

2025 Sustainability Report

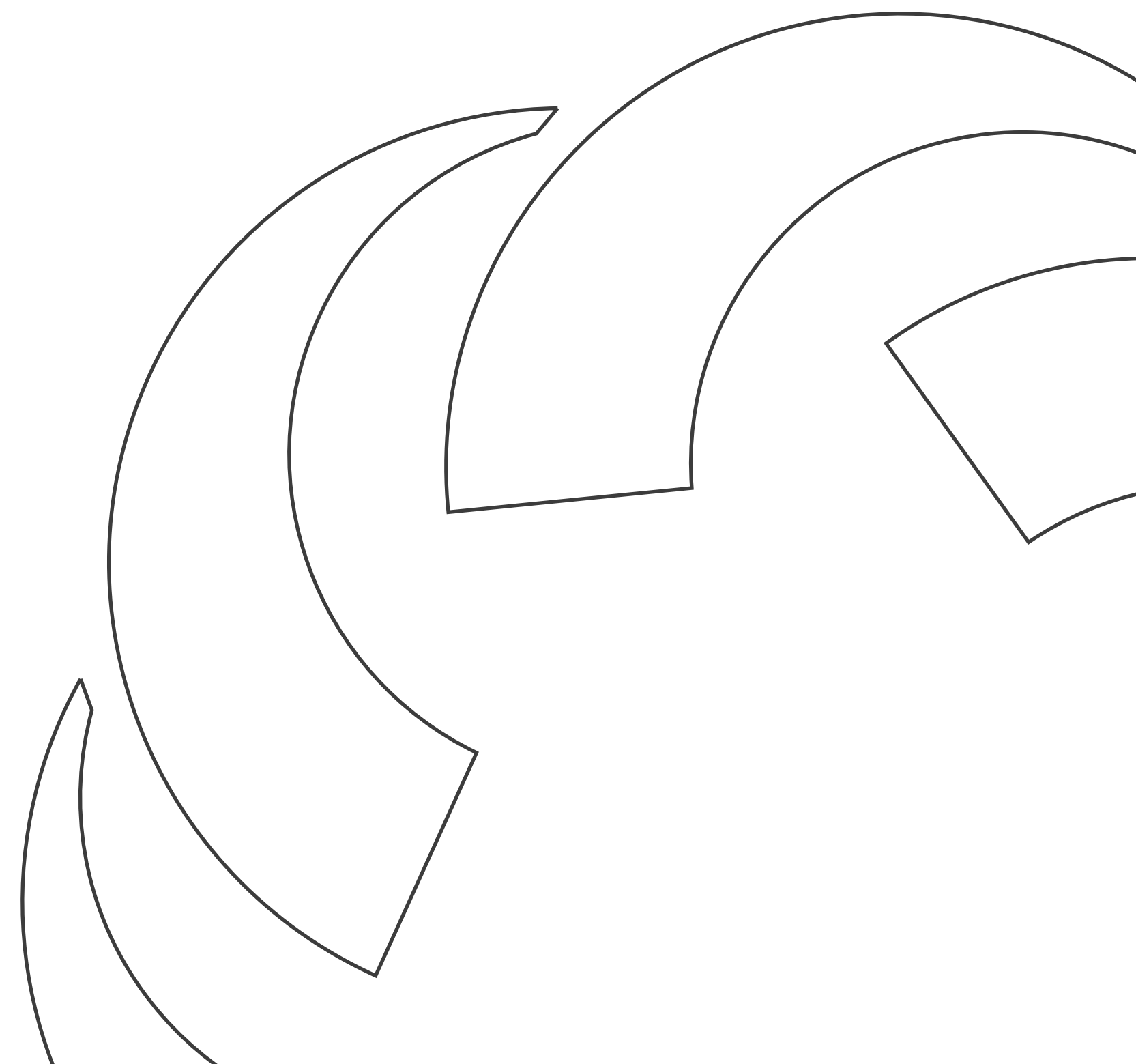
Smart solutions
for the future
of energy.



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About the report

GRI 2-1 | 2-2 | 2-3

We present our second sustainability report, prepared in accordance with the standards of the Global Reporting Initiative (GRI). In it, we show how Brasol has evolved its business model throughout 2025, reflecting decisions, progress, and lessons learned.

The report also references the Sustainable Development Goals (SDGs) and the Principles of the United Nations (UN) Global Compact.

In doing so, we reinforce our commitment to transparency and to the continuous evolution of our management, showing how strategy, governance, and operations connect to sustain the company's growth and generate shared value.

The data and content gathered in this report cover the period from **January 1 to December 31, 2025** and encompass the operations of Brasol Participações e Empreendimentos S/A, focusing on the topics most relevant to the business and its stakeholders.

The information in this report was consolidated by the ESG area, with support from other areas and the involvement of leadership, taking into account the ESG strategy and the material topics defined in 2024. The content underwent internal validation processes and was approved by Brasol's Executive Board.

We invite you to explore these pages and understand how Brasol has been advancing, together with its stakeholders, to deliver more efficient solutions and contribute to a more sustainable, resilient electric system that is ready for the future.

Matheus Mendes
Performance
Coordinator

João Freitas
O&M
Manager

Jordan Matos
O&M
Specialist



For questions, suggestions, or additional information, please contact:
sustentabilidade@brasol.co



This set of advances reinforces Brasol as an energy solutions platform that integrates infrastructure, financial intelligence, and asset management to enable the transition to a more efficient, resilient, and sustainable electric system.



Ty Eldridge
CEO (Chief Executive Officer) and interim CFO (Chief Financial Officer)

David Betancur Gómez
COO (Chief Operating Officer)

Brasol Founding Partners

Message from leadership

GRI 2-22

Brasol underwent a significant shift in the way it grows.

In 2025, **we prioritized the acquisition and management of operating assets, expanding our control over performance and risk.** This shift brought more consistency to the business and required adjustments to our structure and the way our teams operate. As a result, we advanced the integration of intelligence, operations, and financial structuring, strengthening our ability to qualify assets, improve efficiency, and generate shared value throughout the investment cycle.

We also expanded our scope of operations, advancing solutions such as batteries and substations in line with the demands of the Brazilian energy sector.

We continue to evolve our governance, strengthening processes and committees that contribute to more consistent and transparent decisions.

Environmental, social, and governance (ESG) aspects have become even more integrated into our management, especially in risk assessment, asset selection, and the conduct of operations.

We believe that **the evolution of the energy sector demands more integrated solutions, with a focus on efficiency, reliability, and a long-term vision.**

Accordingly, we reinforce our commitment to supporting the development of a more efficient and resilient energy infrastructure, capable of supporting the country's sustainable growth.

We remain focused on executing well, continuously improving, and growing with consistency.



More than growing, we evolved the way we generate value

2025 marked the evolution of Brasol's operating model.

We advanced the consolidation of a more structured model, focused on the acquisition and management of operating assets.



Launch of the BSFA and BINV11 funds, expanding Brasol's investment and financing capacity.

Mission to China focused on Battery Energy Storage System, advancing the assessment of energy storage supply chain risks and governance.

Joining ABSAE, strengthening Brasol's presence in the energy storage market.

CEO Ty Eldridge and CIO Carlos Bacha joined ABGD, reinforcing Brasol's institutional positioning in the sector.



Energy Leaders Award 2025
in the energy transition category.



Gold Seal
Brazilian GHG Protocol Program



We strengthened our national presence with **11 O&M centers in 11 states**



344h
OHS Training
for field teams



355h
saved with the
AI Culture Program



24/7
Continuous
Asset Monitoring



+BRL **2.2** bn
Investment
History



+500
Quality
Criteria



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An energy solutions platform



We are Brasol

GRI 2-112-6

From the start, we chose to see energy as a force for transformation.

We were founded with the purpose of enabling solutions capable of accelerating Brazil's energy transition through the development of distributed generation infrastructure.

Throughout our journey, we have expanded our ability to respond to the demands of a constantly evolving market, connecting energy infrastructure, financial intelligence, and asset management in an increasingly structured operation.

More than developing projects, we bring together energy transition solutions, combining power generation and storage, financial structuring, and operational management. In doing so, we strengthen our ability to serve customers, investors, and the electric system with a more integrated, efficient, reliable, and resilient approach.

Jordan Matos
O&M
Specialist





We are experts, collaborators, and inspirers.



Mission

To build efficient energy ecosystems to serve our customers, community, and the world.

Vision

To lead the energy transition in Brazil.



Values

We make it happen

We are relentless in our pursuit of concrete results, taking initiative and taking ownership.

We pursue excellence

We pursue superior quality and continuous improvement in everything we do, setting high quality standards.

We cultivate entrepreneurship

We encourage an entrepreneurial mindset, exploring new ideas and breaking down barriers.

We are collaborative

We value teamwork and effective communication, fostering an environment of cooperation.

We act with integrity

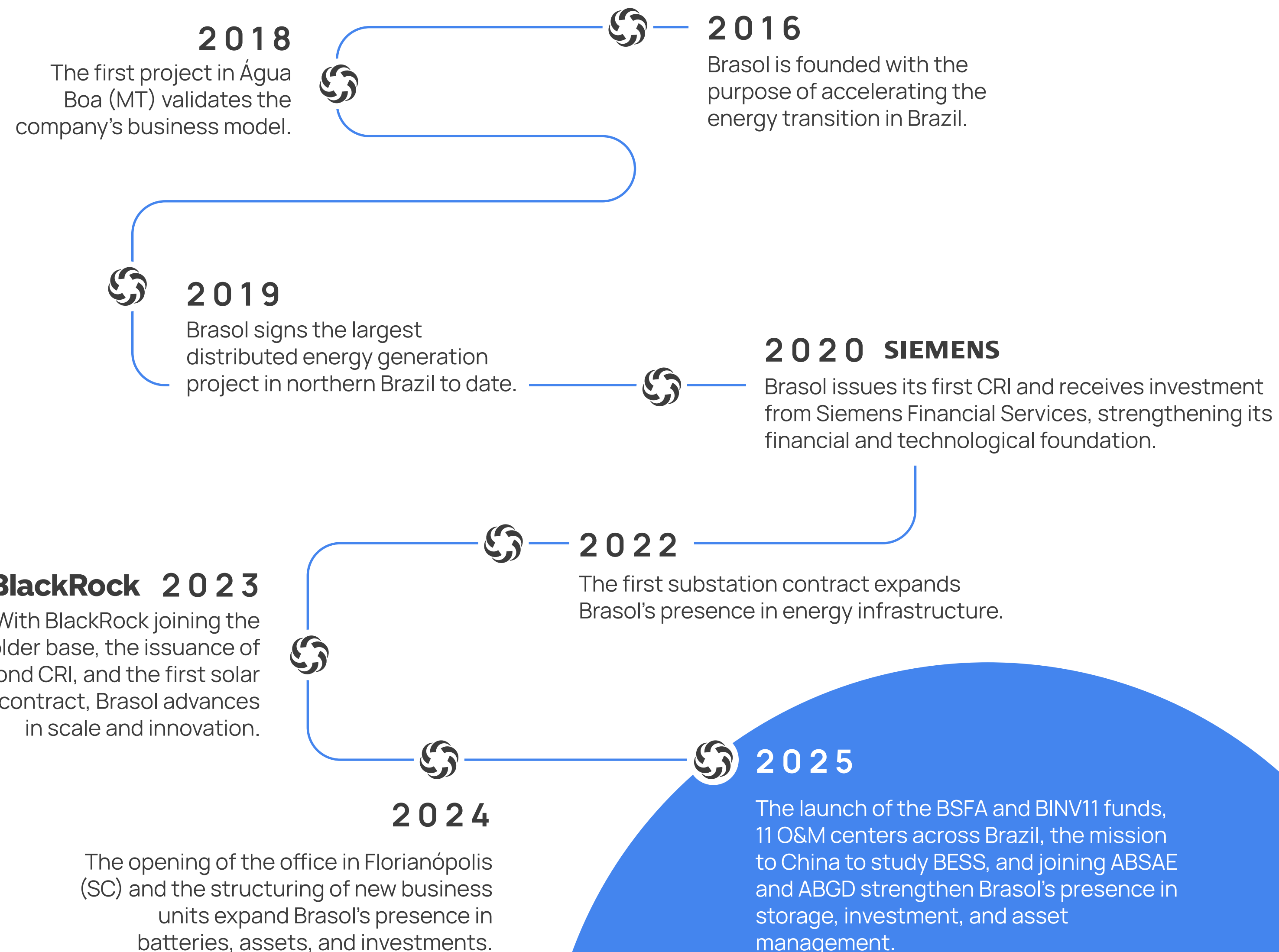
We act with ethics and respect in all our actions and interactions.





The milestones that drove our evolution

A trajectory that underpins today's Brasol: more integrated, more structured, and ready for the present and future of energy.





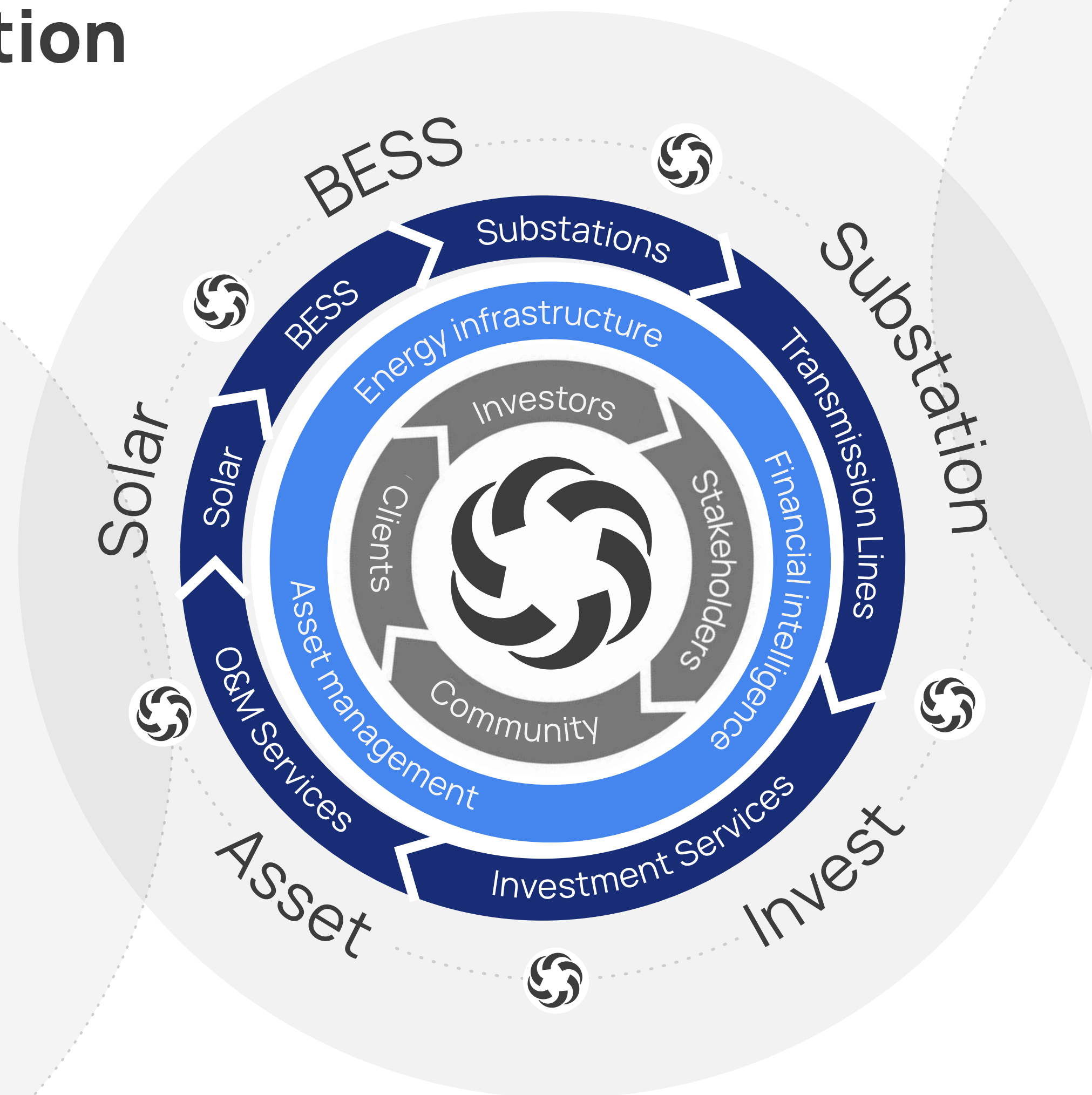
The leading platform in energy transition

GRI 2-6 | 3-3 Innovation for Energy Transition

We organized **our business model** into an **integrated platform** that connects **energy infrastructure, financial intelligence, and asset management**.

We offer integrated, tailored solutions to address the energy challenges of companies and the Brazilian electric system with technical robustness, financial viability, and a commitment to customer experience and sustainability.

In the as-a-service (energy as a service) model, we enable projects with no upfront investment required from the customer and take on the entire operation, delivering immediate savings, reliability, and innovation in every project.



We enable solutions and assets supported by financial intelligence to access capital, accelerating the development, acquisition, and expansion of energy infrastructure.

We operate with a focus on efficiency, agility, performance, and customer experience, through asset management guided by data and operational experience.

We deliver energy-as-a-service models under long-term contracts that guarantee savings, reliability, and predictability for customers and investors.

With agility, experience, and an innovative outlook, we turn structure into value and ideas into concrete achievements.



Brasol[®] Solar

Distributed generation with scale and efficiency

It was in **distributed solar generation** that we began building our presence in energy transition infrastructure.

Today, we offer three distributed generation formats, delivered with integrated development, investment, operation, and management.

Shared solar

A model in which multiple customers share the output of the same plant.

Remote self-consumption solar

Plants located in strategic regions, with energy credited directly on customers' bills, even at a distance.

On-site solar

Systems installed at the point of consumption, offering local generation and greater energy autonomy.

With Brasol Solar, companies across Brazil are safely advancing their transition to a more sustainable, intelligent, and efficient energy matrix.



Brasol® Substations

A direct connection to the future of energy

A portfolio that meets the demands of those who need to grow.



Migration to high voltage, for customers who need to grow and access more robust electrical infrastructure.



Substation modernization, which increases the reliability, efficiency, and performance of the operation.



Acquisition and modernization of existing assets, turning substations into liquidity, predictability, and improved performance.



Capacity expansion, for operations that have come to require more robust infrastructure.



With our **Substations** business unit, we expanded into transmission and distribution infrastructure, one of the main bottlenecks of the energy transition in Brazil.

By bringing our business model to the substations market, we have made infrastructure traditionally associated with high upfront investment more accessible, structured, and aligned with customer needs.

This translates into lower costs and greater predictability, with more quality, reliability, and operational productivity, as well as more robust infrastructure to sustain business growth.



Brasol[®] BESS

Storage for the new energy era



In 2025, we focused efforts on the technical and strategic structuring of this unit, prioritizing project development, preparation to meet demand and capacity auctions, closer engagement with suppliers, and the pursuit of resources and partnerships to enable this new line of business.



With our **Energy Storage** unit, Brasol expanded into one of the most strategic technologies of the energy transition, capable of bringing more flexibility, stability, and intelligence to energy use.

More than just storing energy, this solution enables an agile response to critical demands for consumption, quality, and reliability, for both industrial customers and Brazil's National Interconnected System (SIN).



We generate **value** when:

We reduce energy costs for customers who need to shift consumption and ease demand peaks.

We increase supply quality for operations that require more stability and continuity.

We supplement the power available in regions where the grid can no longer keep up with rising consumption.

We integrate with other solutions for greater resilience in businesses with critical demands.

We support a more flexible electric system, safer and better prepared for greater participation of renewable energy.



Brasol[®] Invest

Structured capital to enable the energy transition

The energy transition requires not only assets and technology, but also access to structured capital capable of enabling projects with efficiency, governance, and reliability.

Financial intelligence has always been at the core of Brasol's business model. It is through Brasol Invest that this capability is structured to connect the financial market, real assets, and growth strategy.

Through this work, we enable funds, capital raises, and investment vehicles aimed at expanding the company's energy solutions platform.

The energy transition requires scale, discipline, and a long-term vision.



Through this work, we enable:

Capital for **new investments** in the energy transition.

Acquisitions and divestments with due diligence and financial structuring.

Investment vehicles suited to different capital and project profiles.

More consistent returns by integrating finance, governance, and operations.

Leonardo Turiani
Investment Specialist



Brasol® Assets

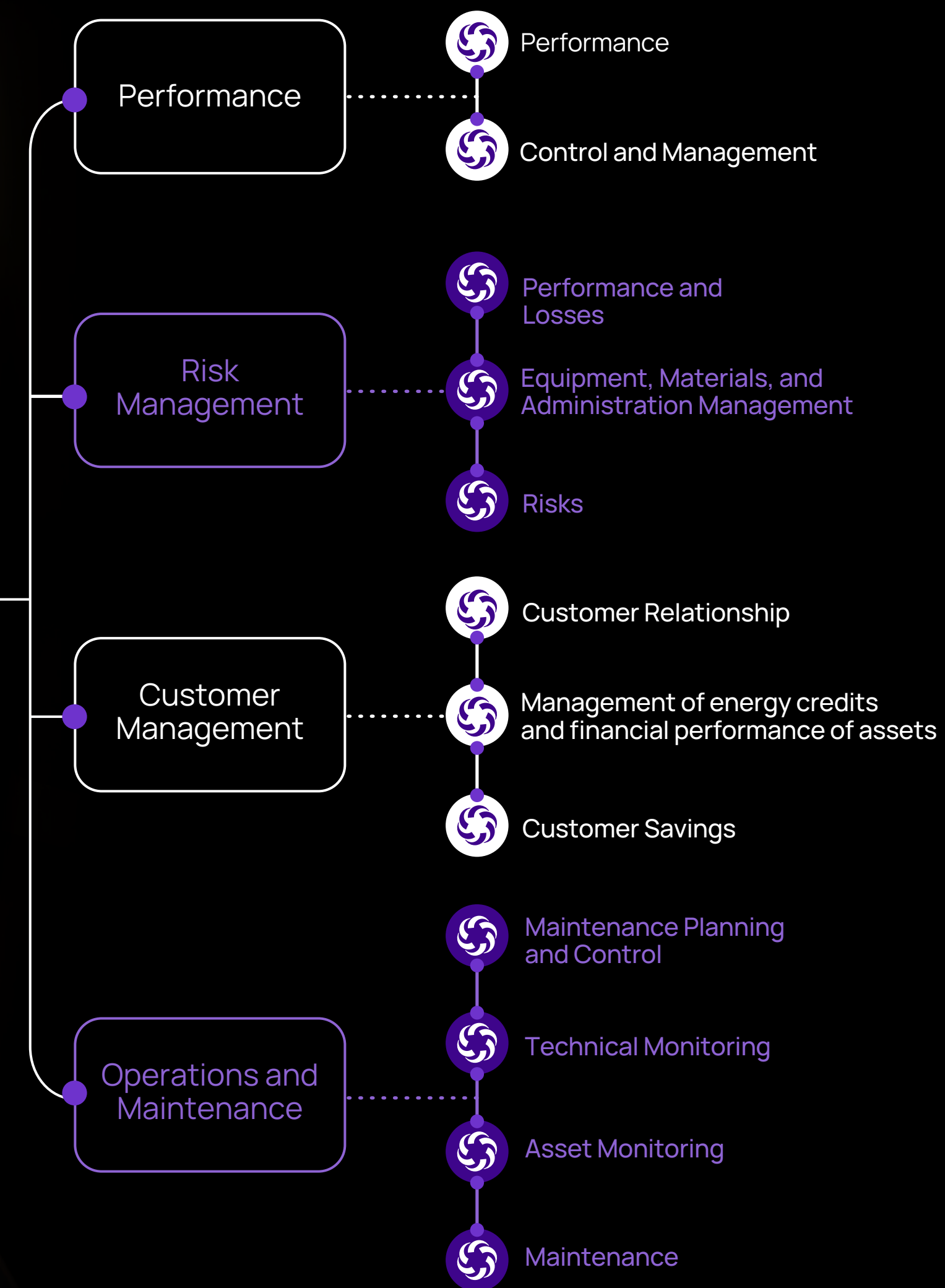
Management excellence for assets that generate value



As we expand our portfolio and territorial presence, the importance of management capable of turning assets into performance, predictability, and value for the customer also grows.

At **Brasol Assets**, the physical and financial management of assets gains an integrated structure, capable of combining prevention, operational intelligence, and customer proximity to sustain performance throughout the asset lifecycle.

Integrated Operations Center



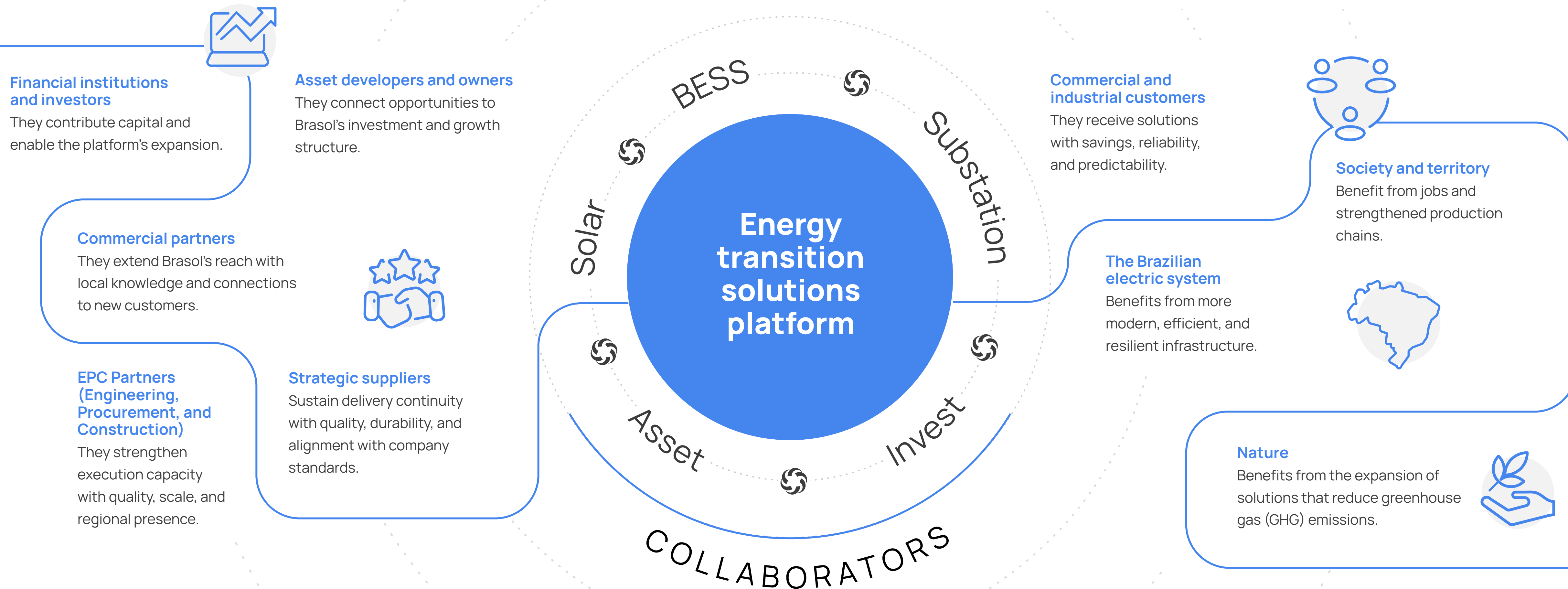


Together, we are building Brazil's energy future

GRI 2-6 | 203-2

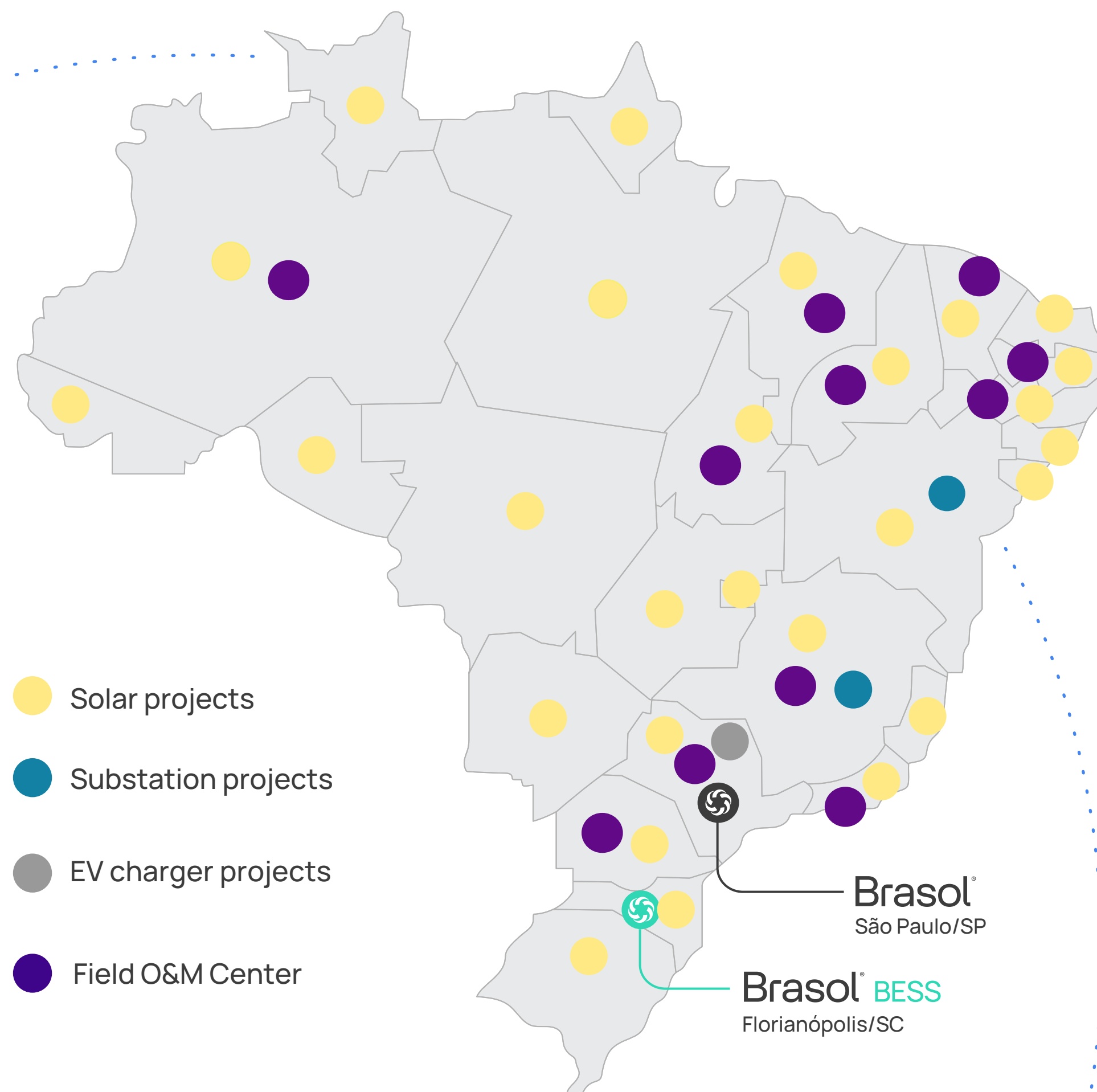
By integrating different partners, assets, and operating capacity, we drive a value chain capable of expanding access to energy solutions, strengthening long-term relationships, and advancing the energy transition across different regions of the country.

It is through this network that Brasol expands its positive impact for customers, investors, territories, the environment, and the country's development.





We are strengthening our national presence



26 States + DF

Presence in Brazil



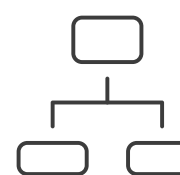
24/7

Continuous
Asset Monitoring



+ BRL **2,2** bn

Investment
History



11

Field Operations and
Maintenance (O&M)
centers with continuous
monitoring, spread across
11 Brazilian states.

Brasol's presence across different regions of the country reflects the consolidation of a platform capable of developing, investing in, operating, and monitoring assets with proximity, efficiency, and long-term vision.

With operations spread across 26 states and the Federal District, 11 field Operations and Maintenance (O&M) centers, and continuous monitoring, we are strengthening a presence that expands our execution capacity, brings the company closer to customers, and sustains an increasingly relevant contribution to Brazil's energy transition.

More than geographic presence, we are strengthening proximity, execution, and impact, while expanding our delivery capacity in a sector that is increasingly strategic for the country.



Ethics and governance: Pillars that sustain growth

Gustavo Santos
Legal Director

Pâmela Ribeiro
Legal Manager and
Compliance Officer



Structured strategy and decisions

GRI 2-9 | 2-12 | 2-13 | 2-23

Brasol's growth is the result of structured decisions, underpinned by stronger governance and aligned with its long-term vision. Amid the transformation of the energy sector, the company has evolved its operating model, strengthening mechanisms that ensure consistency, transparency, and quality in decision-making.

Brasol's governance promotes ongoing alignment between the board and shareholders, allowing strategic decisions to be made collectively and guided by technical, financial, and socio-environmental criteria. In this context, topics related to sustainability and risk management have been incorporated into governance bodies, supporting more robust and responsible choices, particularly as the company advances in asset acquisition and management processes.

The company's operations are guided by a set of guidelines and commitments aligned with international references, which establish clear standards of ethics, transparency, and socio-environmental responsibility. More than a set of structures, Brasol's governance reflects a disciplined, rigorous way of operating geared toward generating long-term value.

At Brasol, governance is the discipline of deciding better, reducing risk, and sustaining long-term value.



David Betancur
Gómez
COO





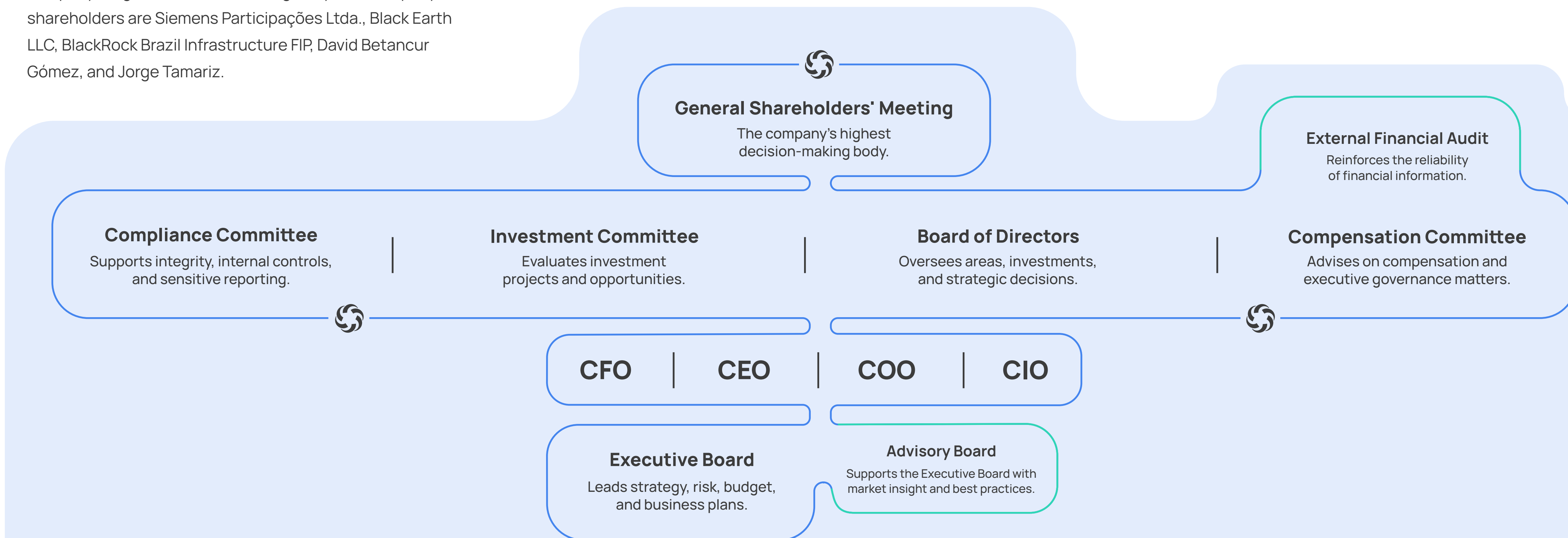
Governance structure

GRI 2-9 | 2-10 | 2-11 | 2-15

In 2025, Brasol's governance structure remained consistent, with the General Shareholders' Meeting as the company's highest decision-making body. The company's shareholders are Siemens Participações Ltda., Black Earth LLC, BlackRock Brazil Infrastructure FIP, David Betancur Gómez, and Jorge Tamariz.

The Board of Directors is made up of seven members, including representatives of the shareholders and founding partners. The chairmanship is held by Ty Eldridge, who is also CEO, interim CFO, and a shareholder. The chair is selected annually on a rotating basis among shareholders with significant stakes. Board member nominations take into account integrity, an unblemished reputation, and experience in the energy sector.

Potential conflicts of interest are mitigated through collective decision-making, the autonomy of the Compliance Committee, and policies that require the identification and formal reporting of sensitive situations. Governance is supported by committees and advisory bodies focused on investment analysis, internal controls, and market best practices.





Management driven by excellence

GRI 2-9

In 2025, Brasol advanced the maturity of its management structure, aligning with the business's evolution toward a model with a greater focus on acquisitions, asset management, and diversification of energy solutions.

The Executive Board leads corporate strategy and coordinates the work of the company's areas and business units, which underwent a shift toward greater verticalization and autonomy. This model reflects the maturity of operations and strengthens the company's execution capacity across its different areas of activity.

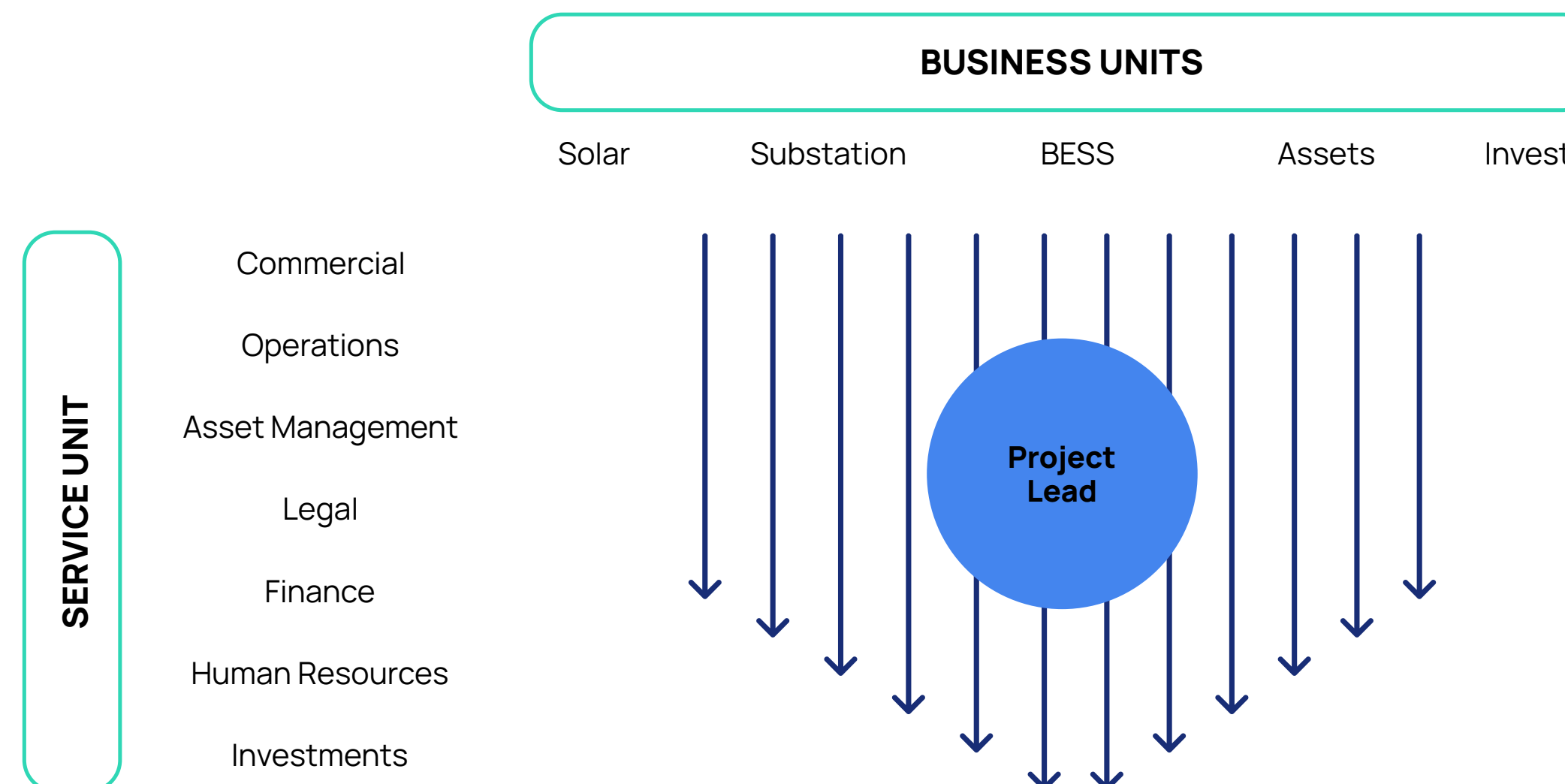
The corporate areas of finance, legal and compliance, ESG, people, procurement, engineering, operations, and technology work in an integrated way to support the executive boards and business development. This combination of specialization, integration, and operational discipline contributes to management that is more efficient, aligned, and prepared to sustain long-term value generation.

Brasol's maturity is reflected in more autonomous business units, integrated areas, and greater operational discipline.



Sophia Corazza
Commercial Director

Wisley Verdadeiro
Market Intelligence Intern





Credibility built on integrity

GRI 2-23 | 2-24 | 205-2

Every year, we strengthen our culture of integrity, maintaining our commitment to conducting business with ethics, professionalism, and responsibility. The company has a **Compliance Plan**, guided by policies, controls, and practices that support decision-making and strengthen the trust of shareholders, employees, customers, suppliers, and other stakeholders.

Coordinated by the Compliance Officer, the Plan acts as a business partner, supporting risk prevention, the dissemination of internal guidelines, and the safe conduct of relationships with stakeholders. The **Compliance Committee** monitors relevant integrity matters, controls, and the reporting of sensitive situations, connecting integrity practices to the company's governance bodies.

In 2025, we strengthened this area's engagement with teams through ongoing initiatives to translate guidelines into simple, accessible practices connected to day-to-day business.

Compliance Plan

Guidelines and policies

- Code of Ethics and Conduct.
- Corporate Integrity and Anti-Corruption Policy.
- Conflicts of Interest Policy.
- Reporting and Non-Retaliation Policy.
- Gifts, Giveaways, Entertainment, Hospitality, and Meals Policy.
- Donations and Sponsorships Policy.
- Policy on Interaction with Public Officials.

Controls and tools

- Internal platform for managing compliance.
- Independent whistleblower channel.
- Records of sensitive interactions.
- Due diligence on customers, suppliers, and partners.

Culture and training

- Mandatory integrity training.
- Short training sessions and Compliance Bites via the internal communication platform.
- Area-specific guidance.

Doing what needs to be done the right way, without skipping steps, is part of how we strengthen credibility in our relationships.



Secure mechanisms and responsible management

GRI 2-16 | 2-25 | 2-26 | 2-27 | 205-3 | 206-1

24/7 SUPPORT

An independent channel for reports, questions, and suggestions, available 24 hours a day, seven days a week, with human support.



Click to learn more. 

INDEPENDENT CHANNEL

Operated by Contato Seguro, accessible via website, app, and phone.

RESPONSIBLE HANDLING

Reports are assessed and handled by the Compliance team, responsibly and with care, adopting corrective measures when applicable.

CONFIDENTIALITY AND ANONYMITY

Ability to report, track the case, and communicate with the company anonymously, if desired.

Brasol maintains structured mechanisms for reporting, assessing, and handling sensitive situations, strengthening transparency and trust in its relationships with employees, third parties, and other stakeholders.

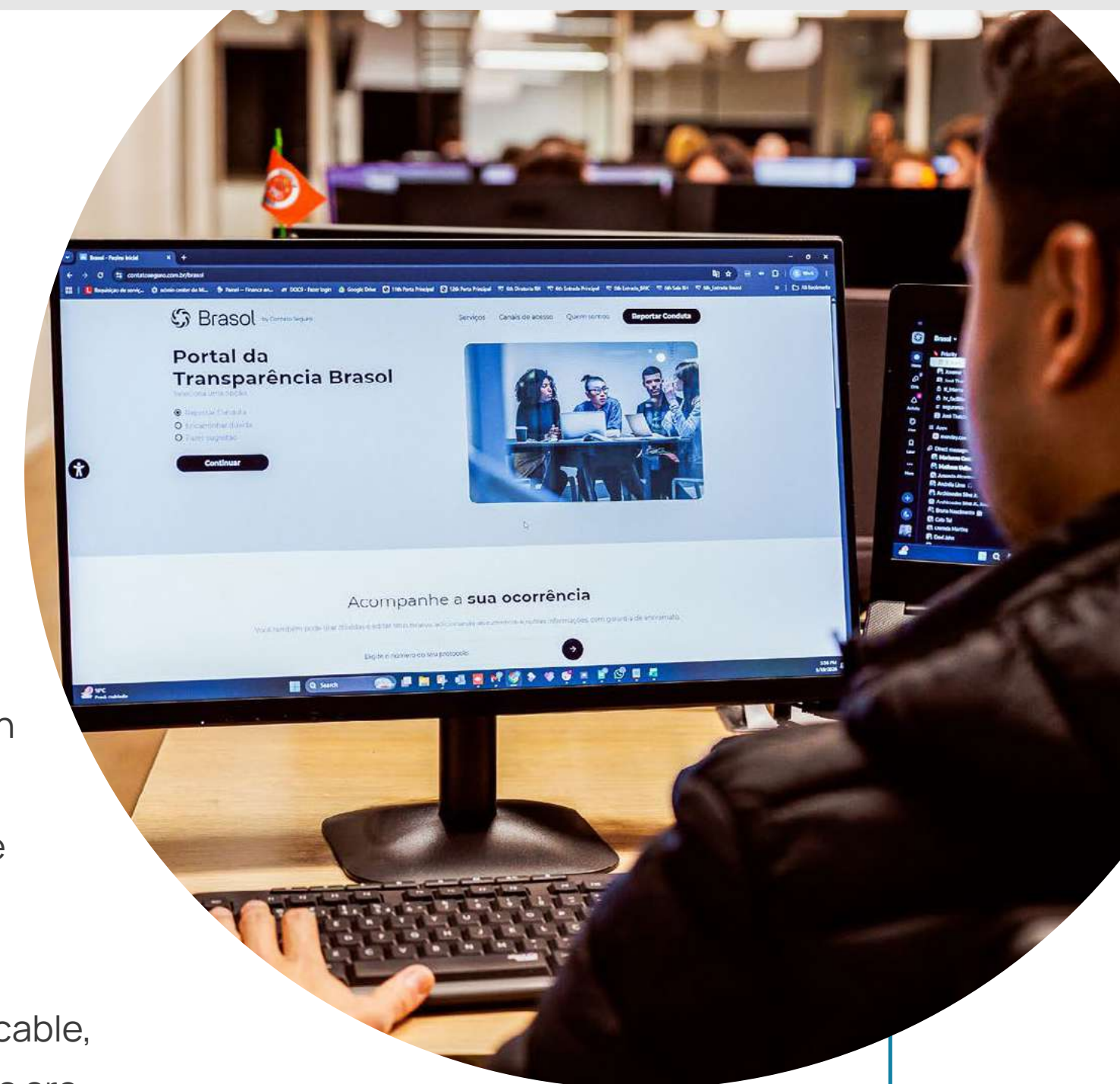
The reporting, suggestions, and inquiries channel has been managed by Brasol's Compliance team since June 2024, using the Contato Seguro platform to log and track reports. This management reinforces the company's commitment to confidentiality, responsible listening, and non-retaliation. In 2025, Brasol advanced its communication about the channel and its guidance to employees, broadening understanding of which situations should be reported and how to use the mechanism safely.

Relevant concerns are assessed by the Compliance area and, when applicable, brought to the Compliance Committee for follow-up. Confirmed situations are addressed with corrective measures and remediation plans commensurate with their severity, contributing to strengthening the culture of integrity and to the continuous improvement of internal processes.

IN 2025

No confirmed cases of corruption, unfair competition, or regulatory violations were recorded.

100% of employees were informed about anti-corruption policies and procedures.





David Betancur Gómez
COO

Ana Carolina Marques
ESG Analyst

ESG Management

GRI 2-12 | 2-13 | 2-24

After a cycle marked by the structuring of policies, procedures, and management foundations, 2025 was the moment to put Brasol's ESG agenda into motion. Throughout the year, we turned guidelines into routines, indicators into management tools, and responsibilities into practices shared across areas.

ESG management is part of the Finance service unit and works cross-functionally, in dialogue with Environment, Health and Safety, People, Supply Chain, Operations, Investments, Legal & Compliance, and other strategic areas. This coordination allows risks, impacts, opportunities, and commitments to

be tracked in a more integrated way, connected to business decisions.

Throughout the year, Brasol increased the visibility of its ESG agenda with its stakeholders, publishing its first sustainability report in accordance with the GRI Standards, improving GHG emissions management, preparing for audits and data validations, and participating in external initiatives and forums.





From structuring to implementation

GRI 2-12 | 2-13 | 2-24

This journey reinforces a management approach that is maturing, where each implementation cycle generates learning, improves data quality, strengthens engagement across areas, and brings the ESG agenda closer to business strategy.

Structuring

In 2024, policies, procedures, materiality, and the ESG management system were organized to guide the company's social, environmental, and governance work.

Consolidation and learning

The year's data, challenges, and lessons strengthen the next management cycle, with a focus on engaging areas, improving indicators, and increasing integration with strategy.



Implementation

In 2025, processes began to be broken down into projects by area, with organized indicators, defined owners, and greater integration among teams.

Visibility

The ESG agenda gained greater exposure through a public report, an emissions inventory, audit preparation, participation in external forums, and dialogue with stakeholders.



ESMS: integrated management of risks and impacts

GRI 2-17 | 2-23 | 2-24 | 2-25 | 2-29

Brasol's Environmental and Social Management System (ESMS) remains the central tool for strengthening risk and impact management in projects and operations. Structured based on the International Finance Corporation (IFC) Performance Standards, the system integrates socio-environmental guidelines, monitoring processes, engagement mechanisms, and continuous improvement practices.

In 2025, its implementation advanced with the organization of socio-environmental indicators and the assignment of responsibilities to the areas involved. This process made the role of data in management more visible. As a result, the indicators began to support the reading of progress, weaknesses, and priorities, helping socio-environmental practices to be monitored more consistently.

Implementation of the ESMS also contributes to building leaders' and teams' knowledge of sustainability, socio-environmental risks, and international performance standards. This maturing process is part of Brasol's journey to strengthen its foundation, improve data quality, expand integration among teams, and turn procedures into management routines.

Policies and procedures

12 socio-environmental guidelines aligned with the IFC Performance Standards.

Risk and impact mapping

Identification of environmental and social risks in projects and operations, guided by the Socio-Environmental Risk Identification and Monitoring Standard.

Plans and management measures

Prevention, mitigation, correction, and improvement actions.

Engagement with stakeholders

Listening, relationship-building, and communication with interested parties in accordance with the Engagement Policy for Stakeholders.

Monitoring and indicators

Tracking of socio-environmental data and performance review, in accordance with the Environmental and Social Management System's Data Input and Monitoring Standard.

Training and culture

Training and ongoing reinforcement to expand engagement across areas.



Topics that guide the ESG strategy

GRI 2-29 | 3-1 | 3-2



CLIMATE CHANGE

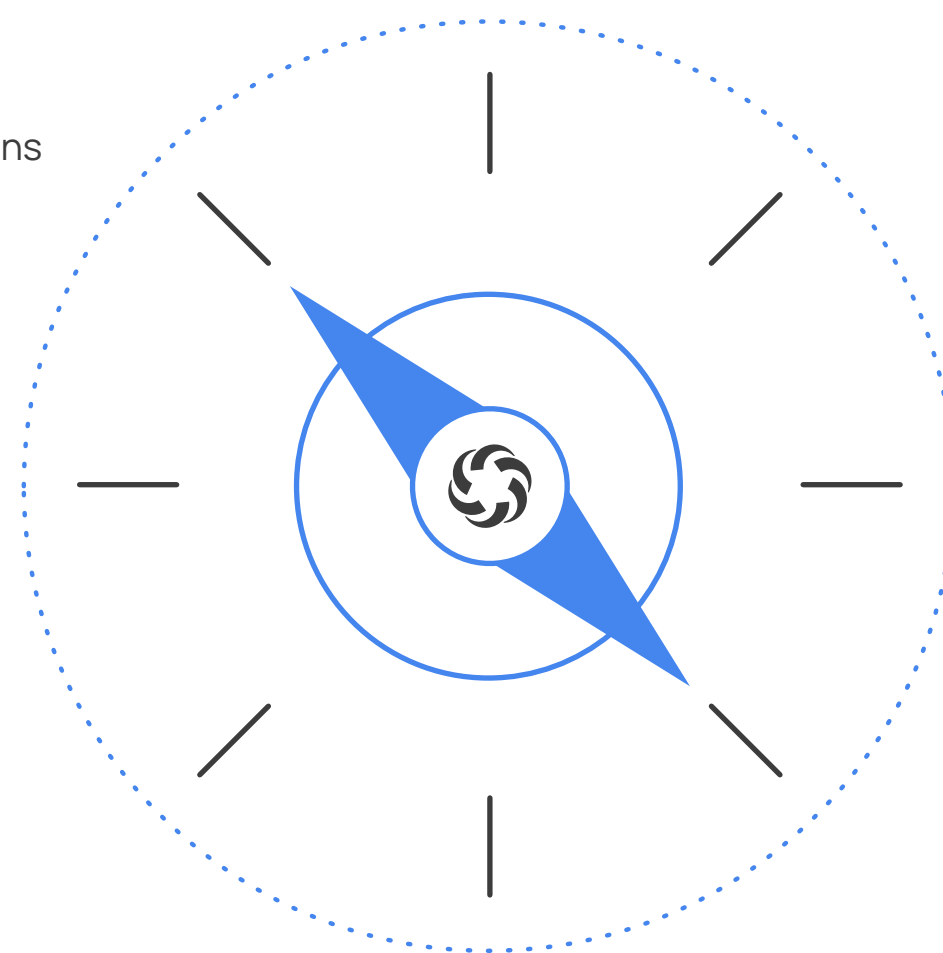
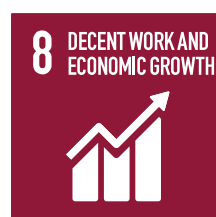
Actions to mitigate and adapt to potential climate change risks for the business.

Management, monitoring, offsetting, and reduction of GHG emissions in operations and the value chain.



CULTURE AND HUMAN DEVELOPMENT

People management through an attraction, retention, and engagement process aligned with the business's strategic objectives, in a harmonious, safe, healthy work environment that encourages and promotes human development skills and potential to achieve accurate results.



SUSTAINABLE SUPPLIER CHAIN MANAGEMENT

Selection, contracting, and relationship management with the supplier chain based on socio-environmental aspects and applicable legislation, in order to identify and mitigate potential risks and impacts.



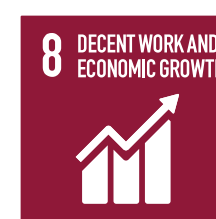
INNOVATION FOR ENERGY TRANSITION

Technological, sustainable, and strategic solutions for the energy transition.



HEALTH, SAFETY AND WELL-BEING

Ensuring employees' health, occupational safety, and well-being as fundamental priorities, through a safe professional environment where everyone feels protected and valued, combined with promoting a culture of accident prevention and care for physical and mental health, with a focus on identifying and mitigating risks in operations and across the entire value chain.



Brasol's ESG management is guided by the material topics defined through a structured process of listening, analysis, and validation carried out in 2024. To arrive at these priorities, the company considered industry trends, ESG references, and the Sustainable Development Goals (SDGs), in addition to listening to internal and external stakeholders, with 75 responses consolidated between April and June 2024. The topics were subsequently validated with senior leadership, ensuring alignment with business strategy and market demands.

In 2025, materiality continued to serve as a reference for rolling out the ESG agenda across areas, supporting the organization of indicators, the prioritization of efforts, and the development of the sustainability report. As Brasol matures its management, the material topics help identify what needs to be maintained, driven forward, and integrated into business decisions, reinforcing an ESG approach that is more objective, cross-functional, and connected to the reality of the company and its stakeholders.

More than a list of priorities, materiality is a management tool, connecting strategy, risks, impacts, and opportunities.



Investment with governance and responsibility

GRI 2-6 | 2-12 | 2-24 | 3-3 Innovation for energy transition

At Brasol, sustainability and investment go hand in hand. At a time of greater focus on market consolidation and the acquisition of assets that are already completed and grid-connected, each opportunity is assessed based on its compliance, its risks, and its ability to generate value safely over the long term.

Guided by the Investment Policy, this process combines technical, financial, regulatory, legal, socio-environmental, and integrity criteria. Analyses are carried out in a multidisciplinary way, with support from specialized areas, and submitted to the relevant governance bodies, including the Investment Committee.

Due diligence supports the identification of risks, non-conformities, and adjustment needs before the final decision. When necessary, the points identified are converted into action plans,

corrective measures, and investment estimates, allowing for a more complete assessment of the asset's feasibility and safe integration.

This model strengthens the quality of capital allocation, reduces integration risks, and helps ensure that assets brought into Brasol's platform sustain performance, compliance, and shared value generation.

IN 2025



We raised **BRL 540 million** across two Real Estate Investment Funds (FIs): BINV11 and BSFA.



We raised BRL 400 million through a debenture, in partnership with Bradesco, for project investments.

Investment governance turns due diligence into safer decisions and more resilient assets.

Investment decision process

Brasol[®] Invest





Sustainable supplier chain management

GRI 2-6 | 3-3 Sustainable supply chain management

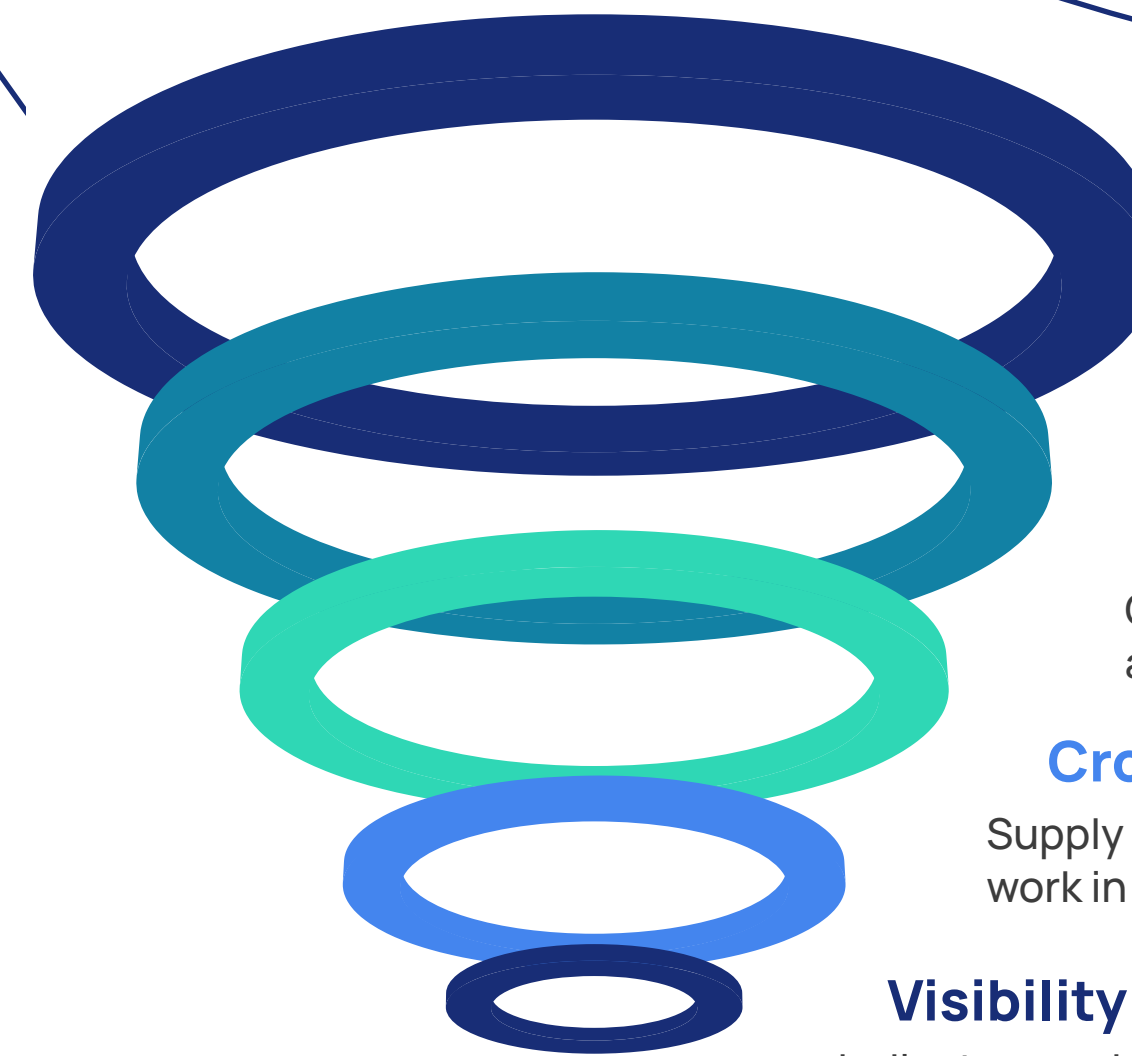
The supplier chain plays a strategic role in Brasol's ability to deliver energy solutions with quality, safety, and responsibility. It brings together EPC contractors, suppliers of equipment and technical materials, operational service providers, transportation and logistics companies, and specialized corporate suppliers, all essential to project execution and operational continuity.

In 2025, we advanced the centralization and standardization of registration, pre-qualification, and contracting processes, strengthening integration between Supply Chain, Compliance, ESG, and technical areas. The new model organizes supplier onboarding into a single database, with self-registration, data verification, and pre-registration before entry into the ERP.

For strategic suppliers, requirements such as acceptance of the Code of Ethics, health and safety documentation, sustainability criteria, technical qualification, and commercial assessments are now considered before contracts move forward. This advance increases traceability, reduces rework, and strengthens risk management across the chain.

In this way, we seek to strengthen an integrated value chain, with suppliers and partners aligned with our standards of ethics, safety, quality, and sustainability, contributing to more transparent and lasting relationships.

From registration to responsible qualification



Single entry point

Suppliers begin registration in a centralized database, with self-registration and data verification.

Pre-qualification

Information and documents are reviewed before the supplier is entered into the ERP.

Minimum requirements

Criteria for compliance, sustainability, health and safety, and technical capability guide the process forward.

Cross-area integration

Supply Chain, Compliance, ESG, and technical areas work in a connected way to assess suppliers.

Visibility for management

Indicators and dashboards support the tracking of pending items, status, and improvement opportunities.

IN 2025, we advanced in scale and control.



More than 1,600 items registered in the materials database, with categories, subgroups, and technical specifications.



Development of indicators to track suppliers, pending items, and qualification status.



Evolution of the ERP and dashboards to increase traceability, integration, and decision-making.



Cristiano Novais
Operations Supervisor

Climate and environmental efficiency: Performance that generates value



Integrated environmental management for our assets

We integrate climate strategy, environmental management, and asset efficiency to reduce impacts, anticipate risks, and strengthen the environmental and operational performance of our energy solutions.

Brasol's environmental management follows the evolution of its business model and the company's growing maturity in operating energy assets. In 2025, we advanced the integration of climate, environment, and operational efficiency, strengthening due diligence, monitoring, and impact management processes throughout the project lifecycle.

This work combines emissions measurement, climate risk analysis, monitoring of environmental conditions, responsible use of natural resources, and waste management. Beyond meeting legal requirements, we seek to turn environmental data and processes into support for safer decisions, more resilient assets, and better-performing energy solutions.

With a preventive, data-driven approach, we are expanding our ability to reduce impacts, anticipate risks, and sustain environmental and operational value in the territories where we operate.



Climate strategy

GRI 3-3 Climate change



We combine the management of GHG emissions, risk analysis, and energy transition solutions with more efficient, resilient infrastructure.

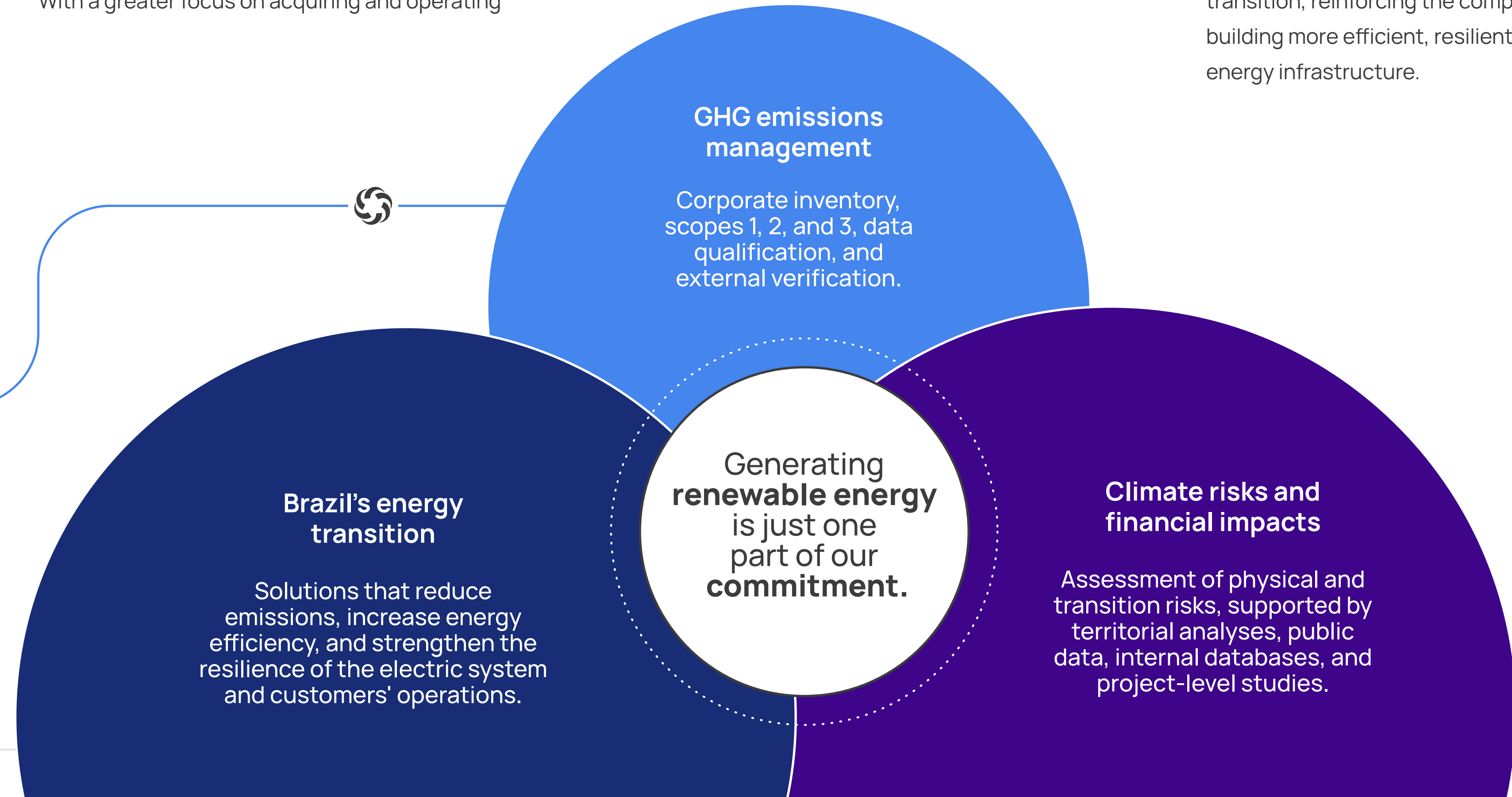
In a country that needs to expand its energy supply while also making its infrastructure more resilient, Brasol understands that the energy transition requires more than new assets. It requires management, efficiency, reliable data, and the ability to anticipate risks.

This vision became even more relevant in 2025. With a greater focus on acquiring and operating

assets already connected to the grid, climate strategy began to engage more directly with the quality of due diligence, the analysis of environmental and climate risks, operational reliability, and the performance of the solutions delivered to customers. Asset management strengthens this agenda by connecting operational

data, prevention, and efficiency to asset protection and the continuity of energy solutions.

As such, Brasol's climate strategy continues to evolve, combining emissions measurement, risk analysis, and solutions that contribute to customers' energy transition, reinforcing the company's role in building more efficient, resilient, low-carbon energy infrastructure.





GHG emissions management

GRI 305-1 | 305-2 | 305-3 | 305-4 | 305-5

Since 2023, we have carried out GHG emissions inventories based on the GHG Protocol guidelines, covering scopes 1, 2, and 3. With each cycle, we improve data collection, traceability, and consistency, deepening our understanding of our climate footprint.

In recognition of this process, the company earned the Gold Seal in the Brazilian GHG Protocol Program for its 2025 base-year inventory, reinforcing its commitment to transparency and consistency in disclosing climate information.

Changes in GHG emissions between periods directly reflect changes in the company's operating model and data management.



In **Scope 3**, we observed a significant reduction, associated with lower intensity of construction and logistics activities, in line with the shift toward managing assets already in operation.



In **Scope 2**, the change is related to the expansion of the operational structure, with a proportional impact on electricity consumption.



In **Scope 1**, the increase observed results from the recognition of emissions associated with land-use change on assets added to the portfolio, in accordance with GHG Protocol guidelines. This directly impacted GHG emissions intensity.



GHG emissions in tCO₂e by scope*.

GRI 305-1, 305-2, 305-3

	2023	2024	2025
Scope 1	3,282.3	0.1	3,808.9
Scope 2 (location-based approach)	2.4	6.2	7.1
Scope 3	461.0	1,051.2	268.1
Total Emissions	3,745.7	1,057.5	4,084.2
Biogenic Emissions	40.9	99.2	27.7

*Figures have been rounded for clarity. All Greenhouse Gases were considered in the inventory, covering emissions from Brasol's projects and units.

Intensity of total GHG emissions in tCO₂e per revenue and MWh of energy generated.

GRI 305-4

	2023	2024	2025
Emissions intensity per revenue (total scope emissions tCO ₂ e/BRL million)	19.73	1.14	7.08
Emissions intensity per energy generated (total emissions tCO ₂ e/MWh generated)	0.12	0.01	0.01

[For more information, access the public record here.](#)



Changes in GHG emissions

GRI 305-1 | 305-2 | 305-3 | 305-5

Analysis by category provides a deeper understanding of the factors that influenced emissions during the period, complementing the scope-based view and highlighting the effects of changes in Brasol's operating model.

GHG emissions in tCO₂e by category and variance analysis*.

Category	2024	2025	Variation
Land-use change	0.10	3,808.98	N/A
Electricity	6.17	7.12	+15%
Capital goods	415.14	130.24	-69%
Transportation and distribution	544.69	34.79	-94%
Operational waste	1.79	1.79	0%
Business travel	31.85	37.38	+17%
Employee commuting	57.70	63.93	+11%
Total	1,057.44	4,084.23	+286%

*Figures have been rounded for clarity. All Greenhouse Gases were considered in the inventory, covering emissions from Brasol's projects and units.



Key changes in the 2024/2025 cycle

Land-use change

The increase in Land-use change is associated with the addition of new assets to Brasol's portfolio. Emissions from authorized vegetation removal were accounted for conservatively, in accordance with GHG Protocol guidelines.

Capital goods

Reduction resulting from lower construction intensity and methodological improvements.

Transportation and distribution

Significant drop in line with fewer construction works following the change in business model.

Electricity (Scope 2)

Change related to the expansion of the operational base, with a new office in Florianópolis - SC.

Travel and commuting

Moderate increase with the expansion of operational activities.

Operational waste

Stable throughout the period.

Employee commuting

Growth associated with the expansion of the operational structure and the inclusion of new units in the calculation base.

The variations observed reflect the transition of Brasol's business model and reinforce the importance of analyzing emissions together with the company's operational and strategic context.



Avoided emissions

GRI 203-2

Avoided emissions show, in numbers, how Brasol's solutions contribute to low-carbon energy infrastructure.



HOW WE GENERATE POSITIVE CLIMATE IMPACT

Energy solutions

Solar generation, substations, storage, and asset management.

Renewable energy and efficiency

Less reliance on more carbon-intensive sources and better use of the energy generated.

High-performing assets

Monitoring, preventive maintenance, vegetation control, and rapid response to failures reduce losses and preserve expected generation.

Avoided emissions

Measurement of emissions avoided through energy generation at solar plants and of the positive climate impact delivered to customers and to Brazil's energy transition.



Avoided emissions in 2025

130,177.74 tCO₂e

Change versus 2024

83%

Cumulative avoided emissions (2022-2025)

213,342.67 tCO₂e

There was an increase in operating power generation projects and a decrease in under-construction projects that generate GHG emissions.

CARBON CREDITS

In 2025, we assessed the potential and feasibility of carbon credit projects, broadening our view of new ways to connect climate impact with shared value generation.





Physical climate risks under management

GRI 201-2 | 3-3 Climate change

We recognize that extreme weather events can affect infrastructure, asset performance, operational safety, and continuity of generation. That is why we maintain processes for identifying, assessing, and monitoring physical climate risks, integrated with environmental governance, the ESMS, and investment decisions.

Our protocol combines historical data, public information, territorial databases, internal assessments, and, when applicable, insurer data, helping to map vulnerabilities and guide prevention and adaptation measures.

In 2025, with a greater focus on acquiring and operating assets already connected to the grid, this analysis became even more relevant. Climate assessment began to support due diligence, the integration of new assets, the definition of preventive plans, and the monitoring of mitigation measures, strengthening Brasol's ability to protect invested value and reduce environmental and financial impacts.



Physical risk

Flooding and heavy rain



Fires and drought



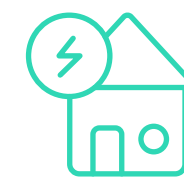
Landslides



Rising temperatures



Strong winds



Impact

Can cause damage to infrastructure, blocked access routes, and the need for adjustments.

Can cause damage to assets, operational disruptions, and impacts on nearby areas.

Can compromise infrastructure and access to assets.

Can reduce the performance of inverters, PV modules, and transformers.

Can affect structures, foundations, fasteners, and system components.



Preventive measures

Territorial analysis, hydrological studies where applicable, drainage and runoff systems, and ongoing maintenance.

Periodic mowing, vegetation control, regular inspections, alert traceability, and response protocols.

Assessment of area susceptibility, siting in lower-exposure locations, and ongoing maintenance.

Performance monitoring, preventive module cleaning, and loss tracking.

Proper structural sizing, inspections, and maintenance of fastening elements.

IN 2025, t h e r e w e r e



209 projects analyzed across **167** municipalities.



85% low risk
15% medium risk



31 projects classified as medium risk, of which **15** are associated with fire risk and **16** with flood, landslide, or combined-event risks.





Transition risks and climate opportunities

GRI 201-2 | 3-3 Climate change



Transition risks monitored

Regulation and market:

changes in distributed generation, grid connection, auctions, tariffs, and incentives can affect project attractiveness.

Capital and climate transparency:

investors and lenders demand more governance, auditable data, and evidence of climate impact.

Customers and competitiveness:

growing demand for solutions with efficiency, reliability, reduced emissions, and cost predictability.

Technology and climate markets:

technological developments and uncertainties around carbon credits require ongoing updates and feasibility analysis.

Transition risks are related to regulatory changes, customer and investor expectations, technological developments, access to capital, and shifts in the Brazilian electric system. For energy companies, these factors can affect costs, project attractiveness, contracts, investment strategies, and business models.



Climate opportunities

Acquisition and management of operating assets:

greater predictability, lower deployment risk, and faster value generation.

ESG governance and measurable impact:

traceable data, avoided emissions, and climate management that strengthen due diligence, fundraising, and trust.

Integrated solutions for the energy transition:

solar, substations, storage, capital, and asset management enable the transition.

New paths to climate value:

storage, digitalization, and carbon credit studies expand possibilities for future innovation and monetization.

In 2025, the sector's evolution and changes in the regulatory environment reinforced the importance of an increasingly adaptable business model. In this context, Brasol began focusing more on acquiring and operating assets already connected to the grid, strengthening project predictability, capital allocation discipline, and the ability to generate value in a changing market.

At the same time, the transition to a low-carbon economy and growing demand for energy

security create concrete opportunities for the company. The combination of solar generation, substations, storage, financial intelligence, and asset management enables us to help customers reduce emissions, improve energy efficiency, and build more resilient infrastructure.

Climate management guides strategic choices by reducing risk exposure, strengthening the business's adaptability, and expanding opportunities for value in the energy transition.



Operational efficiency and asset resilience

GRI 201-2 | 3-3 Climate change

Preventing failures, reducing losses, and responding quickly to critical events is part of how we protect the environmental and financial performance of our assets.

Challenge

Energy assets are exposed to risks that can compromise generation, safety, and operational continuity, such as technical failures, weather events, dry vegetation, fires, heavy rain, performance losses, and unplanned shutdowns.

Our response

Management of operating assets focuses on prevention, data, and field presence. In 2025, this model became even more relevant as Brasol placed greater focus on acquiring and operating assets already connected to the grid.

How we operate

Continuous monitoring of assets, with technical, property, and event tracking.

Performance analysis to identify deviations, losses, and opportunities for correction.

Preventive maintenance to reduce failures and sustain operational efficiency.

Operational environmental management, including module cleaning, vegetation control, and asset upkeep.

Rapid response to incidents, with diagnosis, containment, and impact mitigation.

Value preservation, with greater continuity, reliability, and efficiency of solutions.

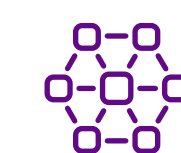
This work helps preserve expected generation, reduce losses, prevent environmental impacts, protect assets, and sustain the climate contribution of our solutions over time.

Result

Brasol® Assets



24/7 Operations Center
in São Paulo



11 clusters of assets
across 11 states



+250 MWp operational
across 21 states + DF



46 employees
dedicated to asset management



BRL 16,4 million
in avoided costs through prevention, monitoring, and rapid response.



Environmental intelligence in asset management

GRI 3-3 Climate change

Brasol's environmental management combines territorial intelligence, continuous monitoring, and preventive action to support environmental compliance, reduce risks, and strengthen the operational performance of assets throughout the project lifecycle and acquisition processes.

Environmental due diligence

- Compliance assessment, conditions, risks, and environmental liabilities before assets are acquired and integrated.
- 26 projects analyzed.
- 7 technical due diligence reviews with regulatory bodies.

Territorial intelligence

- Integrated use of the DATlaz platforms and OneGreen for ongoing management of environmental obligations.
- Assessment of permanent preservation areas (APPs), protected areas indigenous lands, springs, and territorial restrictions.

Preventive management

- Integrated action for environmental risk prevention and strengthened operational resilience.
- 0 environmental incidents recorded.
- 13 environmental training and communication initiatives.

Monitoring and compliance

- Ongoing management of environmental obligations and operational monitoring of assets.
- 344 environmental permits obtained and managed.
- +1,400 conditions monitored.
- 100% of assets in legal compliance.



Fire Monitor

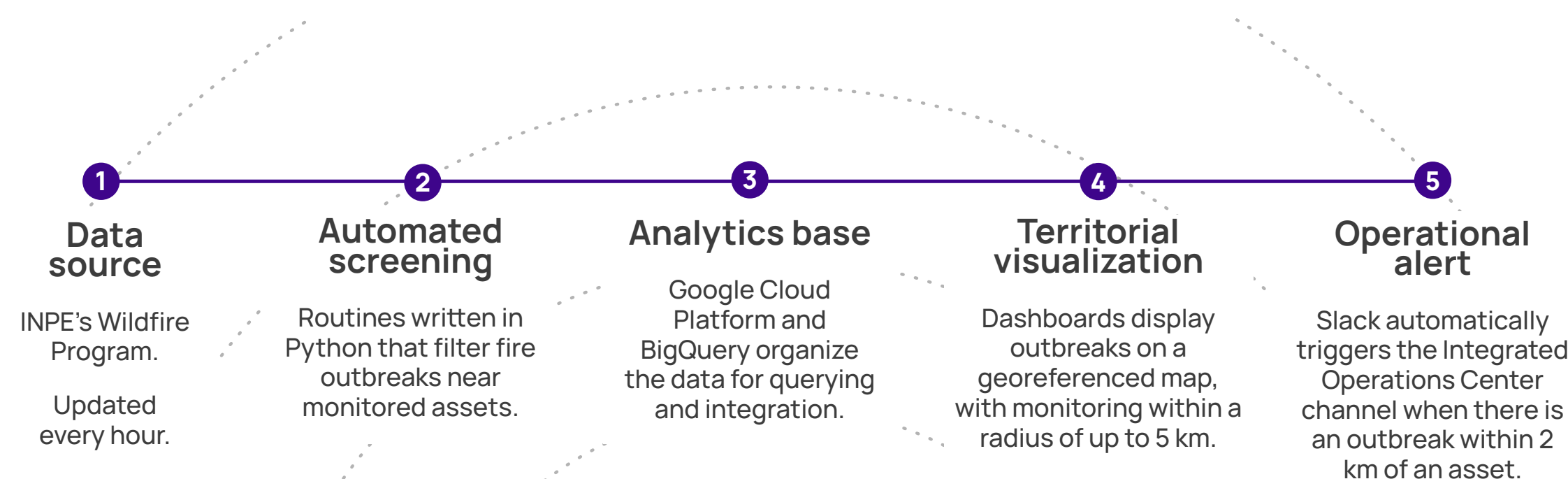
GRI 3-3 Climate change

Across a solar portfolio spread throughout Brazil, response time to wildfire outbreaks can directly affect the continuity of generation and the preservation of assets. To support this work, Brasol Ativos developed the Fire Monitor, an automated tool that turns environmental information into actionable operational alerts.

The initiative integrates georeferenced intelligence into the routine of the Integrated Operations Center, enabling incidents near assets to be identified more quickly, with territorial context and monitoring priority. The case highlights Brasol's progress in using technology and automation to reduce exposure to physical risks, protect asset performance, and sustain long-term value.



From information to operational alert



Prevention at scale



- Less reliance on manual checks.
- More context to assess the severity of each occurrence.
- Prioritization of field follow-up actions.
- Integration of environmental information, technology, and operational routine.
- Strengthened preventive management of solar assets.





Water resources

GRI 303-1

Although the company's activity is not water-intensive, we recognize the importance of this resource for the operational efficiency of our assets and for conducting our operations sustainably and responsibly.

Management of this topic is guided by the **Water Use Management Standard**, structured based on the Environmental and Social Management System (ESMS), with guidelines for offices, construction sites, and operating projects.

IN 2025



57 cleaning operations carried out across **46** projects.



Estimated consumption of **900** thousand liters of water used to clean assets.



Estimated average consumption of 0.02 L/Wp, equivalent to 10 liters per module.



Consumption monitored at the corporate offices, **1,000 m²**.

Water management at solar assets

Water is used mainly for cleaning and maintaining photovoltaic modules, an important activity for preserving expected generation and reducing performance losses associated with dirt and debris buildup.

Operational activities are monitored by the Operations, Environment, and ESG teams, taking into account the characteristics of the assets and the structures used in the field. Some operations rely on water-truck delivery or systems linked to partner properties, which still makes direct measurement of consumption difficult in some projects.

✓ Preventive cleaning of solar modules.

✓ Preserving the operational efficiency of assets.

✓ Continuous improvement of data traceability.



Water management at offices

At the corporate offices in São Paulo, water consumption is monitored, helping to improve data traceability and encourage conscious use in the administrative environment. In Florianópolis, management of this consumption is still maturing, since water costs are included in the property's lease agreement, which currently limits individualized measurement and tracking of consumption. As a next step, the company plans to advance the monitoring of this indicator throughout 2026, strengthening the management and traceability of information related to the unit's water consumption.

✓ Monitoring of consumption at corporate offices.

✓ Encouraging conscious use of natural resources.

Water management during construction

During project deployment phases, Brasol requires that water use follow criteria for regularity, traceability, and environmental compliance, especially in shared structures and outsourced operations. In projects under construction, raw water is used only for non-potable purposes, such as sanitation and road washing.

To ensure legality and avoid local impacts, third parties must prove the source, destination, and authorization for water withdrawal, ensuring traceability of the resource used.

✓ Verification of the source and regularity of water supply.

✓ Environmental compliance in field operations.



Biodiversity

GRI 101-1 | 101-2

Brasol's biodiversity management is integrated into the Environmental and Social Management System (ESMS), which guides the identification, prevention, monitoring, and mitigation of environmental impacts throughout project deployment and operation.

Our **Biodiversity Policy** sets guidelines for protecting fauna, flora, and environmentally sensitive areas, supporting responsible conduct of activities and the integration of environmental management, operations, and impact prevention.

This work combines environmental studies, operational monitoring, and preventive measures carried out according to the characteristics of each territory and the requirements applicable to environmental licensing processes.



Focus areas

Fauna and flora

Conducting environmental studies and technical assessments in line with regulatory requirements and the characteristics of each territory.

Fauna and flora studies. Forest inventories.

Pre-deployment and acquisition assessments.



Environmental monitoring

Ongoing tracking of environmental occurrences and specialized support during asset operation.

Remote monitoring.

Fauna tracking.

Preventive impact control.



Territorial management and prevention

Implementation of environmental measures aimed at ecosystem preservation and environmental compliance.

Environmental compensation measures.

Donation of seedlings and woody material.

Specialized consulting for sensitive areas.

IN 2025



We continued environmental monitoring of licensed projects.



We expanded the use of digital platforms and georeferenced databases to support territorial analysis.



We integrated and strengthened environmental monitoring with asset operation and maintenance.



We hired specialized consultants for environmentally sensitive contexts.



Waste management

GRI 306-2

Brasol's waste management is integrated into the environmental and operational routines of the different project phases, aiming to strengthen environmental compliance, the organization of construction sites, and proper tracking of the disposal of materials generated by our activities.

The company's **Solid Waste Management** Standard guides practices for segregation,

temporary storage, monitoring, and environmentally appropriate final disposal in our operations.

The waste generated varies according to the profile of operations and is more significant during asset deployment and construction phases. During these phases, the contracted EPC firms are responsible for properly

managing waste in accordance with applicable legal and operational requirements, guided and monitored by Brasol's environmental management and ESG team.

In operating assets, waste generation tends to be lower and associated with maintenance routines and specialized services performed by contracted companies.



From generation to final disposal

GENERATION

Waste generated from construction, deployment, maintenance, and operation activities.



Waste sorted by class and held in controlled temporary storage at asset operation sites.

SEGREGATION AND STORAGE

OPERATIONAL MONITORING

Tracked by the Environment, ESG, and Operations teams according to the nature of the activities and applicable environmental requirements.



Sent to licensed companies for environmentally appropriate disposal in accordance with applicable law.

FINAL DISPOSAL





People who make Brasol happen

Maria Luiza Perroni
Performance Analyst



A stronger culture for business evolution

GRI 3-3 Culture and human development

We are strengthening a more collaborative aligned culture, ready for the challenges of the energy transition.

As we expanded our presence in the energy sector and consolidated our solutions platform and asset management, we also transformed the way we connect people, culture, and strategy. In 2025, this shift was accompanied by leadership maturity, a stronger organizational structure, and team development, contributing to work that is more integrated, consistent, and aligned with the challenges of our business.

In this context, the people management area advanced from a more operational, reactive role to a genuinely strategic position. More structured programs, integrated with one another and connected to the company's priorities, began guiding the employee journey, bringing recruitment, internal mobility, and development together in a continuous cycle of growth.

The year was also marked by a significant organizational restructuring, which required redistributing activities and adapting teams. To support this moment, we strengthened committees, listening channels, and follow-up routines, ensuring a closer, more careful transition focused on maintaining engagement throughout the process.

Throughout this process, we also revisited the company's values. With subtle adjustments, we sought to ensure they continue to accurately reflect who we are, preserving the cultural essence that unites us, with the clarity of an organization that has matured and knows where it wants to go. In parallel, we developed the Benefits Policy, bringing greater governance to people management.

Policies that guide our people management



WHSE Policy (Workplace Health, Safety and Environment).

General Data Protection Law (LGPD) Policy.

Diversity and Inclusion Policy.

Referral Program Policy.

Covid Control Policy.

Device Management and Virtual Security Policy.

Travel Expense Reimbursement Policy.

Working Hours Control Policy.

Maternity Leave Policy.

Vacation Policy.

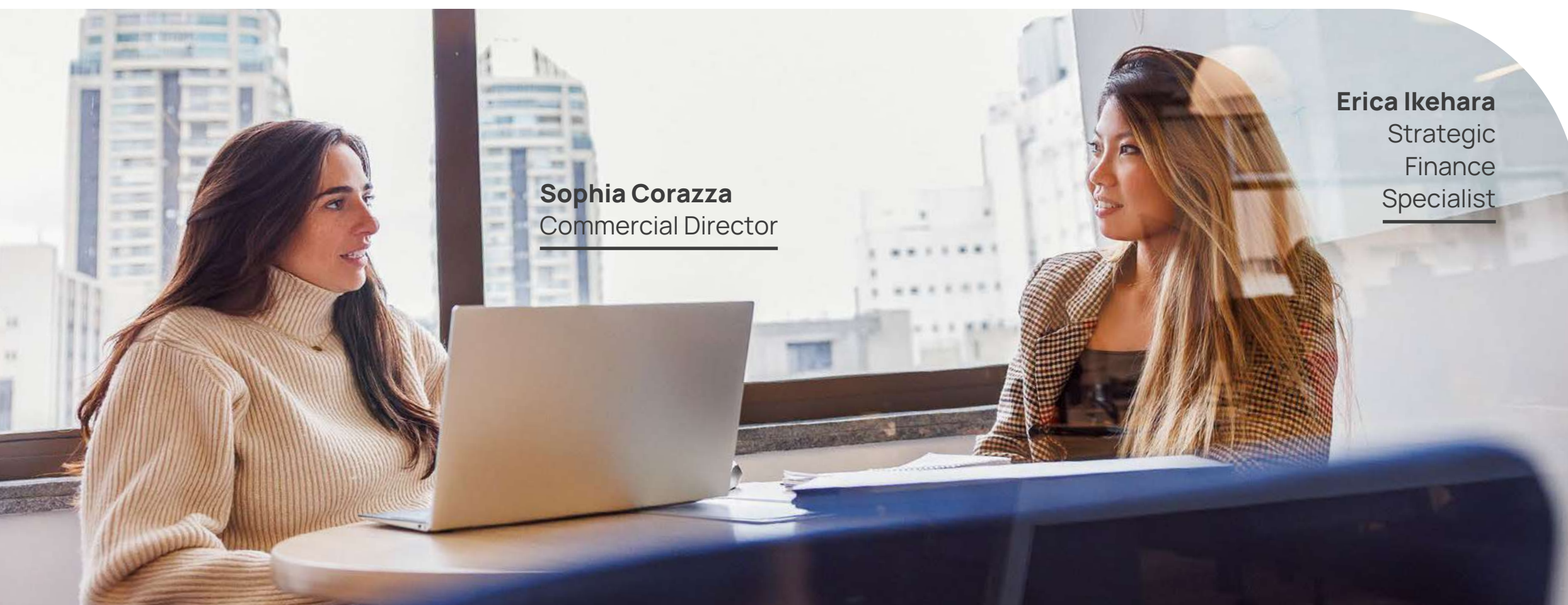
Home Office Policy.

Termination Policy.

Bonus Policy.

Benefits Policy.

Recruitment and Selection Policy.



Sophia Corazza
Commercial Director

Erica Ikehara
Strategic
Finance
Specialist



Our energy

GRI 2-7, 2-8, 203-2, 401-1, 405-1

Our energy comes to life through the people who work day to day in our operations and offices, with increasingly integrated collaboration across technical, operational, and corporate areas.

The evolution of the business model was accompanied by internal reorganization, with redistributed activities and adjustments to team structures, reflecting the company's consolidation as an energy solutions platform.

All professionals remain employed full-time on indefinite contracts, with the exception of interns and young apprentices, reinforcing our commitment to formal, transparent working relationships aligned with applicable legal and collective bargaining practices.

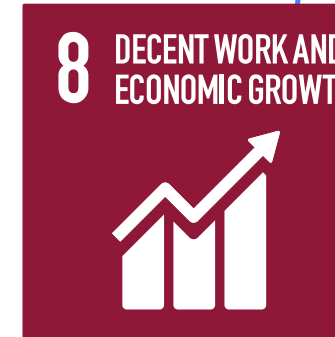
More than 600 indirect jobs were created during the construction and operation phases of projects across the country, contributing to local development in the territories where we operate.

Team movement

Hiring and turnover trends over the period reflect the internal reorganization and the adaptation of teams to the company's operating model.

59% Hiring rate

60% Turnover rate



	2023	2024	2025
Total employees	105	197	196
Total interns	20	27	20
Total young apprentices	1	2	2
Total women	39	74	83
Total men	66	123	113



Diversity that strengthens our decisions

GRI 405-1 | 405-2

Diversity at Brasol is reflected in how our teams are built and interact day to day, playing an increasingly consistent role in decision-making and people management.

This is reflected in the evolving makeup of our teams, with growth in women's participation, especially in leadership positions, which rose from 16% to 26%, broadening perspectives and strengthening the quality of decisions. We also observed gradual progress in racial representation, both across the workforce as a whole and in leadership roles.

We maintain practices that encourage diversity in our hiring processes, such as including women candidates in final selection stages and ensuring shortlists include at least one woman, reinforcing our commitment to greater representation and equal opportunity.

Brasol ensures pay equity between men and women in the same roles, with no differences in base salary or benefits, in line with internal guidelines and applicable collective bargaining agreements. We continue to track these indicators and strengthen practices that contribute to an increasingly diverse and inclusive environment.



Women's presence in the energy transition



	2024	2025
Women in leadership	16%	26%
Women on the Board of Directors	14%	14%
Women as a share of total employees	38%	42%
Black and mixed-race women	15%	18%



Self-declared racial representation

	Total employees		In leadership positions	
	2024	2025	2024	2025
Black	10%	11%	5%	6%
Mixed-race (parda)	25%	27%	9%	13%
White	61%	57%	84%	79%
Other	4%	5%	2%	2%

Brasol Assets' Monitoring team is 100% women



Ratio of compensation received by women compared to men, by role

GRI 405-2

1.1 Managerial positions

1.0 Non-Managerial positions



Self-declared LGBTQIAPN+ representation

	2024	2025
Total employees	10%	8%
In leadership positions	4%	4%



People ready for the challenges of the energy transition

GRI 404-1 | 404-2 | 3-3 Culture and human development

Developing people is part of how Brasol sustains the quality of its operations amid greater business complexity and expansion. With the growth of the business, we have strengthened a development journey connected to the needs of each area, our organizational culture, and our execution capacity.

The **Corporate University** continued operating, with adjustments to learning tracks, the platform, and gamification. Area- and role-specific tracks were improved to better align content with business needs, combining technical training, behavioral development, and the strengthening of core competencies.

The onboarding process took on a more practical dimension connected to purpose, with **100% of new employees visiting power plants in 2025**, bringing every person closer to Brasol's operational reality from the very start of their journey.



Corporate University

Learning tracks by role and area, with technical and behavioral content.



Area-specific learning tracks

Learning targeted to the real needs of teams.



Onboarding at power plants

100% of new employees connected to operations from day one.



Development to lead and transform

GRI 404-1 | 404-2 | 3-3 Culture and human development

In 2025, we continued the **Leadership Development Program**, with training for new leaders and an advanced module for participants from previous cycles. In addition, the **Executive Coaching Program** supported key employees on strategic topics related to leadership, decision-making, and professional growth.

Average of **67** hours of training per employee in 2025.

Giuliana Vespa
HR Director

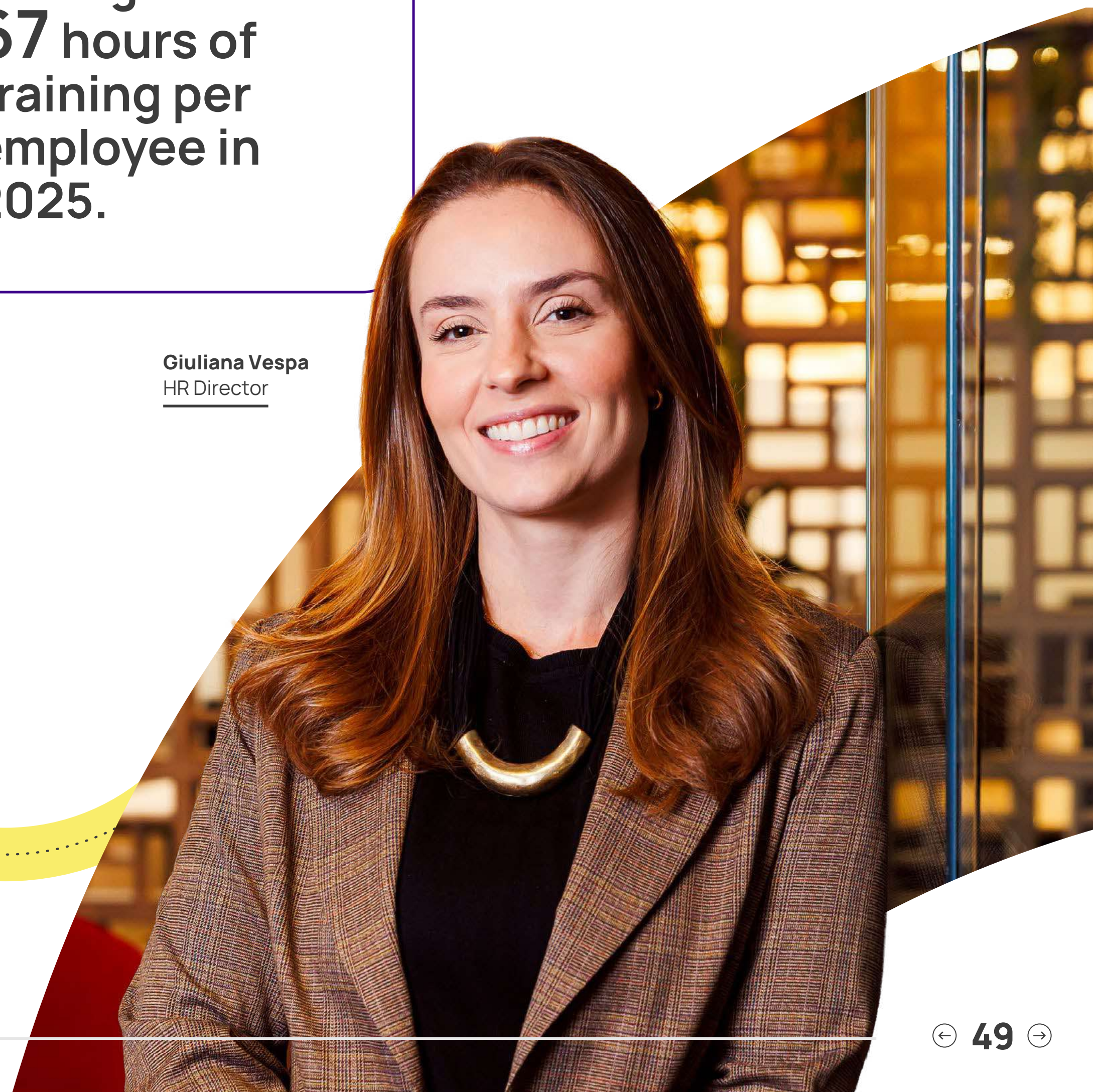
Leadership development

Leadership Development Program for new leaders and an advanced module for established leaders.



Executive coaching

Support for the development of key employees.





AI Culture: innovation and entrepreneurship

GRI 404-2 | 3-3 Culture and human development

In 2025, we structured the **AI Culture Program**, a cross-functional initiative focused on the safe, productive, and responsible adoption of generative AI at Brasol. Sponsored by executive leadership and coordinated by the Human and Organizational Development area, the program seeks to boost productivity, build new skills, and free up teams' time for higher value-added activities.

Brasol adopted the Adapta One platform as its official corporate generative AI tool, within a governed and auditable environment. Its use is backed by information security guidelines, data classification, and compliance with Brasol's internal Compliance policies and Brazil's LGPD (General Data Protection Law), strengthening a culture of responsible innovation.

The initiative was structured around several fronts, including mandatory training, AI Fridays, an internal collaboration channel, corporate gamification, the development of micro-projects, and the launch of

the **InovAI Challenge**, which mobilized multidisciplinary teams in the search for solutions with an impact on efficiency, quality, and innovation.

More than a technological tool, AI reinforced one of Brasol's core values: "We cultivate entrepreneurship", encouraging ownership, experimentation, and the development of innovative solutions to business challenges.

For 2026, Brasol plans to complete the first edition of the InovAI Challenge, formalize its network of AI Champions, and expand the micro-pilots with the greatest potential for scaled corporate solutions.

Ana Clara Soares
Customer Management Assistant



169 licenses assigned.

44 in 2024 + 125 in 2025.

168 licenses in use.

99.4% utilization.

88% activation rate.

9,2 thousand chats created.

6,9 thousand files generated.

355 hours saved.

BRL 22,7 thousand in estimated savings.

BRL 148 thousand invested in 2025.



Performance assessment and career development

GRI 2-19, 2-20, 2-21, 404-3

Performance management at Brasol is treated as a development tool, connecting expectations, deliverables, and professional growth over time. The model combines self-assessment, structured feedback, and calibration sessions among leaders, contributing to greater consistency in analyses and in decisions related to development, mobility, and recognition.

The evaluation cycle was expanded with the implementation of a dedicated tool for tracking evaluations, increasing transparency and visibility for everyone involved. In addition, the incorporation of 360-degree feedback, with input from peers and direct reports, made the model more complete and representative, strengthening everyone's development.

Leaders are directly involved in this process, monitoring team performance and helping build career paths aligned with business needs. Compensation policy follows this same logic, connecting performance, results, and responsibilities in line with the company's growth.

The highest-paid employee earns 5.8 times more than the average compensation of all other employees.

In 2025, the highest-paid individual in the organization received a 25.3% raise, while other employees received an average raise of 10.6%.

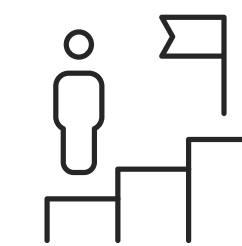
100% of eligible employees **evaluated**.

20 employees **promoted** during the period.

140 internal recruitment **opportunities** and **4** internal moves completed.

40% of promoted employees were **women**.

7 interns hired **permanently**.



Francilene Alves
Finance Assistant





A health and safety culture under construction

GRI 403-1 | 403-8 | 3-3 Health, safety, and well-being

In a year of transformation, strengthening our health and safety culture was essential to sustaining operations with responsibility and consistency.

The expansion of field activities, the evolution of our operating model, and the internalization of asset management increased risk exposure and reinforced the need for an increasingly structured approach.

Brasol has an Occupational Health and Safety Management System that is being consolidated, run by the Occupational Health and Safety (OHS) team and applied to both employees and third parties, including administrative teams, operation and maintenance teams, and teams building new assets. The system covers operating units and offices, supporting compliance with legal requirements for higher-risk activities.

In 2025, we advanced the organization of management processes and tools, notably the Risk Management Program (PGR), the Occupational Health Medical Control Program (PCMSO), the pre-mobilization document approval workflow, and prevention tools such as Preliminary Risk Analysis (APR), Safe Work Permits (PTS), Reporting of Unsafe Acts and Conditions (AGIR), and the Right to Refuse, strengthening early risk identification and activity monitoring.

Occupational health management is carried out through the SOC platform, which centralizes exams, reports, and occupational health records, ensuring the confidentiality of information in compliance with Brazil's General Data Protection Law (LGPD) and non-discrimination principles.

As part of the system's evolution, we began structuring actions related to the psychosocial risks addressed in the updated NR-1 regulation, a topic that will continue to be developed throughout 2026.

Occupational health and safety management tools



Risk Management Program (PGR)
Hazard identification and risk assessment in operational activities.



Occupational Health Medical Control Program (PCMSO)
Monitoring employee health based on occupational risks.



Technical Reports on Workplace Environmental Conditions (LTCAT)
Assessment of environmental conditions and support for occupational risk management.



Third-party management program
Document control and monitoring of safety requirements.



Incident reporting and investigation system
Root cause analysis and definition of action plans.



Technical visits to power plants
Monitoring of operating conditions and risk identification.



Occupational Health and Safety bulletins
Regular communication with operational and administrative teams.



Preventive tools (APR, PTS, AGIR, and Right to Refuse)
Risk identification, authorization for critical activities, reporting of unsafe conditions, and work stoppage in risk situations.



Safety applied to daily operations

GRI 403-2 | 403-4 | 403-7



RISK IDENTIFICATION

Risk Management Programs (PGR) with corporate and operational approaches.

Hazard mapping in operations and maintenance.

Pre-screening when hiring third parties.

Use of APR (Preliminary Risk Analysis) for critical activities.



FIELD MONITORING

Visits by the occupational health and safety team to power plants.

Monitoring of operating conditions.

Close collaboration with operations and maintenance teams.

Verification of compliance with legal and corporate OHS requirements.



INCIDENT RESPONSE

Logging and monitoring in an internal system.

Root cause analysis ("5 whys" methodology).

Definition and tracking of action plans.

Incorporating lessons learned into the management system to prevent recurrence.



AWARENESS

Weekly Safety Talks (DSS).

Work of the Internal Accident Prevention Committee (CIPA), with regular meetings and training and awareness initiatives.

Ongoing communication about risks and prevention.

Onboarding of third parties and reinforcement of health and safety practices.

Health and safety risk management is built day by day, connecting identification, prevention, and continuous learning in our operations.



Training for safe operations

GRI 403-3 | 403-5 | 403-6 | 403-9 | 3-3 Health, safety, and well-being

Health and safety at Brasol are built through team preparation and by embedding the topic into operational routines. The focus is on continuous training, aligned with field activities and the technical demands of operations.

In operation and maintenance activities, training is tailored to real working conditions, with content focused on risk prevention and the safe execution of tasks. Internalizing asset management increased the need for team preparedness, with more frequent and better-organized training initiatives.

These initiatives include mandatory training related to regulatory standards, structured training tracks by role, and regular communication efforts that help spread safe practices among operational and administrative teams.

Occupational health management is also part of this process, with monitoring of working conditions, specialized technical support, and integration with safety practices. In 2025, we also held our Internal Work Accident Prevention Week (SIPAT), reinforcing awareness of health, safety, and prevention among administrative and operational teams.



Training and occupational health

[NR-06 \(Personal Protective Equipment – PPE\).](#)

[NR-10 \(Electrical installations\).](#)

[NR-10 SEP \(Electric Power System\).](#)

[NR-12 \(Machinery and Equipment\).](#)

[NR-33 \(Confined spaces\).](#)

[NR-35 \(Work at height\).](#)

[Third-party onboarding.](#)

[Behavioral and preventive training.](#)

[Communication on health and safety.](#)

[Occupational health monitoring.](#)

In 2025,
344 hours of
training were
provided to
field teams.

	Employees		Contractors	
	2024	2025	2024	2025
Hours worked	227 k	468 k	672 k	652 k
Fatalities	0	0	0	0
Severe accidents or accidents resulting in time off work	0	1	0	1
Accidents requiring mandatory reporting or accidents without time off work	0	0	0	0
Frequency rate*	0	2.13	0	1.53
Severity rate*	0	8.54	0	92.02

*based on 1,000,000 hours.



Well-being and quality of life

GRI 401-2, 3-3 Health, safety, and well-being

People's well-being is an important part of the experience of working at Brasol. That's why we strive to offer resources and initiatives that support employees' physical, emotional, and financial health, contributing to a healthier, more balanced routine.

Continuous learning is also part of this commitment. Throughout the year, Knowledge Fridays brought employees together for conversations on technical, behavioral, and strategic topics, strengthening a culture of development and knowledge sharing.

Natalia Silva
Jesuíta Roseno
Kelen Cavalcante
Facilities Assistants

More than just benefits, these initiatives reflect our care for our people and the effort to build an environment where every professional finds support to grow, develop, and give their best.

Teams' perceptions of this environment continue to be monitored and taken into account as these initiatives evolve.
The Employee Net Promoter Score (eNPS) held steady in 2025.

Benefits

Health insurance.

Dental insurance.

Meal vouchers.

Transportation vouchers / mobility vouchers.

Life insurance.

Petlove.

Wellhub.

TotalPass.

Starbem.

Avus.

Platform offering psychological, financial, and specialized counseling support.

In the middle of the daily routine, it's the connections between people that give our energy its intensity.





Strategic role in the resilience of the Brazilian electric system

We continue to build, with intelligence, consistency, and execution capability, a model capable of strengthening the resilience of the Brazilian electric system.

Matheus Mendes
Performance Coordinator

The energy transition is no longer a trend, but a reality that is already pushing the Brazilian electric system to reinvent itself.

We chose to be at the center of this transformation.

We evolved our business model to integrate infrastructure, financial intelligence, and asset management into a platform capable of consistently responding to the sector's challenges. By taking on the operation and management of assets, we expanded our control over performance, risk, and efficiency, strengthening our ability to deliver more reliable and resilient solutions.

In practice, we integrate capital, distributed generation, substations, storage, and smart energy management to increase system flexibility, reduce vulnerabilities, and expand the response capacity of the grid and our customers.

At the same time, we take part in the discussions reshaping the sector in Brazil and around the world, bringing a perspective built on operations, assets, and real investment decisions.

Brasol's leading role in the energy transition was recognized at the **Energy Leaders Award 2025**, promoted by Grupo Mídia and Full Energy magazine.





GRI Content Index

Statement of Use:

Brasol has reported in accordance with the GRI Standards for the period from January 1, 2025, to December 31, 2025.

GRI 1 Used

GRI 1: Foundation 2021

Applicable GRI Sector Standard(s):

None.

GRI STANDARDS

CONTENT

LOCATION

OMISSION

OMISSION

REASON

EXPLANATION

GENERAL DISCLOSURES

GRI 2: General Disclosures 2021

1. The organization and its reporting practices	2-1	Organizational details	3,7			
	2-2	Entities included in the organization's sustainability reporting	3			
	2-3	Reporting period, frequency, and contact point	3			
	2-4	Restatements of information	There were no restatements of information relative to prior reports.			
	2-5	External assurance	Only Greenhouse Gas emissions data and accounting data were verified by a third party.			
2. Activities and workers	2-6	Activities, value chain, and other business relationships	7, 10, 16, 28, 29			
	2-7	Employees	46	a, b	Information	Data by region was not disclosed.
	2-8	Workers who are not employees	46	a, b, c	Information	Data on non-employee workers, engagement type, activities, and fluctuations was not disclosed.
3. Governance	2-9	Governance structure and composition	19, 20, 21			
	2-10	Nomination and selection of the highest governance body	20			
	2-11	Chair of the highest governance body	20			
	2-12	Role of the highest governance body in overseeing the management of impacts	19, 24, 25, 28			
	2-13	Delegation of responsibility for managing impacts	19, 24, 25			
	2-14	Role of the highest governance body in sustainability reporting	This report was approved by the Executive Board and by the CEO, who also chairs the Board of Directors.			
	2-15	Conflicts of interest	20			
	2-16	Communication of critical concerns	23	b	Information	The total number and nature of critical concerns communicated to the highest governance body during the reporting period were not tracked.
	2-17	Collective knowledge of the highest governance body	26			
	2-18	Evaluation of the performance of the highest governance body	There is no structured performance evaluation for the company's highest governance body.			
	2-19	Remuneration policies	51			
	2-20	Process to determine remuneration	51			
	2-21	Annual total compensation ratio	51			

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GRI 1 Used

GRI 1: Foundation 2021

Applicable GRI Sector Standard(s):

None.

GRI STANDARDS		CONTENT		LOCATION	OMISSION		
					OMISSION	REASON	EXPLANATION
GENERAL DISCLOSURES							
GRI 2: General Disclosures 2021							
4. Strategy, policies and practices	2-22	Statement on sustainable development strategy	4				
	2-23	Policy commitments	19, 22, 26				
	2-24	Embedding policy commitments	22, 24, 25, 26, 28				
	2-25	Processes to remediate negative impacts	23, 26				
	2-26	Mechanisms for seeking advice and raising concerns	23				
	2-27	Compliance with laws and regulations	23				
5. Stakeholder engagement	2-28	Membership associations	United Nations (UN) Global Compact. Brazilian Association of Energy Storage Solutions (ABSAE). Brazilian Association of Distributed Generation (ABGD).				
	2-29	Approach to stakeholder engagement	26, 27				
	2-30	Collective bargaining agreements	100% of employees are covered by a collective bargaining agreement.				
Material Topics							
GRI 3: Material Topics 2021	3-1	Process to Determine Material Topics	27				
	3-2	List of Material Topics	27				
Material Topic: Innovation for the Energy Transition							
GRI 3: Material Topics 2021	3-3	Management of Material Topics	10, 28				
GRI 203: : Indirect Economic Impacts 2016	203-2	Significant indirect economic impacts	16, 35, 46				
Material Topic: Sustainable Supplier Chain Management							
GRI 3: Material Topics 2021	3-3	Management of Material	29				

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GRI 1 Used

GRI 1: Foundation 2021

Applicable GRI Sector Standard(s):

None.

GRI STANDARDS		CONTENT		LOCATION	OMISSION		
					OMISSION	REASON	EXPLANATION
GENERAL DISCLOSURES							
Material Topic: Climate Change							
GRI 3: Material Topics 2021	3-3	Management of Material Topics	32, 36, 37, 38, 39, 40				
GRI 201: Economic Performance	201-2	Financial implications and other risks and opportunities arising from climate change	36, 37, 38				
GRI 101: Biodiversity 2024	101-1	Policies to halt and reverse biodiversity loss	42				
	101-2	Management of biodiversity impacts	42				
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	41				
GRI 305: Emissions 2016	305-1	Direct (Scope 1) greenhouse gas (GHG) emissions	33, 34				
	305-2	Energy indirect (Scope 2) greenhouse gas (GHG) emissions	33, 34				
	305-3	Other indirect (Scope 3) greenhouse gas (GHG) emissions	33, 34				
	305-4	Greenhouse gas (GHG) emissions intensity	33				
	305-5	Reduction of greenhouse gas (GHG) emissions	33, 34				
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	43				
Material Topic: Culture and Human Development							
GRI 3: Material Topics 2021	3-3	Management of Material Topics	45, 48, 49, 50				
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	46	a, b	Information unavailable/incomplete	Hiring and turnover by age, gender, and region were not disclosed.	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	55				
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	48, 49	a	Information unavailable/incomplete	Average training hours by gender and job category were not disclosed.	
	404-2	Programs for upgrading employee skills and transition assistance programs	48, 49, 50				
	404-3	Percentage of employees receiving regular performance and career development reviews	51	a	Information unavailable/incomplete	Performance evaluations by gender and job category were not disclosed.	



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GRI 1: Foundation 2021

Applicable GRI Sector Standard(s):

None.

GRI STANDARDS		CONTENT		LOCATION	OMISSION		
					OMISSION	REASON	EXPLANATION
GENERAL DISCLOSURES							
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	46, 47				
	405-2	Ratio of the base salary and remuneration of women to that of men	47				
Material Topic: Health, Safety, and Well-being							
GRI 3: Material Topics 2021 GRI 403: Occupational Health and Safety 2018	3-3	Management of Material Topics	52, 54, 55				
	403-1	Occupational health and safety management system	52				
	403-2	Hazard identification, risk assessment, and incident investigation	53				
	403-3	Occupational health services	54				
	403-4	Worker participation, consultation, and communication on occupational health and safety	53				
	403-5	Worker training on occupational health and safety	54				
	403-6	Promotion of worker health	54				
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	53				
	403-8	Workers covered by an occupational health and safety management system	52				
	403-9	Work-related injuries	54				
Material Topic: Indicators not associated with a material topic and aligned with the UN Global Compact's anti-corruption principle							
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	22				
	205-3	Confirmed incidents of corruption and actions taken	23				
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	23				



We thank everyone who contributed to the creation of this report and to Brasol's growth in 2025.

Every piece of data, initiative, and lesson shared here reflects the collective work of teams, leaders, partners, and stakeholders who help build smart solutions for the future of energy.

CREDITS

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Brasol's corporate areas and leadership

GRI consulting, writing, and editorial support

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