



# Sustainability Policy

September 2021

## **Purpose**

Establish our sustainability commitments, reinforcing the principles and guidelines that guide our activities, business, and how we interact with our stakeholders.

## **Target Audience**

All counselors, directors, managers, and members of our team, in addition to our business partners, including suppliers, service providers, and any other third party that maintains a relationship on our acts on behalf or represents us, as provided for in our Code of Conduct

*Violations of this Policy may result in disciplinary action, as provided for in chapter 21 of the Code of Conduct.*



## **Our essence and purpose**

We are a sustainable energy platform and we have always believed that sustainability means aligning interests and adding value in a complementary way, leaving no one behind.

Therefore, we are sustainable in all our actions and relationships. We promote a virtuous cycle that positively impacts all our stakeholders, enhancing our ambition to make clean energy a reality for all.

In line with 17 Sustainable Development Goals (SDGs), we have established our commitments to sustainability, which are described in this Policy.



### **How we fulfill our purpose:**

Transforming the world through **clean, affordable**, and **simple energy**  
- it all starts with sustainability.





## **Our governance for sustainability**

**The Sustainability Policy has been discussed and approved by our Board of Directors and will be updated whenever necessary, at least every two (2) years.**

The commitments shared in the Policy have to be incorporated into all our activities and business, and the Sustainability Committee is responsible for ensuring their implementation.

The member of the Sustainability Committee are: the CEO, the director of People and Social Management, the director of Environment and Compliance and the head of Sustainability.

The sustainability agenda is the responsibility of the Sustainability Working Group, composed of the Investor Relations, Social Management, Environment, People Management, Brand and Corporate Governance teams.

## **Value generation for all stakeholders**

We maintain a close relationship with our stakeholders network, favoring engagement, dialogue, and transparency in our interactions, with forgetting about empathy.

We work so that value creation can be found throughout this network, generating prosperity for all through clean, affordable, and simple energy.

## **Empowering our Customers**



More than being obsessed with doing what's best for people, we strive to empower consumers and nurture relationships with passionate customers.

We seek long-term relationships guided by transparency and commitment, and we meet the needs of our customers with sustainable, innovative, simple, and affordable solutions.

## Engaging our team

We focus on the best experience for our team throughout its journey, from recruiting and screening to performance cycle. More than a career, we seek to provide our employees with a journey. More than growth, transformation.

We are always learning and, since our establishment, we have constantly asked ourselves if we can build new paths, do better, and go further. We are looking for people who take the initiative and grow. People who innovate and question. People who share and complement one another.

We are a team of excellent professionals, and we combine high performance with collaboration. This is because we are all co-entrepreneurs of our business, and we share a common sense of ownership and purpose.



**Our relationships are based on transparency and empathy.  
Therefore, we evolve together.**





We believe that aligning interests between stakeholders promotes a virtuous cycle for our business and guarantees the sustainability of our internal and external actions. As a result, meritocracy is our way of recognizing people according to their results so that we can continue to foster this cycle.

We understand that different performances must be recognized in different ways, and that is why we align interests.

We ensure that the entire team is respected throughout its life cycle at Serena. We do not tolerate any type of forced or child labor. We value the physical and psychological integrity of our entire team. We strictly handle any type of incident share in our whistleblowing channel along with the Compliance team.



## Fight climate change



**We are transformation we want to see in Brazil an in the world.**



Thus, we are not only renewable, but also sustainable. We are role models and actively fight against climate change.

The 100% renewable and affordable energy we produce contributes daily to mitigating the effects of climate change on our planet, preventing the emission of tons of Greenhouse Gases (GHG) into the atmosphere every year. Consequently, we limit global warming, in accordance with the guidelines of the Paris Agreement.

We diversify our portfolio by acquiring different assets, in different regions of Brazil, and in all energy submarkets, ensuring resilient assets that maintain production efficiency and durability in view of extreme events.

## Take care of the environment

**Environmental responsibility is intrinsic to our actions. We work to improve our environmental performance through active management because we believe that monitoring and controlling all segments in which we operate can prevent negative impacts on the environment.**

We are committed to the continuous improvement of our environmental management system, including updating our environmental policies, procedures, and practices, as described in our Social and Environmental Policy. Therefore, we guarantee the efficiency of our processes and always seek economically viable and environmentally responsible solutions.

One of our goals is to ensure the correct disposal of waste generated during our operations promote recycling actions throughout the life cycle of our assets. We promote and disseminate a culture of attention and respect for the integrity of biodiversity and ecosystem services, as well as the responsibility use of local natural resources with employees, third parties, and the community, promoting long-term joint management.

## Good neighbor policy

We believe in building specific and simple solutions to local problems, effectively contributing to promoting the autonomy and sustainable development of the regions in which we operate. The Janela para o Mundo (Window to the World) program was created to bring about that transformation by encompassing all our investments in social initiatives and projects.



We are committed to honest and transparent dialogue to build strong, genuine, and lasting relationships. We respect traditional communities and care for the well-being of people and shared spaces. What moves us forward is enabling realities to be transformed and being good neighbors is the principle that guides our actions and projects.

## **Ethics and Transparency**

Our Code of Conduct and Policies are tools that help us fully exercise our values throughout the entire process of everything we do.

We believe that sustainability in companies and society begins with ethical and sustainable performance and that better results are only valid if achieved in compliance with the laws, our values, and respecting each other. Our business is conducted ethically, legally, and professionally. We do not accept any form of corruption or bribery.

## **Transparency with our stakeholders**

We seek to generate sustainable value for all our stakeholders through best practices in environmental, social, and governance (ESG) management.

We communicate with transparency and full compliance with the Information Disclosure Policy by the Investor Relations team.

## **Making health and safety a priority**

We act preventively, for the prevention of accidents, monitoring and managing all risks in the work environment. The health and safety premise of the Serena team and our third parties permeates our entire operation, being priority aspects in decision-making and execution of activities.

We act proactively, ensuring that the risks mapped out are mitigated through the use of PPE and mandatory training and recycling for all those in our teams.

## **Do more, better and go further**

We always comply with legal, contractual and agreements entered into with environmental, labor, tax and regulatory bodies and authorities. However, we always seek to do more, better and go beyond, bringing voluntarily assumed commitments.

We challenge the status quo every day and we will not rest until clean energy is a reality for everyone. We do this in a 100% sustainable, transparent, and ethical way.


## **Influence our value chain**

Our commitment to sustainability extends to our supply chain. We seek to maintain relationships only with companies that are also committed to sustainability and other relevant topics addressed in item 20 of our Code of Conduct.

We prioritize the hiring of suppliers and the purchase of assets from companies with high levels of Environmental, Social and Governance management, in line with the commitments represented in our Policy.

Additionally, we value and expect from our partners the same treatment we have with our Team in terms of respect for ethics, best practices in health and safety, human rights, and the environment, as well as strict compliance with the law.

*Policy approved by the Board of Directors on 09/24/2021. Last revised on 09/24/2021*

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