Eletrobras

EXECUTIVE SUMMARY

ELETROBRAS 2024

Contents

FOREWORD 03
Welcome 03
Highlights from 2024 04

1. ELETROBRAS 05
Profile 05
Strategic planning 08

2. CORPORATE GOVERNANCE 09
Ethics and integrity in business 09
Sustainability management 11

3. EXCELLENCE PERFORMANCE 13
Operational efficiency 13
Commercialization strategy 15

4. CLIMATE STRATEGY 16
Climate-related commitments 16
Climate-related metrics and targets 17
Energy transition 18

5. INNOVATION AND TECHNOLOGY 20
Innovation and research 20

6. ENVIRONMENT 22
Water and effluent management 22
Biodiversity and ecosystem services 23

7. COMMUNITY ENGAGEMENT 24
Community relationship 24

8. THE ENERGY OF PEOPLE 27
Our employees 27
Commitment to life 30

9. VALUE RELATIONSHIPS 31
Government relations and advocacy 31
Responsible supply chain 32

APPENDICES 33
Credits 33

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Welcome

We are pleased to present the Executive Summary of the Eletrobras 2024 Annual Report. This document highlights the most relevant aspects of our strategy and management in the year 2024.

The Executive Summary provides a simplified overview of the key results detailed in the company's Annual Report.

The information presented encompasses all activities under the operational control of Eletrobras and its four current subsidiaries (Eletrobras Chesf, Eletronorte, CGT Eletrosul, and Eletropar). Following the incorporation of Eletrobras Furnas in July 2024, its results have been integrated into those of the holding company (further details can be found on page 5).

Enjoy your reading!

✳ **For inquiries, suggestions, or requests for information, please contact:**

- **E-mail** sustentabilidade@eletrobras.com.
- Sustainability Channel.

COMPLEMENTARY DOCUMENTS

In addition to the Executive Summary, we have published other documents that provide an in-depth analysis of the results and enhance Eletrobras's sustainability and transparency strategy. These documents include:

- **Annual Report:** presents the consolidated results of the Eletrobras companies;
- **Indicators Booklet:** details the consolidated results in the Annual Report by subsidiary and Special Purpose Entity (SPE);
- **Emissions Inventory:** presents the data regarding the company's greenhouse gas (GHG) emissions.

✳ **Access the 2024 Annual Report and the 2024 Indicators Booklet.**

Sector 69kV of the TL Balsas III - *Eletrobras Collection*

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Highlights from 2024

OPERATIONAL PERFORMANCE

- **Incorporation of Furnas** into the holding company's operations;
- **R$ 5.6 billion** invested in transmission auctions, with 4 lots won;
- **143,487.2 GWh of energy generated**, **97%** of which came from renewable sources;
- **44,245.7 MW of installed capacity** (21.2% of national capacity);
- Greatest availability of Transmission Lines in history **(99.97%)**;
- **R$ 47,725 million** in total gross revenue;
- **+R$ 600 million** invested in innovation.

ESG AND CLIMATE STRATEGY

- **Creation of the Sustainability Committee** to monitor the ESG (Environmental, Social and Governance) strategy;
- **Preparation of an ESG roadmap** as a product of the Sustainability Journey;
- **First ESG roadshow** in Europe;
- Submission of **science-based targets to SBTi;**
- Start of the sale of the remaining **thermoelectric portfolio**;
- Adherence to the recommendations of the **Task force on Nature-related Financial Disclosures (TNFD)** for nature-related reporting;
- **International partnerships established** for the production of green hydrogen, contributing to the legislative advancement of this agenda.

PEOPLE AND VALUE RELATIONSHIPS

- Approval of the **Human Rights Policy;**
- **New health and safety initiatives**, such as the launch of the comprehensive health model;
- **290.9 thousand hours of training**, with an investment of R$25.5 million;
- Progress in energy sales, **with 751 active customers;**
- Creation of an area dedicated to the issue of **indigenous and traditional peoples**;
- **Free, Prior and Informed Consent (FPIC)** in new ventures, respecting the rights of traditional peoples;
- **R$ 49.5 million** in Private Social Investment (PSI).

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Profile

We are Eletrobras (Centrais Elétricas Brasileiras S/A), the leading company in electricity generation and transmission in Brazil.

We are responsible for generating 21.2% of the country's total installed capacity, with 97% of our energy coming from low greenhouse gas (GHG) emission sources. In this way, we help ensure that Brazil's energy mix remains one of the cleanest and most renewable in the world.

We were founded in 1962 as a state-owned company and went through a capitalization process that was completed in 2022. Our shares are traded on the São Paulo Stock Exchange (B3) and the New York Stock Exchange (NYSE).

We operate across all regions of Brazil, contributing to the country's electricity generation and transmission systems through our own operations and through our subsidiaries CGT Eletrosul, Chesf, and Eletronorte. We also control a holding company, Eletrobras Eletropar, which operates in the financial sector.

We have 100% control of seven Special Purpose Entities (SPEs), through which we develop generation and transmission projects. We also hold direct and indirect investments in 63 other SPEs focused on the same areas.

In recent years, we have improved our performance in the electricity trading segment, strengthening relationships with our customers throughout 2024 (learn more on page 15).

INCORPORATION OF FURNAS

In January 2024, we communicated to the market the approval of the incorporation of the subsidiary Furnas into the holding company, a process concluded in July. GRI 2-6

This action represents a significant milestone for Eletrobras' corporate reorganization and the simplification of our structure, as outlined in the 2023-2027 Strategic Plan.

The process was accompanied by a robust operational effort, focused on the integration of teams, the strengthening of organizational culture, and the harmonization, optimization, and standardization of systems and processes, consistently prioritizing excellent performance.

The holding company's activities that incorporate the operations of Eletrobras Furnas are now designated "Southeast Operation."

For further information, please refer to the **Material Fact**.

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Vision

To be the foremost infrastructure and renewable energy solution platform for customers, maximizing shareholder value in a sustainable manner, through organizational excellence and efficient capital allocation.

Purpose

Taking care of the planet, delivering **the energy we believe in**

Values

Life comes first

Our commitment is to life and the environment. When it comes to safety, health and physical integrity, we prioritize the entire accident prevention cycle and spare no effort or resources to take care of our assets.

Our energy comes from people

Always learn and teach: knowledge is the basis for our people. We create an attractive environment with opportunities for learning, teaching, development and collaboration. All of our people are treated fairly and respectfully. Inclusion and psychological safety underpin our daily lives.

Integrity always

Trust and integrity are the basis of our relationships inside and outside the company. Ethics, transparency and respect generate solidity and guide our interactions and attitudes that perpetuate in our business.

Our excellence makes a difference

We seek excellence with humility in everything we do and are committed to company-wide impact. Collective and individual results are recognized, rewarded with meritocracy and celebrated with enthusiasm.

Innovate to generate value

We are entrepreneurial and dare to build the future, taking risks and learning quickly, focused on strategy. We value and encourage knowledge by being protagonists in the current and future needs of our customers, which inspire us to always innovate.

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Our operations

Generation

Installed capacity of 44,245.7 MW, of which:

» **67.4%** corporate ventures;
» **32.6%** SPEs.

Generation of 143,487.2 GWh, of which:

» **95.6%** hydro;
» **1.5%** wind;
» **<1%** solar;
» **2.8%** gas thermoelectric.

21.2%
of the national installed capacity[1]

Transmission

Transmission lines with 74,013 km length at all voltage levels, including:

» 66,760 km corporate lines;
» 7,253 km participation in SPEs.

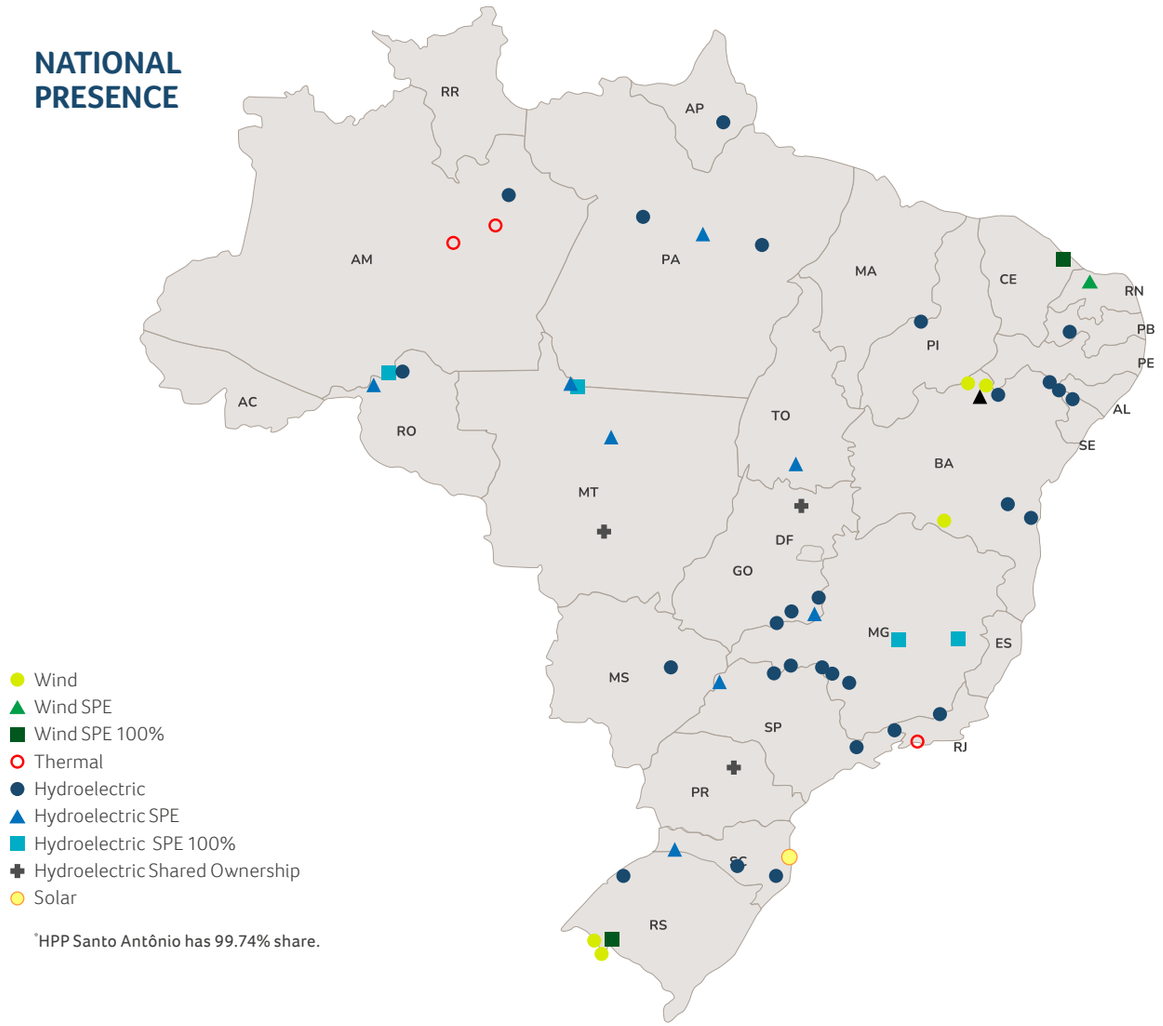
37%
of the country's total transmission lines[2]

[1] Compared with data from the National Interconnected System (SIN) from December 2024 | [2] Compared with data from the National Interconnected System (SIN) from December 2023.

UNSTOPPABLE ENERGY

We generate and transmit energy throughout the country. Through water, wind and solar sources, our energy is generated at all times, regardless of the season, strengthening the electricity matrix and contributing to the country's development.

NATIONAL PRESENCE



*HPP Santo Antônio has 99.74% share.

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Strategic Planning

In line with changes in the Brazilian and global landscape, as well as with the evolution of Eletrobras' structure and strategy, we have developed the 2025+ Strategic Plan.

Aiming to strengthen our value creation efforts, the planning process took into account the needs of our key stakeholders - customers, shareholders, employees, society, suppliers, and the regulator - along with the external environment, economic and technological trends, and regulatory assumptions.

The new 2025+ Strategic Plan defines Eletrobras' Vision for 2028 as: "To be the foremost infrastructure and renewable energy solution platform for customers, maximizing shareholder value in a sustainable manner, through organizational excellence and efficient capital allocation."

The Plan reaffirms the ambition outlined in the 2023–2027 Strategic Plan and focuses the company's strategy on three main guidelines:

ORGANIZATIONAL EXCELLENCE (E):
To be a functional organization, with alignment between strategy, processes, structures, people, and incentives, ensuring efficiency, being capable of achieving defined goals and thriving in constantly changing environments.

CUSTOMER FOCUS (C):
To be the most comprehensive platform for infrastructure and renewable energy solutions for customers, anticipating needs, offering products, and orchestrating business.

CAPITAL ALLOCATION (K):
To maximize the company's value generation, directing efforts to meet the needs of the system and customers, maintaining financial discipline and contemplating opportunities for stock repurchase and issuance.

To measure the reach of the strategy and objectives defined for each guideline, we defined a series of indicators and goals to be monitored throughout 2025.

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Ethics and integrity in business

Ethics, integrity, and transparency are fundamental values for our organization. To reinforce these principles and to protect both the business and society, we are guided by compliance matters and practices throughout all our operations.

Code of Conduct

Eletrobras' Code of Conduct, updated in August, guides our pursuit of sustainable economic development, based on ethical principles. It gathers guidelines on how the company operates and how it expects its professionals and third parties to act to ensure integrity and relationships based on transparency and trust.

To encourage employees to support the dissemination of a culture of integrity within the Eletrobras companies, we provide training sessions for all staff, including senior management, focused on anti-corruption practices

100% of professionals informed about anti-corruption practices.

91.42% of professionals[1] trained in anti-corruption policies and procedures.

Human Rights Policy

Given the nature of our activities, we face the challenge of ensuring full respect for human rights across all our stakeholder relationships. With the growing importance of this issue, we approved Eletrobras' Human Rights Policy in December 2024.

The document reinforces our commitment to ensuring respect for human rights in all activities, operations and relationships, through effective management systems and structured Human Rights Due Diligence (HRDD) processes.

✳ **Learn more about Human Rights Due Diligence in the 2024 Annual Report.**

[1] Considers professionals at management level and professionals with and without higher education.

COUNTERPARTY RISKS

Throughout 2024, we implemented a counterparty risk analysis process, with the aim of identifying and managing potential negative impacts arising from Eletrobras contracts.

Our methodology, in line with market best practices, considers the organization's risk appetite level and ensures greater security and efficiency in electric energy trading operations (learn more on page 54).

The assessment includes a financial, credit, and integrity analysis of the counterparties, in order to understand their ability to meet contractual obligations and prevent default or issues of probity.

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Compliance Program

Eletrobras' Compliance Program is organized into ten structured fronts based on the commitments of Prevention, Detection, and Evolution.

In 2024, 121 volunteer professionals from all regions of the country contributed as Ambassadors to the strengthening of the ethical culture, through the dissemination of guidelines, support in conducting training, and mapping of opportunities for improvement in training and communication within the company's operations.

✳ **Learn more about the Eletrobras Compliance Program here.**

Compliance and information security week

Considering that professionals are essential to maintaining an ethical, integral, and threat-free corporate environment, we held the Compliance and Information Security Week in November.

The Week included several initiatives and lectures focused on topics such as conflicts of interest, information leakage, relationships with public agents, misconduct, and fraud.

Whistleblowing Channel

We provide a Whistleblowing Channel for the secure and anonymous reporting of violations of our Code of Conduct, internal policies, and current legislation – including violations of human rights.

In 2024, we updated the prioritization methodology and the processing time for reports to increase efficiency in the management, investigation, and consequences of the reports. We also conducted a perception survey of Eletrobras' internal stakeholders regarding compliance channels and, consequently, to enhance the mechanisms throughout 2025.

Ombudsman

In 2024, the Ombudsman's Office assumed responsibility for receiving and processing inquiries such as complaints, suggestions, compliments, questions, and requests for information, which were previously directed to the 'Fale Conosco' (Contact Us) service, discontinued in the past year.

Consequently, demands are now centralized in a single channel, thereby avoiding duplicate responses, standardizing the time and method of service, and using a more robust tool for receiving and processing these demands.

FIGHTING CORRUPTION

In order to ensure the establishment and maintenance of an environment of business integrity, we conduct due diligence on the integrity of our relationships with third parties. The process involves the analysis of responses to specific questionnaires and research of information regarding the background of the third party (and its partners) available in public databases.

Based on the assessments, managed by the compliance area, we develop a heat map with the identified risks and recommendations for mitigating actions to be implemented throughout the contract.

In 2024, we subjected all 3,204 third parties to risk assessment by the integrity area, comprising:

- 1,433 customers;
- 838 donations;
- 783 critical suppliers;
- 82 partners;
- 47 sponsorships;
- 16 corporate operations;
- 3 loans for use;
- 2 social projects.

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Sustainability management

Since 2023, we have had a Sustainability Department, reporting to the Vice Presidency of Governance, Risk, Compliance, and Sustainability. This department promotes sustainability management practices and integrates the areas of Social Responsibility, Environment, and ESG Management, ensuring more efficient handling of these topics.

We also have a Social and Environmental Committee dedicated to improving the management of environmental matters and community relations.

SUSTAINABILITY COMMITTEE

The Sustainability Committee (CSUS) was established in September 2024 to advise the Board of Directors, through monthly meetings, in the selection of the main ESG projects for the company – which in previous years were handled by other areas and Committees.

The implementation of the Committee is aligned with Eletrobras' strategic planning and highlights the transversality of the sustainability theme in the organization.

Seed Bank and Germplasm Island - *Eletrobras Collection*

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Main ESG initiatives

Sustainability Journey

Over the past year, we developed Eletrobras's Sustainability Journey, with the aim of mapping the most relevant topics for the company's ESG performance, as well as our level of maturity in this agenda.

Throughout the Journey, we defined material themes[1] related to sustainability to guide our performance priorities in the ESG agenda. The process resulted in the development of an ESG roadmap, which was incorporated into our strategy and will establish the guidelines for our actions from 2025 onwards.

[1] The material topics related to sustainability defined throughout the Sustainability Journey are not the same as those in the company's materiality matrix, presented on page 9, as they have different objectives.

ESG Roadshow

For the first time, our senior management held an ESG roadshow in Europe to present Eletrobras' sustainability strategy to potential shareholders.

Over the course of four days, we met with investors in Norway, Sweden, England and France to present the company's main sustainability initiatives, highlighting: climate strategy, socio-environmental and human rights actions, governance structure and processes, and community relationships.

The meetings also allowed us to understand the market's expectations regarding the performance of Eletrobras and the Brazilian energy market in the ESG agenda, as well as discuss best practices to guide the company's performance in the future.

✳ **Learn more about the Sustainability Journey and the ESG Roadshow at 2024 Annual Report.**

2030 Agenda

The Sustainable Development Goals (SDGs) are part of the 2030 Agenda established by the United Nations (UN). This agenda includes 17 interconnected goals and 169 specific targets, aimed at addressing development challenges and promoting sustainable growth.

Covering a range of topics aligned with Eletrobras' strategy, we have identified nine priority SDGs in our Strategic Plan to guide our actions.

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Operational efficiency

Generation

We ended the year with an installed capacity of 44,245.7 MW, accounting for 21.2% of the national capacity[1]. Of this total, 67.4% corresponds to corporate ventures and 32.6% to Special Purpose Entities (SPEs).

This result is 0.9% lower compared to 2023 (44,654.4 MW), due to the commencement of the company's gas asset portfolio disposal process, which reduced the capacity of thermal sources. Conversely, the wind power source is expected to increase further in the coming years, with the start of operations of the Coxilha Negra wind farm.

	Installed capacity[2] (MW)	Net generation by source[2] (GWh)	Average availability factor per source[2] (%)[3]	Average efficiency of thermal power generation by source[2] (%)
Solar	0.9	0.9	94.10	-
Wind	681.1	1,712.3	88.92	-
Hydro	42,293.5	137,451.0	94.21	-
Natural Gas	1,270.2	4,323.1	79.98	45.98
Coal	0.0	0.0	0.00	-
Total	**44,245.7**	**143,487.2**	**93.72**	**45.98**

SUSTAINABLE GROWTH

In 2024, our financial results reflected our investments in infrastructure and technology, including the expansion of transmission, construction of wind farms, modernization of hydroelectric plants and regularization of socio-environmental aspects.

Our gross revenue in 2024 was R$47,725 million, 7.31% higher than the results of 2023.

Access the complete results in Eletrobras' 2024 Financial Statements.

[1] Compared with data from the National Interconnected System (SIN) from December 2024. | [2] The reported data considers all subsidiaries and SPEs.
[3] The Average Availability Factor by Source indicator considers the absolute availability of hydroelectric plants, which obtained an average ratio of 1.011 between the availability determined and the regulatory reference availability. This is the same ratio used by REN ANEEL 1.033/2022 to calculate the Generation Availability Factor (FID), demonstrating that our operation has an availability higher than the regulatory references. Of the seven largest plants operated by Eletrobras (73% of capacity), only one has a FID lower than 1.

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Transmission

We ended the year with over 74,000 km of Transmission Lines (TLs), representing 37%[1] of all lines with a voltage level equal to or higher than 230 kV in the National Interconnected System (SIN).

Our network grew by 225.07 km over the past year. This marks the highest availability of Transmission Lines ever recorded by Eletrobras, as well as the second-highest transformer availability (99.92%).

In addition, we have over 3,000 km of TLs under construction, to be operated in the future by SPEs, with a transformation capacity of 6,500 MVA.

In total, the Allowed Annual Revenue (RAP) from corporate Transmission Lines in 2024 amounted to R$ 16,983 million.

Evolution of transmission lines[2]

	2022	2023	2024
Eletrobras transmission lines (km)	66,942	66,539	66,760
SPEs transmission lines (km)	6,949	7,249	7,253
Eletrobras transformation capacity (MVA)	276,299	278,531	264,535
SPEs transformation capacity (MVA)	21,498	30,874	33,593

99.97%
Transmission operational availability rate.

0.53%
Technical losses due to transmission.

[1] Compared with data from the National Interconnected System (SIN) from December 2023. | [2] Reported data includes all subsidiaries and SPEs.

TRANSMISSION AUCTIONS

In March 2024, Eletrobras Eletronorte participated in Transmission Auction No. 1/2024, promoted by the Accounting Manual for the Electric Sector issued by the Brazilian Electricity Regulatory Agency (ANEEL), in which it won four of the 15 lots offered.

In total, we won 1,997 km of lines in the auctions, adding 6,000 MVA to the transformation capacity in the substations purchased.

This participation reflects our commitment to investing in the expansion and modernization of the Brazilian electrical system, contributing to the country's energy security and development.

Learn more about the participation in transmission auctions in the **2024 Annual Report.**

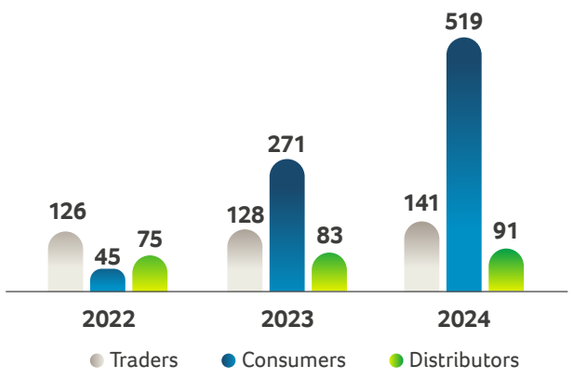
Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Marketing strategy

The energy sector in Brazil is undergoing significant transformations, with expectations of a considerable increase in the number of customers in the Free Contracting Environment (ACL) in the coming years. This growth is driven by the possibility of negotiating volumes and prices directly with suppliers, as well as the flexibility to choose alternative energy sources

In line with this evolution in the energy market, we have been focusing our efforts on structuring our business to face the new challenges of the sector, while maintaining high-quality service to provide safe and sustainable energy.

Eletrobras customer profile



Centralized After-Sales Service

We have a centralized after-sales service area that, since 2023, has strengthened the interaction between customers and Eletrobras companies, promoting better, more efficient service aligned with customer needs.

This area consolidates all requests from our regional units, subsidiaries, and controlled companies, ensuring standardized and agile service, with a focus on customer satisfaction and retention.

We are guided by a **Communication and Engagement Policy**, which helps us build trust, share values, and act ethically. We are also aligned with SDGs 12 and 16, which prioritize transparency, responsibility, and consumer protection.

As a result of investments in commercialization, at the end of 2024, we had 519 consumer clients.

Customer relationship

Since capitalization and entry into the free market, we have intensified our sales strategy, which has resulted in a substantial increase in Eletrobras's customer base, particularly among consumer clients.

In this context, in 2024, the creation of the Vice-Presidency of Commercialization and New Solutions has driven initiatives to strengthen ties and expand commercial relationships. Focused on the customer experience, we invested in new technologies and the implementation of a robust Customer Relationship Management (CRM) system, ensuring competitiveness and alignment with the market.

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Climate-related commitments

Given our potential to lead the energy transition in Brazil - and considering the risks and opportunities that climate change brings to our business - we have strengthened our strategy and positioning on this agenda since 2023.

We are committed to becoming **net zero by 2030**, aiming to eliminate our net greenhouse gas emissions.

Our actions on this topic are aligned with the Paris Agreement and include participation in the Brazilian Forum on Climate Change, the UN Global Compact's Climate Action Platform, and the Climate Thematic Chamber of the Brazilian Business Council for Sustainable Development (CEBDS).

✳ **Learn more about our climate commitments on our Climate Strategy page.**

✳ **Learn more about our alignment with the TCFD recommendations in the 2024 Annual Report.**

Net zero journey

Our commitment is to eliminate business-related emissions and set science-based targets, in accordance with the guidelines of the Science Based Targets Initiative (SBTi), which defines scientific parameters for companies on the path to net zero, aligned with the planet's needs.

Our strategy is based on:

- Managing residual emissions through the use of renewable energy certificates and carbon credits;
- Electrifying our fleet and/or acquiring hybrid vehicles;
- Implementing energy efficiency measures;
- Applying greenhouse gas emission criteria when selecting suppliers;
- Establishing programs to support suppliers in managing their emissions;
- Phasing out investments in thermal power generation and expanding renewable energy generation.

SCIENCE-BASED TARGETS

In 2024, we submitted our science-based target proposals for the reduction of greenhouse gas (GHG) emissions to the Science Based Targets Initiative (SBTi).

The scope of the targets includes Scopes 1, 2, and 3 emissions of Eletrobras and is divided into short-term and long-term, considering 2023 as the base year.

The company's overall commitment is to achieve net-zero greenhouse gas emissions across the entire value chain by 2030.

The SBTi approved the targets in early 2025.

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Climate-related metrics and targets

We identify and measure the GHG emissions of Eletrobras companies annually. The Greenhouse Gas Emissions Inventory follows the IPCC (2006) methodology and the guidelines of the GHG Protocol (WRI, 2004).

As part of our decarbonization efforts, we have established absolute and relative (emission intensity) emission reduction targets, which are monitored on a quarterly basis. These targets are linked to management's variable compensation, reinforcing our commitment to the Board of Directors' strategic guidance and public policies aimed at combating climate change.

We emitted 4,712,238 tCO2e throughout 2024, which represents a significant reduction compared to 2023 emissions (-16.82%) due to the disposal of our coal assets.

✳ **Learn more about our climate metrics in the 2024 Annual Report.**

Emissions[1] (tCO_2e)

	2022	2023	2024	Change 2023-2024 (%)
Scope 1	3,958,097	3,999,341	2,332,558.13	-41.68
Scope 2	313,886	289,121	460,723.46	59.35
Scope 3	1,368,077	1,376,948	1,918,956.56[2]	39.36
Total	5,640,060	5,665,409	4,712,238.15	-16.82

[1] The reported data consider the holding company, all operating subsidiaries and SPEs. [2] Eletrobras is expanding the management of its scope 3 emissions and, to this end, estimates for categories 1 and 2 of this scope were included.

DIVESTMENT OF THERMOELECTRIC PLANTS

In June 2024, we signed agreements with the Âmbar Energia S.A. group for the sale of the company's remaining thermoelectric portfolio, which totals 2.1 GW of installed capacity.

This move represents one of the steps in the decarbonization of our portfolio, which began with the sale of the Candiota plant (RS) – the group's sole coal-fired asset – completed in 2024. Following this new transaction, we will have generation assets that are 100% based on clean and renewable energy.

In addition to contributing to our net-zero journey, the sale aims to mitigate financial, operational, and regulatory risks and optimize our portfolio.

The full transfer of ownership of the plants to Âmbar Energia is scheduled to be completed in 2025.

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Energy transition

We value our actions focused on energy efficiency as part of our strategy to reduce greenhouse gas emissions in our operations. In this sense, we are guided by Eletrobras' Energy Efficiency Policy.

We recognize our potential to drive the global energy transition. Therefore, we continuously invest in projects focused on the sustainability of energy consumption in society. Our initiatives range from the development of new technologies for generation from renewable sources to electric mobility projects.

In 2024, we consumed 47,971,421.65 GJ, a reduction of 33.7% compared to the previous year.

✳ **Learn more about our energy consumption in the 2024 Annual Report.**

***CHESF Wind Casa Nova** – André Schuler*

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

H2V

GREEN HYDROGEN

In 2024, we entered into a partnership with the German energy company SEFE and EnerTech, from Kuwait, to produce up to 200, 000 tons of green hydrogen, which will be commercialized in Europe from 2030.

The project foresees the use of energy generated in Eletrobras' hydroelectric plants, in Brazil, for the production of green hydrogen, while EnerTech will be responsible for the development of the production infrastructure and SEFE, for the commercialization of the renewable molecule in Europe.

✳ **Learn more about the partnership here.**

Total energy consumption (GJ)

	2023	2024
Fuel consumption - non-renewable sources (GJ)		
Gasoline	28,912.44	22,598.97
Diesel	144,902.17	100,654.48
Kerosene	1,944.51	809.59
LPG	575.58	391.99
Natural gas for thermal generation	34,814,466.81	39,663,285.09
Mineral coal for thermal generation	20,443,843.37	0.00
Fuel oil	73,548.23	21.61
Total	**55,508,216.24**	**39,787,773.00**
Fuel consumption - renewable sources (GJ)		
Vehicle ethanol	20,348.26	10,977.22
Ethanol added to gasoline	-	5,796.69
Biodiesel added to diesel	17,445.33	14,949.91
Total	**37,793.59**	**31,723.82**
Electricity consumed (GJ)		
Electricity from the transformer	522,574.92	359,754.95
Electricity purchased from the National Interconnected System (SIN)	406,639.55	27,614.60
Electricity consumption in isolated systems	2,732.18	586.44
Electricity purchased from renewable sources in the Free Contracting Environment (ACL)	10,640.97	3,442.87
Total electricity self-consumption in the hydroelectric generation process	14,750,938.16	7,305,108.58
Total electricity self-consumption in the thermal generation process	1,099,437.74	455,428.66
Total	**16,792,963.52**	**8,151,936.10**
Total energy consumption (GJ)		
Non-renewable fuels consumption	55,508,216.24	39,787,773.00
Renewable fuels consumption	37,793.59	31,723.82
Total electricity consumption	16,792,963.52	8,151,936.10
Total	**72,338,973.35**	**47,971,421.65**

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Innovation and research

We are committed to taking a leading role in the innovation landscape of the country's energy sector, promoting digital transformation.

As part of the unfolding of Eletrobras's innovation strategy, since 2023, this theme has been managed by the Vice-Presidency of Innovation, Digital, R&D, and IT, responsible for defining, developing, and monitoring the delivery of Value Deliverables (VD) in Technological Initiatives (TI).

In 2024, we invested more than R$600 million in innovation.

With this, we position ourselves as one of the leading companies in the sector in investments in new technologies and innovative solutions.

Valor Inovação Award

In 2024, we ranked second in the energy sector in the Valor Inovação Brasil Award. This recognition reflects our leading role in the transition to a low-carbon economy and in the development of solutions that transform the sector.

Electric Power Research Center

Our innovation projects are supported by the technical expertise, laboratory infrastructure, and services of the Eletrobras Center of Excellence in Research (Cepel). In 2023, we invested R$137.8 million in Cepel, aimed at supporting projects focused on Innovation and Sustainability.

Innovation Projects

We highlight the following new technologies developed and implemented throughout 2024:

- **GeoBIM:** the GeoBIM (Geograph Building Information Modeling) Methodology enables the construction of virtual models of our assets, providing a detailed and integrated view of the projects;
- **Renewable energy hub:** at the Petrolina Solar Energy Reference Center (CRESP), we developed the largest renewable energy hybridization project in Brazil;
- **Atmos and Liga Project:** one of the largest asset and weather monitoring centers, offering a unified and comprehensive view of around 87,000 assets.

✳ **Learn more about our innovative solutions in the 2024 Annual Report.**

MAIN THEMES OF RESEARCH, DEVELOPMENT AND INNOVATION

In 2024, we made investments in the research, development, and innovation of business solutions that incorporate technology into value creation. The primary areas of focus were:

- Meteorological forecasting;
- Safety of personnel, assets, and portfolio strategy;
- Technologies and products for operations monitoring;
- Technologies for the protection of people, the environment, and equipment;
- Energy storage (chemical, thermal, and gravitational);
- Green hydrogen;
- Asset digitalization;
- Microgrids and hybrid plants;
- Energy for high-performance computing;
- Large-scale Artificial Intelligence applied to critical processes;
- Transmission infrastructure technologies.

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Open Innovation

Over the past year, we invested R$10.6 million in open innovation and innovation ecosystems.

In this context, we made progress in developing the Innovation Grid, our platform for engaging with external stakeholders in the innovation ecosystem.

With over 600 connections established with startups, companies, universities, and research centers, the platform has already enabled 33 high-potential pilot projects currently in progress and supported four solutions now being scaled to meet various company needs.

Currently, more than 100 Eletrobras professionals are engaged in the platform's challenges, distributed across four available modules:

✳ **Learn more about the initiative on the Innovation Grid website.**

Monitoring Center - Eletrobras Collection

INNOVATION GRID PROJECTS

Intelligent Counterparty Risk Analysis Platform

The platform seeks to automate the analysis of counterparty risks, integrating several stages of the process through AI. With this, we increase the efficiency of the process, generate gains in scale and significantly expand the customer portfolio.

Weather Event Forecasting for Transmission Assets

Development of a solution to predict extreme weather events up to 72 hours in advance, using artificial intelligence and weather data from the state of Paraná.

The system, developed in partnership with SIMEPAR (Environmental Technology and Monitoring System of Paraná) with the NVIDIA Corporation framework, should support us in mitigating risks and optimizing the safety of transmission assets.

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Water and Effluent Management

At Eletrobras, we consider water both as a vital natural resource for sustaining life on Earth and as an essential input for our operations.

Our predominantly hydro-based renewable energy matrix makes the preservation of water resources a strategic priority for our business. Accordingly, we manage the water we use efficiently, prioritizing its quality and promoting conscious use.

Eletrobras companies follow a **Water Resources Policy** that sets guidelines for the sustainable use of water, based on Brazil's National Water Resources Policy (Law No. 9.433/1997).

Throughout all project phases, we work closely with the National Water Agency (ANA) and align with the National Water Resources Plan (PNRH) to project water use scenarios over the concession period, which is regulated for 35 years.

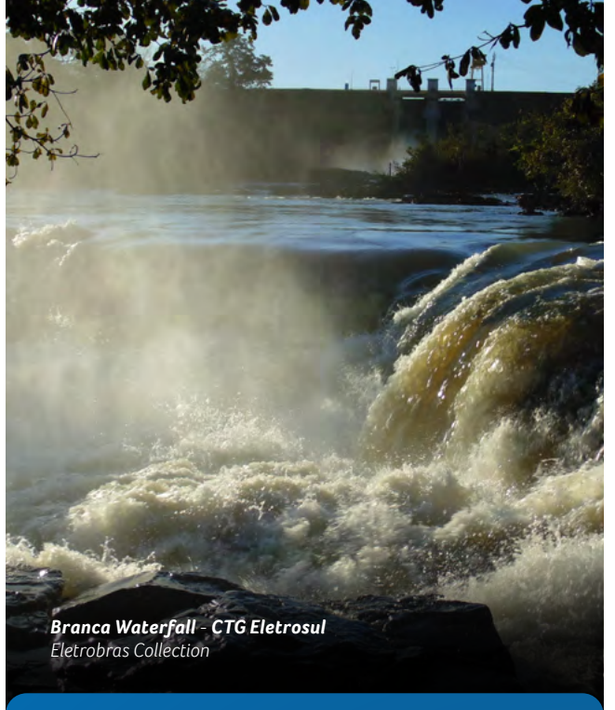
Water withdrawal, consumption and discharge

The water captured and used in our operations is granted by the relevant authorities. For administrative activities, the supply takes place mainly through the public water network. The water used in hydroelectric plants is for non-consumptive use.

In 2024, we captured 679,232,097.65 m³ of water. Throughout the year, we consumed 5,776.61 m³ and discharged 679,226,321.03 m³ into the environment.

All water used and discharged in our business is categorized as freshwater and, therefore, its discharge complies with the regulatory requirement of a maximum concentration of 500 mg/L for total dissolved solids.

✳ **Find out about our water management projects in the 2024 Annual Report.**



Branca Waterfall* - *CTG Eletrosul
Eletrobras Collection

WATER SECURITY

In 2024, we renewed our support for five of the six goals of the Brazilian Business Commitment for Water Security, launched by CEBDS in 2018.

Our goal is to develop projects that monitor water qualitatively and quantitatively, ensuring its availability and quality for energy generation and multiple uses.

Learn more about the initiatives here.

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Biodiversity and ecosystem services

Our Environmental Policy includes specific guidelines to support biodiversity management across the company. These aim to prevent or minimize impacts throughout our operations while promoting conservation and restoration actions.

In 2024, we became TNFD adopters, committing to report our impacts, dependencies, risks, and opportunities in line with the Taskforce's recommendations.

PARTICIPATION IN COP16

In 2024, we participated in the 16th United Nations Conference on Biodiversity (COP 16), held in Cali, Colombia.

During the event, we presented the Biotic Integrity Index case (learn more on page 96) and the progress of our project to implement the TNFD recommendations.

Amazonian Manatee Population Assessment Project - *Eletrobras Eletronorte Collection*

Biodiversity-related targets

Since 2021, we have been monitoring indicators related to biodiversity targets, as presented below.

- Total protected and/or forested areas;
- Species included in the IUCN Red List, national conservation lists included in projects for the conservation of threatened species;
- Voluntary investment in projects that contribute to biodiversity management;
- Carbon fixation in biomass.

Conservation and restoration

Throughout the planning of our ventures, we seek to anticipate and prevent potential impacts to the environment and biodiversity, minimizing unavoidable effects and offsetting residual impacts. For each negative impact identified, we propose mitigation and compensation actions.

Furthermore, projects that maintain any type of relationship with the local biome adopt biodiversity management plans focused on the areas where they are located, contributing to the recovery and conservation of species at risk of extinction.

We also implement voluntary protection programs that are in line with our sustainability strategy.

✳ **See the biodiversity conservation and preservation projects in the 2024 Annual Report.**

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Community relationship

Our activities involve the construction and operation of projects that, depending on their characteristics and the regions where they are implemented, may generate various social and environmental impacts.

For this reason, we seek to engage with the communities surrounding our operations, respecting their specific needs and cultures. Our goal is to understand their expectations and requirements in order to minimize and compensate for negative social, environmental, and cultural impacts, while also promoting positive ones.

In 2024, we reinforced our management of the topic by creating a specific area for relationships with communities within the Sustainability Department.

✳ **Learn about our actions to mitigate or compensate impacts on communities in the 2024 Annual Report.**

Impact Management

We are present in more than 1,500 municipalities across Brazil and, whenever possible, we strive to adopt measures to prevent, reduce, or offset impacts on society and the environment.

Furthermore, all Eletrobras plants have an Emergency Response Plan (PAE), which defines the actions to be taken in emergency situations, in accordance with the regulated electricity sector risk matrix.

Communication Channels with Communities

Eletrobras maintains permanent communication channels with communities, such as the Ombudsman's email and hotline (0800 721 3275).

Community engagement is considered during the environmental licensing process through social communication and environmental education programs. The goal is to balance development with environmental preservation and the improvement of living conditions for affected communities.

San Francisco Lakes Project - Agriculture in Poço Redondo, SE - *Zeca Teixeira*

Population Displacement

We manage the impact of involuntary resettlement in line with the guidelines for relocating populations affected by electricity sector projects, as outlined in Eletrobras' Environmental and Human Rights Policies.

As a result of our efforts to avoid impacts on the population and reduce the number of people to be displaced, in 2024, there was no displacement of people as a result of our direct operations.

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Germplasm Bank *- Eletrobras Collection*

SOCIAL RESPONSIBILITY

Aiming to generate value for Brazilian society, we seek to contribute to sustainable development and reduce impacts on communities near our operations. To this end, we invest in strategic socio-environmental projects.

Regarding Private Social Investment (PSI), we have evolved from a philanthropic stance in the 1990s to achieve the current level of Social Innovation and Shared Value.

Currently, our focus is on identifying business opportunities within social problems that can be addressed by Eletrobras companies, thereby increasing profits or enhancing market differentiation.

The amounts allocated to environmental and social projects derived from licensing commitments in 2024 totaled R$ 132.7 million.

In 2024, Eletrobras' PSI was R$49.5 million.

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Indigenous and traditional peoples

Through our Environmental and Human Rights Policies, we have established guidelines for engaging with traditional communities, such as Indigenous peoples, Quilombola communities, and riverine populations, in full respect of their legal rights. This reaffirms our commitment to these groups and reflects our understanding of the impacts our projects may have on their ways of life.

The **Supplier Code of Conduct**, updated in 2024, also includes specific guidelines and behavioral standards to help ensure the rights of traditional communities are respected.

During the environmental licensing process, we assess the potential impacts of our projects on these communities. Once a project on indigenous land has been identified, the National Foundation for Indigenous Peoples (Funai) issues terms of reference for preparing the Indigenous Component Study. In the case of Quilombola communities, this process is conducted in coordination with the National Institute for Colonization and Agrarian Reform (Incra).

In our relationships, we promote tailored communication with traditional communities, considering their ethnic and linguistic specificities, to establish ongoing dialogue and build relationships based on mutual trust.

Waimiri Atroari - *Mário Vilela*

Governance Structure

Since 2024, we have had a dedicated area for managing relationships and programs involving Indigenous and traditional peoples. This team includes in-house indigenous teams with extensive field experience and training, working closely with our operational and environmental departments to ensure integrated action.

In addition to this dedicated team, we created a Working Group within the Socioenvironmental Commission to coordinate efforts in this agenda.

Free, Prior and Informed Consent (FPIC)

In 2024, we included a formal commitment to the right of traditional communities to Free, Prior and Informed Consultation (FPIC). We also made progress in drafting our FPIC Standard, scheduled for early 2025, which will guide Eletrobras' conduct in its areas of operation.

Currently, the first formal FPIC process with Eletrobras' participation is underway, regarding the licensing of a new LT in Minas Gerais, acquired via auction.

✳ **Learn more about the relationship with indigenous and traditional peoples in the 2024 Annual Report.**

Our Employees

7,710
Active employees[1]

20.4% Women
79.6% Men

46.6% Black, brown, asian and indigenous people

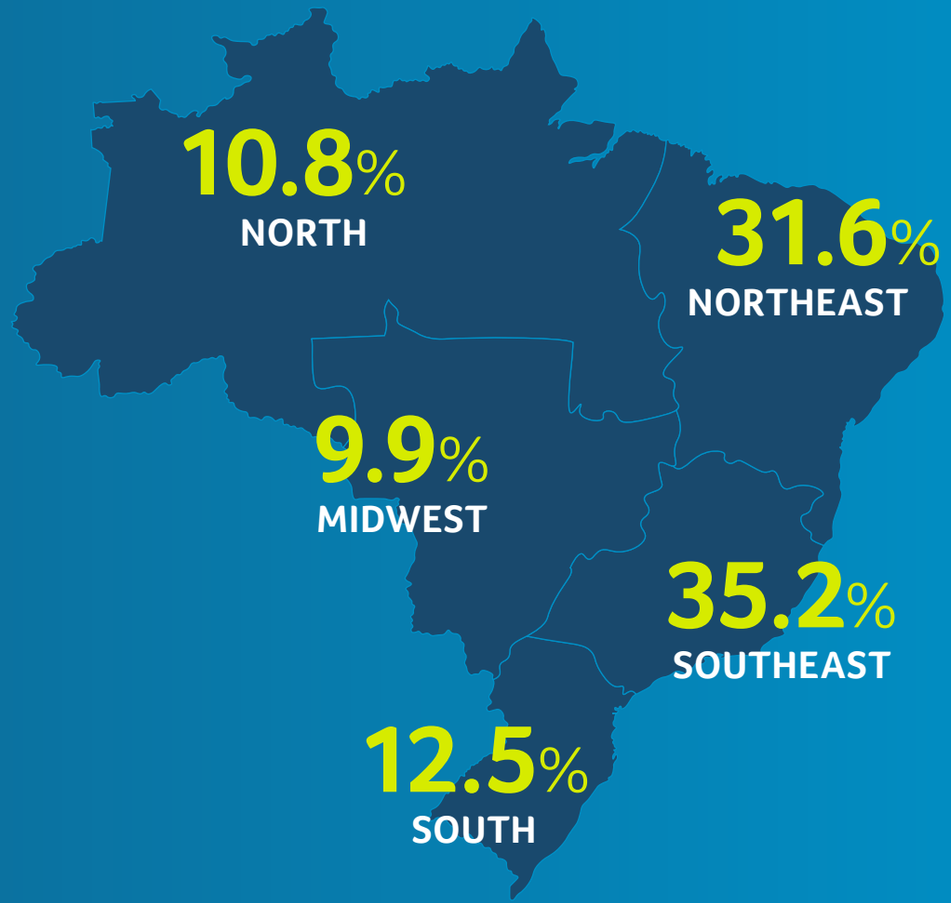
339 Interns
49.6% Women | **50.4%** Men

218 Young Apprentices
54.1% Women | **45.9%** Men

7.0% Under 30 years old

64.9% Between 30 and 50 years old

28.1% Over 50 years old



[1] All active employees at Eletrobras companies work full-time. The information reported considers Eletrobras holding (including Furnas), Chesf, Eletronorte and CGT Eletrosul.

✳ **Access the Indicators Booklet to check the company's complete data and historical evolution.**

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Talent attraction and retention

At Eletrobras, we aim to attract and select talent aligned with our values and commitments. We are guided by a culture that puts life first, values human relationships, and believes that qualified teams drive innovation and competitiveness, contributing to the company's growth.

✳ **Click here to access Eletrobras' Personnel Management Policy.**

PEOPLE AND GOVERNANCE COMMITTEE

The People and Governance Committee (CPES) advises Eletrobras' Board of Directors in making strategic decisions about people.
The CPES is responsible for issues related to compensation, performance evaluation and succession of managers and members of governance bodies.

Click here to access CPES Bylaws in full.

Voluntary and Mutual Dismissal Plans

Throughout 2024, we continued implementing the Voluntary Dismissal Plans (VDPs) outlined in the 2022–2024 Collective Labor Agreement.

By the end of the year, we had laid off 4,030 professionals enrolled in the two PDV programs and 390 enrolled in the PDC.

These phased dismissals are part of our commitment to gradually renew the workforce, ensure operational continuity, and manage knowledge effectively.

✳ **Learn more about our talent attraction and retention actions in the 2024 Annual Report.**

Turnover

In 2024, our turnover rate was 26.54%, an increase of approximately 3.6 percentage points compared to the result of the previous period. This result reflects the transformations of the company, especially regarding the renewal of the staff.

1,361
hires

2,046
dismissals

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Employee Diversity

In February 2024, we established the Diversity and Inclusion (D&I) department to drive strategic initiatives and support different underrepresented groups.

In December 2023, we conducted the company's first Demographic Census, which included the participation of 50% of our workforce. This milestone provided us with valuable information that was integrated into the 2025 strategic planning.

The People with Disabilities (PwD) Inclusion Program was launched in July 2024 to include diverse talents and implement educational actions to combat unconscious biases and ableist attitudes. As part of this process, in December 2024, we opened affirmative action positions and hired 17 PwDs across the country.

✳ **Learn more about our diversity actions in the 2024 Annual Report.**

DE&I RECOGNITION AND COMMITMENTS

Eletrobras' initiatives to promote diversity and inclusion have positioned us, for the second consecutive year, in the IDIVERSA B3, an index that evaluates listed companies with excellence in diversity.

Furthermore, Eletrobras is one of the 14 Brazilian companies recognized by the Bloomberg Gender-Equality Index for its diversity and inclusion practices, which exceed the sector's average.

In May, we received the gold seal "Woman-Friendly Company" from the Rio de Janeiro Women's Secretariat.

Since 2023, we have been signatories of the Pro-Gender and Race Equity Program, which promotes equity in organizations, and the Pact for the Productive Inclusion of Youth, which expands employment opportunities for young people in Brazil.

Maintenance Technician *- Eletrobras Collection*

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Commitment to life

Occupational Health and Safety (OHS) is a top and non-negotiable priority for Eletrobras.

Reinforcing this commitment, we are guided by an **Occupational Health and Safety Policy** and, since 2023, we have had Commitments for Life in Occupational Health and Safety.

In 2024, we launched Eletrobras' new holistic health model, which recognizes the uniqueness of each employee through an integrated and personalized approach to well-being promotion.

We also created working groups and expanded OSH governance forums to discuss priority topics, such as the promotion of a health and safety culture and lessons learned from incidents.

Over the past year, we have restructured the OHS (Occupational Health and Safety) learning path to encompass a broader range of areas and topics related to operational safety, and we have conducted related workshops with suppliers.

Management System

With the company's restructuring and the creation of the Occupational Health and Safety Department in 2023, we began implementing an Occupational Health and Safety Management System (OHSMS) in phases across all Eletrobras companies, covering both employees and third parties.

Currently, 11 hydroelectric plants operated by Eletrobras Chesf run an OHSMS based on ISO 45001. This system is integrated into the organization's processes, enabling continuous planning, execution, monitoring, and improvement of workplace conditions and environments, always aligned with the corporate strategy.

Accident reduction

In 2024, we recorded an accident frequency rate of 1.95 for our own staff, representing a 42.9% reduction compared to the previous year.

This figure is a result of our initiatives focused on operational health and safety, a priority for the company.

✳ **Learn more about our operational health and safety actions in the 2024 Annual Report.**

Work-related injuries and diseases

	2023	2023	2024
Frequency of Lost-Time-Accidents (LTA) – (lost-time accidents/man-hours worked)	2.65	2.15	0.75
Frequency rate (FR) – (accidents/man-hours worked)	3.74	3.42	1.95
Severity Rate (SR) – (days lost/man-hours worked)	1,197.11	63.92	394.39

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Government relations and advocacy

Government relations are essential to our good governance and to maintaining strong partnerships. They allow us to identify and monitor the impacts of legislation and public policies on our business, the economy, the environment, and people.

The Institutional and Government Relations department at Eletrobras engages with associations, companies, and civil society organizations to build transparent relationships, reduce risks, and promote sustainability in the sector.

In 2024, we published the **Institutional and Government Relations Policy,** which guides our engagement with different sectors of society. This policy aims to defend our business interests and support the development of a regulatory framework for the sustainable growth of Brazil's electric power sector.

Throughout the year, we actively participated in legislative proposals aligned with the green agenda in Congress, especially those related to our decarbonization journey. A key highlight was our contribution to the revision of the Low-Carbon Hydrogen Bill.

Our engagement with external stakeholders includes institutional presentations that emphasize the company's importance in the electric sector. Internally, we have working groups that analyze legislative proposals. These groups bring together professionals from different areas to contribute multidisciplinary perspectives to our government relations efforts.

✳ **Learn more about our government relationships in the 2024 Annual Report.**

COFFEE WITH THE AUTHORITIES

For the first time, we held two relationship-building meetings with public agents, designated as 'Coffee with the Authorities.' This event is the result of the work of Eletrobras's Institutional and Governmental Relations management.

The first edition focused on the theme of 'green hydrogen,' highlighting Eletrobras as an experienced producer of H_2V. Participants engaged in dialogue on the topic, in order to inform their opinions regarding the Legal Framework, currently under discussion in the Senate and the Chamber of Deputies.

The second meeting addressed issues related to climate change, adaptation and mitigation actions, in alignment with the company's climate commitments.

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Responsible supply chain

With the aim of expanding our positive impact beyond the boundaries of our business, we have established a partnership relationship with suppliers, based on ethics, integrity, transparency, and sustainability.

Our supply chain is primarily composed of companies from the technology, IT, telecommunications, engineering, manufacturing, transportation, resale, electrical power equipment, diverse consulting, and cleaning and security services sectors.

By the end of 2024, we had 3,421 suppliers contracted by Eletrobras companies.

Supplier Evaluation

In July 2024, we began to include ESG criteria in the analyses for supplier registration, with disqualification in the criteria of compliance, human rights, environment, and occupational health and safety.

In 2024, we published the 2nd edition of the Eletrobras Supplier Code of Conduct, in order to consider the company's new contracting model and detail supplier evaluation criteria.

Throughout the year, we assessed 395 suppliers as critical in relation to the risks of child labor, slave labor, or conditions analogous to slavery. General service providers with labor allocated at Eletrobras are considered more susceptible to the risks in question.

Environmental and climate due diligence

Since 2021, we have conducted environmental due diligence of suppliers, assessing practices related to climate change, water, biodiversity, waste, and legal requirements. Based on a questionnaire, we provide diagnostics and improvement actions. In 2024, we initiated a project focused on developing decarbonization solutions, with the aim of assisting our suppliers and customers in their climate strategies.

✳ **Learn about our value chain management actions in the 2024 Annual Report.**

SUPPLIES

Our wide portfolio of assets requires constant inputs, such as equipment, materials and services. With the creation of the centralized Supplies area, we have specialized teams to consolidate demands and negotiate with the supplier market in a broad and organized manner, generating financial gains, meeting deadlines and quality in materials and services.

SHARED SERVICES CENTER (SSC)

The implementation of a new Shared Services Center (SSC), located in Recife (PE), allowed us to consolidate activities in the areas of Finance, Human Resources, Infrastructure, Security and Technology, optimizing processes, improving the level of service to users and reducing administrative costs.

Contents
Foreword
Eletrobras
Corporate Governance
Excellence Performance
Climate Strategy
Innovation and Technology
Environment
Community Engagement
The Energy of People
Value Relationships
Appendices

Credits

Eletrobras – Centrais Elétricas Brasileiras S.A. provides several channels for communication with stakeholders.

CORPORATE INFORMATION
Website: eletrobras.com
Facebook: facebook.com/Eletrobras
YouTube: youtube.com/user/SistemaEletrobras
Twitter/X: @Eletrobras
Instagram: @eletrobrasoficial
LinkedIn: linkedin.com/company/eletrobras/

OMBUDSMAN
www.eletrobras.com/ouvidoria
ouvidoria@eletrobras.com

WHISTLEBLOWING CHANNEL
https://relatoconfidencial.com.br/eletrobras/index_en.html
If you have any questions about our Integrity (Compliance) Program or its related policies or guidelines, please write to dcci@eletrobras.com

INVESTOR RELATIONS (IR)
Website: https://ri.eletrobras.com/en/
Contact our IR department: invest@eletrobras.com
IR Ombudsman: ombudsman-ri@eletrobras.com

If you have any questions about technical terms used in this report, please refer to the Eletrobras Power Sector Glossary

SUSTAINABILITY CHANNEL
Dedicated to addressing requests for ESG information:
https://eletrobras.com/en/Paginas/Sustainability.aspx

CHANNEL FOR COMMUNICATIONS RELATING TO THIS REPORT
sustentabilidade@eletrobras.com
This Annual Report is the result of the effort of the Eletrobras companies team. We thank everyone for their participation and commitment

GENERAL COORDINATION
Governance, Risks, Compliance and Sustainability Officer
Sustainability Officer
ESG Management Executive Management
Performance Management and Reporting

EDITORIAL GROUP
Communication Officer
Executive Management of Special Communication Projects
Management and Collection of Sustainability Indicators
IGS System

PHOTOGRAPHS
Eletrobras' Image Collection
Adobe Stock

WRITING, GRI CONSULTING, EDITORIAL COORDINATION AND PROJECT MANAGEMENT
Ricca Sustentabilidade

GRAPHIC DESIGN AND LAYOUT
Ricca Sustentabilidade

Eletrobras