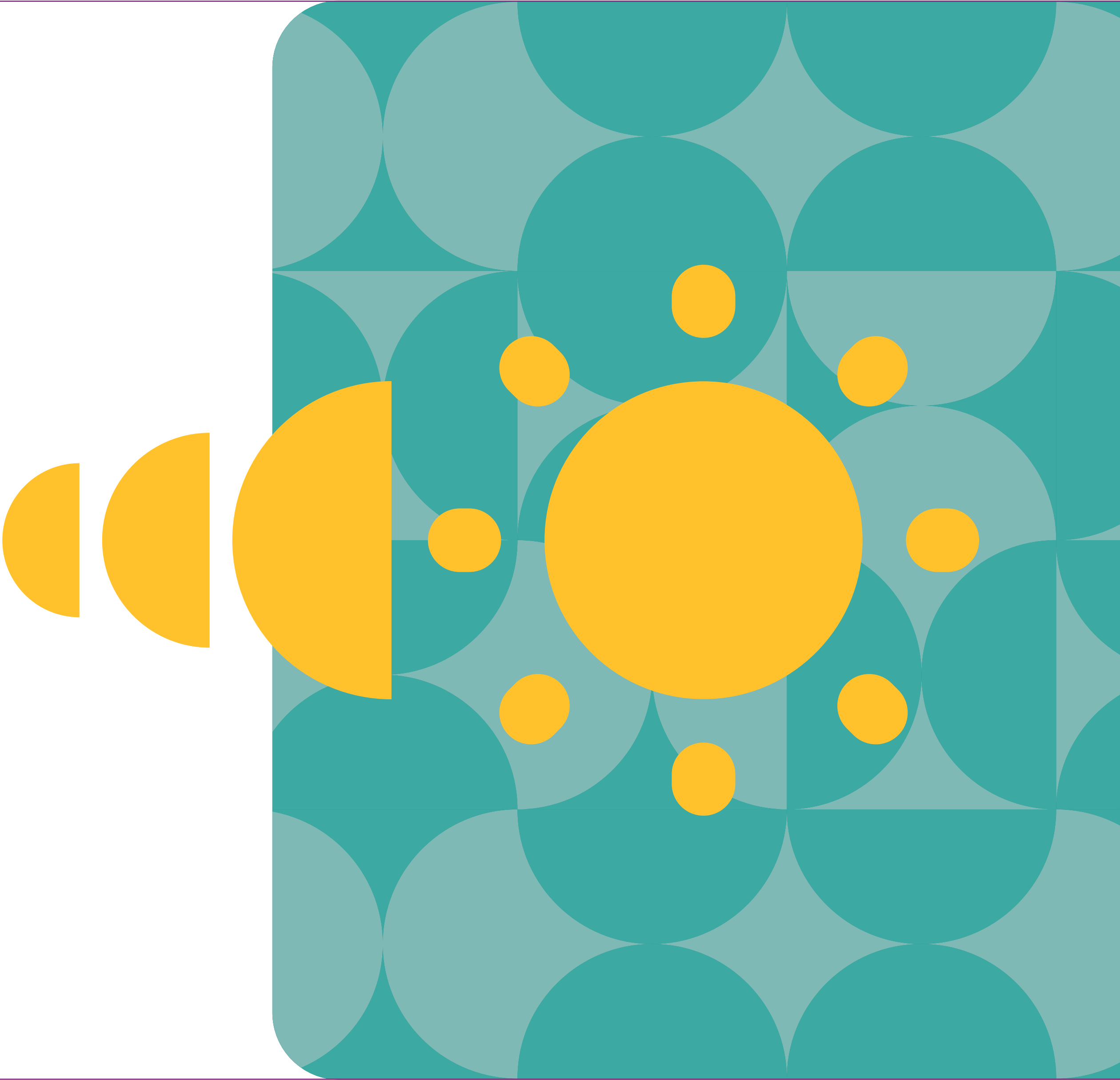
Our main objective with the ESMS is to monitor, control and continuously improve the company's social and environmental performance, through structured management programs that guarantee its practical application. The basis of the ESMS is the Social and Environmental Risk Management Program, which identifies, assesses and manages the risks associated with our activities.

Moreover, the ESMS strengthens the management of socio-environmental risks by implementing tools and processes that guarantee a complete approach and compliance with the applicable standards with a focus on preventing socio-environmental impacts and minimizing risks for society and the business.

Through this system, we advise our field teams on the environmental licenses and permits required to start work and on the applicable socio-environmental rules and processes, in accordance with the highest international standards.

In 2024, we moved forward with our Stakeholder Management and Engagement Program, which guides the mapping, classification and engagement of people or groups of people potentially impacted by our activities, whether positively or negatively. This program is fundamental to structuring our interactions with stakeholders in a culturally appropriate way, prioritizing the provision of clear and relevant information about our operations.

As a fundamental part of the program's progress, in partnership with a specialized external consultancy, we began the process of mapping and drawing up a customized engagement plan. In 2024, the survey was carried out in 11 Brazilian states, reflecting our commitment to identifying these actors to build transparent dialogues and strengthen relationships with the communities around our operations. For 2025, we will carry out new mappings and execute the engagement plans, expanding the program with the aim of deepening our relationship with local stakeholders and reinforcing our social and environmental responsibility in the regions where we operate.



Governance Management

Our Management

Governance management plays a central role in conducting our activities and strengthening the trust of our stakeholders. We have adopted mechanisms, structures and processes in line with the best market practices, promoting a governance model based on ethics, integrity and transparency.

Our commitment includes fighting corruption in all its forms by adopting national and international standards and mobilizing our directors and executives to integrate the ESG agenda into every aspect of our work.

We ensure that decision-making processes based on professionalism, policies and well-defined roles and responsibilities create a solid foundation to sustain our growth and positive impact. In this way, we ensure that our governance contributes to business sustainability, alignment and fulfillment of our purpose of transforming renewable energy into an engine of sustainable development.

Governance Structure and Composition

GRI 2-9, 2-10, 2-11

Órigo Energia's Corporate Governance is structured by a Board of Directors and supported by three advisory and specialized committees: Audit, Risk and Compliance Committee (CARC), ESG Committee, and Compensation Committee, in addition to having an Executive Board dedicated to strengthening sustainability and developing the business.

Our Board of Directors is made up of directors with extensive experience in the sector, whose expertise contributes to solid and effective governance. Órigo Energia's governance structure strictly adheres to all laws, regulations and internal policies.

The committees, although non-deliberative in nature, play a fundamental role in overseeing strategic areas of the company. They provide recommendations to the Board of Directors, improving the decision-making process and ensuring corporate management in line with the best market practices.



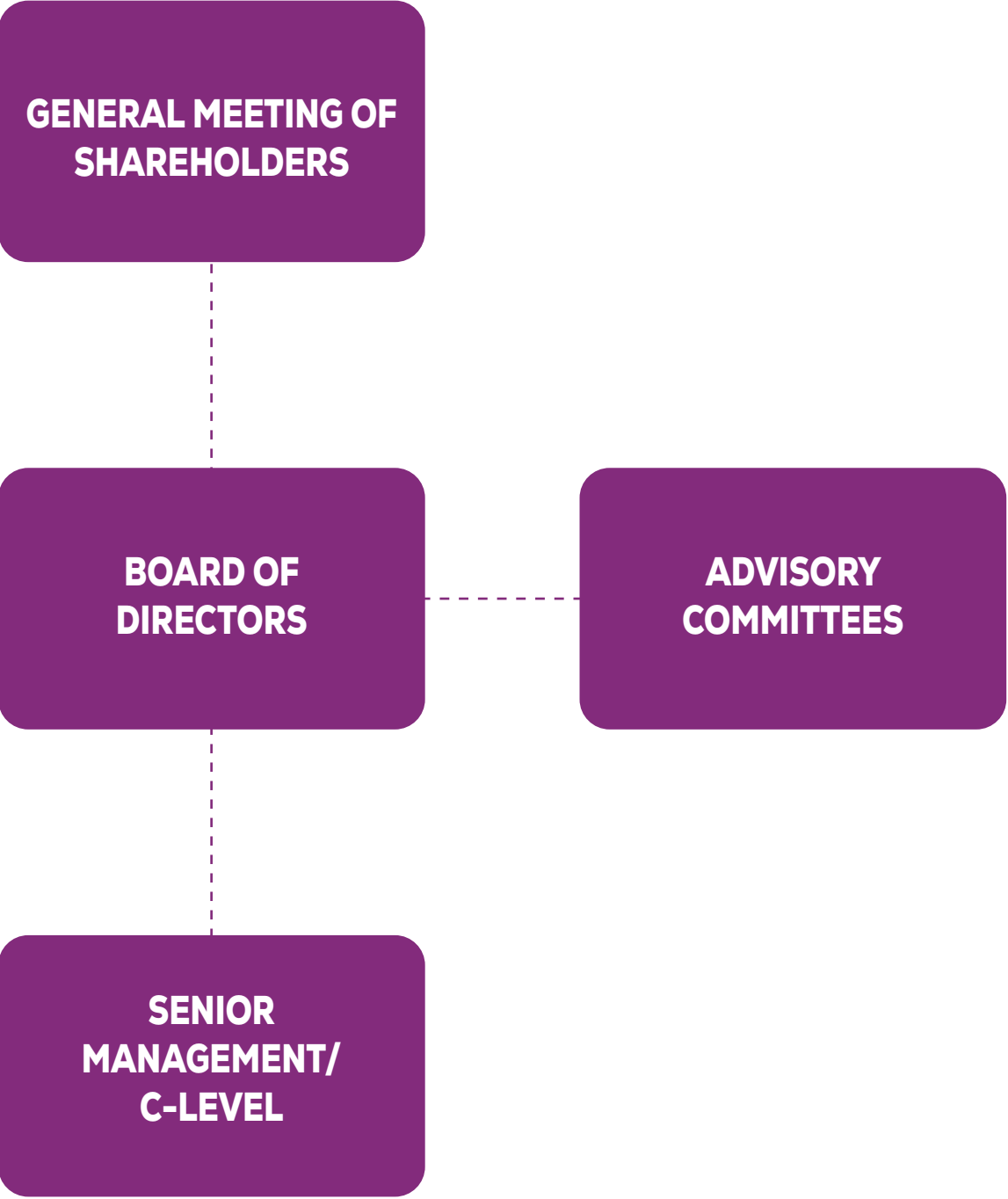
Appointment and Selection

GRI 2-10

Our nomination process for the highest governance body and its committees is thorough, ensuring that candidates meet the organization’s strategic, cultural and operational expectations. Selection involves skills analysis, interviews, background verification and ratification at a meeting. Specialized committees prioritize candidates with specific technical skills, defined at the first board meeting after taking office.

After selection, members undergo integration in governance, regulations and ethics, ensuring that they are able to represent the interests of the organization and its stakeholders. The Board strives for balance, with at least two independent members to ensure diversity and impartiality. The terms of office are two years, considering competencies aligned with the organization’s challenges. This structured process strengthens governance and long-term sustainability.

Organizational Chart



Board of Directors

GRI 2-12

The Board of Directors defines the long-term strategic vision, aligning mission and values with sustainable development. It oversees the execution of strategic planning and approves ESG policies, reviewing them periodically according to changes in the global scenario and the expectations of our stakeholders, monitoring the implementation of these strategies and ensuring their effectiveness. The selection of members follows strict criteria, such as reputation, experience, diversity and independence, ensuring strong governance and preparedness for market challenges.

Senior Management/C-Level

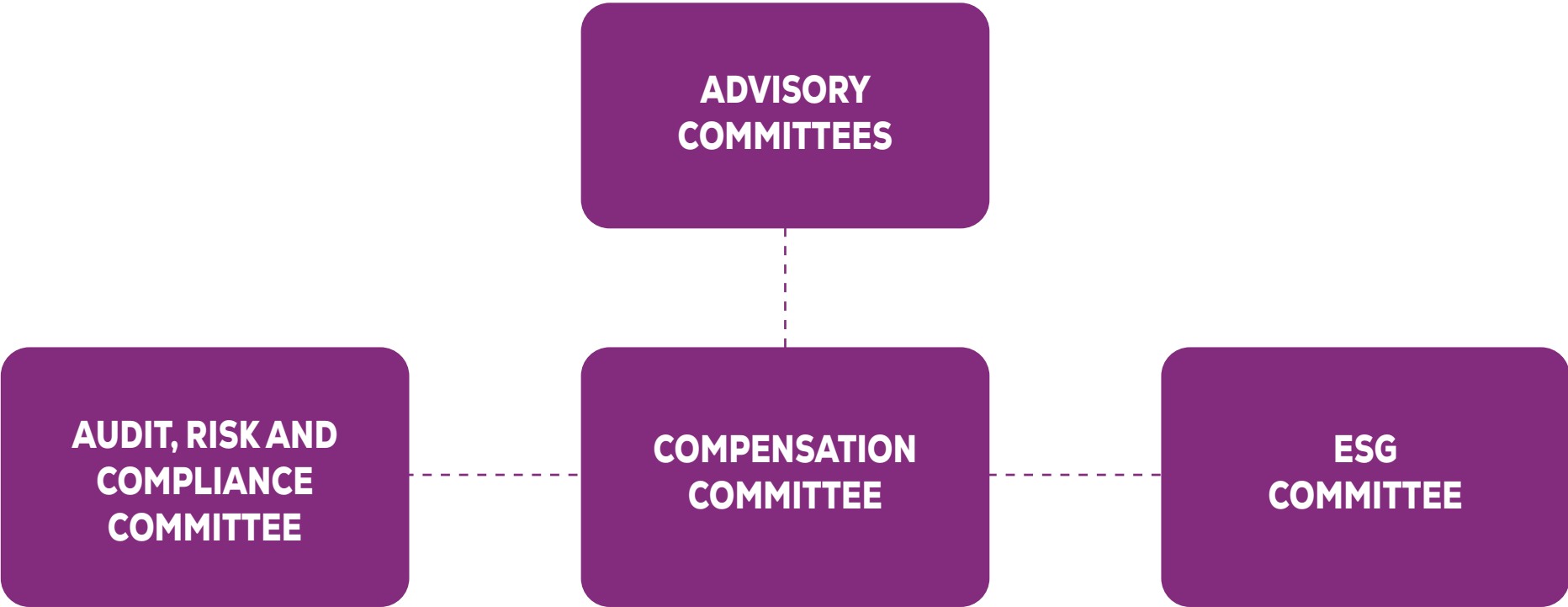
The executive team implements the Board’s guidelines, developing plans, setting goals and adjusting strategies according to operational challenges. It also oversees policies and keeps the

Board up to date. Executives are selected on the basis of reputation, experience, knowledge of the sector and absence of conflicts of interest. Our Executive Board is made up of five C-Level executives: Chief Executive Officer (CEO), Chief Financial Officer (CFO), Chief Operations Officer (COO), Chief Sales Officer (CSO) and Chief Business Officer (CBO). Although all the C-level executives have defined roles and responsibilities to promote a stronger sustainability culture within the company, the CEO is responsible for Órigo Energia’s sustainability issues.

Structured processes that ensure the strengthening of governance and sustainability in the long term.

Advisory Committees

We have three committees, whose main function is to offer advice and specialized knowledge, on a non-deliberative basis, to support the Board of Directors in making decisions.



Audit, Risk and Compliance Committee

The committee’s main function is to promote good governance practices, supervise audits, monitor risks and follow up on complaints, recommending improvements. It also proposes initiatives to ensure that Órigo Energia’s policies are adhered to and effective.

Compensation Committee

The committee’s main function is to review the remuneration and benefits strategy, assess inclusion and diversity and suggest adjustments. The proposals are sent to the Board of Directors for approval.

ESG Committee

GRI 2-13, 2-17

The committee advises the Board of Directors

on integrating sustainability into the business strategy, monitoring commitments, risks and policies. It guarantees confidentiality and conflict management, involving various areas of the company. Management of ESG impacts is led by the CEO.

Communicating Crucial Concerns

GRI 2-16

Concerns are communicated during meetings of the Board Advisory Committees and at the quarterly meetings of the Board itself. The main topics discussed and communicated are related to ESG impacts. In the last reporting period, two crucial issues were addressed: Workers' Health and Safety and Asset Security. Both were widely debated at an ESG Committee meeting, ensuring attention and alignment with governance and sustainability practices.

The committees provide advice and specialized knowledge, on a non-deliberative basis, to support the Board of Directors in making decisions.



Compliance, Ethical Conduct and Integrity

GRI 3-3 Material theme, 2-15, 2-23, 2-25, 2-26, GLOBAL PACT P10

At Órigo Energia, we maintain a solid commitment to ethics and integrity in all our operations, based on a **Compliance System** and the company's Integrity Program. Since 2022, the **Integrity Program** has been structured to guarantee the application of ethical requirements, encourage the reporting of irregularities and monitor possible risks, using internal mechanisms that allow us to identify, mitigate and correct situations that could affect our integrity.

One of the program's core practices is the integrity assessment of suppliers and partners⁴. Before establishing any business relationship, we conduct a detailed analysis, which includes checking criminal, civil and labor certificates, as well as research into possible lawsuits and public records, including a history of child labor and labor analogous to slavery. Our suppliers commit to complying with our Anti-Corruption Policy and the General Data Protection Act (LGPD), see more details [on page 28](#).

In 2024, we revised and updated our **Code of Conduct**, in collaboration with various areas of the company, as well as the CARC Committee and the Board of Directors. This update brought greater robustness to the document, including new principles on diversity, nepotism and guidelines related to corruption, such as clear rules on gifts and undue advantages. We also revised the **Anti-Corruption Policy** to ensure that our relationships, especially with partners, such as distributors and other public agents, are guided by ethics and integrity.

Policies and Commitments

GRI 2-23, 205-1

Our commitments are based on ethics, transparency and full compliance with current legislation, in particular Law No. 12,846/2013 ("Anti-Corruption Law"), Decree No. 8,420/2015, Law No. 14,133/2021 ("Bidding Law") and Law No. 12,529/2011 ("Competition Defense Law"), approved internally by the Board of Directors and duly communicated to all our stakeholders.

Along with this, we have adopted the **Precautionary Principle** as a central guideline, ensuring that our decisions are responsible and aimed at preventing long-term risks. This approach reflects our commitment to environmental, social, health and safety protection, as well as strengthening our sustainability strategy at all levels of the organization.

Our Code of Conduct, ESG Policy and Anti-Corruption Policy detail our commitments to compliance, ethical conduct and integrity, including respect for human rights. These commitments cover all stakeholders, such as customers, suppliers, business partners, public bodies, communities and social institutions. We ensure that all employment relationships are voluntary and we oppose any form of child, forced, slave or compulsory labor, as well as assessing the integrity of our suppliers and partners about these issues. We do not tolerate any form of discrimination, harassment, degrading or violent treatment against our employees, including physical punishment, abuse or forced labor.



All the documents that guide these practices, such as the **Anti-Corruption Policy, **ESG Policy** and **Code of Conduct** are publicly available on our [IR Website](#).**

4. Partners are institutions benefiting from or interested in the Órigo Social program.



Communication, Training and Transparency

GRI 2-15, 2-24, 2-25, 2-26, 205-2

We continuously reinforce our communication, training and transparency practices to guarantee an ethical and responsible organizational culture. Our **Whistleblowing Channel** operates completely independently, managed by a company specialized in the subject. The channel, available 24 hours a day, 7 days a week, can be accessed via telephone, website or app, allowing all stakeholders to report irregularities anonymously or identified. This mechanism is monitored by a restricted Compliance team, which analyzes, investigates and reports on the issues reported. All complaints are investigated and decided upon by CARC members, with procedures adjusted to the nature and sensitivity of each case.

To reinforce the dissemination of the channel and encourage its use, we carry out internal training sessions on topics such as sexual harassment, accident prevention and integrity. In 2024 training was given to 534 internal employees. In the same year, the Internal Week for the Prevention of Accidents at Work (SIPAT) also promoted training

for employees on this topic. In addition, our commitments, policies and procedures related to ethical conduct, compliance and integrity are shared widely with our employees and business partners through training, presentations, making documents available on an internal platform and in basic kits sent to partners periodically.

Although we do not yet have a specific policy for dealing with conflicts of interest, this issue is covered in our Code of Conduct, that defines the guidelines for preventing and dealing with these situations with impartiality. Additionally, this matter is monitored by the CARC, which meets monthly with the Compliance Department to assess possible cases.

In addition, the company's commitments are discussed with investors, board members and senior management, ensuring that improvements and measures taken are widely communicated. These efforts seek to promote a culture of responsibility and strengthen trust in our processes and practices.

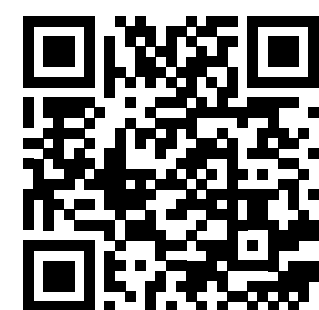
In addition to providing information on how stakeholders can access the Whistleblowing Channel via the website, the Órigo Energia farms have physical signs with this information aimed at the surrounding communities and employees working in the field.

HELLO PARTNERS AND EMPLOYEES

If you identify attitudes or behaviors that are in conflict with the guidelines of Órigo Energia's

CALL TOLL FREE:

0800 800 1236



Scan the QR Code or go to the website:
contatoseguro.com.br/origoenergia

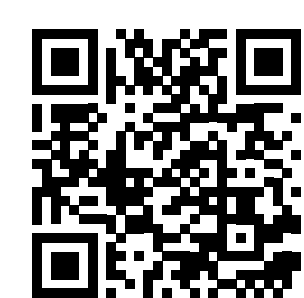
Available 24 hours every day, anonymity and confidentiality guaranteed. Any form of retaliation is prohibited.

HELLO COMMUNITY!

If you have a report or complaint about Órigo Energia's activities in this region, please contact us.

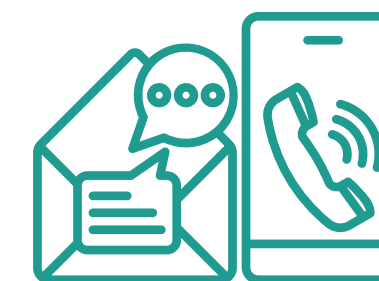
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Scan the QR Code or go to the website:
contatoseguro.com.br/origoenergia

Available 24 hours every day, anonymity and confidentiality guaranteed. Any form of retaliation is prohibited.



Complaints 2024:

Received: 133

Founded: 31

In 2024, the channel received 133 complaints, 68% internal and 32% external (covering customers, suppliers and communities). Of the total, 23% were founded and treated in accordance with the Órigo Energia Whistleblower Channel Regulation.



Regulatory Compliance

GRI 3-3 Material theme

In the shared distributed generation sector, according with Law No 14.300/2022 and the rules of the National Electric Energy Agency (ANEEL), Brazilian regulations establish guidelines for sharing energy between consumers, promoting efficiency and democratizing access to renewable sources.

Regulatory compliance in this topic involves observing technical, tariff and contractual criteria, ensuring that our operations are in line with current regulations and the interests of consumers and the electricity sector. In addition, efficient management of this material issue requires constant monitoring of regulatory changes, risk mitigation and the adoption of good governance practices.

In this scenario, our Legal and Compliance department is attentive to the constant regulatory discussions to keep up with any changes that may occur in the laws and regulations pertinent to the business. In addition, we adopt transparency in our contracts with our clients based on a standard contractual draft as determined by the regulatory agency. In this way, it is possible to enhance legal certainty, optimize economic benefits for consumers and collaborate with the country's energy transition.

From a socio-environmental point of view, although it is complex to keep up with the diversity of legal requirements applicable to the company's activities, mainly due to the territorial extension of the solar farms and its particularities, we develop socio-environmental studies and analyses individually for each project to be implemented. When applicable, environmental authorization or licensing processes are carried out with the competent bodies, with the support of specialized consultants.

Also within the scope of controlling applicable legal requirements, which is one of the elements of Órigo Energia's ESMS, the technical departments responsible for Environmental, Health and Safety and Human Resources issues identify the legal requirements applicable to their scope and verify compliance, so that there is greater assurance of control and risk mitigation. The internal process is supported by the Legal and Compliance department, mainly in the interpretation of legislation and standards so that the technical areas can continually revisit the legislation relevant to our business and its compliance, or draw up an action plan to ensure compliance.

Customer Focus

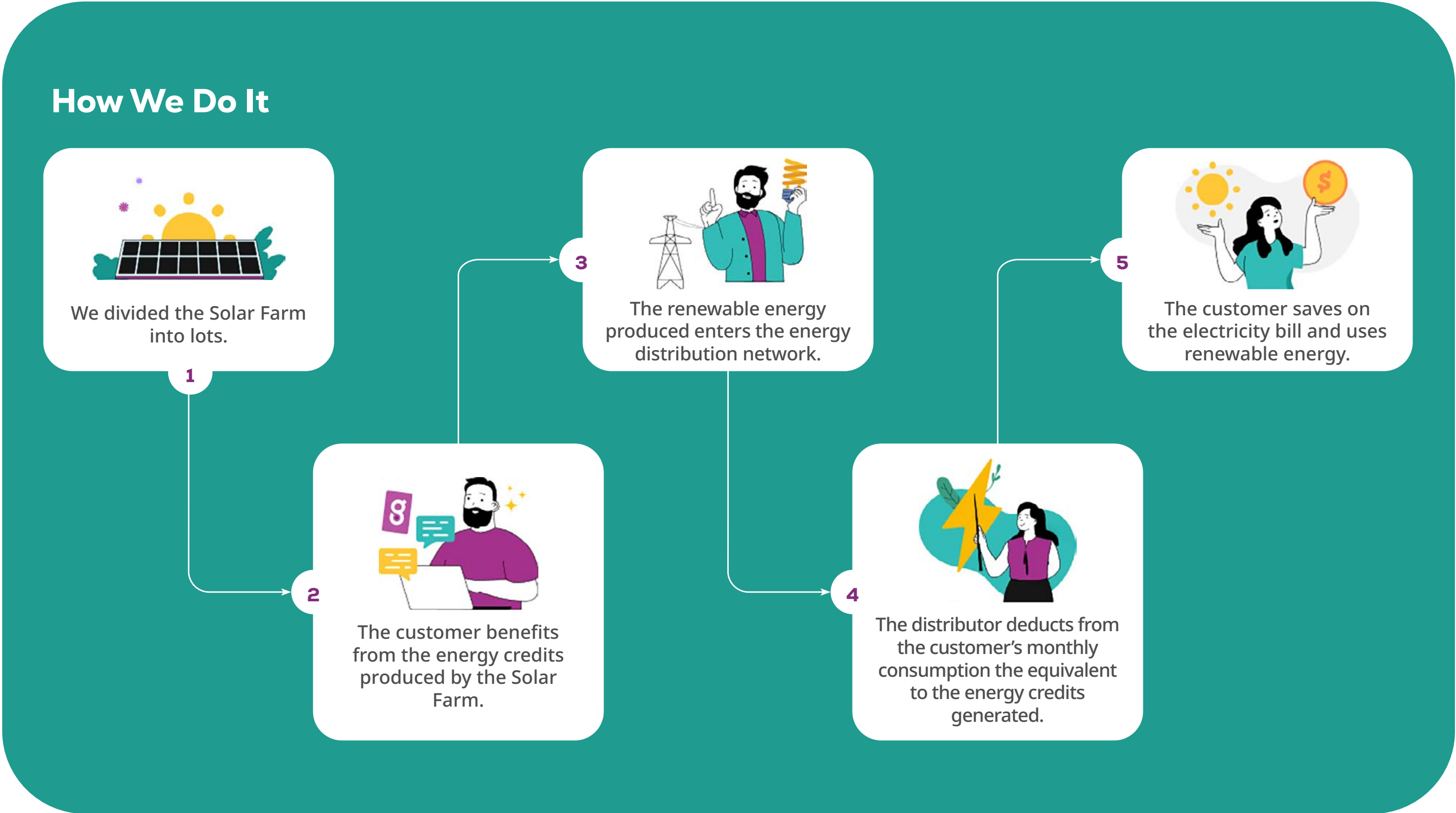
Commercial Strategies

GRI 3-3 Material theme

Our clients are diverse, ranging from individuals to small and medium size companies of various segments, all looking for sustainable and economically viable solutions to meet their energy demands. In the residential segment, we serve consumers who prioritize reducing the costs of their electricity bills by using renewable energy. In the business sector, we highlight small and medium-sized businesses and rural properties that adopt distributed generation as a strategy to optimize operating expenses and consolidate their commitment to sustainable practices. This year, we enabled savings of almost R\$ 81MM for our customers

Reflecting the solidity of our internal commercial structure and the growth of our network of partners and service channels, in 2024, more than 90,000 customers were served⁵ in 11 Brazilian states and Federal District. We also have robust internal policies, such as the Customer Communication Policy, which ensures clear, transparent and respectful communication.

In 2024, we restructured the after-sales department, which was essential for improving customer experience. We segmented our base into specific profiles and developed value propositions aligned with the needs and profitability of each group.



Our clients are the protagonists and we preserve a relationship that goes beyond excellent service, because we invite them to be part of our process.



5. Measured in connected consumer units.

Recognition in Customer Satisfaction

Our strategic focus, combined with our commitment to excellence, has earned us the **Experience Certified** seal from the NPS **Experience Awards**⁶ for the second subsequent year, making us the only distributed generation company with consumer experience certification. The Experience Awards aim to recognize and certify the leading companies in Net Promoter Score (NPS) in Brazil, highlighting those that excel in their respective sectors. The evaluation is based on a broad panel of thousands of consumers, allowing them to express their opinions and perceptions directly. This format gives the award an authentic and transparent character, making it 100% the customer's voice.



Expansion Plans for 2025

For 2025, we have set ambitious goals that include expanding our operations to 20 Brazilian states, strengthening our geographical presence and consolidating our leadership in the renewable energy sector. In addition, we plan to diversify our distribution channels through new partnerships, while investing in digital transformation to improve customer experience.

We are expanding our service channels to ensure that information is always accessible, whether through the application, customer portal or BOT chat via WhatsApp, allowing for more agile and efficient communication. This modernization reflects our vision of the future, which seeks to facilitate the customer's journey with Órigo Energia, making interaction more transparent and intuitive.

We offer a practical and simplified experience, compatible with the demands of the market, while committing to sustainability, innovation and excellence in service.



6. Find out more about the awards and rankings at: <https://experienceawards.com.br/>

We have two special programs for Órigo Energia customers or non-customers/partners



CLUBE ÓRIGO is our benefits program designed to empower the relationship with our customers and encourage the expansion of the Órigo Energia community. Through it, our customers can earn points by referring to people or companies interested in joining our renewable energy network. With no limit to the number of referrals, the program rewards proactivity on the part of customers, allowing them to accumulate more points and access exclusive benefits.

The points are proportional to the average spend of the referred customer. For example, by referring to a customer with an average consumption of R\$ 200, the customer who made the referral receives 200 points⁷, which can be used in various ways: to obtain discounts or even zero out the Órigo Energia invoice, receiving the amount in PIX directly in the account or purchasing products, services and experiences on our partners' websites.



To find out more and see the program's regulations, please visit **Clube Órigo Energia website**

7. If the nominee signs Órigo Energia



The Órigo Pro Club is a platform exclusively dedicated to market professionals who wish to expand their opportunities and build a strategic partnership with Órigo Energia. Through this program, participants not only refer new customers, but also actively promote the Órigo Energia brand and its energy-saving solutions. This whole process is backed up by the direct support of our Sales team, which offers training and guidance on the best approach practices.

As representatives of the CLUBE ÓRIGO PRO, our partners play an essential role in identifying potential customers, verifying their eligibility for Órigo Energia's services and presenting customized renewable energy solutions. Once the commercial and contractual conditions are accepted, our partners are rewarded with commissions, strengthening the relationship of trust and reciprocity.

Here are some testimonials that show how satisfied our customers are

"Órigo Energia brings credibility, because it is a renowned company in the energy market, and people who contract this energy are automatically contributing to the planet."

Marcílio Mazetti, Órigo Pro Partner from Juiz de Fora – MG

"Órigo Energia is an excellent opportunity for you to take care of your money in the right way, generate extra income and achieve many more dreams with your money."

Rodrigo Schumacher, Financial Educator from Betim – MG

"The savings we make (on the energy bill) are not small. It's a good saving and it means there are more resources left over to use for improvements at the Association."

Germano Araújo, Director of ASES – Associação dos Empregados da Soeicom de Vespasiano – MG

"I needed to save on energy and Órigo Energia gave me that."

Dionnes Jorge, owner of the largest network of driving schools in Campo Grande – MS



Suppliers

GRI 204-1, 308-1, 408-1, 409-1, 414-1, GLOBAL PACT P4, P5

Supplier Qualification and Development

The qualification and development of suppliers seeks to optimize the selection of new suppliers, giving greater transparency and sustainability to the purchasing process, mitigating business risks and ensuring that contracts meet Órigo Energia's legal and internal requirements.

Our Supply Chain department coordinates this process, assessing financial, regulatory (licenses, registration, certificates) and socio-environmental issues (such as assessing the registration of employers who have subjected workers to conditions analogous to slavery). After evaluating these pillars, the supplier receives a score that determines whether it is able to work with us.

We rely on external consultancies specialized in the analysis of national and international suppliers, carrying out research that supports the Supply Chain department in this process to identify possible associations with illegal or unethical practices, such as child labor, analogous to slavery, sexual exploitation and illicit activities.

These criteria are non-negotiable in our approval process, and any link to these practices results in the automatic disqualification of the partner. Aside from that, we apply ESG questionnaires in all approval processes, which question, among other criteria, the monitoring of the supply chain itself in relation to respect for human rights and the fight against child/slave labor, systems for identifying and mitigating environmental risks, as well as the supplier's formal commitment, expressed in official documents, to fight and not tolerate discrimination in all its forms. In 2024, we approved 260 new suppliers, 232 of which were classified as "Excellent, Great, Good and Satisfactory", proving that they met the social and environmental fundamentals and criteria established by the company. The remaining 28 bidders did not meet the process requirements and are not eligible to be included in our list of approved suppliers.

Contract Clauses and Procurement Policy

All contracts signed with our partners (suppliers and service providers) include mandatory clauses on good social and environmental practices. These clauses cover issues such as fighting discrimination, social and environmental responsibility, the prohibition of slave labor or labor analogous to slavery and child labor, as well as the requirement to comply with Órigo Energia's Code of Conduct and ESMS.

Our **Procurement Policy** defines clear guidelines for the entire purchasing and contracting process, from prospecting to final approval, ensuring that all purchases comply with our ethical and legal standards.

Third-Party Management and Monitoring

Started in 2024 and currently being implemented, the **Third-Party Management System** is an initiative that will significantly improve the monitoring and management of the company's suppliers. This system will be aligned with our **Third-Party Management Policy**, scheduled for publication in 2025, which establishes guidelines for mitigating financial, quality and socio-environmental risks associated with third-party relationships, as well as optimizing costs, improving efficiency and regulatory compliance related to the activities of external companies or professionals that provide services or products to Órigo Energia.

Since the scope of this monitoring is the companies that provide solar farm construction and property security services, the process establishes that these partners should be monitored regularly, both documentarily and through face-to-face audits, which are carried out to check, above all, occupational health and safety compliance.

This process reinforces our commitment to transparency, sustainability and operational excellence throughout the supply chain, and represents another step towards strengthening our governance practices and building a sustainable future.

Economic and Operational Performance and Portfolio of Solutions

Performance, Operations and Solutions

GRI 203-2

In 2024, we significantly expanded our operations, reaffirming our commitment to promoting affordable and sustainable renewable energy throughout Brazil. This move is accompanied by a comprehensive analysis of economic, social and environmental impacts and strategic planning, reflecting our responsibility to stakeholders such as investors, local communities, senior leadership and partner organizations.

Our operating model promotes the creation of jobs, income generation and financial savings for customers, combined with the development of infrastructure in the regions where we operate. The definition of priorities, aligned with stakeholder expectations, is essential to ensure that the positive impact is maximized. We also carry out scenario analyses, assessing variations such as changes in public policy, economic fluctuations and technological advances, to ensure that our operations are prepared for challenges and opportunities.

In a sustainable way, we conduct combined assessments of criteria such as time, quality, safety and economic viability. Our continuous monitoring of economic data allows us to maximize our positive impacts and minimize negative ones, providing better social, environmental and economic conditions for the communities where we are present.

With this vision, we seek not only to expand our operations, but also to consolidate our role as agents of transformation for a more sustainable, inclusive and innovative future.

Savings generated for customers (R\$ MM)

	2023	2024	Accumulated
Savings for companies	34.4	44.5	153.2
Savings for individuals	17.5	36.4	72.9
Total savings generated	51.9	81.0	226.1

Note: The values presented in the "Accumulated" column refer to the period from 2017 to 2024





Our Positive Impacts



Savings: we offer discounts on energy bills, generating savings, all without bureaucracy, guaranteeing transparency and generating greater financial control for many families and small businesses in the country.



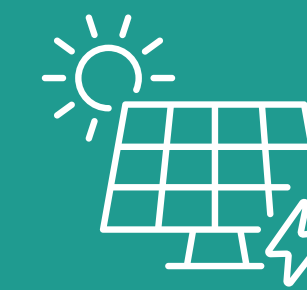
Development: each new solar farm built contributes to the direct and indirect generation of jobs and boosts regional development and the local economy.



Environment: because solar energy is inexhaustible and has a low environmental impact (as compared to fossil fuel energy sources and reduced environmental impact on biodiversity), it is essential for the energy transition. Our solar farms are designed to meet all environmental standards and require minimal maintenance, maximizing their sustainable efficiency.



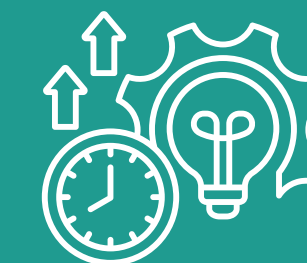
Innovation: Our model for contracting and consuming energy promotes a collective action, encouraging conscious choices that benefit both individuals and society.



215
solar farms in operation



638.1 GWh
Total Energy Generated



467.46 MW_p
Installed Capacity

Internalization of Operation and Maintenance (O&M) Activities

We carried out the internalization of operation and maintenance activities on the company’s own solar farms in 2024. Previously carried out by outsourced suppliers, these operations were integrated into our in-house teams. This decision brought gains in efficiency and control, as well as updating processes, ensuring greater alignment with our quality and safety standards.

With the internalization of preventive maintenance, we have expanded our capabilities, incorporating technologies such as predictive maintenance and improving management in our Operations Centre. This structure has played a crucial role in anticipating and mitigating operational risks, particularly the efficient management of fires in the vicinity of our solar farms.

Recognizing the importance of topography as an initial stage in our projects, we have also internalized this activity. We now have our own team dedicated to carrying out topographical surveys in the field. This team has been structured to act in an agile and strategic manner, supporting solar farms in need of process improvement, guaranteeing flexibility and precision in meeting the specific demands of each construction.

We will remain dedicated to advancing initiatives that integrate technology, efficiency and community engagement to ensure sustainable development, meeting high technical standards and guaranteeing the continuity of our processes.



Social Management

Social Responsibility

Committed social management is at the heart of our work. We are firmly committed to issues such as human rights, health and safety, as well as respect for and dialogue with the communities around our projects. We reject any form of discrimination or harassment and actively work to promote diversity, equity and inclusion in all our operations.

Although the nature of our activities does not present significant social impacts, we recognize the importance of monitoring and managing the associated risks. With this approach, we reaffirm our position in contributing to sustainable development, minimizing impacts and generating benefits for society and the employees who contribute to building Órigo Energia.

Órigo Energia Team

GRI 2-7, 2-8, 401-1, 401-2, 401-3, GLOBAL PACT P1, P3, P6

Clear communication of operational guidelines is one of the main pillars that govern our organization to promote the well-being of our employees and guarantee the achievement of our organizational objectives. In 2024, this approach became even more relevant due to the exponential growth experienced by Órigo Energia.

We have adopted internal policies⁸ in line with the principles of fairness and transparency, promoting an organizational culture that values diversity, equity and inclusion, seeking to build an increasingly fair and representative work environment.

We maintain a continuous and constructive dialog in labor relations, periodically reviewing our people management practices. This review covers everything from hiring, dismissal and performance appraisal processes to professional development initiatives, ensuring that they are aligned with the best practices and the needs of our employees.






8. Human Resources Policy, Policy on Hiring Young Apprentices, Policy on Hiring People with Disabilities, Policy on Disciplinary Measures, Remuneration Policy, Standard Operating Procedure for Hiring, Standard Operating Procedure for Dismissal, Standard Operating Procedure for Structured Feedback.

Last year, we reached the milestone of 1,350 own employees, an increase of 76% on the previous year, when we had 765 employees. This growth was particularly significant in our commercial team, which doubled in size in 2024. We currently have 34 apprentices, who carry out administrative tasks such as filing, organizing documents, scheduling meetings and customer service activities, and 11 interns, whose activities are directly linked to each student's area of academic training.

One of our main approaches is to ensure that employees understand the structure of our business, promoting alignment and engagement measures to ensure the retention of human capital. To this end, we have adopted some initiatives that provide support to employees throughout their careers with the company.

Among these initiatives, we highlight the promotion of structured feedback and formal feedback carried out twice a year, as well as the application of the Employee Net Promoter Score (eNPS), an organizational climate assessment conducted quarterly, which resulted in a score of 69.5%, compared to 60.1% in 2023. These actions allow Órigo Energia to monitor employee demands and promote continuous alignment between leadership and staff.

Total employees⁹ (GRI 2-7)

2023			2024	
Gender	Total	%	Total	%
	350	46%	598	44 %
	415	54%	752	56 %
	765	100 %	1,350	100 %

9. All the data was taken from the payroll system for 12/2024. This total does not include workers who are not employees, such as trainees, young apprentices and third parties. All the company's own employees work full time.

2023			2024	
Region	Total	%	Total	%
North	0	0%	21	1 %
North East	30	4%	133	10 %
Midwest	39	5%	94	7%
Southeast	696	91%	1,102	82%
Total ¹⁰	765	100%	1,350	100 %

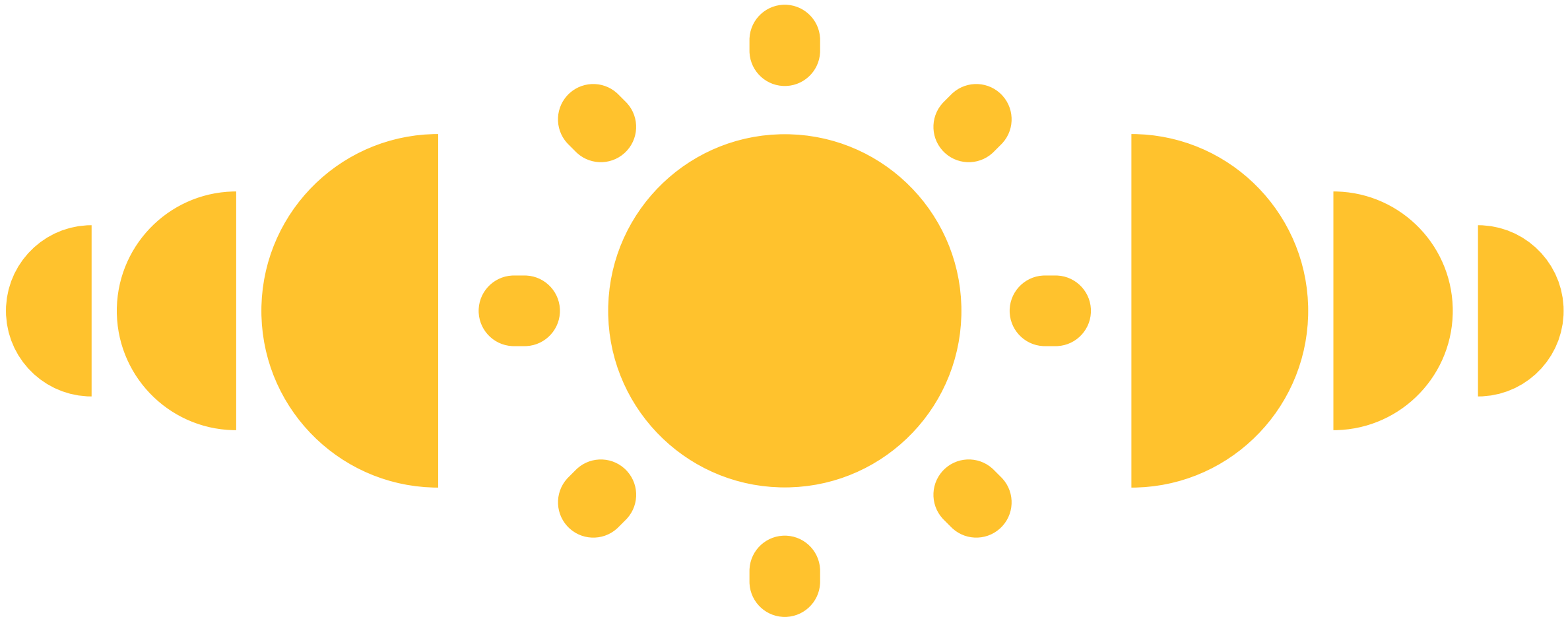
10. 82% of workers are located in the southeast region of Brazil.






Total non-employee workers (GRI 2-8)

Description	2023		2024	
	Total	%	Total	%
Trainees	1	4%	11	9%
Young Apprentice	26	96%	34	26%
Third parties ¹¹	0	0%	84	65%
Total	27	100 %	129	100 %

11. Michael Page contracts only.



New hires and employee turnover (GRI 401-1)

	Total number of new employees hired	Rate of new hires (%)	Total number of employees dismissed	Turnover rate (%)
Gender				
	613	45%	276	20%
	438	32%	190	14%
	1,051	78%	466	34%

Age group

Under 25	260	19%	81	6%
From 25 to 50 years old	732	54%	348	26%
Over 50 years old	59	4%	37	3%
Total	1,051	78%	466	34%

Region

North	23	2%	25	2%
Northeast	140	10%	40	3%
Midwest	81	6%	3	0%
Southeast	807	60%	398	29%
South	0	0%	0	0%
Total	1,051	78%	466	34%

Note: The rates of new hires and employee turnover were calculated based on the total number of employees at the end of the reporting period, which corresponds to 1,350 employees.

Benefits of Órigo Energia Team

GRI 401-2, 401-3





Órigo Energia offers a range of benefits to its employees, with the aim of promoting the well-being, quality of life and safety of its teams. For the past year, we have been working to increase awareness of the benefits available to employees, with the aim of promoting greater engagement and quality of life. The benefits include:

- **Transport vouchers**
- **Meal vouchers**
- **Life insurance**
- **Health insurance***
- **Physical activity aid (Wellhub)**
- **Dental plan***
- **Payroll loan***
- **Flexible working hours***
- **Hybrid work***
- **Extension of maternity and paternity leave**
- **Parking***
- **Fuel voucher***
- **Órigo Energia Subscription Plan****
- **Anniversary day-off**
- **Reduction in co-payment of health insurance for people with disabilities**
- **Disability aid**

* It does not cover all positions or jobs.
** Discount benefit offered to employees who subscribe to the company's Subscription Plan.

Maternity and Paternity Leave: In partnership with the Citizen company program, Órigo Energia has granted 180 days of maternity leave since 2023, adding 60 days to the minimum criteria for the legal benefit. Similarly, paternity leave, which is legally five days, has been extended to 20 days, an increase of 15 days over the legal requirement. This leave also applies to employees who choose to adopt children.

Maternity/paternity leave (GRI 401-3)

	2023		2024	
				
Total workforce	350	415	598	752
People who went on leave	13	5	20	20
People returning from leave	10	25	20	20



Diversity, Equity & Inclusion

GRI 405-1, 405-2, GLOBAL PACT P1, P2, P6

At Órigo Energia, we foster an organizational culture that values diversity, equity and inclusion, recognizing the richness that different perspectives and experiences bring to our work environment. We work to ensure that all employees feel respected and valued, regardless of their background or individual characteristics.

Our commitment to diversity goes beyond our internal operations, extending to our value chain and the communities with which we interact. We seek to create an inclusive and accessible experience, promoting practices that favor the representation of under-represented groups, through initiatives that attract, develop and retain talent ethically and without discrimination, strengthening our commitment to an inclusive and equitable corporate environment.

Structured in 2023, our **Diversity, Equity and Inclusion Program (DE&I)** is based on four main pillars: **gender, race, LGBTQIA+ and People with Disabilities (PwDs)**. With the participation of all the affinity groups, we drew up a strategic plan

to improve the program's objectives and advance initiatives with a greater positive impact on Órigo Energia and society. We also have an area dedicated exclusively to the issue of diversity, linked to Órigo Energia's Human Resources department, to strengthen our capacity to promote internal discussions and implement transformative actions.

In line with the diversity pillars, we established Internal Communication Campaign, an initiative aimed at promoting awareness and engagement around important commemorative dates.

For this year, we have selected four key moments to stimulate our action and dialog on equity and inclusion:



March 8 – International Women's Day



June 28 – LGBTQIA+ Pride Day









September 21 – National Day of Struggle for People with Disabilities



November 20 – Black Awareness Day



Diversity in governance bodies and employees (GRI 405-1)

	2023				2024			
	Board of Directors	Senior Management & C-level	Leadership	Employees	Board of Directors	Senior Management & C-level	Leadership	Employees
Gender								
	4	11	76	328	6	15	144	593
	3	4	51	295	1	5	65	528
	7	15	127	623	7	20	209	1,121
 (%)	57%	73%	60%	53%	86%	75%	69%	53%
 (%)	43%	27%	40%	47%	14%	25%	31%	47%
 (%)	100%	100%	100%	100%	100%	100%	100%	100%
Age group								
Under 25	0	0	0	47	0	0	0	87
From 25 to 50 years old	2	14	124	547	3	19	201	993
Over 50 years old	5	1	3	29	4	1	8	41
Total	7	15	127	623	7	20	209	1,121
Under 25 (%)	0%	0%	0%	7%	0%	0%	0%	8%
25 to 50 years old (%)	29%	93%	98%	88%	43%	95%	96%	88%
Over 50 years old (%)	71%	7%	2%	5%	57%	5%	4%	4%
Total (%)	100%	100%	100%	100%	100%	100%	100%	100%

- **People with Disabilities (PwDs):** Regarding the promotion of initiatives aimed at PwDs, we began internal actions to identify employees who were not yet self-declared and intensified the promotion of measures to provide a safe environment for these employees. We also partnered with a specialized consultancy to increase the number of people with disabilities hired and adopted affirmative action positions exclusively for this public. The result of this initiative was an increase from 12 employees with disabilities in 2023 to 19 employees in 2024, representing an increase of 58%. Furthermore, we implemented a new benefit, reducing the co-payment of the health insurance for PwDs from 20% to 10%.
- **Race and Color:** In 2024, we launched an Internship Program with the commitment to allocate at least 60% of vacancies to black and brown people. The start of the first class was an important step towards increasing representation within the organization.
- **Gender:** In accordance with the Procedure for Hiring Employees, we will ensure that at least one of the final candidates is female. To monitor and follow up on these indicators, we will implement a system that will allow us to track female participation at all stages of recruitment.
- **LGBTQIA+:** Our goal is to create an environment where LGBTQIA+ people feel safe to self-declare. We have identified that the lack of self-declarations may be associated with an environment that can still be improved, and we are committed to implementing actions that strengthen the psychological safety and acceptance of this group.

Ratio of basic salary between men and women by functional category (GRI 405-2)

Functional Category	Ratio of basic salary between women and men	
	2023	2024
Senior Management & C-level	88%	94%
Leadership	94%	83%
Employees	86%	99%

- Note 1:** The employees’ basic salary only considers the amounts issued on the payroll. This figure does not include any additional remuneration, such as overtime payments or other benefits.
- Note 2:** With regard to the gender pay ratio, it is worth noting that this is calculated in accordance with Federal Law 14.611/202315. One of the main offenders for the result shown in the table is the fact that there are more men than women occupying positions where salaries are higher; in other words, there is no pay disparity between people of different genders in the same position/function. In order to address this problem, the HR department has actions in place on the recruitment and selection fronts (having mandatory female candidates and affirmative vacancies) and in talent development (initiatives planned for internal female employees within the Diversity, Equity and Inclusion Program).
- Note 3:** There has been an adjustment in the presentation of the pay ratio data compared to the previous year’s report. It was identified that in the previous edition, the data disclosed included a description referring to total remuneration. In this edition, the information has been corrected and presented appropriately, reporting only the ratio between the basic salaries of women and men by job category.



Employee Well-being, Health and Safety

Occupational Health and Safety Management

GRI 3-3 Material theme, 403-1, 403-3, 403-8

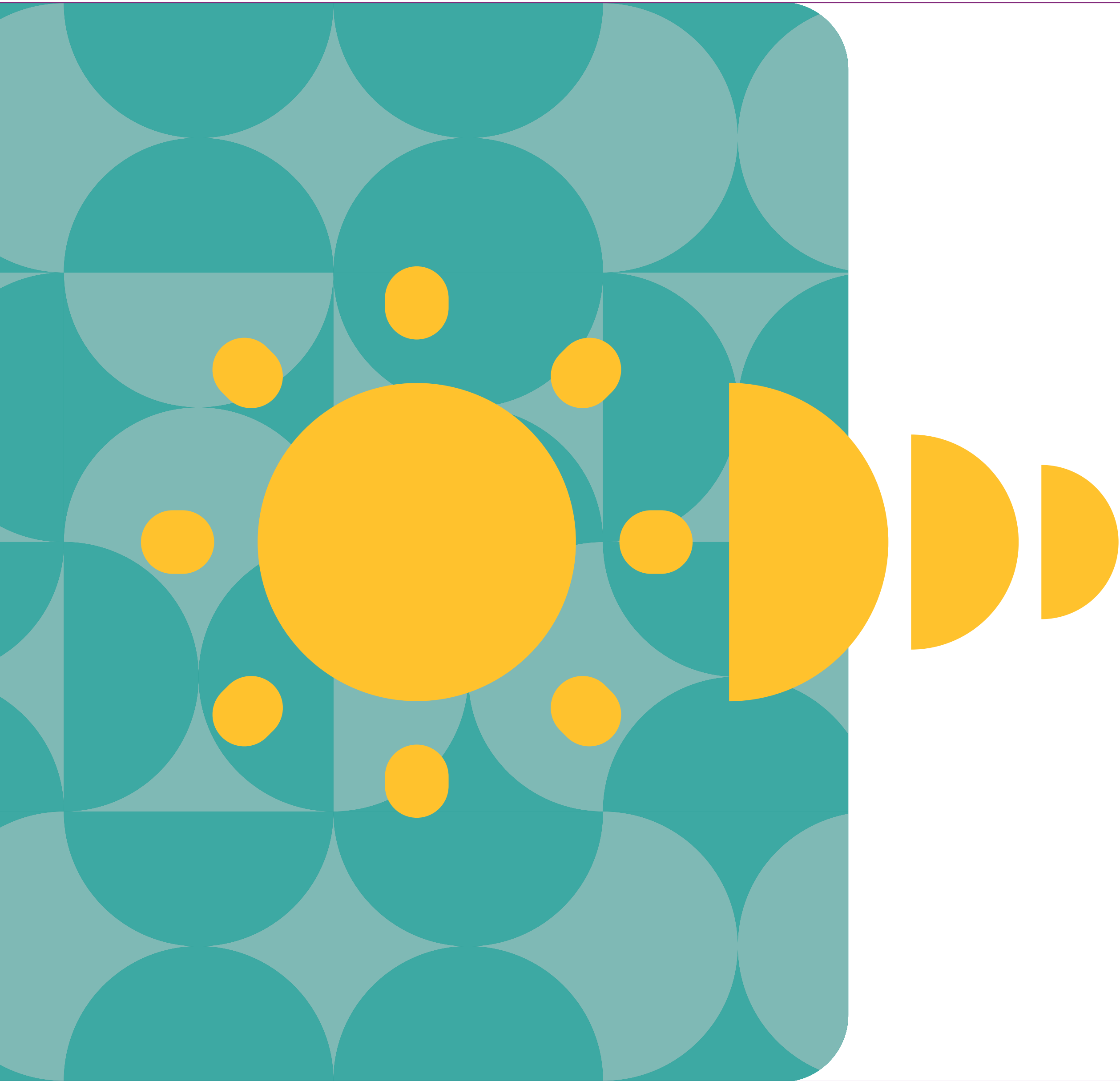
We consider the health and safety of our own and outsourced employees to be an absolute priority. We have implemented policies and practices that promote a safe and healthy working environment, seeking to develop a solid culture of prevention and minimize the occurrence of accidents. Our commitment is based on an **Occupational Health and Safety System**, which serves as the basis for the continuous management of occupational risks and the improvement of our processes.

We recognize that our activities, whether on construction sites, commercial activities or operations, involve inherent risks, such as accidents related to interaction with electricity or traffic. For this reason, we constantly strive to implement robust preventive measures and establish effective response plans for emergencies. Our actions are guided by legal requirements, regulatory standards and the guidelines of IFC Performance Standard No. 2, which provide guidelines on employment and working conditions.

We formalize our commitments in documents such as the Occupational Health and Safety Policy and the ESG Policy, and ensure the implementation of processes in the Operational and Occupational Safety Procedures, the Emergency Response Plan, the Risk Management Program and the Occupational Health Medical Control Program.

Contractually, we require all suppliers to follow our health and safety practices and guidelines, adherence to which is regularly verified through audits and inspections in the field and of occupational health and safety documents.

Our system is structured to meet the legal requirements of the Ministry of Labor and is based on regulatory and technical standards. This basis supports occupational risk management and the continuous search for improvements, benefiting the 1,730 direct and indirect workers covered by the system.



The system adopts a continuous improvement approach, covering several stages that encompass the entire workforce. The main processes include:

- Risk management in administrative and operational activities;
- Preliminary survey of hazards, with the preparation of inventories;
- Implementation of control measures based on engineering, work organization and individual protection;
- Drawing up preventive action plans, taking into account the risks associated with each hazard identified;
- Developing reactive action plans for emergencies such as incidents and accidents at work;
- Continuous communication on risk management practices.

We also have the **Occupational Health Medical Control Program (PCMSO)**, which aims to protect

and preserve the health of employees against occupational risks. The program seeks to promote quality of life in the workplace, contributing to productivity, quality and competitiveness. Its guidelines include promoting a culture of prevention at all hierarchical levels, integrated into professional activities, working to promote the health of all employees, prevention, screening and early diagnosis of work-related health problems, reducing the rates of accidents at work, professional and occupational illnesses, complying with labor legislation on occupational health, and ensuring compliance with the guidelines of the General Data Protection Law (LGPD).

All Órigo Energia employees undergo health examinations on admission, periodically and on dismissal, in accordance with the PCMSO.

We consider the health and safety of our own and third party employees to be an absolute priority.

Occupational Risk Assessment

GRI 403-2, 403-7

We continuously monitor exposure to risks through the **Risk Management Program (PGR)**, with assessments carried out annually and whenever changes occur in processes, equipment or activities. This process is conducted internally by qualified professionals who have developed solutions adapted to the specific needs of our operations, using methodologies based on preliminary risk analysis to identify hazards, assess risks and propose control measures.

Risk management covers both in-house and outsourced employees and is accompanied by regular audits and inspections. Our diagnoses have resulted in the implementation of administrative, engineering and technological measures to ensure collective and individual protection. We use the **Preventive Risk Indicator (IRO)** to monitor and measure the degree of risk in our operations, allowing specific action plans to be created and followed up whenever necessary.

Incident investigation processes are guided by formalized standards and procedures, such as the Procedure for Investigating Accidental Events, NBR 14280 – Classification of Accidents at Work and the **Emergency Response Plan (PAE)**. In the case of incidents, we follow a structured protocol, which includes collecting data, analyzing the causes, defining corrective actions and drawing up a final report.

We train all our employees to ensure that their activities are carried out safely and efficiently. The **Preliminary Risk Analysis (APR)** is a mandatory document that identifies hazards, maps risks and details control measures. In addition, high-risk tasks are carried out under supervision, with **Safe Work Permits** issued. We also encourage the right of refusal in situations of imminent risk, promoting a solid safety culture in line with the highest occupational protection standards.



Promoting Workers' Health

GRI 403-6

Promoting the health of our employees is one of the fundamental pillars of our organizational culture. We recognize that physical and mental well-being is essential for team performance and for strengthening a safe, healthy and productive work environment. That's why we develop ongoing initiatives that promote awareness and disease prevention, reinforcing our commitment to the quality of life of all our employees.

Throughout the year, we followed a schedule of campaigns aimed at promoting health, covering relevant topics and aligned with the needs of our teams. Among the actions carried out, we highlight:

- **Flu Vaccination Campaign**, held in all our offices in April, reinforcing the importance of immunization;
- **Yellow May**, with talks on preventing traffic accidents and safe driving;

- **Internal Week for the Prevention of Accidents at Work – SIPAT**, held in July, featured a lecture by consultant Macklen Azevedo, covering essential topics for health and safety at work;
- **Pink October**, with talks on breast cancer prevention, encouraging early diagnosis;
- **Blue November**, we had a talk on prostate cancer prevention, with a high level of internal engagement;
- **Orange December**, with virtual lectures on skin cancer prevention, as well as the distribution of sunscreen samples to employees.

These campaigns reflect our efforts to integrate health promotion into our work routine, encouraging preventive habits and the pursuit of a balanced lifestyle.



Communication and Training

GRI 403-2, 403-4, 403-5

At Órigo Energia, we use various methods to promote the active participation of employees in issues related to health and safety at work. One of the main instruments is the **Health and Safety Dialogues (DDS)**, to disseminate information on accident prevention. We also have the Internal Accident Prevention Commission (CIPA), which guides workers on the risks in the workplace and how to avoid them, and the **Safety Committee**, which brings together leaders to deal with critical issues related to safety, occupational health and risk control.

The partner companies that work in the field receive our **Health and Safety Policy** when the service contract is formalized. This document sets out the rules and procedures that must be followed by both these companies and their employees to mitigate the risk of accidents at work. In addition, for each solar farm project, we draw up an Emergency Response Plan (PAE), which is made available to all employees. The PAE includes emergency drills, aligned with previously mapped risk scenarios, and periodic training sessions.

All our employees, whether in-house or outsourced, undergo a safety induction, followed by a mapping of their duties. Based on this mapping, we provide mandatory training and additional training, such as Safety Integration, Safety Inspection Agent Training and Defensive Driving Training, according to the activities to be carried out.

The DDS are carried out on a daily basis by the contractor responsible for carrying out the service and weekly by the Occupational Health and Safety (OHS) department for all operational employees, both in-house and outsourced, and take place daily on the construction sites before activities begin. In addition, we promote the Monthly Administrative Dialogue, which takes place in an online format, covering the entire administrative public and addressing topics relevant to their activities. This constant dialog allows us to align information and practices between the operational and administrative teams, strengthening our safety culture.

The **Safety Committee**, made up of the company's immediate and senior leadership, holds monthly



meetings to discuss issues related to health and safety risks, OSH performance indicators and accidents at work. These meetings are essential for making decisions and implementing actions aimed at controlling risks.

The Internal Accident Prevention Commission (CIPA) – guides workers through the risks in the workplace and how to avoid them. CIPA meetings, which are also held monthly, offer a space for dialog between employees, allowing them to identify and

communicate risks present in the workplace. CIPA is responsible for guiding and raising awareness among workers, helping to reduce accidents and promote a safe environment. In 2024, we set up regional CIPAs, which actively participated in campaigns such as the Internal Week for the Prevention of Accidents at Work (SIPAT) and supported the management of risk maps, providing further support for the specificity of each Órigo Energia regional unit.

During the year, there was one serious accident caused by exposure to electric shock. In order to eliminate the recurrence of accidents of this nature, we intensified communication about our **Prior Risk Analysis Policy for Safe Work** and included signs and restricted access signs in energized cabins. We have also established that all operations on partially energized solar farms, which are still under construction, must be carried out by our Operation and Maintenance (O&M) department. In addition, we promote training for all employees who use vehicles as a work tool and reinforce the Safe Driving concept, making badges with guidelines on preventive actions available on all company vehicles.

Accidents at work (GRI 403-9)

	2023		2024	
	Own employees	Third-party employees	Own employees	Third-party employees
Total number of accidents at work with serious consequences (except fatalities)	0	0	1	0
Total number of occupational accidents subject to mandatory reporting	4	4	1	1
Total number of deaths resulting from accidents at work	0	0	0	0
Total	4	4	2	1
Total number of commuting accidents	3	0	2	0
Total number of typical accidents*	1	4	1	1
Total	4	4	3	1
Total number of days lost	5	135	54	2
Number of hours worked	1,889	**	2,161	477

* A typical work accident is any accidental event that causes bodily injury or functional disturbance to an employee in the course of their work for the company, resulting in them being off work for more than one day.
** Third-party employees were not counted in 2023.



Training and Development

GRI 404-1

Training and qualification are fundamental pillars for the development of our employees and for maintaining a safe and productive working environment. We conduct development actions on two fronts: mandatory training and cultural and technical immersion programs.

Mandatory training includes essential topics such as building evacuation, accident prevention and construction support. These trainings are designed to ensure that all employees are prepared to act safely and responsibly, contributing to individual and collective protection.

In addition, each area of the company has a specific program of more in-depth training, adapted to the needs and challenges of their functions. In the case of the sales team, for example, we carried out a comprehensive program of acculturation and practical immersion, essential for aligning employees with Órigo Energia's values and quality standards. Morning dynamics led by supervisors were carried out, involving all salespeople, whether remotely or in person. These daily dynamics aim to align the team and reinforce the commitment to excellence in every interaction. In addition, new employees in the area

spend an initial period of 15 days accompanying the team on field visits, providing practical experiences that allow for an in-depth understanding of the market's needs and expectations.

The Commercial Department Integration Program aims to offer an immersion in Órigo Energia's organizational culture. During the integration, we present the company's structure, our history, vision for growth and corporate storytelling. We provide new employees with an identification kit, consisting of a T-shirt and badge, reinforcing the connection with our identity. After this initial stage, employees take part in technical training, followed by practical experiences, ensuring that they are fully prepared to act in line with the values that underpin our successful trajectory.

Another aspect considered by Órigo Energia is the strengthening of communication and connection between teams. To meet the challenges posed by different working models – such as on-site, remote and hybrid teams – and the expansion into new regional offices, we promote cycles of team Building, actions led by the Human Resources department. These initiatives ensure that messages and objectives are transmitted consistently to all employees.








Nossa energia
vem do sol!

Examples of these actions include lives with the president and themed events, such as the activities held on Father's Day, which promote interaction and the exchange of experiences. In 2024, we offered a total of 10,573 hours of internal training, corresponding to an average of 5.4 hours of training per employee. This volume reflects a 31% increase compared to the total recorded in 2023, in which 8,045 hours of training were carried out. In 2024, the commercial and after-sales approach stood out as the most frequent topics, with the commercial approach and after-sales as the most frequent topics.

Average hours of training per year, per employee (GRI 404-1)

	Total number of employees	Total hours of training	Average hours of training
Gender			
	752	6,198	5.4
	598	4,375	5.3
	1,350	10,573	5.4
Functional category			
Senior Management & C-level	20	75	4.0
Leadership	209	900	4.0
Employees	1,121	9,499	8.0
Total	1,350	10,573	5.4

Volunteering

GLOBAL PACT P9

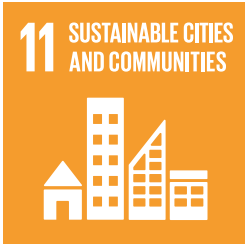
We continue to reaffirm our commitment to social responsibility through volunteer work and support for local communities. We promote corporate volunteering initiatives, engaging our employees in activities that also benefit the communities where we operate, which strengthen the ties between the company and society, as well as fostering an internal culture of solidarity and citizenship.

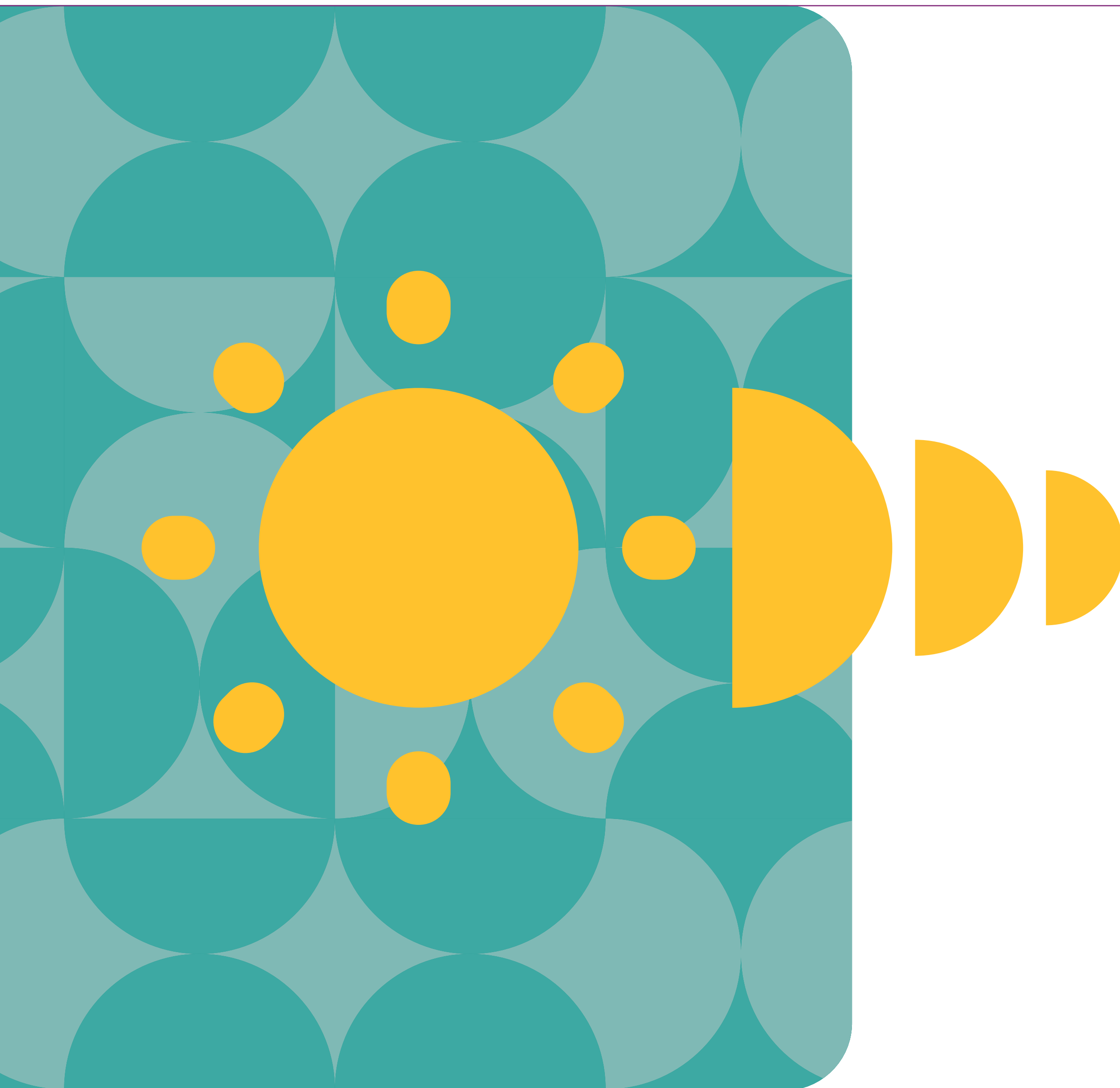
We recognize that sustainable development goes beyond environmental and economic issues and involves a commitment to social well-being. That is why we will continue to invest in programs and actions that promote positive results in communities, aligning our business growth with the promotion of a more fair and inclusive society.

Below are the social actions carried out during the year:

SOS Rio Grande do Sul

In view of the heavy rains that hit the state of Rio Grande do Sul, we organized a campaign to collect items at our offices in São Paulo and Campinas. The action resulted in the collection of more than 600 items, mostly clothes and hygiene products, which were sent to the state via the Post Office. In addition, through our own resources, we donated 450 liters of mineral water to the Red Cross, which was on the front line of the situation and played a crucial role in assisting the victims.





Donation for Santa Quitéria – CE

At the beginning of the year, the municipality of Santa Quitéria in Ceará also suffered from heavy rains that resulted in flooding, directly impacting 180 families in the region. Sensitized by the situation, we mobilized Órigo Energia's resources to provide immediate aid, donating 180 basic food baskets and 180 hygiene kits to the affected families.

The distribution was organized in partnership with the Social Assistance Reference Centre (CRAS) and covered locations with high levels of social vulnerability. These include the community of Saco do Belém, where family farming is the main economic activity, and Vila São Cosme, a traditional fishing community.

Santa Quitéria is a region where we maintain operations and we recognize the importance of supporting local communities.

Visit to Shelters for LGBTQIA+ People

During Pride Month, we organized volunteer actions in São Paulo and Belo Horizonte, led by Órigo Energia's Diversity Working Group, with the support of the ESG and Human Resources areas. The initiatives were led by volunteer Órigo Energia employees.

- **aKasulo (Belo Horizonte):** An institution aimed at transgender people in vulnerable situations, promoting socializing, care, culture, leisure and professional training. Our volunteer action included donating clothes, collected by Órigo Energia employees and holding a round table discussion. This meeting provided a welcoming moment for participants to share their stories, experiences, knowledge and interests, strengthening dialogue and empathy.

- **Casa Florescer (São Paulo):** Casa Florescer welcomes transgender people in situations of social vulnerability. In this action, we promoted a creativity workshop, inspiring participants to explore new possibilities. One of Casa Florescer coordinators highlighted how creativity, combined with self-image, can be a powerful tool for gaining space and visibility in society.

Stakeholder Engagement

GRI 2-29, 413-1, 413-2, 203-2

We have established direct channels to strengthen communication and engagement with our various stakeholders. To systematize their identification, we have classified them into stakeholder categories,



Own and outsourced employees



Investors



Clients



Suppliers



Business partners



Industry associations



Local communities



Social institutions benefiting from the Órigo Social program

This engagement seeks to understand the demands, perceptions and interests of each group, as well as providing relevant information about our operations and how they can influence interactions with each stakeholder.

We use a wide range of tools to strengthen these relationships and promote a continuous and effective dialog. Among these tools, we highlight meetings, training sessions, thematic campaigns

according to the company's Stakeholder Management and Engagement Program. The main categories are:

and the use of social media, guaranteeing clear, accessible communication aligned with the interests of our audiences.

We highlighted here the actions to interact with the communities around the solar farms and the construction contractors, which were structured and started in 2024 and are expected to continue in 2025.

Surrounding Communities

Engagement with the communities close to the company's projects begins with a mapping of the stakeholders present in each location. Initially, we draw up a preliminary list of these stakeholders, in accordance with the guidelines of our **Stakeholder Management and Engagement Program**, to define the appropriate area of direct influence. This list is validated and complemented by field research, where these stakeholders are interviewed.

The surveys and interviews are conducted by a specialized consultancy and the data collected is used to classify the criticality of the stakeholder to define personalized engagement strategies aligned with the profiles analyzed. After mapping, the consultancy creates a customized engagement plan, considering the particularities of each territory and the level of criticality identified to ensure more effective and targeted actions.

In 2024, we conducted surveys and interviews in 42 Órigo Energia projects, across 38 municipalities in 11 Brazilian states, resulting in **440 stakeholders mapped and interviewed in the year**.

The data shows that the population was initially unaware of Órigo Energia, but also that they were very receptive to dialogue and recognized the importance of the company for the municipality. These results reinforce the company's intention to

Community perception of the shelter:

94% of respondents did not know about Órigo Energia before the survey

86% of respondents believe that the company's presence is important for the municipality

84% of respondents are interested in talking to Órigo Energia

establish and publicize a channel for dialogue with the community, promoting transparency, proximity and connection.

For 2025, we will continue to carry out the mappings and execute customized engagement plans, the latter being our biggest challenge and a crucial point for expanding the program, with the aim of deepening our relationship with local communities and strengthening our social and environmental responsibility in the regions where we operate.

Construction Contractors

For Construction contractors, we use our ESMS which directs and standardizes processes and procedures related to sustainability. Since 2023, we have been making progress in implementing this system in the locations where we operate, facing challenges and improving our operating model.

Engagement with Construction contractors takes place through three main mechanisms. First, we hold initial meetings promoted by our Engineering department, to establish the first contact after

contracting and before mobilization for the start of the work, and to present technical, occupational health and safety, environmental and ESMS requirements and make our communication channels available.

The Occupational Health and Safety (OHS) area then carries out audits and inspections in the field within the scope of Third-Party Management, where the activities carried out by the partners are checked for compliance and, if necessary, action plans for opportunities for improvement or non-compliance are followed up.

Finally, on a sample basis, the ESG area conducts face-to-face visits led by the technical team, in which we share information about our practices, reinforce procedures and discuss ESMS programs and plans relevant to the activities.

It should be noted that other forms of supplier engagement can be applied such as informative e-mails, workshops, and the mechanisms mentioned [on page 28](#) of this report, utilized by Órigo Energia's Supply Chain area in a systemic way.



Órigo Social Program

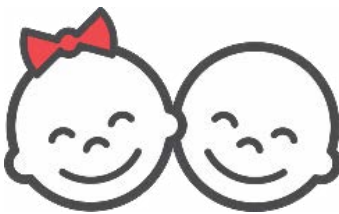
GRI 203-2, GLOBAL PACT P9

Created in 2017, the Órigo Social Program aims to support non-profit institutions that serve vulnerable communities and groups in the regions where we operate. Through this initiative, we contribute to social projects that play a fundamental role in building a more inclusive and promising future.

The program consists of the monthly donation of quotas that generate electricity credits for the beneficiary institutions. These credits make it possible to significantly reduce (or zero out) the electricity bills of the beneficiary institutions, so that the financial resources are redirected to investments that are essential to the functioning and expansion of the activities of these organizations.

Our commitment is to benefit one consumer unit of a social institution for each 5 MWac of installed capacity in operation, linking the growth of the program to the expansion of our activities and the installed capacity of our solar farms.

Some of the Institutions Benefited



Vulnerable Population 35



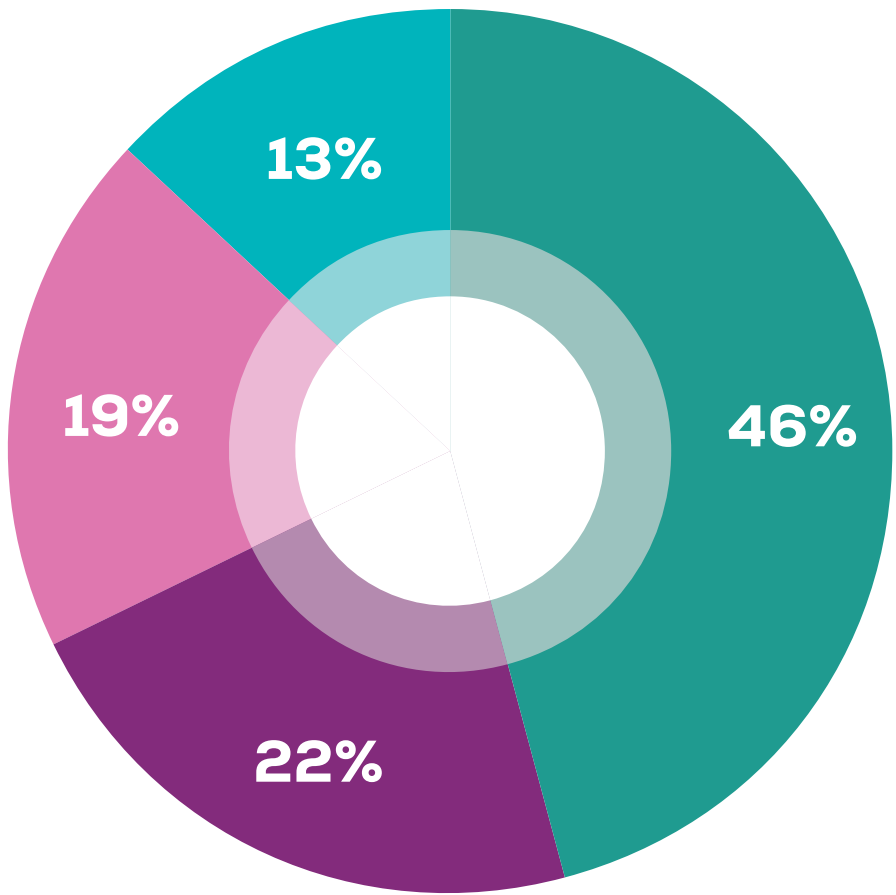
Healthcare 17



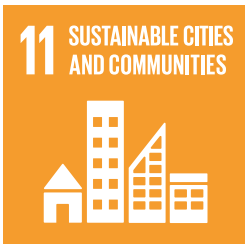
Education and Culture 14



Animal Law 10



In 2024, we benefit 76 institutions by donating quotas. In total, we have provided more than 1.8MM kWh in energy credits and accumulated savings of more than R\$ 1.8MM.



Environmental Management

Environmental Impact Monitoring

GRI 3-3 Material theme, GLOBAL PACT P7

Our operations contribute directly to reducing dependence on non-renewable sources and to reducing greenhouse gas (GHG) emissions. However, our commitment is to fight climate change and seeking to protect biodiversity, prevent pollution and stimulate the market with decarbonization solutions.

During the construction of our solar farms, we seek to minimize negative environmental impacts, even though they are naturally low due to the size and nature of the projects, such as the suppression of forest fragments, the loss of habitat, the generation of waste and effluents and the disturbance of fauna, ensuring that all activities are carried out in accordance with legal requirements (in compliance with the licenses issued by the competent bodies), and Órigo Energia's internal requirements (such as the ESMS guidelines, which guide to prevent negative impacts and, when avoidance is not possible, to mitigate, and compensate for residual effects).

As part of our mitigation and compensation measures for these impacts, we carry out forestry

compensation for plant suppression and promote proper management of local fauna to minimize impacts on ecosystems. We have also carried out field audits of the companies we have contracted (see more [on page 28](#) of this report).

For all of the company's projects, regardless of whether or not they require environmental licenses and permits, an Environmental Risk and Impact Assessment is carried out voluntarily, resulting in a Simplified Environmental Report, a document that identifies the potential and actual impacts of each project and serves as a basis for defining environmental control programs. In addition to this study, all others requested by the competent environmental agencies are carried out with the support of specialized consultancies to support the application for environmental licenses and permits.

In the pages below, we will highlight the projects and initiatives that reinforce our commitment to sustainability and demonstrate how we mitigate and manage the environmental impacts associated with our operations.





Biodiversity Conservation

GRI 304-2, 304-3, GLOBAL PACT P8

Buying Green Assets

We recognize the challenges associated with impacts on biodiversity during the construction of our solar farms and are committed to adopting practices that minimize these effects. In addition to legal forest mitigation and compensation measures, we develop programs and initiatives that promote positive environmental impacts, ensuring that our deliveries are in line with sustainability standards.

In 2024, Órigo Energia acquired a Green Asset through the Nascentes Program, in partnership with the São Paulo State Department of Infrastructure and Environment (SIMA). The initiative contributed to the restoration of degraded areas in the Atlantic Forest biome, promoting environmental conservation. The activities carried out made it possible to maintain forest fragments in the municipality of Duartina, specifically in the Vassunga State Park, covering an area of 0.87 hectares.



Voluntary Revegetation Plan

GRI 304-3, GLOBAL PACT P8

The Voluntary Revegetation Plan was designed to compensate for the impacts caused by our operations in the affected biomes. This program arose from the need to efficiently track the restoration of the biological value of the impacted biomes, and to directly monitor the application of resources or the environmental results generated.

The Voluntary Revegetation Plan reflects our commitment to the traceability of forestry compensation, guaranteeing the maintenance of the biological value of impacted areas, especially in relation to species protected by legislation and classified as immune from logging. Through it, we seek to promote actions that prioritize the preservation or recovery of biodiversity in areas of greater biological relevance, considering the impacts of solar farms. Our commitment is to ensure that at least one tree is planted for each tree cut down, in accordance with the guidelines established by IFC Performance Standard 6. This planting is designed to increase species diversity and promote the restoration of degraded areas or environmental enrichment in conservation sites, such as Permanent Preservation Areas (APPs), Legal Reserve areas, ecological corridors or other areas of environmental relevance.

In 2024, we planted **500 seedlings** (0.5 ha) in the Cerrado in partnership with the Consórcio Cerrado das Águas – CCA platform, which provides us with detailed monitoring reports on the progress of the planting, assessing the development of the vegetation, possible fertilization needs or other technical care. Founded in 2015, the CCA seeks to guarantee ecosystem services and promote a productive system that is resilient to climate change, with the participation of various partner companies and institutions.

Further, in view of the expansion of our operations, we are expanding our environmental preservation initiatives to other biomes. Among the actions carried out, the plan was extended to the Caatinga biome in partnership with the company SamaÚma – Driving Nature-Based Actions, which planted **200 seedlings** (0.2 ha) in the state of Piauí in January 2025, reaffirming our commitment to the protection and recovery of Brazilian ecosystems. SamaÚma¹² is a non-profit organization dedicated to ecological restoration, including the restoration of post-mining landscapes, with a focus on sustainability and long-term monitoring of restored areas. It works with local communities to generate an immediate positive impact through forest restoration, providing jobs, including prioritizing local workers, and valuing the culture and wisdom.

12. Find out more in <https://samaumaacoes.org/>.

Strategic Carbon Management

Energy Management

GRI 302-1, 302-2, GLOBAL PACT P7

GHG emissions represent one of the main global challenges, due to their contribution to global warming and climate change. We recognize the importance of monitoring, evaluating and reducing our emissions, reaffirming our commitment to sustainability and environmental protection.

In 2024, our energy consumption totaled 18,546 MWh, distributed between different scopes and sources of consumption. A significant portion, corresponding to more than 52%, comes from non-renewable energy (National interconnected System – SIN Brazil) and fuels, used in machinery, equipment, generators and the vehicle fleet.

Understanding the impact, we will continue to adopt measures that promote the transition to cleaner and more efficient energy sources, aligning our practices with the best international guidelines for emissions management.



Energy consumption within the organization (in MWh) (GRI 302-1)

Precursor Group	Precursor	2023	2024
Non-renewable fuels	Diesel	148	227
	Petrol	6,700	7,165
Electricity purchased	National Interconnected System – SIN Brazil	1,402	2,289
	Renewable electricity	6,504	8,865
Total		14,754	18,546

Energy consumption outside the organization (in MWh) (GRI 302-2)

Precursor Group	Precursor	2023	2024
Non-renewable fuels	Diesel	5,129	2,417
	Petrol	1,437	42
	Aviation kerosene	262	413
Building materials	Concrete	3,298	2,880
Total		10,126	5,751

GHG Emissions Inventory 2024

GRI 305-1, 305-2, 305-3, 305-5, GLOBAL PACT P7, P8

We strengthened our strategic management of carbon emissions by carrying out our second GHG inventory, covering scopes 1, 2 and 3, in accordance with the **GHG Protocol** methodology. To guarantee the accuracy and robustness of the data, we used the operational control approach, considering reference year 2024, with the support of a specialized external consultancy. This process is fundamental to identifying the sources of emissions associated with our operations, assessing the environmental impacts generated and planning mitigation actions.

The GHG emissions inventory totaled **95,827 tCO₂e of absolute emissions** in 2024. In scope 1, we recorded 1,538 tCO₂e from direct sources within our organization. In scope 2, we recorded 133 tCO₂e related to the consumption of purchased electricity. In scope 3, we identified 94,157 tCO₂e associated with indirect activities such as transportation, corporate travel and supplier operations. In this

last scope, we made significant progress with the incorporation of 2 new categories, which explains their significant increase from 2023 to 2024: **category 2 Capital Goods and category 4 Transportation and Distribution (upstream)**.

Taking responsibility for our impacts and implementing opportunities to reduce or mitigate them, we offset 2024 scope 1 emissions using carbon credits and neutralized 2024 scope 2 emissions using I-RECs, both of which are decarbonization solutions generated by Órigo Energia's own solar farms. In these transactions, 1,538 carbon credits and 2,289 I-RECs were retired from our portfolio.

We will continue to monitor and evaluate our GHG emissions, investing in studies which seek initiatives that reduce our environmental impact and contribute to building a sustainable future, with a focus on leaving a positive legacy for generations to come.

Absolute GHG emissions, by scope (in tCO₂e) (GRI 305-1, 305-2, 305-3)

Scopes	2023	2024
Scope 1	1,423 ¹³	1,538
Scope 2	55 ¹³	133
Scope 3	3,354	94,157
Total	4,832	95,827

Emissions by gas (in tCO₂e) (GRI 305-1, 305-2, 305-3)

Scopes	2023		2024		
	Total	CH ₄	CO ₂	NO ₂	Total
Scope 1	1,388	16	1,477	45	1,538
Scope 2	91	-	133	-	133
Scope 3	3,354	84	94,043	30	94,157
Total	4,833	100	95,652	75	95,827



13. The figure published in the previous year was corrected because diesel consumption by generators had been wrongly allocated to scope 2, adjusted to scope 1 in the Stationary Combustion category.

GHG Emissions Avoided

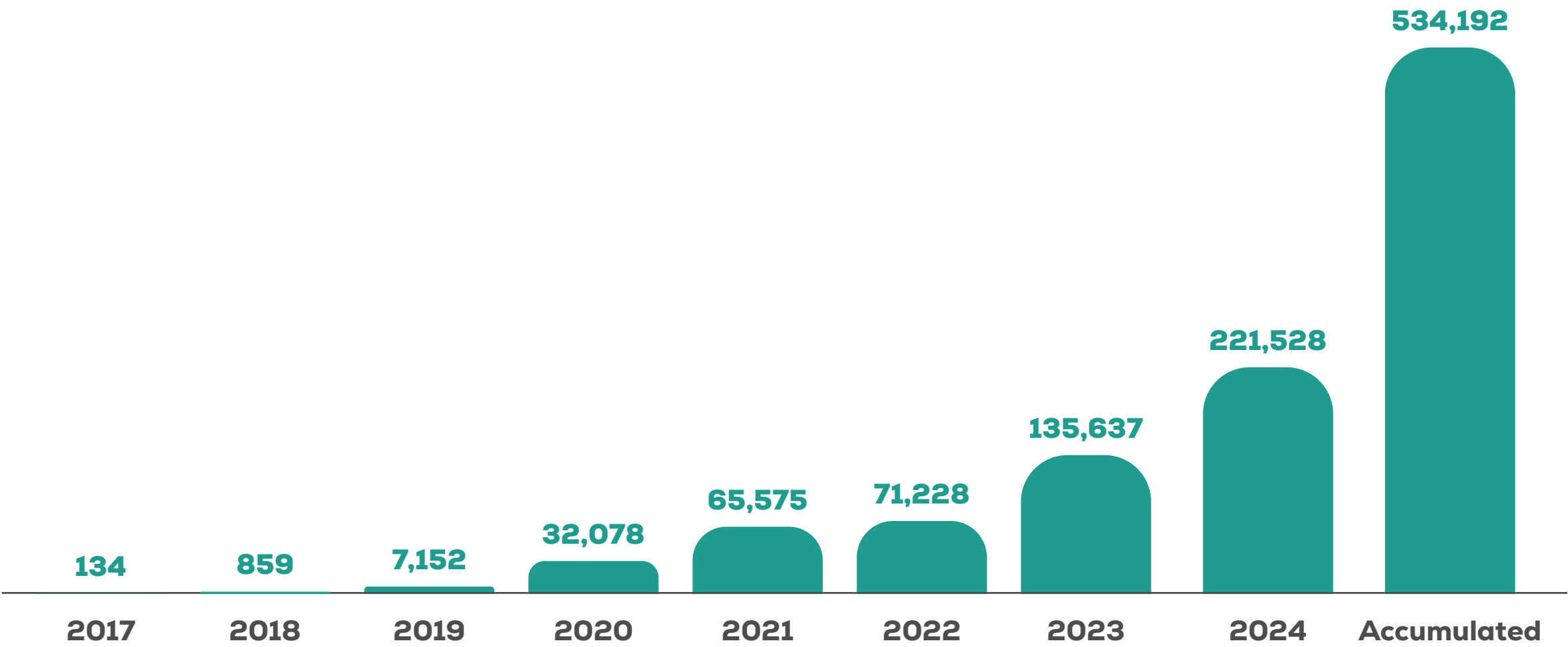
GLOBAL PACT P7, P8

Since the start of our operations, we have reached the mark of **534,192 tCO₂e avoided**, with a significant **221,528 tCO₂e** only in 2024. This figure represents an increase of **63%** compared to the previous year, a direct result of the exponential expansion of our activities over the last year.

In 2023, we used an international methodology¹⁴, adapted to the particularities of the Brazilian energy scenario and the distributed generation segment, to measure the carbon emissions avoided in the atmosphere. This methodology is aligned with the emission factor for the National Interconnected System (SIN) published by the Ministry of Science, Technology and Innovation (MCTI). Generally speaking, the calculation consists of subtracting the emissions of a reference situation (carbon-based electricity produced by other power plants in the country) from the actual emissions associated with the solar energy project.

Based on this methodology, we have developed a customized calculation tool that allows us to monitor and report the results.

Emissions avoided (tCO₂)



14. ACM0002 version 21.0 of the United Nations Framework Convention on Climate Change (UNFCCC): Large-scale Consolidated Methodology – Grid-connected electricity generation from renewable sources.

Decarbonization Solutions

GRI 417-1, GLOBAL PACT P7, P9

We are committed to promoting responsible carbon management through our business model, which gives companies and society access to sustainable energy solutions. In this way, we help them achieve the global goal of climate neutrality, known as Net Zero.

Through innovative initiatives, we seek to balance the GHG emissions produced with those removed from the atmosphere, contributing to the transition towards a low-carbon economy. In addition to our core business through the leasing of solar energy credits, we offer Decarbonization Solutions in our portfolio, which are International Renewable Energy Certificates (I-RECs) and Carbon Credits (CERs), sustainable solutions for companies and individuals.

International Renewable Energy Certificates (I-RECs)



In 2025, we made a new breakthrough by carrying out our first transaction with the EKOenergia Seal. We were the first Brazilian energy company to be authorized to market I-RECs with the **EKOenergia Seal**, an internationally recognized eco-label. This seal guarantees the authenticity of renewable energy credits and directs funds to projects that tackle energy poverty, promote biodiversity and encourage the construction of a 100% renewable energy matrix.

Each I-REC represents 1 MWh of energy generated by renewable sources and injected into the National Interconnected System (SIN), proving the origin and traceability of the energy consumed. The certificates, generated from our 23 certified solar farms, are used to engage the value chain in decarbonization and offset Scope 2 emissions from our GHG inventory.

Carbon Credits (CERs)

We have also made progress with the **CER** portfolio, which is generated from sustainable, auditable and certified projects. Used to offset carbon emissions that could not be avoided, they represent a global virtual currency, where approximately 1 ton of carbon is equivalent to 1 carbon credit. In 2024, we will expand our portfolio from 03 to **38 solar farms certified** to issue this product.

Using the methodology of the Brazilian company JUNDU, we traded 46,639 CERs, again with Grupo Soma, Brazil's largest fashion conglomerate. In addition, we used Carbon Credits to offset our Scope 1 emissions from our GHG emissions inventory. Through these initiatives, we reaffirm our commitment to decarbonization, sustainability and the promotion of a more fair and accessible energy model, engaging the value chain in this journey.



For more information, visit: <https://origoenergia.com.br/produtos-sustentaveis>

Waste Management

GRI 306-1, 306-3, 306-5

We recognize that the waste generated by our operations needs to be managed responsibly in order to minimize impacts on the environment. To this end, the ESMS includes the **Standard Operating Procedure for Environmental Management**, establishing operational controls for managing environmental risks.

As part of this commitment, we have developed, the procedure guide our own and contracted teams in the correct classification, segregation, temporary storage and proper disposal of the waste generated during the construction, operation and maintenance of solar farms.

During the construction of the solar farms, the waste generated is segregated and disposed of in accordance with the applicable environmental standards. In 2024, we made progress in solar panel waste management, sending 30.8 tons of End-of-life solar panels for recycling. In addition, another 23.5¹⁵ tons of class II waste, such as construction waste, plastics, paper, cardboard, wood and organic waste from the construction process were sent to the correct destination.

15. According to the data provided in the Waste Transport Manifests registered in the state or national online Waste Management Systems.

Waste generated (GRI-306-3)

		2023	2024
Waste composition	Waste description	Total weight (in t)	Total weight (in t)
Non-hazardous waste (Class II)	End-of-life solar panels solar panels	4.8	30.8
Non-hazardous waste (Class II)	Construction waste, plastics, paper, cardboard, wood and organic waste	*	23.5
Total		4.8	54.3

*Data not measured.

Decommissioning Plan

The Decommissioning Plan, developed with the support of a specialized company, guarantees the responsible management of waste generated by Órigo Energia's activities, with a focus on the proper disposal of damaged solar panels for recycling or disposal in accordance with environmental standards, at the decommissioning stage of the solar farms, which takes place at the end of their useful life. This plan is essential to ensure that decommissioning takes place in a safe, efficient and environmentally responsible manner and should be reviewed every 5 years to consider technological advances that could improve the decommissioning and material disposal processes.

In addition, a Maintenance Plan has been developed, which establishes waste management guidelines for the teams to follow during the operation phase of the solar farms.

These plans act as guidelines to ensure that the operation and closure stages of activities are carried out in an organized, sustainable manner and in full compliance with the best environmental practices, reinforcing our dedication to responsible management and care for the environment.



Water Management

GRI 3-3 Material theme, 303-1, 303-3, 303-4, 303-5

Water Use

GRI 303-1, 303-3, 303-4, 303-5

In all the projects and their life cycle, we seek to optimize water consumption to the lowest possible level, without compromising the energy generation activities on the solar farms. In this regard, the aim is to adopt water efficiency measures, such as applying responsible consumption criteria to the equipment used.

The water used in our activities comes from water trucks and the purchase of gallons. The water trucks supply the water tanks at the construction site and operations, guaranteeing use in changing rooms, toilets and equipment cleaning. In some cases, robotic resources are used to significantly reduce water consumption, while in others, high-pressure equipment is used to ensure efficient use of the resource. On the other hand, gallons are used exclusively for workers' consumption and are stored in living areas with filters installed.

To manage the use of water, the companies involved in this supply are instructed to:

- 1) present permits and potability reports all water supplies, in order to ensure traceability of origin and compliance with the standards established by the competent bodies, and
- 2) record the volumes of water consumed in electronic spreadsheets and report periodically as defined in the Environmental and Social Management System.

In 2024, the purchase of water represented 3,173 m³ in operations. Although we still don't have targets set for water management, we are improving our controls and monitoring to get a more accurate picture of our interaction with this resource. After this phase of refining data collection, we will be able to set clear targets and objectives in line with the size of our projects.

Wastewater Disposal

GRI 303-2

Construction contractors, who are responsible for managing solid waste and effluents from the activities under their management, contract duly licensed companies to transport and dispose of effluents in an environmentally appropriate manner. Our role is to supervise and ensure that these companies comply with current legislation (such as presenting environmental licenses relevant to their activities and issuing transport manifests and final waste disposal certificates). In 2024, 56.3 tons of sanitary effluents were sent for final disposal¹⁶.

For solar farms in operation, we use septic tanks with drains sized in accordance with the provisions of NBR 7229, NBR 13969 and the Sanitation Manual of the National Health Foundation – Funasa.

With these measures, we reaffirm our commitment to the preservation of water resources and environmental sustainability, guaranteeing the compliance of our operations and ecological balance.

16. According to the data provided in the Waste Transport Manifests registered with the state or national online Waste Management Systems. The environmental treatments given to effluents vary.

Summary of GRI Content

Declaration of use: Órigo Energia has reported the information cited in this GRI content summary for the period from January 1st to December 31st, 2024, based on the GRI Standards.

GRI 1 used GRI 1: Fundamentals 2021

GRI Standards	Disclosure	Observations/Omissions	Global Compact (UN)	Page
GENERAL STANDARD CONTENT				
GRI 2: STANDARD CONTENT 2021	THE ORGANIZATION AND ITS REPORTING PRACTICES			
	GRI 2-1	Organization details	Our headquarters are located at Avenida Queiroz Filho, 1,700, 4th floor, Torre A, in the Vila Hamburguesa neighborhood of São Paulo.	8
	GRI 2-2	Entities included in the organization's sustainability report	EBES Sistema de Energia S.A. and Órigo Serviços S.A.	
	GRI 2-3	Reporting period, frequency and point of contact		4
	GRI 2-4	Reformulating information	To improve the management of the Órigo Social Program, we revised the program's growth premise, associating it with the metric that measures business growth (Installed Power). It was decided that for every 5 MWac connected, one consumer unit will benefit, with a monthly donation limit of R\$1,600.00 per consumer unit.	
	GRI 2-5	External verification	There was no external verification of this report.	
	ACTIVITIES AND WORKERS			
	GRI 2-6	Activities, value chain and other business relationships	P9	11
	GRI 2-7	Employees	P1, P3, P6	32,33
	GRI 2-8	Workers who are not employees	P1, P3, P6	32, 34

GRI Standards	Disclosure	Observations/Omissions	Global Compact (UN)	Page
GRI 2: STANDARD CONTENT 2021	GOVERNANCE			
	GRI 2-9	Governance structure and its composition		18
	GRI 2-10	Appointment and selection of the highest governance body		18, 19
	GRI 2-11	Chairman of the highest governance body	The Chairman of the Board is not an Órigo Energia executive.	18
	GRI 2-12	Role played by the highest governance body in overseeing impact management		19
	GRI 2-13	Delegation of responsibility for impact management		20
	GRI 2-14	Role of the highest governance body in sustainability reporting		4
	GRI 2-15	Conflicts of interest	P10	21, 22
	GRI 2-16	Communicating crucial concerns		20
	GRI 2-17	Collective knowledge of the highest governance body		20
	GRI 2-18	Evaluation of the performance of the highest governance body	We are in the process of developing internal processes and at the moment we do not yet have a planned process for evaluating the performance of the highest governance body.	
	GRI 2-19	Compensation policies	Confidential information	
	GRI 2-20	Process for determining compensation	We have a Compensation Committee whose purpose is to periodically review the fixed compensation and benefits strategy adopted by the company. Proposed changes are submitted to the Board of Directors for deliberation and approval.	
	GRI 2-21	Proportion of total annual compensation	The information in this indicator is confidential to the company.	

GRI Standards	Disclosure	Observations/Omissions	Global Compact (UN)	Page
GRI 2: STANDARD CONTENT 2021	STRATEGIES, POLICIES AND PRACTICES			
	GRI 2-22	Declaration on the sustainable development strategy		3
	GRI 2-23	Policy commitments	P10	21
	GRI 2-24	Incorporating policy commitments	P1, P8, P10	22
	GRI 2-25	Processes to repair negative impacts	P10	3, 21, 22
	GRI 2-26	Mechanisms for advice and raising concerns	P10	21, 22
	GRI 2-27	Compliance with laws and regulations	In 2024, there were no recorded cases of non-compliance with laws and regulations. P1, P10	
	GRI 2-28	Participation in associations		15
	STAKEHOLDER ENGAGEMENT			
	GRI 2-29	Approach to stakeholder engagement		49
GRI 3: FORMS OF MANAGEMENT 2021	GRI 2-30	Collective bargaining agreements	Information not available for the reporting cycle.	
	GRI 3-1	Process of defining material themes	P10	4
	GRI 3-2	List of material themes	P10	4
MATERIAL THEMES				
Compliance, Ethical Conduct and Integrity				
GRI 3: FORMS OF MANAGEMENT 2021	GRI 3-3	Managing material issues	P10	21
GRI 205: Fight against Corruption 2016	GRI 205-1	Operations assessed for risks related to corruption	P10	21
	GRI 205-2	Communication and training on anti-corruption policies and procedures	P10	22
	GRI 205-3	Confirmed cases of corruption and measures taken	We had no records of corruption in the company during the reporting period. P10	

GRI Standards	Disclosure	Observations/Omissions	Global Compact (UN)	Page
Regulatory Compliance				
GRI 3: FORMS OF MANAGEMENT 2021	GRI 3-3	Managing material issues		24
GRI 417: Marketing and Labeling 2016	GRI 417-1	Requirements for product and service information and labeling	P7, P9	57
Customer Relations				
GRI 3: FORMS OF MANAGEMENT 2021	GRI 3-3	Managing material issues		25
GRI 413: Local Communities 2016	GRI 413-1	Operations with local community engagement, impact assessments and development programs	P1, P2	49
	GRI 413-2	Operations with significant actual or potential negative impacts on local communities	P1, P2	49
GRI 418: Customer Privacy 2016	GRI 418-1	Substantiated complaints regarding breach of privacy and loss of customer data	P10	
Employee well-being, health and safety				
GRI 3: FORMS OF MANAGEMENT 2021	GRI 3-3	Managing material issues		39
GRI 401: Employment 2016	GRI 401-1	New hires and employee turnover	P1, P3, P6	32, 34
	GRI 401-2	Benefits offered to full-time employees that are not offered to temporary or part-time employees	P1, P3, P6	32, 35
	GRI 401-3	Maternity/paternity leave	P3	32, 35
	GRI 403-1	Occupational health and safety management system	P1, P2	39
GRI 403: Occupational Health and Safety 2018	GRI 403-2	Hazard identification, risk assessment and incident investigation	P1, P2	41, 43
	GRI 403-3	Occupational health services		39

GRI Standards	Disclosure	Observations/Omissions	Global Compact (UN)	Page
GRI 403: Occupational Health and Safety 2018	GRI 403-4	Worker participation, consultation and communication with workers regarding health and safety at work		43
	GRI 403-5	Training workers in occupational health and safety		43
	GRI 403-6	Promoting workers' health		42
	GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relations	P1, P2	41
	GRI 403-8	Workers covered by an occupational health and safety management system		39
	GRI 403-9	Accidents at work		44
	GRI 403-10	Occupational diseases	No cases of occupational diseases were recorded during the reporting period.	
GRI 404: Training and Education 2016	GRI 404-1	Average hours of training per year, per employee	P1, P2	45, 46
Environmental Impact Monitoring				
GRI 3: FORMS OF MANAGEMENT 2021	GRI 3-3	Managing material issues	P7, P9	52
GRI 302: Energy 2016	GRI 302-1	Energy consumption within the organization	P7	54
	GRI 302-2	Energy consumption outside the organization	P7	54
GRI 304: Biodiversity 2016	GRI 304-1	Operational units owned, leased or managed within or adjacent to environmental protection areas and areas of high biodiversity value located outside environmental protection areas	Confidential information for the company	P7, P8

GRI Standards	Disclosure	Observations/Omissions	Global Compact (UN)	Page
GRI 304: Biodiversity 2016	GRI 304-2	Significant impacts of activities, products and services on biodiversity	P8	53
	GRI 304-3	Protected or restored habitats	P8	53
GRI 305: Emissions 2016	GRI 305-1	Direct Greenhouse Gas (GHG) emissions – SCOPE 1	P7, P8	55
	GRI 305-2	Indirect Greenhouse Gas (GHG) emissions – SCOPE 2	P7, P8	55
	GRI 305-3	Other indirect greenhouse gas (GHG) emissions – SCOPE 3	P7, P8	55
	GRI 305-5	Reducing greenhouse gas (GHG) emissions	P7, P8	55
	GRI 306-1	Waste generation and significant impacts related to waste		58
GRI 306: Waste 2020	GRI 306-3	Waste generated		58
	GRI 306-5	Waste destined for final disposal		58
Water consumption				
GRI 3: FORMS OF MANAGEMENT 2021	GRI 3-3	Managing material issues		59
GRI 303: Water and Effluents 2018	GRI 303-1	Interactions with water as a shared resource		59
	GRI 303-2	Managing impacts related to water disposal		59
	GRI 303-3	Water collection		59
	GRI 303-4	Water disposal		59
	GRI 303-5	Water consumption		59
EXTRA INDICATORS				
GRI 203: Indirect Economic Impacts 2016	GRI 203-2	Significant indirect economic impacts	P9	29, 49, 51
GRI 405: Diversity and Equal Opportunities 2016	GRI 405-1	Diversity in governance bodies and employees	P1, P2, P6	36, 37
	GRI 405-2	Ratio of basic wages and compensation received by women to those received by men	P1, P2, P6	36

GRI Standards	Disclosure	Observations/Omissions	Global Compact (UN)	Page
GRI 406: Non-discrimination 2016	GRI 406-1 Cases of discrimination and corrective measures taken	Seven cases of discrimination were recorded during the reporting period. The cases of discrimination were investigated and analyzed.	P1, P2, P6	
GRI 308: Environmental Assessment of Suppliers 2016	GRI 308-1 New suppliers selected based on environmental criteria		P4, P5	28
GRI 414: Social Assessment of Suppliers 2016	GRI 414-1 New suppliers selected based on social criteria		P4, P5	28
GRI 408: Child Labor 2016	GRI 408-1 Operations and suppliers with a significant risk of child labor cases		P4, P5	28
GRI 409: Forced or Bonded Labor to Slavery 2016	GRI 409-1 Operations and suppliers with a significant risk of cases of forced or compulsory labor		P4, P5	28
GRI 410: Safety Practices 2016	GRI 410-1 Security personnel trained in human rights policies or procedures	Information not available	P1, P2, P10	
GRI 204: Purchasing Practices 2016	GRI 204-1 Proportion of spending with local suppliers		P4, P5	28

Credits

General Project Coordination

Camila Campolina – ESG Coordinator

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Writing, Editorial Consulting, Graphic Design and Layout

Visão Sustentável

Selection, Collection and Analysis of GRI Disclosures

Visão Sustentável

Photos

Órigo Energia Collection

