ANNUAL **SUSTAINABILITY** REPORT

2025

origo energia





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Message from the CEO

[GRI 2-22]

In 2025, we moved forward with consistency—helping advance solar power in Brazil while delivering an increasingly simple, transparent and reliable experience for our customers. We closed the year with more than 770 MWp of installed capacity, operations in 12 states and the Federal District, and 420 solar farms in operation.

After a period of rapid expansion, we refocused our efforts on what we see as essential for the company's future: continuously raising the quality of what we do—across management, the customer experience, our relationship with society, and how we care for the environment. In 2025, we focused on efficiency, predictability and sustainable value creation—key drivers of more mature and responsible growth.

Digital transformation was a major enabler of this shift. We accelerated customer-experience automation, redesigned journeys, integrated channels, and enhanced our digital platforms, such as our app and customer portal. We also strengthened data-driven processes and reaffirmed our commitment to delivering an increasingly clear and transparent customer journey—because we believe trust is built every day through communication, service and the consistent quality we provide.

With financial discipline and selective expansion, we prioritized projects with stronger risk-adjusted returns, responsible spending and operational excellence. We believe that growth grounded in organization and quality is the only path to long-term resilience in an increasingly complex market. In 2025, we took an important step in reshaping our capital structure, completing more than R$ 1 billion in project financings, of which R$ 665 million were certified by the Climate Bonds Initiative (CBI). This recognition reinforces our ability to attract institutional capital to high-quality, sustainable assets.

We continue to see distributed generation (DG) as a solution that brings production closer to consumption, strengthens local electricity infrastructure, and increases system resilience. We believe this progress can only be sustained through legal certainty, regulatory stability and high-quality technical dialogue. In a rapidly evolving regulatory environment, we remain committed to contributing solutions that deliver predictability and accountability—preserving sector quality and consumer trust.

We also maintained our commitment to rigorous environmental licensing, regulatory compliance and tax transparency—foundational pillars for renewable energy that respects communities and territories. We advanced further in safety and compliance by strengthening engineering, drainage and asset-protection standards, improving insurance management, and reinforcing protocols for extreme weather events. Across all these areas, our priority remained operational quality and asset resilience.

On the social front, we expanded engagement, communication and active listening with local communities. We conducted additional stakeholder mapping, intensified local dialogue and, in 2025 alone, connected with nearly 1,500 people—deepening our understanding of impacts and opportunities in the territories where we operate. We also revised the strategy of the Órigo Social Program. Its new design—set to be implemented in 2026—will deepen collaboration with partner institutions and expand social impact, with a focus on relevance, continuity and quality.

In 2026, we will continue advancing in markets where the combination of value, feasibility, relationships with distribution utilities and customer experience makes solar energy even more strategic. Our ambition is clear: to lead not only in scale, but above all in quality, operational safety, customer satisfaction and financial strength. This translates into stronger governance, goals cascaded across leadership, and a data-driven management model. This foundation enables us to respond quickly to market shifts—such as time-of-use pricing dynamics and the potential opening of the retail market to low-voltage customers—while also paving the way for new solutions, including energy storage and operating as an aggregator.

Our commitment remains the same: to operate with strong governance, a responsible strategy and daily execution that reinforces our purpose. Our strategy is aligned with the business's material topics and the public agenda for the energy transition, seeking to expand positive impacts, prevent negative impacts and continuously improve the quality of our practices. For us, the recognition we have earned is a direct result of the quality standards that guide everything we do—across management, customer experience, operations, and our relationships with partners and society.

In the years ahead, our ambition is to be recognized not only for the scale we have achieved, but above all for the quality, consistency and integrity of our delivery.

By Aurélio Bustilho, CEO of Órigo Energia



About the Report

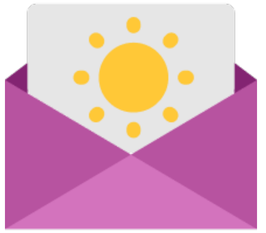
The Report

[GRI: 2-3, 2-14] [G12, G13, S1 E S2]

Our Annual Sustainability Report ("Sustainability Report" or "Report") was prepared with reference to the GRI Standards (Global Reporting Initiative Standards) and the climate indicators of the UN Global Compact, and presents Órigo Energia's performance between January 1st and December 31st, 2025. The Report highlights the main advances and challenges related to ESG (Environmental, Social, and Governance) topics, reinforcing our dedication to sustainability, social responsibility, and transparency in management. The content was reviewed by the ESG Committee, ensuring adherence to the company's principles and guidelines. We maintain the commitment to publish this Report annually.

The process of preparing the Sustainability Report involves the participation of the CEO and key executives, who contribute through structured interviews and provide strategic inputs on risks, opportunities, and material topics. The ESG Committee conducts critical readings of the drafts in defined cycles, consolidates comments, and records its analyses. In addition to the participation of the last materiality consultation cycle, involving executives, senior leadership, and diverse stakeholders.

This year we highlight initiatives linked to corporate governance, reinforcing integrity, transparency, and internal controls throughout the company. For the coming years, our priority remains governance to refine policies, improve decision-making processes and risk monitoring, providing the basis for a responsible and reliable growth. The previous edition can be consulted on our institutional website, on the Sustainability and Investor Relations pages. In case of questions or contributions regarding the topics covered, please contact us via email: **sustentabilidade@origoenergia.com.br**



2025 Highlights

Total installed capacity:
771.90 MWp
(65% increase vs 2024)

Solar farms in operation:
420

12 states +
DF with Órigo operations

Renewable energy generated:
1,142.08 GWh
approximately

Savings generated for customers:
Over R$136 millions
(68% increase compared to 2024)

Green bonds raised:
R$ 665 millions

Avoided emissions: approximately
400 thousand tCO_2e
(cumulative since 2017: nearly 1 million tCO_2e).

Offset of
100%
of Scope 1 emissions

Achieved
100%
Scope 2 carbon neutrality (through offsets)

Social institutions benefited by the Órigo Social program:
73

Savings for social institutions:
approximately
R$ 900 thousand

Local stakeholders consulted:
1,457 people
392 Civil Society Organizations in 109 municipalities across 12 Brazilian states and the Federal District

Órigo Energia

Who we are

[GRI 2-1]

We are Órigo Energia, a privately-held company founded in 2010 and a pioneer in distributed solar energy generation in Brazil. Throughout our trajectory, we have become a benchmark in the sector, expanding access to renewable energy and accelerating the energy transition in the country. Our headquarters is in São Paulo, the capital, with local support offices located in: Barueri (SP), Rio de Janeiro (RJ), Uberlândia (MG), Belo Horizonte (MG), Campo Grande (MS), Belém (PA), Cerrado (GO), Cuiabá (MT), Recife (PE), and Fortaleza (CE). Our operations are present in 12 Brazilian states plus the Federal District (DF), serving more than 2,000 cities, which allows us to operate in various regions of Brazil.

We offer renewable solutions that combine innovation, simplicity, and positive impact. Our purpose is to use energy as a force for good, promoting economic development, social inclusion, and environmental benefits for customers, communities, and the planet. We move forward together, in a clear, human, and transparent way, firm in the mission of making renewable energy accessible to all.

Energy that is a force for good

We aim our business to be a force for good. To get there, we want to be in every corner, in homes and in companies, providing a simple, efficient, and agile experience. We encourage rational and affordable energy consumption. We are committed to delivering the best experience to each customer, with the warmth of our service and solutions that fit into daily life. As a pioneer company, we inspire new, challenging, and disruptive ideas. We transform imagination into reality with energy, focus, and determination, doing good for the life and business of a growing number of people.

Solar energy is for you and for your business

Without requiring significant investments or complex bureaucracy, everyone can choose a more affordable and renewable energy:

- Companies of any size
- Residences of any social class
- Owned or rented properties
- Any type of structure (vertical/gallery)
- Any angle, latitude, or roof condition

Our customer is the protagonist. We maintain a relationship that goes beyond excellent service: we invite each person to be part of our process. Thus, the customer:

- participates in a collaborative movement of social and environmental sustainability;
- begins to see the electricity sector not just as a bill to pay, but as a space for protagonism; and
- feels part of the country's regional and technological development.

The satisfaction of our customers resulted in winning the NPS Award, as the best-evaluated company in the distributed generation energy sector in Brazil.

Timeline and Our Commitment to the Future

2017

MG: Start of operations; **15 cities served***

2018

MG: Expansion; **100+ additional cities served***

2019

SP: Launch of commercial operations

2020

PE: Entry into the state; **20+ cities served***

2021

MG and PE: Expansion, reaching nearly **500 municipalities with signed customer contracts***

2022

CE: Contracts signed in **60 municipalities** and additional cities served; expansion also to **DF and GO**

2023

Launch of commercial operations, with contracts signed in **MS, BA, MT, PA and RN**

2024

Expansion to **RJ;** presence in **11 states** and the **Federal District, serving 1,000+ cities***

2025

We began our operations in the state of **TO,** serving more than 100 municipalities.

Year-end: operational presence in **12 states and the Federal District,** with customers in **2,000+ Brazilian municipalities** and partnerships with **15 local distribution utilities**

*Figures reflect customer contracts; the commissioning/entry into operation of solar plants may occur on different dates.

Mission, Vision, and Values

We believe that renewable energy must be an affordable choice for an ever-increasing number of families and companies in Brazil. Therefore, our ambition is led by the transformation of the renewable energy market, expanding access to solar distributed generation and driving the energy transition in the country, with an increasing focus on quality, efficiency, and predictability in energy delivery.

We remain committed to developing innovative solutions that offer reliability, sustainability, and technology, delivering to our customers a simple, safe, and efficient experience, with clear information about savings and the benefits of solar energy. We value the human and professional development of our team, promoting work environments characterized by autonomy, collaboration, and appropriate safety, health, and well-being practices, supported by management processes based on data and well-defined goals.

Our decisions are guided by high ethical standards, socio-environmental responsibility, and respect for diversity. These principles strengthen our culture, guide our relationships with customers, suppliers, utilities, and communities, and sustain our purpose of using energy as a force for good. More than growing in size, we seek to be recognized for the excellence of what we deliver, for the positive impact on the territories where we operate, and for offering solar energy with practicality and transparent savings for our customers.



Mission

Connecting people and businesses to a simple and accessible renewable energy solution, balancing positive social and environmental impact with economic efficiency, thus becoming a leader in excellence and quality of delivery.

Vision

To become a leading integrated energy solutions company in Brazil, recognized for its customer experience and sustainable practices.

Values

Responsible autonomy

We take responsibility and make things happen with integration, autonomy, and governance, taking care of people, resources, and relationships, recognizing each of our achievements;

Commitment to customers

We are committed to making our customers' lives easier by delivering simple, agile, and high-value experiences for individuals and businesses;

Purposeful innovation

We are determined, seeking innovative solutions that anticipate the market and create value in a proactive manner;

Results with efficiency

We seek consistent results with focus, clarity, and accountability, prioritizing efficient decisions that generate real impact;

Ethical, safe, and sustainable behavior

We act with ethics, transparency, and integrity, promoting safety, respect, and positive impact for society, the environment, and everyone who builds our business with us.

Positive impacts we generate

Economy

Renewable energy with savings and without bureaucracy. We give the customer the power of choice, with transparency, to expand the financial control of families and companies across the country.

Development

With each new solar farm, we generate jobs, boost local development, and contribute to the improvement of the regional electrical grid. Through our "Clube Órigo", we also create an additional source of income for those who refer to our energy.

Environment

Solar energy is renewable and has low environmental impact. Our farms will maintain minimal intervention and comply with all environmental standards during the implementation and operation stages.

Innovation

Our innovative contracting and consumption model is built on the power of collective action. We empower people and businesses to make more conscious choices that benefit all of society.

Our Investors

Throughout our trajectory, we have consolidated a solid base of investors and strategic partners that reflect our intention to expand access to renewable energy in Brazil. We bring together national and international partners linked to the infrastructure, energy transition, sustainability, and social impact sectors, whose investment has strengthened our distributed generation model, supported the development of new solar plants, and driven the continuous modernization of processes, business relationships, and customer experience.

We are backed by/rely on/benefit from a diversified group of majority and minority investors, who provide financial stability and underpin the Company's structured growth." These partnerships reinforce our operations in the Brazilian energy transition, allowing Órigo to expand its reach, strengthen its value chain, and generate a positive impact for its stakeholders, communities, and the renewable energy sector as a whole.

Augment INFRASTRUCTURE

Augment is a US fund manager focused on growth strategies in renewable energy and sustainable infrastructure. Shareholder since 2022.

mov investimentos

Brazilian impact investment fund manager. Shareholder since 2011.

BLUE LIKE AN ORANGE Sustainable Capital

Impact investment firm focused on growth capital to emerging markets companies. Shareholder since 2022.

MITSUI&CO.

One of the largest trading and investment companies in the world. Shareholder since 2019.

I SQUARED

I Squared Capital is a leading global infrastructure investment manager with over $55+ bn AuM. Shareholder since 2024.

TPG

Global investment firm with US$108bn AuM. Shareholder since 2014.



Our Operations and value chain

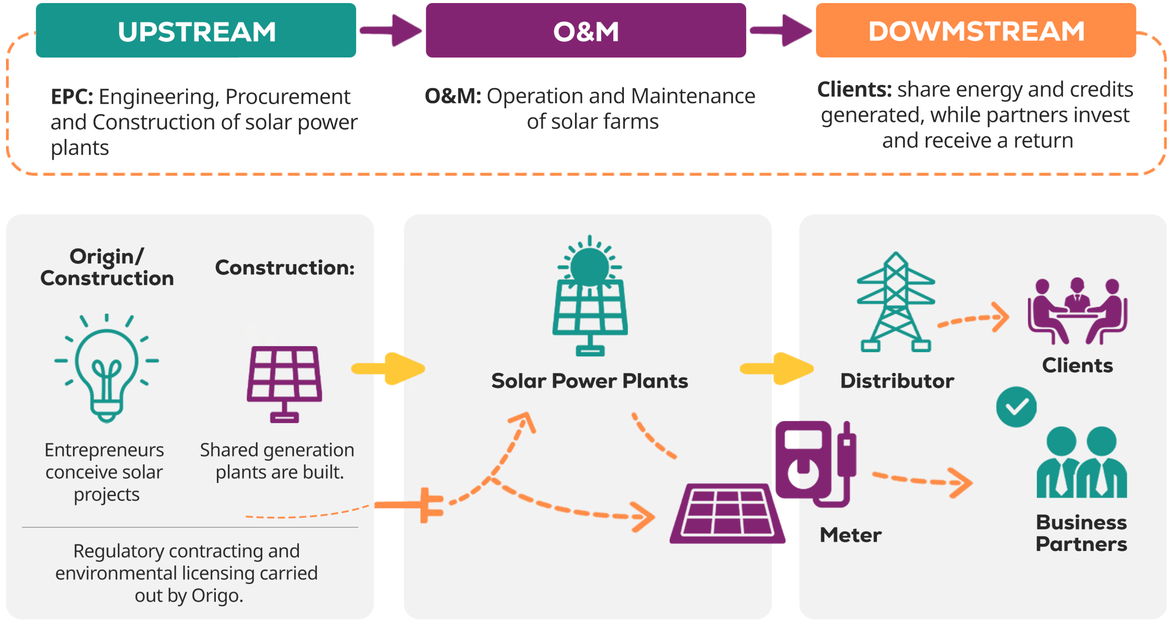
[GRI 2-6] [HR L1]

In 2025, we advanced in distributed generation by connecting 205 new projects to the grid, and more than 300 MWp of additional installed capacity, representing a growth of 65% compared to 2024. The expansion was sustained by a robust value chain and by an integrated operation between ESG, Health and Safety, land management, engineering, operation and maintenance, and energy bill management, supported by an Operations Center installed in our Rio de Janeiro branch, which monitors radiation, performance, and asset security in real-time. We also maintained over 103 MWp under construction and connection, distributed across simultaneous construction sites in Brazil. We reinforce that our operations are focused on the Distributed Generation of Electricity, a modality of the Brazilian electricity sector regulated by the Legal Framework for Micro and Minigeneration (Law No. 14.300/2022).

Shared Generation Model

We provide micro and mini distributed generation services through photovoltaic plants distributed nationally, with shared generation in the models of consortia and cooperatives. In the Regulated Contracting Environment (ACR), the consumer remains linked to the utility and offsets credits by joining the Electricity Compensation System (SCEE).

DISTRIBUTED GENERATION ECOSYSTEM
ÓRIGO ENERGY



Energy generated in 2025

1,142.08 GWh
of energy generated.

This is sufficient to meet the power demand of approximately:

1,5 million
people in Brazil.

up to

571,000 households per year, equivalent to the annual consumption of 3 cities with 500,000 inhabitants each.

Estimates based on official statistics from EPE (Empresa de Pesquisa Energética - Brazilian Energy Research Office): average residential consumption ≈ 2,000 kWh/year per household (≈ 168 kWh per month per household - equivalent to ≈ 2,016 kWh per year per household). Conversion: 1,142.08 GWh = 1,142,080,000 kWh ÷ ≈ 571,000 households. Estimated population considering the national average of residents per household (2.8 people per household in Brazil). Source: EPE – Statistical Yearbook of Electric Energy (2023 base year).







Construction of Solar Farms

[GRI 2-6] [HR L1]



In 2025, we advanced in the expansion of our solar farms, strengthening our operations in different regions of the country, and expanding access to renewable energy. Our value chain remains structured by contractors responsible for the construction of the plants, manufacturers of photovoltaic modules, partner utilities, and members who participate in the shared generation model. In this context, we carried out several simultaneous construction sites in different states, surpassing the mark of 300 MWp under construction and connection to the grid throughout the year, the result of integrated planning between engineering, operations, suppliers, and utilities. The implementation of the plants occurs in integrated stages, which begin with the prospection of strategic areas and the formalization of Terms of Commitment with the owners.

During the pre-construction phase, we carry out studies led by our Land (Land Affairs), Legal, Engineering and Environmental teams, along with socio-environmental baseline assessments covering vegetation, hydrology and ecological sensitivity, among other aspects, to meet the environmental licensing requirements. This process is supported by planning that articulates environmental licensing, grants, access opinions, and grid schedules, ensuring compliance with regulatory deadlines and avoiding the loss of access in a diverse regulatory environment among utilities.

In 2025, Órigo generated 1,142,08 GWh of solar electricity, making a tangible contribution to Brazil's renewable power mix. This annual output is enough to cover the equivalent electricity needs of approximately 571,000 homes, or 1.6 million people, based on the national average number of residents per household, roughly matching the annual consumption of three mid-sized Brazilian cities (about 500,000 residents).

The entry into new states expanded the operations of partner contractors, while the centralization of corporate activities at the headquarters in São Paulo fostered greater team integration. These advances are supported by an Operations Center in Rio de Janeiro, which monitors real-time solar radiation, performance, and asset security of the plants. In addition, there is an Operation & Maintenance structure focused on maximizing generation and increasing energy forecasting accuracy, currently at levels above 90%, which contributes to a more precise allocation of energy to distributed generation clients. In this way, we reinforce our capacity to deliver projects with quality, safety, and socio-environmental responsibility, increasing renewable energy access to more people throughout Brazil.

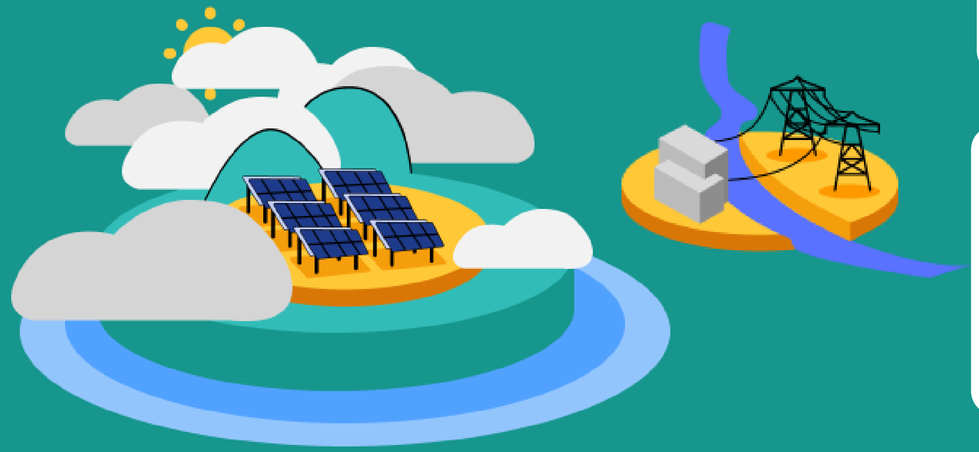
Significant changes in relation to the previous period

- **Outsourcing of the call center:** in-house service outsourced in the second half of the year, starting to be operated by specialized partners, selected with high standards of quality and ethics, in compliance with the General Data Protection Law (LGPD). The change adds agility, technology, and efficiency to the consumer experience, without changing our commitment to customer care and service excellence. The transition is monitored by leadership, with full support for the staff and recognition for the team that acted on the front line to date;
- **Geographical expansion:** entry into new states, expanding the network of contractors, local suppliers, customers, and partner utilities;
- **Corporate centralization:** closure of the Campinas office in 2025 and concentration of corporate activities in the state of SP at headquarters in the capital, increasing efficiency and integration.

With a value chain connected from end-to-end and a focus on efficiency, we continue expanding access to renewable energy and strengthening long-term relationships, firm in the intention of making solar energy accessible to all.

Shared Distributed Generation

At Órigo, we offer our customers the ability to consume renewable energy in a simple, practical, and accessible way. By subscribing to a plan, they begin generating their own solar power through one of our more than 420 solar farms spread across Brazil, whether for a house or apartment (rented or owned), business, or commercial space. With no need for construction works or solar panel installation, the generated energy credits are deducted directly from their electricity bill, ensuring monthly savings.



IN NUMBERS, WE ALREADY HAVE:

420 farms connected

APPROXIMATELY IN 2025

115 thousand customers served*

*Measured in consumer units.

Operating in 12 states

(PLUS THE FEDERAL DISTRICT-DF): BA, CE, GO, MG, MS, MT, PA, PE, RJ, RN, TO E SP



How we do it?



1 We divide the Solar Farm into lots.



2 The Customer benefits from the energy credits produced by the Solar Farm.



3 The produced renewable energy enters the grid of the utility.



4 The utility deducts from the customer's monthly consumption the equivalent of the energy credits generated.



5 The customer saves on the electricity bill and uses renewable energy.

Corporate Management and Strategic Guidelines

Our Management

Órigo's solidity in the renewable energy sector is directly linked to the excellence of our Corporate Management. We understand that governance is not just a regulatory obligation, but rather a strategic commitment that strengthens the relationship and mutual trust with our stakeholders. Our management is established on the pillars of ethics and transparency, being strictly guided by our policies and guidelines that dictate our professionalism and the unrestricted fight against corruption, in compliance with the highest national and international standards.

To ensure perpetuity and value generation, we continuously adopt the best market practices, aligning structures and processes for agile, informed, and sustainable decision-making. This integration of the ESG agenda and our material topics into our operations ensures that every step we take is aligned with our purpose.

Our governance structure is composed of well-defined instances, which ensure balance and effectiveness in strategic supervision and execution. This composition ensures that senior management is fully engaged with sustainability principles.

Management Model

Operational excellence and the long-term sustainability of our business are underpinned by a robust Management Model that uses Policy Deployment (Hoshin Kanri) to translate our strategic vision into measurable results. This process is implemented through a rigorous goal-cascading framework structured across three levels: strategic targets, which reflect company-wide outcomes; tactical targets, which translate strategic objectives into departmental priorities; and operational targets, developed bottom-up by teams to ensure the implementation of the required initiatives.

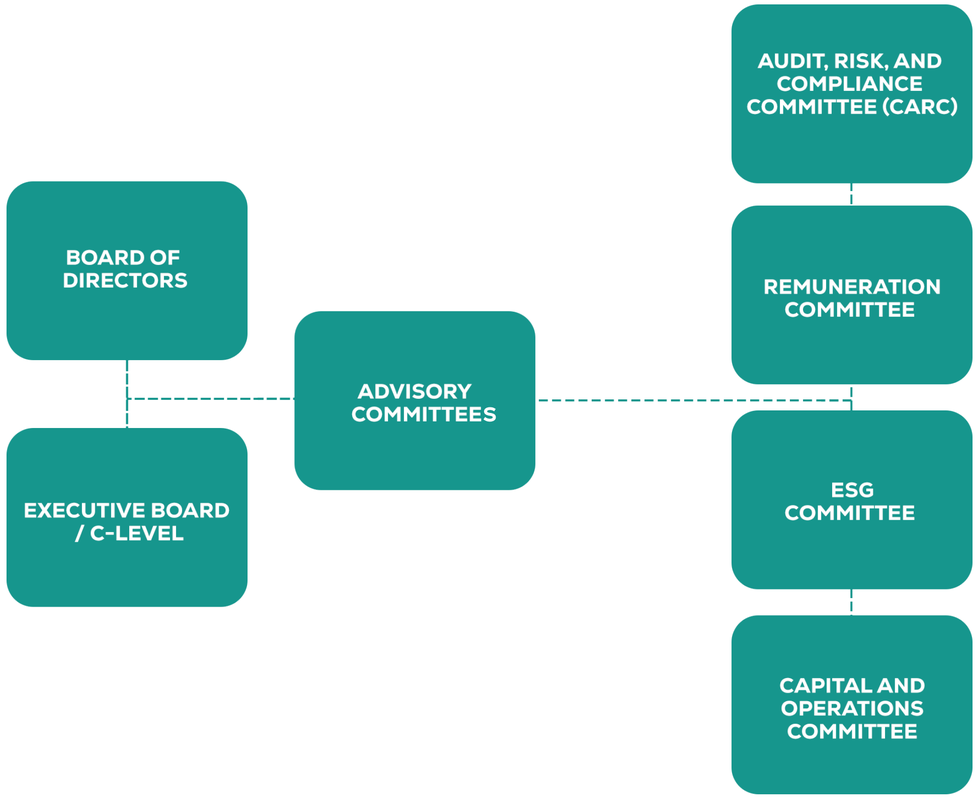
This hierarchy ensures full alignment with organizational priorities, enabling our expansion to progress with discipline, profitability and a strong focus on the efficient utilization of our distributed generation assets. To sustain this ecosystem, we integrate Daily Management (routine management) and Project Management as core execution pillars.

More than a management method, this structure promotes a continuous cycle of feedback and organizational learning, enabling leadership to monitor performance indicators and make agile adjustments in response to changes in the energy sector. By connecting long-term strategy to day-to-day execution through governance routines and standardization, we strengthen institutional resilience and ensure that growth and sustainability advance together—consolidating a values-driven culture and delivering high-impact results.

Governance Structure and its Composition

[GRI 2-9]

Órigo Energia's Board of Directors is the highest governance body. In addition, there are four specialized advisory committees, whose purpose is to support the supervision of strategic topics and its Executive Board:



Board of Directors

[GRI 2-10, 2-11, 2-17] [G1, G9]

Órigo maintains the separation between the chairmanship of the Board of Directors and the executive management. The chairman of the Board is not an executive of the company, that is, he does not accumulate management roles. This arrangement strengthens the independence and effectiveness of the Board, ensures counterpoints in decision-making, and contributes to preventing and mitigating potential conflicts of interest.

The Board is composed of seven non-executive members, including one independent director, and is responsible for the company's strategic decisions and for defining Órigo Energia's long-term strategic vision and for ensuring that corporate values, mission, and guidelines incorporate sustainable development principles. It is up to the Board to supervise strategic planning and approve or review, whenever necessary, policies related to sustainability and the company's ESG topics. Deliberations do not follow a pre-defined cadence and are carried out on demand, according to the need for reviewing policies, statements, or guidelines.

The Board of Directors has a two-year term, renewable for successive two-year terms. The directors exercise non-executive functions and some accumulate other external positions, such as the independent member who serves on other boards of directors.

The appointment process for members of the Board of Directors of Órigo Energia is carried out in accordance with the provisions of the current Shareholders' Agreement and formalized by the general assembly. Currently, the company does not have a Nomination or Governance Committee, formalized appointment policies, eligibility criteria, specific bylaws, or a succession plan for the Board, its committees, or executive leadership; the filling of vacancies is conducted according to the Shareholders' Agreement and the deliberation of the Board itself. Although there are not yet documented criteria for diversity, competencies, or independence, the company recognizes the importance of evolving toward more structured governance practices and plans to discuss the formalization and improvement of these processes.

Board of Directors Composition		Quantity	%
Total number of board		7	100
Gender	Male	6	86
	Female	1	14
	Others	0	0
Age	Under 30	0	0
	30-50 years old	3	42
	Over 50 years old	4	58
Minority or vulnerable groups		0	0
Executives		0	0
Independent		1	14

Committees and Executive Board

[GRI 2-12, 2-13, 2-17] [G3]

In addition to the Board, four specialized advisory committees support the supervision of strategic topics. The committees are composed of members appointed by the Board and function as technical instances that prepare recommendations and analyses to be considered in the Board's decisions:

- **Audit, Risk, and Compliance Committee (CARC):** monitors audits, corporate risks, reports/ whistleblowing, and integrity policies.
- **ESG Committee:** advises the Board on environmental, social, and governance topics.
- **Remuneration Committee:** supports the Board in defining remuneration guidelines for the Executive Board, promotion and merit of employees, and bonuses.
- **Investment and Operations Committee:** The Capital Planning and Operations Committee advises the Board of Directors in overseeing the Company's capital investment and acquisition policies, as well as its capital planning and capital activities. It also oversees operational policies, practices and performance—including any material changes—to ensure management actions are aligned with Board guidelines and support the Company's growth objectives.

The composition of the committees includes professionals with experience and knowledge in the supervised topics, in accordance with rules and definitions established by the Board. Currently, the ESG Committee is composed of five members (all women), the Audit Committee by four members (with two independent), and the Remuneration Committee by four members. The advisory committees meet quarterly.

Matters are initially discussed at the Executive Board Meeting; when pertinent, they are submitted to the specialized Committee responsible for the topic and, depending on the impact or complexity, presented to the Board of Directors for review. This flow ensures that strategic issues and significant risks are forwarded to the appropriate governance instance. Therefore, the advisory committees support the supervision of topics related to governance and ESG performance.

The Audit, Risk, and Compliance Committee monitors internal and external audits, corporate risks, and reports; the Remuneration Committee evaluates remuneration guidelines and aspects related to diversity; and the ESG Committee advises the Board on the integration of sustainability into the strategy, including the monitoring of ESG policies and commitments.

The Executive Board is responsible for implementing the guidelines and policies approved by the Board, cascading goals and operational plans, and conducting regular reporting of strategic topics. Executive leadership acts in an integrated manner with the Committees, which support the supervision of commitments, risks, and policies related to the sustainability of the business.

Remuneration Policy

[GRI: 2-19, 2-20] [G8]

The remuneration policy for members of the highest governance body and executives of Órigo Energia combines fixed and variable components, aligned with long-term strategic objectives and best Corporate Governance practices. The definition, review, and supervision of this policy are responsibilities of the Remuneration Committee.

Current structure

- **Fixed remuneration:** defined according to position complexity, scope of responsibility, experience, and market practices.
- **Variable remuneration (executive bonus):** performance-driven, currently linked mainly to financial and operational goals (individual and corporate).
- **Additional mechanisms:** retention instruments may be used for key roles, according to relevance and performance. The bonus recovery policy (clawback) applies to these programs.

In the reporting period, the variable remuneration of senior leadership is not yet linked to formal sustainability goals. We plan to incorporate indicators for human rights, labor rights/decent work, the environment (including climate), and anti-corruption. The design of the metrics and respective weights will be led by the HR, ESG, and Compliance teams, with validation by the ESG Committee and the Board of Directors, prioritizing materiality, objective measurement, audit, and annual reporting. With this evolution, we strengthen remuneration governance and explicitly align executive performance with socio-environmental impact, in line with our purpose of transforming energy into a force for good.



Communication of Critical Concerns

[GRI 2-16]

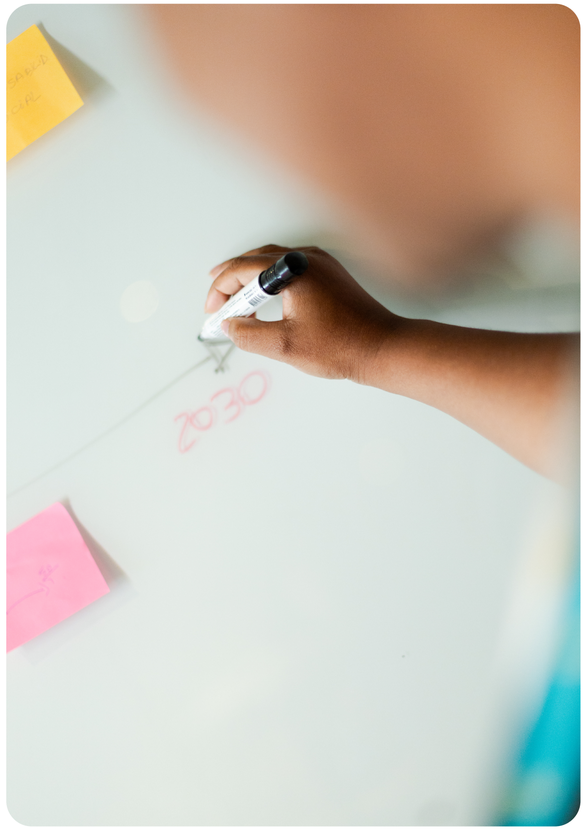
Concerns considered critical are those that present a high risk or potential for legal or regulatory non-compliance, significant impact on internal or external stakeholders, a threat to the company's financial integrity, the occurrence of fatalities, or the possibility of rights violations. These criteria guide the identification and prioritization of cases that must be evaluated by senior leadership and submitted to the Board of Directors.

Concerns may originate from various sources, including workers, unions, suppliers, community members, investors, regulators, internal audit, risk management, and the Reporting Channel. The Legal area is responsible for the initial receipt, performs screening, and conducts the preliminary evaluation, and may trigger the escalation flow whenever the criticality criteria are met.

The process provides that topics classified as critical are initially analyzed by the Executive Board and then submitted to the competent Advisory Committee, responsible for consolidating information, establishing priorities, and deliberating on the referral to the Board.

Recommendations and deliberations are formally recorded in minutes, ensuring traceability and proper governance. Communication occurs through regular packs, monthly or quarterly executive reports, and extraordinary Board meetings when the criticality of the topic so requires. The process ensures confidentiality, protection of the whistleblower, and independence in the investigation.

During the last reporting period, a health and safety matter classified as critical was escalated to the Board. The issue originated within the Occupational Safety team and was addressed by Executive Management, the ESG Committee and the CAPEX Committee before being submitted to the Board of Directors. The matter was reviewed and has since been resolved. This topic is disclosed in this report under GRI 403-9.



Policies and Commitments

[GRI 2-23, 2-24] [G2, G5, G7]

Órigo Energia establishes formal commitments to responsible business conduct, aligned with international references for ethics, human rights, integrity, and sustainability. These commitments are consolidated in the Code of Conduct and in specific corporate policies, including Compliance, Human Rights, and Sustainability policies, which guide the company's actions in all its activities, operations, and business relationships. The guidelines adopt international instruments as a reference, such as the Universal Declaration of Human Rights, commitments to the UN Global Compact, and reflect the company's institutional positioning regarding the prevention of actual and potential negative impacts. The focus on human rights translates into the prioritization of fair labor practices, the guarantee of occupational health and safety, and respect for local communities.

Policy commitments apply transversally to all business units, internal processes, and stages of the projects' life cycle, covering the development, implementation, operation, and maintenance of solar plants, as well as administrative, commercial, and governance activities. In the value chain, these guidelines extend to suppliers, service providers, and business partners, who are evaluated based on integrity, compliance, and sustainability criteria and must adhere to the company's policies as a condition for the business relationship.

The company adopts continuous risk-based due diligence processes, aimed at identifying, preventing, mitigating, and, where applicable, remediating adverse impacts related to compliance, integrity, human rights, and socio-environmental risks. These processes cover both its own operations and the chain of suppliers and partners and incorporate the precautionary principle, especially in the implementation and operation phases of distributed generation projects, with the objective of anticipating and reducing potential environmental and social impacts.

The company map and prioritize risks in four fronts: human rights, labor rights, environment, and anti-corruption, identifying suppliers and other business relationships with particularly serious risk and defining preventive and corrective measures, whose effectiveness is monitored and recorded, with periodic and transparent reporting.

The implementation of corporate guidelines occurs through the integrated action of leadership, the Executive Board, and the Audit, Risk, and Compliance Committee, the bodies responsible for approving, supervising, and monitoring the policies. The Compliance area reviews regulations before their publication and acts preventively alongside the business areas, contributing to the integration of ethical, human rights, and socio-environmental considerations into decision-making processes.

The dissemination of commitments is reinforced by training with a minimum annual frequency and by the actions of leadership, ensuring their effective incorporation into the organizational culture and the company's practices. In addition and specifically, the ESG Policy is recommended by the ESG Committee for approval by the Board of Directors, which monitors and

ACCESS ESG POLICY



Regulatory Compliance

MATERIAL TOPIC

[GRI 3-3] [E9]

Órigo Energia acts in strict compliance with the Legal Framework for Distributed Generation (Law No. 14.300/2022) and ANEEL guidelines, in a year 2025 marked by the consolidation of DG as a structural pillar of the national electrical system. With the sector reaching 43.4 GW of installed capacity, our governance strategy has evolved to respond to the "triple challenge" of the period: political and fiscal pressure on costs and subsidies, technical network bottlenecks, and structural changes brought about by Law 15.269/2025.

Our risk management and compliance team proactively monitors regulatory rules on caps and limitations applicable to Brazil's Energy Development Account (CDE). In response to this new reality, Órigo integrates the transition to "manageable" generation into its technical and planning areas. This includes readiness to deploy battery energy storage systems (BESS) and compliance with the new interoperability requirements set out in PRODIST (ANEEL's Electricity Distribution Procedures in Brazil), positioning our solar farms to operate in an ecosystem where distribution companies assume the role of Distribution System Operators (DSOs).

Given the curtailment scenario (generation limitation) which, in 2025, brought relevant challenges in regions such as Minas Gerais, Órigo adopts a technical and preventive approach. We monitor risks of flow reversal and grid restrictions to mitigate impacts on energy injection and preserve the profitability of projects.
The Legal, Compliance, and Technical areas act in an integrated manner, anticipating scenarios of physical generation cuts and actively participating in discussions about the treatment and compensation of these events. To strengthen the relationship with sector bodies and entities and support the sustainable expansion of DG, ensuring alignment with the best practices of governance, ethics, and innovation, we created this year the Regulatory and Institutional Department to lead the company's regulatory and institutional agenda.

In the socioeconomic sphere, Órigo reaffirms the systemic value of its operations, which contribute to a reduction of about 30% in the Marginal Cost of Operation (MCO), avoiding the activation of more expensive thermoelectric plants. Beyond the cost savings from reducing the need to dispatch thermal power plants, micro- and mini-scale distributed generation (MMGD) supports the decarbonization of the power sector and could help avoid approximately 60 million tonnes of CO_2 emissions through 2038, according to an industry study by ABGD in partnership with IEE-USP (November 2025).

We foster local commerce during the implementation of our plants, with the boosting of local trade and regional income. We reinforce our transparency through standardized contractual models, protecting the consumer and combating narratives of cross-subsidies with verifiable data on the benefits to society.

Finally, Órigo Energia defends the maintenance of regulatory stability and legal certainty ensured by Law No. 14.300. We understand that respect for contracts and the transition period is the sector's greatest asset for attracting long-term investment. By adapting our operational models to storage innovations and active demand management, we not only protect our portfolio against uncertainties but also contribute to the construction of a more efficient, resilient, and sustainable Brazilian energy matrix.

ABGD; IEE-USP. Study on Distributed Generation. Nov/2025.

Corporate Compliance and Integrity

[GRI 2-27, 307-1, 419-1]

In alignment with the Socio-Environmental Management System (ESMS), we maintain structured processes to monitor and comply with applicable legal requirements, standards, and policies. Governance involves the areas of Environment, Occupational Health and Safety, Legal and Compliance, Human Resources, and ESG, with defined responsibilities for licenses, regulatory requirements, labor standards, and adherence to internal policies.

In 2025, no significant cases of non-compliance with laws and regulations involving Órigo Energia were identified. There were also no significant fines or non-monetary sanctions related to socioeconomic matters. The company considers significant cases of non-compliance to be those in which penalties are applied by public authorities or regulatory agencies as a result of failure to observe applicable laws or regulations.

An environmental administrative procedure was issued in Itaguara-MG, in connection with the siltation of a spring, with no finding of permanent environmental damage. The case is currently under appeal and, until the end of 2025, no final decision had been issued. No monetary penalties were imposed, and no environmental proceedings were submitted to arbitration during the reporting period.

Compliance is also the daily responsibility of everyone, who must follow the guidelines applicable to their activities and report any irregularities through the appropriate channels, reinforcing transparency, ethics, and the protection of people, communities, and the environment.



ESG Strategy

The ESG strategy of Órigo Energia is one of the central pillars of our business model, sustained by a public commitment through the ESG Policy, based on the IFC Performance Standards, the principles of the UN Global Compact, and by a set of structuring programs that permeate the entire company. These international frameworks guide our decisions and strengthen the governance that sustains Órigo's growth, ensuring that every technological, operational, and commercial advance is aligned with responsible practices, corporate integrity, and positive impact for society and the environment.

The Socio-Environmental Management System (ESMS) evolved significantly during the period, consolidating the integrated actions of the ESG, Environment, Engineering, Operations, Occupational Health and Safety, Legal, HR, Procurement, and Internal Audit areas. This system ensures the structured management of socio-environmental risks, monitoring indicator performance, applying action plans, improving internal controls, and ensuring compliance with legislation, licenses, and national and international standards. In 2025, we expanded our response and monitoring capacity, strengthening preventive mechanisms and increasing the traceability of processes.

As part of the solutions, we provide to support the decarbonization journey of our customers and society, and to help reduce their carbon footprint, we offer emissions offsetting solutions through two products: International Renewable Energy Certificates (I-RECs) and Certified Emission Reductions (CERs). Together, these products generated gross revenue of R$ 374,000 for the company in 2025. In addition, our renewable energy generation activities contributed to climate change mitigation, with more than 398,288 tonnes of CO_2 avoided during the year*. Further strengthening our climate commitments, we offset 100% of our Scope 1 emissions and fully offset our Scope 2 emissions in the 2025 inventory.

On the social front, the Órigo Social Program delivered significant impacts: more than 1.3 million kWh donated; R$ 135 million in cumulative savings for communities; and R$ 896,000 in savings for social institutions, benefiting more than 73 consumer units. We also conducted more than 1,500 interviews with communities and civil society organizations (CSOs) to support active listening in the territories where the company operates. These results reflect the maturity of our social initiatives and our ability to generate tangible benefits for families and partner organizations, through dialogue during field interviews, engagement actions carried out during both the construction and operational phases of our solar farms, and open, direct communication with Órigo Energia's sustainability team, which works alongside field teams to address social issues that affect, or may affect, neighboring communities.

In governance and integrity, we made strong progress. Our whistleblowing channel received 242 reports in 2025 and remains a key mechanism for transparency, safe reporting and accountability. Of all submissions, 70.3% came from internal stakeholders, with a focus on topics such as conduct, harassment and labor relations. The Compliance function strengthened new processes, updated internal policies and procedures, and supported structured training for all leaders.

In parallel, the ESG Committee expanded its strategic role by conducting policy reviews, enhancing ESG performance management, and strengthening practices that directly contributed to the growth of green and sustainable labeled debt.
This strengthening also enabled the achievement of the

*Calculation performed in accordance with the methodology developed by WayCarbon (2023), based on ACM0002 (UNFCCC, v.21), using the Combined Margin (CM) emission factor derived from the Operating Margin (OM) and Build Margin (BM) factors published by Brazil's MCTI.

Self-Assessed FAST-Infra Label for 109 PV plants, through a self-assessment process based on the FAST-Infra methodology, including recognition with three “Positive Contribution” labels, evidencing measurable impacts in the areas of climate change mitigation (E2), pollution prevention (E4), and land use (S9).

As part of this strategic alignment, in the 2025 cycle the company did not renew its B Corp certification and ended its association with the Ethos Institute. Even so, we remain fully committed to ESG and to the continuous improvement of our socio-environmental processes and indicators, strengthening our performance in a way that is consistent with our business model and our contribution to the energy transition.

In the pillar of Diversity, Equity, and Inclusion, we evolved in internal policies and practices, strengthening indicators, development programs, and educational tracks. The internship program with a racial focus advanced to its final stage, with presentations evaluated by C-Level. We reinforced actions of inclusion and monitoring of gender, PWDs, and race, with stability in the indicators even during the structural movements of the company. The culture of inclusion continues to be a priority to ensure that Órigo’s growth occurs with representativeness, equity, and sense of belonging.

Looking ahead to 2026, we are pursuing a clear agenda: to strengthen ESG governance through data automation and improved quality of strategic information—enabling cost optimization and creating greater value for our socio-environmental programs. With increasingly integrated processes, robust policies and active governance, we continue to move forward with responsibility, operational excellence and a positive impact for customers, investors, employees and communities.

FEATURED TOPICS 2026

Environmental

- Carbon Management
- Environmental Management

Social

- Stakeholder Management
- Órigo Social Program
- Volunteer Program

Governance

- Social and environmental Performance
- Review of Socio-Environmental Management System (ESMS)

We are the first solar energy generation company in Brazil to receive this label

Labeled scope:

109 owned and operational photovoltaic plants;
209.99 MWac of total installed capacity.

Geographic distribution:

10 Brazilian states;
63 municipalities.





The FAST-Infra Label is a credible, integrative, and globally applicable labelling system designed to evaluate the sustainability and resilience performances of infrastructure projects. It uses an integrated framework to assess practices and outcomes across environmental, social, governance and resilience dimensions, enhancing transparency and comparability throughout the project lifecycle.

Materiality

[GRI 3-1, 3-2]

Órigo maintains its commitment to transparency in the management of the impacts associated with its activities, aligning the report with the Global Reporting Initiative (GRI) Standards. As part of this commitment, the company periodically conducts a structured materiality process, ensuring that the reported topics reflect both the evolution of the sector and the expectations and concerns of stakeholders.

In 2024, the process underwent a methodological update that expanded its scope. Previously concentrated mainly on internal stakeholders, the engagement was extended to also include external stakeholders, strengthening the representativeness and the depth of the analysis. The review considered actual and potential impacts, positive and negative, related to the economy, the environment, people, and human rights throughout the value chain.

To support this evaluation, a market study on renewable energy was conducted, added to analyses of the main material topics of the sector and a benchmarking of ESG practices. These inputs guided the preparation of the questionnaire that led the engagement process, structured based on the guidelines of the GRI Standards and the most relevant topics for the energy generation segment.

Eight strategic stakeholder groups were defined to integrate the process: Employees, Suppliers, Investors, Sector Associations, Customers, Social Institutions (Órigo Social), Business Partners, and Senior Leadership (Executive Board and C-levels). In total, 187 people participated in the engagement, responding to questions distributed in three thematic blocks: Environmental Performance, Social Performance, and Governance and Product Management.

The prioritization of the topics considered the relevance attributed by the different groups, using a ranking criterion that ensured equal weight for all stakeholders, regardless of the number of respondents per group. The most voted topics were validated by senior leadership and positioned in the Materiality Matrix, highlighting those of greatest importance both for the company and for its audiences.

As a result, six Material Topics were defined to guide management and reporting for this cycle, as shown in the adjacent table. Furthermore, all material topics were correlated with the Sustainable Development Goals (SDGs), reinforcing the company's alignment with the global goals of the UN 2030 Agenda.

Material Topics	Criteria included in the Material Topic	SDG	GRI
Compliance, Ethical Conduct, and Integrity	Commitment to transparency and integrity through an Integrity and Compliance Program that establishes ethical behavior in all spheres of activity, supported by clear policies, continuous training, and mechanisms for reporting and addressing misconduct.		205-1, 205-2 and 205-3
Regulatory Compliance	Ensuring compliance with the totality of regulations and laws of the electricity sector, covering technical, operational, environmental, and safety aspects, essential for the social and legal license to operate and expand in the distributed energy market.		2-27, 307-1, 419-1
Customer Relationship	Excellence in relationships and customer service throughout their journey, guided by transparency and efficiency. Commitment to service quality, protection, and security of data and user privacy		413-1, 413-2 and 418-1
Employee Well-being, Health, and Safety	Prioritization of the Health, Safety, and Well-being of employees, through policies and practices that ensure risk prevention in all operations. It encompasses everything from professional development and job satisfaction to excellence in workplace safety management for administrative and operational employees across all stages of the business.		401-1, 401-2, 401-3, 403-1, 403-2, 403-2, 403-3, 403-4, 403-4. 403-5, 403-6, 403-7, 403-8, 403-9, 403-10 and 404-1
Environmental Impact Monitoring	Management of environmental risks and impacts associated with all phases of installation and operations, ensuring the effective mitigation of negative effects and the optimization of environmental performance.		302-1, 302-2 e 304-1, 304-2. 304-3, 305-1, 305-2, 305-3, , 305-5, 306-1, 306-2 and 3-6-3
Water Consumption	Monitoring and implementation of reduction and responsible water consumption practices in all facilities.		303-1, 303-2, 303-3, 303-4 and 303-5



Participation in associations

[GRI 2-28]

Órigo Energia is part of institutions that promote best practices in sustainability, corporate governance, and development of the electricity sector, reinforcing its public commitment to positive socio-environmental impact and high standards of corporate responsibility.

With participation in relevant sector entities, such as the Brazilian Association of Photovoltaic Solar Energy (ABSOLAR), the Brazilian Distributed Generation Association (ABGD), the Brazilian Institute of Investor Relations (IBRI) and the Brazilian Institute of Corporate Governance (IBGC), it collaborates in working groups, events and initiatives that contribute to regulatory improvement and for the dissemination of responsible practices in the market.

Besides these participations, Órigo joined the Global Compact in 2022, reaffirming its commitment to universal principles of human rights, labor and environment. This adherence strengthens corporate governance and expands credibility before investors and customers, using the Sustainable Development Goals - SDG to drive our way of structuring and implementing our ESG management practices.

ABSOLAR
Associado

Environmental Performance

Environmental Impact Monitoring

MATERIAL TOPIC

[GRI: 3-3] [E1, E2, E3, E4, E8, E16]

The operations of Órigo Energia contribute to reducing dependence on non-renewable sources and to mitigating greenhouse gas emissions. At the same time, we reinforce our commitments to the protection of biodiversity, the prevention of pollution and the support for the transition to a low-carbon economy aiming to face climate change. These guidelines are aligned with international environmental standards, approved by senior management and publicly disclosed, applying both to our own operations and to the value chain.

Órigo Energia monitors potential adverse environmental impacts associated with climate change; water and oceans; nature and biodiversity; waste; and the use of energy and other resources. These operations reflect a business model based on solar distributed generation and preventive environmental management practices, with continuous monitoring and legal compliance, reinforcing sustainability as a strategic axis for value creation and for the mission of making solar energy accessible to all.

Despite the environmental impact during the construction and operation of solar farms being low, due to the size of the projects, we involve potentially affected stakeholders, to consult concerns and expectations. We monitor environmental aspects and impacts, discuss forms of prevention and mitigation, evaluate progress and performance. Key aspects monitored include vegetation clearing, habitat alteration, waste and effluent generation, atmospheric emissions, and potential disturbance to wildlife. All activities are carried out in compliance with applicable legislation and in line with the guidelines of the Socio-Environmental Management System (ESMS), which steers preventive actions and, where necessary, mitigation and compensation measures, such as compensatory planting and appropriate management of local wildlife.

Throughout 2025, we advanced consistently in the way we monitor our environmental impacts and structure our emissions inventory. We expanded the collection of information, now considering corporate road travel and an additional stage of material transport, tracking the route from the port of origin until arrival at the farms. We also evolved in the quality of construction data with the use of the ESMS, which began to record more clearly the consumption of inputs, the generation of waste and the maintenance performed, bringing greater transparency and allowing to identify more precisely the points that require attention.

The governance of the process was also strengthened. We reviewed the operational procedure, maintained the monthly reporting flow and improved the collection and standardization models together with the responsible areas. We promoted adjustments in the calculation platform, reviewing units, emission factors and the way of accounting for emissions associated with vegetation suppression, which are now reported in CO_2 equivalent,

in line with the guidelines of the GHG Protocol Brazil for areas of primary vegetation. The new platform made it possible to revisit the annual history, correct inconsistencies, eliminate duplications and reinforce our internal controls.

Regardless of whether environmental licenses are required, we continue to voluntarily carry out on-site assessments at project areas. These assessments culminate in Environmental Risk Reports, which are essential for identifying potential and actual impacts and for informing our environmental control programs. When additional studies are required by the competent authorities, we engage specialized consultancies to prepare them. We also maintain field audits in the contracted companies and constant dialogue with internal areas, which strengthens the reporting culture and integrates environmental management into the operational routine. Even without a regulatory obligation, we continue to expand the mapping of Scope 3 emissions, recognizing the importance of an increasingly comprehensive view of the value chain and continuously improving the understanding of the impacts associated with our activities and business relationships.

Biodiversity management, impacts, and habitat restoration

[GRI 304-1, 304-2, 304-3] [E10, E13]

Solar farm implementation activities generally have low-magnitude impacts, as the company prioritizes already disturbed (previously altered) areas outside ecological corridors. The main direct impacts occur during the construction phase and include localized vegetation clearing and limited, site-specific disturbance to wildlife. In 2025, the removal of 1,813 plant specimens was recorded across the Cerrado (1,339), Caatinga (301), Amazon Rainforest (66), and Atlantic Forest (107) biomes. As a mandatory offset, 6,613 seedlings were donated (all in the Caatinga biome), and mandatory planting totaled 5.6 ha, distributed across the Caatinga (0.56 ha), Cerrado (4.5 ha), and Atlantic Forest (0.5 ha). Any indirect impacts, such as vehicle traffic, are considered low and reversible, provided that the mitigation and compensation measures established under the ESMS and the conditions set by the competent authorities are implemented.

Órigo Energia operates photovoltaic plants in strict compliance with current licenses and authorizations. Furthermore, compliance with environmental conditions, legal compensations, and internal guidelines of the Socio-Environmental Management System (ESMS) are considered in the planning, implementation, and operation of the plants. Among the systematic measures adopted are: compliance with limits and zones defined by the Management Plans for Environmental Protection Areas (APAs) for sustainable use in the State of Minas Gerais, with presence in the North of Minas and Triângulo Mineiro regions; controls for the prevention of erosion and silting; respect for Permanent Preservation Areas; vegetation suppression procedures in accordance with authorizations; and environmental monitoring provided for in the licenses.

Voluntary revegetation and biodiversity offsets

Since 2023, Órigo has implemented the Voluntary Revegetation Program to mitigate and compensate for effects on biodiversity, in addition to legal requirements. The plan applies to own projects throughout the national territory that require the suppression of arboreal individuals classified by legislation as “immune to cutting”, duly authorized by the competent environmental body and accompanied by the payment of the Forest Replacement Fee as a means of forest compensation established by applicable legislation. The execution occurs annually during the rainy season and adopts, as a minimum guideline, to compensate through the planting of at least one tree for each tree suppressed.

The strategy prioritizes ecological results: the plantings are carried out in the same biome as the intervention, using native species and a design to maximize connectivity and ecosystem services (e.g., APPs, Legal Reserves, and ecological corridors). The program follows



principles and best practices of ecological restoration, aligned with IFC Performance Standard 6, seeking net gains in biodiversity. Each year, the company acts in a different biome, considering the suppressions of previous cycles. The plantings have maintenance and monitoring structured for a minimum of three years (survival, fertilization, and vegetation management), with periodic technical reports to evaluate the survival rate and development of the species. The implementation is done in partnership with specialized organizations, ensuring technical rigor, traceability, and transparency. Internally, different areas coordinate the end-to-end flow from the identification of the need to post-planting monitoring, ensuring governance and adherence to applicable environmental guidelines.

In January 2025, we carried out a restoration action in the Caatinga biome, in the state of Piauí, in an area of approximately 0.2 hectares, in partnership with the organization SamaÚma – Nature-Based Actions. 200 native seedlings were planted, with technical monitoring planned for three years (survival analyses, need for fertilization, and vegetation management). At the end of the reporting period, the area was in the establishment phase, under post-planting monitoring according to the protocols of the executing partner.

In 2026, the planting of another 200 native seedlings was carried out, this time in the Atlantic Forest biome, also with the support of an executing partner, this time the Non-Governmental Organization, Instituto Refloresta was the executor of the planting and will follow up for a period of 3 years. The planting was carried out in the rainy season, in early 2026, and the partnership and monitoring of the species' development will last for 36 months. Combined with the requirements of environmental agencies, these initiatives integrate Órigo's strategy to reduce and compensate for negative impacts, enhance positive effects associated with renewable energy generation, and contribute to the conservation of the biomes where we operate, reinforcing our contribution to a low-carbon energy transition.

Greenhouse gas emissions

[GRI 305-1, 305-2, 305-3, 305-5] [E5, E6, E7, E14]

Throughout 2025, we consistently advanced the quality and detail of our emissions inventory, incorporating significant improvements over the previous cycle. We expanded the scope of monitored data to include electricity consumption from employees working remotely, corporate road travel (in addition to air travel), and an additional step in materials transportation, mapping the entire import route from the port of origin to arrival at the farms.

We also significantly improved the quality of impact data during the construction and operation phases of solar farms. Through the ESMS (Socio-Environmental Management System) and the improvements and automations implemented in 2025, we were able to track more efficiently the volume of inputs used, waste and effluents generated, and maintenance executed by the Operations team. Better data quality increases visibility into critical points, helping to direct future emission reduction efforts according to the needs of each front.

Regarding process governance, we revised the existing Greenhouse Gas operational management procedure, maintaining the monthly reporting flow and improving collection and standardization models with the involved areas. We also made adjustments to the calculation platform, reviewing units and emission factors, and updating the accounting method for emissions associated with vegetation removal, which are now reported as CO_2 equivalent, in line with the GHG Protocol Brasil guidelines for primary vegetation.

The calculation platform migration, executed in 2025, allowed us to revisit the historical data for the year, identify inconsistencies, correct data, and strengthen the internal controls of the emissions inventory. Monthly dialogue with operational teams and support areas reinforced the reporting culture and contributed to greater transparency and consistency of information. Even without a regulatory obligation, we continue to advance our Scope 3 mapping, broadening our view of the value chain with the gradual inclusion of categories such as purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, and employee commuting. This progress reflects our commitment to the continuous improvement of emissions monitoring and increasingly robust climate management aligned with sustainability.

Órigo recognizes the importance of understanding and anticipating the physical risks associated with climate change and their potential impacts on our operations and assets. Therefore, over the next two years, we will advance in structuring a formal climate adaptation plan and a dedicated approach to the topic, progressively incorporating physical risk analyses, climate scenarios, and adaptation guidelines into our management and decision-making processes. This commitment strengthens business resilience and reinforces our responsible role in the energy transition, as we remain steadfast in our mission to make clean energy accessible to all.



In this cycle, we accounted for biogenic carbon sequestration exclusively from planting actions, which contribute to the removal of CO_2 from the atmosphere. The recorded results were 11.3 tCO_2 in 2023, 0.4 tCO_2 in 2024, and 5.0 tCO_2 in 2025. These figures reinforce the role of vegetation restoration initiatives as a complementary contribution to our emissions mitigation approach.

In 2025, Órigo Energia's greenhouse gas (GHG) emissions totaled 329,123.7 tCO_2e, a figure that primarily reflects the refinement of the inventory, with significant improvements in data collection and greater traceability of indirect emissions throughout the value chain. The year also brought relevant advances in the quality and scope of information, reinforcing the company's commitment to continuously strengthening its emissions management processes.

Scope 1 showed a relevant reduction compared to the previous period, driven by the fleet optimization strategy, team resizing, and greater travel rationalization, consolidating a structural decrease in fuel consumption. To offset the remaining emissions in this scope, 541 carbon credits originating from our own renewable energy assets were retired.

In Scope 2, an increase in emissions was observed, associated with the expansion of solar farms, the gradual return to in-person work, and the increased use of air conditioning during periods of intense heat. This scope was fully offset through the use of 4,982 I-RECs, also generated by the company's own solar power plants.

Scope 3 accounted for 99.7% of total emissions, notably in the Capital Goods and Upstream Transportation and Distribution categories, which are related to the manufacturing and logistics of photovoltaic panels. The expectation for the coming years is a gradual reduction in these emissions as the intensity of new asset deployment slows down and efficiency gains in the supply chain are consolidated. Órigo will continue to improve its emissions management and measurement processes, strengthening the transparency and consistency of climate information and consolidating a robust baseline for the continuous monitoring of its environmental performance.

GREENHOUSE GAS (GHG) INVENTORY 2025 (tCO_2e)

Scope 1: 541

Scope 2: 292

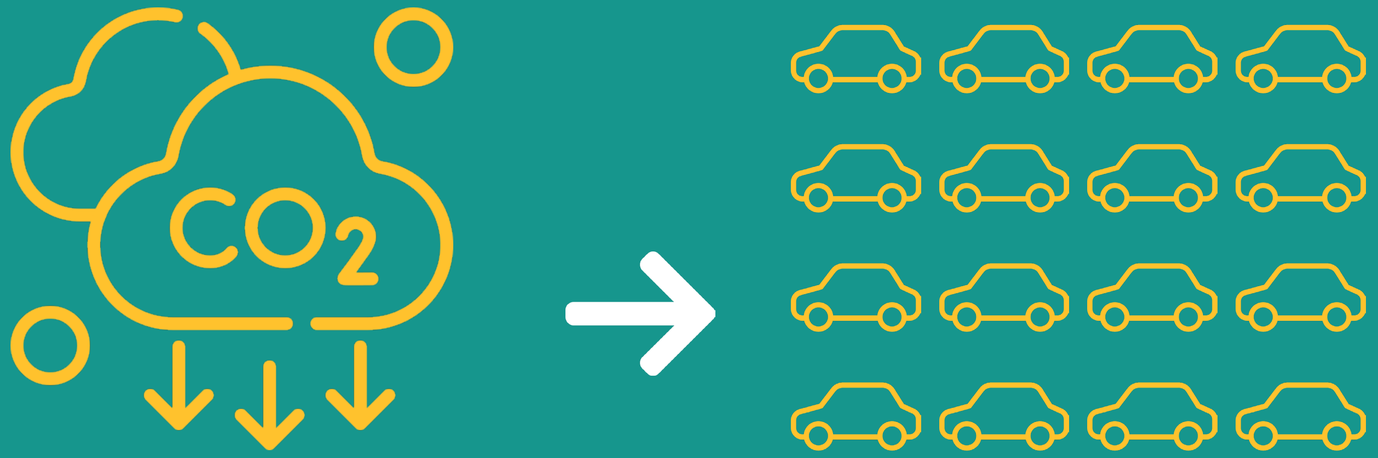
Scope 3: 328,290

ABSOLUTE GHG EMISSIONS, BY SCOPE, IN TCO_2E [GRI 305-1, 305-2, 305-3]

		Scope 1	Scope 2	Scope 3	TOTAL
2023	CH_4	15	0.15	50	65
	CO_2	1,331	91	3,244	4,666
	NO_2	42	0	61	102
	TOTAL	1,388	91	3,354	4,833
2024	CH_4	16	0	84	100
	CO_2	1,477	133	94,043	95,652
	NO_2	45	0	30	75
	TOTAL	1,538	133	94,157	95,827
2025	CH_4	2	0	13	14
	CO_2	527	292	328,108	328,927
	NO_2	12	0	114	127
	TOTAL	541	292	328,290	329,123.7

The increases observed in Scopes 2 and 3 in 2025 were primarily driven by the company's expansion—growing from 210 to 420 operating farms—which intensified operation and maintenance activities and increased emissions in categories such as upstream transportation. The improvement in the quality and scope of data collection also contributed to greater accuracy and, consequently, a higher reported volume. Conversely, Scope 1 showed a significant reduction in fleet emissions as a result of operational efficiency measures. These included the planned resizing of vehicles, optimization of field teams and routes, and stricter discipline regarding mobility (including contracted mileage limits). These actions substantially reduced the need for in-person travel and, therefore, fuel consumption.

Avoided emissions in 2025



398,288 tCO_2e

Amount of avoided emissions (REy)

This volume of avoided emissions is equivalent to the climate impact of taking approximately **205.000** gasoline-powered cars off the road.

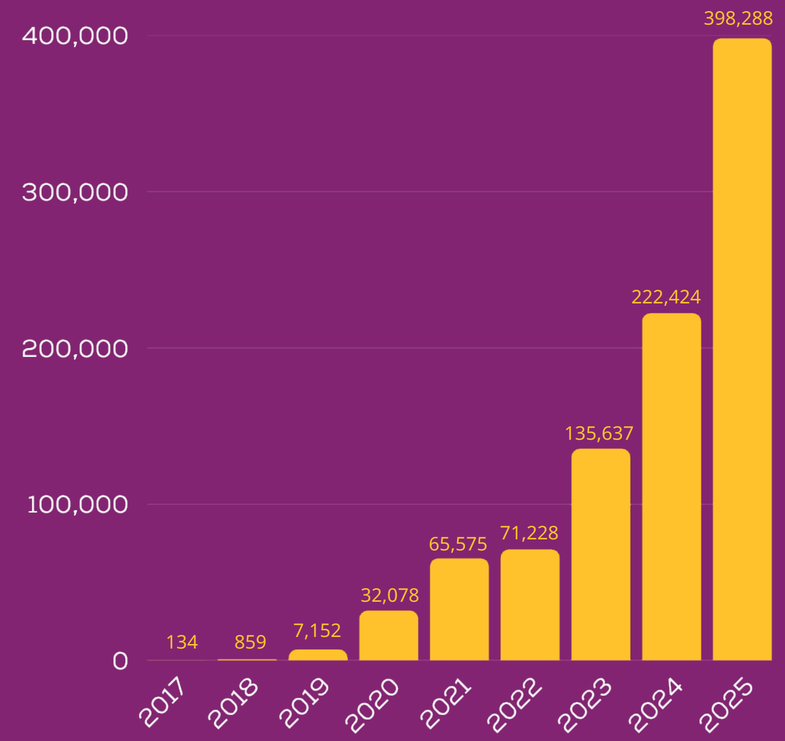
[1]Emission factor estimated based on data provided by the GHG Protocol, aligned with DEFRA/BEIS standards up to 2025, considering a mid-size gasoline-powered vehicle.

[2] Average annual mileage per car in Brazil estimated at 11,000 km/year, aligned with Cetesb (Companhia Ambiental do Estado de São Paulo - Environmental Company of the State of São Paulo) 2023 data. External market studies corroborate this range, indicating averages between 10,000 and 15,000 km/year for light vehicles in the country (Cota 2025; ConspiraCaoCatering 2025).

[3] The MCTI (Ministry of Science, Technology and Innovation) has not yet updated the 2025 emission factor; therefore, the 2025 values may be revised.

Avoided emissions (tCO_2)

Cumulative total: 933,375



Energy

[GRI 302-1, 302-2]



In 2025, we maintained our responsible action in the use of environmental attribute instruments for energy, with strategic adjustments aligned with the business's maturity and the focus on the company's portfolio. In March, Órigo Energia received the award for the company with the largest number of solar projects certified for I-REC issuance in the Solar category in Brazil, granted by the Totum Institute during the I-REC Day event, a recognition that reinforces the robustness and credibility of our operations in distributed generation.

Throughout the year, we directed I-REC transactions exclusively to solar farm customers, prioritizing long-term relationships with our portfolio. This decision reinforces Órigo's role as a partner in its customers' decarbonization journey, by enabling access to certificates that prove the use of renewable energy and contribute to the reduction of the carbon footprint associated with electricity consumption. Besides supporting corporate decarbonization strategies, I-RECs strengthen the transparency and traceability of the environmental attributes of the energy generated in our plants.

We maintained a portfolio of 18 photovoltaic plants certified for the generation of I-RECs. Part of these certificates was destined for the neutralization of Órigo Energia's own Scope 2 emissions, ensuring coherence between the commercial strategy and internal emissions management.

Regarding carbon credits (CER), we concluded in early 2025 the largest transaction in the company's history, carried out with Grupo Soma and agreed upon in the previous fiscal year. We maintained 38 solar farms certified for the issuance of credits by the Brazilian methodology JUNDU, specific for Distributed Generation. These credits are primarily directed toward offsetting Órigo's Scope 1 emissions, reinforcing the climate mitigation strategy and the commitment to a low-carbon trajectory.

By integrating energy environmental attribute instruments into its climate strategy, Órigo Energia contributes not only to the reduction of its own emissions, but also to the decarbonization of its customers and to the strengthening of a more transparent, reliable renewable energy market aligned with best environmental practices. We remain firm in our mission to expand access to affordable solar energy, transforming energy into a force for good.

ENERGY CONSUMPTION WITHIN THE ORGANIZATION [GRI 302-1]

Non-renewable fuels (MWh)	2023	2024	2025
Gasoline	6,700	7,165	2,060
Diesel	148	227	0
TOTAL	6,848	7,392	2,060

Purchased electricity (MWh)	2023	2024	2025
Brazil's National Interconnected System (SIN)	1,402	2,289	4,982
Renewable electricity	6,504	8,865	16,592
TOTAL	7,906	11,154	21,574

Total consumption within the organization	2023	2024	2025
	14,754	18,546	23,634

ENERGY CONSUMPTION OUTSIDE THE ORGANIZATION [GRI 302-2]

Non-renewable fuels (MWh)	2023	2024	2025
Gasoline	1,437	42	42,274
Diesel	5,129	2,417	36,988
Aviation kerosene (jet fuel)	262	413	1,344
GLP (Liquefied Petroleum Gas)	0	0	6,70
TOTAL	6,828	2,872	80,613

Civil construction inputs (MWh)	2023	2024	2025
Concrete	3,298	2,880	43,938

Electricity consumption from remote work	2023	2024	2025
	0	0	3.84

Total consumption outside the organization	2023	2024	2025
	10,126	5,751	124,554

Non-renewable fuels: Diesel consumption within the organization in 2023 and 2024 referred to the fuel used in portable generators supporting nighttime maintenance. In 2025, these generators were fueled with gasoline. Consumption: Electricity consumption increased by approximately 28% compared to the volume recorded in 2024 (18,546 MWh), reflecting the gradual return of employees to in-person work and the intense heat waves throughout the year, which increased the need for air conditioning in the offices. Offsets: In 2025, all Scope 2 emissions related to the SIN (Sistema Interligado Nacional - National Interconnected System) were fully offset using I-RECs. Self-generation: At the solar farms, all generated energy (renewable electricity) is injected into the utility grid, while auxiliary equipment—such as monitors, servers, and internal systems—is powered exclusively by the grid via a dedicated meter. In this cycle, the volume of renewable energy injected into the grid totaled 16,800.8 MWh.

Waste

[GRI 2-4, 3-3, 306-1] [E3, E15]

Órigo recognizes the importance of properly managing the waste generated by its activities as part of its environmental responsibility and its commitment to legal compliance and impact mitigation. Waste generation is mainly associated with the construction, operation, and maintenance phases of solar farms, and generally includes construction waste, packaging, wood, organic waste, and electrical components, in addition to damaged photovoltaic modules.

The management of the topic is guided by the Socio-Environmental Management System (ESMS), with guidelines and controls formalized in the Environmental Management Standard Operating Procedure. These instruments guide classification, segregation, temporary storage, traceability, and proper disposal, considering the precautionary principle with the requirement of adherence by own and contracted teams. Performance is monitored through audits and by monitoring the providers responsible for collection, transport, and disposal, reinforcing impact prevention and the search for reduction and reuse opportunities.

As a long-term vision, the company maintains a Decommissioning Plan for the end of the plants' useful life, prioritizing recycling and material recovery whenever technically feasible, and a Maintenance Plan that standardizes practices during operation. In 2025, we advanced in strengthening controls and in the integration of the topic into environmental management and the value chain, consolidating a preventive and responsible approach.

Photovoltaic Plant Disposal Plan

In 2024, we structured the PV Plants Disposal Plan to standardize, throughout the entire life cycle of the assets, the classification, storage, transport, and environmentally adequate disposal of waste generated at solar farms. The plan is aligned with the National Solid Waste Policy and ABNT standards (NBR 10004, NBR 11174, NBR 12235), applies the hierarchy of non-generation, reduction, reuse, and recycling and, when not applicable, defines routes such as co-processing, licensed incineration, or class I/II industrial landfills, always with a Waste Transport Manifest (MTR) and Final Disposal Certificate (CDF), when applicable.

For electro-electronic materials (PV modules, inverters, cabling), the plan provides for reverse logistics and/or recycling; for hazardous waste, it establishes specific controls (segregated storage and applicable licenses). The plan maps licensed suppliers for the collection/recycling of panels and components and defines providers for other waste classes and final disposal, ensuring capillarity in the states of operation.

In 2025, we began classifying damaged photovoltaic modules as hazardous waste (Class I, per Brazilian regulation). We adopted this measure as a precaution, since current legislation does not yet specifically define the category for this type of electrical and electronic waste (e-waste). To support the decision, we hired a specialized consultancy that reviewed relevant regulations and industry references and recommended adopting the more stringent standard until regulatory harmonization is achieved. With this change, all handling, storage, transport, and disposal now follow best practices and the applicable legislation for Class I waste. This guideline applies to the 2025 cycle; in 2024, the modules were classified as Class II (non-hazardous).

For 2026, we will monitor the regulatory evolution of the reverse logistics of PV modules, expand circularity goals (reuse/recycling of critical materials), coverage of CDFs and audits, and will continue training field teams and contracts to ensure documentary compliance (MTR/DMR) and end-to-end traceability. As a result, we strengthen environmental governance, reduce disposal costs, and accelerate the energy transition with responsibility.

Waste Generated, in metric tons [GRI 306-3]	2023	2024	2025
Class I – Hazardous (Solar panels, Paints, solvents or oil)	-	23.5	11.15
Class II A – Non-Hazardous - Non-inert Wood (without chemical treatment) - Plastic - Paper - Organic (food scraps, vegetables) - Cables (PVC + copper, generally recyclable)	4.8	30.8	1,078.09
Class II B – Inert (Concrete - Construction (rubble, ceramics, bricks) - Metal (steel, aluminum – although recyclable, it is inert)	-	-	181.48
TOTAL WASTE GENERATED	4.8	54	1,270

Waste diverted from and directed to disposal, in metric tons [GRI 306-4, 306-5]	**RECYCLING:** Waste diverted from disposal	**SANITARY LANDFILL:** Waste directed to disposal
	2025	
Wood	629.99	37.34
Plastic	273.58	18.09
Paper/ Cardboard	74.88	17.53
Organic	0.69	17.35
Construction	1.28	136.90
Metals	33.29	10
Cables	4.61	4
Paints, solvents, oil	0.54	0.82
Solar Panel	9.08	0.69
TOTAL WASTE	1,027.98	242.74
	1,270	

In the 2024 Sustainability Report, volumes were primarily calculated based on MTRs (waste transport manifests). In 2025, the data set was expanded to include formal declarations from contractors, with MTR/CDF documentation verified on a sample basis, increasing data coverage. In addition, construction activity was higher during the period.

Water Management

MATERIAL TOPIC

[GRI 3-3, 303-1, 303-2] [E3, E11]

In 2025, Órigo Energia raised the level of water use management, transforming previously manual processes into an automated governance system. The main change of this cycle was the replacement of record-keeping in spreadsheets with structured forms and automatic dashboards, which eliminated inconsistencies and ensured agility in the confirmation of consumption data reported by contractors and the Operations area.

Interactions with the resource occur mainly in support of construction and operations and, to ensure efficiency, we focus on three fronts:

- **Traceability in the Chain:** As we do not perform direct withdrawal, we require all suppliers to present water rights, potability reports, and proof of origin.
- **Governance and Audit:** Water consumption officially became part of the scope of construction audits, ensuring that field practices are aligned with our Socio-Environmental Management System (ESMS).
- **Consumption Reduction:** Module cleaning is carried out by specialized contractors who follow guidelines to minimize water use. Practices include flow control, adjustable nozzles, and sector-based cleaning, ensuring efficiency without waste.

Safety in Disposal and Technical Standards for Effluents

Effluent management at Órigo is guided by rigorous standards aimed at protecting the soil and water resources, ensuring that our operations do not generate negative impacts on the receiving environment. All management follows compliance criteria that integrate full adherence to current legislation for collection and transport, the exclusive use of licensed companies, and the requirement of transport manifests and final disposal certificates. For the operational structures of the solar farms, such as septic tanks and soakaways, we strictly adopt the sizing guided by the NBR 7229 and NBR 13969 standards, in addition to the guidelines of the Funasa Sanitation Manual.

These national technical standards are applied as a minimum reference in all our projects, ensuring the same level of environmental safety even in locations where specific regional requirements do not exist. Additionally, our internal ESMS guidelines standardize the requirements expected from all partners, regardless of the construction site location. This control is reinforced by the inclusion of the topic in the scope of construction audits and by the new automated monitoring flow, which expanded data traceability and strengthened governance over the life cycle of the generated effluents.

Total water discharge, in M³ [GRI 303-4]	2025
Sanitary wastewater arising from construction activities*	73,576.32

* For effluents, in 2024 we reported 56.26 tonnes of sanitary wastewater. From 2025 onwards, we report volumes in cubic meters (m^3). [GRI 2-4] The significant year-on-year variation is driven by: (i) an increase in the number of construction projects and (ii) improvements in tracking and automation, which expanded data capture and coverage.

Water consumption, in M³ [GRI 303-5]	2025
Operations*	28
Construction and Works**	614,482.11
TOTAL CONSUMPTION* **	614,510.11

*Operational data cover company-owned solar farms only. In 2024, total water consumption in operations amounted to 3,173 m^3. The year-on-year increase reflects two combined factors: (i) higher construction activity during the period and (ii) improvements in data management and automation, which expanded measurement coverage and traceability. ** In 2024, we were unable to reliably track water consumption data for construction activities. *** Órigo is not aware of any areas under high or extremely high water stress.



Social Performance



Social Responsibility

[HR L2, HR L4]

Órigo Energia's operations are guided by a vision of social responsibility that puts people at the center of decisions and recognizes the company's role in promoting ethical working relationships, safe environments, and human development. Our commitment to human rights, diversity, equity, and inclusion, as well as respectful dialogue with the territories where we operate, guides internal practices and relationships throughout the value chain.

In a context of accelerated growth and greater operational complexity, the company strengthened its social management processes in 2025, focusing on risk prevention and the continuous improvement of people and third-party management practices. Even if the nature of our activities does not generate relevant adverse social impacts directly, we maintain a preventive and structured approach to monitor potential risks associated with operations, works, and business relationships, reinforcing our institutional maturity.

The people agenda is conducted by a Human Resources model integrated into the business strategy, with close collaboration with operational areas and territorial presence aligned with regional specificities. In 2025, this model supported a relevant process of organizational transformation, marked by digitalization, efficiency gains, and reorganization of structures, conducted with transparency, dialogue, and a focus on sustainable growth. The management of suppliers and partners in the works follows rigorous criteria of legal compliance, prevention of irregular practices, and monitoring of working conditions, in articulation between the internal responsible areas.

Diversity, equity, and inclusion remain as pillars of Órigo's social engagement. We advanced in affirmative programs, initiatives for training young people, and non-discrimination policies, in addition to improving the quality of information to guide future decisions. Occasional oscillations in some indicators were treated with transparency and incorporated as learnings in a context of organizational transition, reinforcing the commitment to the recomposition and strengthening of these aspects throughout the next cycles.

The strengthening of the organizational culture, internal communication, and continuous training complement this agenda. We invest in more efficient communication channels, structured learning tracks, and performance management practices that stimulate autonomy, dialogue, and engagement. The company's social engagement is accompanied by active governance, with the involvement of the ESG Committee and permanent dialogue with stakeholders, ensuring coherence between strategy, practices, and generated impact. We remain firm in the purpose of expanding access to affordable solar energy, taking care of people and contributing to a just and inclusive energy transition.

Employee Well-being, Health, and Safety

MATERIAL TOPIC

[GRI 3-3, 403-1, 403-6]

At Órigo Energia, people management is based on the binomial of appreciation and care. We understand that to make renewable energy accessible, we must first guarantee the integrity and development of those who make this revolution happen. Therefore, the physical and mental well-being of our employees and partners is an absolute priority, integrating the guidelines of our ESG Policy and the Occupational Health and Safety Policy.

Culture of Engagement and Transparency

The company uses strategic instruments to monitor the organizational climate and strengthen active listening:

- **ENPS Survey (Employee Net Promoter Score):** Essential tool for measuring employee satisfaction and engagement. The initiative reinforced the culture of transparency and continuous improvement, strengthening the relationship of trust between the company and its employees. The ENPS survey continues as a strategic instrument to guide decisions and identify opportunities for advancement. As a result, Órigo consolidates a stronger, more human organizational culture, connected to the needs of the team.

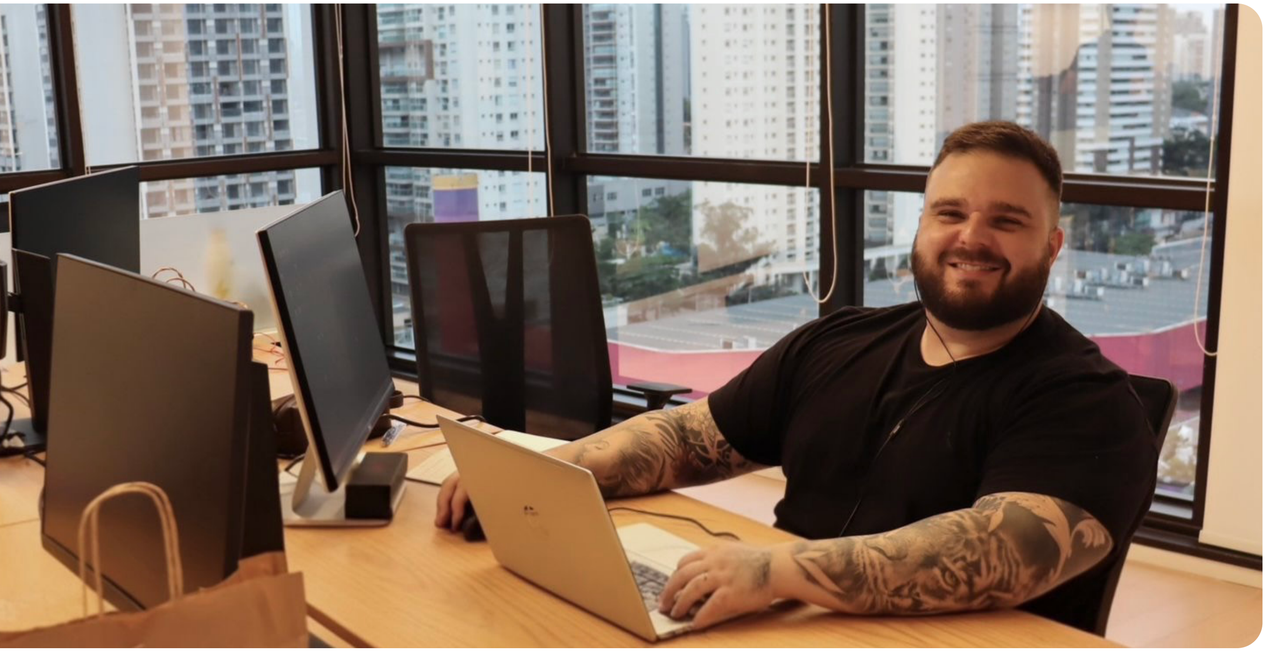
- **Sol Lovers Platform:** Órigo strengthened its internal communication this year by consolidating the platform as a central channel for dialogue, information, and engagement. Developed from ENPS listening sessions, the solution integrates institutional communications, campaigns, recognition, and collaboration in a simple and accessible digital environment. The initiative reduced the volume of e-mails, expanded transparency, and facilitated access to day-to-day information. As a result, Órigo reinforces the sense of belonging and advances in the construction of a more participatory culture, aligned with the purpose of transforming energy into a force for good.

- **Structured Feedback:** Pillar of people management, promoting dialogue, transparency, and continuous development. The practice stimulates qualified conversations, clear goals, and protagonism among leadership and teams. With training and guidance on the Sol Lovers platform, the initiative strengthens collaborative environments and reinforces Órigo's commitment to human development as part of its strategy.

- **Internal Controls Pill:** an initiative that strengthens the ethical and safe performance of employees, expanding knowledge about governance, integrity, and compliance. In 2025, the initiative addressed the importance of normative documents to standardize processes, reduce risks, and ensure regulatory adherence. Internal policies were centralized on the Sol Lovers platform, increasing access and autonomy for teams. The Internal Controls and Compliance areas acted in an integrated manner in the review and updating of regulations. The initiative will continue to evolve with periodic training and continuous improvement of controls.



Development and New Talents



Órigo Academy

Launched in 2025, it is a corporate training and capacity-building platform that centralizes mandatory content and continuous development tracks. Modern and intuitive, it is accessible online via computer and mobile devices and brings together courses, videos, and support materials that standardize knowledge, accelerate the learning curve, and strengthen the company's culture. By standardizing critical competencies and expanding access to knowledge, Academia Órigo reinforces governance, improves integration between teams, and consolidates a more assertive, ethical, and transparent communication culture, developing people to sustain growth with efficiency and quality.

Impulso Solar

Launched in 2025, it is the exclusive development program for Órigo interns, created to accelerate learning and prepare young talents for real business challenges. The program reserved at least 60% of vacancies exclusively for Black and mixed-race people, reinforcing our commitment to diversity, equity, and inclusion. The learning pathway, co-created with specialized consultancy, combined workshops, mentoring, and a practical project developed by the interns with monitoring from Órigo sponsors, with guided deliveries and structured feedback throughout the cycle. On December 5, 2025, in a "Shark Tank" style session, with a panel composed of nine Directors and C-Levels evaluating the presented proposals. As recognition, all interns received a financial bonus equivalent to one additional salary for their participation and project presentation. The active participation of leadership was decisive in supporting time management, encouraging dedication to activities, and ensuring close monitoring that strengthened the team's learning and growth. Impulso Solar consolidates our bet on new talents and on the construction of a more diverse, simple, and innovative environment, aligned with the purpose of valuing people, promoting continuous development, and making renewable energy accessible to all.



Health Promotion and Benefits

Partnership with AON: To take care of those who move our energy, we expanded benefits through a partnership that increases Órigo's care for the well-being of our employees and their families. From now on, we offer 24-hour medical and psychological care through the Conexa Saúde app (Dra. On), at no cost to the team; a 100% online platform for contracting insurance with exclusive conditions and extension to family members (Worksite); and the Onze app, with guidance for organizing finances, defining goals, and making decisions with more security. Everything in a simple, digital, and accessible ecosystem that integrates physical, mental, and financial health and strengthens our culture of care.

As part of our partnership with Aon, we offer a dedicated program for pregnant employees, focused on health, well-being and safety throughout pregnancy and the postpartum period. The initiative provides follow-up support from an obstetrics specialist team, including guidance on health, nutrition and quality of life; reliable information on prenatal care, childbirth and postnatal care; encouragement to maintain appropriate medical follow-up; and emotional support for employees and their families. Support continues for up to 20 days after birth, helping ensure a calmer, better-informed and more welcoming experience.

Award-Winning Referral Portal: a platform that integrates engagement and access to exclusive benefits. In a single digital environment, employees can sign up for their own plan with a 50% discount on the Órigo bill (subject to regional availability), with a 100% online journey (registration, document submission, and monitoring).

The internal portal also concentrates the customer referral program, with the processing of referrals on the same day by the Inside Sales team, strengthening the connection between teams and the expansion of renewable energy. Use is supported by clear guidance on data, documents, and deadlines, reinforcing responsibility, transparency, and the quality of the experience. For next year, we will continue evolving the platform with new features, greater integration with engagement and recognition programs, continuous monitoring of the experience, and the use of data to improve benefit and retention policies.







Engagement, care, and belonging throughout 2025

In 2025, we reinforced our culture of care with an intense calendar of in-person and online actions, ensuring reach to administrative and operational audiences:

White January: a movement aimed at promoting mental health and emotional well-being, reinforcing mental health as a material topic for safer and more human work environments. The campaign included a lecture conducted by a psychologist, focusing on education, prevention, self-care, and support. As a complement, the "superpoder do Olhar Atento" (superpower of the Attentive Look) was presented, encouraging mindfulness and more conscious relationships in daily life. The initiative was part of the Safety League movement.

Flu Vaccination Campaign: carried out in the offices, reinforcing the importance of immunization and the prevention of seasonal diseases.

Green April: A movement dedicated to raising awareness about work-related diseases and accidents. Throughout the month, we mobilized teams, leadership, and internal committees, in addition to disseminating educational materials and awareness messages. These actions strengthen the safety culture by promoting prevention and care to protect lives and advance with responsibility.

Mother's Month: in May, the celebration and inclusion campaign was a success, with the sharing of photos in a personalized Órigo frame; the images, full of affection and memories, composed a collective gallery with wide participation from the teams and a sweepstake among participants in the offices. The action reinforced bonds, sense of belonging, and care in the work environment.

Yellow May: lectures were held on the prevention of traffic accidents and safe driving;

In celebration of LGBTI+ Pride Month: Órigo carried out an engagement and awareness action on diversity and inclusion, with a thematic crossword puzzle based on institutional content, reinforcing concepts, identities, and milestones in the struggle for the rights of the LGBTI+ population. Employees who correctly completed the challenge participated in a sweepstake for an exclusive t-shirt created for the campaign.

SIPAT – Internal Week for the Prevention of Workplace Accidents and Harassment: held from October 20 to 24, 2025, with lives focused on risk perception, mental health, psychological disorders, and harassment prevention, workplace gymnastics sessions in different locations, relaxation moments, and special actions (sweepstakes for massage sessions and points from the internal engagement program) to increase team participation;

Pink October: we had a lecture focused on the prevention and early diagnosis of breast cancer. A crucial subject given that it is the most common cancer among women worldwide, representing about 25% of all diagnosed cancer cases. We reinforce that prevention is the best path, given that when identified in the early stages, the chances of cure are high, exceeding 90%.

Blue November: it was dedicated to the prevention of prostate cancer, with a high level of internal participation. With the presence of Dr. Cláudio Pessoa, a urologist, who shared valuable information, answered questions, and talked with our sol lover team about how to better take care of male health in an open, direct way and without taboos.

Orange December: we engaged employees with guidance on the prevention of skin cancer, the most frequent in Brazil. Our goal was to warn about the dangers of sun exposure without protection and reinforce the importance of prevention and early detection.



Benefits provided

[GRI 401-2]

In the reporting period, we offered a set of benefits to employees hired on a full-time basis, not extended to temporary or part-time employees (except when required by law or specific agreement). The proposal is simple: taking care of well-being, health, and financial security, with clarity and proximity. We believe that health goes far beyond the absence of disease. Therefore, we act in the promotion of quality of life in a complementary way to occupational prevention. We offer full-time employees various benefits such as a health insurance plan, dental plan, and physical activity allowance via Wellhub, encouraging continuous care for body and mind.



- **Physical activity allowance (Wellhub)**
- **Disability and Invalidity Allowance**
- **Executive Bonus***
- **Birthday Day off**
- **Payroll-deductible loan**
- **Parking***
- **Extension of maternity and paternity leaves**
- **Flexible working hours***
- **Órigo Energia subscription plan**
- **Transportation voucher**
- **Health insurance plan**
- **Dental plan**
- **Life insurance**
- **Hybrid work**
- **Fuel voucher**
- **Meal voucher**

*Does not cover all positions or contracts.

Specific programs

Payroll-deductible loan and exclusive benefit for people with disabilities (PWDs), 50% reduction in medical plan co-payment, in accordance with current legislation and covering physical, hearing, visual, intellectual or multiple disabilities. Requests are handled with secrecy and confidentiality by the area's HRBP, with support from the HR service channel on the GLPI platform. Some benefits have defined eligibility criteria, such as hybrid work for specific areas, parking for leadership positions, and fuel vouchers for roles requiring frequent travel.

In the Dental plan, we maintained free access to Odontoprev Básico (general clinic, surgery, dentistry, endodontics, periodontics, prevention, regulated prostheses, radiology, and urgency/emergency) and began offering optional upgrades: Premium Lard (basic services + orthodontics) and Master Lard (addition of prostheses). In 2025, it became possible to include dependents in the basic plan through a contribution.

We renewed the corporate Life Insurance with the insurer, with the insured capital corresponding to 24 times the salary, with coverage for death, accidental death, permanent disability (total or partial due to accident), and permanent functional disability due to illness. Expanded family funeral assistance and maximum indemnified limit.

All benefits observe the current labor legislation and combine mandatory and voluntary benefits to meet the real needs of the teams. Caring for people is part of our way of making energy: simple, close, and reliable, so that each employee continues with us building a more sustainable and accessible future.





Órigo Energia Team

In 2025, Órigo Energia strengthened its social management in the face of accelerated growth and greater operational complexity. Our HR model, integrated into the business strategy, focused on organizational transformation through digitalization and efficiency.

Employees, by gender* [GRI 2-7]	2023		2024		2025	
	Number	%	Number	%	Number	%
Men	415	54%	752	56%	573	63%
Women	350	46%	598	44%	331	37%
TOTAL	765		1,350		904	

Employees, by age group [GRI 2-7]	2025	
	Number	%
Under 25 years old	42	5%
25 to 50 years old	809	89%
Over 50 years old	53	6%
TOTAL	904	

Employees, by region* [GRI 2-7]	2023		2024		2025	
	Number	%	Number	%	Number	%
Brazil's North	0	0%	21	2%	41	5%
Brazil's Northeast	30	4%	133	10%	92	10%
Brazil's Midwest	39	5%	94	7%	127	14%
Brazil's Southeast	696	91%	1,102	82%	644	71%
TOTAL	765		1,350		904	

Other types of employment contract [GRI 2-8]	2023		2024		2025	
	Number	%	Number	%	Number	%
Interns	1	4%	11	9%	6	32%
Young Apprentice	26	96%	34	26%	11	58%
Outsourced	0	0%	84	65%	2	11%
TOTAL	27		129		19	

Other types of employment contract [GRI 2-8]	2025	
	Number	%
Men	5	26%
Women	14	74%
TOTAL	19	

Other types of employment contract [GRI 2-8]	2025	
	Number	%
Brazil's Northeast	5	26%
Brazil's Midwest	2	11%
Brazil's Southeast	12	63%
TOTAL	19	

*Permanent employees of the companies Ebes Sistemas and Órigo Serviços, excluding interns, who are listed in spreadsheet GRI 2-8.

NEW HIRES [GRI 401-1]

Hires by gender

	2024		2025	
	Number	%	Number	%
Men	613	45%	345	38%
Women	438	32%	173	19%
TOTAL	1,051	78%	518	57%

Hires by age group

	Number	%	Number	%
Under 25 years old	260	19%	41	5%
25 to 50 years old	732	54%	449	50%
Over 50 years old	59	4%	28	3%
TOTAL	1,051	78%	518	57%

Hires by region

	Number	%	Number	%
Brazil's North	23	2%	47	5%
Brazil's Northeast	140	10%	83	9%
Brazil's Midwest	81	6%	155	17%
Brazil's Southeast	807	60%	233	26%
TOTAL	1,051	78%	518	57%

Employee Turnover [GRI 401-1]

Terminations by gender

	2024		2025	
	Number	%	Number	%
Men	276	20%	524	58%
Women	190	14%	440	49%
TOTAL	466	34%	964	107%

Terminations by age group

	Number	%	Number	%
Under 25 years old	81	6%	62	7%
25 to 50 years old	348	26%	838	93%
Over 50 years old	37	3%	64	7%
TOTAL	466	34%	964	107%

Terminations by region

	Number	%	Number	%
Brazil's North	25	2%	27	3%
Brazil's Northeast	40	3%	133	15%
Brazil's Midwest	3	0%	122	13%
Brazil's Southeast	398	29%	682	75%
TOTAL	466	34%	964	107%

The figures presented in the table for Disclosure 401-1 (New employee hires and employee turnover) include internal employee transfers between the Southeast and Northeast regions that do not involve hires or departures, as they do not represent an entry to or exit from the company's total headcount.

MATERNITY AND PATERNITY LEAVE [GRI 401-3]

	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
Total number of employees who were entitled to take maternity/paternity leave	415	350	752	598	573	331
Total number of employees who took parental leave in the current year.	5	13	20	20	36	13

PARENTAL LEAVE: RETURN TO WORK AND EMPLOYEE RETENTION [GRI 401-3]

	2025	
Total number of employees who took parental leave in the current year, and whose leave also ends in the current year.	34	13
Total number of employees who took parental leave in the previous year, and whose leave ends in the current year.	1	8
Total number of employees expected to return in the current year	35	21
Total number of employees who returned to work after the end of parental leave.	35	17
Return to work rate	100%	81%
Total number of employees who returned to work in the previous year and remained employed for another 12 months, this period ending in the current year	1	0
Total number of employees who returned in the previous year	19	12
Retention rate	5%	0%

* Gender as specified by the employees themselves.

Diversity, Equity, and Inclusion

[HR L6]

In 2025, Órigo Energia advanced its Diversity, Equity and Inclusion agenda while undergoing a period of significant organizational changes. The integration of the São Paulo offices and the structural adjustments implemented throughout the year resulted in a temporary reduction in the total number of employees and in the representation of women in leadership positions. This decrease, observed across different levels of the company, reflects a moment of structural transition—not a setback in Órigo's commitment to plurality and equity.

The reorganization is still in the process of rebuilding teams, with ongoing recruitment efforts to fill strategic and operational roles. During this reconstruction phase, we have reinforced our focus on diversity criteria—especially gender equity, but also other dimensions of diversity—ensuring that the workforce becomes more balanced in 2026 in an intentional, representative manner and aligned with the company's values.

Progress in Pay Equity

One of the most notable achievements in 2025 was the continued progress in pay equity between women and men. When analyzing the ratio of female to male compensation, we observed that:

- At the Executive Board & C-Level, women reached 123% of men's compensation in 2025, marking a positive and significant shift.
- In Leadership positions, the ratio increased to 93% in 2025, narrowing disparities and showing improvement in correcting historical imbalances.
- Among employees, near pay parity was maintained from 2024 to 2025.

Taken together, these results demonstrate that—even in a year of organizational adjustments—Órigo maintained and, in some cases, strengthened its commitment to fair and equitable compensation. The significant improvement at the executive level underscores the value placed on female leadership and the consolidation of compensation review practices and career management processes aligned with equity principles.

A Transition Toward a New Cycle of Diversity

The 2025 indicators therefore reflect a period of structural reorganization combined with meaningful advances in pay equity. As we resize and restructure the organization, we are laying the foundation for a new cycle of strengthening diversity—focusing on team rebuilding and on the implementation of practices that promote gender equity and other DEI priorities.

We remain committed to fostering a workplace that is diverse, inclusive, and guided by fair development and recognition practices—principles that continue to be central to Órigo Energia's ESG strategy.



DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES [GRI 405-1] [G10, G11]

2023

Category	Subcategory	Board of Directors	Executive Board & C-Level	Leadership	Employees
Gender	Male	4	11	76	328
	Female	3	4	51	296
	Total (nº)	7	15	127	623
	Male (%)	57%	73%	60%	53%
	Female (%)	43%	27%	40%	47%
	Total (%)	100%	100%	100%	100%
Age Group	< 25 years	0	0	0	47
	25 to 50 years	2	14	124	547
	> 50 years	5	1	3	29
	Total (nº)	7	15	127	623
	< 25 years (%)	0%	0%	0%	7%
	25 to 50 years (%)	29%	93%	98%	88%
	> 50 years (%)	71%	7%	2%	5%
	Total (%)	100%	100%	100%	100%

2024

Category	Subcategory	Board of Directors	Executive Board & C-Level	Leadership	Employees
Gender	Male	6	15	144	593
	Female	1	5	65	528
	Total (nº)	7	20	209	1.121
	Male (%)	86%	75%	69%	53%
	Female (%)	14%	25%	31%	47%
	Total (%)	100%	100%	100%	100%
Age Group	< 25 years	0	0	0	87
	25 to 50 years	3	19	201	993
	> 50 years	4	1	8	41
	Total (nº)	7	20	209	1.121
	< 25 years (%)	0%	0%	0%	8%
	25 to 50 years (%)	43%	95%	96%	88%
	> 50 years (%)	57%	5%	4%	4%
	Total (%)	100%	100%	100%	100%

2025

Category	Subcategory	Board of Directors	Executive Board & C-Level	Leadership	Employees
Gender	Male	6	12	144	447
	Female	1	4	48	279
	Total (nº)	7	16	162	726
	Male (%)	86%	75%	70%	62%
	Female (%)	14%	25%	30%	38%
	Total (%)	100%	100%	100%	100%
Age Group	< 25 years	0	0	0	42
	25 to 50 years	3	14	152	638
	> 50 years	4	2	10	46
	Total (nº)	7	16	162	726
	< 25 years (%)	0%	0%	0%	6%
	25 to 50 years (%)	43%	88%	94%	88%
	> 50 years (%)	57%	13%	6%	6%
	Total (%)	100%	100%	100%	100%

RATIO OF BASIC SALARY AND REMUNERATION RECEIVED BY WOMEN [GRI 405-2] [HR L6]

	2023	2024	2025
Executive Board & C-Level	88%	94%	123%
Leadership	94%	83%	93%
Employees	86%	99%	98%



Occupational Health and Safety

[GRI 403-2, 403-3, 403-4]

Órigo Energia adopts a structured, preventive, and continuous improvement approach to Occupational Health and Safety (OHS) management, covering its own employees as well as workers from contractors and subcontractors whose activities and workplaces are controlled by the company. Risk assessments are conducted through Risk Management Programs (PGR), applied continuously and complemented by regular safety audits and inspections. These allow for the identification of hazards, assessment of exposure to occupational risks, and monitoring of compliance with internal OHS guidelines. In 2025 alone, there were 4,260 OHS inspections encompassing oversight of operational activities, facilities, and worker accommodations, as well as 113 audits of legal and contractual documents, and visits to construction sites and accommodations focused on occupational health and safety.

The diagnoses resulting from these processes guide the implementation of administrative, engineering, and technological measures aimed at collective and individual protection, in line with the hierarchy of controls established in OHS standards. To monitor the effectiveness of these actions, the company uses the Preventive Risk Indicator (IRO - Indicador de Risco Preventivo), which measures the risk level of operations and supports the definition, monitoring, and continuous improvement of action plans aimed at mitigating priority risks.
In its operational activities, Órigo applies the Preliminary Analysis Policy for Safe Work, which establishes the Preliminary Risk Analysis (APR) as a mandatory document before executing any task. The APR identifies hazards, maps risks, and defines the control measures to be adopted in each activity. Tasks classified as high-risk additionally require the issuance of Safe Work Permits and must be performed under appropriate supervision, reinforcing accident prevention.

To strengthen incident prevention and response, in 2025 the company provided a digital channel for immediate logging via an app. Through the app, employees access the OHS section and fill out the Preliminary Accident Report in an electronic form, which is also available through complementary internal channels. The recorded information feeds the OHS department in real time, enabling a more agile response, systematic cause analysis, and the definition of corrective and preventive measures, while also increasing traceability and record quality. In case of doubts or suggestions, employees have direct support from the OHS team through a specific contact channel.

Workplace incident investigations follow formalized standards and procedures, including the Accidental Event Investigation Procedure, NBR 14280 (Brazilian standard for Occupational Accident Classification), and the Emergency Response Plan (PAE). In the event of incidents, a structured flowchart is followed, which includes data collection, cause analysis, definition of corrective actions, and the preparation of a final report. The conclusions of these investigations support the enhancement of OHS practices, contributing to the review of procedures, reinforcement of training, and improvement of operational controls.
Occupational health services work in an integrated manner with the Occupational Health and Safety System, contributing to the identification of hazards, elimination



or control of risks, and promotion of safer and healthier work environments, focusing on the prevention of accidents, occupational diseases, and team well-being. The company adopts continuous processes, carried out through the PGR, which include risk management in administrative and operational activities, preliminary hazard surveys, the preparation of inventories, the definition of preventive and emergency response action plans, periodic inspections and surveys, training, and continuous communication on risk management practices.

In addition, Órigo maintains the Occupational Health Medical Control Program (PCMSO - Programa de Controle Médico de Saúde Ocupacional), aimed at protecting and preserving employees' health against occupational risks. The program promotes quality of life in the workplace, works on the prevention, screening, and early diagnosis of work-related health issues, contributes to the reduction of accidents and occupational diseases, and ensures compliance with applicable labor legislation, in accordance with regulatory standards and the guidelines of the General Data Protection Law (LGPD). All employees undergo pre-employment, periodic, and termination health examinations as stipulated in the PCMSO.

Worker participation and consultation are pillars of Órigo Energia's OHS management system. During safety induction, all direct and outsourced employees receive guidance on the company's OHS guidelines, risks, controls, and procedures applicable to their activities. OHS information, procedures, guidelines, and indicators are centrally available on the OHS Portal within the company's internal platform, facilitating access to updated content by administrative and operational teams. The Conecta+ channel complements this process, allowing direct communication with the OHS department for accident reporting, exercising the right to refuse unsafe work, and clarifying doubts related to occupational safety.





HSS | HEALTH, SAFETY, AND SECURITY

Key occupational health and safety actions carried out during the year of 2025.

ONBOARDING AND INTEGRATION OF EMPLOYEES IN OCCUPATIONAL SAFETY.

Raising awareness and presenting Órigo's safety culture and processes, with the participation of **3240** operational employees.

EMERGENCY DRILLS

A total of **266** emergency drills are carried out across all farm construction sites.

SECURITY DIALOGUES

Disseminatingaculture ofsafety through administrative/operatio nal dialogues and promoting best practices.

3410 Face-to-face Operational Dialogues

51 Virtual Dialogues

SAFETY INSPECTIONS

4260 inspections were carried out in operational activities, establishments and accommodations.

SAFETY TRAINING

Development of skills and knowledge necessary for compliance with Brazilian regulations.

22.160
Man Hour Trained

HEALTH, SAFETY AND ENVIRONMENTAL AUDITS

Conducted **113** audits focusing on legal and contractual documents, site visits, and accommodations.

PROCEDURES

Development of **39** operational and safety procedures.

LEADERSHIP FOR SAFETY

Leadership engagement through observation and interaction with field teams. **18** Solar Farm Sites Visited

SIPAT

Actions

- Lectures on health and safety
- Workplace gymnastics and quick massage in offices
- Security slogan contest

An average of **300** entries per day.

Management and Monitoring Tools

OHS Portal: Centralizes procedures, guidelines and technical indicators on the internal platform, ensuring fast access for operational teams.

Conecta+ Channel: We provide this direct channel for the reporting of accidents, near misses, doubts and, fundamentally, for the exercise of the right of refusal in perceived risk situations. These records are vital to feed our management system and promote continuous improvements.

Digital Incident Record: An app was made available for the immediate reporting of accident reports, allowing for real-time cause analysis and agile response from the technical area.

Operational Protocols and Field Safety

In operational activities, the mandatory requirement of the APR (Preliminary Risk Analysis) and the issuance of Safe Work Permits for high-risk tasks are pillars of prevention.

- **Safety Induction:** All employees (own and third parties) undergo safety induction and mandatory training, such as Defensive Driving and Inspection Agents, according to their function.
- **HSD (Health and Safety Dialogue):** Before starting activities at the worksites, the contracted teams conduct the HSD. Weekly, our OHS team conducts these dialogues with all operational employees, reinforcing safe behaviors.
- **Event Investigation:** Follows NBR 14280 and structured flowcharts for data collection and definition of corrective actions, aiming for the continuous improvement of controls.

Participatory governance in OHS is reinforced by the work of the Internal Commission for the Prevention of Accidents and Harassment (CIPA), which guides workers on workplace environment risks and ways to avoid them. Monthly CIPA meetings constitute a structured space for dialogue between employees and management. In addition, the company maintains a Safety Committee, which meets monthly with leadership to address critical topics related to safety, occupational health and risk control, consolidating information from areas and supporting the monitoring of action plans.

Contracted and subcontracted companies receive, at the time of contract formalization, Órigo Energia's Occupational Health and Safety Guideline Policy and are guided in formal meetings regarding the rules and procedures that must be followed by them and their employees, aiming at the mitigation of workplace accident risks. For each solar farm project, an Emergency Response Plan (ERP) is prepared, made available to all employees and disseminated through emergency drills aligned with the previously mapped risk scenarios.

Throughout the year, the company also promotes health and safety campaigns and engagement programs, such as thematic months, online lectures for administrative and operational audiences, and the Internal Week for the Prevention of Workplace Accidents and Harassment (SIPAT). In 2025, SIPAT included in-person actions, such as workplace gymnastics and decompression massage, as well as live broadcasts focusing on health, risk perception, and well-being, reinforcing the safety culture at all levels of the organization.



Alcohol test with breathalyzer

To strengthen the culture of prevention and reduce the risk of accidents, in 2025 we implemented the alcohol test with a breathalyzer at Órigo Energia's solar farms. The initiative follows the internal OHS guidelines and applicable legislation, with a focus on safety, confidentiality, and respect for people. The application is criteria-based: drivers, professionals working at heights, and load handling equipment operators are tested daily. Other operational employees perform the test by sampling. For administrative teams, tests occur randomly. In situations with signs of alcohol consumption, the test is motivated and immediately applied. All results are handled with secrecy, and employees sign the Term of Acknowledgment and Consent before the test is performed. The measure integrates our Occupational Health and Safety Management System, reinforcing prevention as a value and ensuring increasingly safe environments.

Prevention and training

[GRI 403-5, 403-7]

After the completion of the required training, formal authorizations for access and work are issued, recording the relevant qualifications for each worker. For each solar farm project, an Emergency Response Plan (PAE) is prepared, made available to all involved, and complemented by periodic drills and training, aligned with previously identified risk scenarios. As a reinforcement of the continuous learning culture, Órigo's employees also have access to sustainability training platforms, expanding knowledge aligned with the company's socio-environmental commitments.

The prevention and mitigation of OHS impacts are conducted through Risk Management Programs, applied continuously to both in-house and contractor employees. These programs are monitored by regular audits and inspections, whose diagnoses result in the adoption of administrative, engineering, and technological measures aimed at collective and individual protection. To monitor the effectiveness of these actions, the company uses the Preventive Risk Indicator (IRO), which supports the prioritization of action plans and the continuous improvement of safety controls.

Before the execution of activities, all workers are subject to a Preliminary Risk Analysis (APR), a mandatory document that identifies hazards, evaluates risks, and defines control measures. Activities classified as high risk additionally require the issuance of Safe Work Permits and are carried out under appropriate supervision. Complementarily, Órigo reinforces the Right of Refusal Program, which guides and encourages in-house and contractor employees to interrupt activities in situations of imminent risk, strengthening the culture of prevention and risk perception.

In 2025, one case of occupational disease was recorded, classified as anxiety disorder, and duly communicated to the Ministry of Labor and Employment through the eSocial system. Between 2021 and 2024, there were no records of occupational diseases in the company, nor fatalities related to this topic. The records follow current labor legislation and official characterization criteria, based on information consolidated by HR and mandatory communications to competent bodies, considering exclusively Órigo Energia's own employees.

The implementation and strengthening of these practices are integrated into the Socio-Environmental Management System (ESMS) and corporate governance, with responsibilities distributed among the different instances of the organization. By continuously investing in training, prevention, and monitoring, Órigo Energia reinforces the maturity of its occupational health and safety management and keeps its operations aligned with the best practices in the sector, promoting safer and more responsible work environments.

WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM [403-8]**	2024		2025	
	Number	%	Number	%
Total covered by the system and internally audited	1,730	100%	1622	100%

WORK-RELATED INJURIES [403-9] [HR L7]	2023		2024		2025	
	Own Employees	Third-Party Employees	Own Employees	Third-Party Employees	Own Employees	Third-Party Employees
Number of fatalities resulting from work-related injury	0	0	0	0	0	0
High-consequence work-related injuries (excluding fatalities)	0	0	1	0	0	0
Recordable work-related injuries	4	4	1	1	0	2
TOTAL	4	4	2	1	0	2
Total number of commuting accidents	3	0	2	0	1	0
Total number of typical accidents*	4	4	3	1	0	2
TOTAL	4	4	3	1	1	2
Total number of lost days	5	135	54	2	10	108
Number of hours worked	1,889	**	2,161	477	2,218,104	6,766,104

*Typical workplace accident: an event that causes bodily injury or functional impairment to an employee while performing work for the company, resulting in an absence of more than one day. In 2025, 10 days of absence were recorded in relation to an accident that occurred in 2024 (return on 11/01/2025). **Outsourced/third-party workers were not included in this indicator in 2023. Data on days lost due to total temporary incapacity are calculated in accordance with NBR 14280, based on medical certificates and information provided by Órigo Energia's HR team and contracted companies, compiled on a monthly basis. The underlying assumptions are set out in the Occupational Health and Safety Guidelines Policy and are self-declared. [GRI 403-10]: One case of occupational disease (anxiety disorder) was recorded and reported to Brazil's Ministry of Labor and Employment via eSocial.

Average hours of training

[GRI 404-1]

People development is a strategic pillar at Órigo and has consistently advanced over the last cycles. Following a 2024 marked by the expansion of initiatives—with 10,573 training hours, an average of 7.8 hours per employee, and a focus on safety, culture, and technical support—2025 represented a leap in the structuring, automation, standardization, and scalability of learning.

The consolidation of Academia Órigo (Órigo Academy), our corporate training and development platform, marked a new era in knowledge management. The tool centralized technical, behavioral, managerial, mandatory, and thematic content, offering an integrated, accessible, and traceable experience. As a result, we strengthened development governance, expanded access to knowledge, and structured learning tracks aligned with critical competencies for sustainable growth.

This progress was reflected in our indicators: in 2025, we recorded an average of 15 training hours per employee, almost double the 2024 average. Furthermore, the content became more structured, comprehensive, and oriented toward strategic competencies, a direct effect of the maturity brought by Academia Órigo.

Additionally, we expanded the use of the UN Global Compact Academy, made available to all employees via the platform, featuring courses on human rights, decent work, the environment, integrity, and anti-corruption. This initiative connects our teams to global best practices and strengthens the culture of continuous learning. We also expanded our reach to our partner network: members of Clube Órigo and Clube Órigo Pró gained access to exclusive learning tracks, supporting the continuous development and qualification of commercial relationships. In 2026, the Volunteer Program will use the platform to offer courses to institutions benefiting from the Órigo Social Program, translating knowledge into positive impact both inside and outside the organization.

Among the training topics offered in 2025, we highlight:

- Occupational Health and Safety
- Socio-Environmental Management System and ESG Policy
- Compliance and Internal Controls
- Information Security
- Sexual Harassment

With these initiatives, Órigo deepens its learning culture, strengthens critical competencies, and builds teams that are more prepared, engaged, and aligned with the values of sustainability, ethics, and socio-environmental responsibility.

Training hours [GRI 404-1]	2024		
By gender	**Total employees**	**Total training hours**	**Average training hours**
Men	752	6,198	8.2
Women	598	4,375	7.3
Total	1,350	10,573	7.8

By functional category	**Total employees**	**Total training hours**	**Average training hours**
Board & C-Level	20	75	3.8
Leadership	209	900	4.3
Employees	1,121	9,598	8.6
Total	1,350	10,573	7.8

Training hours [GRI 404-1]	2025		
By gender	**Total employees**	**Total training hours**	**Average training hours**
Men	573	6,198	16
Women	331	4,375	15
Total	904	10,573	15

By job category	**Total employees**	**Total training hours**	**Average training hours**
Board & C-Level	13	58	4
Leadership	148	1,845	12
Employees	951	12,099	13
Total	904	14,002	15

We identified a calculation error in the average reported for 2024. The base values remain unchanged; only the average has been restated. In accordance with GRI 2-4, we are republishing the corrected information.



A respectful work environment

[GRI 406-1]

In 2025, no cases of discrimination were recorded at Órigo Energia through formal registration channels, including the Reporting Channel. Therefore, there were no cases subject to corrective measures during the reporting period. Since 2024, the Compliance area has worked intensely to reinforce the seriousness, anonymity, secrecy, and independence of the Reporting Channel, strengthening the trust of employees and other internal audiences in reporting any situations of discrimination, harassment, or improper conduct. Throughout 2025, the company promoted training on Harassment, Best Practices, and Integrity, focusing on prevention, responsible behaviors, and a culture of respect and equity. The 7 cases related to the topic reported in 2024, already disclosed in the previous report, were investigated, analyzed, and concluded by the Compliance team, in accordance with internal procedures.

As a complement to the listening mechanisms (without replacing the Reporting Channel), in 2025 we launched the “Fale com o RH” (Talk to HR) feature on the company’s internal system. The feature records general manifestations about daily work, constructive criticism, suggestions, complaints about processes and routines, or other topics that the employee wishes to share with HR. Unlike the Reporting Channel, “Fale com o RH” (Talk to HR) operates in a logged-in environment, is accessible only to authorized persons, and ensures traceability and proper forwarding of demands. Manifestations are forwarded directly to HR, which performs the follow-up with responsibility and secrecy, using the learnings to continuously improve the work environment, people management, and organizational culture practices. With these complementary instruments, the Reporting Channel (anonymous) and Talk to HR (logged-in), we reinforce transparent and participatory relationships and maintain zero tolerance for any form of discrimination, aligned with our purpose of promoting a respectful, safe, and inclusive work environment.

Collective bargaining agreements

[GRI 2-30]

During the reporting period, the organization has no employees formally covered by collective bargaining agreements. The company fully respects the freedom of association and the right of employees to join or participate in union entities of their choice. Although there are no collective agreements signed directly with the company, working conditions follow the guidelines and standards established by the union representing the category, including the collective conventions applicable to the sector. Thus, even in the absence of its own agreements, the parameters for remuneration, benefits, and working conditions observe the benchmarks defined in sector-level collective bargaining.



Órigo Social Program









Created in 2017, the Órigo Social Program translates, in practice, the company's purpose of broadening access to renewable energy. The initiative supports non-profit social institutions through the monthly donation of electric energy credits generated in Órigo's solar farms, expanding the positive impact of renewable energy in the territories where the company operates.

The program can fully cover the energy consumption of the beneficiary institutions, even in cases of multiple consumer units. This generates financial savings allowing these organizations to direct resources to what truly matters: expanding services, improving the quality of services, strengthening their infrastructure, and broadening the reach of their social actions. In this way, solar energy becomes a concrete lever for community development and the promotion of well-being. By 2025, this initiative generated almost R$ 900,000 in savings for the supported institutions, increasing the availability of resources for their core activities.

The Órigo Social Program supports institutions in the territories where the company operate, either through our solar farms or through the communities where we serve customers. To ensure integrity and alignment with the company's values, all institutions undergo a structured qualification process that assesses their conduct, governance, and alignment with Órigo's ethical and social-environmental principles. Since the program's inception, we have supported 82 social institutions across six Brazilian states. By year-end 2025, 73 social institutions were receiving support through the program.

In 2025, the partnership between Órigo Energia and the Bichos Gerais Association brought meaningful change and renewed hope to thousands of animals and surrounding communities. Over the year, more than 5,000 veterinary services were delivered—including consultations, diagnostic tests, surgeries and inpatient care—ensuring qualified, ongoing support. In our population-control efforts, 4,639 spay and neuter procedures helped prevent abandonment and improve animal welfare. Through our shelter initiatives, 140 animals received daily food and care. Our education efforts reached 370 children, encouraging respect and responsible pet ownership. Through the donation of energy credits, Órigo generated savings of more than R$54,000 for our partner social organization in 2025 alone, helping ensure the continuity and expansion of these initiatives and strengthening positive social impact where it matters most. We remain steadfast in our mission to turn energy into a force for good and make clean energy accessible to all.

The supported organizations must act in at least one of the program's priority fronts: defense of animal rights; support for vulnerable populations, such as community residents, the LGBTI+ population, women in situations of violence, children, and the elderly; health assistance, focusing on psychosocial or clinical care; and education and culture initiatives aimed at the development of children, adolescents, and young people, through educational, cultural, sporting, or vocational projects.

The impact of the Órigo Social Program is accompanied by indicators that allow for the monitoring of its results over time, such as the financial savings generated for the benefited institutions, the volume of energy donated, and the number of social consumer units served, both in the annual breakdown and in the accumulated total since the program's creation.

By connecting distributed generation, social impact, and local development, the Órigo Social Program reinforces the conviction that energy can and must go beyond infrastructure. We remain firm in our commitment to transform energy into a force for good, supporting those who take care of people, territories, and essential causes for a more just and sustainable future.

Volunteer Actions

Órigo Energia is structuring its Corporate Volunteer Program with a focus on expanding the connection between employees and the territories where the company operates, while strengthening a culture of care for the environment and for people. Recent experiences in volunteer actions have revealed high internal engagement and demonstrated the potential of these initiatives to generate social, environmental, and organizational value.

A recent action that demonstrates this interest was the joint planting effort held in the municipality of Monte Mor (SP), a territory served by the company's operations in the state. In this activity, Órigo's volunteer employees participated in planting native Atlantic Forest seedlings, linked to the 2025 cycle of the Voluntary Revegetation Program. The planting effort was coordinated by the Instituto Refloresta (Refloresta Institute), contracted by Órigo to execute the activity. The volunteers received technical guidance, participated in the planting practices, and engaged in an awareness session on the importance of forest restoration and native biome conservation. Employee participation represented an additional component to the scope of the planting, reinforcing the value of direct involvement in socio-environmental initiatives and expanding the team's connection with the territories where we operate. The group's energy, engagement, and enthusiasm highlighted the potential of volunteering as a tool to strengthen our ESG culture. Based on the learnings generated by these mobilizations



and the growing willingness of employees to participate in socio-environmental initiatives, Órigo Energia is moving forward in 2026 to consolidate its Corporate Volunteer Program. This new front will expand the impact of the Programa Órigo Social (Órigo Social Program) by integrating the technical knowledge of our employees, training actions, and initiatives that support institutions and communities, further strengthening the company's presence in the territories and its commitment to positive transformation.

The program's objective is to strengthen the impact of beneficiary institutions by training their teams and the communities served, leveraging the technical and multidisciplinary expertise of Órigo's employees. This connection will take place through Academia Órigo, an online platform already used internally, which will begin offering courses and training to the institutions within the Programa Órigo Social.

The content will focus on promoting environmental responsibility and conscious consumption, with training on the efficient use of natural resources—such as water, energy, and waste management—as well as institutional strengthening courses. The learning tracks will be adapted to the activities of each institution, ranging from educational content on sustainability for children and youth to training in financial management, digital marketing, and small business organization, contributing to the autonomy and sustainability of these organizations.

The courses will be developed by Órigo's volunteer employees according to their areas of expertise, strengthening the sense of social responsibility, collaboration, and belonging among the teams. Concurrently, the company will initiate a more structured process for assessing the impact of the Programa Órigo Social. This will expand the measurement of the effects of energy credit donations through indicators of reach, quality of services, and the expansion of care, based on periodic reports from partner institutions.

By integrating the donation of energy credits, training, and volunteering, Órigo Energia reinforces its commitment to transforming energy into a force for good, expanding its positive impact in the territories where it operates, and strengthening organizations that care for people and communities.











Stakeholder Engagement

[GRI 2-29] [HR L3]

Órigo Energia structures its stakeholder engagement approach on two complementary fronts. The first covers corporate stakeholders—such as investors, suppliers, and supervisory and regulatory bodies. For these audiences, engagement considers the frequency of interaction and the relevance of each stakeholder to the development of the company's activities. Interactions can occur in a structured manner, as in investor relations (recurring meetings, defined agendas, and the actions of committees and the Board of Directors), or in an ad hoc and organic manner, such as contact with environmental and regulatory agencies, where intensity varies according to the context and specific demands.

The second front encompasses stakeholders classified as communities, comprising individuals and legal entities located in the vicinity of Órigo's projects. For this audience, the company maintains a detailed engagement process based on the principles of the IFC (International Finance Corporation). This process brings together different relationship tools and establishes a methodology for identifying and classifying stakeholders, as well as strategies at different levels (monitor, communicate, consult, build capacity, and involve). The operational details and results of this program are presented in the "Local Community Engagement" section.

To make interactions more structured and effective, different departments work in a coordinated manner: ESG leads the mapping, analysis, and consolidation of perceptions; Engineering (Construction and O&M - Operation and Maintenance) conducts on-the-ground listening and engages ESG for follow-up; Occupational Health and Safety (OHS) supports dialogue on issues of physical integrity and well-being; and Environment maintains relationships with competent authorities and communities, supporting joint engagement with ESG. Engagement, however, is not restricted to specialized areas: all employees contribute by acting with transparency and ethics, sharing relevant information, and reporting any identified needs or risks to the ESG team.

In 2025, we also strengthened our institutional dialogue with the creation of the Regulatory and Institutional Directorate, responsible for leading Órigo's regulatory and institutional agenda, strengthening relationships with sector agencies and entities, and contributing to the sustainable expansion of distributed generation (DG) in Brazil.

Our Engagement Framework

Monitor
Track local perceptions.

Communicate
Inform about activities and potential impacts.

Consult
Listen to community expectations and concerns.

Build Capacity
Strengthen the local culture of sustainability.

Involve
Engage the community directly in impact risk management.







Engagement and programs aimed at local communities

[GRI 413-1, 413-2]

For Órigo Energia, arriving in a new territory means much more than installing a solar farm; it means becoming a responsible and active neighbor. In 2025, we advanced our Community Engagement Program, structured to transform coexistence into a relationship of partnership, ongoing dialogue, and mutual trust. Our approach stems from a deep respect for local realities. We conducted socioeconomic mapping that considers municipality characteristics, the presence of indigenous peoples and traditional communities, and diversity indicators. This analysis guides an accessible communication strategy, featuring materials in multiple formats, such as audio and video, ensuring information clearly reaches different audiences.

Throughout the year, we maintained continuous dialogues with residents, community leaders, and social organizations. This active listening allows us to align expectations and anticipate perceptions, mitigating impacts from the construction phase through to operation. Furthermore, the program incorporates the perspectives of local Civil Society Organizations (CSO), and, complementarily, the Programa Órigo Social supports institutions that strengthen community development. In 2025, we expanded the community listening and relationship process initiated in 2024, connecting with 1,447 new individuals this year alone, all of whom were approached. They participated in face-to-face dialogues, shared their perceptions, and received materials to access Órigo's whistleblowing/ethics channel. In addition to this active listening in the territory, we carried out 119 other engagement actions during the year, which included 1,121 formal individual communications, bringing together 442 participants across 12 states. These figures are complemented by various additional interactions aimed at clarifying information and supporting communities.

In this cycle, we also expanded mapping and engagement to solar farms already in operation—a step planned since 2024—with the aim of providing appropriate information about activities, risks, and mitigation measures, maintaining a direct dialogue channel with Órigo, and promoting the whistleblowing/ethics channel. The program's expansion in 2025 also involved consulting 392 CSO present in 109 municipalities across 12 states (plus the Federal District), covering 144 projects and solar farms in the design, construction, and operation phases. Since the beginning of the program, nearly 2,000 community members and 544 CSO have been heard. Of these consulted stakeholders, approximately 94% expressed interest in receiving ongoing communications from Órigo, reinforcing the effectiveness of our channels and the continuity of the relationship.

Throughout the engagement program, field interviews









recorded community expectations and concerns. In 2025, the three most cited expectations were: job creation and opportunities (1,388 mentions), savings on energy bills (957), and local economic development (725). Based on these signals, we calibrate our actions to align local expectations with the company's deliverables. Among the most recurrent concerns during the period, deforestation/vegetation clearing (36), dust/air pollution (29), and soil degradation (28) stood out. These issues are addressed internally with field teams to prevent and mitigate impacts through vegetation removal controls in accordance with licenses, wetting and dust management, erosion control measures, and prior communication about construction schedules and transport routes. The main purpose of this program is to mitigate risks and impacts through active listening to stakeholder concerns and expectations, building permanent channels for doubts, inquiries, reports, and contact throughout the entire lifecycle of the projects.

To ensure transparency and broad access for

Local Community Engagement in Numbers

(2025 base year)

1,447	New individuals connected and listened to
119	Engagement actions carried out
442	Participants in the actions
1,121	Formal individual communications
392	Civil Society Organizations consulted
109	Municipalities involved
12+DF	States involved (Federal District)
144	Projects/solar farms covered



stakeholders, we maintain a whistleblowing/ethics channel that is active 24/7, operated by an independent company, and promoted across multiple channels. In addition to the information available on the corporate website, the company's solar farms feature physical signs with guidance on the channel, directed at surrounding communities and field employees. The channel is also communicated through the Stakeholder Management Program, supplier contracts, customer communications, and internal initiatives such as Safety Dialogues and corporate announcements. The channel is open for grievances and conflict prevention, ensuring confidential treatment and appropriate responses. Furthermore, Órigo's Sustainability team receives inquiries and feedback via the email sustentabilidade@origoenergia.com.br. We remain steadfast in our purpose to bring renewable energy to more people, ensuring that our presence in the territories is always synonymous with respect, development, and harmonious coexistence.



Whistleblowing
Ethics Channel

How to Access:

0800 800 1236 (Toll-free number)

contatoseguro.com.br/origoenergia

App Contato Seguro (iOS and Android)

Guarantees:

Anonymity and confidentiality

Non-retaliation policy

Indirect economic impacts

[GRI 203-2]

Órigo Energia's distributed generation model generates relevant indirect economic impacts for its customers, partners, and communities. By offering energy at a cost per kWh lower than that charged by local utilities, we contribute to reducing recurring expenses for families and companies. Between 2017 and 2025, our residential customers accumulated more than R$ 118 million in savings and business customers nearly R$ 250 million in reduced energy spending.

We also generated a positive economic impact for social institutions supported by the Órigo Social Program, enabling them to partially or fully reduce their electricity costs. From 2017 through year-end 2025, cumulative savings for these organizations exceeded R$ 2.6 million, increasing the resources available for their core activities in health, education, social assistance, and other public-interest causes.

Our operations also contribute to income generation in the value chain, through the Órigo Pro partner network, which receives commissions for referrals converted into new customers, and through the mobilization of direct and indirect jobs in construction, assembly, operation, and maintenance of the solar farms. Acting in different Brazilian states drives local suppliers, specialized services, and temporary and permanent hiring, strengthening regional economies where the projects are installed.

These indirect economic impacts connect to relevant external agendas, such as the promotion of affordable and renewable energy and the fostering of decent work and local economic development, in line with the Sustainable Development Goals, especially SDG 7 (Affordable and Clean Energy) and SDG 8 (Decent Work and Economic Growth). For our stakeholders (customers, social institutions, commercial partners, suppliers, and communities), the combination of recurring savings, income generation, and the dynamization of local economies reinforces Órigo's role as an agent of the energy transition with tangible benefits for the territories in which we operate.

Governance Performance

Compliance, Ethical Conduct, and Integrity

MATERIAL TOPIC

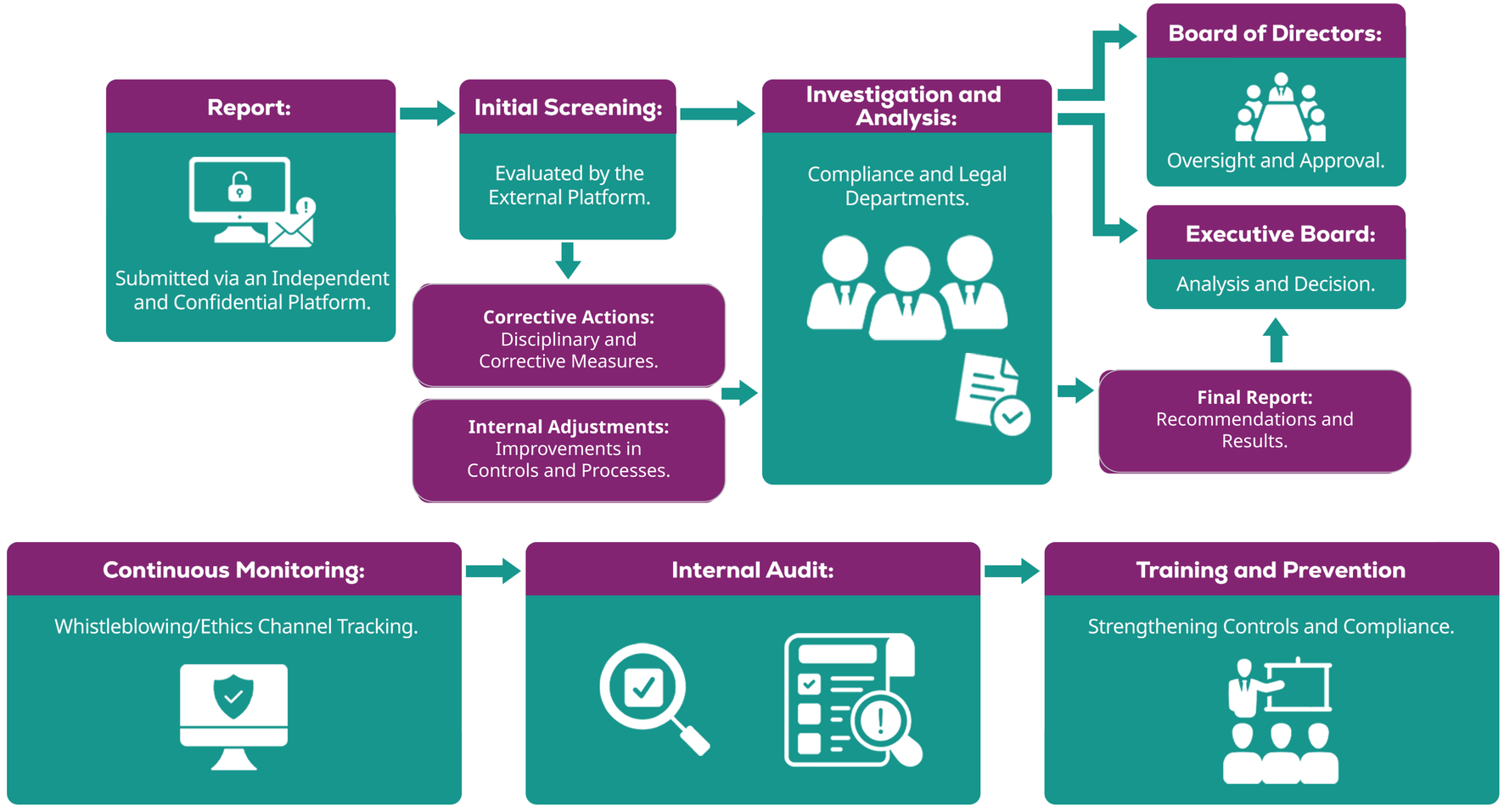
[GRI: 3-3] [E1, E2, E3, E4, E8, E16]

Órigo Energia structures its approach to integrity and anti-corruption based on the Anti-Corruption Policy and the Code of Conduct, which establish principles, guidelines, and behavioral expectations for employees, leadership, and other internal audiences, in compliance with internal norms and applicable legislation. Based on these instruments, the company identifies and evaluates real and potential impacts, as they already foresee the main risks and guide a preliminary analysis in processes, projects, and relevant decisions. In addition, we monitor reports from the Reporting Channel to identify recurring themes and, when necessary, improve controls, adjust internal processes, and reinforce communication and training actions.

The company's leadership is directly involved in compliance and integrity topics, so these principles are considered pillars in the analysis of new projects and strategic initiatives. Among the measures adopted to manage the topic, highlights include the application of integrity-focused training, the monitoring of the Reporting Channel, and the implementation of corrective actions in identified cases, as well as the adjustment of internal processes and procedures. In addition to the preventive involvement of the Legal and Compliance areas, Órigo adopts prevention tools and routines to anticipate risks and strengthen governance, such as internal control processes and internal auditing, which support the identification of points of concern and guide decisions aligned with the company's guidelines.



WHISTLEBLOWING/ETHICS CHANNEL AND REPORTING FLOW



ACCESS ANTI-CORRUPTION POLICY

ACCESS CODE OF CONDUCT

Integrity and anti-corruption

[GRI 205-1, 205-2, 205-3] [AC 1, AC 2, AC 3, AC 4, AC 5, AC 6, G4]

In 2025, we maintained a preventive and continuous action in integrity, guiding employees in the definition of strategies and in the development of new products and businesses. In light of the analyses for the period, we did not identify significant risks of corruption in our operations. Our structured sustainability risk management process involves employees, business partners, and external stakeholders. We act in the identification, evaluation, and mitigation of risks across four fronts: human rights, labor rights, environment, and anti-corruption.

During the cycle, we mapped partners and stakeholders with potentially more serious risks in human rights and labor rights, prioritizing monitoring and mitigation actions; no particularly serious risks were identified in environment and anti-corruption. Anti-corruption guidelines were communicated to 100% of the members of the highest governance body, the CARC, the C-level, and the Executive Board. We conducted two training sessions covering 100% of employees, in addition to educational actions directed at teams with direct relationships with public agents. During the period, there were no confirmed cases of corruption.



Conflicts of interest

[GRI 2-15]

Órigo prevents and mitigates conflicts of interest through clear guidelines in the Code of Conduct, which defines the topic, guides expected behaviors, and establishes procedures for identification, recording, evaluation, and treatment. The application is monitored by the Compliance area and by the CARC, with monthly meetings to analyze potential cases, decisions, and lessons learned. The set of documents that guides the practice includes the Code of Conduct, the Anti-Corruption Policy, and the ESG Policy, all widely disseminated to internal and external audiences.

The company also maintains an independent Reporting Channel, available 24 hours by phone, website, and app, which accepts anonymous or identified reports, ensures confidentiality, conducts investigations, and prohibits retaliation. To expand access and awareness, the farms feature signage with QR Codes and channel contacts, in addition to recurring training and communications on integrity and conduct.

Thus, disclosure covering, at a minimum, cross-participation in management bodies, cross-shareholding with suppliers and other stakeholders, the existence of controlling shareholders, and information on related parties, their relationships, transactions, and outstanding balances will be implemented in due course. Meanwhile, identified cases follow the analysis flow by Compliance and CARC, with internal reporting to senior leadership and the Board when applicable, reinforcing transparency and the continuous improvement of the integrity system.

Ethics, Transparency, and Responsibility

[GRI 2-25, 2-26] [G6]

At Órigo Energia, we believe that leading the sector's transformation requires exemplary conduct. Therefore, we assume the non-negotiable commitment to promote and collaborate with the remediation of any negative impacts that our operations or value chain may cause. Our Code of Conduct and ESG Policy guide this stance: we identify, treat, and remedy possible damages with agility and seriousness, with special attention to sensitive topics such as human rights, working conditions, environment, and ethics. To put this commitment into practice, we maintain formal and accessible mechanisms that serve two fundamental purposes: advice, for those seeking guidance on our policies, and the presentation of concerns for reporting inappropriate conduct.

The main tool of this ecosystem is our Reporting Channel. Operated by an independent and specialized company, it is available 24 hours a day, 7 days a week, via telephone, website, and app. The channel guarantees anonymity (if desired), absolute confidentiality, and the strict prohibition of any form of retaliation. To ensure that everyone's voice reaches us, we widely promote the channel on the institutional website and installed physical signage with QR Codes directly at our solar farms, facilitating access for field teams and neighboring communities.

When a manifestation is received, our specialized Compliance team springs into action. We follow standardized screening and investigation flows, ensuring traceability and the recording of each stage. The conclusions and recommendations are taken to the Audit, Risk, and Compliance Committee (CARC), which deliberates on the appropriate measures according to the sensitivity of each case. In cases where an adverse impact is proven, we immediately activate our remediation processes. This may include corrective, compensatory, or restitution measures, always proportional to the nature of the impact.

We know that the effectiveness of these mechanisms depends on people's trust. Therefore, we continuously monitor stakeholder perceptions, among employees, suppliers and partners, through dialogue and surveys. Feedbacks and lessons learned from real cases (e.g., opportunities to clarify procedures, strengthen controls, and reinforce awareness and non-retaliation) feed into policy reviews led by CARC, supporting the system's continuous improvement.

In addition, we invest in prevention. We provide essential documents, such as the Code of Conduct and the Anti-Corruption Policy, and conduct recurring training on vital topics, such as harassment prevention and safety. In this way, we guide our audiences on the paths to ethical advice, reinforcing that, when in doubt, the best path is always to ask. We remain firm in the purpose that renewable energy is only truly good when generated with ethics, respect, and absolute transparency in all relationships.

Management Model 2026: Governance that Drives Execution

In 2025, we began designing a management model that engages all teams across the company's strategic, tactical and operational levels. This initiative advances management maturity, strengthens governance and provides clearer direction across the organization. Strategic guidelines are translated into objectives and targets through the Strategic Map, which are then cascaded to all areas at the tactical level and tracked through clear monitoring mechanisms. By aligning priorities, we sharpen our focus on results and improve the efficiency and quality of internal processes. Measurable targets, deployed by team, reinforce accountability by assigning owners, defining robust KPIs, enabling rapid course correction and increasing team autonomy.

Prioritizing initiatives ensures disciplined resource allocation: time, energy and investment are focused on what creates the most value, avoiding duplicated efforts and financial leakage—especially as we pursue higher profitability. To sustain execution, strategy-linked training programs build shared understanding, develop technical and leadership capabilities, and strengthen a data-driven management culture. Our virtual Visual Management dashboard provides transparency and agility in tracking key indicators and projects. The result is faster decision-making, higher engagement by making progress and challenges visible, and cross-functional collaboration to solve problems efficiently.

Shared value becomes tangible for different stakeholders. For customers: simpler and more accessible renewable energy, with economic efficiency. For the business: greater operational efficiency, reduced risk, stronger strategic discipline, increased investor appeal, and sustainable long-term growth. For society: positive social and environmental impact. For employees and leaders: clearer roles and expectations, professional development, responsible autonomy and a more collaborative, results-oriented environment.



Customer Relationship

MATERIAL TOPIC

[GRI 3-3]

Our customer base is broad and diverse, reflecting the search for sustainable and economically advantageous energy solutions. We serve from residences that prioritize cost reduction with distributed generation to companies, with a focus on small and medium-sized businesses and rural properties that adopt solar energy to optimize operational expenses and reinforce environmental commitments. In 2025, the direct economic impact was significant: the estimated savings for our customers reached approximately R$ 140 million. This result highlights distributed generation as a vector of financial sustainability for families and companies.

The growth of our operations results from the strengthening of the commercial structure and the continuous expansion of the partner network. We ended 2025 with more than 90,000 customers* in 12 states and the Federal District. This national presence is sustained by robust internal policies, such as the Customer Communication Policy, which guarantees interactions based on clarity, transparency, and respect.

Customer relationship management is guided by internal policies, customer base segmentation, performance indicators, and structured programs, ensuring consistency, transparency, and continuous improvement of the customer experience throughout their entire journey.

*measured in consumer units



Loyalty and management of high-value customers

We reinforce the role of after-sales as a central stage for relationship sustainability. We implemented the Farmers program, with business managers dedicated to the active management of the high-value customer portfolio, the segment that represents about 60% of the total base. These professionals act in a strategic and consultative manner, monitoring needs, anticipating demands, and ensuring a personalized, efficient, and close experience.

In parallel, we improved base segmentation and the development of differentiated value propositions. This approach increases commercial efficiency and aligns deliveries with specific needs and the potential of each group, consolidating long-term relationships.

Excellence in customer relationship: recognitions in 2025

We improved our focus on the customer experience, an essential pillar of the business. For the third consecutive year, we were recognized with the “O Cliente Recomenda” (The Customer Recommends) seal from the Experience Awards, maintaining the position of the only distributed generation company to obtain this certification in consumer experience. The recognition is 100% the customer’s voice, with a methodology based on NPS, and reflects the spontaneous perception of a broad national panel, ensuring transparency and authenticity to the result.

Líderes da Energia 2025 (Energy Leaders 2025) Award

Órigo was recognized in the Communication and Marketing category for strengthening clearer, simpler communication connected to customers. The award ceremony took place on May 20, in São Paulo, and was received by Taís Lange on behalf of the company. The recognition reflects the integrated work of various areas and reinforces the strategic role of communication in the expansion and consolidation of Órigo in the energy sector.



Special Programs for Órigo Energia Customers and Non-Customers

Customer relationships are a material topic for Órigo and are materialized through structured channels that promote engagement, trust, and shared value generation. These programs complement the economic benefits already generated by distributed generation (DG), expanding the positive impact of customer relationships through financial incentives and income-generation opportunities. The Clube Órigo, Clube Órigo Pro, and Clube Órigo Master programs reflect this strategy by offering different relationship models tailored to distinct customer and partner profiles, ranging from the consumer base to companies with structured commercial operations.

In addition to strengthening loyalty and long-term partnerships, these programs generate direct economic benefits, such as discounts, commissions, and recurring revenue, contributing to additional income generation for customers and commercial partners. By integrating relationships, social impact, and business growth, Órigo reinforces a sustainable expansion model based on transparency, process standardization, and the expansion of access to renewable energy in an inclusive manner.

Value Generation Through the Partner Network

In 2025, Órigo Energia's relationship and partnership programs generated nearly BRL 32 million in financial returns for partners, evidencing value generation through a network that promotes positive social impact, income generation, the strengthening of local entrepreneurship, and broader access to clean and more affordable solar energy, with no upfront investment required.

Órigo's Partnership Programs create opportunities for individuals, entrepreneurs, and small local businesses while expanding access to renewable energy for families and companies, without the need to install solar panels.

This approach strengthens local economies, stimulates entrepreneurship, and contributes to a fairer and more inclusive energy transition in the territories where Órigo operates. Furthermore, it bridges the gap between the customer and the company, as partners are embedded in the customers' local culture and reality. In 2025, the company had 6,584 partners in Clube Órigo Pró and 566 members in Clube Órigo Master, consolidating a partner network that drives economic growth with a positive social impact.



Special Programs for Órigo Energia Customers and Non-Customers

clube órigo

Clube Órigo strengthens the relationship with our customers and encourages the expansion of the renewable energy community through referrals that accumulate points for bill discounts, PIX, or rewards with partners. The program is accessed directly through the customer portal and the institutional website, without the need for additional registration, reinforcing practicality and participation. In 2025, 31% of the active base made at least one referral, evidencing engagement and trust. Throughout the year, we recorded more than 30,000 referrals, a milestone for expanding access to renewable energy in the regions where we operate.

The dynamic is simple: customers can refer individuals or companies located in the states where we operate; with each completed membership, the customer accumulates points proportional to the average consumption of the referred person. These points can totally or partially reduce the energy bill, be converted into PIX, or exchanged for products and services. With no limit on referrals, each customer actively contributes to the expansion of Órigo and takes advantage of the benefits generated by their network — broadening access to solar energy and generating shared value.

clube órigo pro

Aimed at market professionals who wish to become business partners of Órigo Energia. In 2025, the program recorded more than 28,000 referrals, reinforcing the strategic role of partners in expanding access to renewable energy and strengthening the commercial structure. Pro representatives identify potential customers, evaluate eligibility, and present personalized solutions, with direct support from the Commercial team (training and best approach practices). When conditions are accepted, partners receive remuneration, consolidating a relationship of trust and reciprocity.

To simplify and provide more security to the relationship, we launched the Clube Órigo Pro Digital Accreditation in June 2025, a platform that concentrates partner registration and authorization in a single environment. The solution transfers data entry and document submission to the partner themselves, reduces e-mail exchanges, and frees up the sales team for prospecting and closing. With an automatic communication flow and status updates by email, accreditation became more efficient, standardized, and traceable, ensuring greater data protection and agility to expand the customer base.

clube órigo master

The Clube Órigo Master is aimed at companies looking to expand their service portfolio that already have a structured team to manage customer relationships throughout the end-to-end sales process. The program positions Órigo as a strategic business partner, offering exclusive commercial support, advanced training, and support materials that strengthen the consultative approach of our partners and expand access to renewable energy in a professional and scalable manner.

In the Master model, partners take on prospecting, negotiation, and contract closing, while relying on competitive advantages in marketing, continuous training, and specialized commercial support. In return, they have access to the highest commission rate in the sector, generating recurring revenue and reinforcing long-term relationships based on trust, performance, and mutual growth. The program is recommended for companies with commercial maturity, a consolidated sales structure, and a focus on the sustainable expansion of their businesses, while concurrently contributing to the democratization of solar energy in Órigo's operating regions.

Data protection and information security culture

[GRI 418-1]

In 2025, we recorded five external complaints regarding privacy; two were confirmed (telephone contacts maintained after a block request). We adopted immediate corrections, reinforcement of training and improvement of blocking controls. The other three remained under analysis until the closing of this report. We did not receive complaints from regulatory bodies, and there was no leakage, theft, or loss of customer data. Our management is guided by the Privacy Policy, aligned with the LGPD, and by the LGPD Committee and the DPO (data protection officer). We maintain controls such as restricted access management, secure authentication, perimeter protection, and continuous monitoring, in addition to a formal incident response process.

To strengthen the security culture, we launched the monthly series “Drops Segurança da Informação” which means Information Security Drops (Confidentiality, Integrity, and Availability) and updated the Password Policy with more robust rules and automatic blocking of weak patterns; we also released alerts about “free” services that use personal data as currency, risks of using popular apps on devices with corporate access, the OWASP Top 10 (list of the 10 most common risks in web applications), and smishing (SMS scam that seeks to capture passwords and data).

In customer relationships, we reinforce anti-fraud guidelines: official communications from the farms come from origo.fazenda@origoenergia.com.br and, after signing, service occurs only through official channels (Portal, app, and Call Center). We recommend not clicking on suspicious links, not installing unauthorized apps, and validating messages directly with Órigo.

We continue to improve governance and information security awareness to protect people, data, and operations, maintaining our commitment to making energy accessible to everyone.



ACCESS PRIVACY POLICY

Supplier management and socio-environmental diligence in the supply chain

[GRI 204-1, 308-1, 408-1, 409-1, 410-1, 414-1] [HR L5, HR L8]

Órigo Energia adopts a structured approach to the qualification, selection, and management of suppliers, guided by transparency, risk mitigation, and strict compliance with legal, socio-environmental, and internal requirements. This process is coordinated by the Supply Chain area and aims to ensure responsible business relationships, aligned with the company's values and best governance practices.

Supplier qualification considers financial, regulatory and socio-environmental criteria, including the verification of licenses, registrations and certificates, as well as screening against public databases for illegal or unethical practices, such as child labor and forced labor (including conditions analogous to slavery). These requirements are non-negotiable: suppliers linked to such violations are not approved and may be immediately blocked. The process is supported by specialized consultancies and, as of 2025, includes a continuous monitoring tool that can flag risk signals in near real time, strengthening preventive due diligence throughout the supply chain.

In 2025, we initiated 535 supplier qualification processes, and all suppliers assessed underwent screening against environmental and social criteria. During the year, 218 suppliers were added to our supplier base after completing the qualification process with ratings of "Excellent," "Good," or "Satisfactory," indicating no relevant findings in these areas. Among suppliers assessed in 2025, 41% were deemed to have adequate environmental and social conduct, in line with internal criteria. The remaining 59% presented findings during due diligence related to criteria classified internally as critical (e.g., a high volume of pending labor claims, risk of financial insolvency, and irregularities in tax clearance certificates) and/or zero-tolerance (e.g., physical or sexual violence; violence against women or children; forced labor or conditions analogous to slavery; and convictions for drug trafficking). In 2025, one supplier was blocked due to a conviction related to child labor.

In addition to the analysis of new suppliers, the company advanced in the reassessment of its active base, initially focusing on the Centralized Purchasing category, with the goal of identifying and mitigating risks related to human rights violations. Starting in 2026, the expansion of this process to all supply categories is planned, reinforcing continuous monitoring and diligence throughout the entire value chain. In cases of identified risk, immediate blocking protocols and communication to the responsible areas, including Compliance, are adopted for evaluation and further actions.

As part of the commitment to local development, Órigo Energia adopts its own definition of local supplier, considering as such the partners that operate exclusively in the state where their headquarters are located. Spending on suppliers and the portion allocated to local suppliers are calculated from parameterized reports in the company's internal systems, based on the CAPEX payments made and the scope information declared by the suppliers themselves at the time of registration, ensuring consistency and traceability of the data.

In parallel, the company advanced in the digitalization of contracting flows with commercial partners through the implementation of LeadHub, a solution that automates the stages of creation, sending, signing, and tracking of contracts. The tool contributes to reducing errors and rework, strengthening internal controls, and increasing efficiency and governance in relationships with suppliers and strategic partners.

By integrating socio-environmental criteria, human rights diligence, local development and innovation in processes, Órigo Energia reinforces its responsible action in the supply chain, promoting more ethical and transparent business relationships aligned with the purpose of transforming energy into a force for good.

PROPORTION OF SPENDING ON LOCAL SUPPLIERS [GRI 204-1]

	2023	2024	2025
Total spending on suppliers in reais (R$)	860,910,500.88	1,741,901,960.31	1,839.392,564.55
Spending on local suppliers in reais (R$)	301,318,675.31	435,475,490.08	349,484,587.26
Percentage	35%	25%	19%

Innovation and Digital Transformation

Digital transformation became a strategic axis for Órigo Energia in 2025. In a context of review and improvement of processes, the investment in automation and modern tools allowed for an end-to-end look at the customer journey, focusing on efficiency and sustainability. This movement included the implementation of systems that reduce administrative costs and reinforce information security. By modernizing internal processes, we strengthen governance and ensure that growth occurs in a responsible and sustainable manner.

The Technology area led the digitalization journey on two complementary fronts: IT operations and digital transformation. In IT, we advanced in infrastructure modernization, with 99% of environments in the cloud and continuous cybersecurity reinforcement. In digital transformation, we organized teams into “tribes” dedicated to onboarding, sales and revenue cycle, expanding customer relationship channels, portal, application and AI chatbot.

In 2025, we implemented a unified after-sales chatbot on the Blip platform, centralizing stages of the journey and automating recurring services (copy of invoice, debt negotiation). The result was reduction in service time, greater operational efficiency and better customer experience. To support commercial and operational areas, we structured a lead hub for partners, digitalized the accreditation of new salespeople and implemented integrated CRM solutions, farm quota management and a new automated revenue cycle.

Among the year’s deliverables, we evolved in digital onboarding: we replaced the manual process and substantially simplified the filling out (from 255 to about 150 fields). OCR technology began to automatically extract data from electricity bills and identity verification partnerships enabled document validation and anti-fraud, expanding remote sales. In this same context, we implemented a new Membership Term, co-created with Commercial, Product Strategy, Legal and Digital Transformation, with simpler and more transparent language, which reduced doubts, sped up contracting, increased security and strengthened trust.

The 2026 agenda prioritizes continuously simplifying the customer journey and consolidating the proposal to offer the simplest and most digital journey in the market, expanding autonomy via self-service in digital channels and relationship cells for large customers. The evolution of channels, the expansion of the use of generative AI, the review of the invoice experience (clearer and more adherent to the real economy) and the strengthening of listening and research connect operational efficiency, governance and sustainability. The migration to SAP marked the 2025 digital journey. After months of process review, technical development and preparation of teams, the go-live took place on October 1st. Since then, SAP concentrates the main financial and operational flows, increasing the reliability of information for decision-making.

The new system unified data from Finance, Tax, Accounting, FP&A and Registrations in a single and secure environment. In parallel, the Aster Portal began to be used directly in the browser by all areas, increasing autonomy and reducing manual steps. The Purchasing module consolidated requests, quotes, approvals, entries and reports in a single environment, bringing clarity, control and transparency to critical stages. To ensure a fluid transition, we migrated accounting balances, open items, stocks and registrations, maintaining the history in read-only mode. With SAP stabilized and flows standardized, we ended the ERP implementation cycle and continue consolidating data governance, scalability and operational standardization.

Launched in 2024, Academia Órigo consolidated itself in 2025 as the corporate platform for training and qualification, centralizing mandatory and continuous development content, accessible online by computer and mobile devices. This initiative reinforces governance, a more assertive, ethical and transparent communication culture and fosters the people development pillar.



Financial Performance

[GRI 201-1]

In 2025, we revised structures, reallocated costs, digitalized processes, and invested in tools to raise productivity and reduce expenses. This movement went hand in hand with the transformation of the customer journey, from sales to after-sales, to qualify data and shorten service times.

We put SAP into operation, replacing the previous system. We gained operational and financial control, traceability, and automation, the foundations for scaling with discipline. We kept the project finance agenda active, with funding from creditors and multilateral organizations to expand the asset base and sustain the expansion of new plants. Most project financings were classified as green or sustainable, whether by the principles and methodologies of creditors or by market initiatives, aligned with recognized socio-environmental criteria. In September 2025, shareholders subscribed to a convertible debenture for cash reinforcement, signaling confidence in the company's strategic planning and commitment to financial stability.

The dynamics of distributed generation have natural lags between the start of a farm's operation, customer allocation, and revenue recognition. In general, the energy generated in the first month is reflected in the billing in the third or fourth month. Therefore, physical growth does not become a result immediately. Our gradual commercial increase is intentional: filling plants with customer profiles adherent to the margin appetite and credit risk, with occupancy and base quality goals that drive revenue healthily over the months.

The financial statements are audited annually by an independent auditor (Big Four), and published according to applicable rules, with recurring disclosure on the corporate website. We advanced in mapping the impacts of the Tax Reform, with the support of external consultancy, recognizing the possibility of an increase in the net tax burden and the need for continuous adjustments as sectoral regulation evolves.

In 2026, the priority shifts from new funding and Capex acceleration to efficiency, profitability, and full occupancy of the ventures. We will grow more selectively, with disciplined capital allocation and a focus on long-term economic sustainability. Including:

- Centralizing offices and unifying teams, strengthening the operational culture;
- Fully occupying the plants, with base quality and cash predictability;
- Expanding geographically into new states and cities, generating local employment and bringing our product to audiences seeking real savings and renewable sources without investing in their own generation;
- Translating the trust of creditors and shareholders into process stability and superior customer experience.
- With discipline, transparency, and focus on what matters, we continue evolving to deliver simple, reliable, and accessible energy.

CAPITAL MARKET ISSUANCES - 2025

Type	Creditor	Issuance Value in BRL	Comments
Commercial Notes	Shareholders	450,000,000.00	Commercial Note with Bradesco as the lead coordinator, issued in January 2025. The operation was classified as a "Green Commercial Note" and featured CBI certification.
Commercial Notes	Shareholders	500,000,000.00	Commercial Note with Santander as the lead coordinator, issued in March 2025.
Incentivized Debentures	Shareholders	215,000,000.00	Incentivized Debenture (Law 12.431) with Bradesco as the lead coordinator, issued in September 2025. The operation was classified as a "Green Debenture" and featured CBI certification.
Debentures convertible into shares	Shareholders	1,250,000,000.00	Convertible debenture into shares, private placement, issued in August 2025.

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED, IN BRL MM [GRI 201-1]

Indicator	2023	2024	2025
Net Operating Revenue	270,636	416,572	624,573
EBITDA	-36,067	-15,286	23.784
Net Income (Loss)	-320,299	-349,326	-669,131
Gross Debt	1,719,885	2,579,755	3,938,538
Net Debt	1,415,901	2.244.856	3,623,076
Investments (CAPEX)	358,200	1,300,000	1,300,000

GRI Content Index

GRI and Global Compact Index with hyperlinks, location (page/table), scope observations.

GRI STANDARD	DISCLOSURE	EXPLANATION	LOCATION
GRI 2 CONTEÚDOS GERAIS	2-1 Organizational details	In 2026, during the preparation of this report, we moved to a new headquarters located at Av. Dr. Chucri Zaidan, 920, Tower I, 9th floor, São Paulo (SP), ZIP Code 04583-110. The address of our headquarters in 2025 was Avenida Queiroz Filho, 1,700, 4th floor, Tower A, Vila Hamburguesa, São Paulo (SP).	6, 7, 8 e 9
	2-2 Entities included in the organization's sustainability reporting	The individual and consolidated financial statements of EBES Sistemas de Energia S.A. and subsidiaries ("Company"), including Órigo Serviços de Engenharia e Manutenção Ltda., are audited. There is no exclusion: there are no differences between the entities in the financial reporting and the entities included in this sustainability report.	-
	2-3 Reporting period, frequency and contact point		4
	2-4 Restatements of information		30, 31 e 48
	2-5 External assurance	This report did not have external verification.	-
	Activities and workers		
	2-6 Activities, value chain and other business relationships		10 e 11
	2-7 Employees		39
	2-8 Workers who are not employees		39
	Governance		
	2-9 Governance structure and composition		15
	2-10 Nomination and selection of the highest governance body		15
	2-11 Chair of the highest governance body		15

GRI 2 CONTEÚDOS GERAIS	2-12 Role of the highest governance body in overseeing the management of impacts		16
	2-13 Delegation of responsibility for managing impacts		16
	2-14 Role of the highest governance body in sustainability reporting		4
	2-15 Conflicts of interest		59
	2-16 Communication of critical concerns		17
	2-17 Collective knowledge of the highest governance body		15 e 16
	2-18 Evaluation of the performance of the highest governance body	The organization reports that it is developing internal processes and that, currently, it does not yet have a formal planned process for evaluating the performance of the highest governance body.	-
	2-19 Remuneration policies		16
	2-20 Process to determine remuneration		16
	2-21 Annual total compensation ratio	The information related to this disclosure is treated as confidential by the company and, for this reason, is not disclosed in this report.	-
	Strategy, policies and practices		
	2-22 Statement on sustainable development strategy		3
	2-23 Policy commitments		17
	2-24 Embedding policy commitments		17
	2-25 Processes to remediate negative impacts		60
	2-26 Mechanisms for seeking advice and raising concerns		60
	2-27 Compliance with laws and regulations		19
	2-28 Membership associations		23
	Stakeholder engagement		
	2-29 Approach to stakeholder engagement		53
	2-30 Collective bargaining agreements		49
MATERIAL TOPICS			
GRI 3: MATERIAL TOPICS 2021	3-1 Process to determine material topics		22
	3-2 List of material topics		22

COMPLIANCE, ETHICAL CONDUCT, AND INTEGRITY		
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	57 e 58
GRI 205: ANTI-CORRUPTION 2016	205-1 Operations assessed for risks related to corruption	59
	205-2 Communication and training about anti-corruption policies and procedures	59
	205-3 Confirmed incidents of corruption and actions taken	59
REGULATORY COMPLIANCE		
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	18
GRI 307-1: ENVIRONMENTAL COMPLIANCE	307-1 Non-compliance with environmental laws and regulations	19
GRI 419: SOCIOECONOMIC COMPLIANCE	419-1 Non-compliance with laws and regulations in the social and economic area	19
CUSTOMER RELATIONSHIP		
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	61, 62 e 63
GRI 413: LOCAL COMMUNITIES 2016	413-1 Operations with local community engagement, impact assessments, and development programs	54, 55 e 56
	413-2 Operations with significant actual and potential negative impacts on local communities	54, 55 e 56
GRI 418: CUSTOMER PRIVACY 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	64
EMPLOYEE WELL-BEING, HEALTH, AND SAFETY		
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	33, 34, 35 e 36
GRI 401: EMPLOYMENT 2016	401-1 New employee hires and employee turnover	40
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	37
	401-3 Parental leave	40
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	33, 34, 35 e 36
	403-2 Hazard identification, risk assessment, and incident investigation	43, 44, 45, 46
	403-3 Occupational health services	43, 44, 45, 46
	403-4 Worker participation, consultation, and communication on occupational health and safety	43, 44, 45, 46
	403-5 Worker training on occupational health and safety	47
	403-6 Promotion of worker health	33
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	47

GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-8 Workers covered by an occupational health and safety management system		47
	403-9 Work-related injuries		17 e 47
	403-10 Work-related ill health		47
GRI 404: TRAINING AND EDUCATION 2016	404-1 Average hours of training per year per employee		48
ENVIRONMENTAL IMPACT MONITORING			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics		24, 25 e 30
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization		29
	302-2 Energy consumption outside of the organization		29
GRI 304: BIODIVERSITY 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		25 e 26
	304-2 Significant impacts of activities, products and services on biodiversity		25 e 26
	304-3 Habitats protected or restored		25 e 26
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions		26, 27 e 28
	305-2 Energy indirect (Scope 2) GHG emissions		26, 27 e 28
	305-3 Other indirect (Scope 3) GHG emissions		26, 27 e 28
	305-5 Reduction of GHG emissions		26, 27 e 28
GRI 306: WASTE 2020	306-1 Waste generation and significant waste-related impacts		30
	306-3 Waste generated		30
	306-4 Waste diverted from disposal		30
WATER CONSUMPTION			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics		31
GRI 303: WATER AND EFFLUENTS 2018	303-1 Interactions with water as a shared resource		31
	303-2 Management of water discharge-related impacts		31
	303-3 Water withdrawal	Órigo does not abstract water in its operations. All water used is sourced from licensed supplies provided by specific suppliers, ensuring compliance with applicable legislation and sustainable practices.	-
	303-4 Water discharge		31
	303-5 Water consumption		31

ADDITIONAL DISCLOSURES		
GRI 201: ECONOMIC PERFORMANCE 2016	201-1 Direct economic value generated and distributed	67
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-2 Significant indirect economic impacts	56
GRI 204: PROCUREMENT PRACTICES 2016	204-1 Proportion of spending on local suppliers	65
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT	308-1 New suppliers that were screened using environmental criteria	65
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity of governance bodies and employees	42
	405-2 Ratio of basic salary and remuneration of women to men	42
GRI 406: NON-DISCRIMINATION 2016	406-1 Incidents of discrimination and corrective actions taken	49
GRI 408: CHILD LABOR 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	65
GRI 409: FORCED OR COMPULSORY LABOR 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	65
GRI 410: SECURITY PRACTICES 2016	410-1 Security personnel trained in human rights policies or procedures	65
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1 New suppliers that were screened using social criteria	65

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SECTION	DISCLOSURE	LOCATION
UN GLOBAL COMPACT – SUCCESS STORIES	S1 Within the reporting period, is there an initiative, project and/or policy the company is particularly proud of?	4
	S2 Which of the five thematic areas does the company plan to prioritize over the next two years?	4
UN GLOBAL COMPACT – ANTI-CORRUPTION	AC1 Does the company monitor its anti-corruption compliance program?	59
	AC2 Does the company have policies and guidance for employee procedures in cases of doubt and/or situations that may represent conflicts of interest—for example, in relation to gifts and hospitality, donations, sponsorships, or interactions with public officials?	59
	AC3 Does the company engage in collective action against corruption?	59
	AC4 How frequently is this training delivered?	59

SECTION	DISCLOSURE	LOCATION
UN GLOBAL COMPACT – ANTI-CORRUPTION	AC5 During the reporting period, were there any suspected incidents of corruption?	59
	AC6 Briefly describe any additional relevant practical actions the company took during the reporting period and/or plans to take to implement the anti-corruption principle, including targets set and any challenges faced, and actions taken for prevention and/or remediation.	59
UN GLOBAL COMPACT – ENVIRONMENT	E1 Does the company have a policy commitment on the following environmental topics?	24, 25 e 57
	E2 Within the reporting period, did the company engage with potentially affected stakeholders or their legitimate representatives regarding the following environmental topics?	24, 25 e 57
	E3 What type of action did the company take during the reporting period to prevent/mitigate the risks/impacts associated with the following environmental topics?	24, 25, 30, 31 e 57
	E4 During the reporting period, was the company involved in providing or enabling solutions where it caused or contributed to adverse impacts associated with the following environmental topics?	24, 25 e 57
	E5 Does the company have third-party validated target(s) related to reducing greenhouse gas (GHG) emissions?	26, 27 e 28
	E6 During the reporting period, did the company measure its global Scope 3 greenhouse gas (GHG) emissions?	26, 27 e 28
	E7 Does the company have a climate adaptation plan?	26, 27 e 28
	E8 Did your company take measures to reduce fossil fuel consumption during the reporting period?	24, 25 e 57
	E9 Did the company increase its direct/indirect investment in low-carbon technologies (e.g., renewable energy, nuclear energy, carbon capture and storage (CCS)) during the reporting period?	18
	E10 Which of the following has the company identified as relevant environmental topics related to its operations and/or value chain (e.g., based on the most severe actual or potential negative impacts on people and/or the environment)?	25 e 26
	E11 Provide details on the company's water withdrawals and consumption (own operations) within the reporting period.	31
	E12 Indicate the water basin(s) with the highest priority for engagement based on your direct operations and/or supply chains.	Não Aplicável
	E13 Report the number and area (in hectares) of sites owned, leased or managed by the company in or adjacent to protected areas and/or Key Biodiversity Areas (KBAs).	25 e 26

SECTION	DISCLOSURE	LOCATION
UN GLOBAL COMPACT – ENVIRONMENT	E14 Where applicable, report the company's emissions of the following pollutants within the reporting period.	26, 27 e 28
	E15 During the reporting period, did the company act to reduce the waste generated by its operations?	30
	E16 Briefly describe any additional relevant practical actions the company took during the reporting period and/or plans to take to implement the environmental principles, including targets set and any challenges faced, and actions taken for prevention and/or remediation.	24, 25 e 57
UN GLOBAL COMPACT – GOVERNANCE	G1 The company's board/highest governance body or its most senior executive	15
	G2 Does the company have a code of conduct covering each of the following sustainability topics?	17
	G3 Has the company appointed an individual or group responsible for each of the following sustainability topics?	16
	G4 Does the company have a process to identify, assess and mitigate risks related to the following sustainability topics?	59
	G5 Does the company have a due diligence process through which it identifies, prevents, mitigates and accounts for actual and potential negative impacts on sustainability topics?	17
	G6 Does the company have process(es) through which members of the company's workforce can raise concerns about the company's conduct on sustainability topics?	60
	G7 How does the company track the effectiveness of its actions and the impacts related to the following sustainability topics?	17
	G8 Is executive remuneration linked to performance on one or more of the following sustainability topics?	16
	G9 Provide details about the company's board/highest governance body.	15
	G10 During the reporting period, what was the percentage of women in management positions?	42
	G11 What is the gender representation of the company's C-suite or equivalent executive leadership roles?	42
	G12 Do you prepare sustainability reports in accordance with...	4
	G13 Are some or all of the disclosures in this questionnaire assured by a third party?	4
UN GLOBAL COMPACT – HUMAN RIGHTS AND LABOR	HR L1 Which of the following has the company identified as material human rights and labor topics related to its operations and/or value chain?	10 e 11
	HR L2 Do existing collective bargaining agreement(s) provide rights more favorable than those provided by law, where appropriate?	32

SECTION	DISCLOSURE	LOCATION
UN GLOBAL COMPACT – HUMAN RIGHTS AND LABOR	HR L3 During the reporting period, did the company engage with potentially affected stakeholders or their legitimate representatives regarding the following human rights and labor rights topics?	53
	HR L4 For relevant human rights and labor rights topics for which the company sets time-bound objectives/targets, what targets has the company set?	32
	HR L5 During the reporting period, was the company involved in providing or enabling solutions when it caused or contributed to adverse impacts associated with the following human rights and labor topics?	65
	HR L6 What was the average pay gap between men and women (comparing jobs of equal value) during the reporting period?	41 e 42
	HR L7 During the reporting period, what was the rate of recordable workplace accidents for employees?	47
	HR L8 Briefly describe any additional relevant practical actions the company took during the reporting period and/or plans to take to implement labor and human rights principles, including targets set and any challenges faced, and actions taken for prevention and/or remediation.	65



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